

SEXUAL MISCONDUCT

Prevention and Response for YHC Faculty and Staff

We can all play a role in creating a healthy and safe campus community.

What is sexual misconduct?

The College uses the term **Sexual Misconduct** as an umbrella term to include:

Sexual or Gender-Based Harassment;
Sexual Assault;
Non-Consensual Sexual Contact;
Sexual Exploitation;
Domestic Violence;
Dating Violence;
Stalking; and
Retaliation

YHC has policies which define and explicitly prohibit these behaviors. Review full definitions at yhc.edu/titleix



“No Person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

– Title IX of the Education Amendments Act of 1972

Am I a Responsible Employee?

“Responsible Employee” is a Title IX term that indicates an employee who has the obligation to notify the Title IX Coordinator if they learn that a student may have experienced sexual misconduct during their time as a YHC student.

At YHC, most employees who are not designated as “confidential resources” are considered Responsible Employees.

Confidential Resources (No obligation to inform Title IX Coordinator)

North GA Mountain Crisis Network
706-632-8400
Campus Counselor
Campus Chaplain

Responsible Employees

Faculty
Staff
Coaches
Residential Life (including RA's)



I am a Responsible Employee.

How do I respond to a student who has experienced sexual misconduct?

STEP 1: CARE

Care for the student

- Gently interrupt if necessary to let the student know you are a Responsible Employee with a reporting obligation.
- Listen without judgment.
- Avoid questions that imply fault.
- Offer your support.
- Let the student know that you'll notify the Title IX Coordinator, but it is up to the student to choose which options are best for them.

“Thank you for sharing this with me. I'm sorry that this happened. How can I help?”

STEP 2: CONNECT

Connect the student with resources

- Connect the student with the relevant resources listed above.

“There are a number of places you can reach out to for more information and support. We have trained confidential resources on campus for you to speak with.”

STEP 3: CONTACT

Contact the Title IX Coordinator

- Promptly notify the Title IX Coordinator. Share all details that you know about the incident, including: names, dates, location.
- Let the student know that they'll be contacted by someone from the Title IX Office.
- You can reach YHC's Title IX Coordinator at ldwhitakerlea@yhc.edu, or 706-379-5170.

“I have an obligation to notify the Title IX Coordinator. This means they will reach out to you to offer assistance, reporting options, and resources. But, as much as possible, any steps taken will remain your decision.”

What happens after I contact the Title IX Coordinator?

The Title IX Coordinator will e-mail the impacted student, inviting them to meet and discuss the resources and reporting options available to them. Options can include informal measures (academic accommodations, housing change, no contact orders, etc.), or formal complaint and investigation options, including reporting to the police or pursuing a complaint through a hearing. Students have no obligation to meet with the Title IX Coordinator, or to pursue any action. However, the Title IX Coordinator will assess the report for safety threats, and the College will take action when necessary to ensure campus safety. Students may decide to meet with the Title IX Coordinator at any point in the future even if they initially decline to do so.

Individuals whose alleged conduct gives reason to a formal YHC investigation will receive prompt written notice with details of the allegation(s), and will have the opportunity to present information on their own behalf.

What options are available to members of the YHC community who experience sexual misconduct?

Any member of the YHC community may pursue all, none, or some of the following options simultaneously.

SUPPORT SERVICES

In addition to the support of friends and family, the following resources may be helpful:

CRIMINAL COMPLAINT

All members of the YHC community are encouraged to report criminal conduct to the YHC Police. The decision to report to the police will not affect the ability to file a complaint through College procedures.

YHC RESOURCES

Campus Counselor

706-379-5160

Campus Chaplain

706-379-5166

COMMUNITY RESOURCES

North GA Mountain Crisis

Network

706-632-8400

SAFE/Support in Abusive

Family Emergencies, Inc.

706-379-3000

Union General Clinic

706-439-6683

EMERGENCY SERVICES CONTACT INFO

Emergency

911

Local Dispatch (non-emergency)

706-896-7460

Campus Police Office

706-379-4569

How can I contribute to a safe and healthy YHC community?

You are a visible and respected member of the campus community and play an important role in changing the underlying culture and norms that perpetuate interpersonal violence and harassment. Here are some steps you can take to promote an environment of respect and civility:

Model respectful behavior to all students, staff, and faculty.

Speak Up. Intervene if you see inappropriate behavior, or hear students or colleagues making comments or jokes which degrade others.

Visit yhc.edu/titleix to learn more about YHC's policy.

Reflect on power dynamics in your work place. What power do you hold in relation to others? How may that influence your interactions?

Talk with your colleagues about how you can contribute to an inclusive environment.

Find ways to proactively demonstrate a commitment to a positive educational environment for all.