

TITLE IX AT EASTERN MENNONITE UNIVERSITY

What is Title IX?

Federal Title IX regulations prohibit sex discrimination in institutions of higher education and guides universities in responding to reports of sexual harassment, including sexual misconduct, sexual assault, dating violence, domestic violence, and stalking, reported by or about university students and employees.

What is Sexual Harassment?

Title IX Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:

- An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct ("quid pro quo sexual harassment"); or
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity ("hostile environment sexual harassment"); or
- Sexual Assault, Domestic Violence, Dating Violence, or Stalking

What is Sexual Misconduct?

Sexual misconduct is defined at EMU to include other forms of misconduct, on the basis of sex, that is not within the definition of sexual harassment. Sexual misconduct encompasses sexual exploitation, indecent exposure, and sexual discrimination (definitions provided below). Sexual misconduct may occur through physical violence, the threat of violence, and/or coercion.

An incident of sexual misconduct can consist of a single act or a pattern of acts. Incidents of sexual misconduct can occur separate from or in tandem with incidents of relationship violence.

What is Sexual Assault?

Sexual Assault includes the sex offenses of Rape, Sodomy, Sexual Assault with an Object, Fondling, Incest, and Statutory Rape. The University's definition of Sexual Assault is mandated by federal regulations implementing Title IX.

Other related conduct prohibited under the Relationship Violence and Sexual Misconduct policy includes **stalking, dating and domestic violence, and gender based harassment**. Retaliation for reports of sexual violence, including **bullying and intimidation**, are also prohibited.

What is the Relationship Violence and Sexual Misconduct (RVSM) Policy at EMU?

EMU is committed to establishing and maintaining a community free from all forms of sexual discrimination and harassment. RVSM is prohibited at EMU. The university will take prompt and equitable action to eliminate RVSM, prevent its recurrence, and repair the harm that has been caused. The purpose of the RVSM Policy is to describe the process for reporting alleged violations of the policy, outline the procedures used to investigate and resolve alleged violations of policy, and identify resources available to members of the EMU community.



HOW TO FILE A REPORT:

Online IncidentReport:
emu.edu/safecampus

Once a report is submitted, a notice is given to the Title IX Coordinator. At that time the Title IX Coordinator will contact the reporting party to gather more information, offer support services, and determine, in collaboration with the reporting party, how to proceed.

The university prohibits retaliation or retribution, in any form, against an individual who reports, in good faith, a suspected violation of the Relationship Violence and Sexual Misconduct policy.

TITLE IX SERVICES

Title IX Coordinator:
Sarah Olejniczak, Ph.D.
sarah.olejniczak@emu.edu

Response Coordinator and
Lead Title IX Deputy Coordinator
Venissa White
540-432-4133

EMERGENCY SUPPORT

Counseling Services
540-432-4317
counselingservices.emu.edu

24-Hour Sexual Assault Hotline
540-434-2272
thecollinscenter.org

CONFIDENTIAL RESOURCES, HARRISONBURG VA CAMPUS:

Survivor Advocate
540-432-4911
carina.contreras@emu.edu

Health Services
540-432-4308

University Chaplain
540-432-4273
brian.burkholder@emu.edu