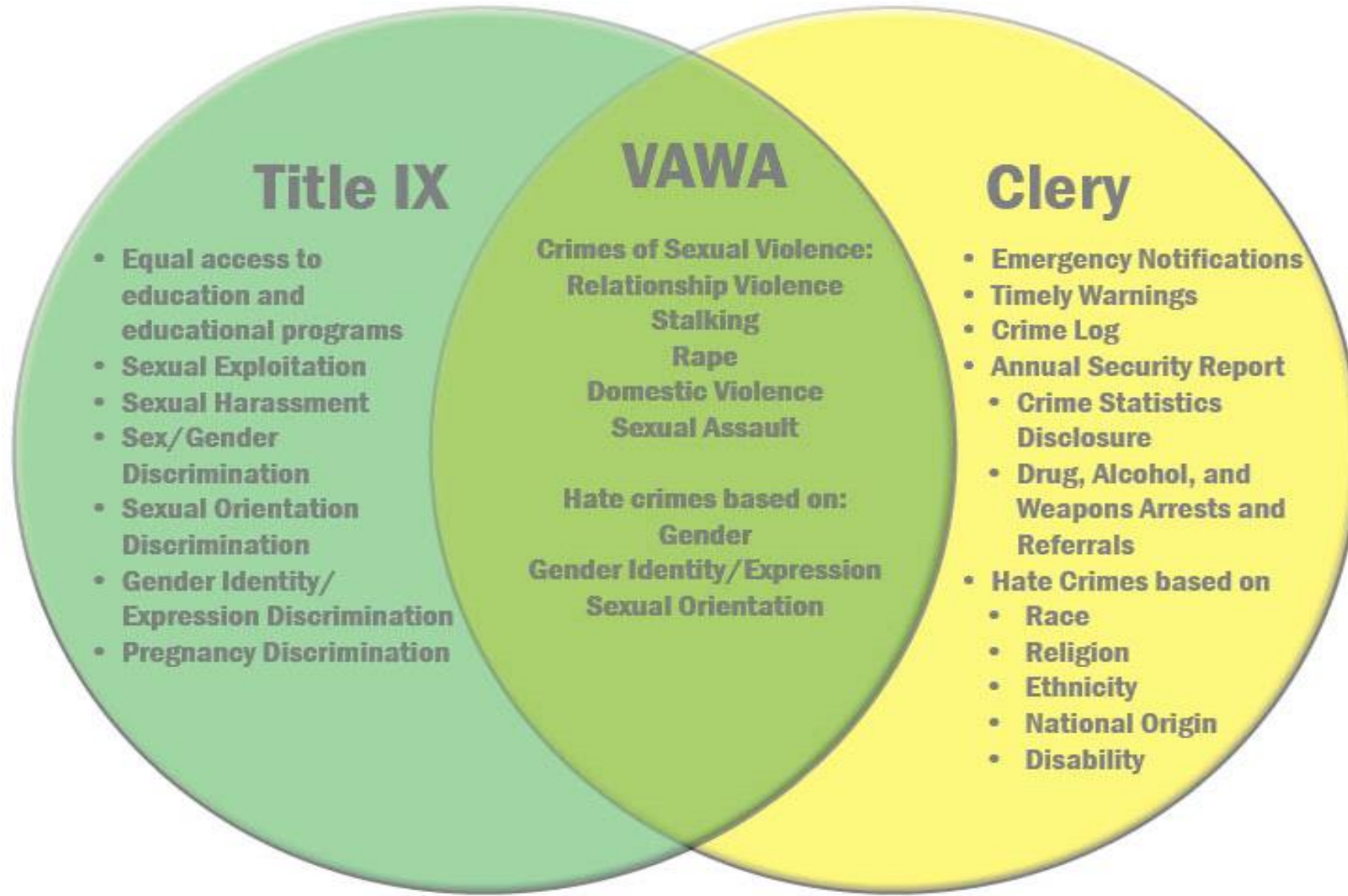


SEX-BASED MISCONDUCT AND SAFETY



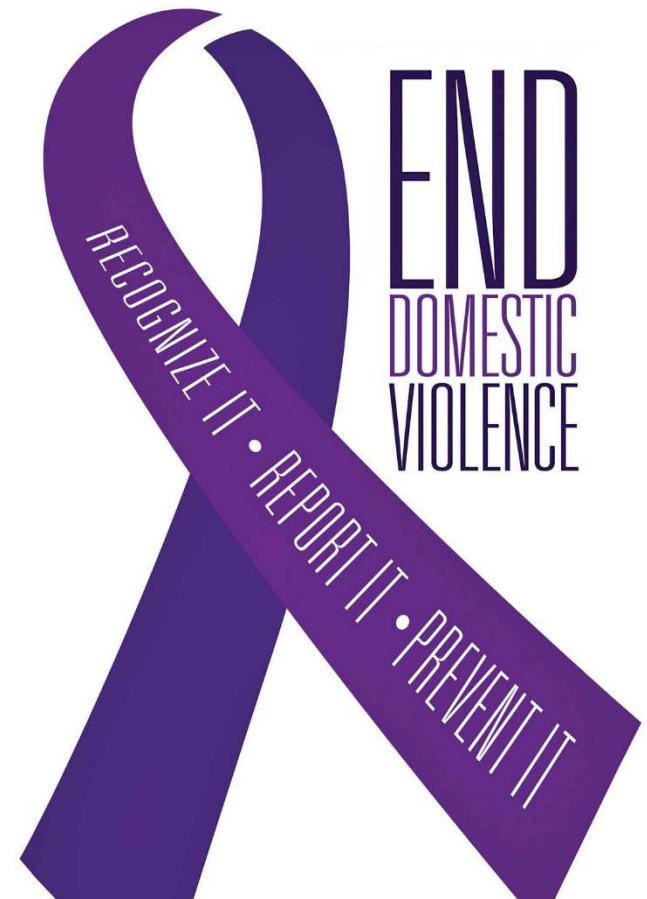


3.01 Sex-Based Misconduct Policy

The College prohibits all forms of sex-based misconduct, including but not limited to sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, and stalking. The College also prohibits discrimination and harassment on the basis of sex, sexual orientation, gender-related identity and expression, pregnancy, and parental status under its Policy 8.26 Harassment/Discrimination – Students and Policy 3.02 Harassment/Discrimination - Employees.

Domestic Violence

- Felony or misdemeanor crimes of violence committed by
 - a **current or former spouse or intimate partner** of the victim,
 - a person with whom the victim **shares a child** in common,
 - a person who is **cohabitating** with or has cohabitated with the victim as a spouse or intimate partner,
 - a **person similarly situated to a spouse** of the victim under the domestic or family violence laws of the State of Illinois, or
 - any other person against an adult or youth victim **who is protected** from that person's acts under the domestic or family violence laws of the State of Illinois.



Dating Violence

- Violence committed by a person:
 1. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 2. Where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Sexual Assault

- Any type of sexual contact or behavior that occurs by force or coercion, without consent of the recipient of the unwanted sexual activity, or in a familial relationship of a degree that would prohibit marriage.
- Includes sexual acts against a person who is unable to consent either due to age or lack of capacity or impairment.
- Examples include forcible sexual intercourse, forcible sodomy, forcible fondling, child molestation, incest, attempted rape, statutory rape, and rape.
- Sex assault includes any forced act against one's will where there is a weapon.



Stalking

- Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 1. Fear for his or her safety or the safety of others
 2. Suffer substantial emotional distress



Consent

- Knowing and voluntary agreement to engage in sexual activity
- Coercion, force, or the threat of either invalidates consent.
- Consent may not be inferred from silence, passivity, or a lack of verbal or physical resistance.
- A person's manner of dress does not constitute consent
- Past consent to sexual activities does not imply ongoing or future consent.
- Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another person.
- Consent may be withdrawn at any time.
- A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation to the following
 1. The person is incapacitated due to the use or influence of alcohol or drugs
 2. The person is asleep or unconscious
 3. The person is under age
 4. The person is incapacitated due to a mental disability

Reducing Risk

- Risk reduction options are designed to:
 - Decrease perpetration and bystander inaction
 - Increase empowerment for victims to promote safety
 - Help individuals and communities address conditions that facilitate violence
- Examples
 - On the street
 - Social situations
 - In your vehicle

3x3 RISK MATRIX

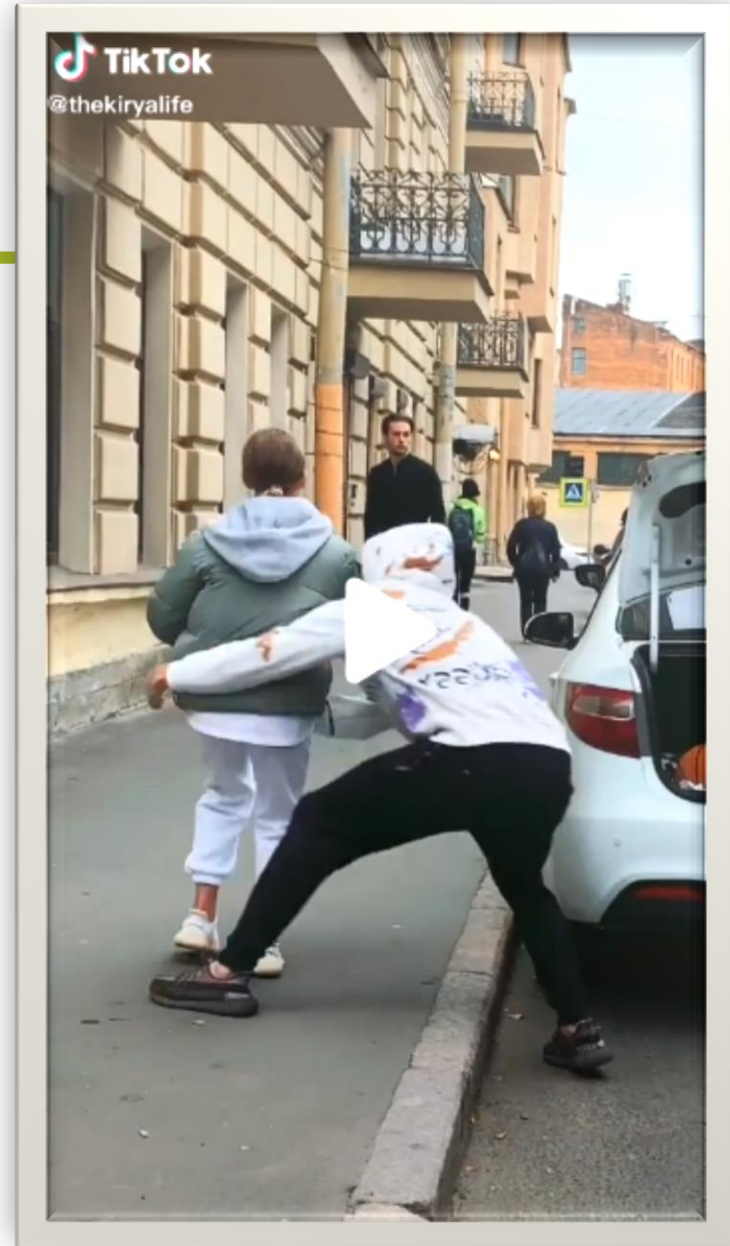
SEVERITY →

LIKELIHOOD ↓

	1	2	3
1	LOW - 1 -	LOW - 2 -	MEDIUM - 3 -
2	LOW - 2 -	MEDIUM - 4 -	HIGH - 6 -
3	MEDIUM - 3 -	HIGH - 6 -	HIGH - 9 -

Active Bystander

Not directly involved,
but have the choice to
intervene, speak up,
or do something



Active Bystander



Distract

Connect with the victim, change the subject. Attempt to diffuse tension



Delegate

Report the event, ask someone near you to help



Document

Record event*, memorize important information like license plates, etc.



Delay

After event, support and help the victim



Direct

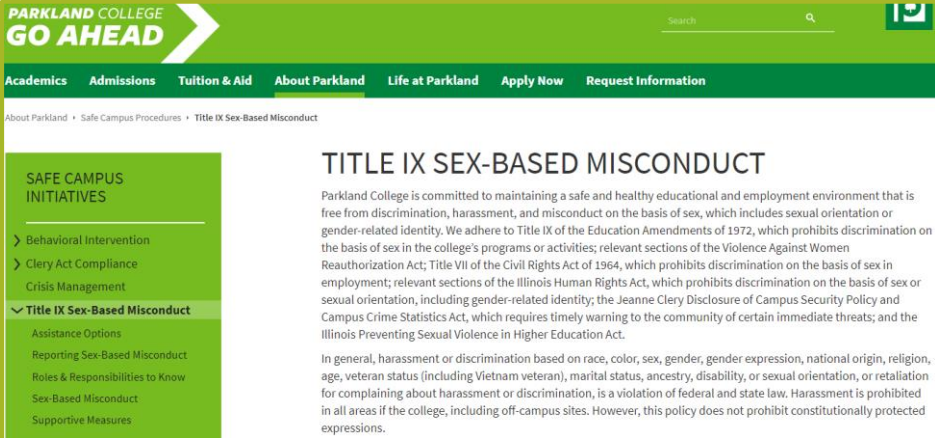
Confront harasser, "This is not acceptable"

TENDS TO ESCALATE



Reporting

- Confidential Reporting
 - Parkland College Counselors
 - Campus Security Authority
 - Online Reporting
- Official Reporting
 - Title IX Coordinators
 - VP Mike Trame
 - Dean Marietta Turner
 - Associate VP Kathleen McAndrew
 - Online Reporting



The screenshot shows the Parkland College website with the "GO AHEAD" logo. The navigation menu includes Academics, Admissions, Tuition & Aid, About Parkland, Life at Parkland, Apply Now, and Request Information. The breadcrumb trail is "About Parkland > Safe Campus Procedures > Title IX Sex-Based Misconduct". The left sidebar lists "SAFE CAMPUS INITIATIVES" with sub-items: Behavioral Intervention, Clery Act Compliance, Crisis Management, Title IX Sex-Based Misconduct (expanded), Assistance Options, Reporting Sex-Based Misconduct, Roles & Responsibilities to Know, Sex-Based Misconduct, and Supportive Measures. The main content area is titled "TITLE IX SEX-BASED MISCONDUCT" and contains text about the college's commitment to a safe environment and adherence to various laws.

parkland.edu/TitleIX



The screenshot shows the Parkland College website with the "GO AHEAD" logo. The navigation menu is the same as the previous screenshot. The breadcrumb trail is "About Parkland > Department Office Directory > Public Safety > Clery Act Compliance". The left sidebar lists "PUBLIC SAFETY" with sub-items: Clery Act Compliance (expanded), Annual Security Report, Campus Security Authorities, Daily Crime Log, and Overnight Travel. The main content area is titled "CLERY ACT COMPLIANCE" and features the heading "The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act)". The text explains that the Clery Act is a federal mandate requiring compliance from all institutions of higher education.

parkland.edu/Clery

Additional Resources

- Local
 - Parkland College Counselors – 217.351.2219
 - Courage Connection - 217.384.4390
 - Rosecrance/Community Elements – 217.693.4580
 - Rape, Abuse, and Incest National Network (RAINN) - 217.344.6298 (local chapter)
- State/National
 - Illinois Coalition Against Sexual Assault – 217.753.4117
 - Illinois Coalition Against Domestic Violence – 877.863.6338
 - RAINN Hotline – 800.656.4673





QUESTIONS

Kate Kaput, Compliance Coordinator

kkaput@parkland.edu

Chief Colbrook, Director of Public Safety

wcolbrook@parkland.edu