



Sexual Misconduct Violations & Procedures

What is Sexual Harassment?

Sexual harassment includes any unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature including when:

- submission to such conduct is made either explicitly or implicitly a term or condition of instruction, employment, or participation in other college activities;
- submission to or rejection of such conduct by an individual is used as a basis for evaluation in making academic or personnel decisions
- such conduct has the purpose or effect of interfering with work/school performance or creating an intimidating, hostile, or offensive environment.

What is Exploitation?

Sexual exploitation refers to a situation in which a person takes non-consensual or abusive sexual advantage of another, and situations in which the conduct does not fall within the definitions of Sexual Harassment, Non-consensual Sexual Contact, or Non-consensual Sexual Intercourse.

Examples of sexual exploitation include, but are not limited to, engaging in the following activities without the other person(s) consent:

- Sexual voyeurism (such as watching a person undressing, using the bathroom, or engaging in sexual acts without the consent of the person observed).
- Taking pictures or recording another in a sexual act, or in any other private activity or disseminating sexual pictures without the photographed person's consent.
- Exposing one's genitals or breasts in non-consensual circumstances or inducing another to expose his or her genitals or breasts.
- Prostitution.
- Engaging in sexual activity with another person while knowingly infected with HIV or another STD without informing the other person.
- Administering alcohol or drugs (such as "date rape" drugs) to another person.

To File A Formal Complaint

Please contact the Title IX Coordinator if you feel you have been the victim of sexual discrimination or harassment. If you choose to file a complaint, the Title IX/AA/EEO Coordinator will:

- Walk you through the complaint process
- Ask you to complete the complaint form or provide a signed, written statement about the incident
- Provide an opportunity for you to identify witnesses or individuals who will support your claim
- Investigate the allegations of the complaint
- Keep you informed of the progress of the investigation
- Advise you of the outcome of the investigation
- Direct the findings of the investigation to appropriate GSC personnel for review and appropriate action

During the investigation process, and in accordance with existing policies and laws, GSC will make every reasonable effort to protect the privacy of all parties involved in the investigation, and to keep the information confidential to the extent required by law. However, Glenville State College cannot guarantee that any or all of the information will remain confidential.

Things to remember if you file a complaint...

- In order for formal action to be taken, you are required to name the accused.
- The accused has a due process right to know his/her accuser. The College will consider its responsibility to protect the safety and welfare of the campus community.
- If a complainant insists that his or her name or other identifiable information not be disclosed the College's ability to respond may be limited.
- The College cannot ensure confidentiality or that a complaint will not be investigated because of the complainant's confidentiality request.
- When filing a complaint, the Coordinator encourages the use of the Complaint Packet. Complaint Packets are available in the Coordinator's Office and online at: http://www.glenville.edu/docs/ix_complaint_form.pdf
- If the Complainant makes a report to the Coordinator in person, the Coordinator will assist the Complainant with completion of the complaint form if requested and will conduct an intake meeting.
- Upon receipt of a written complaint the Coordinator will review the complaint and determine if the allegations state a potential violation of the College's anti-discrimination/harassment/retaliation policies.

Informal Resolution

Glenville State College encourages informal resolution options when the parties desire to resolve the situation cooperatively, or when inappropriate behavior does not rise to the level of violation of College policy. Informal resolution may include an inquiry into the facts, but typically does not rise to the level of an investigation.

Informal resolution includes but is not limited to options such as referral to another campus program, mediation, separation of the parties, referral of the parties to counseling programs, or conducting targeted educational and training programs. Situations that are resolved through informal resolution are usually subject to follow-up to assure that resolution has been implemented effectively. Steps taken by the Coordinator to help the parties achieve informal resolution will be documented. Some reports of harassment may not be appropriate for informal resolution.

You do not have to attempt informal resolution prior to filing a formal complaint.

***To access GSC sexual misconduct policies, please visit
http://www.glenville.edu/about/ix_policies.php***



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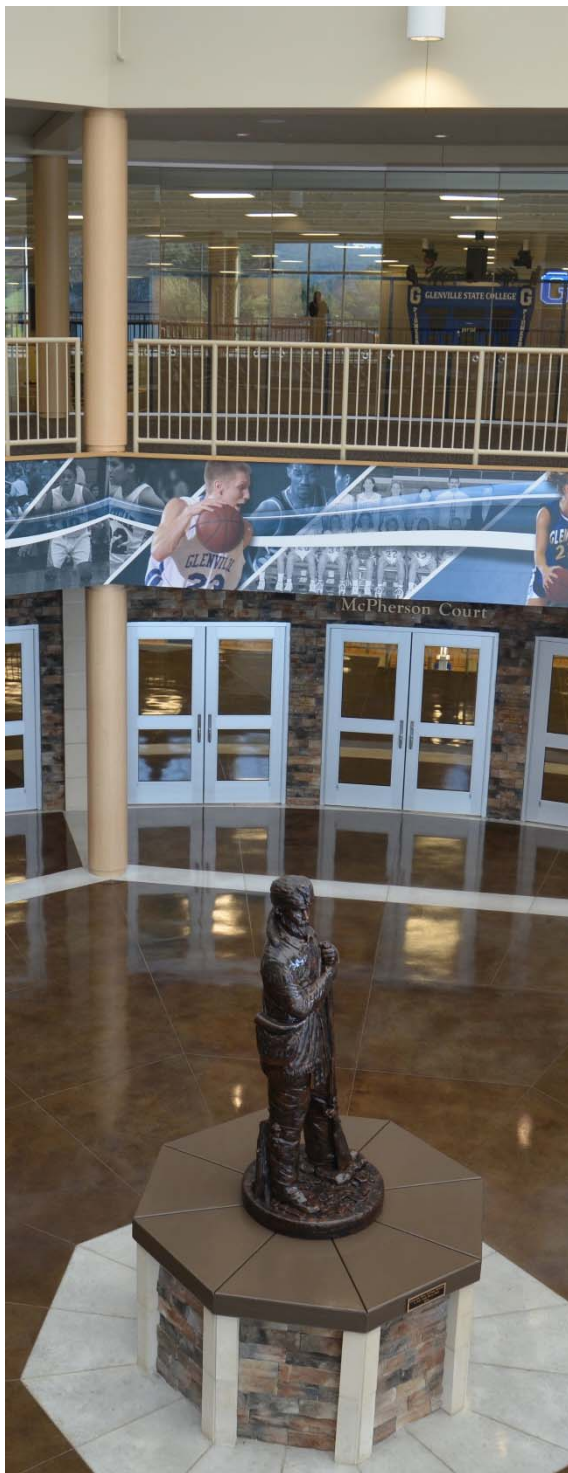


Title IX Co-Coordinator
Teresa Sterns

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200 High Street, Glenville, WV 26351



Medical Services

Medical assistance can be obtained by dialing 911 and at:

Student Health Services
140 Alan B. Mollohan CCC
304-462-6430

Stonewall Jackson Memorial Hospital
230 Hospital Plaza
Weston, WV 26452
304-269-8000
(Emergency room services available)

Minnie Hamilton Health System Hospital
186 Hospital Drive
Grantsville, WV 26147
304-354-9244
(Emergency room services available)

Minnie Hamilton Health System
Glenville Office
809 Medical Drive
Glenville, WV 26351
304-462-7322

Little Kanawha Family Medicine
604 W Main St
Glenville, WV 26351
304-462-7460

Counseling Services

Timothy J. Underwood
GSC Counseling Center
304-462-6432

Rape, Abuse and Incest National Network
National Sexual Assault Hotline
1-800-656-HOPE (4673)
<http://www.rainn.org>

HOPE, Inc.
304- 367-1100
<http://www.fris.org>