



KEY POINTS ABOUT SEXUAL HARASSMENT

- Sexual harassment can take different forms depending on the harasser and the nature of the harassment.
- College or university employees, other students, and non-employee third parties, such as a visiting speaker, may carry out this conduct.
- The conduct can be verbal, nonverbal or physical.
- People of all genders can be victims of sexual harassment, and the harasser and the victim may be of the same or different sexes.
- Sexual harassment can occur in any school program or activity and can take place in institutional facilities or at off-campus locations, such as a school-sponsored retreat or training program at another location.

Mississippi Valley State University does not tolerate gender-based discrimination, and we intend to make our campus a safe and welcoming place to live, work, and learn. Victims can talk with anyone here on campus if they or someone they know is experiencing sexual harassment/sexual violence. We will provide support and put victims in touch with the Title IX Coordinator and other resources right away.

HOW TO REPORT A TITLE IX COMPLAINT

All complaints of harassment or discrimination will be investigated in a manner that is prompt, adequate, and impartial. Faculty, staff, and student employees who are knowledgeable of sexual harassment or sexual violence are obligated to report complaints to their supervisors or department head and/or the Title IX Coordinator.

Any student, employee or third party who believes they have been subjected to sexual harassment, including sexual violence/sexual assault, are encouraged to file an official complaint with the University. Students, faculty, and staff may also file a complaint of sexual harassment or sexual assault on another’s behalf. The following offices and corresponding personnel are the appropriate channels through which to report sexual harassment, discrimination, and/or violence:

Dr. Chetara Epps, Interim Title IX Coordinator
William Sutton Administration Building, Suite 209
662-254-3054
Email: title.ix@mvsu.edu

Division of Student Affairs
H.G. Carpenter Building
Student Affairs Suite
662-254-3636

OTHER RESOURCES

Mr. Raynaldo Gillus
Director of Residential Life and Student ConductStudent
Clara T. Reed Hall Building
662-254-3590
Email: raynaldo.gillus@mvsu.edu

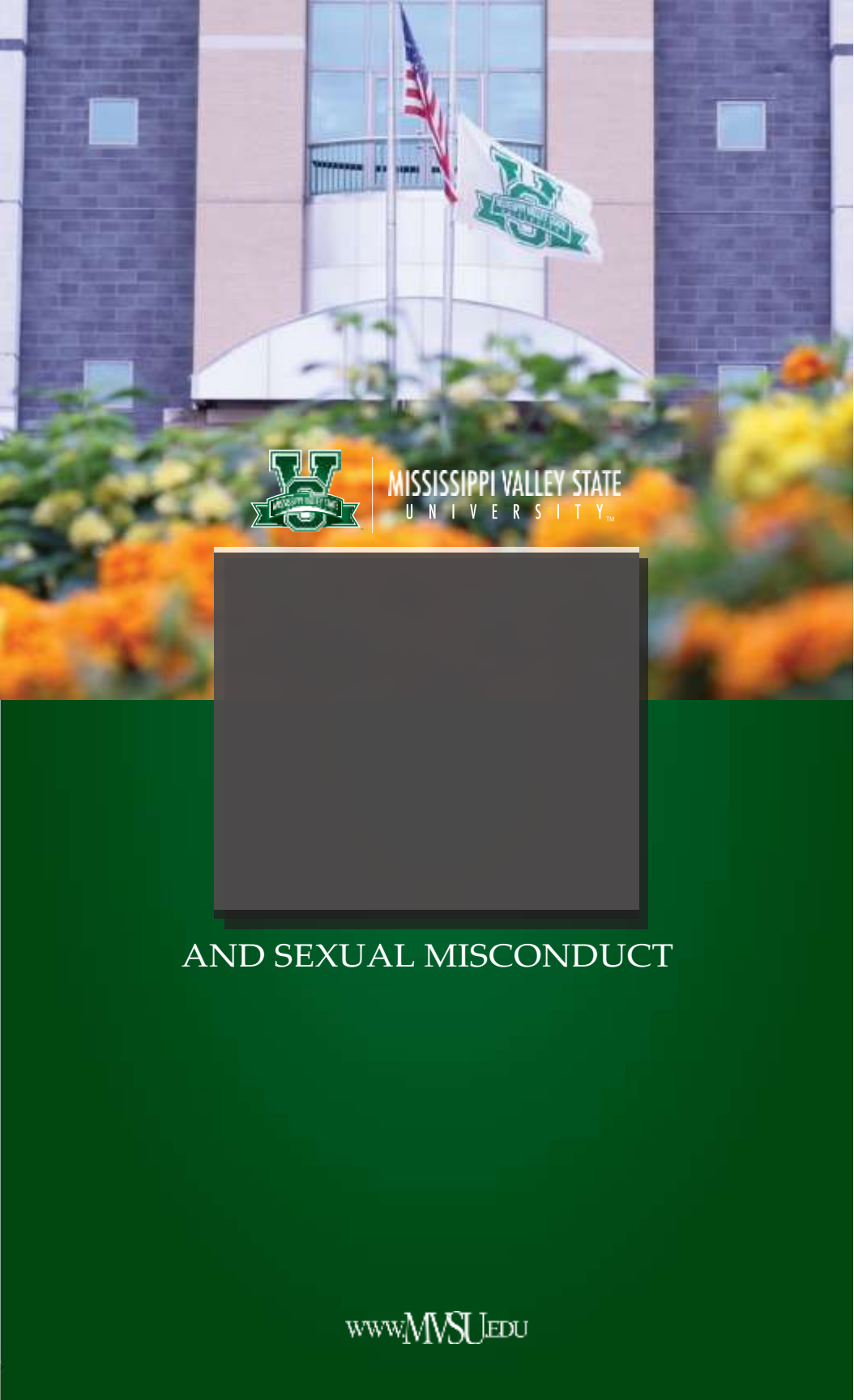
Chief of University Police
Annex II Building, 1st Floor
662-254-3478/3479

Mrs. Elizabeth Hurssey
Director of Human Resources
William W. Sutton Administration Building, 3rd Floor
662-254-3531
Email: ejhurssey@mvsu.edu

Student Code of Conduct
<https://www.mvsu.edu/Student-Handbook>

Employee Discrimination and Harassment Policy
<https://www.mvsu.edu/human-resources/personnel-handbook>

MISSISSIPPI VALLEY STATE UNIVERSITY
14000 Highway 82 W
Itta Bena, MS 38941
Phone: 662-254-9041 (main operator)
Web: www.mvsu.edu/index.php



AND SEXUAL MISCONDUCT

TITLE IX

Title IX of the Education Amendments of 1972 prohibits discrimination in educational programs and activities. Title IX applies to all participants of such programs, including students, parents and faculty/ staff members. “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” The focus of this policy is sex discrimination in the form of sexual harassment, sexual assault, and other forms of sexual misconduct as defined below.

DEFINITION OF SEXUAL HARASSMENT

As used in this policy, the term “sexual misconduct” refers broadly to unwelcome behavior of a sexual nature committed without effective consent. Sexual misconduct can vary in its nature and severity. For purposes of MVSU’s policy, sexual misconduct includes, but is not limited to, sexual harassment, sexual assault, sexual exploitation, stalking and domestic or dating violence.

- **Sexual Harassment** is unwelcome conduct of a sexual nature. It can include verbal or non-verbal communication or physical conduct. It is prohibited by this policy when it is sufficiently severe, pervasive or persistent that it denies or limits or is likely to deny or limit a reasonable person’s ability to participate in or benefit from University programs, services, opportunities or activities. Examples of prohibited sexual harassment include, but are not limited to (a) repeated sexual solicitations toward a person who has indicated they are unwelcome; (b) conditioning favorable treatment in connection with any University program upon sexual favors; (c) threats of a sexual nature that do not rise to the level of sexual assault or domestic violence; and (d) severe, pervasive, or persistent insults or derisive comments related to sex, gender, or sexual orientation directed at a specific individual.

- **Sexual Assault** refers to rape or other physical sexual acts perpetrated against a person without their consent. Sexual assault includes sexual penetration or intercourse or any other physical contact of a sexual nature that occurs without consent. This includes, but is not limited to, deliberate physical touching, as well as contact of a sexual nature with an object. Sexual assault also includes attempted physical sexual contact without consent, as well as attempts to induce sexual activity via direct threats of physical violence, even where no physical contact ultimately occurs.

- **Sexual Exploitation** is taking sexual advantage of another person in a way that deliberately

infringes on his or her reasonable expectation of privacy and/or security, but does not involve actual or attempted physical contact. Examples of sexual exploitation include, but are not limited to (a) recording images, video or audio of another person engaged in sexual activity or in a state of undress without that person’s consent, even if the sexual activity itself is consensual; (b) distributing images, video or audio of another person engaged in sexual activity or in a state of undress—or threatening to distribute the same—if the person distributing knew or reasonably should have known that the person depicted did not consent to the recording or the distribution; (c) viewing another person engaged in sexual activity or in a state of undress in a place where that

person would have a reasonable expectation of privacy, without that person’s consent and for the purpose of gratifying sexual desire; (d) failing to notify a person with whom one is engaged in a sexual activity that another person is observing.

- **Stalking** means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or suffer substantial emotional distress. Examples of stalking include, but are not limited to, physically pursuing a person against their wishes, or sending repeated unwanted messages by electronic or other means. Stalking violates this policy when it is undertaken, at least in part, for a sexual purpose.

- **Domestic/Dating Violence** refers to acts of physical violence, or threats of physical violence, committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The violent act itself may or may not be sexual in nature.

WHAT TO DO IF YOU ARE A VICTIM?

Get to a safe place/contact authorities. If you are in danger or need medical care, call 9-1-1 or Campus Police at 662-254-3478. If you can, get away from the person who assaulted you and get to a safe place quickly as possible.

Reach out for help. Call someone you trust who can help you. Support from a trusted friend, family member or university official is very helpful at this point because there are many decisions for you to make about what to do next. A list of persons to contact can be found on back of this brochure.

Seek Medical Assistance. It is strongly recommended that you seek medical attention as soon as possible after a sexual assault. Medical examination is an important component of the care that is provided to a sexual assault survivor. One of the reasons for medical examination is to check for any physical injuries; not all injuries are immediately apparent.

Seek Counseling. The trauma of sexual assault can be debilitation to survivors. Counseling is available through the campus Student Counseling Center.

Report the incident. Reporting incidents of sexual assault or abuse to the proper officials or authorities is greatly encouraged.

Confidential Assistance

Certain University personnel are able to provide assistance to victims of sexual misconduct on a confidential basis. These individuals are not required to convey information regarding sexual misconduct to the Title IX Coordinator or anyone else. Consequently, communications with these individuals do not put the University on notice of sexual misconduct. While these individuals may be able to provide assistance such as counseling or health care, notifying them will not trigger an investigation by the University or any disciplinary proceedings. Sources of confidential assistance include:

- **Counseling Center, Latasha James, Therapist:** (662-392-8337) allows students to meet confidentially with mental health counselors. Additionally, the Counseling Center can provide a sexual assault advocacy, offering confidential assistance, including (1) explaining reporting options; (2) providing accompaniment and assistance in seeking medical care or police assistance; and (3) seeking other assistance without disclosing the victim’s identity.

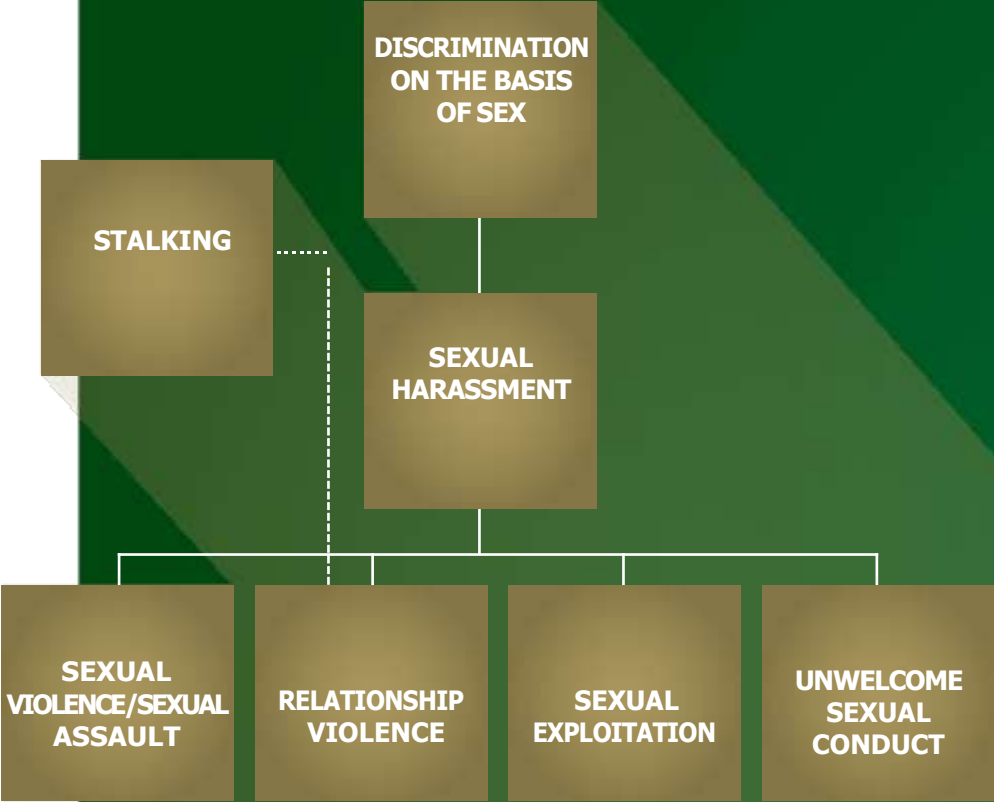
- **Student Health Center, Sharron Moore, Nurse Practitioner:** (662-822-9309) provides medical care, including emergency care, to members of the University community. Information shared with the Health Center staff, including information pertaining to sexual assault or other misconduct, is confidential.

As discussed above, the University may elect to confer confidential status to other employees consistent with applicable laws and regulations. If you are not certain whether an employee is required to report sexual misconduct to the University, please inquire with the Title IX Coordinator.

REMEMBER: Sexual assault is never the fault of the victim.

THE IMPORTANCE OF REPORTING TITLE IX OFFENSES

Mississippi Valley State University has a duty to promptly respond to all complaints for sexual harassment and sexual violence whether on or off campus. The purpose is to limit the effects of harassment in our educational environment and to prevent its occurrence. It is important to report any instance of discrimination or unfair treatment on the basis of sex or sexual harassment. Reportable offenses under Title IX are:



ROLE OF TITLE IX COORDINATOR

Our campus Title IX Coordinator is available to you and responsible for:

- Overseeing all Title IX complaints and investigations, working with other university officials
- Identifying and addressing patterns or systemic problems that arise
- Being available to provide support and answer questions
- Not having other job responsibilities that may create a conflict of interest
- Coordinating training, education, and communication pertaining to Title IX
- Assisting university police regarding how to respond appropriately to complaints file