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1 Consistent with the Policy on Prohibited Discrimination, Harassment and Related Misconduct, a College student is defined as any student of the College.
Appendix : Definition of Key Terms from Policy on Prohibited Discrimination, Harassment and Related Misconduct Including Sexual and Gender-Based Harassment, Sexual Violence, Interpersonal Violence and Stalking

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I. OVERVIEW

This document sets forth procedures for reporting, investigating, and responding to Discrimination, Harassment (including Sexual or Gender-Based Harassment and Sexual Violence), Interpersonal Violence, Stalking, Complicity, Retaliation, violations of any College Policies or related misconduct (hereinafter collectively referred to as “Prohibited Conduct”) involving a student as the Reporting Party and a College Employee as a Responding Party. Please refer to the Policies and Employee/Faculty Handbooks.

All community members are strongly encouraged to report to the College any incident of Prohibited Conduct. Many College administrators are specifically trained to support individuals affected by such Prohibited Conduct, and the College is committed to promoting a safe and healthy educational and work environment.

Individuals are encouraged to report incidents of Prohibited Conduct to the Office of Human Resources, the Title IX Coordinator, the Office of the Vice President for Student Affairs, or the Franklin College Security Office. As an alternative, as outlined below, an individual can also seek confidential assistance that does not involve notice to the College.

Upon receipt of a report, the Response Team, a core group of administrators that includes the Title IX Coordinator, Director of Security, Provost and Dean of the College, Vice President for Student Affairs and Dean of Students, will offer appropriate resources to support the Reporting Party (e.g., medical care, counseling resources, safe housing) and conduct an Initial Assessment. The Initial Assessment will consider the nature of the report, the safety of the parties and the campus community, the Reporting Party’s expressed preference for resolution, and the necessity for any Interim Protective Measures.

Following this Initial Assessment, the Response Team may: 1) take no further action (e.g., at the Reporting Party’s request or where the conduct, on its face, would not rise to the level of a Policy violation); 2) pursue Voluntary Resolution that does not involve disciplinary action against the Responding Party; or 3) pursue Investigation and Adjudication to determine if disciplinary action is warranted. Each resolution process is guided by the same principles of fairness and respect for all parties. Resources are available for both a Reporting Party and a Responding Party to provide support and guidance throughout the Investigation and resolution of the report.

The College encourages a Reporting Party to explore all available options for resolution, including a report under the Policy and a report to law enforcement. The processes are not mutually exclusive; an individual can choose to pursue both a report under the Policy and a criminal investigation at the same time. If an individual has not already contacted

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2 The Response Team is a core group of administrators, who are responsible for the consistent application of the Policy. Members of the Response Team can help any College community member understand the Policy and the options for resolving concerns raised under this Policy in academic or work settings at the College. The Response Team will protect and safeguard the privacy of all individuals involved in a manner consistent with the need for a careful assessment of and response to the report. The Response Team will consist of a small “need to know” number of individuals.
the Security Office or a law enforcement agency, a member of the Response Team is available to assist a Reporting Party in contacting the College’s Security Office or an appropriate law enforcement agency.

II. **EMERGENCY LAW ENFORCEMENT, MEDICAL, AND CRISIS RESPONSE RESOURCES**

As a first priority, the College encourages all individuals to report Sexual Violence, Interpersonal Violence, Stalking, or potential criminal conduct by calling 911 or by contacting the Security Office. If the incident occurred off-campus, the Security Office will refer the report to the police department or law enforcement agency in the correct jurisdiction.

The College also encourages individuals to seek assistance from a medical provider or crisis response service immediately after an incident of Sexual Violence or Interpersonal Violence. This provides the opportunity to address physical well-being or health concerns, preserve any available evidence, and begin a timely investigative and remedial response. Emotional care, counseling, and crisis response are also available on and off campus.

<table>
<thead>
<tr>
<th>Law Enforcement</th>
<th>Medical Providers &amp; Crisis Response</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Franklin College Security Office</strong>&lt;br&gt;317-738-8888&lt;br&gt;<a href="#">Campus Security Web Page</a></td>
<td><strong>Franklin College Campus Health Services</strong>&lt;br&gt;317-738-8090&lt;br&gt;<a href="#">Health Center Web Page</a>&lt;br&gt;After hours: 317-738-8888</td>
</tr>
<tr>
<td>The Security Office will help any individual get to a safe place, coordination with outside law enforcement, and information about the College’s resources and complaint processes.</td>
<td>• Confidential care for students&lt;br&gt;• Medical referral</td>
</tr>
<tr>
<td><strong>Franklin Police Department</strong>&lt;br&gt;If in an emergency, dial 911&lt;br&gt;317-736-3670&lt;br&gt;<a href="#">Franklin Police Department Web Page</a></td>
<td><strong>Johnson County Hospital Emergency Room</strong>&lt;br&gt;317-736-2600&lt;br&gt;• Confidential care for students&lt;br&gt;• Sexual assault exams/evidence collection&lt;br&gt;• After-hours medical care&lt;br&gt;• Screening and treatment of STIs&lt;br&gt;• Emergency contraceptives</td>
</tr>
<tr>
<td><strong>Johnson County Police Department</strong>&lt;br&gt;If in an emergency, dial 911&lt;br&gt;317-736-9155&lt;br&gt;<a href="#">Johnson County Sheriff’s Department Web Page</a></td>
<td><strong>Counseling &amp; Psychological Services</strong>&lt;br&gt;317-738-8080&lt;br&gt;<a href="#">Counseling Center Web Page</a>&lt;br&gt;• Confidential care for students&lt;br&gt;• Individual and group counseling and referral</td>
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</table>
III. RESOURCES AND REPORTING OPTIONS

All individuals are encouraged to seek the support of on and off campus resources, regardless of when or where the incident occurred. Trained professionals can provide guidance in making decisions, information about available resources and procedural options, and assistance to either party in the event that a report and/or resolution under the Policy is pursued. In general, the College provides two categories of resources: Confidential Resources and Reporting Options. Detailed information about each of these categories is provided below.

A. Confidential Resources

The trained professionals designated below can provide counseling, information, and support in a confidential setting. These confidential resources will not share information about a patient/client (including whether that individual has received services) without the individual’s express written permission unless there is a continuing threat of serious harm to the patient/client or to others or there is a legal obligation to reveal such information (e.g., suspected abuse or neglect of a minor).

<table>
<thead>
<tr>
<th>On Campus Confidential Resources</th>
<th>Off Campus Confidential Resources</th>
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<tbody>
<tr>
<td>Campus Health Services</td>
<td>Johnson Memorial Hospital Emergency Room</td>
</tr>
<tr>
<td>317-738-8090</td>
<td>317-736-2600</td>
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<tr>
<td>Health Center Web Page</td>
<td></td>
</tr>
<tr>
<td>After hours: 317-738-8888</td>
<td></td>
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<tr>
<td>Counseling &amp; Psychological Services</td>
<td></td>
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<tr>
<td>317-738-8080</td>
<td></td>
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<tr>
<td>Counseling Center Web Page</td>
<td></td>
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<tr>
<td>Campus Ministry</td>
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<tr>
<td>317-738-8140</td>
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B. Reporting Options

The College encourages a Reporting Party to promptly report Prohibited Conduct directly to the Office of Human Resources, Equal Opportunity Officer, the Title IX Coordinator, the Office of the Vice President for Student Affairs, or the Franklin College Security Office.

The College encourages all individuals to promptly report Prohibited Conduct so that immediate and corrective action can be taken to eliminate the conduct, prevent its recurrence, and address its effects. The College will provide support and assistance and will respond consistent with the procedural options available at the time of the report. Upon receipt of a report, the Office of Human Resources, Equal Opportunity Officer or Title IX Coordinator will refer it to the Response Team, who will make an immediate assessment of the risk of harm to the parties or to the broader campus community and will take steps necessary to address any risks. These steps will include establishing Interim Protective Measures to provide for the safety of the parties and the campus community and, where
appropriate, to assess whether any individual poses a serious threat of disruption of the academic process or a continuing danger to other members of the College community or College property.

The College recognizes that deciding whether to make a report and choosing how to proceed are personal decisions that may evolve over time. At the time a report is made, a Reporting Party does not have to decide whether to request any particular course of action. Through a coordinated effort, staff from the below offices provide support to assist each individual in making these important decisions, and consistent with the goal of safety for all community members, these staff will make every effort to respect an individual’s autonomy in making the determination as to how to proceed.

Any individual can also make a report to external law enforcement agencies.

<table>
<thead>
<tr>
<th>On Campus Reporting Options</th>
<th>Off Campus Reporting Options</th>
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<tbody>
<tr>
<td><strong>Franklin College Security Office</strong></td>
<td>911</td>
</tr>
<tr>
<td>317-738-8885</td>
<td></td>
</tr>
<tr>
<td>Campus Security Web Page</td>
<td></td>
</tr>
</tbody>
</table>

| **Office of Human Resources**                                    |                                                                  |
| 101 Branigin Boulevard, Franklin Indiana 46131                   |                                                                  |
| 101 Branigin Boulevard, Franklin Indiana 46131                   |                                                                  |
| 317-738-8026                                                     |                                                                  |
| Franklin College Human Resources                                 |                                                                  |

| **Title IX Coordinator**                                         |                                                                  |
| Maureen Pinnick                                                  |                                                                  |
| 101 Branigin Boulevard, Franklin, IN 46131                       |                                                                  |
| 317-738-8028                                                     |                                                                  |
| Title IX                                                         |                                                                  |

| **The Office of the Vice President for Student Affairs**         |                                                                  |
| 101 Branigin Boulevard, Franklin Indiana 46131                   |                                                                  |
| 317-738-8080                                                     |                                                                  |
| Student Life Web Page                                           |                                                                  |

| **Off Campus Reporting Options**                                 |                                                                  |
| Franklin Police Department                                       |                                                                  |
| If in an emergency, dial 911                                    |                                                                  |
| 317-736-3670                                                     |                                                                  |
| Franklin Police Department Web Page                             |                                                                  |

| **Johnson County Sheriff's Office**                             |                                                                  |
| If in an emergency, dial 911                                    |                                                                  |
| 317-736-9155                                                     |                                                                  |
| Johnson County Sheriff's Department Web Page                    |                                                                  |

| **Law Enforcement Agency in the Local Jurisdiction Where the Incident Occurred** | |

1. **Anonymous Reporting**

Any individual may make a report of Prohibited Conduct to the College without disclosing one’s name (an “anonymous report”) and without identifying the Responding Party or requesting any action. Depending on the level of information available about the incident or the individuals involved, the College’s ability to respond to an anonymous report may be limited. The Anonymous Reporting can be found (Link)

The Office of Human Resources, Equal Opportunity Officer or Title IX Coordinator will receive the anonymous report and refer it to the Response Team, who will determine any appropriate next steps, including individual or community remedies.

A Reporting Party can also submit an anonymous report to Franklin College Security Office or other law
enforcement agency. Anonymous reports can be submitted to Franklin College Security Office using the following link: [click this link](#)

2. Reporting Considerations: Timeliness and Location of Incident

All individuals, including a Reporting Party or witness, are encouraged to report Prohibited Conduct regardless of when or where it occurred, as soon as possible to maximize the ability to respond promptly and effectively. The College does not, however, limit the time frame for reporting. If the Responding Party is no longer an Employee at the time of the report, or if the conduct did not occur on campus, in the context of an education program or activity of the College, or have continuing adverse effects on campus or in an off-campus education program or activity, the College may not be able to fully investigate nor take disciplinary action against the Responding Party. In each instance, the College will still provide any fair and reasonable support and resources to a Reporting Party designed to end the Prohibited Conduct, prevent its recurrence, and address its effects. The Response Team will also help a Reporting Party identify external reporting options.

3. Amnesty Reporting

Any student who reports Prohibited Conduct either as a witness or as Reporting Party and cooperates with the investigation will not be subject to disciplinary action by the College for violations of the College’s alcohol/drug policy occurring at or near the time of the reported Prohibited Conduct. Being intoxicated by drugs or alcohol does not diminish a student’s responsibility to obtain consent and is no defense to any violation of Non-Discrimination Policy.

IV. PROCEDURAL OPTIONS

A. Time Frame for Resolution

Consistent with the goal to maximize educational opportunities and minimize the disruptive nature of the investigation and resolution, the Response Team seeks to resolve all reports within one academic semester, depending on when the report is received. In general, an Investigation may last up to sixty (60) business days, from receipt of written notice from the Reporting Party of the intent to proceed with Investigation and sufficient information for the Response Team to determine that the report raises a potential issue under Section II (Scope and Applicability) and Section IV (Prohibited Conduct) of the Policy. Adjudication will generally take up to sixty (60) business days from the date of the Investigative Finding. Business days do not include weekends or holidays. The Response Team may set reasonable time frames for required actions under the Policy. Those time frames may be extended for good cause as necessary to ensure the integrity and completeness of the Investigation, comply with a request by external law enforcement, accommodate the availability of witnesses, accommodate delays by the parties, account for College breaks or vacations, or address other legitimate reasons, including the complexity of the Investigation (including the number of witnesses and volume of information provided by the parties) and the severity and extent of the alleged conduct. Any extension of the timeframes, and the reason for the extension, will be shared with the parties in writing. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness.
B. Initial Assessment

When a report is made, the Response Team, will conduct an Initial Assessment. The assessment will determine whether the alleged conduct would present a potential violation of the Policy and whether further action is warranted based on the alleged conduct.

The first step of the Initial Assessment will usually be a preliminary meeting between the Reporting Party and a member of the Response Team to gather facts that will enable Response Team as appropriate, to:

- Assess the nature and circumstances of the allegation
- Address any immediate concerns about the physical safety and emotional well-being of the parties
- If the conduct is criminal in nature, notify the Reporting Party of the option to notify law enforcement and to be assisted in doing so, as well as the option to decline to notify law enforcement
- Notify the Reporting Party of the availability of medical treatment to address any physical and mental health concerns and to preserve evidence
- Provide the Reporting Party with information about:
  - On and off campus resources
  - The available range of Interim Protective Measures
  - An explanation of the procedural options, including Voluntary Resolution and Investigation and Adjudication
- Discuss the Reporting Party’s expressed preference for manner of resolution and any barriers to proceeding
- Explain the College’s policy prohibiting Retaliation
- Explain the role of the Support Person, Attorney or Non-Attorney Advocate
- Conduct an assessment for potential pattern evidence or other similar conduct
- Assess the reported conduct for the need for a timely warning under federal law
- Enter non-identifying information about the report into the College’s daily crime log if the conduct is potentially criminal in nature

Where a Reporting Party requests that their name or other identifiable information not be shared with the Responding Party or that no formal action be taken, the Response Team will balance this request against the following factors in reaching a determination whether the request can be honored:

- the nature and scope of the alleged conduct, including whether the reported misconduct involves the use of a weapon;
- the respective ages and roles of the Reporting and Responding Parties;
- the risk posed to any individual or to the campus community by not proceeding, including the risk of additional violence;
- whether there have been other reports of misconduct by the Responding Party;
- whether the report reveals a pattern of misconduct (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group
- the Reporting Party’s wish to pursue disciplinary action;
- whether the College possesses other means to obtain relevant evidence;
• considerations of fundamental fairness and due process with respect to the Responding Party should the course of action include disciplinary action against the Responding Party; and
• the College’s obligation to provide a safe and non-discriminatory environment.

Where possible based on the facts and circumstances, the Response Team will seek action consistent with the Reporting Party’s expressed preference for manner of resolution, recognizing that the College must move forward with cases in which there appears to be a threat to any individual or the College as a whole. The College’s ability to fully investigate and respond to a report may be limited if the Reporting Party requests that their name not be disclosed to the Responding Party or declines to participate in an Investigation.

At the conclusion of the Initial Assessment, the Response Team will determine the appropriate resolution route. Resolution may include: 1) no further action, 2) Voluntary Resolution, or 3) the initiation of an Investigation and Adjudication that may lead to disciplinary action.

Regardless of the manner of resolution, a Responding Party may choose to accept responsibility at any stage in the process.

Charts that illustrate the procedural options described herein is found here. Click this Link:

C. Voluntary Resolution

Voluntary Resolution, when selected by the Reporting Party and deemed appropriate by the Response Team, is a path designed to eliminate the conduct at issue, prevent its recurrence, and remedy its effects in a manner that meets the expressed preference of the Reporting Party and the safety and welfare of the campus community. Voluntary Resolution does not involve an Investigation or disciplinary action against a Responding Party, and is not appropriate for all forms of conduct under the Policy.

The College retains the discretion to determine, when selected by the Reporting Party, which cases are appropriate for Voluntary Resolution. If a Reporting Party requests Voluntary Resolution, and the Response Team concludes that Voluntary Resolution is appropriate based on the factors outlined in the Initial Assessment, members of the Response Team will take appropriate action by imposing individual and community remedies designed to maximize the Reporting Party's access to all employment, educational, and extracurricular opportunities and benefits at the College and to eliminate a potential hostile environment. A Reporting Party may request and decide to pursue Voluntary Resolution at any time. In those cases in which the Voluntary Resolution involves either the notification to or participation by the Responding Party, it is the Responding Party’s decision whether to accept Voluntary Resolution.

Voluntary Resolution may include: establishing Interim Protective Measures; conducting targeted or broad-based educational programming or training for relevant individuals or groups; providing increased monitoring, supervision, or security at locations or activities where the misconduct occurred; facilitating a meeting with the Responding Party with the Reporting Party present (in cases that do not involve Sexual Assault); and any other remedy that can be tailored to the involved individuals to achieve the goals of the Policy. In some forms of Voluntary Resolution, the remedies imposed will focus on supporting the Reporting Party with no participation or involvement by the Responding Party. In other forms of Voluntary Resolution, the Responding Party may agree to participate. Depending on
the type of remedy used, it may be possible for a Reporting Party to maintain anonymity.

Voluntary Resolution may also include restorative principles that are designed to allow a Responding Party to accept responsibility for misconduct and acknowledge harm to the Reporting Party or to the College community. Restorative models will be used only with the consent of both parties, under the supervision of College-sanctioned trained professionals, and following a determination by the College that the matter is appropriate for a restorative approach.

The College will not compel a Reporting Party to engage in mediation, to confront directly the Responding Party, or to participate in any particular form of informal resolution. Mediation, even if voluntary, will not be used in cases involving Sexual Assault. As the title implies, participation in Voluntary Resolution is a choice, and either party can request to end this manner of resolution and pursue an Investigation and Adjudication at any time, including if Voluntary Resolution is unsuccessful at resolving the report. Similarly, a Reporting Party can request to end an Investigation and pursue Voluntary Resolution at any time. In addition, either party may request Interim Protective Measures regardless of whether any particular course of action is sought.

To assess pattern or systemic behavior fairly, the Equal Opportunity Officer will maintain records of all reports and conduct referred for Voluntary Resolution. Information disclosed during the Voluntary Resolution process may be considered during a subsequent Investigation or Adjudication. The time frame for completion of Voluntary Resolution may vary, but the College will seek to complete the process within thirty (30) business days of the Reporting Party’s request.

D. Investigation

Following the Initial Assessment, and in consultation with the Reporting Party, the College will initiate a prompt, thorough, and impartial Investigation of conduct that is a potential violation of the Policy and is not being addressed through Voluntary Resolution. The Response Team will designate an investigator(s) who has training and experience investigating allegations of Prohibited Conduct. The investigator will coordinate the gathering of information to make an investigative finding regarding whether the alleged conduct constitutes a violation of the Policy by a preponderance of the evidence. A preponderance of the evidence means that it is more likely than not that the conduct occurred.

Information gathered during the Investigation will be used to evaluate the appropriate course of action, provide for individual and campus safety, and identify the need for Interim Protective Measures and other remedies as necessary to eliminate the alleged conduct and to address its effects.

1. Investigative Process

The Response Team will send the Reporting Party and the Responding Party a written Notice of Investigation, which constitutes the formal charge. The Notice of Investigation will contain a summary of the allegation or conduct at issue, the range of potential violations under the Policy, and the range of potential sanctions. Where appropriate, the Notice of Investigation will also contain notification that dismissal is a potential sanction. Upon receipt of the Notice of Investigation, or at any stage in the process, the Responding Party may choose to accept responsibility for the Policy violation. Once the Notice of Investigation has been delivered to the parties, the Investigation phase begins.
The **Response Team** will oversee the **Investigation**. The **Investigation** is designed to provide a fair and reliable gathering of the facts by a trained and impartial investigator. All individuals, including the **Reporting Party**, the **Responding Party**, and any third party witnesses, will be treated with appropriate sensitivity and respect throughout the **Investigation**. The **Investigation** will safeguard the privacy of the individuals involved in a manner consistent with federal law and College policy.

During the **Investigation**, the **Reporting Party** and **Responding Party** will have an equal opportunity to be heard, to submit information, and to identify witnesses who may have relevant information. The investigator will speak separately with the **Reporting Party**, the **Responding Party**, and any other individuals who are willing to participate and have information relevant to the determination of responsibility. As part of the **Investigation**, the investigator may gather or receive information that is relevant to the determination of an appropriate sanction or remedy, including information about the impact of the alleged incident on parties.

Throughout the process, any participant may accompanied by a **Support Person** present related to resolution of a report under the **Policy**. The **Support Person** can be anyone of the individual’s choosing who is not otherwise a party or witness involved in the **Investigation**.

The investigator will also gather any available physical or documentary evidence, including prior statements by the parties or witnesses, any communications between the parties, email messages, social media materials, text messages, and other records as appropriate and available.

The College will seek to conclude the **Investigation** within sixty (60) business days from the issuance of the **Notice of Investigation**. This Notice will generally be issued within five (5) days of receipt of written notice from the **Reporting Party** of the intent to proceed with **Investigation** and sufficient information for the **Response Team** to determine that the report falls within Section II (Scope and Applicability) and Section IV (Prohibited Conduct) of the **Policy**. The time frame for completion of the **Investigation**, or any designated time frames of steps in the **Investigation**, may be extended for good cause as necessary to ensure the integrity and completeness of the **Investigation**, to comply with a request by external law enforcement, to accommodate the availability of witnesses, to account for College breaks or vacations, to account for complexities of a case (including the number of witnesses and volume of information provided by the parties), or to address other legitimate reasons. Any extension of the timeframes, and the reason for the extension, will be shared with the parties in writing. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness.

Where the College is made aware that there is a concurrent criminal investigation, the **Response Team** will coordinate with law enforcement so that any College processes do not interfere with the integrity or the timing of the law enforcement investigation. At the request of law enforcement, the College may agree to defer the fact-finding portion of its **Investigation** until after the initial stages of a criminal investigation. The **Response Team** will nevertheless communicate with the parties regarding resources and accommodations, procedural options, anticipated timing, and the implementation of any necessary **Interim Protective Measures** for the safety and well-being of all affected individuals. If the College decides to defer the fact-finding portion of its **Investigation** until after the initial stages of a criminal investigation, the investigator will promptly resume fact-gathering as soon as law enforcement has released the case for review following the initial criminal investigation.

All community members, including students, faculty and other College employees, are expected to cooperate with the **Response Team** in the **Investigation**, as well as the **Adjudication**, of any report to
assure fairness and procedural due process. The Response Team may request the appearance of
persons from the College community who can provide substantial, relevant evidence. Both a
Reporting Party and a Responding Party may decline to participate in proceedings under the Policy; the
Response Team will determine whether the Investigation will proceed without
the Reporting Party pursuant to the factors set out in Section IV.B above or without the Responding Party.

2. Relevance and Special Considerations

The investigator has the discretion to determine the relevance of any witness or other evidence to
the finding of responsibility, and may exclude information in preparing the investigation report if the
information is irrelevant, immaterial, or more prejudicial than informative.

The investigator may also exclude statements of personal opinion by witnesses and statements as to
general reputation for any character trait, including honesty. The investigator will not exclude direct
observations or reasonable inferences drawn from the facts.

a) Character Evidence

Information that does not directly relate to the facts at issue, but instead, reflects upon the
reputation, personality, qualities, or habits of an individual. In general, information
regarding the character of the Reporting Party, the Responding Party, or any witness is not
relevant to the determination of whether there is a Policy violation.

b) Prior Sexual History and/or Pattern Evidence

A party’s character or reputation with respect to other sexual activity is not relevant and will not
be considered as evidence. Similarly, a party’s prior or subsequent sexual activity is
typically not relevant and will only be considered as evidence under limited circumstances.
Those circumstances include:

(1) Pattern Evidence

Evidence of an occurrence or occurrences of sexual or other relevant behavior so
distinctive and so closely resembling either party’s version of the alleged encounter as
to tend to prove a material fact, including whether consent was sought or given, may
be admissible. Where there is evidence of a pattern of similar conduct, either before or
after the conduct in question, regardless of whether there has been a prior finding of a
Policy violation by the Responding Party, this information may be deemed relevant to the
determination of Policy violation or assigning of a sanction. The determination of
relevance will be based on an assessment of whether the previous or subsequent incident
was substantially similar to the conduct cited in the report or indicates a pattern of
behavior and substantial conformity with that pattern. Where there is a prior finding of a
Policy violation by the Responding Party for a similar act of Prohibited Conduct, there is a
presumption of relevance and the finding may be considered in making a determination
as to responsibility and assigning of a sanction.

(2) Prior Sexual History between the Parties

Where there was a prior or ongoing relationship between the Reporting Party and the
Responding Party, and the Responding Party asserts that Consent was sought and given, the
prior sexual history between the parties may be relevant to assess the manner and nature of communications between the parties. As noted in other sections of the Policy, however, the mere fact of a current or previous dating or sexual relationship, by itself, is not sufficient to constitute Consent.

(3) Prior Sexual History with Other Parties

A party’s sexual history with an individual other than the Reporting Party or Responding Party may be relevant under very limited circumstances to prove intent, motive, absence of mistake, or to explain an injury or physical finding.

c) Consolidation of Reports

At the discretion of the College, multiple reports may be consolidated in one Investigation if the information related to each incident would be relevant and probative in reaching a determination on the other incident. This includes matters where the determination has been made that there is relevant Pattern Evidence or where the evidence of the other conduct is inextricably intertwined with Prohibited Conduct under the Policy. Matters may be consolidated where they involve multiple Reporting Parties, multiple Responding Parties, or related conduct involving the same parties.

d) Impact Statement

The Reporting Party and Responding Party will be provided the opportunity to submit a written Impact Statement. These written Impact Statements will not be considered in the determination of responsibility, but will be provided to the investigator, and at the appropriate stage of the process, to the disciplinary authority for consideration in the determination of the sanction and remedy. The Impact Statement may be submitted at any time in the process, provided that it is received no later than ten (10) days after the parties have been given notice of the opportunity to review the draft Investigative Report. The parties may submit a supplemental Impact Statement to the disciplinary authority if there is a change in circumstances warranting an updated Impact Statement. The Impact Statements will be shared with the parties, and may be redacted at the discretion of the Response Team, or in accordance with FERPA.

The Response Team may also consider a community Impact Statement as appropriate based on the nature and facts of the circumstances and the extent to which the conduct at issue was directed at and created a hostile environment for community members beyond the Reporting Party. The Response Team may limit the submission or use of community Impact Statements.


At the conclusion of the Investigation, the investigator will prepare a written report that summarizes the information gathered, synthesizes the areas of agreement and disagreement between the parties with any supporting information or accounts, and includes an Investigative Finding regarding whether a Policy violation occurred. However, before the report is finalized, the Reporting Party and Responding Party will be given the opportunity to review a draft Investigation Report, which will not include the
Investigative Finding and may be presented in redacted format. The parties will not receive an electronic or written copy, nor may they photograph or copy the draft Investigation Report, but they will be permitted to take notes on the content.

A Reporting Party and Responding Party may submit any additional comment or information to the investigator within five (5) business days of the date of the notice of the opportunity to review of the draft Investigation Report. This is the final opportunity for the parties to identify any additional information or witnesses. In the absence of good cause, information discoverable through the exercise of due diligence that is not provided to the investigator at this juncture will not be considered by the investigator.

4. Investigative Finding

Upon receipt of any additional information from the Reporting Party or Responding Party, or after the five (5) business day comment period has lapsed without comment, the investigator will make an Investigative Finding by a preponderance of the evidence, regarding whether a Policy violation occurred and will recommend a sanction and/or remedy based on the Investigative Finding and forward it the President or his designee.

In reaching these determinations, the investigator will consult with the Response Team and any other designated administrator who has information relevant to the Investigation. The investigator may also seek information from the Office of Human Resources regarding prior disciplinary history and the Security Office regarding prior criminal history.

Both the Reporting Party and Responding Party will be notified of the Investigative Finding and the recommended sanction(s) and/or remedy(ies) in writing at the same time.

5. Presidential Review of an Investigative Finding

The President or his designee may agree with the Investigative Finding, change the finding, or request additional investigative follow-up. The President or his designee will render a decision in writing to both parties at the same time within ten fifteen days (15) business days of receipt of the request for review. This timeframe may be extended for good cause provided that both the delay and the reason for the delay are communicated to the parties in writing.

The President or his designee’s decision is final and is not subject to further appeal or review, except if the decision is dismissal of a tenured faculty member, then the President or his designee shall proceed pursuant to the procedures as set forth in the Faculty Handbook.

G. Remedies

The Response Team will identify long-term or permanent remedies to address the effects of the conduct on the Reporting Party, restore the Reporting Party’s safety and well-being, and maximize the Reporting Party’s educational and employment opportunities. Such remedies should seek to restore to the Reporting Party, to the extent possible, all benefits and opportunities lost as a result of the Prohibited Conduct. Response Team will also identify remedies to address the effects of the conduct on the College community.
The Response Team will consider the appropriateness of remedies, including Protective Measures, on an ongoing basis to assure the safety and well-being of the parties throughout the process. Long-term remedies may include extending or making permanent any Interim Protective Measures or implementing additional measures tailored to achieve the goals of the Policy. Many of the remedies and supports that a Reporting Party might need after a finding of responsibility will have already been provided as Interim Protective Measures, including but not limited to academic accommodations, short term counseling, and housing arrangements. The Response Team will, in all cases, consider whether there is a need for additional remedies.

H. Post-Resolution Follow Up

After a sanction or remedy is issued, the Response Team will periodically contact the Reporting Party to ensure the Prohibited Conduct has ended and to determine if additional remedies are necessary and will contact the Responding Party to assure compliance with any sanctions that have been imposed. The Reporting Party may decline future contact. Any violation by a Responding Party of a sanction or protective measure imposed under the Policy or a failure by a College employee to provide a specified remedy should be reported to the Response Team.

The Reporting Party and Responding Party are encouraged to provide the Response Team with feedback about their experience with the process and recommendations regarding ways to improve the effectiveness of the campus’ implementation of the Policy.

V. ADDITIONAL CONSIDERATIONS

A. Role of the Support Person, Attorney, and Non-Attorney Advocate

At any meeting related to the Investigation of a report under the Policy with the Reporting Party or Responding Party, the parties may have a Support Person present. In addition, the parties may have a second person present: an additional Support Person, a Non-Attorney Advocate, or, at the party’s own initiative and expense, an Attorney. The parties must provide three (3) business days advance notice to the staff member hosting the meeting (unless the meeting is called on shorter notice) of the name and relationship of any individual who will accompany them to a meeting, so that all parties are aware of who will be present at any meeting.

1. Support Person

A Reporting Party and Responding Party may also choose to be assisted by a Support Person of their choice. A Support Person is someone who can provide emotional, logistical, or other kinds of assistance. The Support Person is a non-participant who is present to assist a Reporting Party or Responding Party by taking notes, providing emotional support and reassurance, organizing documentation, or consulting directly with the party in a way that does not disrupt or delay the proceeding. Once chosen to serve as a Support Person, the individual must meet with the investigator in advance of any participation in the proceedings to understand the expectations of the role, privacy considerations, and appropriate decorum. The Support Person cannot be a fact witness or provide testimony in the proceedings.
2. Attorney or Non-Attorney Advocate

A Reporting Party and a Responding Party may, at their own initiative and expense, be assisted by an Attorney or Non-Attorney Advocate. The Attorney or Non-Attorney Advocate may accompany the party to any investigative, meeting under the Policy that requires the presence of the party. The Attorney or Non-Attorney Advocate must meet with the investigator in advance of any participation in the proceedings to understand the expectations of the role, privacy, and appropriate decorum.

In order for an Attorney or Non-Attorney Advocate to participate, the Reporting Party or Responding Party must complete and submit an informational form to the investigator no later than three (3) business days prior to any scheduled meeting. Even if a party submits this form authorizing the Indiana licensed Attorney or Non-Attorney Advocate to receive information or documents regarding the party, the College, its officials, and the investigator will at all times communicate and correspond directly with the party. It is the party’s responsibility to communicate and share information with the Attorney or Non-Attorney Advocate.

When scheduling a meeting in which a party has notified the College that an Attorney or Non-Attorney Advocate plans to participate, the College will make reasonable efforts to accommodate the Attorney or Non-Attorney Advocate’s schedule, while balancing the College’s commitment to a prompt and equitable process. The College will prioritize the availability of the parties, witnesses, when determining the date and time for the meetings. Throughout the Investigation the Attorney or Non-Attorney Advocate may fully participate in the proceeding to the same extent afforded to the party the Attorney or Non-Attorney Advocate represents. A party’s Attorney or Non-Attorney Advocate may not delay, disrupt, or otherwise interfere with the Investigation.

A party’s inclusion of a Support Person, Attorney, or Non-Attorney Advocate is at the sole expense of the party.

B. External Agreements

The College will not recognize or enforce agreements between the parties outside of these procedures. The College will recognize, however, a lawfully issued protective order under Indiana law.
Appendix: Definition of Key Terms from Policy on Prohibited Discrimination, Harassment and Related Misconduct Including Sexual and Gender-Based Harassment, Sexual Violence, Interpersonal Violence and Stalking

Coercion:
Includes conduct, intimidation, and express or implied threats of physical or emotional harm, that would reasonably place an individual in fear of immediate or future harm and that is employed to persuade or compel someone to engage in Sexual Contact. Examples of Coercion include causing the deliberate Incapacitation of another person; conditioning an academic benefit or employment advantage on submission to the Sexual Contact; threatening to harm oneself if the other party does not engage in Sexual Contact; or threatening to disclose an individual's Sexual Orientation, Gender Identity, Gender Expression, or other personal sensitive information if the other party does not engage in the Sexual Contact. Also see Force.

Complicity:
Any act that knowingly aids, facilitates, promotes, or encourages the commission of prohibited conduct by another person.

Consent:
The communication of an affirmative, conscious and freely-made decision by each participant to engage in agreed upon forms of Sexual Contact. Consent requires an outward demonstration, through understandable words or actions, that conveys a clear willingness to engage in Sexual Contact.

Consent is not to be inferred from silence, passivity, or a lack of resistance, and relying on non-verbal communication alone may result in a violation of this Policy. For example, a person who does not physically resist or verbally refuse Sexual Contact may not necessarily be giving Consent. There is no requirement that an individual verbally or physically resist unwelcome Sexual Contact for there to be a violation of this Policy.

Consent is not to be inferred from an existing or previous dating or sexual relationship. Even in the context of a relationship, there must be mutual Consent to engage in Sexual Contact.

Consent to one form of Sexual Contact does not constitute Consent to any other form of Sexual Contact, nor does Consent to Sexual Contact with one person constitute Consent to Sexual Contact with any other person. Additionally, Consent to Sexual Contact on one occasion is not Consent to engage in Sexual Contact on another occasion.

Consent cannot be obtained by Coercion or Force or by taking advantage of one's inability to give Consent because of Incapacitation or other circumstances. Coercion or Force and Incapacitation are described in more detail below.

A person who has given Consent to engage in Sexual Contact may withdraw Consent at any time. However, withdrawal of Consent requires an outward demonstration, through understandable words or actions, that clearly conveys that a party is no longer willing to engage in Sexual Contact.
Once Consent is withdrawn, the Sexual Contact must cease immediately.
Also see Incapacitation and the discussion of intoxication in the Policy on Prohibited Discrimination, Harassment and Related Misconduct Including Sexual and Gender-Based Harassment, Sexual Violence, Interpersonal Violence and Stalking.

**Discrimination:**
Any unlawful distinction, preference, or detriment to an individual as compared to others that is based on an individual’s Protected Status and that is sufficiently serious to unreasonably interfere with or limit:

- An employee’s or applicant for employment’s access to employment or conditions and benefits of employment (e.g., hiring, advancement, assignment);
- A student’s or admission applicant’s ability to participate in, access, or benefit from educational programs, services, or activities (e.g., admission, academic standing, grades, assignment, campus housing);
- An authorized volunteer’s ability to participate in a volunteer activity; or
- A guest’s or visitor’s ability to participate in, access, or benefit from the College’s programs.

Discrimination includes failing to provide reasonable accommodations, consistent with state and federal law, to a qualified person with a disability.

**Force:**
Includes conduct, intimidation, and express or implied threats of physical or emotional harm, that would reasonably place an individual in fear of immediate or future harm and that is employed to persuade or compel someone to engage in Sexual Contact. Examples of Force include causing the deliberate Incapacitation of another person; conditioning an academic benefit or employment advantage on submission to the Sexual Contact; threatening to harm oneself if the other party does not engage in Sexual Contact; or threatening to disclose an individual’s Sexual Orientation, Gender Identity, Gender Expression, or other personal sensitive information if the other party does not engage in the Sexual Contact. Also see Coercion.

**Harassment:**
A type of Discrimination that occurs when verbal, physical, electronic, or other conduct based on an individual’s Protected Status interferes with that individual’s (a) educational environment (e.g., admission, academic standing, grades, assignment); (b) work environment (e.g., hiring, advancement, assignment); (c) participation in a College program or activity (e.g., campus housing); or (d) receipt of legitimately-requested services (e.g., disability or religious accommodations), thereby creating Hostile Environment Harassment or Quid Pro Quo Harassment.

**Hostile Environment Harassment:**
Unwelcome conduct based on Protected Status that is so severe, persistent, or pervasive that it alters the conditions of education, employment, or participation in a College program or activity, thereby creating an environment that a reasonable person in similar circumstances and with similar identities would find hostile, intimidating, or abusive. An isolated incident, unless sufficiently severe, does not amount to Hostile Environment Harassment.
**Incapacitation:**
An individual who is *Incapacitated* is unable to give *Consent* to *Sexual Contact*. States of *Incapacitation* include sleep, unconsciousness, intermittent consciousness, or any other state where the individual is unaware that *Sexual Contact* is occurring. *Incapacitation* may also exist because of a mental or developmental disability that impairs the ability to *Consent* to *Sexual Contact*. Alcohol or drug use is one of the prime causes of *Incapacitation*. Where alcohol or drug use is involved, *Incapacitation* is a state beyond intoxication, impairment in judgment, or “drunkenness.” Because the impact of alcohol or other drugs varies from person to person, evaluating whether an individual is *Incapacitated*, and therefore unable to give *Consent*, requires an assessment of whether the consumption of alcohol or other drugs has rendered the individual physically helpless or substantially incapable of:

- Making decisions about the potential consequences of *Sexual Contact*;
- Appraising the nature of one’s own conduct;
- Communicating *Consent* to *Sexual Contact*; or
- Communicating unwillingness to engage in *Sexual Contact*.

**Interpersonal Violence:**
(commonly referred to as intimate partner violence, dating violence, domestic violence and relationship violence), can encompass a broad range of abusive behavior committed by a person who is or has been:

- In a romantic or intimate relationship with the *Reporting Party* (of the same or different sex);
- The *Reporting Party’s* spouse or partner (of the same or different sex);
- The *Reporting Party’s* family member; or
- The *Reporting Party’s* cohabitant or household member, including a roommate.

Whether there was such relationship will be gauged by its length, type, and frequency of interaction.

Interpersonal Violence includes physical, sexual, emotional, economic, or psychological actions or threats of actions that a reasonable person in similar circumstances and with similar identities would find intimidating, frightening, terrorizing, or threatening. Such behaviors may include threats of violence to one’s self, one’s family member, or one’s pet.

**Protected Status:**
Consistent with federal and state law, the College prohibits *Discrimination* and *Harassment* based on age, color, creed, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status.

- **Age**: The number of years from the date of a person’s birth. With respect to employment, individuals who are forty (40) years of age or older are protected from *Discrimination* and *Harassment*. There is no age threshold for students or other participants in educational programs or activities.
• **Color:** An individual’s skin pigmentation, complexion, shade, or tone.

• **Creed:** A well-formed and thought-out set of beliefs held by more than one individual, which may not necessarily involve belief in a supreme being. The College will accommodate an individual’s observances and practices required by their creed, unless it is unable to reasonably accommodate an individual’s creed-required observance or practice without undue hardship.

• **Disability:** A person with a disability is any person who has a physical or mental impairment that substantially limits one or more major life activities; or has a record of such impairment; or is regarded as having such impairment. A qualified person with a disability must be able to perform the essential functions of the employment or volunteer position or the academic, athletic, or extra-curricular program, with or without reasonable accommodation.

• **Gender:** An individual’s socially-constructed status based on the behavioral, cultural, or psychological traits typically associated with societal attribution of masculinity and femininity, typically related to one’s assigned sex at birth.

• **Gender Expression:** How someone expresses gender through appearance, behavior, or mannerisms. A person’s Gender Expression may or may not be the same as the Gender Identity or assigned sex at birth.

• **Gender Identity:** The Gender with which an individual identifies psychologically, regardless of what Gender was assigned at birth.

• **Genetic Information:** Information about (i) an individual’s genetic tests, (ii) the genetic tests of family members of such individual, and (iii) the manifestation of a disease or disorder in family members of such individual. Genetic Information includes, with respect to any individual, any request for, or receipt of, genetic services, or participation in clinical research that includes genetic services by such individual or any family member of such individual.

• **National Origin:** An individual’s actual or perceived country or ethnicity of origin.

• **Race:** An individual’s actual or perceived racial or ethnic ancestry or physical characteristics associated with a person’s race, such as a person’s color, hair, facial features, height, and weight.

• **Religion:** All aspects of religious observance and practice, as well as belief.

• **Sex:** An individual’s biological status of male or female, including pregnancy. Conduct of a sexual nature is by definition based on Sex as a Protected Status.

• **Sexual Orientation:** The inclination or capacity to develop intimate emotional, spiritual, physical, and/or sexual relationships with people of the same Sex or Gender, a different Sex or Gender, or irrespective of Sex or Gender.

• **Veteran Status:** Covered Veterans include Disabled Veterans, Special Disabled Veterans,
Veterans of the Vietnam era, and other protected Veterans as defined by federal and state law.

**Quid Pro Quo Harassment**
Unwelcome conduct based on Protected Status where submission to or rejection of such conduct is used, explicitly or implicitly, as the basis for decisions affecting an individual’s education, employment, or participation in a College program or activity.

**Reporting Party**
Any individual who may have been the subject of any Prohibited Conduct by an individual or organization covered under the Policy regardless of whether the Reporting Party makes a report or seeks action under the Policy.

**Responding Party**
Any individual who has been accused of violating a policy.

**Response Team**
A core group of administrators, who are responsible for the consistent application of the Policy. Members of the Response Team can help any College community member understand the Policy and the options for resolving concerns raised under this Policy in academic or work settings at the College. The Response Team will protect and safeguard the privacy of all individuals involved in a manner consistent with the need for a careful assessment of and response to the report. The Response Team will consist of a small “need to know” number of individuals. The Response team includes the Title IX Coordinator, Director of Security, Provost and Dean of the College, Vice President for Student Affairs and Dean of Students.

**Retaliation:**
Acts or words taken against an individual because of the individual’s participation in a protected activity that would discourage a reasonable person from engaging in protected activity. Protected activity includes an individual’s good faith: (i) participation in the reporting, investigation, or resolution of an alleged violation of this Policy; (ii) opposition to policies, practices, or actions that the individual reasonably believes are in violation of the Policy; or (iii) requests for accommodations on the basis of religion or disability. Retaliation may include intimidation, threats, coercion, or adverse employment or educational actions. Retaliation may be found even when an underlying report made in good faith was not substantiated. Retaliation may be committed by the Responding Party, the Reporting Party, or any other individual or group of individuals.

**Sexual Assault:**
A form of Sexual or Gender-Based Harassment that involves having or attempting to have Sexual Contact with another individual without Consent.

**Sexual Contact:**
Intentional touching or penetration of another person’s clothed or unclothed body, including but not limited to the mouth, neck, buttocks, anus, genitalia, or breast, by another.
with any part of the body or any object in a sexual manner. Sexual Contact also includes causing another person to touch their own or another’s body in the manner described above.

**Sexual or Gender-Based Harassment:**

May include:

- Unwelcome sexual advances, requests for sexual favors and other verbal, physical, or electronic conduct of a sexual nature that creates a hostile, intimidating, or abusive environment;
- Verbal, physical, or electronic conduct based on Sex, Gender, Sexual Orientation, or sex-stereotyping that creates a hostile, intimidating, or abusive environment, even if those acts do not involve conduct of a sexual nature; or
- *Harassment* for exhibiting what is perceived as a stereotypical characteristic for one’s Sex or for failing to conform to stereotypical notions of masculinity and femininity, regardless of the actual or perceived Sex, Gender, Sexual Orientation, Gender Identity, or Gender Expression of the individuals involved.

**Sexual Violence:**

A form of *Sexual or Gender-Based Harassment* that involves having or attempting to have Sexual Contact with another individual without Consent.

**Stalking**

Repeated, unwanted attention; physical, verbal, or electronic contact; or any other course of conduct directed at an individual that is sufficiently serious to cause physical, emotional, or psychological fear or to create a hostile, intimidating, or abusive environment for a reasonable person in similar circumstances and with similar identities. Stalking may involve individuals who are known to one another or who have a current or previous relationship or may involve individuals who are strangers.