

## Benedictine College's Sexual Harassment Policy and Procedures

**Every student deserves an environment conducive to optimal learning. Regardless of where a violation occurs, the College will assist all victims of harassment, sexual assault, and dating or domestic violence.**

Benedictine College prohibits all sex discrimination, sexual harassment, and sexual violence. This policy applies to all members of the College community. No form of discrimination or harassment will be tolerated. Harassment is strictly prohibited in all college-related functions, regardless of location. Violation of the policy results in discipline up to and including expulsion/termination. Those who violate the policy are also subject to criminal charges.

Unwelcome verbal or physical conduct toward any student or employee is prohibited.

Retaliation against anyone reporting a good faith complaint is prohibited.

All reports of inappropriate conduct will be promptly and thoroughly investigated. The College will develop intermediary measures to minimize disruption of the education of the victim, such as altering a class schedule.

**Harassment affects everyone on campus and damages the community Benedictine College is dedicated to fostering.** The College is committed to providing a learning, working, and living environment free of discrimination on the basis of sex. Sex discrimination in all forms is a serious offense and will not be tolerated.

In addition to sexual harassment and sexual violence, Dating and Domestic Violence and Stalking behaviors also violate Benedictine's Policy. Perpetrators risk severe college disciplinary sanctions up to and including expulsion and criminal charges.

**Each student is responsible for understanding the Benedictine College Sexual Harassment Policy and Procedures by reviewing the Student Handbook online at [www.benedictine.edu/student-handbook](http://www.benedictine.edu/student-handbook)**

***I'm a responsible student and I don't think I'll ever have this problem. How does this affect me, and how can I help?***

The occurrence of harassment and abuse affects everyone in the Benedictine College community, and everyone is at risk. Commit to maintaining a strong campus community by staying aware. Consider assisting through bystander intervention techniques or prevention programs, such as self-defense training. Remember that you and every other student is unique and precious—and that just one violation is one too many.

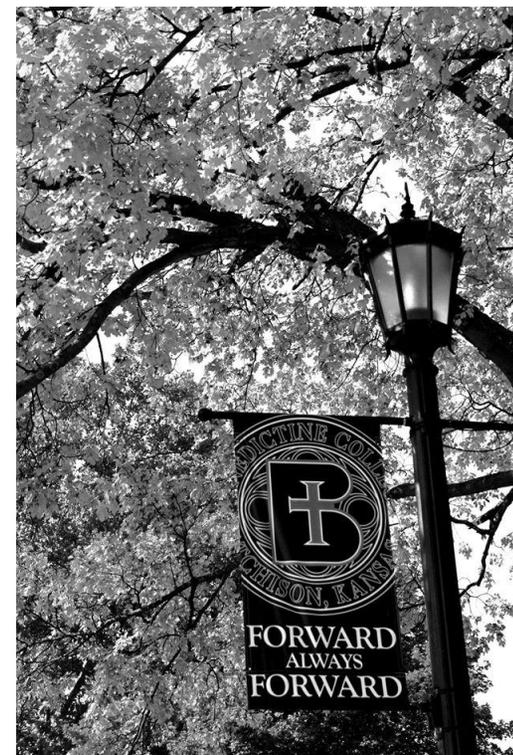
- Nationwide, college-aged women are four times more likely to be the victim of sexual assault, and one in ten men will be victims. (Rape, Abuse & Incest National Network, 2013.)
- Be aware of risk factors. College students are at higher risk for being victims. Alcohol and drug use increase risk. More than 50 percent of sexual assault cases reported nationally involve alcohol. The presence of alcohol is never an excuse for sexual assault. Sexual and dating violence is never the victim's fault.
- Look out for not just your friends, but every student. Try to help prevent a violation by being a proactive bystander. Encourage victims to report. Most violent and sexual assaults are perpetrated by someone known and trusted by the victim, which often discourages a victim from reporting.
- Hold peers accountable when you behave in an inappropriate way. Don't forget the responsibilities of bystanders. Practice the basics of bystander intervention training. Participate in programs offered on campus.
- Understand that sharing explicit photographs or nonconsensual video recordings of a student can be sexual assault. Sharing information about students on social media is a common offense of college students. Say something if you passively observe a violation.

### **Ravens C.A.R.E. Peer Leadership. *Countering Assault Risk with Education***

Ravens C.A.R.E. is a student group which promotes ongoing awareness and prevention programs for the student body, and also provides peer support to those who've been assaulted.

Contact Jennifer Schmidt, M.A., L.C.P.C., for information on upcoming events or to join C.A.R.E. Counseling Center (913) 360-7621; [jschmidt@benedictine.edu](mailto:jschmidt@benedictine.edu).

## Benedictine College



**Information to Students  
on  
Sexual Harassment  
Policy & Procedures and  
Campus Resources  
Relating to Title IX and  
Campus SaVE Act**

# What Every Raven Needs to Know:

## Critical Questions and Answers to Student Rights and Responsibility

### What is Sexual Harassment?

Sexual advances, requests for sexual favors, and other verbal, physical, or visual conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made or threatened to be made, either explicitly or implicitly, a term or condition of an individual's employment or education.
- Submission to or rejection of such conduct by an individual is used or threatened to be used as the basis for academic or employment decision affecting that individual, or
- Such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance or creating what a reasonable person would perceive as an intimidating, hostile, or offensive employment, education or living environment.

**Examples of Sexual Harassment** include, but are not limited to pressure for a dating, romantic, or intimate relationship; unwelcome touching, kissing, hugging, or massaging; pressure for sexual activity; unnecessary reference to parts of the body; sexual innuendos or sexual humor; obscene gestures; sexual graffiti, or posters; sexually explicit profanity; asking about or telling about sexual fantasies; email and Internet use that violates this policy; sexual violence/assault (as defined below).

### What is Sexual Violence or Assault?

Sexual violence/assault is a form of prohibited sexual harassment. Sexual violence includes physical sexual acts perpetrated against a person's will or where a person is in capable of giving consent because of his or her temporary or permanent mental or physical incapacity or because of his or her youth.

**Examples of Sexual Violence** include but are not limited to sexual intercourse by a man or woman upon a man or woman without consent; unwilling sexual penetration with any object or body part that is committed by force, threat, or intimidation; and sexual touching without consent.

### What Constitutes "Consent" in cases of sexual violence?

Lack of consent is a critical factor in determining whether sexual violence/assault has occurred. Consent is informed, freely given, and mutually understood. Consent requires an affirmative act or statement by each participant. Consent is not passive.

- If coercion, intimidation, threats, and/or physical force are used, there is no consent.
- If a person is mentally or physically incapacitated or impaired by alcohol or drugs such that the person cannot understand the fact, nature, or extent of the sexual situation, there is no consent.
- Consent to one form of sexual activity does not imply consent to other forms of sexual activity.

### How Do I Report a Violation?

Students are encouraged to file complaint regarding Sexual Harassment and Assault. Students should contact Sean Mulcahy, Director of Residence Life and Title IX Student Coordinator, Student Life Office, Student Union, Room 204; 913-360-7500, smulcahy@benedictine.edu; or Dr. Kimberly Shankman, Dean of the College and Title IX Coordinator, Ferrell Academic Center Room 418; 913-360-7413; kshankman@benedictine.edu.

Students are also encouraged to report crimes to local law enforcement, and if a student wishes, College authorities will assist students in reporting such crimes.

### Is My Report Confidential?

Information shared with a Counseling Center mental health provider, clergy, and Student Health staff is confidential. Reports to other college authorities, such as the College Title IX Coordinator and residence life staff, will be treated as *private* though not confidential.

### Won't Reporting Just Make My Problem Worse?

The College cannot assist a victim without a report, and will take steps to protect the complainant from more harassment. Retaliation against any member of the College Community who reports or assists in making a complaint of harassment is strictly prohibited. If a student believes he or she has been retaliated against in violation of this policy, that student should alert school authorities immediately. If a student has obtained a restraining order or other no contact order against the alleged perpetrator, the student should provide that information to the Title IX Coordinator. The College will take all reasonable and legal action to implement the order.

## Where Can Victims Find Support?

Students may receive professional, confidential, no-cost crisis counseling services through the College Counseling Center, located in the Student Health Building. Counseling is available even if a violation hasn't been reported. The phone number is (913)360-7621. The local DoVes shelter provides 24 Hour support for victims of sexual assault and dating or domestic violence and these services can be reached by calling 1-800-367-7075.

Victims seeking support can also share information in confidence to official clergy on campus. Appointments can be scheduled with Fr. Simon Baker, O.S.B., or Fr. Jay Kythe, O.S.B., Campus Chaplains, by calling 913-360-7735.

If you or someone you know has been verbally harassed or physically or sexually assaulted, it's important to understand that victims are often reluctant and feel sad, angry, and embarrassed. Regardless of where and when a student was hurt, immediate and ongoing support on campus is available.

### Confidential Free Support on Campus

<b>Counseling Center</b> <b>(913) 360-7621</b>	<b>Student Health</b> <b>(913) 360-7117</b>
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**24 Hour Assistance is Available**  
**DoVes Sexual Assault & Dating/Domestic Violence**  
**Hotline: 1-800-367-7075**

**Campus Security (913) 360-8888**

**RD On-Call number (913) 360-7070**

**Atchison Hospital Emergency Department**  
**800 Raven Hill Drive, Atchison, KS 66002**  
**(913) 360-5324**

**Atchison Police Department**  
**9-911 or (913) 367-4323 for Non-Emergency**

### Special Guidance Regarding Sexual Violence

All victims of sexual violence are encouraged to immediately call for medical help via the Residence Life Staff or by calling 9-911. Victims are also encouraged to report to law enforcement or campus safety officials. The College will provide support during local law enforcement investigations. Victims should be reminded to preserve evidence (no bathing, no changing clothes); to go to the local hospital as soon as possible; to begin personal counseling.