



Know Your Rights: Title IX Requires Bethel College to Address Sexual Harassment & Sexual Violence *Office of Human Resources & Compliance*

Title IX of the Education Amendments of 1972 prohibits sex discrimination – which includes sexual harassment and sexual violence– in educational programs and activities. All public and private schools, school districts, colleges, and universities receiving any Federal funds must comply with Title IX. If you have experienced sexual harassment or sexual violence, here are some things you should know about your Title IX rights:

Bethel College (BC) Must Respond Promptly and Effectively to Sexual Harassment & Sexual Violence

- You have the right to report the incident to BC, have BC investigate what happened, and have your complaint resolved promptly and equitably.
- You have the right to choose to report an incident of sexual violence (sexual assault, dating or domestic violence, or stalking) to College officials or local law enforcement. But a criminal investigation does not relieve BC of its duty under Title IX to respond promptly and effectively.
- BC must adopt and publish procedures for resolving complaints of sex discrimination, including sexual harassment, sexual assault, dating/domestic violence, stalking, and retaliation. These procedures for sex discrimination must afford you a prompt and equitable resolution. **BC's version of this required policy and procedures is called the *Equal Opportunity, Harassment and Non-Discrimination Policy and Procedures* and may be found at www.bethelks.edu/equalopp.**
- BC should ensure that you are aware of your Title IX rights and any available support resources, such as victim advocacy, housing assistance, academic support, counseling, disability services, health and mental health services, and legal assistance.
- BC must designate a Title IX coordinator and make sure all students and employees know how to contact them. The Title IX coordinator should also be available to meet with you. **Here at BC the Title IX coordinator is Jacob Gunden.** He may be reached at (316) 284-5248 or at titleixcoordinator@bethelks.edu.
- All students and employees are protected by Title IX, regardless of whether they have a disability, are international or undocumented, and regardless of their sexual orientation and gender identity.

Bethel College (BC) Must Provide Supportive Measures as Necessary

- Once you tell BC about an incident of sexual violence, you have the right to receive some immediate help (also known as supportive measures), such as changing classes, dorms, or transportation, access to no-contact orders, or academic accommodations. These measures, which must be non-punitive in nature, are available to both you and the Respondent (person accused).
- You have the right to report any retaliation by BC employees, the Respondent, and/or other students, and BC should take strong responsive action if it occurs.

¹This document summarizes your rights under Title IX. You may have additional rights under other federal and state laws.

Bethel College (BC) Should Make Known Where You Can Find Confidential Support Services

- BC should clearly identify where you can go to talk to someone confidentially and who can provide services like advocacy, counseling, or academic support. Some people, such as counselors or victim advocates, can talk to you in confidence without triggering a College investigation.
- Because different employees have different reporting obligations when they find out about sexual violence involving students, BC should clearly explain the reporting obligations of all College employees.
- Even if you do not specifically ask for confidentiality, BC should only disclose information to individuals who are responsible for handling the College's response to sexual violence. BC should consult with you about how to best protect your safety and privacy.

Bethel College (BC) Must Conduct an Adequate, Reliable, & Impartial Investigation

- You have the right to be notified of the timeframes for all major stages of the investigation.
- You have the right to present witnesses and evidence.
- You have the right to an Advisor of your choice to assist you throughout the process.
- BC must resolve your complaint based on the same standard it uses to resolve similar incidents involving employees. At BC the evidentiary standard is the preponderance-of-the-evidence standard (also known as 'more likely than not' or '50% plus a feather').
- You have the right to be notified in writing of the outcome of your complaint and any appeal, including any sanctions that directly relate to you.
- You have the right to have any proceedings documented, which may include written findings of fact, transcripts, or audio recordings.
- You have the right not to "work it out" with the Respondent in mediation. Mediation or Alternative/Informal Resolution may be used only if desired by both you and the Responding Party.

Bethel College (BC) Must Provide Remedies as Necessary

- If an investigation reveals that sexual harassment created a hostile environment or that sexual violence (sexual assault, dating or domestic violence, or stalking) occurred, BC must take prompt and effective steps reasonably calculated to end the behavior, eliminate the hostile environment, prevent its recurrence, and, as appropriate, remedy its effects.
- Appropriate remedies will generally include disciplinary action against the perpetrator, but may also include remedies to help you get your education back on track (like academic support, retaking a class without penalty, and counseling). These remedies are in addition to any interim measures you received.
- BC may also have to provide remedies for the broader student population (such as training) or change its services or policies to prevent such incidents from repeating.

If you want to learn more about rights, responsibilities, Bethel College policy and procedures, or would like to know more about your reporting options related to Title IX here at BC, you may contact Jacob Gunden, BC's Title IX Coordinator, at (316) 284-5248 or titleixcoordinator@bethelks.edu. Additional information is also available on the BC public website: <https://www.bethelks.edu/about/consumer-information/equal-opportunity-harassment-non-discrimination>.

If you want to learn more about your rights, or if you believe that Bethel College is violating federal law, you may contact the U.S. Department of Education, Office for Civil Rights, at (800) 421-3481 or ocr@ed.gov. If you wish to fill out a complaint form online, you may do so at <http://www.ed.gov/ocr/complaintintro.html>.