

REPORTING TITLE IX SEXUAL HARASSMENT

The College encourages anyone who experiences, witnesses or becomes aware of an incident of conduct prohibited by GSC Policies 6 and 6A including but not limited to Title IX sexual harassment to immediately report the conduct to the College. Any person may report the conduct (whether or not the person reporting is the person alleged to be the victim), in person, by mail, by telephone, facsimile or by electronic mail to:

Tegan McEntire
Title IX Coordinator
303 Harry B. Heflin Administration Building
Telephone: 304-462-6193
Facsimile: 304-462-6198
TitleX@glennville.edu

Mailing Address:
Glennville State College
Human Resources Office
200 High Street
Glennville, WV 26351

All College employees are required to report Title IX sexual harassment to the Title IX Coordinator. Formal complaints of violations of Policies 6 and/or 6A, including but not limited to Title IX sexual harassment, are also filed with the Title IX Coordinator by any of the above methods.

EXTERNAL COMPLAINT REPORTING

Complaints may be filed at any time with:

Assistant Secretary of US Department Education
<https://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

US Equal Employment Opportunity Commission
<http://www.eeoc.gov/>

CONFIDENTIAL REPORTING AND COUNSELING OPTIONS

On Campus

Timothy Underwood
College Counseling Center
PE Health Building
2nd Floor Rm 206
200 High St., Box 1931
Glennville, West Virginia 26351
304-462-6432

timothy.underwood@glennville.edu
<http://www.ulifeline.org/glennville/>

Off-Campus

WVU Medicine United Summit Center
809 Mineral Rd.
Glennville, WV 26351
Telephone: 304-623-5666 Ext. 5850
Facsimile: 304-462-5736

EXTERNAL RESOURCES

The College does not endorse the following external organizations but provides the information as external options for the alleged victim and the accused:

Victim Resources

Hope, Inc.
P.O. Box 626
Fairmont, WV, 26555
Local Telephone: 304-462-5352
24 Hour Hotline: 304-367-1100
Facsimile: 304-367-0362

Accused Resources

FACE
PO Box 71
Batesville, IN 47006-9998
Telephone: 701-491-8554



Glennville State College

TITLE IX SEXUAL HARASSMENT



Glennville State College is committed to providing an environment that emphasizes the dignity and worth of every member of its community and that is free from sexual harassment.

Contact 9-1-1 in an emergency or if you are in imminent fear for your safety or the safety of another. Contact local law enforcement at: 304-462-7101 (State Police), 304-7441 (Sheriff) 304-462-4132 (City Police) or 304-462-6450 (Campus Police) to report criminal conduct.

WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 is a Federal law that protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX states that:

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.

WHAT IS TITLE IX SEXUAL HARASSMENT?

Title IX sexual harassment as defined by 34 C.F.R. § 106.30 is conduct on the basis of sex, occurring against a person in the United States during the individual's participation or attempt to participate in a College education program or activity that satisfies one or more of the following:

- An employee of the College conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's education program or activity
 - Sexual assault
 - Dating violence
 - Domestic Violence
 - Stalking

WHAT IS A FORMAL TITLE IX SEXUAL HARASSMENT COMPLAINT?

Title IX sexual harassment is prohibited by GSC Policies 6 and 6A. A formal Title IX sexual harassment/GSC policy violation complaint is a document filed by the individual alleged to be the victim of the Title IX sexual harassment (referred to as the Complainant) or signed by the Title IX Coordinator alleging Title IX sexual harassment against an individual accused of conduct that meets the definition of Title IX sexual harassment (referred to as the Complainant) and requesting that the College investigate the allegation of Title IX sexual harassment. At the time of filing a formal complaint, the individual must be participating in or attempting to participate in the education program or activity of the recipient with which the formal complaint is filed. Third parties may report Title IX sexual harassment but other than the Title IX Coordinator, third parties cannot file formal Title IX sexual harassment complaints.

WHAT IS THE FORMAL GRIEVANCE PROCESS?

The formal grievance process, among other things, consists of a prehearing investigation conducted by an investigator, a live hearing on the merits of the claim before a decisionmaker that is not the investigator or Title IX Coordinator to determine whether the Respondent is responsible for Title IX sexual harassment and the process used to appeal the live-hearing decision made by the responsibility decision-maker. All investigators, responsibility and appeal decisionmakers will be free of bias or conflicts of interest. The formal grievance process for the purposes of Title IX sexual harassment is initiated upon the filing of a formal complaint. Please see GSC Policy 6A and its Appendix for a complete description of the formal grievance process, the rights of the Complainant and Respondent throughout and for an explanation of the differences between the College's investigation of Title IX sexual harassment and a law enforcement investigation.

WHAT ARE SUPPORTIVE MEASURES?

Supportive measures are non-disciplinary, non-punitive individualized services offered by the Title IX Coordinator, as appropriate, as reasonably available, and without fee or charge to the individual alleged to be the victim of Title IX sexual harassment before or after the filing of a formal complaint. **Supportive measures are available to persons alleged to be the victim of Title IX sexual harassment even if a formal complaint has not been filed.** If a formal complaint is filed, supportive measures are also offered to the Respondent. Supportive measures may include but are not limited to:

- Counseling
- Extensions of deadlines or other course related adjustments
- Modifications of work or class schedules
- Mutual restrictions on contact between alleged victim and the accused
- Changes in work or housing locations
- Increased security and monitoring campus areas
- Changes in course delivery methods

ADVISORS

Both the alleged victim and the accused have the right to have an advisor of their choice, including legal counsel paid for at their own expense, present during any step of the grievance procedure including but not limited to the opportunity to be accompanied by an advisor at any related meeting, interview, live hearing, appeal procedure or informal resolution proceeding.

RETALIATION

No college, employee, or student, may intimidate, threaten, coerce, or discriminate against any individual either in person, virtually, electronically or through a third party for the purpose of interfering with any right or privilege secured by Title IX or GSC Policies 6 and/or 6A.