

## You Have The Right

- To not be pressured into having sexual activity.
- 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.
- To be free from retaliation.

It is prohibited for Gateway or any member of Gateway’s community to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy and procedure. An individual exercising their rights under the First Amendment does not constitute harassment.

## Who To Tell

Students may report incidents to any employee. Employees (except Student Support Counselors who are counseling a student) must then file a report. Managers, supervisors, faculty, staff, and other agents of the college (field trip supervisors, guides, and student employees) are required to report suspected sexual harassment within 48 hours by filing a formal report.

## Reporting Sexual Harassment

- Complete a Maxient report: [gtc.edu/TitleIX](http://gtc.edu/TitleIX) or [gtc.edu/security](http://gtc.edu/security).
- To report urgent cases, contact the Director of Compliance/Title IX Coordinator (Josh Vollendorf, [vollendorfj@gtc.edu](mailto:vollendorfj@gtc.edu), 262-564-3062). Administration Center, Kenosha Campus, Room AD105.

Filing a signed formal complaint with the Title IX Coordinator will result in an investigation into the allegations. With the agreement of all parties, informal resolutions may also be considered. If you choose not to file a formal report, you are still entitled to support services and accommodations. Only designated and trained individuals are authorized to investigate and resolve sexual harassment and discrimination.

## 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 sexual assault crisis center
Elkhorn	(262) 741-8300	(262) 723-4653
Burlington/Hero	(262) 741-8300	262-637-7233
Kenosha/Horizon	(262) 564-2300	(800) 853-3503
Racine/iMET	(262) 619-6300	(262) 637-7233

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 harassment, please make a report as noted under Reporting Sexual Harassment. In addition, victims also have the right to make a report to law enforcement.

Visit the Title IX website at [gtc.edu/TitleIX](http://gtc.edu/TitleIX) for details of the Title IX Grievance Procedure, which describes the college’s process of investigating and resolving sexual harassment and discrimination matters. These options include formal and informal resolution options, in addition to receiving supportive measures to ensure equal access to education programs and activities.

If you make a report, you have certain rights. These include the right to supportive services, such as security escorts and schedule changes to fair and equitable treatment free of bias and conflicts of interest, and a right to file a formal complaint to initiate the formal grievance procedure. All parties to the process have a right to know of the allegations and to have an advisor of their choice to support them throughout the process and to conduct cross examination at a live hearing before the Wisconsin Division of Hearing and Appeals. 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](http://gtc.edu/TitleIX).



Title IX:  
**Information  
on Sexual  
Harassment:  
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 (treating people differently based on their real or perceived sex) and sexual harassment, including sexual assault and sexual harassment, 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 Equal Opportunity, Civil Rights, and Sexual Harassment on Equal Opportunity, Civil Rights, and Sexual Harassment applies to all students, employees, contractors, guests, and visitors of the college. The college has jurisdiction over all acts of sexual harassment 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](http://gtc.edu/TitleIX).

## What is Sexual Harassment?

<i>Sexual Harassment</i>	<i>Quid Pro Quo (this for that) Sexual Harassment</i>
<i>Forcible Rape</i>	<i>Forcible Sodomy</i>
<i>Sexual Assault with an Object</i>	<i>Incest</i>
<i>Statutory Rape</i>	<i>Domestic Violence</i>
<i>Dating Violence</i>	<i>Stalking</i>
<i>Sexual Exploitation*</i>	<i>Bullying Based on sex*</i>

[gtc.edu/titleIX](http://gtc.edu/titleIX) for definitions and more information.

\*This conduct isn't covered by Title IX but is prohibited by our policy.

## 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 harassment and assault to Gateway Technical College.

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

## Sexual Harassment, Assault 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.