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).
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:
Mike Hemmeter
SA Campus Title IX Coordinator
3501 N. US Highway 67
San Angelo, TX 76905
325-481-8300 ext 3334
mhemmeter@howardcollege.edu