

## **COX COLLEGE'S DISCIPLINARY POLICIES: SEXUAL OFFENSES**

In cases of alleged sex offenses or harassment on the Cox College campus, both the accuser and the accused are entitled to have equal opportunity by having others present during any disciplinary proceeding or hearing. Both the accuser and the accused must be informed of the outcome of any disciplinary proceeding or hearing brought within Cox College alleging a sexual offense or harassment, including final determinations and any sanction that is imposed upon the accused.

Cox College may impose sanctions following a final determination of any disciplinary proceeding or hearing regarding sexual harassment, rape, acquaintance rape, or other forcible or nonforcible sex offenses. These sanctions may include but are not limited to any or all of the following:

- Warning
- Counseling
- Letters of reprimand
- Disciplinary probation
- Disciplinary suspension
- Disciplinary dismissal
- Criminal or civil justice procedures

### **Sexual Assault**

**If you have been sexually assaulted, remember it is NOT your fault.**

1. Tell someone immediately. If on campus, call Security at 269-3715. If not on campus, call the police at 911 or 864-1810. Reporting the assault does NOT commit you to filing charges.
2. Call the Sexual Assault hotline at 8634-7233 for information and resources that can help you.
3. For emergency medical treatment, call 911 or go to CoxHealth's Emergency Department at either Cox North or Cox South, Urgent Care, or St. John's Emergency/Trauma Center.
4. Contact the Director of Student Services on Cox College's campus, 269-3598, for further information and help..
5. You may also wish to contact the following agencies:
  - Victims Center, 864-7233
  - Family Violence Center, 864-7233
  - CoxHealth Emergency Department North, 269-3193
  - CoxHealth Emergency Department South, 269-4083
  - St. John's Emergency/Trauma Center, 885-2115

### **Sexual Harassment**

Sexual harassment as defined by the Equal Employment Opportunity Commission:

“Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing and
2. submission to or rejection of such conduct by an individual is used as a basis

for academic or personal decisions affecting such an individual, or  
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work or learning environment. Sexual harassment may include explicit sexual propositions, sexual innuendo, gender-specific traits, foul or obscene language or gestures, display of foul or obscene printed or visual material, and physical contact such as patting, pinching, or brushing against another's body."

Harassment, especially sexual harassment is a violation of Title VII of the Civil Rights Act of 1964 and of Title IX of the Education Act Amendments of 1972. Cox College will not tolerate, condone, or subject anyone to any form of harassment. In addition to being illegal, any form of harassment violates the dignity of the individual and the integrity of the College as an institution of learning.

Harassment includes behavior which is personally offensive and which interferes with the working or learning effectiveness of individuals. Such behavior may include:

- Sexually oriented verbal kidding or abuse.
- Subtle pressure for sexual activity.
- Sexual flirtations, touching, advances, propositions, or blocking normal movement.
- Verbal conduct such as epithets, derogatory comments, slurs, or unwanted sexual advances, invitations or comments.
- Visual, graphic, or suggestive comments about an individual's dress or physical appearance, derogatory posters, cartoons, drawings or display in the College environment of sexually suggestive objects or pictures, including nude photographs.
- Using degrading words sexual or otherwise to describe an individual.
- Retaliation for having resisted or reported any alleged harassment.

Any employee or student who believes that the actions or words of another individual constitute harassment as defined above, has the responsibility to first express their perception of harassment to that individual and ask that the behavior stop.

**If this fails or if the individual does not feel that they can safely or effectively confront the individual, he/she should immediately make a verbal and written complaint of the behavior to the Director of Student Services, the College Security Officer, or a faculty advisor.**

All complaints of harassment will be investigated promptly, in an impartial manner, and as confidentially as possible. The investigation will be conducted by personnel not involved in the alleged harassment. Upon completion of an investigation, determination will be made regarding the resolution of the complaint. The college will take whatever action is needed to prevent, stop, correct, or discipline behavior that violates this policy. Disciplinary action may include, but is not limited to, oral or written warnings or dismissal for students and employees.

If an individual is not satisfied with the handling of the complaint or the action taken by the college, he/she can file a complaint by following the Complaint Resolution Procedure. In all cases, all parties involved will be notified of the findings and conclusions.

## **Sex Offender Registration and Community Notification**

Under provisions as set forth in the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act (Wetterling Act):

<http://www.ojp.usdoj.gov/BJA/what/2a1jwacthistory.html>), sex offenders are required to report any enrollment or employment at an institution of higher education and to provide this information to a law enforcement agency whose jurisdiction includes the institution.

Please access the links below regarding sex offender registries:

Greene County Sex Offender List: [www.greenecountymo.org/sheriff/sex\\_offender/list.php](http://www.greenecountymo.org/sheriff/sex_offender/list.php)

Missouri Sex Offender Registry:

<http://www.msdp.dps.missouri.gov/MSHPWeb/PatrolDivisions/CRID/SOR/SORPage.html>

Missouri State Highway Patrol Registry Sex Offenders List:

[www.msdp.dps.missouri.gov/CJ38/search.jsp](http://www.msdp.dps.missouri.gov/CJ38/search.jsp)