Our first priority at Columbia College is to provide a safe and supportive learning environment for all members of our community. The issue of sexual harassment, sexual assault and other forms of sexual discrimination and violence are detrimental to a campus environment. As a model institution, Columbia College has the staff and resources in place to coordinate and provide support for victims of sexual harassment and other forms of sexual violence. Columbia College is dedicated in our efforts to prevent, correct and discipline egregious and unlawful harassment of our students, which includes sexual harassment in any form.

Columbia College will continue to serve as a leader in providing quality education in a safe and supportive environment. To view the complete Columbia College Title IX: Sexual Misconduct Policy, please visit http://web.ccis.edu/Offices/HumanResources/TitleIX.aspx.

What is Title IX?

The Education Amendments of 1972 (“Title IX”), 20 U.S.C. Sections 1881 et seq., and its soon to be implemented regulations, 34 C.F.R. Part 106. address the issues of sexual harassment, sexual discrimination, sexual misconduct and sexual violence in a collegiate environment.

What behavior could be considered “sexual misconduct”?

- **DISCRIMINATION** - treating individuals differently because of their protected status, in connection with the terms and conditions of employment or educational opportunities.

- **HARASSMENT**: includes verbal or physical conduct that is unwelcome and which would make a reasonable person experiencing such conduct uncomfortable in the work or learning environment or which could interfere with the individual's job performance or educational opportunities.

- **SEXUAL VIOLENCE**: includes any physical act which is committed by force or without the full and informed consent of all persons involved. Sexual violence can be committed by men or women, and it can occur between people of the same or different sex.
  - **CONSENT** is the affirmative, unambiguous and voluntary agreement to engage in a specific sexual activity during a sexual encounter. Under this definition, an individual who was asleep, or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason, or who was under duress, threat, coercion, or force, would not have been able to give consent. Further, one would not be able to infer consent under circumstances in which consent was not clear, including, but not limited to the absence of "no" or "stop," or the existence of a prior or current relationship or sexual activity.

- **SEXUAL ASSAULT** - an offense that meets the definition of rape, fondling, incest or statutory rape as used in the FBI's UCR program.

- **DATING VIOLENCE** - violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

- **STALKING**: engaging in a course of conduct directed at a specific person that would cause a reasonable person to Fear for his or her safety or the safety of others or suffer substantial emotional distress.

For a comprehensive list of these definitions and actions please view our complete Title IX Sexual Misconduct policy at http://web.ccis.edu/Offices/HumanResources/TitleIX.aspx.
“What do I do if I believe I have been the victim of sexual harassment or another form of sexual misconduct?”

CONFIDENTIAL RESOURCES: **PLEASE READ**: All Columbia College employees other than the ones listed below are required to report any information you share with them regarding sexual misconduct with the Title IX Coordinator and Investigators. This includes Resident Assistants, Community Consultants and all other faculty and staff.

ON-CAMPUS: If you wish that your identity and the details of an incident be kept confidential, you may find it helpful to speak with on-campus mental health counselors, campus health service providers, or off-campus rape crisis resources or clergy members who can maintain confidentiality. For day students, Columbia College Counseling Services are available free of charge and can be seen on an emergency basis.

You may wish to consider this option if you:

- Would like to know about support and assistance, but are not sure if you want to pursue formal action against the individual, or
- Have questions or would like to process what happened with someone without involving police or campus disciplinary procedures, or
- Do not want the perpetrator to know that you are seeking help or support

NOTE: Please be aware that even confidential resources have some obligations to report, such as in situations of imminent danger and/or sexual abuse of a minor.

- Columbia College Counseling Center at (573) 875-7423
- Columbia College Health Services at (573) 875-7432

OFF CAMPUS: You can visit a local hospital or other medical facility, contact a local shelter or support group for victims of domestic and sexual violence or make a report to a counselor or other mental health professional. Since sexual violence and misconduct can happen anywhere, please use the internet or local phone book to find resources close to you.

LOCAL POLICE: You can contact your local police department to make a complaint and to file a report if you wish to pursue criminal charges, or just if you would like to consider your legal options. **In the case of an emergency, always call 911.**

BY PHONE: RAINN (Rape, Abuse & Incest National Network) Hotline - 1-800-656-HOPE

OTHER RESOURCES: **These resources are private but would be required to proceed with an investigation once contacted, regardless of the complainants wishes**

COLUMBIA COLLEGE CAMPUS SAFETY at (573) 875-7315

COLUMBIA COLLEGE TITLE IX HOTLINE at (573) 875-7898

TO COMPLETE AN INCIDENT REPORT please use the Public Report Form - [https://cc-advocate.symplicity.com/public_report/](https://cc-advocate.symplicity.com/public_report/)

TITLE IX COORDINATOR (INTERIM) - responsible for monitoring and overseeing overall implementation of Title IX compliance at Columbia College, including coordinating training, education, communications and initiating the grievance procedures for faculty, staff, students, and other members of the College community, as well as visitors to the College.
TITLE IX COORDINATORS:

- Kathryn Gleich, Assistant Director of Human Resources - (573) 875-7708

TITLE IX INVESTIGATORS

- Dave Roberts, Associate Dean for Student Affairs - (573) 875-7690
- Molly Borgmeyer, Coordinator of Student Conduct - (573) 875-7877
- Patty Fischer, Executive Director of Human Resources - (573) 875-7260

ACADEMIC OPTIONS AND SUPPORT: Survivors of sexual harassment or assault may request assistance with academic matters. To the extent these requests are reasonable and can be accommodated, every effort will be made to provide the appropriate assistance. More information on academic options and resources can be obtained by contacting the Title IX Coordinator.

“What happens to the person who assaulted me?” / “What if I have been accused of Sexual Misconduct?”

All complaints of discrimination, harassment or sexual misconduct will be promptly and thoroughly investigated by a trained Title IX Investigator. Investigations should be conducted and concluded within 60 days of the complaint being filed. The situation may be investigated by interviewing the complainant, the alleged perpetrator and other persons where appropriate. Each party to the investigation must cooperate in the investigation.

Columbia College will endeavor to maintain confidentiality during the investigation and will exercise discretion in the disclosure of evidence it deems necessary for the investigation. To enable confidentiality, each party to the investigation must maintain in complete confidence any interviews, questions, or other matters with respect to any such investigation.

Once an investigation is completed, a report of the findings and/or recommendations will be released to all parties involved.

To view comprehensive and detailed information about the Student Conduct Process, please visit our website at http://web.ccis.edu/Offices/HumanResources/TitleIX.aspx, or review the process in the student handbook/undergraduate or graduate catalogues.

RETLATION - Individuals may raise concerns and make good faith reports about discrimination, harassment or sexual misconduct without fear of reprisal. Retaliation against a person making a good faith report or participating in an investigation is absolutely prohibited and will result in disciplinary action. Any person who believes he/she may have been subjected to retaliation based on making a good faith report should immediately notify his/her supervisor, one of the individuals listed above (i.e. Title IX Coordinator or Title IX Investigators) or the Executive Director of Human Resources.

Potential Remedies - Columbia College will take immediate action to eliminate a hostile environment, prevent reoccurrence and address any effects on the community at large through the following, non-inclusive actions:

- No Contact Order: Prohibiting the alleged perpetrator from having any contact with the complainant.
- Informing both the complainant and the alleged perpetrator of their rights under Title IX, available resources and their right to file a criminal complaint with local law enforcement.
- Columbia College will work with the student, Campus Safety and other local resources to protect all parties from retaliatory harassment including information about how to report any subsequent problems.
• Columbia College will continue to assess efforts being utilized to educate students about responsible and appropriate behavior as well as the resources and support provided for affected students.

Other remedies for the complainant might include, but are not limited to:

• Campus escort.
• Insuring that the complainant and alleged perpetrator do not attend the same classes if possible given the available resources.
• Potentially moving one or both parties to a different residence hall.

NOTICE OF POTENTIAL SANCTIONS FOR PERPETRATOR - the following is not meant to be an inclusive list of potential sanctions, but is provided as an outline for possible actions that might be taken:

• DISCIPLINARY WARNING
• DISCIPLINARY LIMITATION
• DISCIPLINARY PROBATION
• DISCIPLINARY SUSPENSION
• DISCIPLINARY DISMISSAL
• INTERIM SUSPENSION
• EDUCATIONAL SANCTIONS
• RESTITUTION

To view comprehensive and detailed information about the sanctions listed here, please visit our website at http://web.ccis.edu/Offices/HumanResources/TitleIX.aspx, or review the process in the student handbook/undergraduate or graduate catalogues.

APPEALS PROCEDURES - If either party disputes the findings or is dissatisfied with the recommendations of the Title IX Investigator’s report, they may appeal such findings by filing a written appeal within three business days of receipt of the written report. The appeal should be filed with the Dean for Student Affairs who will review all materials regarding the matter and will reach a final determination as to any action to be taken within ten business days of receipt of the appeal.