

Information for the Respondent After a Complaint has been filed under McPherson College's Sexual Misconduct Policy

The following information provides a short summary of McPherson's policy and processes after a complaint of sex discrimination, sexual harassment, sexual violence (including sexual assault), domestic violence, dating violence, or stalking has been filed against you. Please contact the Title IX Coordinator or Deputy Title IX Coordinator if you have any questions about this information.

I. General Information

- **McPherson's Obligation to Investigate.** The College is required by law to investigate and resolve complaints of this nature. The fact that a complaint has been filed against you does not mean that the College has reached any conclusions about whether the alleged conduct has occurred.
- **Preservation of Evidence.** It is extremely important that you preserve evidence showing the circumstances surrounding the allegations and complaint. This can include physical evidence (notes, calendars, receipts, clothing, etc.) as well as evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.).
- **Options.** When a complaint has been filed against you, you have several options, including, but not limited to:
 - Contacting parents or a relative

- Seeking legal advice
- Seeking personal counseling
- Requesting further information about the investigation and resolution process
- Counseling. The College recognizes that having a complaint filed against you, and the circumstances underlying that complaint, may cause elevated levels of stress and confusion. Please note that Sandstone Bridge Center is a confidential resource that is available to assist you.
 - Mental health services available through Linda Helmer
(620) 242-242-0404 or 2404 from campus extension
- Further information. McPherson College staff is available to provide information and answer questions about the investigation and resolution process.
 - McPherson's Title IX Coordinator
Brenda Jill Stocklin-Smith, PHR, SHRM-CP, M.Ed.
1600 East Euclid
Human Resources
McPherson College
McPherson KS 67460
(620) 242-0454 or 2454 from campus extension
stocklib@mcpherson.edu
 - McPherson's Deputy Title IX Coordinator
Dr. Khalilah Doss
Vice President of Student Life and Dean of Students
1600 East Euclid
McPherson College
McPherson KS 67460
(620) 242-0501
dossk@mcpherson.edu
- Other Resources. Other resources that you may find

beneficial are:

- Prairie View Mental Health Hotline:
800-362-0181
- McPherson's Financial Aid Office:
www.mcpherson.edu/admissions/financial-aid
- Legal Assistance
 - Kansas Legal Services: 1-800-723-6953
(<http://www.kansaslegalservices.org>)
- Visa and Immigration Assistance
 - Immigration Advocates Network:
<http://www.immigrationadvocates.org/nonprofit/legaldirectory/search?state=KS>
 - U.S. Citizenship and Immigration Services:
<http://www.uscis.gov/about-us/find-uscis-office/field-offices/kansas>

II. Institutional Procedures

- McPherson's Sexual Misconduct Policy and Complaint Resolution Procedures (available at: <https://www.mcpherson.edu/admin-policies>) governs complaints of sex discrimination, sexual harassment, sexual violence (including sexual assault), domestic violence, dating violence, and stalking. The procedures:
 - Will provide a prompt, fair, and impartial resolution of the complaint, under the evidentiary standard of preponderance of the evidence, i.e., whether it is more likely than not that the alleged conduct occurred.
 - Are carried out by College officials who have received training on these issues and how to conduct an investigation that promotes safety and accountability.
 - Provide you and the complainant the right to have a support person/advisor accompany you to all aspects of the investigation and resolution process. A support

person/advisor may not advocate for a party like an attorney would in court.

- Ensure that both you and the complainant will be notified simultaneously in writing of the outcome of all stages of the process, including any appeals.
- If you desire to have a support person/advisor but cannot find someone that you are comfortable with, please contact the Title IX Coordinator or Deputy Title IX Coordinator for assistance in doing so.
- You are prohibited from retaliating against the complainant for filing a complaint or against anyone else who participates in the investigation.

III. Possible Interim Measures and Sanctions

- Interim Measures. At any time during the investigation, the College may impose interim measures pending the outcome. These may include separating you and the complainant, placing limitations on contact between the parties, suspension, or making alternative living, class-placement, or workplace arrangements. The College will also take reasonable and legal action to implement any court restraining or no-contact order. You must honor any interim measures; violating them is a violation of McPherson's policy separate from the allegations of the complaint.
- Sanctions. If there is a finding that a violation of the College's Sexual Misconduct Policy has occurred, sanctions may include counseling or training, separation of the parties, and/or discipline, including written reprimand, probation, suspension, demotion, termination, or expulsion.