

Gateway Technical College

TITLE IX



Title IX:
**Information
on Sexual
Misconduct:
Gateway
policies,
procedures, and
victim services**



Gateway Technical College is committed to creating a safe and positive learning environment for the entire college community where the dignity and respect of all members is valued and protected.

Sex discrimination and sexual misconduct are prohibited by Gateway policy as well as a number of federal laws including Title IX, Title VII of the Civil Rights Act, Violence Against Women Act, and the Clery Act, which mandate Gateway's response to such allegations. Some of these prohibited offenses may also constitute criminal acts under Wisconsin Law.

Gateway's policy on equal opportunity, harassment, and discrimination applies to all students, employees, contractors, guests, and visitors of the college. The college has jurisdiction over all acts of sexual misconduct and discrimination involving members of the campus community including those that occur off-campus, depending on the circumstances. You are encouraged to view the full policy and additional resources at gtc.edu/TitleIX.

What Is Sexual Misconduct?

<p>Non-consensual sexual intercourse</p> <p>Any sexual intercourse, however slight, with any object, by a person upon another person, that is without consent and/or by force</p>	<p>Sexual exploitation</p> <p>Occurs when one person takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit or to the benefit or advantage of anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses.</p>
<p>Non-consensual sexual contact</p> <p>Any intentional sexual touching, however slight, with any object, by a person upon another person, that is without consent and/or by force.</p>	<p>Sexual harassment</p> <p>Unwelcome sexual, sex-based, and/or gender-based verbal, written, online, and/or physical conduct.</p>
<p>Stalking</p> <p>Stalking can take two forms:</p> <ul style="list-style-type: none"> • Stalking 1: A course of conduct directed at a specific person on the basis of actual or perceived membership in a protected class that is unwelcome and would cause a reasonable person to feel fear. • Stalking 2: Repetitive and menacing pursuit, following, harassing, and/or interfering with the peace and/or safety of another. 	<p>Bullying</p> <p>Repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally, that is not speech or conduct otherwise protected by the 1st Amendment.</p>
<p>Intimate partner violence</p> <p>Violence or emotional and/or psychological abuse between those in an intimate relationship toward each other.</p>	<p>Retaliation</p> <p>Federal law and Gateway's policy strongly prohibit any form of retaliation that is not protected by the first amendment and/or academic freedom for any person participating in a grievance procedure relating to this policy. Retaliation is investigated as a separate offense and may involve additional sanctions.</p>
<p>Violating Gateway's policy on sexual misconduct and discrimination can result in a variety of sanctions meant to end the discrimination, mitigate the harm, and prevent its recurrence. *View the policy at gtc.edu/TitleIX for examples of each type of sexual misconduct as well as the full range of possible sanctions.</p>	

What To Do If You've Been Sexually Assaulted

Protect yourself

- Get to a safe place, call 911 or Campus Security Burlington/Hero: (262) 767-5208, Elkhorn: (262) 741-8208, Kenosha/Horizon: (262) 564-2208, Racine/iMET: (262) 619-6208, or go to a hospital emergency room.
- Contact family/friends or local rape crisis center for help and support.

Protect the evidence

- It's important to protect physical evidence of the assault. Don't shower, bathe, douche, or change clothes. If you go to the hospital, a Sexual Assault Nurse Examiner will collect physical evidence from your body and clothes.
- Do not disturb anything at the scene of the assault or dispose of any evidence such as sheets and towels.

Choose your next steps

- You can choose to do nothing until you are ready.
- If you decide not to report to the police immediately, write down all the details of the assault (who, what, when, where, why, and how) and keep them in case you wish to make a report later. You can provide a trusted friend with this information if you do not want to keep it.
- If you choose not to go to the hospital for an exam or treatment, save the evidence in a paper (not plastic) bag in case you choose to make a report later.
- Contact the police department where the assault occurred to initiate a criminal investigation and possibly criminal proceedings.
- You are strongly encouraged to report all incidents of sexual misconduct to Gateway Technical College.

You can choose some or all of these next steps based on what you feel is best for you.

Sexual Misconduct and Consent

Simply put, consent is knowing, voluntary, and clear permission through word or action to engage in a mutually agreed upon sexual activity or contact.

It is the responsibility of the person engaging in sexual contact to make sure consent is ongoing and clear for each sexual activity. Please keep the following in mind regarding consent:

- A person may withdraw consent at any time.
- Pressuring another person to engage in sexual acts nullifies consent.
- Silence or lack of resistance regarding sexual acts alone does not constitute consent.
- Previous consent to a sexual activity does not imply consent to any future activity.
- Simply engaging in a dating relationship does not constitute consent for any specific sexual activity.

You Have The Right

- To not feel pressured into having sexual activity. You have a right to say “no” to any sexual activity.
- To be assertive and direct when someone is pressuring you into sexual activity.
- To be in a relationship with someone who respects you and your physical, sexual, and emotional boundaries.
- To change your mind during sexual activity and have the activity immediately stop.

Who To Tell

Students, faculty, and staff may report incidents to any faculty member or staff member of the college.

Managers, supervisors, faculty, staff, and other agents of the college (field trip supervisors, guides, student employees, and club officers) are required to report suspected sexual misconduct promptly and appropriately by filing a formal report.

Reporting Sexual Misconduct

- Complete a Maxient report: gtc.edu/TitleIX or gtc.edu/security.
- Contact the Compliance Manager/Deputy Title IX Coordinator (Josh Vollendorf, vollendorfj@gtc.edu, 262-564-3062) or Human Resources Director/Title IX Coordinator (Debbie Miller, millerd@gtc.edu, 262-564-3220).

Filing a formal report will initiate an immediate investigation of the complaint. Only designated and trained individuals are authorized to investigate and resolve sexual misconduct and discrimination.

Your privacy will be respected to the extent possible during the Investigation and Equity Resolution Process; however, the responding party has a right to know the identity of the reporting party. The college will have limited ability to address the misconduct if the reporting party does not wish to participate in the process.

Making a Confidential Report

If you are a victim and wish to report confidentially, discuss your options, or receive confidential services, you may do so by contacting any of the below resources:

	Gateway Student Support Counselors	Local Rape Crisis Center
Elkhorn	(262) 741-8300	(800) 365-1587
Burlington/ Hero	(262) 741-8300	(262) 638-6741
Kenosha/ Horizon	(262) 564-2300	(800) 236-7111
Racine/ iMET	(262) 619-6300	(262) 638-6741

Making a report to a confidential reporter may not result in an investigation by the college without your written permission. If you also wish to have the college investigate the sexual misconduct, please make a report as noted under Reporting Sexual Misconduct. In addition, victims also have the right to make a report to law enforcement.

Visit the Title IX website at gtc.edu/TitleIX for details of the Equity Resolution Process, which describes the college's process of investigating and resolving sexual misconduct and discrimination matters.

If you make a report to the college, you have certain rights; among these are to be treated fairly and to have the investigation and resolution process explained to you. All parties to the process have a right to know of the allegations and to have an advocate of their choice to support them throughout the process. All parties participating in the process also have a right to be free from any type of retaliation. In addition, all parties have the right to available support services and referrals for additional services. See your list of full rights at gtc.edu/TitleIX.



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