

Rights for Reporting and Responding Parties:

The reporting and responding party are entitled to the same opportunity to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by up to 2 advisors of their choice;

Both parties shall be simultaneously informed in writing of the outcome of any institutional disciplinary proceeding that arises from an allegation of domestic/dating violence, sexual assault, or stalking. They will also be informed of any changes to the results that occur prior to the time that such results become final.

To appeal any resolution, a Notice of Appeal should be filed within 10 business days after the complainant's receipt of the original determination and any resolution. On receiving the Notice of Appeal, the Dean of Campus Life will review the documentation, conduct any additional investigation necessary, and issue a written decision within 10 business days after receiving the Notice of Appeal or after completion of any investigation. Any decisions made in the appeal process to the Dean of Campus Life will become final.

Confidentiality shall be maintained to the greatest extent permitted by state and federal law possible within the requirements of conducting reasonable investigations. Only those who have an immediate need to know may find out the identity of the parties. The college will notify the complainant of the anti-retaliation provisions of applicable laws and that the College will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

Student Resources

El Reno Police Department	(405) 262-2121
Canadian County Sheriff's	(405) 262-3434
Redlands Campus Security	(405) 422-6200
Redlands Counselor Natalie Dennis	(405) 422-6211
Title IX Coordinator Gaylina Hurtt	(405) 422-1275
Chief Academic & Compliance Officer Rose Marie Moore	(405) 422-1262
Human Resource Director Kim Andrade	(405) 422-1267
El Reno Crisis Line	(405) 262-6555
Women's Resource Center/ Domestic Violence and Rape Crisis Hotline	(405) 262-4455
Red Rock Behavioral Health Services	(405) 422-8800
Mercy Hospital-El Reno	(405) 262-2640



Redlands Community College is an equal opportunity institution. This College is in compliance with all applicable federal and state laws and regulations and does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity, gender expression, genetic information, age, religion, disability, political beliefs, or status as a veteran in any of its policies, practices or procedures. This includes but is not limited to admissions, employment, financial aid and education services.

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What Redlands Students Need To Know about

Sexual Misconduct



Redlands Community College is committed to creating a safe environment for all faculty, staff and students. This brochure provides an overview of what sexual misconduct is, how to get help for those experiencing gender based harassment or sexual misconduct, where to report incidents of gender-based harassment, sexual misconduct, and provides campus and community resources.

What is Title IX?

Title IX is a federal law passed in 1972 that prohibits sex-based discrimination in all activities and programs of educational institutions receiving federal funds, which include Redlands Community College.

Sexual Misconduct

Sexual Misconduct offenses includes, but are not limited to sexual harassment / discrimination, non-consensual sexual intercourse, actual or attempted, non-consensual sexual contact (or attempts to commit same), sexual coercion and quid quo pro.

Definitions

- ❑ **Sexual Harassment** can be defined as unwanted sexual attention or action based on one's gender that is so severe, persistent, or pervasive that it unreasonably interferes with the work or educational environment.
- ❑ **Sexual Violence** means physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. Sexual violence includes but is not limited to rape, sexual assault, sexual battery, sexual misconduct and sexual coercion.
- ❑ **Domestic/Dating** means committing any assault and battery against a current or former spouse, a present spouse of a former spouse, a former spouse of a present spouse, parents, a foster parent, a child, a person otherwise related by blood or marriage, or a person with whom the perpetrator is or was in a dating relationship.
- ❑ **Sexual Coercion** is the act of using pressure (including physical pressure, verbal pressure, or emotional pressure), alcohol, medications, or drugs, or force to have sexual contact against someone's will or with someone who has already refused.
- ❑ **Retaliation** is any attempt to penalize or take adverse employment, educational or institutional benefit action because of participation in a complaint

- ❑ **Consent** is the act of willingly agreeing to engage in sexual contact or conduct. Individuals who consent to sex must be able to understand what they are doing. "No" always means "No," and the absence of "No" may not mean "Yes". In order to give effective consent, one must be of legal age and have the capacity to consent. Incapacity may result from mental disability, intellectual disability, unconsciousness, age, or use of alcohol, drugs, medication, and/or other substances
- ❑ **Stalking** can be defined as any person who willfully, maliciously, and repeatedly follows or harasses another person in a manner that would cause a reasonable person or a member of the immediate family that person to feel frightened, intimidated, threatened, harassed, or molested

What Do You Do If You Or A Friend Experience Sexual Violence?

If you or someone you know has safety concerns or needs medical attention, call 911 or Redlands Campus Security @ 405-422-6200 for assistance with notifying your local emergency room.

Although taking a shower may be the first thing the assaulted person would like to do, it is important that you do not bathe, douche, or wash any involved clothes or bedding. Doing so will wash away evidence of the crime and make it harder to prosecute.

If someone decides not to report sexual misconduct, the individual should consider counseling with a trained professional who can provide significant support and assistance in the healing process.

Redlands Community College can also assist victims with housing changes, academic changes and working changes if such accommodations are reasonably available.

Options for Reporting

Sexual assault, sexual violence, sexual battery, domestic/dating violence, and stalking are crimes. Victims are encouraged to report these crimes to the local police department. The quicker law enforcement learns of the incident, the more likely evidence can be collected and preserved and an investigation can proceed. If victims do not wish to pursue criminal charges, they may submit information reports to campus or local law enforcement, or seek the Redlands administrative intervention.

When sexual misconduct occurs, students also have the option of filing a complaint with the College. The Institutional Equity Office (IEO) receives reports of any incident of sexual misconduct for staff, students, and faculty. The IEO and/or Sexual Misconduct Office (SMO) will provide a prompt, fair, and impartial investigation and resolution by investigators that have been trained in sexual misconduct. The investigators are also trained to protect the safety of victims and promote accountability. If corrective action is necessary after the resolution is determined, they may include but is not limited to; a written warning, probation, no contact order, restraining order, housing relocation, suspension or expulsion

Redlands Community College has an obligation to investigate reports of sexual violence and take prompt and appropriate action. If a victim does not wish to come forward, it will limit the College's ability to take action;

Title IX Coordinator

Gaylina Hurtt

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