Policy & Procedure Information Concerning Title IX & Sexual Misconduct
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Thiel College Department of Public Safety/Police

The Thiel Police Officers are commissioned police officers in the State of Pennsylvania, qualified under Acts 120 and 235 who undergo regular in-service training (including training on responding to incidents of sexual misconduct). The officers are empowered by the Commonwealth of Pennsylvania to enforce laws, make arrests and prosecute violators on property owned or controlled by the College and the immediately adjacent streets and properties.

Land Phone: (724) 589-2222    Cell Phone: (724) 456-4058
Hours of Operation: 24 hours a day/7 days a week
Location: 2nd Floor of the Howard Miller Student Center
http://www.thiel.edu/campus_life/campus-resources/public-safety

Title IX Coordinators and Deputy Coordinators

The Title IX Coordinators and Deputy Coordinators are responsible for ensuring that the institution is compliant with Title IX, and for all policies, programs, coordination of resources, tracking and investigation in relation to Title IX. These individuals are all knowledgeable of campus policies related sexual misconduct, and can inform complainants and/or victims of rights and options, and assist with interim measures and remedies. These individuals also decide when institutional action is necessary.

Jennifer Clark
Title IX Co-Coordinator, Director of Human Resources
(724) 589-2858

Mike McKinney
Title IX Co-Coordinator, Vice President of Student Life
(724) 589-2600

Dr. Jennifer Griffin
Title IX Deputy Coordinator, Associate Academic Dean/Prof. of Psychology
(724) 589-2069

Kati Robbins
Title IX Deputy Coordinator, Head Women’s Lacrosse Coach
(724) 589-2012

Counseling Center

The Counseling Center offers free, short-term counseling to all Thiel College students. The center can also make referrals to local resources.

Phone: (724) 589-2754 or appointments can be scheduled through Student Life at (724) 589-2125

Hours of Operation: Monday – Friday 8:00 a.m. – 5:00 p.m. and the Counselor is available through our Thiel Police or Residence Life Departments, should a crisis situation occur in off hours.

Location: 1st floor of the Howard Miller Student Center (Health & Wellness Suite)
http://www.thiel.edu/campus_life/health-and-wellness/counseling-center
THIEL COLLEGE CAMPUS AND COMMUNITY RESOURCES

Student Health Services
The Student Health Center provides treatment of minor illnesses and injuries, basic first aid supplies, blood pressure screenings, non-prescription cold, sinus and flu medications, and referral to local health care providers and health agencies. During the regular academic year, the office is staffed by a registered nurse. Public Safety is available to provide emergency care and transportation to an emergency room when the office is closed.

Phone: (724) 589-2198
Hours of Operation: Monday – Friday 8:00 a.m. – 5:00 p.m. and Thiel Police are available 24 hours a day for emergency assistance.
Location: 1st floor of the Howard Miller Student Center (Health & Wellness Suite)
http://www.thiel.edu/campus_life/health-and-wellness

Campus Conduct Hotline
The Campus Conduct Hotline is a confidential, anonymous reporting system operated by an independent organization. Your call will be greeted promptly and you will be given a case number that you may use to check for updates and responses. Your call will not be recorded. Your concern will be thoroughly discussed. The College will be provided with information on the issue you report and will investigate and respond to the issue. At no time is a caller required to reveal personal identity – all information may be provided in a confidential and anonymous manner.

Phone: (866) 943-5787
Hours: 24 hours a day and 7 days a week
www.thiel.edu/campus-conduct-hotline

Campus Ministry Office
Pastoral care and counseling is available to students through our Campus Pastor. This service is open to members of the community from all faiths and backgrounds.

Phone: (724) 589-2130
Hours of Operation: Tuesday – Friday 8:00 a.m. – 5:00 p.m. and the Pastor can be reached through Campus Police or Residence Life Departments should a crisis situation occur in off hours.
Location: 1st floor of the Howard Miller Student Center or at the David Johnson Memorial Chapel located on College Avenue
http://www.thiel.edu/campus_life/spiritual-life

Other Community Resources
Greenville Police Department (724) 588-4190
UPMC Health System- Greenville (724) 588-2100
Sharon Regional Health System (724) 983-3911

AW/ARE of Mercer County
AWARE is committed to providing education, support and advocacy for all people in Mercer County impacted by domestic violence, abuse (emotional or physical), and sexual violence. AWARE serves as the primary victim’s advocacy group for the county, and the College works closely with AWARE in some situations of sexual misconduct or abuse.

Phone: (724) 342-4934  24 Hour Hotline: 888-981-1457
Location: 109 S. Sharpsville Ave., Suite D, Sharon, PA 16146 but AWARE will send advocates to campus
http://merceraware.org/default.htm

Crisis Hotlines and Other Resources
Mercer County Crisis Hotline (724) 662-2227
National Domestic Violence Hotline (800) 799-7233
Title IX of the Educational Amendments ACT of 1972 (amending the Higher Education Act of 1965) is the federal law prohibiting sex discrimination in educational institutions. This act is codified as Title 20, United States Code, Chapter 38, Section 1681-1686. The act was also amended by the Civil Rights Restoration Act of 1987 ("Title IX"). The law 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.” The amendment in 1987 expanded the definition of program or activity to include all operations of an educational institution, governmental entity, or private employer that receives federal funds.

Thiel College strives to maintain a campus environment that fosters mutual respect and promotes harmonious, productive relationships. The institution believes that discrimination in any form constitutes misconduct that undermines the integrity of any relationship. Therefore, Thiel College prohibits bullying and discrimination that is sexual, racial, or religious in nature or is related to anyone’s gender, national origin, age, sexual orientation, veteran status, or disability. This policy applies to all of the Thiel college community (students, faculty, staff and volunteers) and all individuals who may have contact with any member of this institution.
The Title IX Coordinators and Deputy Coordinators are responsible for ensuring that the institution is compliant with Title IX, and for all policies, programs, coordination of resources, tracking and investigation in relation to Title IX. These individuals are all knowledgeable of campus policies related sexual misconduct, and can inform complainants and/or victims of rights and options, and assist with interim measures and remedies. These individuals also decide when institutional action is necessary.

**Jennifer Clark**, Title IX Co-Coordinator, Director of Human Resources: (724) 589-2858  
**Mike McKinney**, Title IX Co-Coordinator, Vice President of Student Life: (724) 589-2600  
**Dr. Jennifer Griffin**, Title IX Deputy Coordinator, Associate Academic Dean/Prof. of Psychology: (724) 589-2069  
**Kati Robbins**, Title IX Deputy Coordinator, Head Women’s Lacrosse Coach: (724) 589-2012

**Hours of Operation**: Monday – Friday 8:00 a.m. – 5:00 p.m. and additional hours when necessary

**WHEN SHOULD I CONTACT A TITLE IX COORDINATOR?**

Any student, faculty or staff member, or applicant for admission or education who has concerns about sex discrimination or sexual misconduct is encouraged to seek the assistance of a Title IX coordinator.

Contact a coordinator if you:
- Wish to understand your options if you think you may have encountered sex discrimination or sexual misconduct;
- Learn of a situation that you feel may warrant a College investigation;
- Need help on how to handle a situation by which you are indirectly affected;
- Seek guidance on possible informal remedies or administrative measures to de-escalate or alleviate a difficult situation;
- Have questions about Thiel’s policies and procedures.

Conversations with coordinators are kept as confidential as possible, but information about incidents of sexual misconduct must be shared with relevant administrators if the College needs to take action for reasons of community safety. In all cases, the wishes of the person initiating the conversation are given full consideration.
Thiel College is committed to providing a safe learning and working environment. In compliance with federal law, specifically the Jeanne Clery Act (Clery Act), Title IX of the Education Amendments of 1972, Violence Against Women Act (VAWA), and the Campus Sexual Violence Elimination Act (SaVE Act), Thiel College has adopted policies and procedures to prevent and respond to incidents of sexual assault, sexual harassment, domestic violence, dating violence, and stalking. These guidelines apply to all members of the Thiel College community (students, faculty, and staff) as well as contractors and visitors.

The Thiel College community strictly prohibits acts of domestic violence, dating violence, sexual assault, sexual discrimination, sexual harassment, and stalking. We take violations of these acts very seriously and anyone found in violation of them will be dealt with by the appropriate authorities. Disciplinary sanctions for these acts can vary from internal penalties (fines, community service, mandated counseling, suspension, and/or expulsion) to external penalties like prosecution. These will be looked at strictly on a case to case basis.

Thiel College is continually offering educational programs to our faculty, staff and students about sexual misconduct, and sexual harassment on campus. Through the AWARE, RAD, and other programs, the Thiel College community is kept informed on current trends and policies, and members are trained on how to deal with and report sexual crimes on campus. For more information about our policies and procedures for handling situations of sexual violence, sexual harassment, sexual discrimination, dating violence, domestic violence, and stalking, please contact one of our Title IX Coordinators or Deputy Coordinators, or the Student Life Office.

DEFINITION OF TERMS

In dealing with these issues it is often helpful to define terms.

Consent

Sexual activity requires consent, which is defined as positive, unambiguous, and voluntary agreement to engage in specific sexual activity throughout a sexual encounter. Consent cannot be inferred from the absence of “no,” a clear “yes,” verbal or otherwise, is necessary. Consent to some sexual acts does not constitute consent to others, nor does past consent to a given act constitute present or future consent. Consent must be ongoing throughout a sexual encounter and can be revoked at any time. Consent cannot be obtained by threat, coercion, or force. Agreement under such circumstances does not constitute consent.

Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated due to alcohol, drugs, or other conditions. A person is mentally or physically incapacitated when that person lacks the ability to make or act on considered decisions to engage in sexual activity. Engaging in sexual activity with a person whom you know – or reasonably should know – to be incapacitated constitutes sexual misconduct.

Additional Guidance about Consent: Consent can be accurately gauged only through direct communication about the decisions to engage in sexual activity. Presumptions based upon contextual factors (such as clothing, alcohol consumption, dancing, flirting, or other activities) are unwarranted, and should not be considered as evidence for consent. Although consent does not need to be verbal, verbal communication is the most reliable form of asking for and gauging consent. Talking with sexual partners about desires and limits may seem awkward, but serves as the basis for positive sexual experiences shaped by mutual willingness and respect.
Pennsylvania Definition of Rape

A person commits a felony of the first degree when the person engages in sexual intercourse with a complainant:
(1) By forcible compulsion.
(2) By threat of forcible compulsion that would prevent resistance by a person of reasonable resolution.
(3) Who is unconscious or where the person knows that the complainant is unaware that the sexual intercourse is occurring.
(4) Where the person has substantially impaired the complainant’s power to appraise or control his or her conduct by administering or employing, without the knowledge of the complainant, drugs, intoxicants or other means for the purpose of preventing resistance.
(5) Who suffers from a mental disability which renders the complainant incapable of consent.

Federal Definition of Rape

Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim
The revised definition:
(1) Includes either Male or Female Victims or Offenders.
(2) Includes instances in which the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity, (e.g., due to the influence of drugs or alcohol or because of age).
(3) Reflects the various forms of sexual penetration understood to be Rape.

In addition to rape, the spectrum of sexual assault for both men and women shall include but not be limited to the following unwanted acts: inappropriate disrobing and nudity; genital exposure; fondling of breasts or genitals; single or mutual masturbation; fellatio, cunnilingus and/or sodomy; and digital or object penetration of the anus and/or vagina.

Pennsylvania Definition of Sexual Assault

Except as provided in section 3121 (relating to rape) or 3123 (relating to involuntary deviate sexual intercourse) of Pennsylvania Crime Code, a person commits a felony of the second degree when that person engages in sexual intercourse or deviate sexual intercourse with a complainant without the complainant’s consent.

Household members defined as – If you are an adult (person 18 or older) or emancipate minor, you can seek legal protection from acts of domestic abuse done to you or your minor child by a family or household member, which includes: your husband or ex-husband, wife or ex-wife, person who lived with you as a spouse, brother or sister, parent or child, family member related to you by blood or marriage, current or former sexual or intimate partner, and/or someone you have a child in common with.

Pennsylvania Definition of Domestic Violence

This includes felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, a person with whom the victim shares a child in common, a person cohabitating with or has cohabitated with the victim as a spouse, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of jurisdiction.

Pennsylvania defines domestic abuse as one or more of the following acts occurring between family or household members, sexual or intimate partners, or people who have a child in common:
- Purposefully or recklessly causing or attempting to cause bodily injury, serious bodily injury, rape, involuntary deviate sexual intercourse, sexual assault, statutory sexual assault, aggravated indecent assault, indecent assault, or incest with or without a deadly weapon.
- Causing another person to reasonably fear imminent serious bodily injury
- False imprisonment
- Physically or sexually abusing a minor child, or engaging in a course of conduct or repeatedly committing acts directed at another person under circumstances that place the person in reasonable fear of bodily injury.

“Family or household members” means current or former spouses, persons who live or have lived as spouses, parent and children, other persons related by blood or marriage, current or former intimate or sexual partners, or persons who have a child in common.
Pennsylvania Definition of Dating Violence

Violence committed by a person (a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (b) where the existence of such a relationship will be determined based on a consideration of the following factors:

- The length of the relationship
- The type of the relationship
- The frequency of interaction between the persons involved in the relationship

Pennsylvania Definition of Stalking

A person commits the crime of stalking when the person either (1) engages in a course of conduct or repeatedly commits acts toward another person, including following the person without proper authority, under circumstances which demonstrate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person; or (2) engages in a course of conduct or repeatedly communicates to another person under circumstances which demonstrate or communicate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person.

Venue for Stalking:

(1) An offense committed under this section may be deemed to have been committed at either the place at which the communication or communications were made or at the place where the communication or communications were received.

(2) Acts indicating a course of conduct which occurs in more than one jurisdiction may be used by any other jurisdiction in which and act occurred as evidence of a continuing pattern of conduct or a course of conduct.
Thiel College encourages any member of the Thiel community who has experienced an incident of sexual misconduct or knows of another member of the community who has experienced sexual misconduct to report the incident to the College. This would include sexual harassment, sexual assault, sexual discrimination, domestic violence, dating violence, or stalking.

Who to report to?

If a Thiel College student, faculty or staff member, visitor, or contractor has experienced an incident of sexual misconduct, she or he should immediately report the incident to one of the following campus resources:

- **Thiel College Police Department**: (724) 589-2222 (ext. 2222 if calling from a campus phone)
- **Jennifer Clark, Title IX Coordinator, Director of Human Resources**: (724) 589-2858
- **Mike McKinney, Title IX Deputy Coordinator, VP of Student Life**: (724) 589-2600
- **Dr. Jennifer Griffin, Title IX Deputy Coordinator, Associate Academic Dean/Prof. of Psychology**: (724) 589-2069
- **Kati Robbins, Title IX Deputy Coordinator, Head Women’s Lacrosse Coach**: (724) 589-2012

Individuals who are on campus can also make an in-person report with the previously listed individuals. Any of those individuals will assist all members of the Thiel community by assessing the incident, advising the survivor on how he or she can seek legal protection, and making the survivor aware of medical, counseling, and other support services. Likewise, the officials will provide the survivor information about her or his rights, campus processes and procedures related to incidents of sexual misconduct, confidentiality, and accommodations the institution can make in order to protect and support the survivor.

If a reported incident did not occur on campus, Thiel College Police can assist the survivor in notifying the local police department with jurisdiction over the crime. **In case of an emergency or ongoing threat, a survivor should get to a safe location and call 911.** Calling 911 will put you in touch with local police.

Survivors are not required to report to area law enforcement in order to receive assistance from or pursue any options within Thiel College.

Reporting incidents of sexual misconduct to the police (including the Thiel College Police Department) does not commit the survivor to further legal action. However, the earlier an incident is reported, the easier it will be for the police to investigate, if the survivor decides to proceed with criminal charges.
WRITTEN NOTIFICATION OF RIGHTS AND OPTIONS

Any student or employee that reports an incident of sexual assault, sexual harassment, domestic violence, dating violence, or stalking, whether the incident occurred on or off campus, shall receive a written explanation of their rights and options as provided for under this policy.

These rights and options include the right(s) of a survivor to:

A. Go to court, and to file a domestic abuse complaint requesting an order restraining your attacker from abusing you, and/or an order directing your attacker to leave your household, building, school, college, or workplace;
B. Seek a criminal complaint for threats, assault and battery, or other related offenses;
C. Seek medical treatment (the police will arrange transportation for you to the nearest hospital or otherwise assist you in obtaining medical treatment if you wish);
D. Request the police remain at the scene until your safety is otherwise ensured;
E. Request that a police officer assist you by arranging transportation or by taking you to a safe place, such as a shelter or a family or friend’s residence; and
F. Obtain a copy of the police incident report at no cost from the police department.

POSSIBLE SURVIVOR ACCOMMODATIONS

If you have experienced an incident of sexual misconduct, there are steps the College can take to help minimize the impact of the incident, decrease the chance of recurrence, and provide a safe educational and/or work environment. Many steps can be taken regardless as to whether or not you choose to pursue the complaint. In most cases, a Title IX Coordinator will organize accommodation, remedies, and protective measures with various campus departments. Your privacy will be safeguarded as best as possible while these arrangements are being made. The steps taken will be determined on a case-by-case basis, and other contextual factors, including the need to ensure individual and community safety. Measures can include, but are not limited to, no contact orders, housing reassignments, changes to employment or academic assignments, and temporary or interim suspensions.
UNDERSTANDING CONFIDENTIALITY

Privacy concerns are typically at the forefront when someone has experienced an incident of sexual misconduct. It is important to understand the degree of confidentiality that individuals can expect from College resources. College officials are trained in the importance of confidentiality and the protocols for maintaining that confidentiality.

College Counselor and Pastor

Except in rare, extreme circumstances, the College Counselor and/or Pastor will not reveal any information without explicit permission when consulted in their professional capacity.

Other College Resources

Most other College offices and resources are committed to protecting your privacy, but they also have an obligation to protect campus safety. As a result, they will share information with the Title IX Coordinators and/or Campus Police. Other administrators may learn some limited information on a “need to know” basis.

Title IX Coordinators and Deputy Coordinators

As part of the College’s general monitoring process and according to the Title IX amendment, all information about incidents of sexual misconduct are shared with the College Title IX Coordinators, who are charged with taking steps to end the sexual misconduct, prevent its recurrence, and repair or reduce harm as best as possible. Students in official roles – such as Resident Assistants – are also required to make such reports. If a Title IX Coordinator or Deputy Coordinator received information about an incident of sexual misconduct, she or he may reach out to you to offer to explain options and accommodations, and to assess the situation. In cases of sexual assault or other criminal conduct, Title IX Coordinators will share information with the Thiel College Police, and will advise the survivor about the resources and assistance the College can provide.

Thiel College Police

The Thiel College Police may receive reports from a Title IX Coordinator, or directly from you. The Thiel College Police can offer confidential consultations regarding possible criminal investigation. They are subject to state requirements for investigating and responding to reports of crime, but ordinarily the decision about whether or not to press criminal charges is up to the survivor. In cases of sexual misconduct, the Thiel Police will share information with the Title IX Coordinator, and will advise the survivor about the resources and assistance the College can provide.

The confidentiality of a police report shifts over time. Once a case is closed, it becomes a matter of public record. This does not mean it is widely released, but it will be available upon request. It is practice to redact (black out) the names of victims, along with any other identifying information. So while it is not “confidential,” your name would not be public in most cases.

Information Shared with the Broader Community

Under the Clery Act, the College is responsible for issuing “timely warnings” (aka “Tomcat Alert Messages”) in response to some reports. Only specific crimes, such as sexual assault, trigger a warning. The crime must have occurred within the officially-designated campus area, and there must be a serious or ongoing threat to the community to require an alert. If you report an incident of sexual misconduct that meets these strict criteria, a message will be sent out from the Tomcat Alert System. The warning message will contain a brief description of the crime, and may indicate the location where the incident occurred. It will not include any information that would identify you or other individuals involved. In all but exceptional circumstances, you would be informed in advance of distribution of the message.
Complaints may be pursued with the Thiel College Police/Public Safety Department or with the Title IX Coordinators and Deputy Coordinators. Each party receives comprehensive annual training on relevant laws, regulations, and disciplinary codes; the dynamics and patterns of sexual misconduct; the importance of confidentiality, fair process, and impartiality; safety considerations when determining interim measures; and appropriate criminal and disciplinary sanctions. These officials coordinate closely to streamline complaint processes. In the absence of an acute threat to individual or community safety, you may decide which among the available options you wish to pursue. These options are not mutually exclusive. Whichever path(s) you choose, you have the right to have an advisor present at every stage. Respondents also have the right to an advisor of their choice. All proceedings are designed to be fair, prompt, and impartial.

Retaliation
Thiel College strictly prohibits retaliation against any person for, in good faith, using this reporting procedure, or for filing, testifying, assisting or participating in any manner in any investigation or proceeding involving allegations of sexual misconduct. Any person who violates this policy will be subject to discipline, up to and including termination if they are an employee, and/or dismissal if they are a student.

Definition of Retaliation
Retaliation is any action by any person that is perceived as: intimidating, hostile, harassing, retribution, or violent that occurred in connection to the making and investigation of the report. The retaliation can be direct (coming directly from a specific person), or indirect (coming from social media, groups, etc.). Either form is prohibited and will be subject to disciplinary action.
INVESTIGATION AND HEARING PROCESS (FOR STUDENTS)

In the event that the College receives a report of sexual misconduct involving our students or campus community members, this will prompt an investigation. The investigation is conducted by an impartial staff member that has received annual training on investigating incidents of sexual misconduct on college campuses. The investigation is conducted separately from any legal investigations taking place by law enforcement. However, the investigator will use information from other authorities as part of the investigation (whenever possible). Ultimately a Title IX Coordinator will determine whether or not the conduct reported is a violation of Title IX, and if so, the disciplinary hearing will be held to determine accountability.

All investigations and hearing processes will be conducted in a timely manner. There may be situations where the fact finding process must be delayed to avoid interfering with a law enforcement investigation. In those cases the College’s investigation will start back up immediately following the conclusion of the law enforcement investigation. In all cases involving sexual misconduct, the investigation process and hearing should be completed within 60 days of the report. However the College will work to complete these processes within 10 business days whenever possible.

In the absence of an acute threat to individual or community safety, the victim may decide which among the available options she or he wishes to pursue. The victim could choose between not pursuing the complaint (should an acute threat not exist or based on the Title IX Coordinator’s judgment call), pursuing with an informal mediation process, or pursuing with a formal hearing process. Examples of an informal hearing process may include a mediation meeting or educational program, and the formal hearing process would take place with an individual trained on Title IX and other sexual misconduct policies and procedures. In both cases each party will have the following rights:

Complainant’s Rights in a Student Conduct Hearing
- An explanation of available options for redress,
- Freedom from harassment by the accused (or the supporters),
- Use of all available internal and external support services in dealing with the aftermath of the offense,
- Ability to speak on her or his-own behalf during the disciplinary proceedings, including making a “survivor impact” statement to a hearing officer or College Judicial Board Panel,
- The presence of an advisor from the College community and/or a support person during the disciplinary hearing,
- The opportunity to present witnesses who can speak about the charges (character witnesses excluded),
- Attend the entire disciplinary hearing except for the deliberation phase,
- Testify on his/her own behalf,
- Freedom from having irrelevant sexual history discussed during the disciplinary hearing,
- Information about the outcome of the disciplinary hearing, and
- Opportunity to appeal the outcome of the hearing.
The Rights of an Accused in a Student Conduct Hearing

The College will treat an accused person with fairness throughout the disciplinary proceedings. Specifically, accused persons are entitled to:

- An explanation of the charge(s),
- Freedom from harassment by the complainant (or supporters),
- An explanation of the College discipline process,
- The presence of an advisor from the College community,
- Testify on his/her own behalf,
- Present witnesses who can speak about the charges (character witnesses excluded),
- Freedom from having irrelevant sexual history discussed during the disciplinary hearing,
- Information about the outcome of the disciplinary hearing, and
- Opportunity to Appeal the outcome of the hearing.

At the conclusion of the conduct hearing process, the College will provide written notification to the parties involved of the outcome and resolution of the hearing within seven calendar days.

Appeal Process

Once written notification of the resolution has been received, the parties involved will have the opportunity to appeal the findings. The desire to appeal should be submitted in writing to the conduct officer (person(s) hearing the case) within two business days of receiving the outcome.

Appeals shall follow the appeal procedure found in the Student Handbook. Appeals will be heard by the Vice President of Student Life or her or his designee. The Appellate person may not be the Hearing Officer or member of the Conduct Board in the original hearing.

Standard for Determining Responsibility in a Student Conduct/Disciplinary Hearing

The standard used to determine accountability will be whether it is more likely than not that the accused has violated the Student Code of Conduct policy. All members of the College community found to have violated this policy will be sanctioned according to the possible disciplinary sanctions listed in the Student Handbook, up to dismissal from the College.

Prevention Strategies and Techniques

Sexual Harassment

Be a role model - A community free from sexual harassment requires effort from all of us. Engage respectfully with your peers and colleagues, and think carefully about how words or actions that may seem insignificant to you could hurt someone else. If you are a teacher or supervisor, set high standards for your community and model the behavior you expect.
Remember: we are all entitled to study and work in a respectful environment - If there are elements of an environment that feel hostile, seek ways to intervene. Call on friends, colleagues, and other allies, as well as authority figures including Title IX Coordinators, supervisors, deans, and professors, who should be able to help you.

Stalking

Take repeated unwanted attention seriously - Stalking can sometimes seem merely annoying or even flattering, especially if it is happening primarily online or via phone. But the intrusive nature of stalking must be taken seriously, and it can escalate to a pressing threat quickly. Don’t dismiss concerns—either your own or others’.

Be safe - In an emergency, you should always call 911 or Campus Police (724) 589-2222. If you need to make a longer-term plan for your safety, Student Life, Thiel Police, or your Title IX Coordinators can help.

Intimate Partner Violence (IPV)

Look out for your friends - Sometimes, people worry that expressing concern about a friend’s relationship will be perceived as meddling. If you’re worried about a friend, Student Life, Thiel Police, or a Title IX Coordinator can guide you on how to help.

Be alert to patterns - Relationships are complicated, and IPV can be difficult to identify. Individual actions may not seem troubling in isolation, but may work together in dangerous ways. Be on the lookout for patterns of isolation, control, and intimidation.

Sexual Assault

Take sexual pressure seriously - Many sexual assaults begin with low-level sexual pressure. Though sexual pressure and disregard don’t always lead to assault, you deserve to have your boundaries respected, not pushed.

Hold out for enthusiasm - In general, it’s easy to tell if someone is enthusiastic about an encounter or not. Take any signs of reluctance or refusal, including nonverbal signs, very seriously. If the signs are ambiguous, be sure to stop, and then check in or ask questions.
ONGOING EDUCATION EFFORTS

Thiel College offers a number of programs and services aimed at helping our community to become better educated on these specific issues.

Examples of such programs include:

**Sexual Misconduct Orientation Trainings**

All new students and new employees will be required to participate in Sexual Misconduct Training as part of their orientation. This training takes shape in two different styles. We offer online training to all employees and students, and students receive a live training as part of the new student orientation process. For more information about these trainings, please contact one of your Title IX Coordinators.

**AWARE Training**

The Thiel College Police and Residence Life departments invite the Mercer County victims advocacy group, AWARE, to come in on an annual basis and provide live training opportunities for students and employees. Typically these trainings are held at the beginning of each semester. Please contact Chief of Police, Eric Allen (724-589-2186), to schedule additional trainings.

**Online Training**

The Thiel College Title IX Coordinators have arranged for an online sexual misconduct training for all Thiel employees and students. Each year an email link will be sent out to encourage participation. In addition, more institution specific information will be included with those messages.

**Training Brochures**

Each year sexual misconduct training brochures will be made available to all students and employees. These brochures will be strategically located in various high traffic buildings throughout campus (i.e. residence halls, academic center, etc.).

For a copy of the brochure, please contact a Title IX Coordinator.