

Purpose

The purpose of this policy is to comply with the provisions of Title IX of the Education Amendments of 1972 ("Title

college-sponsored transportation. Unlawful discrimination based on sex, sexual harassment and any and all forms of sexual violence as delineated herein by Coordinator

Complainants who make good faith complaints are protected from retaliation pursuant to Title IX, VAWA and the Campus SaVE Act, this policy, the College's policy against Sexual Harassment, and the College's Whistleblower Policy. Any retaliation against an individual who has complained about sexual harassment or unlawful discrimination or sexual violence, to include sexual assault, stalking, dating violence, or domestic violence, or retaliation against individuals for cooperating with an investigation of a complaint of sexual harassment, sexual violence, or unlawful discrimination, is a violation of this policy.

Persons who violate this policy will be subject to disciplinary action up to and including termination of employment, suspension, expulsions and/or termination of any contractual relationship.

Definitions

Michigan Definitions of Crimes Described in the Violence Against Women Act

- Domestic Violence (includes dating violence) - MCL 750.81
- Aggravated Domestic Violence (includes dating violence) - MCL 750.81a
- Sexual Assault = Criminal Sexual Conduct – MCL 750.520b
- Consent – the definitions of consent are in the Criminal Sexual Conduct statute (see above).

and medical services where appropriate, particularly if the preservation of evidence could be a concern. Responsible employees include the President, all Vice-Presidents, Deans, Directors, Counselors and Advisors, Student Club Advisors, in addition to any employee from Human Resources, and Student & Enrollment Services.

A report to a responsible employee is a report to the College. It obligates the College to investigate and it obligates the College to take all appropriate steps to address the situation, prevent its recurrence and remedy its effects.

Title IX Grievance Procedure

Anyone who believes that s/he or any other member of the College community has encountered sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, or stalking as prohibited by this policy, whether by a supervisor, a co-

As an immediate priority, care will be taken to ensure the safety and well-being of the complainant and/or victim, and to exercise all precautionary measures to prevent a repeat of the alleged incident of sexual misconduct. Accordingly, interim measures, such as a temporary suspension of the alleged offender, may be implemented pending a hearing on the matter.

The Title IX Coordinator will inform the complainant in a case of sexual violence, dating violence, domestic violence, sexual assault or stalking, of the right to file a criminal complaint. In all cases of allegations of sexual harassment or sexual violence between any two parties who are members of the College community, a Title IX hearing will be conducted following the conclusion of any investigation into the matter. Pursuant to a Title IX hearing, both parties will have the right to review all evidence and investigative reports beforehand, to have advisors present, and to present their version of the facts and circumstances surrounding the alleged incident of sexual misconduct. Care will be taken to preserve the rights of complainants of sexual misconduct to privacy without sacrificing the rights of respondents to due process. The Title IX Coordinator will conduct a hearing based on the alleged incident(s) of sexual misconduct

2. The Police/Sheriff Department
3. The Employee Assistance Program (EAP)
4. RAVE

The Title IX Coordinator will further inform the complainant that, to the greatest extent possible, the request for confidentiality, particularly with regard to the identity of the complainant, will be honored. However, the Title IX Coordinator will also be clear that the College makes the ultimate determination as to what should be disclosed regarding the facts and circumstances of the case, in the best interests of the complainant's own future safety, as well as the safety of the College community as a whole. In the event of a formal complaint, all actions taken to investigate and resolve complaints through this procedure shall be conducted with as much privacy, discretion and confidentiality as possible without compromising the thoroughness and fairness of the investigation. All persons involved are to treat the situation with respect. To conduct a thorough investigation, the Investigator(s) may discuss the complaint with witnesses and those persons involved in, or affected by, the complaint, and those persons necessary to assist in the investigation or to implement appropriate disciplinary ac

No Retaliation for Filing a Complaint of Sexual Harassment or Unlawful Discrimination

An institution or a Coordinator, employee, or agent of an institution, may not retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities under any provision described in this policy.

Retaliation against any individual for making a complaint of sexual harassment, discrimination, sexual violence to include dating violence, domestic violence, sexual assault or stalking, or for assisting in the investigation of such a complaint is a violation

In the area of responsive education and training, the college is committed to ensuring that all College personnel designated as investigators, counselors and adjudicators in the area of sexual misconduct will receive specialized and