

BETHEL COLLEGE

TITLE IX

Rights and Options

DEFINITIONS

■ Sexual harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that adversely affects the terms and conditions of educational pursuits, activities or employment. There are two types of sexual harassment:

■ Quid pro quo

Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, where submission to or rejection of such conduct results in adverse action. Quid pro quo harassment also exists when a threat of adverse action or a promise of benefit is explicitly conditioned on submission to or rejection of such requests.

■ Hostile environment

When harassment is sufficiently severe, pervasive, persistent objectively, or subjectively offensive to the point that it interferes with, limits or denies the ability to participate in or benefit from educational programs, activities or employment of a reasonable person.

SEXUAL ASSAULT

Sexual assault is any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Falling under the definition of sexual assault are such sexual activities as forced sexual intercourse, forcible sodomy, fondling and attempted rape.

■ Sexual misconduct

Sexual misconduct is a broad term that includes any unwanted or unwelcome conduct of a sexual nature that is committed without valid consent. In this respect, it serves as an umbrella term encompassing both sexual harassment and sexual violence/assault. Sexual misconduct may occur between people of the same sex or between people of different sexes. Sexual misconduct can include both intentional conduct and conduct resulting in negative effects, even if those effects were unintended.

■ Consent

Consent is clear permission (“Yes”) and can only be given by someone of legal age. Consent to one form of sexual activity should not, and cannot, be taken as consent to any other sexual activity. Consent cannot be inferred. Individuals who consent to sexual activity must be able to fully understand their actions. A person incapacitated by alcohol or drugs, asleep, physically impaired or unable to communicate in clear and understandable words or actions is incapable of giving consent or mutual agreement.

■ Retaliation

Retaliation occurs when an individual intimidates, threatens, coerces or in any way discriminates against an individual who has brought a concern or reported a possible violation of a federal civil right. Federal law makes it unlawful to retaliate against an individual who is pursuing their rights as guaranteed by Title IX.

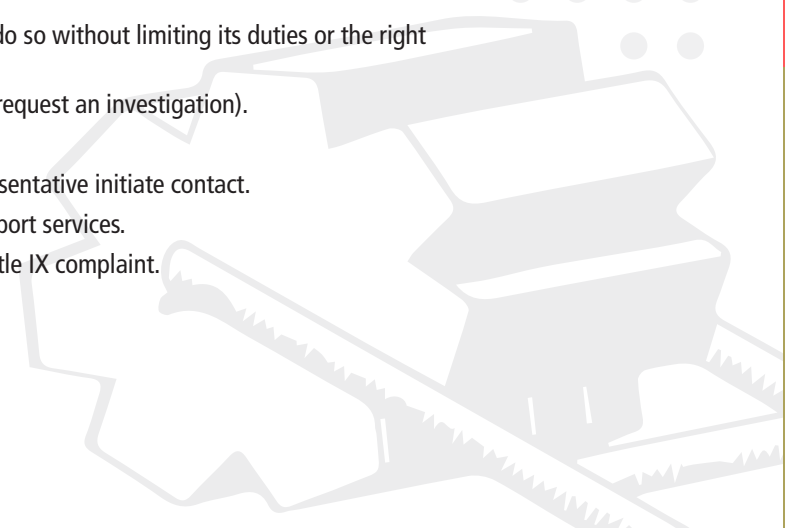
RIGHTS AND OPTIONS OF VICTIMS OF SEXUAL MISCONDUCT

You have the right to:

- Be treated with fairness, dignity and respect.
- Be free from intimidation, harassment and abuse after reporting an incident.
- Request confidentiality from a licensed counselor or pastor.
- Protection of individual privacy to the extent the college can do so without limiting its duties or the right of others.
- A fair, impartial and timely internal investigation (should you request an investigation).

You have the option to:

- Contact local law enforcement or request that a college representative initiate contact.
- Request access to counseling, medical and mental health support services.
- Meet with the Title IX Coordinator to discuss filing a formal Title IX complaint.



CONFIDENTIALITY

Bethel College will work with you to protect your privacy by sharing information with only those who need to know. If you decide to pursue a formal complaint, your information will be shared with members of the Title IX Committee, those responsible for providing necessary resources and remedies and those responsible for ensuring the public's safety.

For your protection, Bethel College employees are required to report incidents of sexual misconduct that have been brought to their attention to the Title IX Coordinator or a member of the Title IX Committee.

WHO CAN I SPEAK TO IN CONFIDENCE?

The following two individuals, working within their contractual scope as licensed, professional counselor and pastor, are able to maintain your complete confidentiality and are not required to convey any information regarding your situation without your consent.

- Peter Goerzen, campus pastor
pgoerzen@bethelks.edu
- Joanna Bjerum, licensed counselor
jbjuerum@bethelks.edu

COMPLAINT AND INVESTIGATION PROCESS

Should you decide to file an official Title IX complaint, the Title IX Coordinator will contact you to set up an initial meeting. The Title IX Coordinator will present your complaint to the Title IX Committee, who will determine if an investigation is warranted. Should an investigation be warranted, the Title IX Coordinator will speak to the accused and witnesses (if necessary) to allow for comments and response. All information gathered for your complaint will then be presented by the coordinator to the Title IX Committee who will formulate a final notice of determination.

BETHEL COLLEGE TITLE IX COMMITTEE

- Bethany Charlsen, Title IX Coordinator
Telephone: (316) 284-5325
E-mail: bcharlsen@bethelks.edu

The following Deputy Title IX Coordinators may also be contacted:

- Megan Kershner, director of HR and Career Services
Administration Building, first floor
E-mail: mkershner@bethelks.edu
- Joshua Booth, sports information director
Goering Hall, second floor
E-mail: jbooth@bethelks.edu
- Melissa Green, Thresher Shop manager
Thresher Shop
E-mail: mgreen@bethelks.edu
- Gregg Dick, controller and golf coach
Administration Building, first floor
E-mail: gdick@bethelks.edu



HELPFUL RESOURCES

If you experience sexual harassment, gender discrimination or sexual violence, please reach out to campus resources, family, friends, your pastor, or the following off-campus contacts:

- North Newton Police Department
316-283-3191 or dial 911 for an emergency
- Harvey County Domestic Violence and Sexual Assault 24-Hour Crisis Hotline
316-283-0350
- Prairie View Mental Health 24-Hour Crisis Line
1-800-362-0180

FOR ADDITIONAL INFORMATION OR ASSISTANCE PLEASE VISIT THE FOLLOWING WEBSITES:

rainn.org/get-information/links
www.notalone.gov/resources/
www.ed.gov/category/keyword/title-ix
www.aauw.org/title-ix/

