



# WHAT YOU **NEED** TO KNOW

## **TITLE IX OF THE EDUCATIONAL AMENDMENT ACT OF 1972:**

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.”

## KNOW YOUR RIGHTS

Essentially, Title IX prohibits sexual discrimination in educational institutions that receive federal funding (including Stephens). While Title IX is a very short statute, Supreme Court decisions and guidance from the U.S. Department of Education have given it a broad scope covering sexual harassment and sexual violence. Under Title IX, schools are legally required to respond and remedy hostile educational environments.

- Title IX requires schools to inform you about its policies against sexual discrimination such as sexual harassment, sexual assault, dating and domestic violence, stalking, and retaliation.
- Our policies apply to everyone — no matter your sex, gender, gender identity or sexual orientation.
- Title IX extends beyond the classroom — you are protected in other places like extracurricular activities, clinical work, student organizations, etc.
- Title IX requires that schools support students who report sexual harassment and violence to ensure you can stay in school and access the support and resources you need.
- Title IX requires school officials to take immediate action to protect you when you report sexual harassment or violence; to prevent it from continuing; and to ensure no bullying or retaliation happens after you report.

You have the right to be safe in school and have equal access to your education in a protected environment — it's important to know your rights and know Title IX!

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# STEPHENS COLLEGE POLICIES

## Stephens' Policies Prohibit

- Sexual harassment — hostile environment and quid pro quo
- Sexual assault — sexual events without consent or with force or coercion
- Sexual exploitation — examples include invasion of sexual privacy, non-consensual digital recording or sharing of recordings of nudity or sexual activity, knowingly exposing another to an STD
- Dating or Domestic violence — violence on the basis of sex committed by a person who is in or has been in a relationship of a romantic or intimate nature
- Stalking — a course of conduct on the basis of sex that would cause a reasonable person fear or substantial emotional distress
- Retaliation for reporting or participating in an investigation

## Stephens Policies Require You to

- Treat others with respect.
- Get consent! Consent is clear, knowing and voluntary. It is active and can be given with words or actions. Consent can be withdrawn at anytime.
- Not make assumptions about what your partner does or does not want. Consent means two people deciding together to do the same thing, at the same time, in the same way, with each other.

There are a lot of good tips about consent on the Website. The Website also outlines some great tips for risk reduction and bystander intervention. Please take some time to review these important principles and watch out for each other.

# REPORTING

## How to Report

- If there is an immediate threat of danger, call 911 immediately. Safety & Security can also be contacted at (573) 876-7299.
- Call Shannon Walls in the Title IX office at (573) 876-7250 or email [sbwalls@stephens.edu](mailto:sbwalls@stephens.edu), or make a report online at [stephens.edu/titleix](http://stephens.edu/titleix).
- Speak to any member of the faculty, staff or Residence Life staff — ALL employees (with the exception of counselors in the Counseling Center) are considered Mandatory Reporters and what you tell them will be reported to the Title IX office. Shannon will follow up with you or the person being reported about to offer resources, remedies and resolutions. All decisions about proceeding are in your control.

## Confidential Reporting

If you wish to speak to someone without making a formal report to Stephens, you have a few options for confidential reporting:

- You may contact the Counseling Center on campus at (573) 876-7157 during business hours or call our 24/7-crisis hotline at (800) 395-2132.
- True North and RAINN also have 24/7 hotlines to support survivors of sexual assault and domestic violence.
  - True North: (573) 875-1370 or [truenorthofcolumbia.org](http://truenorthofcolumbia.org).
  - RAINN: (800) 656-HOPE or [rainn.org](http://rainn.org). (They also offer online chat.)

## RISK REDUCTION

While victim-blaming is never appropriate and Stephens fully recognizes that only those who commit sexual violence are responsible for their actions, Stephens provides the suggestions that follow to help individuals reduce their risk of being victimized and their risk of committing acts of sexual misconduct.

### Reducing the Risk of Victimization

- Make any limits/boundaries you may have known as early as possible.
- Clearly and firmly articulate consent or lack of consent.
- Remove yourself from an aggressor's physical presence.
- Reach out for help, either from someone who is physically nearby or by calling someone.
- Take affirmative responsibility for your alcohol and/or drug consumption.
- Look out for your friends and ask them to look out for you — respect them, and ask them to respect you, but be willing to challenge each other about high-risk choices.

### Reducing the Risk of Being Accused of Sexual Misconduct

- Show your potential partner respect if you are in a position of initiating sexual behavior.
  - If a potential partner says “no,” accept it and don't push — if you want a “yes,” ask for it; don't proceed without clear permission.
  - Clearly communicate your intentions to your potential partner, and give the person a chance to share intentions and/or boundaries with you.
  - Respect personal boundaries — if you are unsure what's OK in any interaction, ask.
  - Avoid ambiguity — don't make assumptions about consent, about whether someone is attracted to you, how far you can go with that person, or if the individual is physically and mentally unable to consent — if you have questions or are unclear, you don't have consent.
  - Don't take advantage of the fact that someone may be under the influence of drugs or alcohol, even if that person chose to become that way — others' loss of control does not put you in control.
  - Be on the lookout for mixed messages; that should be a clear indication to stop and talk about what your partner wants or doesn't want to happen — that person may be undecided about how far to go with you, or you may have misread a previous signal.
  - Respect the timeline for sexual behaviors with which others are comfortable, and understand that they are entitled to change their minds.
  - Recognize that even if you don't think you are intimidating in any way, your potential partner may be intimidated or fearful of you — perhaps because of your sex, physical size, or a position or power or authority you may hold.
  - Do not assume someone's silence or passivity is an indication of consent — pay attention to non-verbal signals to avoid misreading intentions.
  - Understand that consent to one type of sexual behavior does not automatically grant consent to other types of sexual behaviors — if you are unsure, stop and ask.
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## IF YOU HAVE EXPERIENCED SEXUAL ASSAULT OR VIOLENCE

- Go to a safe location as soon as you are able.
- Seek immediate medical attention if you are injured, or believe you may have been exposed to an STI/STD or potential pregnancy.
- Try to preserve physical evidence like sheets, towels, clothing, etc. — transport them in a clean paper (not plastic) bag or a clean sheet. You may choose to avoid showering, eating, brushing your teeth or changing your clothes until after being examined at the hospital. Don't forget to bring a change of clothes to the hospital. Typically, police will be called to the hospital to take custody of the evidence, but it is up to you whether you wish to speak with them or file a criminal complaint.
- Choose how to proceed. You have options, and are encouraged to contact the Title IX Coordinator to discuss them: 1) Do nothing until you are ready; 2) Pursue resolution by the College; and/or 3) Initiate criminal proceedings; and/or 4) Initiate a civil proceeding. You may pursue whatever combination of options is best for you, and the Title IX office is available to support you.

### Stephens College Title IX Coordinator: Shannon Walls

Stamper Commons 202  
(573) 876-7250  
sbwalls@stephens.edu

STEPHENS  
COLLEGE

Your Rights  
**AT STEPHENS.**  
*stephens.edu/titleix*

### STEPHENS COLLEGE POLICIES

Stephens' policies are posted online at [stephens.edu/titleix](https://stephens.edu/titleix). It is important for you to understand our policies and your rights under the law.