

SEXUAL ASSAULT POLICY

Adrian College strictly prohibits committing, attempting, or inciting another to commit sexual contact with another member of the College community without that person's consent, including but not limited to, rape and other forms of sexual assault. Conduct will be considered "without consent" if no clear consent, verbal or non-verbal, is given; if inflicted through force, threat of force, or coercion; or if inflicted upon a person who is unconscious or who otherwise reasonably appears to be without the mental or physical capacity to consent. For example, sexual contact with a person whose judgment appears to be impaired by alcohol or other drugs may be considered "without consent". Students found to have violated this prohibition will be subject to procedures outlined in the Adrian College Student Code of Conduct. Criminal proceedings may occur as well.

Guidelines for Assistance

1. What if it happens to me?
 - a. Go to a safe place and call for help as soon as possible
 - b. DO NOT shower, bathe, douche, wash your hands, brush your teeth, use the toilet, change or destroy your clothing, or straighten up the area where the assault occurred. Preserve all evidence.
 - c. Call 911 for emergency personnel immediately, then contact Campus Safety at extension 4333 or call 517-260-7089 for the Administrator on Duty.
 - d. Get medical attention as soon as possible.
 - e. Contact someone you trust for support.

2. What options do I have and what services are available to me?

All victims are encouraged to report sexual assaults; however, the decision is a personal choice. Do not allow others to make the decision. Also, if the perpetrator or others try to coerce or intimidate the victim into not reporting the crime, that in itself is an additional crime in the State of Michigan. As a service to victims, the Department of Campus Safety may be contacted for information and assistance in contacting the proper law enforcement agency. All Adrian College Campus Safety Officers have received Sexual Assault Training and have signed a confidentiality agreement prior to beginning their employment.

Other campus services are available at the Student Health Center. Staff are trained Sexual Assault Advocates that can help with a variety of needs, including support and assistance with health and counseling issues. For more information and assistance, please call:

- Health Center, extension 4214
- Counseling Center, extension 4091
- Student Life, extension 3142
- Residence Life, extension 3811

For off-campus services, call:

- Catherine Cobb Program, 517-264-5733
- 24 Hour Crisis Line, 517-265-6776
- Crime Victim Assistance – Legal Aid, 888-251-1598

Another on-campus service, provided by Adrian College, is to assist the victim with changing their academic and living situations, if desired. For assistance, contact:

- Student Life, extension 3142
- Housing Office, extension 3403

3. What actions will Adrian College take?

After all information is gathered, it is forwarded to the Student Life Office and a judicial hearing may be set up. Judicial hearing procedures are described in the Student Code of Conduct. Students who file complaints and students who are accused of sexual assault are entitled to have others present during the hearing and to be informed of the outcome of the hearing.

4. What are the Michigan laws regarding sexual assault?

Michigan's sexual assault law is written under the Criminal Sexual Conduct Statute (CSC). There are 4 degrees of CSC ranging from touching to penetration, with penalties as severe as life imprisonment. Due to the wording and complexity of the law, contact the Department of Campus Safety, the Office of Student Life, or the local prosecuting attorney's office.

DISCRIMINATION AND DISCRIMINATORY HARASSMENT POLICY

Introduction

When Adrian College was established in 1859, its founders declared that it should be open to people of both sexes and all races and nationalities. Because of this mission, the College has always opened its campus to a wide variety of students. It attempts, through orientation, academic and social programming, affirmative action and the training of professional and student staff, to create an environment where difference is not only tolerated but celebrated.

In order to maintain this openness and variety, it is the policy of Adrian College that all students, faculty, staff, officials and guests be free from discrimination and discriminatory harassment based on race, religion, creed, ethnicity, national origin, sex, sexual orientation, age, handicap or physical characteristics. Discrimination is wrong and will not be tolerated.

The primary purposes of this policy are to maintain an open educational environment and to modify the behavior of individuals who debase that environment through discrimination and discriminatory harassment. The emphasis this policy is on education and medication rather than punishment. However, a single severe instance of discrimination or discriminatory harassment or repeated though less severe instances of discrimination or discriminatory harassment may result in dismissal of a student or may constitute just cause for the dismissal of an employee.

Definitions

The following forms of behavior constitute discrimination or discriminatory harassment. Individuals practicing such behaviors may be subject to disciplinary action.

Discrimination

In order to establish a balance of faculty, staff and students that reflects the United States population, the College may in certain situations consider sex or minority status as a factor in staff hiring and in student financial aid. Also, the College reserves the right to offer separate sports programs and housing accommodations based on sex, as allowed by law. With these exceptions, it is a violation of College policy to make decisions regarding employment (hiring, continuation, promotion, dismissal, tenure), registration for classes, assignment of grades, financial aid, disciplinary action, housing and similar matters, on the basis of race, religion, creed, ethnicity, national origin, sex, sexual orientation, age, handicap or physical characteristics.

Discriminatory Harassment

Discriminatory harassment is verbal or physical behavior that interferes with a person's employment, academic performance or subjects an individual to an intimidating, hostile, or offensive educational, employment or living environment. Other expressive behavior (e-mail, social media, written notes, posting pictures) may also contribute to a hostile or offensive environment and may also violate this policy. Harassment that demeans a person or group of people based on age, religion, creed, ethnicity, national origin, sex, sexual orientation, age, handicap or physical characteristics is specifically prohibited. Two specific types of harassment are further defined and illustrated below.

Racial and Ethnic Harassment

Racial and ethnic harassment constitutes any physical or verbal behavior that subjects and individuals to an intimidating, hostile or offensive educational, employment or living environment. Such harassment:

- a) Denigrates or stereotypes and individual because of his or her racial or ethnic affiliation;
- b) Demeans or slurs an individuals through pictorial illustration, graffiti, or written documents or material because of his or her racial or ethnic affiliation; or
- c) Makes unwarranted or disparaging references or innuendoes in attributing an individual's personal conduct, habit or lifestyle to his or her racial or ethnic affiliation.

Sexual Harassment

Unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct constitute sexual harassment when:

- a) Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or academic pursuits;
- b) Submission to or rejection of such conduct by a person is used as the basis for employment or academic decisions affecting such individuals; or
- c) Such conduct has the purpose or effect of unreasonable interfering with a person's employment or academic performance or creating an intimidating, hostile, or offensive working or educational environment.

Examples of sexual harassment include:

- Persistent, unwelcome flirtation, advances and/or propositions of a sexual nature;
- Repeated insults, "wolf-whistling," humor, jokes and/or anecdotes that belittle or demean an individual's or a group's sexuality or sex;

- Repeated, unwelcome comments of a sexual nature about an individual's body or clothing;
- Unwarranted displays of sexually suggestive objects or pictures;
- Inappropriate touching, such as patting, pinching, hugging, or repeated brushing against an individual's body;
- Suggestions that submission to or rejection of sexual advances will affect decisions regarding such matters as an individual's employment, work assignment or status, salary, academic standing, grades, receipt of financial aid, or letters of recommendation;
- Sexual assault.

Not every act that is offensive to an individual or group necessarily constitutes a violation of this policy. Whether a specific act violates the policy will be determined on a case-by-case basis with proper regard for all of the circumstances. Due consideration must be given to the protection of individual rights, freedom of speech, religious and moral convictions and academic freedom.

WHAT CAN YOU DO?

Students who believe themselves to be victims of discrimination or discriminatory harassment should attempt to resolve the matter – either informally through a process of discussion and mediation, or formally, through a hearing process.

You may be able to resolve the matter of inappropriate conduct by discussing the matter directly with the person whom you believe to have caused the problem. The College encourages this informal means of mediation where practical and appropriate.

If you do not believe that such discussion is possible or appropriate, you should talk with one of the following people or offices to begin either informal mediation or the formal hearing process. If the accused person is an employee of the College, you may instead choose to begin the process by contacting the employee's supervisor.

CAMPUS ADVOCATES

These are students, faculty and administrative staff members who have volunteered to assist students and employees who believe they have experienced discrimination or harassment. (See the Office of Student Life for a current list of Campus Advocates.)

At this point, the goal is still to resolve the problem informally. The person you contacted will gather information from you and will, if possible, attempt to resolve the matter with the accused person or guide you to a College counselor or other qualified employee who will do this.

All informal actions with the persons involved will be kept confidential to the greatest extent possible consistent with (1) preventing future acts of harassment, (2) providing an appropriate remedy to persons injured by acts of harassment and (3) allowing the accused person to reply with a complaint.

WHEN INFORMAL MEANS DO NOT RESOLVE THE PROBLEM

If this informal process does not satisfy you and the accused is another student(s), the matter should be pursued through procedures outlined in the Adrian College Student Code of Conduct. The person assisting you with the matter will introduce you to the Assistant Dean of Students or another Student Life staff member who can assist you with bringing charges under the Student Code of Conduct.

If the informal process described above does not satisfy you and the accused is a faculty member, administrative staff member, or other non-student employee of the College, the person assisting you will introduce you to the College Discrimination Officer who will pursue the matter further with you. The College Discrimination Officer is appointed by the President with the advice and consent of the College Assembly.

Threats or forms of intimidation or retaliation against the student making the complaint, any other witness or any person assisting the student in the process constitutes a separate violation of this policy.