Student Resources Addressing Sexual Misconduct

Information About Title IX
at Carthage College

CARTHAGE
COLLEGE

Title IX Information

WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs and activities at institutions that receive federal financial assistance.

PROHIBITED CONDUCT

Title IX prohibits the following conduct:

- Sexual violence, including rape and sexual assault
- Sexual harassment
- Sexual exploitation
- Stalking
- Gender-based bullying
- Dating violence
- Domestic violence
- Aiding or facilitating any form of sexual violence
- Retaliation toward a victim/reporter

WHAT IS CONSENT?

Affirmative words or conduct indicating the freely, willingly, and knowingly given agreement to have specific sexual contact constitutes consent. A person cannot consent if incapacitated by drugs or alcohol, coerced into submission, unconscious, or otherwise physically or mentally incapacitated. Consent to one form of sexual contact does not imply consent to other forms. An existing relationship, past relationship, or prior consent does not imply consent to future sexual contact.

Your Rights Under Title IX

YOU HAVE:

THE RIGHT to live and learn at Carthage free from gender discrimination.

THE RIGHT to file a complaint. You also have the right to request a criminal investigation from law enforcement.

THE RIGHT to interim support and reasonable protective measures to help you continue to live and learn at Carthage — for instance, a housing or academic modification.

THE RIGHT to a prompt and thorough investigation of any report of sexual misconduct at Carthage.

THE RIGHT to request and obtain a No Contact Order and to receive information about our policies and procedures to protect students.

THE RIGHT not to be discouraged in your use of resources, process, or support, and to report to the Title IX coordinator if your rights have been violated.

THE RIGHT to be free from retaliation for exercising your rights.

THE RIGHT to access on- and off-campus support and health services.

ACCESS TO THESE RIGHTS, regardless of your race, ethnicity, national origin, age, sex, sexual orientation, gender identity or expression, physical or mental disability, religion, or any other protected class.

Options for Recourse

ON-CAMPUS COMPLAINT PROCESS:
You have the option to initiate a written complaint alleging sexual misconduct through Carthage's Title IX process. For more information about that process, please visit the website below.

WWW.CARTHAGE.EDU/TITLE-IX

Any member of the Title IX team can help you navigate the process.

REQUESTING A CRIMINAL INVESTIGATION
You also have the option to request a criminal investigation for any criminal behavior you have suffered. For information about the criminal process, contact:

Kenosha Police Department 262-656-1234

RETALIATION IS PROHIBITED

The College will take immediate responsive action to any report of retaliation and may pursue disciplinary action as appropriate.

TIME FRAME

Carthage expects investigations, hearings, and appeals will occur promptly. Extenuating circumstances, such as breaks between terms or the unavailability of key parties, may cause delays. At any point, either the complainant or the respondent may request an extension of any dates or deadlines by writing to the hearing chair, who will notify both parties of any such extension in writing. Carthage expects a sexual misconduct proceeding to follow this time frame:

1. The investigator should contact the respondent within one day of the formal complaint.
2. The investigator should conclude their inquiry within three weeks of the formal complaint.
3. The hearing should occur within two weeks of the conclusion of the investigator's inquiry.
4. The hearing panel should make a decision within one week of the hearing.
5. The appeal panel should make a decision within one week of the appeal.

These time frames are flexible, not absolute.

TITLE IX PROCESS

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A report of sexual violence is received b
the Office of Residential Life, or other ca
reporting Ti

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the Title IX

Title IX staff contacts y
provide information, r
explain the inve

YOU CHOOSE to meet and discuss resources and options. Options include:

- supportive measures such as a no contact order, counseling services, class reassignment, etc.
- filing a formal complaint and pursue a sexual harassment proceeding under this Policy, and that such a proceeding will occur independently of any criminal investigation and proceeding

YOU CHOOSE to pursue interim measures but not file a formal complaint at this time. A formal complaint can be filed at any time as long as both individuals involved are still affiliated with Carthage College.

YOU CHOOSE to file a formal complaint.

Carthage initiates a Title IX investigation.

TLE IX PROCESS

by Public Safety, the Office of Student Life,
ampus community member responsible for
tle IX concerns.

is shared with
X coordinator

ou to request a meeting to
esources, options, and to
estigation process.

YOU CHOOSE NOT
to meet with a Title IX
staff member.

Your case is documented
and may be part of
statistics in an annual
Clery Report.

Actions taken by YOU

Actions taken in
response to a report of
sexual violence

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What to do if you experience sexual violence

Carthage is committed to supporting complainants from the time an incident is reported through its resolution. If you feel you have experienced sexual violence, please consider:

- **Contacting the police**
- **Contacting Carthage's Title IX Coordinator**
- **Seeking medical attention to assess immediate health needs and preserve evidence**
- **Obtaining emergency contraception if appropriate**
- **Seeking confidential emotional support**

Consider contacting one of the resources below:

IN AN EMERGENCY

Office of Public Safety	262-551-5911
Kenosha Police Department	911
(Non-Emergency Line)	262-656-1234
Women and Children's Horizons Crisis Line	800-853-3503

IMMEDIATE HEALTH NEEDS

Health and Counseling Center	262-551-5710
Aurora Medical Center Sexual Assault Nurse Examination (S.A.N.E.) Services	262-948-5640
Froedtert Pleasant Prairie	262-577-8000

TITLE IX COORDINATOR AND DESIGNEES

- Abigail Hanna, Carthage College
  Title IX coordinator: 262-551-6450,
  titleixcoordinator@carthage.edu

Students can also contact one of the following Title IX Coordinator Designees:

FOR RESOURCES
Elizabeth Snider, *Associate Dean of Students and Director of Student Involvement*
262-551-5800 | esnider@carthage.edu

FOR STUDENT-ATHLETES
Megan Jones, *Head Women's Basketball Coach*
262-551-5713 | mjones11@carthage.edu

FOR ALL EMPLOYEES
Chris Grugel, *Instructional Services Supervisor*
262-551-6555 | cgrugel@carthage.edu

Resources

SEXUAL ASSAULT NURSE EXAMINATION SERVICES

S.A.N.E. services are provided at:

Aurora Medical Center – Kenosha
10400 75th St.
Kenosha, WI 53142
262-948-5640 (24 hours)

Specially trained registered nurses can provide forensic evaluations and emotional support. These services can be invaluable in the collection of evidence that may be useful in court. Nurses also can assist in reporting to local law enforcement. More information can be found at the Aurora website:
https://www.aurorahealthcare.org/healing-advocacy-services

WOMEN AND CHILDREN'S HORIZONS

Located at 2525 63rd St., Kenosha, WI 53143, Women and Children's Horizons provides support, education, training, and healing to victims of sexual and domestic violence and abuse. More information can be found at the Women and Children's Horizons website:
www.wchkenosha.org

Ways to Help Support a Survivor

1. AFFIRM THAT YOU BELIEVE THEM AND WANT TO SUPPORT THEM.

Letting a survivor know they are believed and not alone is essential. Reaffirm that what happened to them is not their fault.

2. LISTEN AND DO NOT JUDGE.

Someone who has experienced trauma is almost certainly already blaming themselves. It takes a lot of bravery to disclose trauma to others, and this person has confided in you because they trust you.

3. ASK IF THERE IS ANYTHING YOU CAN DO TO HELP.

Helping can look like accompanying a friend to an exam, connecting them to resources, lending an encouraging word, or just listening.

4. ENCOURAGE THEM TO SEEK PROPER HELP WHEN THEY ARE READY.

It is no one's place to tell a survivor what type of help to seek and when, but we can support survivors by empowering them to seek whatever help they are currently ready for.

5. BE PATIENT WITH THEM.

Everyone heals from trauma on their own timeline, which may take weeks, months, or years. Continue to offer support as needed.

6. TAKE CARE OF YOURSELF.

Learning about a friend's traumatic experience can feel like a heavy weight. Be sure to seek support for yourself in whatever way is best for you.

Notes

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This publication was updated in March 2024.
For the most up-to-date information about
Title IX, please refer to
www.carthage.edu/title-ix.