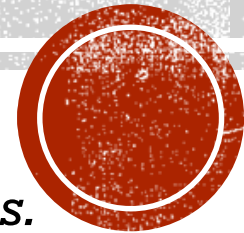




# SEXUAL MISCONDUCT PREVENTION & AWARENESS

*Our mission is to deliver exceptional education and services to improve the lives of our students and to strengthen our communities.*



**Frontier Community  
College**

**Lincoln Trail  
College**

**Olney Central  
College**

**Wabash Valley  
College**

# ZERO TOLERANCE FOR SEXUAL MISCONDUCT

- The Board of Trustees of Illinois Eastern Community Colleges District #529 is committed to preventing and responding to incidents of sex-based harassment, including sexual harassment, sexual assault, sexual exploitation, domestic violence, dating violence, sexual violence, or stalking.
- The Board is committed to the principle that all interpersonal relationships and interactions – especially those of an intimate nature – be grounded in mutual respect, open communication, and clear consent. The District prohibits any and all forms of Sexual Misconduct including sexual harassment, sexual assault, sexual exploitation, dating violence, domestic violence, sexual violence, and stalking. Prohibited conduct under this Policy also includes attempting or aiding in the commission of Sexual Misconduct or retaliating against another for exercising his/her rights under this Policy.
- The Board recognizes that victims and offenders can be any gender and expects members of the campus community to help maintain a safe environment. The Board encourages anyone who has been subjected to Sexual Misconduct seek appropriate help and report the incident promptly to the police and/or designated officials pursuant to this Policy.
- The District is committed to educating students, staff, and faculty about its policies and procedures against Sexual Misconduct. As a general matter, the Board, through its Chief Executive Officer, will take prompt action to investigate reports of Sexual Misconduct and, where appropriate, to impose sanctions.



# DEFINITION OF CONSENT

## ■ Consent

- Knowing, voluntary and clear affirmative permission by word or action, to engage in mutually agreed upon sexual activity.
- Consent may not be inferred from silence, passivity, or a lack of active verbal or physical resistance.
- Past consent to sexual activities, or a current or previous dating relationship, does not imply ongoing or future consent.
- Submission resulting from a use of force does not constitute consent.
- Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse).
- A person can withdraw consent at any time.
- A person may be incapable of giving consent due to the person's age, use of drugs or alcohol, being asleep or unconscious, or because an intellectual or other disability prevents the person from having the capacity to give consent.
- The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred.



# DEFINITIONS RELATED TO SEXUAL VIOLENCE

## ▪ Domestic Violence

- Includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the State of Illinois, 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 the State of Illinois.

## ▪ Dating Violence

- The term dating violence means violence committed by a person 1) who is or has been in a social relationship of a romantic or intimate nature with the victim, and 2) where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.



# DEFINITIONS RELATED TO SEXUAL VIOLENCE

## ▪ Sexual Assault

- Any nonconsensual sexual act proscribed by Federal or State law including when the victim lacks capacity to consent, including both sexual intercourse without consent and sexual contact without consent.
  - Sexual Intercourse without Consent means having or attempting to have sexual intercourse with another individual without consent as defined below. Sexual intercourse means vaginal or anal penetration, however slight, with any body part or object, or oral penetration involving mouth to genital contact.
  - Sexual Contact without Consent means having sexual contact with another individual without Affirmative Consent, as defined below. Sexual contact means the touching of the person's breasts, anal, groin or genital areas, or other intimate body parts for the purpose of sexual gratification.

## ▪ Stalking

- Engaging in a course of conduct directed at a specific person that involves repeated (two or more occasions) visual or physical proximity, nonconsensual communication, or verbal, written, or implied threats, or a combination thereof, that would cause a reasonable person to: 1) fear for his or her safety or the safety of others; or 2) suffer substantial emotional distress.



# REPORTING OPTIONS

- If you experience OR witness an incident of Sexual Misconduct, please report the incident to a Responsible Employee or to the Deputy Title IX Coordinator on your campus.
  - Responsible Employees include:
    - College and District Administrators
    - Title IX Coordinator and Deputy Coordinators
    - Supervisors and Managerial Staff
    - Faculty
    - Coaches and Athletic Directors
    - Student Advisors and Student Group Advisors
- To submit an anonymous report or learn more about IECC's Preventing Sexual Misconduct Policy, visit: [www.iecc.edu/titleix](http://www.iecc.edu/titleix)

## FRONTIER COMMUNITY COLLEGE

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## OLNEY CENTRAL COLLEGE

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or 866-982-4322  
cowgert@iecc.edu

IECC Title IX Coordinator  
Dr. Ashlee Spannagel  
spannagela@iecc.edu  
618-393-3491



# WHAT HAPPENS WHEN A REPORT IS MADE?

- IECC is obligated to investigate ANY and ALL reports of ANY Sexual Misconduct that are made.
- All reports will be addressed following IECC's comprehensive Policy.
- IECC employees cannot guarantee complete confidentiality when a report is made; however, the details of the report will ONLY be shared with individuals involved in the administration of IECC's response to reports.
- If a victim is wanting to speak to someone confidentially, IECC has confidential advisors.
  - FCC – SAFE; Mt. Vernon
  - LTC, OCC, WVC – CAISA; Robinson
- Note that confidential reports often limit IECC's response and ability to assist a victim when dealing with the effects of an incident.



# AVAILABLE RESOURCES

- Your campus has access to various resources that can assist you as you are dealing with the effects of an incident.
- For a complete listing of both on- and off-campus resources, visit: [www.iecc.edu/titleix](http://www.iecc.edu/titleix)
- Campus staff can assist you by:
  - Helping you secure an advocate from CAISA or SAFE.
  - Access medical attention.
  - Seek assistance from law enforcement.
  - Seek counseling services





# INTERIM MEASURES

- Victims can reach out to designated personnel (Responsible Employees or Title IX Coordinators) and they will take ongoing steps to protect the victim from retaliation or harm and work with the victim to create a safety plan.



- Interim measures might include:
  - Assisting the victim in accessing other available victim advocacy, academic support, counseling disability, health or mental health services, and legal assistance both on and off campus;
  - Providing other security and support, which could include obtaining a no-contact order, helping to change working arrangements or course schedules (including for the alleged perpetrator(s) pending the outcome of an investigation) or adjustments for assignments or tests; and informing the victim of the right to report a crime to law enforcement and provide the victim with assistance if the victim wishes to do so.



# POSSIBLE SANCTIONS

- For students, sanctions include verbal reprimands, written warnings, probation, loss of privileges, limits to access and/or movement on campus, restitution, educational or work assignments, suspension for a period of one or more days, expulsion, withholding a degree, removal from courses, etc.
- Sanctions for employees involved in Sexual Misconduct are outlined in Board Policy 100.31, which can be reviewed at [www.iecc.edu/titleix](http://www.iecc.edu/titleix).



# BYSTANDER INTERVENTION

The Clery Act defines bystander intervention as:

***“Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.”***

(34 CFR 668.46(j)(2)(ii))

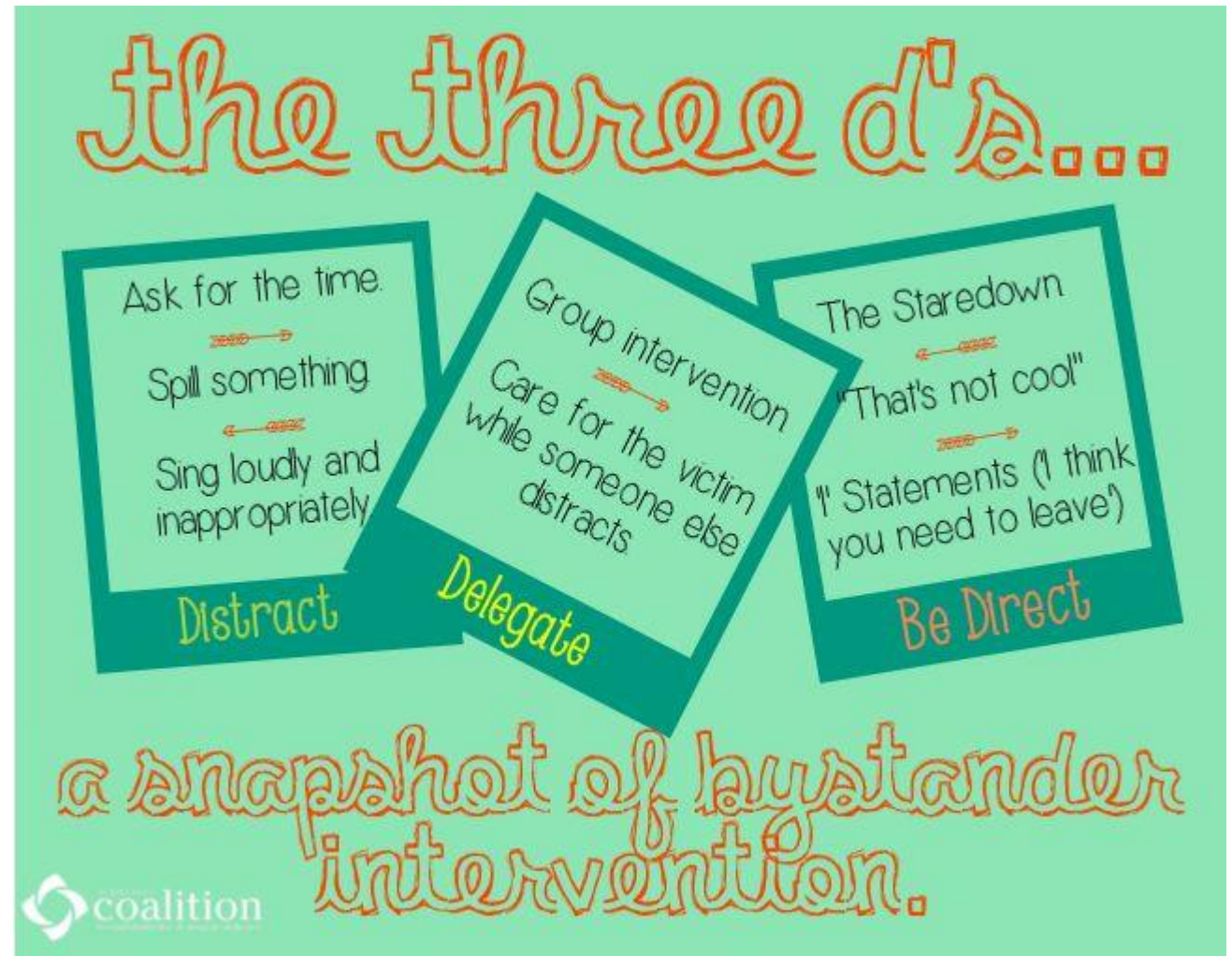
**1**<sup>IN</sup>**5** WOMEN  
IS SEXUALLY  
ASSAULTED IN  
COLLEGE.

**HOW CAN YOU BE PART  
OF THE SOLUTION?**



# BYSTANDER INTERVENTION

- IECC believes that we all have a responsibility to create a safe, supportive, and inclusive environment.
- Bystander Intervention involves taking action in a situation when another individual needs help.
  - This includes when someone may be at medical risk due to using drugs or alcohol, or vulnerable to sexual or intimate partner violence.



# SAFE & POSITIVE OPTIONS FOR BYSTANDER INTERVENTION

To actively intervene:

- Notice the Event – pay attention to your surroundings.
- Interpret the Event as a problem – recognize that someone is being taken advantage of, vulnerable, or in danger – if in doubt, trust your gut and intervene at the earliest possible point.
- Take personal responsibility to intervene – if you don't, it is likely no one will.
- Decide how you are going to intervene – don't put yourself at risk or make the situation worse.
- Decide to intervene – take action and intervene at the earliest possible point – this may include:
  - Direct Intervention – Directly address the situation in the moment to prevent harm.
  - Delegation – Seek help from another individual. This may include someone who is in a role of authority, such as a police officer or campus official.
  - Distraction – Interrupt the situation without directly confronting the offender – distract the offender's attention to something else or direct the potential victim away from the situation.



# RISK REDUCTION

The Clery Act defines risk reduction as:

***“Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.”***

(34 CFR 668.46(j)(2)(v))



# HEALTHY BEHAVIOR AND RELATIONSHIPS TO REDUCE RISK

- **Sexual Decisions** – If you are not ready to have sex then say “no”. You do not have to feel as if you owe someone sex because you went on a date with them. Keep a clear mind when considering if you want to have sex-don’t mix drugs or alcohol with sexual decisions.
- **Trust Yourself** – If you are at a party or on a date and start feeling uncomfortable trust your gut and get out of the situation.
- **Awareness** – Most times a survivor knows their perpetrator. If someone you know (family member, friend, acquaintance, co-worker) makes you feel uncomfortable tell them or tell someone or don’t spend time with them. Perpetrators may start with sexualized comments, getting into your physical space all the time, offering to do things for you or buy things for you before any violence begins. Trust your instincts!



# HEALTHY BEHAVIOR AND RELATIONSHIPS TO REDUCE RISK

- **Safety on the Streets** – When walking down the street look confident. Keep your eyes in front of you and be aware of your surroundings. Be familiar with the neighborhood and know where you are going. Ask a friend or family member for a ride if you don't feel comfortable walking home at night.
- **Be an Ally** - When you go to a party, go with a group of friends. Arrive together, check in with each other frequently and leave together. Have a buddy system. Don't be afraid to let a friend know if you are worried about her/his safety. If you see someone who is intoxicated, offer to call a cab.
- **Watch your Beverages** – When you are out keep an eye on your drink. An unattended drink or accepting a drink from a stranger could be dangerous. Many rapes occur with the help of drugs being slipped into a victim's drink and most of these drugs you cannot taste or smell. When you go to the bathroom or on the dance floor keep your drink with you. Be careful drinking from a punch bowl at a party.
- **Dating** – If you are going out with someone new or someone you met on an internet dating site have a group date or meet them in a public place.





# HEALTHY BEHAVIOR AND RELATIONSHIPS TO REDUCE RISK

- With regard to relationships:
  - Know your limits. How far do you want to go with a date?
  - Communicate your limits clearly.
  - Back up your words with a strong voice and body language.
  - Respect yourself.
  - Don't be afraid to make a scene and stand up for yourself.

