



SEXUAL VIOLENCE

TRAINING AND PREVENTION

SHAWNEE COMMUNITY COLLEGE - Faculty and Staff



PRIMARY GOAL



LEGISLATION



CLERY ACT

The landmark federal law, originally known as the Campus Security Act, that requires colleges and universities across the United States to disclose information about crime on and around their campuses. The law is tied to an institution's participation in federal student financial aid programs and it applies to most institutions of higher education both public and private. The Act is enforced by the United States Department of Education. (20 USC § 1092(f))



CAMPUS SAVE ACT/VAWA (VIOLENCE AGAINST WOMEN ACT) - 2013



CAMPUS SAVE ACT/VAWA (VIOLENCE AGAINST WOMEN ACT) - 2013

Under the Campus SAVE Act, colleges and universities are required to:

- Report cases of domestic violence, dating violence, and stalking in the Clery Annual Report;
- Adopt certain student discipline procedures, such as notifying purported victims of their rights; and
- Educate students, faculty and staff on domestic violence, dating violence, sexual assault and stalking
- Identify resources where employees can seek assistance if they are a victim of domestic violence, dating violence, sexual assault and stalking.



TITLE IX – 2013 AMENDMENTS



SCC'S SEXUAL MISCONDUCT-TITLE IX POLICY

Title IX of the Education Amendments of 1972, as amended, prohibits discrimination on the basis of sex in any federally funded education program or activity. As such, Title IX mandates that no person shall be excluded from participation in or discriminated against on the basis of sex in programs or activities at educational institutions that receive federal financial assistance.

Sexual misconduct is a form of sex discrimination. Sexual misconduct includes but is not limited to Sexual Harassment and Sexual Assault. Additionally, sexual misconduct is any conduct of a sexual nature that is without consent, or has the effect of threatening or intimidating another person to whom the action is directed.



SCC'S SEXUAL MISCONDUCT-TITLE IX POLICY

Shawnee Community College adheres to all Title IX standards that prevent and rectify any form of discrimination. The primary responsibility of the Title IX coordinator is to coordinate the College's Title IX compliance efforts. The Title IX Coordinator responsibilities include but are not limited to:

- Coordination of all educational programs for the prevention of Title IX violations.
- Producing required Title IX educational materials for the use of the College.
- Investigation of Title IX complaints.
- Coordination with local law enforcement pertaining to any Title IX allegations.
- Coordination of all training programs for Title IX.



SCC'S SEXUAL MISCONDUCT-TITLE IX POLICY

Location: SCC Main Campus
8364 Shawnee College Road, Ullin, IL

Title IX Coordinator

Jipaum Askew-Robinson, Vice President of Student and Administrative Services, (618) 634-3360

Title IX Associate Coordinator

Emily Forthman, Director of Human Resources
(618) 634-3223

SCC Security

Marty Stoner, (618) 634-3232



SCC'S SEXUAL MISCONDUCT-TITLE IX POLICY

SCC Confidential Resource

Student Counselor/Advisor – Monica Brahler
(618) 634-3322

Title IX Advocate

Director – Lindsay Meisenheimer-Johnson
Anna Center, (618) 833-3399



SCC'S SEXUAL MISCONDUCT-TITLE IX POLICY

Title IX Advocate

Vacant, Director

Family Counseling Center at Cairo, IL , TBD

Title IX Advocate

Faye-Joyner-Keene, Director

Metropolis Extension Center, (618) 524-3003



MEDICAL HELP FACILITIES



CRISIS AND COUNSELING CENTERS

Southeast Missouri Network Against Domestic Violence

73 Sheridan Dr., Cape Girardeau, MO
(573) 332-1900, After Hours: (877) 820-6278

Massac County Mental Health

206 West 5th Street, Metropolis, IL
(618) 524-9368, Crisis: (877) 670-9753

Union County Counseling Center

204 South Street, Anna, IL
(618) 833-8551, www.uccsinc.org



LAW ENFORCEMENT

Pulaski County Sheriff's Dept.....(618) 748-9374

Ullin Police Dept.....(618) 845-3109

Karnak Police Dept.(618) 634-9311

Alexander County Sheriff's Dept.....(618) 734-2141

Union County Sheriff's Dept.....(618) 833-5500

Massac County Sheriff's Dept.....(618) 524-2912

Metropolis City Police Dept.....(618) 524-2310

Illinois State Police District #22.....(618) 845-3737



SEXUAL HARASSMENT



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SEXUAL HARASSMENT

Sexual advances may include inappropriate and/or unnecessary touching or rubbing against another, sexually suggestive or degrading jokes or comments, remarks. Inappropriate comments concerning one's clothing and/or body, preferential treatment in exchange for sexual activity, and the inappropriate display of sexually explicit pictures, text, printed materials, or objects that do not serve an academic purpose.



SEXUAL HARASSMENT

- A pattern of conduct that has sexual overtones that are intentional or unintentional and create discomfort and/or that humiliates another.
- Remarks speculating about a person's sexual activities, sexual orientation or sexual history, or remarks about one's own sexual activities, sexual orientation or sexual history that do not serve an academic purpose.



SEXUAL HARASSMENT SCENARIOS

- MAKING PUBLIC COMMENTS ABOUT THE BODY OF SOMEONE YOU LIKE.
- TELLING A PERSON ABOUT SEXUAL THINGS YOU' D LIKE TO DO TO THEM.
- BEING A PART OF A GROUP THAT GRABS AT PEOPLE IN THE HALL.
- RATING PEOPLE' S BODIES.
- HANGING SEXUAL PICTURES IN YOUR OR SOMEONE ELSE' S WORK SPACE.



SEXUAL HARASSMENT SCENARIOS



QUID PRO QUO



STALKING

Stalking engages 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. This includes:

- In-person;
- Telephone;
- Email;
- Text message;
- Other forms of electronic and social media;
- Via third parties.



DOMESTIC VIOLENCE



DOMESTIC VIOLENCE

Examples of abuse include:

- Name-calling or putdowns
- Keeping a partner from contacting their family or friends
- Withholding money
- Stopping a partner from getting or keeping a job
- Actual or threatened physical harm
- Sexual assault
- Stalking
- Intimidation

Domesticviolence.org



DATING VIOLENCE



DATING VIOLENCE



DATING VIOLENCE

What Does It Look Like?

Sexual Abuse: Any action that impacts a person's ability to control their sexual activity or the circumstances in which sexual activity occurs, including rape, coercion or restricting access to birth control.

Digital Abuse: Use of technologies and/or social media networking to intimidate, harass or threaten a current or ex-dating partner. This could include demanding passwords, checking cell phones, cyber bullying, sexting, excessive or threatening texts or stalking on Facebook or other social media.

teendvmonth.org



NO EXCUSES

- It is never okay for someone to hit you or be cruel to you. You may think alcohol or drugs make a partner abusive. Those things may increase the chances of abuse, but they never make it right.

Womenshealth.org

NO EXCUSES

- You also may think it is your fault that your partner has hurt you. But you don't control how your partner acts, and you can't make someone mistreat you.

Womenshealth.org

NO EXCUSES

- Keep in mind that if you sometimes hit your partner first, you can get help learning how to stop. Talk to a mental health professional, like a school counselor, or a doctor or nurse.

Womenshealth.org

CONSENT



CONSENT



CONSENT

- Consent is a clear "yes" to sexual activity. Not saying "no" does not mean you have given consent.
- Your consent means: You know and understand what is going on (you are not unconscious or blacked out or intellectually disabled).
- You know what you want to do.
- You are able to say what you want to do.
- You are sober (not under the influence of alcohol or drugs).



womenshealth.gov

CONSENT

- Sometimes you *cannot* give legal consent to sexual activity or contact. For example, if you are:
Threatened, forced, coerced, or manipulated into agreeing
- Not physically able to (you are drunk, high, drugged, passed out, or asleep)
- Not mentally able to (due to illness or disability)
- Younger than 16 (in most states) or 18 (in other states)



womenshealth.gov

CONSENT

Consent is an ongoing process, not a one-time question. If you consent to sexual activity, you can change your mind and choose to stop, even after sexual activity has started.

Past consent does not mean future consent. Giving consent in the *past* to sexual activity does not mean you have to give consent *now* or in the *future*.

Saying yes to a sexual activity is not consent for all types of sexual activity. If you consent to sexual activity, it is only for types of sexual activities that you are comfortable with at that time with that partner.

womenshealth.gov



CONSENT



SEXUAL ASSAULT



HOW CAN I TELL IF MY BEHAVIOR IS INAPPROPRIATE?

Ask yourself:

- Would I mind if someone important to me were treated this way?
- Would I do this if someone else knew what I did or what I said?
- Could someone feel intimidated by my behavior because I have the ability to control the person's work or educational life?

If the answer to any of these questions is yes, the chances of the behavior being considered sexual harassment are very high; and, STOP the behavior!



INTENT



HOSTILE ENVIRONMENT



RETALIATION



IMMUNITY



REPORTING

As faculty and/or staff, you must report any knowledge of sexual assault, harassment, and/or violence to someone in authority and the Title IX and/or Associate Coordinator unless the president of SCC has designated you as a confidential resource for the college.

Student leaders have the option of reporting and can report anonymously.



REPORTING

SCC Personnel

- VP of Student and Administrative Services, jipaumr@shawneecc.edu
- Director of Human Resources,
- Instructors, emilyf@shawneecc.edu
- Security



REPORTING



REPORTING

SCC Confidential Resources

Monica Brahler

1-800-481-2242 ext.3322

**** Not a mandated reporter***



WHAT'S OUR ROLE

If a sexual harassment incident is brought to your attention and the individual does not want to do anything about the complaint, you have the option to...

- A. Do nothing and hope the issue resolves itself.
- B. Explain that the civil rights laws require you to report the complaint to the SCC Title IX Coordinator and/or Associate Coordinator.
- C. Keep it confidential between both of you.



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HOW TO REPORT



PROCESS



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To ensure the safety and to address concerns of faculty, staff, and/or students, interim measures can be taken during the investigation process. Interim measures include, but are not limited to:

Issuing an on-campus “no contact order”

- Restricting access to specific locations
- Issuing interim warning and/or discipline to the alleged perpetrator
- Adjusting work schedule/location
- Referral to counseling and/or health services
- Providing campus escorts



PROCESS

- Depending upon the determination of the investigation the extent of sanctions can range from “no action warranted at this time” to full expulsion by the college. The college’s Title IX Committee will meet to make the final decision for discipline.
- The committee’s decision will be communicated to both the complainant and the accused in writing.



WHAT DOES "UNWELCOME" MEAN?



IF YOU ARE BEING HARASSED

1. Tell the offender to stop.
2. Contact the SCC Title IX officials, faculty, staff, security, and/or local law enforcement.
3. Document the incident.
4. And, it may be necessary to preserve any evidence.



IF YOU ARE ACCUSED OF HARASSMENT

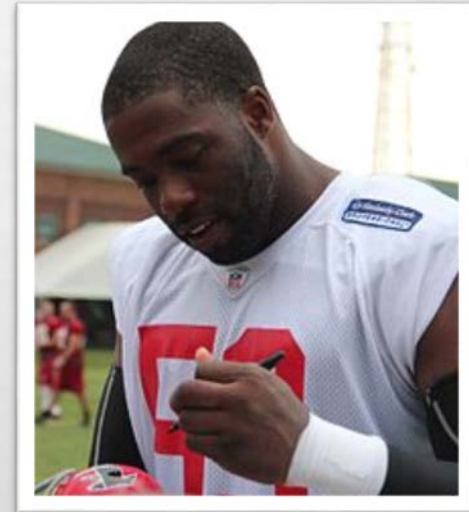
Consult with the proper authorities and document the incident.

Ignoring the situation will not make it go away, so the best way to deal with it is to face it head-on.



IF YOU ARE ACCUSED OF HARASSMENT

There are consequences of being accused, even if falsely accused. As an example, Brian Keith Banks was falsely accused of rape in 2002 and served six years in prison until his accuser recanted her story. At the time he was accused, some of the nations top football colleges were looking to recruit him.



Brian Keith Banks



IF YOU ARE ACCUSED OF HARASSMENT

His conviction was overturned in 2012 after his accuser was secretly recorded admitting she had fabricated the story. Following his exoneration, Banks sought to resume his football career, attending mini-camps for several NFL teams before signing with the Locomotives on September 20, 2012. Banks signed with the Atlanta Falcons on April 3, 2013 and was released in the final round of roster cuts on August 30th .



APPEALS

If either the victim or the accused is not satisfied with the ruling of a harassment case, you have the right to an appeal.



BOTTOM LINE

Basic Fact

Shawnee Community College
has a **ZERO Tolerance** for any
type of Sexual Misconduct.

