**HOWARD COLLEGE IS HERE FOR YOU**

The Title IX Coordinator is here to receive, respond to, and resolve all reports of gender-based discrimination which includes sexual harassment and sexual assault.

We are required to eliminate, prevent and redress all known instances of prohibited gender-based misconduct including sexual violence, dating violence, domestic violence and stalking.

The Title IX Coordinator is responsible for investigating reported misconduct and other gender-equity concerns, supporting the individuals involved, implementing measures to maximize campus safety, and promoting everyone’s ability to live and learn at Howard College in an environment free from gender-based discrimination.

Some ways we can help are:

- Obtain and connect you with resources
- Understand your right to seek protective measures
- By organizing supportive, interim and/or protective measures, like housing or academic modifications
- Understand the on-campus student conduct process
- Help you contact the HC Security Department, if necessary
- By responding to allegations of retaliation
- By responding to false allegations
- By providing transparent and accurate information about your Title IX rights, Howard College obligations under Title IX, and our processes and procedures

**RESOURCES**

knowyourix.org
loveisrespect.org
mrccac.org
safebae.org

The following individuals have been designated to handle inquiries regarding non-discrimination policies:

Christi Mikeska, Dean of Student Services,
District Title IX Coordinator
1001 Birdwell Lane
Dora Roberts Student Union Building
Big Spring, Texas 79720
432.264.5029
cmikeska@howardcollege.edu

Rhonda Kernick, Director of Human Resources
1001 Birdwell Lane
Old Main South Annex
Big Spring, Texas 79720
432-264.5100
rkernick@howardcollege.org

Howard College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate degrees. Questions about the accreditation of Howard College may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling (404) 679-4500, or by using information available on SACSCOC’s website (www.sacscoc.org).
PROHIBITED CONDUCT

The following conduct is prohibited by the Howard College student conduct policy. This conduct violates our community for standards and is prohibited gender discrimination.

- Sexual Harassment including Sexual Assault
  - Sexual Violence
  - Sexual Exploitation
  - Sexual Coercion
  - Stalking
  - Gender-Based Bullying
  - Relationship Violence
- Aiding or Facilitating Any Form of Sexual Misconduct
- Retaliation
- Aiding or Facilitating Any Form of Retaliation

What is Sexual Harassment?

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment can create an intimidating, hostile, or offensive environment and interfere with one’s ability to learn or benefit from their educational or work experience. Sexual harassment can happen to anyone by anyone.

Examples of Sexual Harassment:

- Pressure for sexual activity (coercion)
- Requests for sexual favors
- Unwelcome patting, hugging or touching of a person’s body, hair or clothing
- Sexual innuendos, jokes or comments
- Disparaging remarks to a person about his or her gender or body
- Displaying or transmitting sexually suggestive electronic content, including emails, texts and social media posts
- Giving unwelcome personal gifts
- Sexual assault

What if I want to report something, but I know I broke a rule under the student code of conduct?

Use of alcohol and drugs significantly increases the likelihood of sexual assault. **BUT IS NOT** the cause of sexual assault.

Howard College encourages the reporting of sexual assault whenever it occurs. Sometimes victims or bystanders are reluctant to report to college officials for fear of being charged with policy violations, such as underage drinking or consumption of illegal drugs at the time of the incident.

To encourage reporting of sexual assault, Howard College offers victims of sexual violence immunity from being charged with policy violations related to the particular incident.

And for bystanders/witnesses, Howard College may offer immunity from additional policy violation charges related to the particular incident.

What should I do if I am sexually assaulted or know someone who has been sexually assaulted?:

1. Get to a safe place
2. Contact someone who can help you—a friend, 911 or Rape Crisis 432-682-7273 (an advocate can meet you at the hospital to bypass ER registration)
3. Do not shower, drink/eat, douche or change your clothes
4. Get medical attention
5. Write down everything that you remember happening in as much detail as possible
6. Contact the Title IX Coordinator to help you with your immediate needs regarding your rights as a student and help you with supportive measures while receiving your education.

How do I make a report?

Online by scanning this QR Code

REPORT IN PERSON TO:

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1001 Birdwell Lane
Dora Roberts Student Union Building
Big Spring, Texas 79720
432.264.5029
cmikeska@howardcollege.edu