



TITLE IX AT KENYON

Office for Civil Rights/Title IX Call 740-427-5825

Samantha Hughes, Title IX Coordinator
hughess@kenyon.edu
740-427-5825 or 740-427-5820

HOW TO GET HELP

EMERGENCY RESPONSE

Kenyon Campus Safety

740-427-5555

740-427-5000

Knox County sheriff

911

740-397-3333

MEDICAL TREATMENT

Knox Community Hospital

1330 Coshocton Ave

740-393-9000

Kenyon Health Center

740-427-5525 or

Call Campus Safety

CONFIDENTIAL COUNSELING

Kenyon Counseling Center

740-427-5643 or

Call Campus Safety

Kenyon Sexual

Misconduct Advisors

740-358-1544 (24 hours)

Kenyon Peer Counselors

740-398-3806

New Directions Rape

Crisis Center

740-397-4357

Buckeye Region

**Anti-Violence Organization
(BRAVO)**

614-294-7867

www.bravo-ohio.org

Equitas Health

614-299-2437

www.equitashealth.com

WHAT SHOULD BE REPORTED?

When the following behaviors are based on sex, gender, gender identity or sexual orientation:

Sexual Harassment: When behaviors or comments are creating a sexualized hostile environment.

Sex/Gender Discrimination: A behavior or policy has the purpose or effect of restricting or denying a person or group's access to opportunities, programs or resources in relation to sex, gender, gender identity, gender expression or sexual orientation. Discrimination based on these categories interferes with a person's educational, work, social, housing, or athletic participation or performance.

Harassment on Basis of Sex/Gender: Any unwanted verbal or physical conduct on the basis of sex or gender, e.g., threatening to "out" a person's sexual orientation; repeated and unwanted comments related to a person's appearance/demeanor such as, "That tight fitting top really shows off your curves."

Non-consensual sexual intercourse: Penetrative or non-penetrative intercourse that occurs without active consent or when the complainant is incapacitated and unable to give consent.

Penetrative examples of sexual intercourse include, but may not be limited to: vaginal or anal penetration, however slight, with a body part (e.g., penis, tongue, finger, hand) or object, or oral penetration involving mouth to genital contact or mouth to anus contact.

Non-penetrative examples of sexual intercourse include, but may not be limited to: exposed genitals rubbing against each other, rubbing one's exposed genitalia against parts of another individual's body or rubbing another's exposed genitalia.

Non-consensual sexual contact: Intentional touching of someone's intimate parts without their consent.

Stalking: Repeated actions that threaten or substantially distress another person

Intimate Partner Violence: This may include physical harm, intimidation, harassment, bullying or cyberbullying within a dating, sexual, spousal or domestic partner relationship.

See the Title IX Policy, Section VI for complete details.

HOW DO I REPORT?

If something happened to you

You can make a *confidential* report to a campus official:

A College Counselor: 740-427-5643

A Sexual Misconduct Advisor: 740-358-1544

(24 hours when Kenyon is in session)

A Peer Counselor: 740-398-3806

Marc Bragin, College chaplain: 740-427-5228

Rachel Kessler, College chaplain: 740-427-5353

You can make a report and find out your options for support and processes by contacting:

Samantha Hughes, Title IX Coordinator

hughess@kenyon.edu

740-427-5825 or 740-427-5820

In an emergency, call Campus Safety at 740-427-5000 or the Knox County sheriff at 911.

If you are an employee and hear about or witness a possible Title IX situation, contact:

Samantha Hughes, Title IX Coordinator

hughess@kenyon.edu

740-427-5825 or 740-427-5820

FREQUENTLY ASKED QUESTIONS

Does information about a complaint remain private?

Typically it does. Any information collected in the course of reporting or investigating a complaint is kept private to the extent possible. Records generated in the course of the investigation may be protected under student record laws (FERPA).

If the reported act may constitute a felony under Ohio law, the College is required to report it to the Knox County sheriff. Names are not provided to the sheriff. This does not mean that charges will automatically be filed or that a complainant must speak with the sheriff.

Will the College tell my parents?

Generally, no. Students are encouraged to inform their parents if there are major medical or disciplinary consequences, or academic jeopardy. College officials will inform parents at the student's request or in a life-threatening situation.

Will the College inform my supervisor?

Supervisors will not typically be informed of reports. If a supervisor must be informed because of risk in the workplace, the reporting and responding parties will be informed.

If you are a respondent and are found responsible for a Title IX violation, your supervisor will be informed as necessary to implement any sanctions.

Will the respondent know my name?

If you request a no-contact order or a formal investigation, the respondent will know your name. If you request an informal resolution, you will be consulted about whether the respondent knows your name. If you do not want any type of process, the respondent will not know your name or that you have made a report. The only exception to this may be if the respondent appears to present a danger to the community.

Do I have to name the respondent?

No. You are not required to provide any specific information to the Title IX coordinator.

What do I do if I am accused of sexual misconduct?

Do not contact the complainant. You should talk with someone who can serve as a support/advisor to you. You will be asked to meet with the Title IX coordinator. You do not need to provide any specific information to the coordinator. However, the coordinator will provide you with important information about options for support and about the process. You may also wish to talk to a confidential resource.

How do I preserve evidence?

If you experienced a sexual assault, you may go to Knox Community Hospital for a rape kit. Do not shower or brush your teeth. Do not wash your clothes. Put any clothes or bedding that might contain evidence in a paper bag. If you do not wish to call the sheriff or go to the hospital, Campus Safety can store this evidence.

Save all other evidence of the event(s), including text messages, emails, notes/letters, photographs, etc.

Will a complainant be sanctioned for using illegal drugs or alcohol?

No, not unless there is damage not related to the sexual misconduct. The College does not want any circumstances (e.g., drug or alcohol use) to inhibit reporting.

Might the use of drugs or alcohol affect the outcome of a sexual misconduct complaint?

Drug or alcohol use does not diminish the respondent's responsibility. However, it may be considered in determining whether the complainant was able to give consent.

What if I'm not certain about what happened?

Contact a counselor, sexual misconduct advisor, or the Title IX coordinator.

I'm afraid of retaliation if I report.

Retaliation is prohibited. The retaliation clause of the Title IX policy will be enforced. Let the Title IX coordinator know about your concerns. Report any possible retaliation to the Title IX coordinator.

REDUCING THE RISK OF SEXUAL VIOLENCE

- **Express your sexual limits clearly and as soon as possible.** Make sure that you and your partner(s) understand and agree about what is going to happen.
- **No means no.** Say no as clearly as you can when you don't want to participate. If someone says no to you, stop. Immediately.
- **If your partner is not actively participating or is trying to move away, stop what you are doing.** Immediately. Talk about consent again.
- **Look out for your friends.** Ask that friends look out for you, especially if one of you has been drinking or using drugs.
- **If your partner has been drinking or using drugs, make sure they are capable of giving consent.** Unsteadiness, slurring speech, vomiting, smelling like alcohol, emotional volatility, and loss of consciousness are all signs of **incapacitation**. Incapacitated people cannot give consent under Kenyon policy or Ohio law.

KENYON'S TITLE IX POLICY APPLIES TO ALL MEMBERS OF THE KENYON COMMUNITY

Whether you are a student, staff member, administrator or faculty member, Kenyon's policy aims to protect you.

The expectations for behavior under Title IX are the same for all community members. Sexual and gender harassment and discrimination as well as sexual and gender misconduct and gender violence are never acceptable in our community.

The process is the same for all members of the community. This is true whether you opt for an informal or formal process.

QUESTIONS?

Contact:

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Office for Civil Rights

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