

SEXUAL MISCONDUCT AND TITLE IX

INFORMATION FOR MEREDITH STUDENTS ABOUT TITLE IX RIGHTS AND RESOURCES

WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 protects people from discrimination based on sex – including sexual harassment and sexual violence – in education programs or activities which receive federal financial assistance. Every campus is required to have a **Title IX Coordinator** to oversee any complaints, identify problems, and be available to students to handle Title IX concerns.

Meredith College's Title IX Coordinator is the Director of Human Resources, who may be contacted at 3800 Hillsborough St., Raleigh, NC 27607; Pamela Davis, davisbam@meredith.edu; 919-760-8760.

Meredith College will take prompt and effective steps to end the sexual violence/misconduct, prevent its recurrence, and address its effects, whether or not the sexual violence is the subject of a criminal investigation.

***For more detailed info and resources, visit: www.meredith.edu/title-ix**

WHAT IS SEXUAL MISCONDUCT?

Sexual misconduct includes, but is not limited to, non-consensual sexual intercourse, non-consensual sexual contact, sexual exploitation, sexual harassment, sexual coercion, relationship violence, and stalking. Sexual misconduct can be committed by men or women, and it can occur between persons of the same or different gender. Acts of sexual misconduct are forms of sexual discrimination prohibited by College policy and Title IX.

The Meredith College community will not tolerate sexual misconduct.

What is Consent?

Clear words or actions that demonstrate a knowing and voluntary willingness to engage in mutually-agreed-upon sexual activity. Consent cannot be gained by force, by ignoring objections, or by taking advantage of another's incapacitation. Incapacitation may result from the consumption of alcohol or the use of drugs if the intoxication reaches the point of interfering with one's ability to understand the nature and consequences of the sexual act. Consent is freely given and mutual.

RESOURCES AND REPORTING

Meredith College recognizes the importance of assisting a member of the Meredith College community who is a victim of sexual violence in regaining a sense of personal control. In this respect, several College departments coordinate efforts to offer services to a victim and others upon whom the sexual violence might have an impact. Meredith College strongly urges anyone who is the victim of sexual violence to use all available resources.

- ◆ **If you need immediate medical assistance:** If you are in Wake County, contact the Solace Center to receive a forensic evidence exam by a trained Sexual Assault Nurse Examiner (within 120 hours or 5 days of the assault). This exam is free, and the police will respond to begin an investigation. If you are unsure about pressing charges, you can receive an anonymous exam, giving you up to a year to decide. If outside of Wake County, go to the nearest emergency room.

Contact Campus Police (919-760-8888), Solace Center (919-828-3067), Interact's 24 hour Rape Crisis Line (919-828-3005), or Meredith College Health Services (919-760-8535) for assistance.

- ◆ **For on-campus crisis support:**

Call the Meredith College counselor on call through Campus Police (919-760-8888).

- ◆ **For confidential counseling, resources and information:**

Contact the Counseling Center (919-760-8427), the Chaplain (919-760-8346), or Health Services (919-760-8535). These offices on campus guarantee confidentiality.

- ◆ **For information about campus policies, student rights, reporting or resources:**

Contact the Dean of Students, 919-760-8521. For policy information: www.meredith.edu/title-ix or the online *Student Handbook*.

SEXUAL MISCONDUCT AND TITLE IX

INFORMATION FOR MEREDITH STUDENTS ABOUT TITLE IX RIGHTS AND RESOURCES

Confidential Resources

While all persons receiving a report of sexual misconduct understand the desire to keep the information confidential, maintaining confidentiality is not always possible. The only individuals at Meredith College permitted to guarantee confidentiality are licensed counselors in the Counseling Center, the campus chaplain, and medical and nursing staff in Meredith College Health Services. To the extent possible, the College will respect a student's request to remain anonymous and to keep the details of the report confidential; however, the request for confidentiality will be weighed against the College's obligation to act on information it has received in order to provide a safe environment.

Complaint/Grievance Resolution

Sexual violence committed by a Meredith College community member violates the College's Sexual Misconduct Policy. Complainants may refer to this policy for information about filing a complaint and seeking resolution. Reports of sexual misconduct may be made to Dean of Students (Deputy Title IX Coordinator) Ann Gleason at gleasona@meredith.edu; 919-760-8521 or Title IX Coordinator Pamela Davis at davisbam@meredith.edu; 919-760-8760. Grievances filed against Meredith students, faculty and staff may be adjudicated through the Meredith College Grievance Hearing Board. During a Meredith College Grievance Board Hearing involving sexual misconduct, the complainant and respondent are entitled to the same opportunities to have an adviser present during the hearing. In hearings involving sexual misconduct, the preponderance of evidence standard will be used. Upon request of a Meredith student, sexual misconduct committed by a student from another campus can be referred by the dean of students to that student's campus for judicial action. Detailed information about Meredith College's Sexual Conduct Policy and related procedures are available in the online *Student Handbook* in addition to the Meredith College Title IX web page: www.meredith.edu/title-ix

In addition, a person may report incidents of sexual violence to Campus Police or local law enforcement authorities at any time in the complaint or resolution process. Campus Police is available to offer advice about legal options. In cases involving potential crime, the College must determine, consistent with State and local law, whether appropriate law enforcement or other authorities should be notified.

Interim Actions

Even if a person does not wish to file a formal complaint with the College or to off-campus law enforcement, he/she may request short-term, interim options to ensure safety. These may include: counseling; requests for changes in academic and/or living arrangements; request for a no-contact order; request that a trespass order be issued, etc. Interim actions are not decisions about the responsibility of either party.

Non-Retaliation Policy

It is a violation of the Sexual Misconduct Policy to retaliate against a person who has complained about sexual misconduct (or against a person who is assisting, participating or cooperating in an investigation or grievance related to a complaint). Students who violate this policy will be reported to the Dean of Students or Title IX Coordinator.

Meredith College fosters a **community of respect.**

How can **YOU** prevent sexual violence?

- **Believe and support survivors**
- **Be knowledgeable about campus and community resources**
- **Help friends get home safely**
- **Choose not to use language that degrades and objectifies women and don't laugh at sexist jokes**
- **Learn how to be an effective bystander to intervene when necessary**



More information about the Sexual Misconduct Policy, campus and community resources, and information about being an effective bystander is available on the Meredith College Title IX web site: www.meredith.edu/title-ix

◆ **Anyone can experience sexual violence, but most victims are female – 20% to 25% of college women reported experiencing an attempted or completed rape during college, most often by someone they know. These statistics underestimate the problem since many incidents are not reported.**

◆ **On average, at least 50% of campus sexual assaults involve alcohol. Most offenders use alcohol as their main weapon of choice against their victims.**

**Source: "Understanding Sexual Violence" fact sheet, CDC's National Center for Injury Prevention and Control, Division of Violence Prevention, 2011.*