

## Anti-discrimination, Harassment, and Bullying Procedure

The College has Title IX Coordinators who are responsible for the prompt and impartial investigation of reports and allegations harassment or sexual misconduct. The Title IX Coordinators will conduct a fact-finding process and take steps to reasonably end any sexual misconduct, discrimination, or violence.

Lead Title IX Coordinator/Vice President of Student Affairs and Enrollment Management

James Bland

937-393-3431 ext 2510

[jbland@sscc.edu](mailto:jbland@sscc.edu)

Co-Title IX Coordinator/Executive Director of Human Resources

Mindy Markey-Grabill

937-393-3431 ext 2550

[mmarkey@sscc.edu](mailto:mmarkey@sscc.edu)

1. In the event a student or employee is in immediate danger-2.317.2For the preservation of evidence in the event of a s

tpayton@sscc.edu

The Coordinator of Career and Counseling Services provides:

- Confidential student and employee consultation and education.
- Referrals to

- Relevant witnesses, including the grievant, accused, and all first-

name or other identifiable information not be disclosed to the accused, or that no action be taken against the accused, he or she will be advised of the College's limited ability to respond to the report.

Amnesty – The College grants amnesty to students who may have violated alcohol and/or drug provisions of the College's Student Code of Conduct at the same time of the incident when he or she became a victim of sexual assault. Therefore, no alcohol or drug charges are applied to a student who reports that he or she was under the influence of alcohol or drugs at the time of the sexual assault.

Adjudication – The written summary of factual findings by the Title IX investigator will be forwarded to the appropriate department for further adjudication based on the preponderance of the evidence:

- For findings regarding a student, the Vice President of Student Affairs and Enrollment Management will review the investigator's findings and will determine whether conduct is actionable and/or an appropriate sanction is warranted in accordance with the Student Code of Conduct.
- For findings regarding an employee, the Executive Director of Human Resources and the employee's direct supervisor will review the investigator's findings to determine whether conduct is actionable and/or an appropriate sanction is warranted according to College policies and/or applicable collective bargaining agreement.
- For findings regarding a vendor, contractor, subcontractor, or others doing business with the College, the Vice President of Business and Finance will review in accordance with the third party contract and all applicable College policies and procedures to determine whether conduct is actionable and/or an appropriate sanction is warranted.

Student Sanctions – Sanctions for violations of the College's Anti-discrimination, Harassment, and Bullying Policy and this associated procedure by a student will be imposed in accordance with the College's Student Code of Conduct. If during a student conduct hearing, the alleged student is found responsible, the extent of sanctions will be determined by the Vice President of Student Affairs and Enrollment Management or a disciplinary panel.

Employee Sanctions – Sanctions for violations of the College's Anti-discrimination, Harassment, and Bullying Policy and this associated procedure by an employee will be imposed in accordance with the College's policies and/or applicable collective bargaining agreement. Whether sanctions will be imposed, and to what extent, will be determined by the Executive Director of Human Resources and the direct supervisor.

Third-Party Sanctions – Sanctions for violations of the College's Anti-discrimination, Harassment, and Bullying Policy and this associated procedure by a third party may be imposed following review by the Vice President of Business and Finance.

Potential Types of Sanctions – Sanctions that could be imposed for violations of the College's Anti-discrimination, Harassment, and Bullying Policy and this associated procedure include, but are not

limited to, probation, loss of privileges, verbal warning, written warning, suspension (employment or academic), and expulsion (academic) or termination (employment/third party contract).

Remedies/accommodations for the grievant may include, but are not limited to:

- Changing academic or work schedules
- Moving the grievant or accused to another section/course/office
- Providing an escort for moving between classes/activities
- Referrals for counseling and/or medical services
- Academic support services, such as tutoring

Additional remedies for the campus community to remedy the effects may include, but are not limited to:

- Referrals to counseling or other victim services to all students or employees affected
- Enhanced prevention-based programming
- Focused training sessions
-

Both the grievant and the accused shall be afforded:

- The right to be provided with written notification as to the standard of evidence used during institutional conduct proceedings
- The right to timely notification in writing, of the outcome of any administrative or student conduct board hearing decision and any sanction(s) that may have been assigned
- The right to be granted, if reasonably available, a change in academic arrangement, or other steps necessary to prevent unnecessary or unwanted contact
- The right to appeal the decision of a hearing or conference.

The grievant/alleged victim of a violation of the College's Anti-discrimination, Harassment, and Bullying Policy and this associated procedure shall be afforded:

- The right to decide whether or not to notify local law enforcement authorities and/or to make a student conduct report to the Vice President of Student Affairs and Enrollment Management
- The right to answer questions posed by the accused outside of the physical presence of the accused
- The right to remain present throughout the entire hearing (except during deliberations)
-

- How to report retaliation or harassment as a result of reporting violations of the College's Anti-