

Know Your IX

Under **Title IX**, discrimination on the basis of sex can include sexual harassment, rape, and sexual assault. A college or university that receives federal funds may be held legally responsible when it knows about and ignores sexual harassment or assault in its programs or activities.

We stand against victim blaming!

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

Sexual Misconduct includes:

- sexual harassment
- sexual assault
- sexual exploitation
- stalking
- relationship violence

(see definitions on back)

Non-Mandated
Reporting
Resource:
EMU
Counseling
(540) 432-4317
EMU
Campus Pastor
(540) 432-4115

Mandated Reporting Resources:

Collins Center
24-Hour Crisis Hotline
(540) 432-6430

Harrisonburg Police
Department,
Detective Aaron Dove
(540) 437-2646
(540) 560-0215

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 physically and/or mentally incapacitated, under the influence of alcohol/drugs, disabled, or any other cause, he or she cannot give consent.
- A person's dress, actions, past sexual history, and alcohol consumption do not indicate consent.

“NO.” IS A COMPLETE SENTENCE.

How to File a Complaint: *Online Incident Report:* <https://emu.edu/safecampus/>

Who to contact, what happens: Once an incident form is completed, the Title IX Coordinator is notified. The Title IX Coordinator will contact the reporter/reporting party. Depending on the severity of the incident, the reporting party will be able to determine if/when the incident is investigated.

Retaliation: 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 sexual misconduct policy.

Anonymous Reports can be filed. "Involved Parties" section can be left blank. Please know that anonymous reports are very difficult to follow up on.

Title IX Coordinator:

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

Irene Kniss
Title IX Coordinator
540-432-4302
titleixcoordinator@emu.edu

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

Definitions of Sexual Misconduct

Sexual Harassment: is a form of unlawful gender discrimination. Sexual harassment means unwelcome sexual advances, unwelcome requests for sexual favors, or other unwelcome behavior of a sexual nature.

Sexual Assault: consists of sexual contact and/or sexual intercourse that occurs without affirmative consent.

- *Sexual contact* is any intentional sexual touching, however slight with any object or body part (as described below), performed by a person upon another person.
Sexual contact includes:
- *Sexual intercourse* is any intentional penetration, however slight, with any object or body part (as described below), performed by a person upon another person, sexual intercourse includes:
vaginal penetration by a penis, object, tongue, or finger; anal penetration by a penis, object, tongue, or finger; and any contact, no matter how slight, between the mouth of one person and the genitalia of another person.

Sexual Exploitation: is purposely or knowingly doing any of the following:

- 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., 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.

Stalking: occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear bodily injury or to experience substantial emotional distress.

Relationship Violence: is a broad term that encompasses domestic violence, dating violence, intimate partner violence, and stalking (definitions provided below). Relationship violence often includes ongoing emotional, psychological, physical, and fiscal abuse. Though this policy addresses physical acts of relationship violence, individuals experiencing other facets of relationship violence should seek help from campus resources, regardless of whether the abuse is occurring on-campus.

PEER SUPPORT

Peers are often among the first to field a disclosure.

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

**EMU is
committed
to survivors
AND
committed
to fair
processes
for all
parties.**

Bystander CARE

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

EMU is committed to being supportive of each other while also holding each other accountable for the choices made.