

IF IT HAPPENS TO YOU TAKE ACTION

DON'T IGNORE IT

Pay attention to cues, comments, instincts, and experiences. Address unwanted contact immediately.

SAY NO

Tell the person that the conduct is unwanted. Tell them to stop.

TELL SOMEONE

If you are a student, tell an instructor, a counselor, campus security, a staff member, a coach, or anyone listed in this brochure.

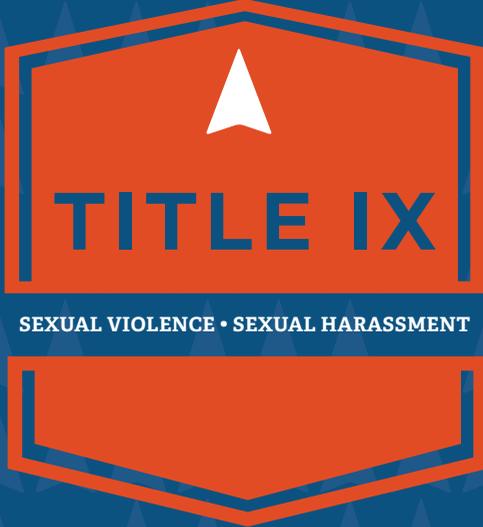
If you are an employee, tell your supervisor, an administrator, a vice president, a staff or faculty member, or anyone listed here.

WE TAKE EVERY COMPLAINT SERIOUSLY

Northland College takes any complaint about sexual violence or sexual harassment very seriously. The College follows the guidelines published by the US Department of Education and Office of Civil Rights, and has an official grievance procedure published online in the Sexual Harassment and Gender-Based Misconduct Policy.

Each complaint is immediately assessed to determine imminent danger and duty to warn others. A preliminary inquiry is conducted to determine reasonable cause that a violation has occurred, and if so, a full and thorough investigation is performed. Once an outcome has been determined, the complainant and respondent are informed and appropriate actions are taken based on that outcome.

NORTHLAND COLLEGE



TITLE IX
SEXUAL VIOLENCE • SEXUAL HARASSMENT

IT'S REAL

Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §1681 et seq., is a federal civil rights law that prohibits discrimination on the basis of sex in educational programs and activities. Sex discrimination encompasses all forms of sexual violence and sexual harassment by employees, students, or third parties against students, employees, or third parties.

WHICH IS WHY WE HAVE A POLICY

Northland College provides equal employment and educational opportunity on the basis of merit without discrimination due to age, race, ethnicity, color, sex, religion, national origin, sexual orientation, veterans' status, or disability.

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THIS IS SEXUAL VIOLENCE & SEXUAL HARASSMENT

Unwelcome, gender-based verbal or physical conduct which is sufficiently serious that unreasonably interferes with, limits, or deprives someone of the ability to participate in or benefit from the institution's educational program. The unwelcome behavior may be based on power differentials (quid pro quo), the creation of a hostile environment, or retaliation.

THIS IS 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 as defined by Wisconsin state law:

"words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact." Minors, persons suffering from mental illness or defect, and sleeping or unconscious persons are presumed unable to give consent. Failure to resist does not indicate consent.

– WI Statute Section 940.225 (4).

EXAMPLES OF SEXUAL VIOLENCE & SEXUAL HARASSMENT

- Sexual violence or intimate partner violence
- Attempting to coerce an unwilling person into a sexual relationship
- Engaging in sexual interactions without freely given consent
- Conditioning a benefit on submitting to sexual advances
- Gender-based stalking or bullying
- Repeatedly subjecting a person to egregious, unwanted sexual attention
- Touching of a sexual nature
- Sexually suggestive phone calls, texts, email, or gestures; jokes or innuendos; derogatory, degrading, or sexist remarks about a person's body, clothing, or sexual activities
- Displaying or distributing sexually explicit drawings, pictures, or written materials
- Reprisal for a refusal to comply with any of the above statement

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WHO TO TELL

In order to make informed choices when consulting campus resources, people that have been victimized need to be aware of confidentiality and mandatory reporting laws.

- Some resources may maintain your complete confidentiality, offering you options and advice without obligation to tell anyone, unless you want them to.
- Other resources are expressly there for you to report crimes and policy violations, and they are obligated to take action when you report your victimization.
- If you are unsure of someone's duties and their ability to maintain your privacy, **ask them before you talk to them.**

Students, faculty, and staff may report incidents to any trusted faculty or staff member of the College. Managers, supervisors, faculty, staff, and any other agent of the College (including RAs) **are required to respond** promptly and appropriately to allegations of sexual harassment that are brought to their attention.

CONFIDENTIALITY & REPORTING

CONFIDENTIAL HELP

For complete confidential assistance, contact the individuals listed below. Privacy laws prohibit these individuals from disclosing your conversation without your written permission.



Tina Gerovac

Director of Student Health Services
Ponzio Camupus Center 206
715-682-1340
thagstrom@northland.edu



Scott Johnson

Counselor
Ponzio Camupus Center 232
715-682-1369
skjohnson@northland.edu

MANDATORY REPORTING

You may also make a formal or informal complaint directly to the Title IX administrator or deputy coordinator. They will initiate an immediate inquiry into complaint.



Hal Haynes

Dean of Students
Title IX Administrator
Ponzio Campus Center 229
715-682-1230
hhaynes@northland.edu



Rita Mueller

Director of Human Resources
Deputy Title IX Coordinator
Brownell 110
715-682-1841
rmueller@northland.edu

Alternatively, you may also contact the Office for Civil Rights, U.S. Department of Education, at 312-730-1560 or email OCR.Chicago@ed.gov.

DON'T BE AFRAID TO REPORT

Sometimes people are afraid to report sexual violence or harassment because drugs or alcohol are involved. The College's highest priority is the safety of everyone on campus. Any other rule violations will be handled separately from the sexual violence or harassment complaint. The use of alcohol or drugs never makes the person who was victimized at fault for sexual violence.

WE DO NOT TOLERATE RETALIATION

The College prohibits any form of retaliation against a complainant. Any allegations of retaliation will result in an immediate investigation and appropriate action consistent with the College's due process procedures. Examples of retaliation include:

- Pressuring a complainant to withdraw the complaint
- Sending unwelcomed messages directly, through acquaintances, or electronically
- Lowering your grade
- Stalking or threatening a complainant
- Poor performance report
- Failure to provide campus services such as housing, billing, registration
- Removal from classes, teams, activities
- Change of work schedule and/or work duties



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