

## Confidential help

For complete confidential assistance, contact Janelle Maricque. Privacy laws prohibit this individual from disclosing your conversation without your written permission.

## Mandatory reporting

You may also make a formal or informal complaint directly to the Title IX Coordinator or Deputy Coordinators. They will initiate immediate investigation of the complaint.

**Resources available Monday through Friday  
8:00 a.m. - 4:30 p.m.**



**Janelle Maricque**  
Confidential Help  
Title IX Advocate  
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**Russell Leary**  
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**Kevin Stringer**  
Mandatory Reporting  
Deputy Title IX Coordinator  
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## Additional Resources available 24/7

- Employee Counseling and Support Program (EAP).....(920) 433-7483
- Sexual Assault Center.....(920) 436-8899
- Golden House.....(920) 432-4244
- Crisis Center.....(920) 436-8888
- SANE, Sexual Assault Nurse Examiner, St. Vincent Hospital.....(920) 433-8384

## How to respond to sexual violence

### Medical Care

As soon as possible, the victim should get medical care. The victim will benefit from being examined for physical injury or infection, and possible pregnancy. In order to preserve physical evidence of assault, do not bathe, shower, douche or change clothes before the exam. It is best to report the incident within 120 hours (5 days).

### Report the Incident

Several avenues are available for reporting a sexual assault or rape; criminal prosecution, civil prosecution, prosecution through the student, non-academic disciplinary procedures, or making a confidential/anonymous report.

Filing a confidential report does not obligate the victim to press charges.

No action will be taken without your consent. The only exception required by law is the reporting of sexual assaults to individuals less than 18 years of age.

## Take Action

### don't ignore it.

Pay attention to cues, comments, instincts, and experiences. Address unwanted contact immediately.

### say no.

Tell the person that the conduct is unwanted. Tell them to stop.

### tell someone.

If you are a student, tell a faculty member, campus security, a staff member, or anyone that can help. If you are an employee, tell your supervisor, an administrator, a staff or faculty member.

## We take every complaint Seriously

Bellin College takes any complaint about sexual violence or sexual harassment very seriously. The College follows the guidelines published by the U.S. Department of Education and Office of Civil Rights. Each complaint is immediately assessed to determine imminent danger and duty to warn others. A preliminary investigation is performed. Once an outcome has been determined based on the preponderance of evidence, the complainant and respondent are informed and appropriate actions are taken based on that outcome.



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# Title IX

## Addressing Sexual Harassment and Sexual Violence

### it's real

Title IX of the Education Amendments of 1972 Implementing Regulations at: 20 U.S.C. §1681 & 34 C.F.R. Part 106, is a Federal civil rights law that prohibits discrimination on the basis of sex in educational programs and activities. Sex discrimination encompasses all forms of sexual violence and sexual harassment by employees, students, or third parties against students, employees, or third parties.

## which is why we have a Policy

It is the policy of Bellin College to be nondiscriminatory because of race, color, creed, national and ethnic origin, religion, age, gender, gender identity, sexual orientation, marital status, or disability in the admission of students, in student programs, and in the employment of College faculty and staff.



# Sexual Harassment & Sexual Violence

Unwelcome, gender-based verbal or physical conduct which is sufficiently serious that it unreasonably interferes with, limits or deprives someone of the ability to participate in or benefit from the institution's educational program. The unwelcome behavior may be based on power differentials, the creation of a hostile environment, or retaliation.

## for example...

- Sexual violence or intimate partner violence
- Attempting to coerce an unwilling person into a sexual relationship
- Engaging in sexual interactions without freely given consent
- Conditioning a benefit on submitting to sexual advances
- Gender-based stalking or bullying
- Repeatedly subjecting a person to egregious, unwanted sexual attention
- Touching of a sexual nature
- Sexually suggestive phone calls, texts, email, or social media posts; gestures, jokes, or innuendos; derogatory, degrading, or sexist remarks about a person's body, clothing, or sexual activities
- Displaying or distributing sexually explicit drawings, pictures, or written materials
- Reprisal for a refusal to comply with any of the above statements

## Consent

Sexual activity requires consent, which is defined as positive, unambiguous, and voluntary agreement to engage in specific sexual activity throughout a sexual encounter. Consent as defined by Wisconsin state law:

“Words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact.”  
Minors, persons suffering from mental illness or defect, and sleeping or unconscious persons are presumed unable to give consent. Failure to resist does not indicate consent.

**-WI Statute Section 940.225 (4).**

## don't be afraid to report

Sometimes people are afraid to report sexual violence or harassment because drugs or alcohol are involved. The College's highest priority is the safety of everyone on campus. Any other rule violations will be handled separately from the sexual harassment or violence complaint. The use of alcohol or drugs never makes the person who was victimized at fault for sexual violence.

## we do not tolerate retaliation

The College prohibits any form of retaliation against a complainant. Any allegations of retaliation will result in an immediate investigation and appropriate action consistent with the College's due process procedures.

## Awareness & Prevention

Awareness and preventive measures are key elements in reducing the risk of assault, but no one can predict or control another person's behavior. Most assaults are committed by people the victim knows. If you are a victim of sexual assault, seek support and help immediately.

The use of alcohol or drugs can interfere with your ability to assess situations and to communicate effectively. Do not accept drinks from people you do not know well or leave your beverage unattended. Tell a friend if you suspect you have been drugged unknowingly.

Trust your instincts about possible danger and take appropriate actions to protect yourself. Look out for others, as well as yourself. Use the “buddy system.” Get involved if you believe a friend is at risk. Do not be afraid to intervene if you see that a friend is in trouble or being pressured in any way.



## Confidentiality & Reporting

### who to tell ?

In order to make informed choices when consulting college resources, people that have been victimized need to be aware of confidentiality and mandatory reporting laws.

- Some resources may maintain your complete confidentiality, offering you options and advice without obligation to tell anyone, unless you want them to.
- Other resources are expressly there for you to report crimes and policy violations, and they are obligated to take action when you report your victimization.
- If you are unsure of someone's duties and their ability to maintain your privacy, be sure to ask before talking to them.

*Students, faculty and staff may report incidents to any trusted faculty or staff member of Bellin College. Every employee is required to respond promptly and appropriately to allegations of sexual harassment and/or sexual violence that are brought to their attention.*