

Policy Number	Policy Title
7008.00	Policy Prohibiting Sexual Misconduct, Gender Based Discrimination, and Relationship Violence

Contacts and Dates

Responsible Office	Policy Owner
Title IX and Compliance Office	Secretary of the College, Vice Presidents for Academic Affairs, Business and Financial Affairs, Student Affairs

Effective Date	Last Updated	Next Review
9-15-2017	05-29-2018	05-29-2019

Policy Description

Policy

Spelman College (“College”) prohibits all forms of sexual misconduct, examples of which can include acts of sexual violence, stalking, dating or domestic violence, and sexual or gender-based harassment. All members of the campus community, guests, and visitors have the right to be free from all forms of sexual misconduct and are expected to conduct themselves in a manner that does not infringe upon the rights of others. Each individual is responsible for carrying out all interpersonal interactions in a context of mutual respect and open communication and, in the case of intimate relationships, with clear ongoing consent. The College encourages reporting and will take allegations or reports of sexual misconduct seriously. The College has zero tolerance for sexual/gender based misconduct and has an obligation to respond to reports of such misconduct.

The purpose of this policy is to ensure that all members of the campus community understand the nature of sexual misconduct and how to report incidents. If you believe you or anyone else has been the victim of sexual misconduct, please see pages 5-8 of this Policy for reporting and confidentiality procedures. Community members are expected to take an active role in upholding this policy and promoting the inherent dignity of all individuals; this includes reporting conduct or behavior that may not meet these standards and participating in investigations to address complaints.

Definitions

Definitions are available in the complete [policy](#) available at www.spelman.edu/title-ix
Definitions can be

To Whom Policy Applies



All College (Faculty, Staff, Students, Trustees, Contractors [unless otherwise negotiated])

Divisional

Unit/Department Specific

External Regulation (if applicable)

State and Federal Laws

Tags

Sexual Harassment, Sexual Violence, Domestic Violence, Dating Violence, Title IX, Clery

Implementation

Procedures

The Title IX and Compliance Office is responsible for handling reports alleging sexual misconduct. All reports will be handled in a prompt, fair, and impartial manner in accordance with Title IX of the Education Amendments Act of 1972 and related guidance, the Violence Against Women Reauthorization Act of 2013, other relevant laws and regulations, applicable College policies, and these guidelines.

The [resolution process](#) is Spelman’s internal administrative process to determine whether College policy has been violated; it is not a criminal or legal process. As such, Spelman’s process does not use the same rules of procedure and evidence as those used by courts or law enforcement to investigate or adjudicate criminal or civil legal violations.

A victim of sexual violence or other crime has the right to file and pursue only a criminal complaint with law enforcement, decline to notify such authorities, or simultaneously file a complaint with law enforcement and the College. The College can assist in notifying law enforcement authorities. Parties may also have options to file civil actions in court.

Because allegations of sexual misconduct can sometimes raise challenging new issues and involve competing interests, the College reserves discretion to take reasonable actions to address those issues in a manner consistent with the spirit of the applicable policies and these guidelines, while preserving fairness for both parties and maintaining the integrity of the resolution process.

The complete [complaint resolution process](#) is available online at www.spelman.edu/title-ix.

Monitoring

Title IX and Compliance Office

Exceptions/Exclusions (If applicable)

N/A

Background and History

Administrator Access (Policy Owner) Secretary of the College, Vice Presidents for Academic Affairs, Business and Financial Affairs, Student Affairs

Review, Approval, and Change History: Policy is required to be reviewed annually

Date (MM-DD-YYYY)	Reviewed by Policy Owner	Brief Description of Change (if applicable)	Change Approved by (title, not name)
05-29-18	☒	<p>Renamed the policy to include the broader range of prohibited behaviors.</p> <p>Reordering of Reporting</p> <p>Renamed the policy to explicitly state the range of behaviors that are prohibited. Considerations for clarity.</p> <p>Made the distinction between sexual harassment and gender-based harassment clearer.</p> <p>Replaced Non Consensual Sexual Intercourse with Non Consensual Sexual Penetration</p> <p>Removal of Appendix A- Frequently Asked Questions</p> <p>Removal of Appendix B- Examples of Prohibited Conduct/ Case Study Examples.</p>	