WHAT IS TITLE IX?
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.

WHO DO I TELL?
In order to make informed choices when consulting campus resources, people who 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 specifically there for you to report crimes and policy violations.

• 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 Housing) are required to respond promptly and appropriately to allegations of sexual harassment that are brought to their attention.

CONFIDENTIAL ASSISTANCE
For complete confidential assistance, contact the individuals indentified as Confidential Assistance on the back. Privacy laws prohibit these individuals from disclosing information without your written permission.

SEXUAL MISCONDUCT & SEXUAL ASSAULT
TITLE IX AT IOWA CENTRAL

It is the policy of Iowa Central Community College not to discriminate in its programs, activities, or employment on the bases of race, color, national origin, sex, disability, age, sexual orientation, gender identity, creed, religion, and actual or potential family, parental or marital status.
If you have questions or complaints related to compliance with this policy, please contact the Vice President of Human Resources, Iowa Central Community College, One Triton Circle, Fort Dodge, Iowa 50501; Telephone: 515-574-1138; Email: concerns@iowacentral.edu, or the Director of the Office for Civil Rights U.S. Department of Education, John C. Kluczynski Federal Building, 230 S. Dearborn Street, 37th Floor, Chicago, IL 60604-3108, Telephone: (312) 730-1560 Faxsimile: (312) 730-1574, TDD 800-877-8339 Email: OCR.Chicago@ed.gov.

www.iowacentral.edu/about/titleIX.asp

Fall 2023
Sexual harassment is a form of sexual discrimination that violates Title VII of the Civil Rights Act of 1964 and/or Title IX of the Education Amendments of 1972 and includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that subverts the mission of the College and threatens the careers, educational experiences, and well-being of students, faculty, and staff.

Sexual violence is prohibited and is specifically addressed in the Violence Against Women Reauthorization Act of 2013. Sexual violence refers to physical sexual acts perpetrated against a person’s consent or where a person is incapable of giving consent.

As an educational institution, Iowa Central Community College strives to provide a respectful, safe, and non-threatening environment for students and employees. The mission of the College is to provide quality educational opportunities in the classroom and outside of the classroom. Harassment and violence against students, faculty, and staff subverts this mission and will not be tolerated.

Students who feel that they have been the subjects of such harassment should advise the Vice President of Student Services or the College’s Title IX Coordinator. Staff members should advise one of the following: their immediate supervisor, the appropriate Vice President, or the College’s Director, Human Resources/EEO Coordinator. Iowa Central takes every complaint about sexual violence or sexual harassment very seriously.

**EVERY COMPLAINT IS TAKEN SERIOUSLY**

**CONSENT IS SEXUAL VIOLENCE & SEXUAL HARASSMENT**

Sexual activity requires consent. Consent is defined as sexual permission. In order for individuals to engage in sexual activity of any type with each other, there must be clear, knowing and voluntary consent prior to and during sexual activity. Consent can be given by word or action. Consent should never be assumed.

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**FOR EXAMPLE**

- Sexual violence or intimate partner violence
- Attempting to coerce an unwilling person into a sexual relationship
- Engaging in sexual interactions without freely given consent
- Gender-based stalking or bullying
- Repeatedly subjecting a person to 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
- Retaliation for a refusal to comply with any of the above statements

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