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).

No person shall be excluded from participation in, denied the benefits of, or be subject to discrimination under, any program or activity sponsored or conducted by Howard College, on any basis prohibited by applicable law, including, but not limited to race, color, national origin, sex, disability, and/or age.
10 things Howard College does for you:

I) Students have the right to an educational environment free from sex-based discrimination such as sexual harassment—including but not limited to: harassment, sexual assault, dating violence, domestic violence, stalking, and/or pregnant and parenting.

II) Sexual harassment may be in the form of attempted or completed sexual assault, verbal or physical sexuality based threats or abuse, stalking, voyeurism, exhibitionism, sexual exploitation and dating violence.

III) Howard College must be proactive in ensuring that our campus is free of sex discrimination for ALL students and employees.

IV) Howard College has an established procedure to handle complaints of gender-based sex discrimination and sexual harassment including sexual violence.

V) Once Howard College has actual knowledge of a complaint, we must take immediate action to ensure any individuals involved in a misconduct complaint can continue their education free of further sex discrimination, all elements of sexual harassment and retaliation.

VI) Howard College may not retaliate, nor allow retaliation against someone filing a complaint and must keep all persons involved safe from other retaliatory harassment behavior.

VII) If there is a request for investigation of the complaint, Howard College will provide interim & supportive measures such as academic support, housing changes, or a no contact order to prevent the harassment or retaliation between persons involved with a complaint.

VIII) In cases of sexual violence, Howard College is prohibited from encouraging or allowing direct mediation between the victim and accused. If necessary, a hearing can take place and the student or employee can have an advisor during the live hearing.

IX) Howard College should not make you pay the costs of certain accommodations that you may require in order to continue your education after experiencing violence.

X) You have these rights regardless of your race, color, ethnicity, national origin, age, sex, sexual orientation, gender identity or expression, physical or mental disability, pregnant/parenting, religion, or any other protected class.

**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?**

- Get to a safe place
- 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)
- Do not shower, drink/eat, douche or change your clothes
- Get medical attention
- Write down everything that you remember happening in as much detail as possible
- 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:
Shannon Creswell
SWCD Campus Title IX Coordinator
3200 Ave. C
Big Spring, TX 79720
432-2643777
screswell@howardcollege.edu