

TITLE IX AND SEXUAL VIOLENCE

Title IX of the U.S. Department of Education Amendments of 1972 prohibits discrimination based on sex in education programs and activities that receive federal assistance. Examples of the types of discrimination that are prohibited under Title IX include sexual harassment, sexual assault/sexual violence, discrimination based on pregnancy and the failure to provide equal opportunity in athletics. The Violence Against Women Act (VAWA) provides protections to individuals who are the target of sexual violence, domestic/dating violence and stalking.

TITLE IX POLICY

It is the policy of Western Iowa Tech Community College, in keeping with efforts to establish an environment in which the dignity and worth of all members of the college-wide community are respected, that sexual harassment/sexual violence of students and employees at Western Iowa Tech Community College is unacceptable conduct and will not be tolerated. Sexual harassment/sexual violence may involve the behavior of a person of either gender against a person of the opposite or same gender, when that behavior falls within the following Definition.

DEFINITION

Sexual harassment/sexual violence of employees and students at Western Iowa Tech Community College is defined as any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic evaluation or employment.
- Submission to or rejection of such conduct is used as the basis for academic decisions or employment affecting that individual.
- Acts of domestic violence, dating violence, and/or stalking.
- Such conduct has the purpose of or effect of unreasonably interfering with an individual's educational experience or work performance or creates an intimidating, hostile, or offensive education or work environment.

EXAMPLES

Verbal: sexual innuendo, suggestive comments, insults, threats, jokes or derogatory comments based on gender; sexual propositions or advances; pressure for sexual favors.

Nonverbal: posting of sexually suggestive or derogatory pictures, cartoons or drawings; making suggestive or insulting noises, leering, whistling, or making obscene gestures.

Physical: touching, pinching, squeezing, patting, brushing against body; impeding or blocking normal work or movement; coercing sexual intercourse; stalking or assault.

WHAT YOU SHOULD KNOW

Complaint Procedures

Persons who feel that they have been a victim of sexual violence under this Definition and wish further information or assistance in filing a complaint, should contact the Human Resources Office/Title IX Coordinator, Dean, or Supervisor. All complaints will be investigated promptly, impartially, and confidentially. Upon completion of the investigation, parties will be notified of the finding in writing.

No student or employee will suffer retaliation for reporting alleged instances of sexual harassment at Western Iowa Tech Community College.

Sexual Abuse/Violence

Western Iowa Tech Community College will not tolerate the sexual abuse/violence of students, faculty, and/or staff at any of its campuses, facilities, and/or activities. It is the policy at Western Iowa Tech to provide education to help prevent, facilitate the reporting of and provide information on counseling concerning sexual abuse.

BYSTANDER INTERVENTION

1. Recognize there is a problem
2. Act and address the situation
3. Call a friend, call Security, or call the police
4. Exit the party, the room, or area

PRIVACY

Information received by the Human Resources Office/Title IX Coordinator in connection with the filing, investigation, and resolution of allegations will be treated as private. The Title IX Coordinator will disclose your information on a limited basis and only as needed to properly and thoroughly conduct an investigation, for the purposes of addressing conduct or practices that are in violation of the policy, or when required to do so by state or federal laws.

WHERE TO GO FOR HELP

Counseling, resources, and referral and advocacy services are available for any member of Western Iowa Tech student body, staff, or faculty, who believes he/she has been the victim of sexual violence. Some of the services are:

Council on Sexual Assault and Domestic Violence (CSADV)

- 712-258-7233 or 800-982-7233
- Sioux City, Iowa

Centers Against Abuse & Sexual Assault (CAASA)

- 712-277-0131 or 800-982-7233
- Sioux City, Iowa

National Sexual Assault Hotline

- 800-656-4747

Iowa Sexual Abuse Hotline

- 800-284-7821

Iowa Domestic Violence Hotline

- 800-942-0333
- For Iowa, Nebraska and South Dakota

REPORT ALL COMPLAINTS TO

Title IX Coordinator
Brenda Bradley
Dean of Quality and
Human Resources

Dr. Robert H. Kiser Building
Human Resources Office,
Room A242

**Western Iowa Tech
Community College**
4647 Stone Avenue
Sioux City, Iowa 51106

Telephone
712-274-6400 x1220

Fax (Confidential)
712-274-6471

Email
brenda.bradley@witcc.edu

REPORTING A COMPLAINT

Who should report?

Report if you:

- Are the victim
- Witnessed someone being a victim
- Are aware of information that someone is or might be a victim

If you are a student and report your concern to any College employee, most employees (except counselors) have a responsibility to inform the Title IX Coordinator that an incident has occurred, even if you choose to remain anonymous.

If you are an employee and report to a supervisor, your supervisor is required to report the information to the Title IX Coordinator.

The Title IX Coordinator is responsible for investigating complaints of sexual misconduct, for monitoring the response of other campus offices involved in sexual misconduct complaints, and for responding to complaints of retaliation connected to the reporting or filing of a complaint.

In order to take appropriate corrective action, the College must be made aware of misconduct or related retaliation. Therefore, anyone who believes he/she has experienced or witnessed sexual misconduct or related retaliation should promptly report such behavior to the Human Resources Office/Title IX Coordinator.

TITLE IX AWARENESS & DISCLOSURE INFORMATION

Gender Discrimination,
Harassment,
& Sexual Violence

*Western Iowa Tech Community
College is committed to creating and
maintaining an educational environment
and workplace that is free from
discrimination and harassment.*