**What You Need to Know about Title IX as a Member of the McPherson College Community**

1. Our college’s administrative policy is: **ADM 150 – Sexual Harassment Policy and Title IX Grievance**

**Procedures** located on our intranet site

1. This policy. ADM #150 applies only to Sexual Harassment. **Complaints of other forms of sex discrimination** are governed by the College’s Non-Discrimination Policy or ADM #180 **McPherson College Policy Against Discrimination, Harassment, and Retaliation and Complaint Procedure**
2. **Every college employee is a mandated reporter.**
3. Administrators, faculty members, staff, students, contractors, guests, and other members of the College community who commit Sexual Harassment **are subject to the full range of College discipline**
4. What **is Sexual Harassment**?
	1. “Sexual Harassment” is conduct on the basis of sex that constitutes Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking.
	2. “Quid Pro Quo Sexual Harassment” is 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 contact.
	3. “Hostile Environment Sexual Harassment” is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person access to the College’s education programs and activities.
5. Includes **Sexual Assault:**
	1. Sexual Assault” includes the sex offenses of Rape, Sodomy, Sexual Assault with an Object, Fondling, Incest, and Statutory Rape
6. **Other forms of Sexual Harassment**: Dating Violence, Domestic Violence, Stalking
7. **Retaliation:** It is a violation of this policy to engage in Retaliation. Reports and Formal Complaints of retaliation may be made in the manner specified in Sections VIII and XV. Any report or Formal Complaint of Retaliation will be processed under this policy in the same manner as a report or Formal Complaint of Sexual Harassment, as the case may be.
8. **Confidentiality**: The College will keep confidential the identity of any individual who has made a report or Formal Complaint of Sexual Harassment or Retaliation including any Complainant, the identity of any individual who has been reported to be a perpetrator of Sexual Harassment or Retaliation including any Respondent, and the identity of any witness
9. Some changes in the August 14, 2020 regulation include:
	1. **SCOPE:** This policy applies to Sexual Harassment that occurs **within the College’s Education Programs and Activities and that is committed by an administrator, faculty member, staff, student, contractor, guest, or other member of the College community.**
	2. This policy does not apply to Sexual Harassment that occurs off-campus, in a private setting, and outside the scope of the College’s Education Programs and Activities; such sexual misconduct may be prohibited by the Student Code of Conduct if committed by a student, the Faculty Handbook if committed by a faculty member, or other College policies and standards if committed by an employee
10. Consistent with the U.S. Department of Education’s implementing regulations for Title IX, **this policy does not apply to Sexual Harassment that occurs outside the geographic boundaries of the United States**, even if the Sexual Harassment occurs in the College’s Education Programs and Activities, such as a study abroad program.  Sexual Harassment that occurs outside the geographic boundaries of the United States is governed by the Student Code of Conduct if committed by a student, the Faculty Handbook if committed by a faculty member, or other College policies and standards if committed by an employee.
11. Sexual harassment applies to all **activity that occurs on campus or on other property owned or occupied by the College**.  **It also includes off-campus locations, events, or circumstances over which the College exercises substantial control over the Respondent and the context in which the Sexual Harassment occurs, including Sexual Harassment occurring in any building owned or controlled by a student organization that is officially recognized by the College**

If you have been a victim or a member of our college community has informed you of a situation as described above, **immediately contact a member of our Title IX team:**

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