

COUNT ON

# GUSTAVUS



Gustavus Adolphus College is committed to fostering an environment free of sexual assault, sexual harassment, and other sexually inappropriate conduct. We encourage all members of our community to report all incidents of sexual misconduct and encourage those who have experienced sexual misconduct to seek support and care.

Sexual Misconduct is a broad term encompassing all forms of gender-based harassment and unwelcome behavior of a sexual nature, such as those listed below.

### NON-CONSENSUAL SEXUAL CONTACT

Non-Consensual Sexual Contact is any intentional sexual touching, however slight, with any object or body part, by an individual upon another individual that is without consent and/or by force.

### NON-CONSENSUAL SEXUAL INTERCOURSE

Non-Consensual Sexual Intercourse is any sexual intercourse (vaginal, anal, or oral), however slight, with any object or body part, by an individual upon another individual that is without consent and/or by force.

### INTERPERSONAL VIOLENCE

Sometimes referred to as dating or relationship violence, IPV can vary in frequency and intensity and is defined as physical, sexual, or psychological harm by a current or former partner or spouse.

### SEXUAL EXPLOITATION

Sexual Exploitation occurs when an individual takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of other sexual misconduct offenses.

### STALKING

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or to suffer substantial emotional distress

**All members of the Gustavus community should read and be familiar with the Gustavus Adolphus College Sexual Harassment and Sexual Misconduct Policy.** For questions regarding Title IX or this policy, contact *Patty Dawson, Title IX Coordinator* or the *Department of Education, Office of Civil Rights* at 312-730-1560 or *OCR.chicago@ed.gov*.

## IMPORTANT RESOURCES

### COLLEGE TITLE IX COORDINATOR

**Patty Dawson, Title IX and Sexual Misconduct Prevention Coordinator**

507-933-6360 | pdawson@gustavus.edu

### DEPUTY COORDINATORS

**Julie Bartley, Geology Professor**

507-933-7541 | jbartley@gustavus.edu

**Tommy Valentini, Head Men's Tennis Coach**

507-933-6446 | tvalentini@gustavus.edu

### CONFIDENTIAL RESOURCES

**SART (Sexual Assault Response Team)**.. 507-933-6868

**Counseling Center** ..... 507-933-7027

**Health Service**..... 507-933-7630

**Chaplains Office**..... 507-933-7277

**CADA (Committee Against Domestic Abuse- Local off campus Crisis Center)** ..... 800-477-0466

### OTHER RESOURCES

**Campus Safety**..... 507-933-8888

**Dean of Students Office** ..... 507-933-7526

**Saint Peter Police Department**..... 507-931-1550

Within the limits of its facilities, the College shall be open to all applicants who are qualified according to its admission requirements. The College shall make clear to all applicants the characteristics and expectations of students that it considers relevant to its program.

Under no circumstances may an applicant be denied admission or financial aid because of race, color, creed, religion, age, sex, sexual orientation, national origin, marital status, disability, veteran status, status with regard to public assistance or other categories protected by federal, state or local anti-discrimination laws. Financial aid administered by the College shall be disbursed on the basis of financial need and academic promise and/or academic ability.



GUSTAVUS ADOLPHUS COLLEGE

Make your life count.®

Title IX  
800 West College Avenue  
Saint Peter, MN 56082

507-933-6360  
gustavus.edu/titleIX



2019-2020 TITLE IX

## RESOURCE GUIDE FOR STUDENTS ABOUT SEXUAL MISCONDUCT



GUSTAVUS ADOLPHUS COLLEGE

Make your life count.®

## WHAT IS CONSENT?

Consent is clear, knowing, and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create clear mutually understandable permission regarding willingness to engage in (and the conditions of) sexual activity. Consent is not valid if a person is incapacitated.

## WHAT TO DO IF YOU HAVE EXPERIENCED SEXUAL ASSAULT?

If you have experienced sexual assault or other violence, it may be hard to know what to do or where to go. Your first step is to *get to a safe place*. If you are in immediate danger, call 911 or Campus Safety at 507-933-8888. You can contact any of the resources listed under Important Resources for help, including assistance in your decision-making about seeking medical attention, reporting to law enforcement, and filing a formal complaint with the College. Preserve any physical evidence such as sheets, towels, clothing, etc. Because evidence of an assault can deteriorate quickly, you may want to seek medical attention as soon as possible. Confidential Advocates are available to assist you with this.

## WHAT TO DO IF SOMEONE TELLS YOU THEY HAVE EXPERIENCED SEXUAL MISCONDUCT.

- Believe them when they disclose to you that they were the victim of violence.
- Let them know you want to help.
- Tell them it was not their fault.
- Refer them to the confidential members of the Sexual Assault Response Team for support and guidance.
- Support their decision to seek help, talk with a counselor, or go for medical care.
- Consult with SART/CADA, the Counseling Center or the Title IX Coordinator on resources available on campus and how best to help your friend.
- Encourage them to report the incident to the police and let them know that SART/CADA can assist them with this.
- Recognize that these are complex situations and please treat all parties with dignity.

## REPORTING

### Confidentiality and Reporting Options

The policy on Sexual Harassment and Sexual Misconduct requires all employees of the College who learn of possible policy violations (sexual misconduct/sexual harassment) to report that information to the Title IX Coordinator. Collegiate Fellows (CFs), Peer Assistants, and Gustie Greeters are also required to notify the Title IX Coordinator of any sexual misconduct reports.

An individual who wishes that a concern regarding sexual misconduct perpetrated by any member of the Gustavus community be investigated should make a formal report to the Title IX Coordinator (507-933-6360). Notice of a formal complaint can be made in person or in writing to the Title IX Coordinator using the Sexual Misconduct Reporting Form at [gustavus.edu/safety/crimereport](http://gustavus.edu/safety/crimereport).

Confidential Resources are available if a reporting party wishes to keep the details of an incident involving sexual misconduct confidential. **Conversations with SART Advocates, Counseling Center staff, Health Service staff and chaplains may be kept strictly confidential.** These employees do not have an obligation to report identifying information but do contribute to college statistical reporting requirements.

The College's Sexual Assault Response Team (SART) consists of faculty and/or staff that have received 40 hours of advocacy training. They are available to all members of the Gustavus community Monday-Friday during business hours and can be reached by phone or email. Evenings and weekends, advocates from the Committee Against Domestic Abuse are available to assist you. All advocates are confidential, will provide helpful information and will assist with resource referrals.

NOTE: SART/CADA advocates offer support in whatever course of action you choose and beyond reporting statistical data WILL NOT act on anything unless you request it. SART/CADA can be reached by calling 507-933-6868.

### Anonymous Reporting

The College will accept anonymous reports of conduct alleged to violate this policy. The individual making the report is encouraged to provide as much detailed information as possible to allow the College to investigate and respond as appropriate. The reporter should recognize that the College may be limited in its ability to investigate an anonymous report. The Title IX Coordinator will receive all anonymous reports and meet with the Title IX team to determine the best way to respond.

### Formal Reporting Process

Once the Title IX Coordinator has received a report regarding a sexual misconduct/sexual harassment the Title IX Coordinator will arrange a meeting with the reporting party individual to:

- Review the Sexual Misconduct and Sexual Harassment Policy
- Review the formal investigation process
- Review their rights as a complainant/reporting party in the process
- Discuss the boundaries of confidentiality
- Discuss confidential campus/community resources
- Discuss options for changes in academic and housing situations
- Discuss reporting to law enforcement
- Discuss any need for health/medical services

## HOW CAN THE TITLE IX COORDINATOR ASSIST YOU?

- Identify and explain resources available to you at Gustavus Adolphus College
- Connect parties to the appropriate resources
- Explain the Gustavus Adolphus College policy on Sexual Harassment and Sexual Misconduct
- Assist in times of crisis or distress related to a Title IX policy violation
- Help evaluate various options to address concerns
- Present to student organizations or departments on campus about sexual assault prevention



## BYSTANDER INTERVENTION

It is our shared responsibility to make Gustavus a safe community to work and study. Based on the simple premise of “if you see something, say something,” bystander intervention identifies early warning signs of potentially dangerous behaviors and is designed to empower community members to directly intervene in social situations to prevent harm. Several studies have suggested that because it is preventative in nature, and because it targets behavioral intervention strategies rather than attitude change, bystander intervention is the most effective way to reduce violence.

### BYSTANDER INTERVENTION TIPS

**If you see something, do something.** Doing something, no matter how small, is better than doing nothing. Every action or inaction makes a difference.

**Make your presence felt.** If you don't feel comfortable or safe confronting the situation, ask another person to help intervene or to report the incident to Campus Safety 507-933-8888

**Being an active bystander** is a single choice in one moment in time to use your voice, actions, or choices to make our community safer.

**Remember the three Ds to Count on Gusties.**

**Direct:** Step in when something doesn't look right. Share your concerns and offer assistance.

**Delegate:** Get others to assist with the situation, call for help from Campus Safety or a CF.

**Distract:** Divert attention from the situation, allowing those at risk to move to safety.