

Permission to Contact

In order to receive support and additional information, I am requesting that I be contacted by:

- The Dyson Wellness Center Advocate (reporting party), or
- a Process Advisor (responding party)

The following phone number and/or email address are safe for the DWC Advocate or Process Advisor to contact me and leave a message.

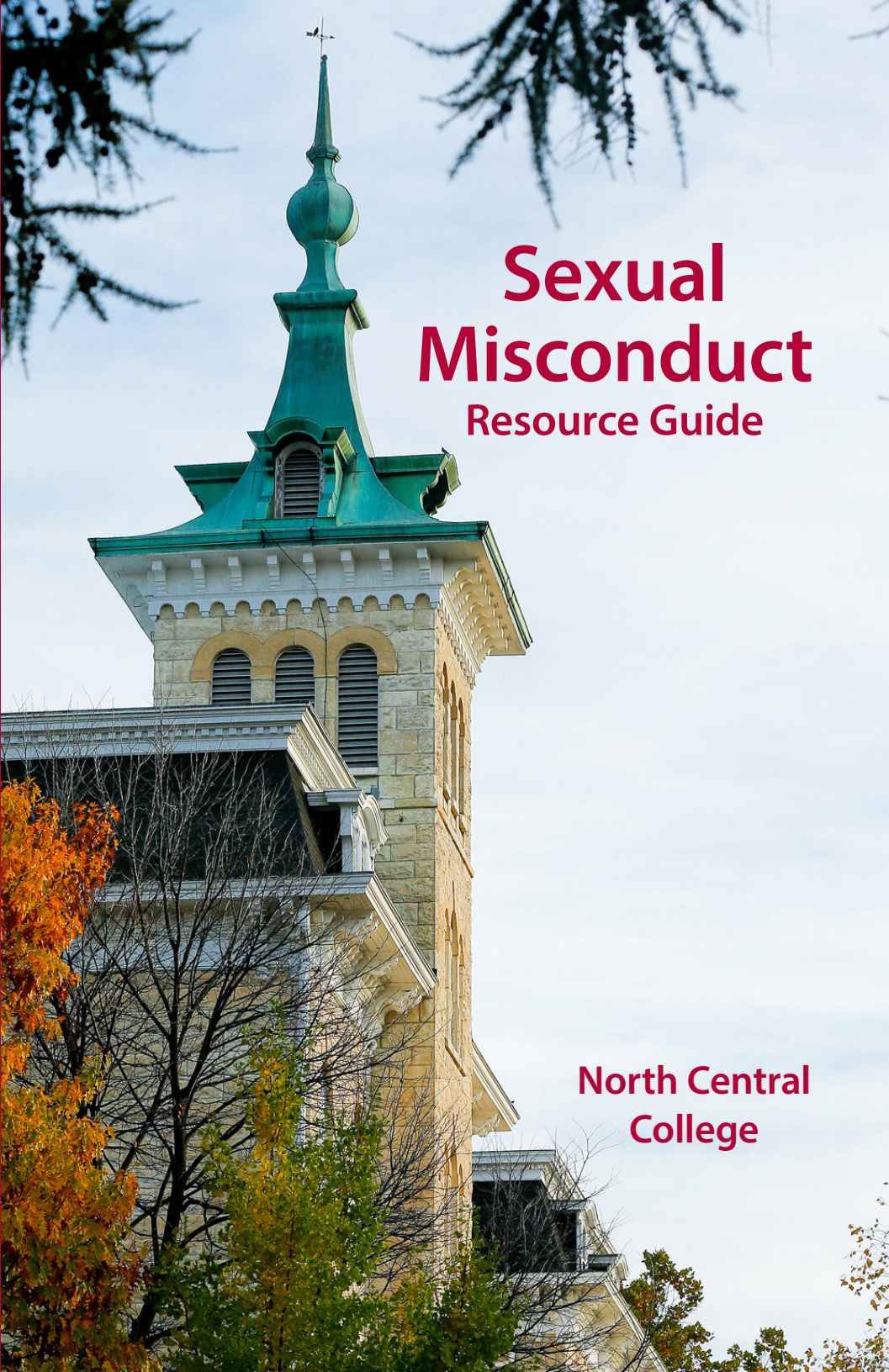
Phone: \_\_\_\_\_

Email: \_\_\_\_\_

I understand signing this form does not commit me to utilizing advocacy services or talk with a Process Advisor. I am aware that I can contact the DWC Advocate directly or request a Process Advisor through the Title IX Coordinator at any time.

\_\_\_\_\_  
Name (Please Print)

\_\_\_\_\_  
Signature                      Date



Sexual  
Misconduct  
Resource Guide

North Central  
College





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To access the full Discrimination, Harassment, Sexual Misconduct and Retaliation policy and complaint procedures, please visit: <https://www.northcentralcollege.edu/TitleIX>





# Policy

North Central College ("College") is committed to maintaining a positive learning, working, social and residential environment. In pursuit of these goals, the College will not tolerate acts of discrimination, harassment, sexual misconduct and/or retaliation against anyone in its community on the basis of sex, gender identity, gender expression, sexual orientation or pregnant and parenting status.

To view the College's complete policy, visit: <https://www.northcentralcollege.edu/TitleIX>



The College adheres to and supports the principles of academic freedom and recognizes that each member of the North Central College community also shares a common responsibility to maintain an environment free from discrimination, harassment, sexual misconduct and retaliation. Administrators, faculty and staff members who violate this policy will be subject to disciplinary action, up to and including termination of employment. Students who violate this policy will be subject to disciplinary action up to and including expulsion.

All employees are considered to be "Responsible Employees" with the authority and responsibility to report disclosures or observations of sexual misconduct to the Title IX Coordinator. Employees who are exempted from this reporting requirement are:

- professional or pastoral counselors who provide work-related mental-health counseling
- campus advocates who provide confidential victim assistance
- medical staff
- employees who are otherwise prohibited by law from disclosing information received in the course of providing professional care and treatment

Failure of a non-confidential employee to report, in a timely manner, an incident or incidents of sex or gender harassment or discrimination of which they become aware is a violation of College policy and the employee can be subject to disciplinary action.

The resolution procedures set forth in this policy provide a fair and impartial process for reporting, investigating, resolving, and determining appropriate sanctions or remedies in relation to a report of discrimination, harassment, sexual misconduct and/or retaliation under this and related policies including Consensual Relationships, Service and Assistance Animals, and Pregnant and Parenting Students.

The Title IX Coordinator has primary responsibility for enforcement of this policy, specifically for coordinating efforts related to investigation, resolution, and implementation of corrective measures and monitoring to stop, remediate, and prevent the sex discrimination, sex or gender-based harassment, sexual misconduct and/or retaliation (collectively referred to as sexual misconduct).

**Dr. Rebecca Gordon**  
**Title IX Coordinator**  
**524 Old Main**  
**30 N. Brainard**  
**(630) 637-5340**  
**rgordon@noctrl.edu**

External Inquiries may also be made to:

Office of Civil Right (OCR); Midwest Region  
U.S. Department of Health and Human Services  
233 N. Michigan Ave, Suite 240  
Chicago, IL 60601  
Customer Response Center: (800) 368-1019  
Fax: (202) 619-3818  
TDD: (800) 537-7697  
Email: [ocrmail@hhs.gov](mailto:ocrmail@hhs.gov)



# Rights of Both Parties

**The parties have the right to receive information about and referrals to resources such as:**

- On- and off-campus counseling
- An Advocate (Reporting Party)
- A Process Advisor (Responding Party)
- Medical- or health-related referrals to the Dyson Wellness Center
- Information about visa immigration assistance
- Information about reporting to and assistance with reporting to the police (with no requirement to do so)
- Assistance with student financial aid
- Information about legal assistance
- Information about interim safety measures
- Information about reasonable academic accommodations
- Information about filing a complaint

**During the complaint resolution process, the parties have the right to:**

- A prompt, fair, and impartial investigation that provides neutral fact-finding
- An advisor of choice (friend, advisor, faculty, family member, or legal counsel) to attend all related meetings
- Have trained staff and faculty involved in the process
- Written information about the prohibition of retaliation for anyone involved in the process
- Written notice of alleged policy violations and investigation
- Identify conflicts with faculty, staff, or the Title IX Coordinator charged to respond to the allegations and request substitutions
- Present witnesses and other corroborating information
- Suggest questions for the other party or witnesses
- Review all materials that will be used to make a determination before the decision is rendered
- Receive written notice of the outcome and procedures for appeal
- Receive a copy of the investigation report and notification of final outcome

**I am requesting that I be contacted by an Advocate or Process Advisor:**

☐

Yes

☐

No

\_\_\_\_\_  
Initial

*Please refer to the attached Permission to Contact form.*

# Legal Assistance

Each party is allowed to have an advisor of their choice present with them for all resolution process meetings and proceedings, from intake through to final determination. The advisor may be a friend, mentor, family member, attorney, advocate or any other supporter a party chooses to advise them who is available and eligible.

**Responding parties may wish to contact organizations such as:**

- Illinois State Bar Association - IllinoisLawyerFinder: [www.isba.org/public/illinoislawyerfinder](http://www.isba.org/public/illinoislawyerfinder)
- Families Advocating for Campus Equality (FACE): [www.facecampusequality.org](http://www.facecampusequality.org)

**Reporting parties may wish to contact organizations such as:**

- The Victim Rights Law Center: [www.victimrights.org](http://www.victimrights.org)
- The National Center for Victims of Crime: [www.victimsofcrime.org](http://www.victimsofcrime.org)

**For Pro Bono Legal Assistance:**

- DuPage Legal Assistance Foundation  
126 S. County Farm Road, Wheaton, IL 60187  
(630) 653-6212  
[www.dupagelegalaid.org](http://www.dupagelegalaid.org)
- Illinois Attorney General - Legal Assistance Referrals  
[www.illinoisattorneygeneral.gov/about/probono](http://www.illinoisattorneygeneral.gov/about/probono)





# First Steps: Getting Help

## 1 Call 911

If you are in immediate danger, call **911** for assistance from local law enforcement. Naperville Police Non-Emergency Number: **(630) 420-6666**

## 2

### Call Campus Safety at (630) 637-5911 (24/7/365)

If you are on campus and have continued safety concerns or want:

- Assistance making a report to law enforcement
- Assistance securing the scene for evidence collection
- Escort on campus
- Non-emergency transport to the Edward Hospital ER
- Assistance making a report to the Title IX Coordinator
- Assistance reaching confidential resources after hours

or the **Area Hall Director On Call** at **(630) 816-5298** (for students living in campus housing - 24/7/365).

## 3

### Call a Friend

Contact a friend, family member or support person, tell them what happened and have them come to your location.

## Evidence Preservation

After experiencing sexual assault, dating or domestic violence, and/or stalking, preserving evidence is important to assist in criminal prosecution, a Title IX investigation, and/or obtaining civil orders of protection or no contact orders, even if you are undecided about what courses of action you want to pursue.

- Secure the room or location where the assault occurred (if possible) without disturbing anything and do not allow anyone else to enter until law enforcement arrives.
- Preserve all physical evidence of the assault.
- If you suspect a date rape drug has been used, do not urinate and ask the health care provider to take a urine sample immediately.
- Evidence can be collected up to 120 hours post-assault, or longer in some cases, through the forensic evidence collection process conducted in a local Emergency Room.

For dating and domestic violence and stalking:

- Take pictures of any physical injuries or damage to property
- Save emails, texts, snap chats, voice mails, any messages sent over social media, and written notes. If these are disturbing to you, forward to a friend or College official like the Dyson Wellness Center Campus Advocate, Campus Safety, Dean of Students, or Title IX Coordinator to be the repository of the information.

## Seek Medical Attention

Getting medical attention is important for addressing the physical consequences of any type of sexual violence or physical assault, even if you do not wish to seek criminal prosecution. If possible, seeking medical attention within 24 hours of a sexual assault is the most ideal for medical and prophylactic treatment.

### Edward Hospital Emergency Room

801 S. Washington Street, Naperville, IL  
(630) 527-3000 (Main Switch Board)  
Open 24 hours



Edward Hospital is staffed by sexual assault nurse examiners (SANE) and will contact the YWCA to dispatch a medical advocate to provide information and support during the ER visit. They also provide emergency and follow-up health care following a sexual assault, which includes prophylactic treatment for STIs, emergency contraception, test for date-rape drugs, and can conduct a forensic exam to collect physical evidence. The emergency room visit is **free of charge** when paperwork is completed with a YWCA medical advocate.

### Dyson Wellness Center (DWC)

455 S. Brainard Street  
2nd floor of the Benedetti-Wehrli Stadium

The Dyson Wellness Center offers confidential medical consultations, referrals, pregnancy testing, and low-cost STI testing. Appointments can be made by calling **(630) 637-5550**.

### Campus Safety

New Hall, 451 S. Brainard Street  
(630) 637-5911

Campus Safety provides transport to the Edward Hospital Emergency Room for a forensic evidence collection exam and post-assault medical care including STI testing, as well as the following medical providers:

Edward Care at Jewel Osco on Washington,  
Cadence Care Center at Raymond & Ogden,  
or CVS Clinic at Ogden & Naper Blvd.



## Seek Medical Attention (continued)

### STI Testing Options

If an individual does not wish to go to the emergency room, there are alternative options for STI testing. Below is a list of options within 10 miles of North Central College:

- **Dyson Wellness Center**

Appointments are required and can be made via telephone: **(630) 637-5550**

- **DuPage County Health Department:** Central Public Health Center, 111 N. County Farm Road, Wheaton, Illinois & East Public Health Center, 1111 E. Jackson Street, Lombard, Illinois  
Appointments are required and can be made via telephone: **(630) 682-7400**

- **Planned Parenthood:** 3051 E. New York Street, Aurora, Illinois

Appointments are required and can be made online or via telephone: **(630) 585-0500**

- **Open Door Health Center of Illinois:**

Aurora Health Center, 157 S. Lincoln Avenue, Ste. K, Aurora, Illinois

Appointments are required and can be made online or via telephone: **(630) 264-1819**

- **VNA Health Center:** 400 N. Highland Avenue, Aurora, Illinois

Walk-ins welcomed, but appointments can be made online or via telephone: **(630) 892-4355**

## Confidential Resources

Confidential resources are those individuals who will not report any information to others without a release of information and provide support as well as an overview of options, resources & referrals.

### On-Campus Confidential Resources

#### Dyson Wellness Center Campus Advocate

Jessica Vasquez, Health Education Coordinator and Campus Advocate  
455 S. Brainard Street, 2nd floor of the Benedetti-Wehrli Stadium  
(630) 637-5113, normal business hours

- Provide technical assistance to anyone who has experienced sexual violence, dating or domestic violence, and stalking.
- Provide an overview of all the on- and off-campus options available to anyone who has experienced sexual misconduct.
- Help with anonymous or confidential reporting to the College, the Title IX Coordinator and/or law enforcement.
- Serve as the advisor of choice and attend all meetings that are part of on and off-campus processes.

Individuals may request to have the advocate call them.

#### Dyson Wellness Center Professional Counselors

(630) 637-5550, Monday–Wednesday: 8:00 AM–6:30 PM, Thursday & Friday: 8:00 AM–4:30 PM

Provide free, short-term, confidential counseling and/or referrals.

### Off-Campus Confidential Resources

- **YWCA Metropolitan Chicago -**

- **Patterson and McDaniel Family Center**

2055 West Army Trail Road, Suite 140, Addison, IL 60101

[www.ywcachicago.org](http://www.ywcachicago.org)

(630) 790-6600

Rape Crisis Hotline: (630) 971-3927, 24 hours

Sexual violence and support services.

- **Family Shelter Service -**

- **Healing From Domestic Abuse**

[www.familyshelterservice.org](http://www.familyshelterservice.org)

(630) 469-5650

Shelter service and support for women and children.

- **Mutual Ground**

[www.mutualground.org](http://www.mutualground.org)

Domestic Violence Hotline: (630) 897-0080

Sexual Assault Hotline: (630) 897-8383

- **DuPage County Health Department**

- **Behavioral Health Services**

[www.dupagehealth.org/mental-health](http://www.dupagehealth.org/mental-health)

111 N. County Farm Road, Wheaton, IL 60187

Intake Appointment: (630) 682-7400

Monday–Friday, 8:00 AM–5:30 PM

Crisis Services: (630) 627-1700, 24 hours

**eliminating racism  
empowering women**

**ywca**

**metropolitan chicago**





# Reporting

## Reporting to Police or Campus Safety

The College supports the right of individuals to report to law enforcement, but also acknowledges that some individuals may not want to report their experiences with sexual misconduct to law enforcement. The College will assist an individual who would like to report to law enforcement through the Dyson Wellness Center advocate or Campus Safety.

**Naperville Police Department (24/7/365)**  
1350 Aurora Ave, Naperville, IL  
911 (Emergency)  
(630) 420-6666 (Non-Emergency)  
To make a police report.

**Campus Safety (24/7/365)**  
New Hall, 451 S. Brainard, Naperville, IL  
(630) 637-5911  
Assist with making reports to law enforcement and the Title IX Coordinator.

## Reporting to the Title IX Coordinator

### Rebecca Gordon

Old Main, 30 N. Brainard Street, Suite 524  
rgordon@noctrl.edu, (630) 637-5340

Reports can also be made by individuals or third parties/bystanders to the Title IX Coordinator through the Sexual Misconduct Online Reporting Form, which can be found at: [titleIXreport.northcentralcollege.edu](http://titleIXreport.northcentralcollege.edu)  
Individuals who make reports online will receive resource information in the bounce back form.

### What does a Title IX Coordinator do?

- Respond to reports and complaints
- Implement interim safety measures
- Support academic success through accommodations
- Oversee Title IX investigations

## Anonymous Reporting

Anyone wishing to make an anonymous report can contact the **Campus Conduct Hotline** at (866) 943-5787, which is available 24 hours a day.

## Confidential Reporting

### Dyson Wellness Center (DWC) Campus Advocate

(630) 637-5113, normal business hours

The DWC Campus Advocate is available to assist with confidential reporting to the College, the Title IX Coordinator and/or law enforcement.

## Places to call to assist you in reporting:

**Campus Safety:** Officer on Call – (630) 637-5911, 24/7/365

**Campus Safety:** Director of Campus Safety – (630) 637-5912, Monday–Friday: 8:00 AM–4:30 PM

**Residence Life:** Area Hall Director on Call – (630) 816-5298, 24/7/365

**Residence Life:** Director of Residence Life – (630) 637-5861, Monday–Friday: 8:00 AM–4:30 PM

**Student Affairs:** Vice President for Student Affairs and Strategic Initiatives – (630) 637-5153, Monday–Friday: 8:00 AM–4:30 PM

**Student Affairs:** Assistant Vice Presidents – (630) 637-5152 or (630) 637-5147, Monday–Friday: 8:00 AM–4:30 PM

**Faith and Action:** Director of Faith and Action – (630) 637-5417, Monday–Friday: 8:00 AM–4:30 PM

**Multicultural Affairs:** Director of Multicultural Affairs – (630) 637-5156

**Dyson Wellness Center:** 455 S. Brainard Street, (630) 637-5550

**Faculty, Staff, Supervisor**

### Deputy Title IX Coordinators:

**Stephen Caliendo**, Dean of the College of Arts and Sciences  
smcaliendo@noctrl.edu, (630) 637-5344

**Susan Kane**, Associate Athletic Director  
smkane@noctrl.edu, (630) 637-5501

**Lisa Long**, Associate Provost and Dean of College Programs  
lalong@noctrl.edu, (630) 637-5286

**Sharon Merrill**, Director of Human Resources  
semerrill@noctrl.edu, (630) 637-5718

**Kevin McCarthy**, Assistant Vice President for Student Affairs and Dean of Students  
kemccarthy@noctrl.edu, (630) 637-5152

**Jeremy Gudauskas**, Assistant Vice President and Co-Director of the Center for Social Impact  
jkgudauskas@noctrl.edu, (630) 637-5147

**Mary Spreitzer**, Assistant Vice President for Human Resources  
mspreitzer@noctrl.edu, (630) 637-5754



## Amnesty for Reporting Party and Witnesses

Sometimes, reporting parties or witnesses are hesitant to report to College officials or participate in resolution processes because they fear that they themselves may be accused of policy violations, such as violating the drug or alcohol policy at the time of the incident. To encourage reporting, the College pursues a policy of offering reporting parties and witnesses amnesty from minor drug or alcohol policy violations related to the incident.

While some policy violations cannot be completely overlooked, the College will provide educational options, rather than discipline, to those who offer assistance to others in need. Amnesty may be granted on a case-by-case basis for other policy violations.



# Campus Options

## Academic Accommodations

For students, it is recognized that experiences with sex discrimination, sexual or gender-based harassment, sexual misconduct, and/or retaliation can interfere with their academic performance. Therefore, the Title IX Coordinator will review with the parties their rights to reasonable academic accommodations and will assist making these requests to the appropriate advisor, faculty member(s), department chair or dean, or College administrator.

### Reasonable academic accommodations include but are not limited to:

- Working with College staff to minimize the negative impact on the student's completion rate and financial aid awards.
- Working with faculty to request academic accommodations such as extra time to complete assignments, projects, or exams.
- Arranging for test or class re-takes, or withdrawal from a class or campus without academic or financial penalty, to the extent possible.

The Title IX Coordinator has the authority to determine that such reasonable academic accommodations are necessary and appropriate and will maintain documentation related to accommodations. The Title IX Coordinator may inform faculty members or the College of the need to adjust academic parameters accordingly. A request for academic accommodations from a student will be shared with faculty and staff only to the extent necessary to provide reasonable accommodation.



## Interim Safety Measures

Persons bringing an allegation of discrimination, harassment, sexual misconduct and/or retaliation under this policy may seek the following arrangements from the Title IX Coordinator handling the allegation, who will consult with the appropriate individuals to ensure that arrangements are reasonably available. The Title IX Coordinator may take whatever measures are deemed necessary in response to an allegation in order to protect the personal safety and well-being of the parties, the safety of the College community and/or College property.

Interim measures may also be imposed in instances where it is determined that the responding party may pose a potential threat to another person, as well as in cases where the responding party poses a threat of disruption or interference with the normal operations of the College. Failure to adhere to the parameters of any interim measure is a violation of College policy and may lead to additional disciplinary action.



### Interim measures include, but are not limited to:

- An interim suspension or reassignment (immediate, temporary suspension pending the outcome of the resolution process or student conduct process)
- Suspension with or without pay pending an investigation
- A no contact order (an order that an individual refrain from direct/indirect contact with another person[s])
- An escort to ensure safe movement between classes, activities or work assignments
- Restrictions on access to campus or areas of campus (i.e. no trespass order)
- Restrictions on participation in College athletic programs
- Appropriate changes in academic schedule (for the reporting party and/or responding party), housing arrangements, transportation, office location or work assignment arrangements
- Assistance with enforcing locally-obtained protection orders on campus
- Access to on- and off-campus counseling and/or health services
- Assistance in reporting the matter to local police

# Complaint Resolution Process

Any member of the College community, guest, or visitor who wishes to file a complaint with the College regarding sex or gender-based discrimination or harassment, sexual misconduct and/or retaliation can bring this to the attention of the Title IX Coordinator via the online reporting form, by email or by phone.

## Investigations

Investigations are structured to be thorough, reliable, impartial, prompt and fair. Investigations entail interviews with all relevant parties and witnesses, submission of evidentiary information by the parties and witnesses, an independent gathering of pertinent facts and materials, and the identification of sources of expert information, as necessary.



## Rights

Each party is afforded the opportunity to:

- Identify any conflicts of interest that may be posed by a member of the investigative team, appeal committee or the Title IX Coordinator
- Have an advisor present for all meetings and proceedings
- Provide corroborating information
- Identify a list of witnesses
- Suggest questions to be asked of the other party
- Review and respond to all the information collected before a decision is made



## Timeline

Investigations are completed expeditiously, normally within 45-60 days, though some investigations take significantly longer, depending on the nature, extent and complexity of the allegations, availability of witnesses, police involvement, etc.

## Determining a Finding

The investigative team reviews all the materials collected in the investigation, analyzes the credibility of the parties and witnesses, and on this basis determines the finding of whether or not a policy violation occurred. The investigation team provides a rationale for its decision based on the preponderance of the evidence (i.e. more likely than not) and recommends sanctions and remedies if appropriate.



## Sanctions

Sanctions can include:

- An oral warning
- A written letter of warning
- A letter of reprimand
- Mandatory attendance at an educational program on discrimination, harassment, and/or sexual misconduct
- Mandatory referral for psychological or chemical dependency assessment and compliance with any resulting treatment plan
- Change in room assignment
- Barring participation in student organizations, official College programs, or college sponsored activities
- Probation
- Suspension or expulsion from residence halls and/or from non-academic campus activities
- Suspension or expulsion from the College
- Restriction of responsibilities
- Reassignment or transfer to another department
- Barring leadership or participation in domestic or international off-campus educational programs
- Canceling College travel
- Denial of salary increase
- Suspension without pay
- Dismissal/termination of employment



## Appeals

Appeals can be made by both parties on the grounds of:

- Procedural Error
- New Information
- Disproportionate Sanctions

A full description of the Appeals Process can be found in section IV of the Discrimination, Harassment, Sexual Misconduct and Retaliation policy, available here: <https://www.northcentralcollege.edu/TitleIX>



# Definitions



## Affirmative Consent

Affirmative consent is defined as a clear, active, informed, and voluntary agreement to engage in specific sexual activity. Affirmative consent maintains the value that all persons have the right to feel respected, acknowledged, and safe during sexual interactions.

- Consent must be mutual and ongoing throughout a sexual encounter and can be revoked at any time. If at any time consent is withdrawn, the activity must stop immediately.
- Affirmative consent is not possible during sexual activity with someone the responding party knows to be, or should know to be, incapacitated.
- Consent cannot result from force, or threat of force, coercion, fraud, intimidation, or threat.
- Additionally, in Illinois, a minor (meaning a person under the age of 17 years) cannot consent to sexual activity. This means that sexual contact by an adult with a person younger than 17 years old is a crime, as well as a violation of this policy, even if the minor consented to engage in the act.

## Retaliation

Any materially adverse action taken against an individual because of their participation in a protected activity such as alleging harassment or discrimination, supporting a party bringing an allegation, or for assisting in providing information relevant to a claim of harassment or discrimination. Retaliatory actions include, but are not limited to, threats or actual violence against the person or their property, adverse educational or employment consequences, ridicule, intimidation, bullying, or ostracism.

## Gender-Based Harassment

Unwelcome conduct based on gender identity or expression, including acts of verbal, nonverbal, or physical aggression, intimidation, harassment, stalking or hostility. Gender-based harassment can occur if one is harassed either for exhibiting what is perceived as a stereotypical characteristic for one's sex, or for failing to conform to stereotypical notions of masculinity and femininity regardless of actual sex or gender identity.

## Intimate Partner Violence (Dating and Domestic Violence)

Encompasses a broad range of abusive behaviors committed by a person who has an intimate relationship with the person who is the target of the abuse. Abusive behaviors include: emotional/psychological abuse, physical and/or sexual abuse, violence, harassment, threats, intimidation, forcing someone to participate in illegal activities such as selling drugs or stealing, or depriving someone of necessities such as food or medicine. The intimate relationship includes a past or present dating relationship, spouse or romantic partner, and a person with whom a child is shared in common.

## Non-Consensual Sexual Contact

Defined as any intentional sexual touching, however slight, with any object or body part, by a person upon another person that is without consent and/or by force. Sexual touching includes intentional contact with the breasts, groin, genitals, buttocks, or mouth or touching any of these body parts, or making another touch you, or themselves, with, or on, any of these body parts either directly or through clothing; or any other bodily contact in a sexual manner. Non-consensual sexual contact can take place even over an individual's clothing.

## Non-Consensual Sexual Intercourse

Defined as sexual penetration, no matter how slight, with any object or body part, by a person upon another person that is without consent and/or by force. Sexual intercourse includes vaginal or anal penetration by a penis, tongue, finger or object, or oral copulation (mouth to genital contact) no matter how slight the penetration or contact.

## Sexual Exploitation

Occurs when a person takes non-consensual or abusive sexual advantage of another person for their own benefit or for the benefit of anyone other than the person being exploited and does not otherwise constitute sexual misconduct under this policy. Sexual Exploitation is prohibited and will be treated as sexual misconduct.

## Sexual Harassment

Unwelcome conduct of a sexual nature, or that is sex- or gender-based. A hostile environment occurs when sex- or gender-based conduct is objectively offensive, and severe or pervasive to the extent that it unreasonably interferes with the reporting party's access to education, employment, or College programs. Quid pro quo sexual harassment is when a person in power and authority expressly or impliedly conditions an educational or employment benefit on complying with unwelcome sexual advances or requests for sexual favors.

## Sexual Misconduct

Includes sexual and gender-based harassment, non-consensual sexual contact, non-consensual sexual intercourse, sexual exploitation, intimate partner violence and stalking.

## Stalking

Engaging in a course of conduct directed at a specific person that is unwelcome and would cause a reasonable person to fear for their safety or the safety of family members or intimate/dating partners, or to suffer significant emotional distress. Stalking may include a pattern of repetitive and menacing behavior such as pursuit, unwelcome attention, surveillance, following, harassing, threats of immediate or future harm, and/or interfering with the peace and/or safety of another. Stalking can be perpetrated in person, via email, phone, text messaging, and social networking sites or other electronic means—all of which are a violation of College policy.