

Know Your IX

Title IX (pronounced "Title 9") is a federal regulation that prohibits sex discrimination in institutions of higher education. Title IX provides guidance on how universities respond to reports of sexual assault, domestic and dating violence, stalking, sexual harassment, and gender-based harassment reported by or about university students and employees.

EMU stands against victim blaming!

It is important to remember that **no matter what happened, no matter what anyone says, sexual harassment and sexual violence are not the victim's fault,** and everyone has the right to be free from relationship violence and sexual misconduct.

Relationship violence includes domestic violence and dating violence.

Sexual misconduct includes sexual assault, sexual exploitation, indecent exposure, and sexual harassment.

Other related conduct includes gender-based harassment, stalking, hazing, bullying, and intimidation.

(see definitions on back)

Confidential Resources:

EMU Counseling Services:
(540) 432-4317

EMU Campus Pastor:
(540) 432-4115

Community Resources:

Collins Center
24-Hour Crisis Hotline
(540) 434-2272

Harrisonburg Police Department,
Detective Aaron Dove
(540) 434-4436

Consent is knowing, voluntary, and clear permission, by word or action, to engage in mutually agreed upon sexual activity.

Silence or the lack of a "no" is not consent.

A current or previous dating relationship is not sufficient to constitute consent.

A person can withdraw consent at any time during sexual activity.

If someone is under the influence of alcohol or drugs, unconscious, asleep, or experiencing a temporary or permanent physical or mental health condition (i.e., incapacitated), that person is not capable of giving consent while incapacitated.

A person's dress, actions, past sexual history, and alcohol consumption do not indicate consent.

"No." IS A COMPLETE SENTENCE.

How to File a Report: *Online Incident Report:* <https://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, an actual, potential, or suspected violation of the relationship violence and sexual misconduct policy.

Title IX Coordinator:

In accordance with Title IX regulations, EMU has designated Irene Kniss as the University's Title IX Coordinator. Questions regarding Title IX, as well as concerns about non-compliance or reports of sexual assault may be directed to her at:

Irene Kniss
Title IX Coordinator
540-432-4302

For more information on EMU policies and procedures, visit:
<http://emu.edu/titleix/relationship-violence-policy/>

Reports of relationship violence and sexual misconduct are taken seriously at EMU. A fair process will be conducted to determine whether violations of EMU's Relationship Violence and Sexual Misconduct Policy have occurred. Those found responsible for violations of the policy face a range of outcomes, listed in Appendix A of the Relationship Violence and Sexual Misconduct Policy (<https://emu.edu/titleix/relationship-violence-policy/>).

Definitions of Relationship Violence and Sexual Misconduct

Relationship Violence is a broad term used by EMU to categorize types of violence that occur in the context of an intimate relationship (including emotional, psychological, physical, or fiscal abuse). Relationship violence includes domestic violence and dating violence.

- **Domestic violence** is violence, force, or the threat of violence or force by a current or former spouse or sexual/intimate partner of the reporting party, by a person who is living with or has lived with the reporting party as a spouse or intimate partner, or by a person with whom the reporting party shares a child in common.
- **Dating violence** means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the reporting party. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include any acts covered under the definition of domestic violence.

Sexual misconduct is a broad term used by EMU to refer to violence of a sexual nature. Sexual misconduct includes sexual assault, sexual exploitation, indecent exposure, and sexual harassment. Sexual misconduct may occur through physical violence, the threat of violence, and/or coercion.

- **Sexual assault** is an offense that meets the definition of rape, fondling, incest, or statutory rape.
 - **Rape** is penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of the responding party, without the consent of the reporting party.
 - **Fondling** is the touching of private body parts of the reporting party by the responding party for the purpose of sexual gratification, without the consent of the reporting party, including instances where the reporting party is incapable of giving consent because of age or because of temporary or permanent incapacitation.
 - **Incest** is sexual intercourse between persons related to each other within the degrees wherein marriage is prohibited.
 - **Statutory rape** is sexual intercourse with a person who is under the age of consent (18) by a person over age 18.
- **Sexual exploitation** is purposely or knowingly causing the impairment or incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give affirmative consent to sexual activity; allowing third parties to observe sexual activity from a hidden location (e.g., a closet) or through electronic means (e.g., Skype or live-streaming of images); engaging in voyeurism (e.g., watching private sexual activity without the consent of the participants or viewing another person's intimate parts [including genitalia, groin, breasts, or buttocks] in a place where that person would have a reasonable expectation of privacy); recording or photographing sexual activity and/or a person's intimate parts (including genitalia, groin, breasts, or buttocks) without affirmative consent; disseminating or posting images of private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts, or buttocks) without affirmative consent; prostituting another person; or exposing another person to a sexually transmitted infection or virus without the other's knowledge.
- **Indecent exposure** includes exposing genitals, buttocks, or breasts in any public place or in any place where there are other persons present and under circumstances in which one knows or should know that this conduct is likely to offend, affront, or alarm.
- **Sexual harassment** is unwelcome sexual advances, unwelcome requests for sexual favors, or otherwise unwelcome behavior of a sexual nature.

Other related conduct prohibited under the Relationship Violence and Sexual Misconduct policy includes **stalking, hazing, and gender-based harassment**. Retaliation for reports of sexual violence, including **bullying and intimidation**, are also prohibited. For definitions and more information, view the policy at <https://emu.edu/titleix/relationship-violence-policy/>.

PEER SUPPORT

Peers are often the first people to be disclosed to.

Peers are encouraged to listen, believe, offer emotional support, direct toward resources, and offer assistance in submitting a report.

**EMU is
committed
to survivors
AND
committed
to fair
processes.**

Bystander CARE

- Confront the Situation
- Alert Others
- Redirect Attention
- Engage Peers

EMU commits to being supportive of one another while also holding each other accountable for the choices we make.