

# AWARENESS



## What students should know about sexual violence

Sexual violence is a crime and will not be tolerated at Grayson College. Members of the Grayson College community, including visitors, have the right to be free from all forms of sexual violence.



## A Title IX Guide for Grayson College Students

### If a student wants to report prohibited conduct but does not want to pursue action with Grayson College or the criminal justice system, what will happen?

Once Grayson College knows, or reasonably should have known, that an incident of prohibited conduct has occurred, the college **MUST** respond and investigate the matter. When an incident of prohibited conduct is reported, Grayson College will follow its policies and procedures, even if the victim does not wish to pursue action with the college or the criminal justice system.

### Can a student report an incident of prohibited conduct that occurred off campus?

Yes, if the incident occurred at an off-campus Grayson College sponsored event and/or the behavior is impacting the student's ability to participate in the college's educational programs, the student should report the incident to the appropriate Grayson College official.

If you have a protective order against a person, notify the Grayson College Police Department as soon as possible.

### Reporting Options

Prohibited conduct should be promptly reported to any of the Grayson College officials listed below:

#### GC Title IX Coordinator

Dr. Regina Organ  
Administrative Services Building, Main Campus  
903.463.8714  
organr@grayson.edu

#### GC Deputy Title IX Coordinators

Dr. Kim Williams Dean of Workforce 903.415.2506 williamsk@grayson.edu	Michael McBrayer Athletic Director 903.463.8753 mcbayerm@grayson.edu
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#### GC Deputy Title IX Coordinator (for complaints against an employee)

Jennifer Becherer  
Director of Human Resources  
903.463.8648  
bechererj@grayson.edu

Additionally, criminal acts, including those of a sexual nature, should be **immediately** reported to the Grayson College Police Department. Police dispatch can be reached during business hours at 903.463.8777, or simply dial 8777 from any campus phone. After hours call or text 903.814.3343 or phone 903.893.4388.

### Resources

There are campus and community resources from which you may seek support. Contacting any of these resources is not considered an official report to Grayson College of prohibited conduct. To make an official report of prohibited conduct, see the "Reporting Options" section of this brochure.

#### Grayson College Counseling Services Office

903.463.8695  
counseling@grayson.edu

#### Grayson College Police Department

903.463.8777  
police@grayson.edu

#### Family Law Hotline - Access to Legal Services

800.777.3247 (Mon-Fri 8:30 a.m. to 5:30 p.m.)

#### Family Violence Legal Line

800.374.4673

#### Grayson County Shelter- Shelter, Family Services, and Transitional Housing

903.465.6041  
www.graysoncountyshelter.com

#### Salvation Army

903.868.9602  
www.salvationarmy.org

#### Not Alone - Together Against Sexual Assault

www.notalone.gov

#### Partners in Prevention

800.799.7233  
www.enddomesticabuse.org

#### Planned Parenthood - STD Testing and Birth Control

972.548.7482 (located in McKinney)

#### RAINN - Rape, Abuse, and Incest National Network

800.656.4673  
www.rainn.org/get-help/national-sexual-assault-hotline

#### Texas Association Against Sexual Assault (TAASA)

512.474.7190  
www.taasa.org

#### Texas Sexual Abuse Hotline

800.252.5400  
www.txabusehotline.org/Login/Default.aspx

#### The Hotline - National Domestic Violence Hotline

800.799.7233 24 hrs.

#### The Turning Point - Rape Crisis Center

800.886.7273  
www.theturningpoint.org

#### The U.S. Department of Education Office for Civil Rights

800.421.3481  
www2.ed.gov/about/offices/list/ocr/complaintintro.html

Consider immediately reporting the incident to the appropriate law enforcement official. See the "Reporting to Law Enforcement" section of this brochure. Note: victims have the right not to report a crime if they so choose.

Consider counseling and/or other support services. This is a difficult and stressful time, and you may need assistance now or in the future. Counseling services are offered free of charge to all current Grayson College students. The Counseling Services office can be reached at 903.463.8695.

Keep a journal. Write down everything you can remember about what occurred including: the events that led up to the incident, the date the incident occurred, the time the incident occurred, names of any potential witnesses or persons who may have additional information, etc. If applicable, keep any voicemails, harassing letters, texts, online postings, emails, etc. as evidence.

### How will Grayson College respond to a student's report of prohibited conduct?

Grayson College will promptly investigate and address reported incidents of prohibited conduct using the appropriate procedures stated in the Student Handbook. The student's report will be submitted to Grayson College's Title IX coordinator who will assign two Title IX Investigators. Once the investigation is complete and submitted to the Coordinator, the "preponderance of evidence standard" (i.e. more likely than not to have occurred) will be applied to determine whether a violation exists. Sometimes, prohibited conduct may not constitute a crime, but it will be addressed because it is a violation of *Title IX* and Grayson College policy.

### Are students required to report prohibited conduct?

No, victims have the right not to report a crime if they so choose.

### Can a student submit an anonymous report?

Yes, a student can submit an anonymous report of prohibited conduct. However, doing so may limit Grayson College's ability to thoroughly investigate the matter, respond appropriately, and stop the behavior from reoccurring.

Grayson College does not discriminate on the basis of race, color, religion, age, sex, national origin, disability or veteran status.

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## What is Title IX?

Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §1681, prohibits discrimination on the basis of sex in educational programs and activities. All colleges and universities receiving federal funds must comply with *Title IX*. Under *Title IX*, discrimination on the basis of sex can include sexual harassment, gender-based harassment, and sexual violence. Additionally, *Title IX* requires higher education institutions to have in place procedures to respond promptly and effectively to allegations of sexual harassment, gender-based harassment, and/or sexual violence.

*Remember: Both males and females can be victims or perpetrators of an act of sexual harassment, gender-based harassment, and/or sexual violence.*

## What is sexual violence?

Sexual violence is a form of sexual harassment. Sexual violence includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to his or her use of drugs or alcohol or due to an intellectual or other disability. Sexual violence can have a long standing impact on the victim, but there is hope, and there are campus support and community resources for victims. See also dating violence and domestic violence as defined in the *Student Handbook (Against Acts of Assault, Violence, and/or Stalking)*. Sexual violence includes, but is not limited to, rape, sexual assault, aggravated sexual assault, sexual battery and sexual coercion.

## Grayson College policy on sexual harassment and violence

Grayson College **prohibits** any form of sexual harassment, gender-based harassment, and/or sexual violence. Students, faculty, and staff are required to comply with this policy. Grayson College strives to maintain a healthy and safe environment where all members of its campus community are treated with dignity and respect. Members of the Grayson College community are responsible for preventing sexual harassment, gender based harassment, and/or sexual violence and helping ensure students can pursue their academic and career goals in a positive learning environment.

## Policy on retaliation

Additionally, Grayson College prohibits retaliation in any form by a student or Grayson College employee against a student alleged to have experienced prohibited conduct or who, in good faith, makes a report of prohibited conduct, serves as a witness, or otherwise participates in an investigation. All incidents of retaliation should be immediately reported to the appropriate Grayson College official.

## What are sexual harassment and gender based harassment?

Sexual and/or gender-based harassment of a student may be committed by another student, an employee, or another individual affiliated with the college. Sexual harassment of a student, including harassment committed by another student, includes unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or nonverbal conduct; or other conduct or communication of a sexual nature when the conduct is so severe, persistent, or pervasive that it:

- Affects a student's ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
- Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance; or
- Otherwise adversely affects the student's educational opportunities.

Examples of **general sexual harassment** include, but are not limited to, sexual advances; touching intimate body parts or coercing physical contact that is sexual in nature; jokes or conversations of a sexual nature; rape; sexual assault; sexual battery; sexual coercion; and other sexually motivated conduct, communication, or contact. Physical contact not reasonably construed as sexual in nature is not sexual harassment.

Examples of **sexual harassment by a Grayson College employee** include situations where a student believes he or she must submit to the conduct in order to participate in a college program or activity, or that the employee will make an educational decision based on whether or not the student submits to the conduct.

**Gender-based harassment** is a form of sex discrimination and includes physical, verbal, or nonverbal conduct based on the student's gender, the student's expression of characteristics perceived as stereotypical for the student's gender, or the student's failure to conform to stereotypical notions of masculinity or femininity. Examples of gender based harassment directed against a student, regardless of the student's or the harasser's actual or perceived sexual orientation or gender identity, may include offensive jokes, name-calling, slurs, or rumors; physical aggression or assault; threatening or intimidating conduct; or other kinds of aggressive conduct such as theft or damage to property.

## Ways to reduce your risk of becoming a victim of sexual violence

The following are suggestions for how to reduce your risk of becoming a victim of sexual violence:

1. Have a plan. Tell someone you trust where you are going and when you expect to return. If you go together, leave together. Do not leave a friend behind.
2. Take care of your friends, and ask that they take care of you. Respect them when they do.
3. In social situations, do not accept food or open beverages, as it can be easy for someone to slip a drug into them without your knowledge. Warn your friends if you see someone tampering with their drink.
4. Take responsibility for your alcohol intake and/or drug use. Using these substances lowers inhibitions and may make you a target.
5. Know that you have the right to set limits concerning your sexual activity. Make your limits known as early as possible and communicate them clearly and consistently.
6. If you change your mind during sexual activity, speak up and communicate your decision to no longer proceed clearly and firmly. Say something like, "No" or "I want you to stop."
7. If a situation feels uncomfortable or you are uncertain about something, trust your instincts, remove yourself from the situation, and ask for help.
8. If you feel you have been victimized, find a safe place away from the aggressor and call the police or a community agency, such as a rape crisis center, domestic violence hotline or hospital.

9. Do not assume, "It can't happen to me."

10. If you see something of concern, say something.

## Sexual violence victims' / complainants' rights:

Both the alleged victim/complainant and respondent will have the same opportunity to have observers present during meetings with the hearing officer.

Both the alleged victim/complainant and respondent will be notified of their options to change class schedules and/or change rooms (if residing in campus housing).

If the alleged victim/complainant is concerned about safety on campus, the GC Police Department can provide an escort to and from the parking lots.

The alleged victim/complainant will be informed of the resources provided by Grayson College Counseling Services and community agencies.

The alleged victim/complainant will be informed of his or her right to report the incident to appropriate law enforcement officials. If the alleged victim/complainant requests assistance, a college official will help the alleged victim/complainant with this process.

Both the alleged victim/complainant and respondent will be notified in writing of the outcome of any disciplinary proceedings conducted with the respondent.

## What should I do if I am a victim of sexual violence?

Seek medical attention immediately. If you request it or if you have already reported the incident to a law enforcement official, a medical professional will conduct both a forensic and medical exam and collect evidence. For evidence collection to take place, it is best for an exam to occur within four (4) days of the incident. It is advised that you do not shower, bathe, eat, drink, wash your hands, change clothes, brush your teeth, or do anything that may interfere with the collection of evidence. If you do change your clothes, be sure to take the clothes you had on when the incident occurred with you to the hospital. It is also important to share as much information as you can remember with medical personnel.