

X. TITLE IX

A. PURPOSE OF THE REGULATION

Title IX (20 USC 1681) prohibits discrimination on the basis of sex by providing: No person in the United States, on the basis of sex, be excluded from participation in; be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal assistance.

The purpose of Title IX of the Education Amendments of 1972 is to insure equal access and fairness for men and women with regards to athletics, employment, admissions, financial aid, publications, educational programs, and student rights.

B. POSITION DESCRIPTION

The Title IX Compliance Officer of Mount Vernon Nazarene University shall coordinate the University's efforts to comply with and implement its responsibilities under the regulation hereafter known as Title IX.

This activity includes:

1. Investigation of any complaint communicated to the Officer alleging noncompliance with the regulation or alleging any action prohibited by the regulation.
2. Notification of all students and employees of the University with regards to the name, office, address and telephone number of the person identified as the Title IX Compliance Officer of Mount Vernon Nazarene University.
3. Publication and implementation of grievance procedures adopted by the University which provide for prompt and equitable resolution of student and employee complaints alleging any action prohibited by the regulation.
4. Publication in each University bulletin, catalog, or application form a statement of policy that the University does not discriminate on the basis of sex in the educational programs or activities which it operates, and that it is required by Title IX not to discriminate in such a manner.
5. Continuously conduct a self-evaluation of Mount Vernon Nazarene University programs, policies, and activities to determine compliance with the requirements of Title IX.

C. APPOINTMENT OF COMPLIANCE OFFICER

The Title IX Compliance Officer of Mount Vernon Nazarene University shall be appointed by the President of the University.

D. GRIEVANCE PROCEDURES

1. First Level: Informal Consultation

Individuals with claim(s) of alleged violation of the regulation are encouraged to consult with the Title IX Compliance Officer of Mount Vernon Nazarene University. During this meeting, the Title IX Compliance Officer shall review the complaint in informal conversation with the complainant, and advise concerning the meaning of the regulation. The Officer will make inquiries as needed from the person or persons against whom the complaint is alleged, and will arrange, when feasible, for a mediation session of the parties together at which the Officer will preside. Attorneys are not permitted to attend the consultation meeting or mediation session. The goals of this discussion will be to clarify the meaning of the regulation, identify any form of discrimination, propose remediation for the inequities disclosed, and develop plans to modify the policy or practice from which the discrimination arises.

The Officer will keep a record of such complaints, including the nature of the grievance, results of the consultation, and the remedial actions that ensue.

2. Second Level: Written Complaint

Any person who feels that informal consultation has not satisfactorily resolved a grievance may file a written complaint with a Title IX Compliance Officer. Utilization of the informal process is a prerequisite to the filing of a written complaint.

Written complaints shall be resolved through a hearing before a University committee established and activated by the Title IX Compliance Officer within fifteen days from the date the written complaint is received. Committee membership shall be equitably representative of campus community, at least one male and one female student, and approved by the University President. All Claimants shall have the right to present evidence and witnesses at the Committee hearing. Any member of the Committee who is subject to or included in a complaint shall be disqualified from hearing the complaint. Attorneys are not permitted to attend the hearing.

After conclusion of the hearings, the Committee will decide the validity of the alleged complaint of discrimination, may propose remedial action deemed necessary, and may recommend modification of policies or practices that have led to the violation of the regulation.

A record shall be kept of all Committee hearings that accurately reflect the proceedings and decisions. After the hearings are completed, the Committee shall deliberate in unrecorded executive session. A written recommendation of the committee shall be presented to the complainant and to the President within ten days. Thereafter, the President will take the necessary action to resolve the issue within an appropriate time as defined by the committee in its



recommendation. If the issue is of such a nature that the committee determines review and planning is necessary to resolve the issue; the President shall create a plan of action within 60 days and remand the matter to the committee to determine the appropriateness of the plan and make recommendation to the President for further action in a time period suitable to the committee.

The Title IX Compliance Officer for Mount Vernon Nazarene University is:

Dr. Candace Fox
Mount Vernon Nazarene University
800 Martinsburg Road
Mount Vernon, OH 43050
Phone (740) 397-9000, ext. 3722

Approved by the Administrative Cabinet of Mount Vernon Nazarene University on August 15, 1995. Policy revised on 8/10/99, 3/13/01, 5/13/02, 8/28/03, and 8/25/06.

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XI. SEXUAL DISCRIMINATION, HARASSMENT & SEXUAL ASSAULT POLICY

A. DEFINITIONS

Note: The requirements concerning issues of sexual harassment and sexual assault are presented and affirmed in compliance with the Higher Education Amendments of 1992, 34CFR Part 668, and the mission of Mount Vernon Nazarene University.

1. Sexual Discrimination

Sexual discrimination is defined as inequitable treatment on the basis of gender that includes being excluded from participation in, denied the benefits of, or subjected to discrimination under any educational program or activity receiving Federal financial assistance.

2. Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other physical and expressive behavior of a sexual nature where: 1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education; 2) Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting the individual; or 3) Such conduct has the purpose or effect of denying or limiting a student's ability to participate in or benefit from the school's programs on the basis of sex, interfering with an individual's academic or professional performance or creating an intimidating, hostile, or demeaning employment or educational environment.

3. Sexual Assault

Sexual assault is defined as any sexual act directed against another person, forcible and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent.

B. SEXUAL HARASSMENT PREVENTION TRAINING POLICY

Purpose:

The primary goal of this policy is to provide on-line training to enable MVNU faculty, staff, and students to identify sexual harassment and other forms of discriminatory behavior. With this knowledge they can help keep the MVNU community free of these harassing behaviors. This is consistent with our institutional values that provide the framework for our life together. Our love of God is reflected in our respect for others. At MVNU, we believe in personal responsibility as expressed in our Lifestyle Guidelines.

MVNU Employees:

MVNU requires successful completion of an online sexual harassment prevention training program by all administrators, faculty, and staff. New administrators, faculty, and staff must complete the initial training course as part of their employment requirements. Continuing administrators, faculty, and staff, who have already successfully completed the online training and passed the mastery test, must complete a yearly refresher training course (a different version than the original) each year between July 1 and October 1.

MVNU Traditional Students:

MVNU requires successful completion of an online sexual harassment prevention training program by all traditional students. All new traditional students must take the official MVNU sexual harassment training (online) and pass the mastery test by October 1 or before going on any overnight official school function. New students who enter in January or spring must complete the training by March 1. Traditional students, who do not complete the training, will be prevented from confirming their subsequent semester registration.

MVNU Non-Traditional Students (hereafter referred to as AGS for Adult and Graduate Studies):

MVNU encourages successful completion of an online sexual harassment prevention training program by all non-traditional students during their first semester of enrollment.

Access the website from the MVNU intranet pages or click on this link:

<http://training.newmedialearning.com/psh/mountvernonnu/index.htm>

Cabinet approval on August 25, 2006.

C. STATEMENT OF POLICIES REGARDING TITLE IX AND SEXUAL DISCRIMINATION OF STUDENTS

MOUNT VERNON NAZARENE UNIVERSITY TITLE IX COMPLIANCE OFFICER

Purpose of the Regulation, Position Description

Sexual Discrimination is both immoral (I Thessalonians 4:3-8) and illegal (Title VII of the 1964 Civil Rights Act for employees and Title IX of the 1972 Education Act for students). Sexual discrimination of either employees or students whether by faculty members, staff, administrators, other students or non-employee third parties is not tolerated at Mount Vernon Nazarene University. Any person enrolled or employed by the University who believes that he/she has been a victim of some form of sexual discrimination should report the incident immediately. The University will take prompt, effective action to end any sexual discrimination, prevent its recurrence and, as appropriate, remedy its effects. The

perpetrator is subject to disciplinary proceedings. Before, during, and after disciplinary proceedings, the University will take all necessary steps to protect the victim from additional discrimination on campus.

Purpose of the Regulation

Title IX (20 USC 1681) prohibits discrimination on the basis of gender by providing: No person in the United States, on the basis of gender, be excluded from participation in; be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal assistance.

The purpose of Title IX of the Education Amendments of 1972 is to insure equal access and fairness for men and women with regards to athletics, employment, admissions, financial aid, publications, educational programs, and student rights. It specifically provides that recipient institutions may not, on the basis of gender:

- provide different aid, benefits, or services;
- deny any person such aid, benefit, or service;
- subject any person to separate or different rules of behavior, sanctions, or other treatment;
- discriminate against any person in the application of any rules of appearance;
- apply any rule concerning the domicile or residence of a student or applicant, including eligibility for in-state tuition;
- provide significant assistance (defined in the Preamble to the Regulation as facilities or a faculty sponsor) to any agency, organization or person which discriminates on the basis of gender in providing any aid, benefits or service to students or employees;
- limit any person in the enjoyment of any right, privilege, advantage, or opportunity.

Position Description

The Title IX Compliance Officer of Mount Vernon Nazarene University shall coordinate the University's efforts to comply with and implement its responsibilities under the regulation hereafter known as Title IX. This activity includes:

1. Investigation of any complaint communicated to the Officer noncompliance with the regulation or alleging any action prohibited by the regulation.
2. Notification of all students and employees of the University with regards to the name, office, address and telephone number of the person identified as the Title IX Compliance Officer of Mount Vernon Nazarene University.
3. Publication and implementation of grievance procedures adopted by the University which provide for prompt and equitable resolution of student and employee complaints alleging any action prohibited by the regulation.
4. Publication in each University bulletin, catalog, or application form a statement of policy that the University does not discriminate on the basis of

- gender in the educational programs or activities which it operates, and that it is required by Title IX not to discriminate in such a manner.
5. Continuously conduct a self-evaluation of Mount Vernon Nazarene University programs, policies, and activities to determine compliance with the requirements of Title IX.
 6. Chair the Title IX Committee to review policies and procedures and make recommendations for improvement to the Administrative Cabinet.
 7. Serve on the Athletic Committee to monitor equity and fairness issues for male and female athletes and coaches.

Appointment of Compliance Officer

The Title IX Compliance Officer of Mount Vernon Nazarene University shall be appointed by the President of the University.

MVNU Liaisons

Liaisons for traditional students include the Vice President for Student Development, the Associate Vice President for Student Development, the Associate Dean of Student Development, and/or the Director of Residence Life. For the Adult and Graduate Studies programs, liaisons are the Director of AGS Enrollment Management and/or the Associate Director of AGS Enrollment Management.

Grievance Procedures for Making an Informal or Formal Sexual Discrimination Complaint

1. Informal Consultation

Individuals with claim(s) of alleged violation of the regulation are encouraged to consult with the Liaison or Title IX Compliance Officer of Mount Vernon Nazarene University. During this meeting, the Title IX Liaison or compliance Officer shall review the complaint in informal conversation with the complainant, and advise concerning the meaning of the regulation. The Liaison or Compliance Officer will make inquiries as needed from the person or persons against whom the complaint is alleged, and will arrange, when feasible, for a mediation session of the parties together at which the Liaison or Compliance Officer will preside. Attorneys and/or parents/guardians are not permitted to attend the consultation meeting or mediation session. (See Section XV. Judicial Processes, Student Handbook). The goals of this discussion will be to clarify the meaning of the regulation, identify any form of discrimination, propose remediation for the inequities disclosed, and develop plans to modify the policy or practice from which the discrimination arises.

The Liaison and Compliance Officer will keep a record of such complaints, including the nature of the grievance, results of the consultation, and the remedial actions that ensue.

2. Formal Complaint

Any person who feels that informal consultation has not satisfactorily resolved a grievance may file a written complaint with a Title IX Liaison or Compliance Officer. Utilization of the informal process is a prerequisite to the filing of a written complaint.

Formal complaints shall be immediately and impartially investigated by Enrollment and Student Development or AGS representatives (and/or Title IX Compliance Officer if the case involves an employee of the University) to determine legitimacy of sexual discrimination claims and to attempt to achieve satisfactory resolution. In cases where resolution is not satisfactorily achieved, the students may make a written appeal to the University Judicial Council. Upon receipt of the appeal, the UJC will hear the case within fifteen days from the date of the written appeal and receipt of necessary documentation.

A review panel will be appointed by the President if the case involves an employee of the University or an AGS student. The review panel will hear the case within fifteen days from the date the written complaint and necessary documentation are received.

Hereinafter, both the University Judicial Council and the review panel appointed by the President will be referred to as the "Committee." Committee membership shall be equitably representative of the campus community, at least one male and one female student for student/non-employee cases, and at least one male and one female employee approved by the University President for employee cases. All Complainants shall have the right to present evidence and witnesses at the Committee hearing. Any member of the Committee who is subject to or included in a complaint shall be disqualified from hearing the complaint. Attorneys are not permitted to attend the hearing.

After conclusion of the hearings, the Committee will decide the validity of the alleged complaint of sexual discrimination, may propose remedial action deemed necessary, and may recommend modification of policies or practices that have led to the violation of the regulation.

A record shall be kept of all Committee hearings that accurately reflect them proceedings. After the hearings are completed, the Committee shall deliberate in unrecorded executive session. A written decision of the Committee shall be presented to the Complainant (and to the President within ten days if the case involves an employee of the University). For traditional student-to-student cases, the Committee (University Judicial Council) is the final level of review.

In the event of an employee case appeal, the President will take the necessary action to resolve the issue within an appropriate time as defined by the Committee in its recommendation. If the issue is of such a nature that the Committee determines review and planning are necessary to resolve the issue; the President shall create a plan of action within 60 days and remand the matter to the Committee to determine the appropriateness of the plan and make recommendation to the President for further action in a time period suitable to the Committee.

Retaliation against anyone who reports sexual discrimination is prohibited. The University prohibits retaliation against anyone reporting or cooperating in the investigation of a sexual discrimination complaint, and strong responsive action will be taken if retaliation occurs. Students and employees will not suffer adverse consequences as a result of reporting sexual discrimination in good faith.

The Title IX Compliance Officer for Mount Vernon Nazarene University is:
Dr. Candace Fox
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800 Martinsburg Road
Mount Vernon, OH 43050
Phone (740) 392-6868, ext. 3722

Approved by the Administrative Cabinet of Mount Vernon Nazarene University on August 15, 1995. The appointment of Dr. Candace Fox was in the fall of 2006. Policy revised on 8/10/99, 3/13/01, 5/13/02, 8/28/03, 8/29/06 and 7/9/08.

D. STATEMENT OF POLICIES REGARDING SEXUAL HARASSMENT OF & BY STUDENTS

Sexual harassment is both immoral (I Thessalonians 4:3-8) and illegal (Title VII of the 1964 Civil Rights Act for employees and Title IX of the 1972 Education Act for students). Sexual harassment of either employees or students whether by faculty members, staff, administrators, other students or non-employee third parties is not tolerated at Mount Vernon Nazarene University. Any person enrolled or employed by the University who believes that he/she has been a victim of some form of sexual harassment should report the incident immediately. The University will take prompt, effective action to end any sexual harassment, prevent its recurrence and, as appropriate, remedy its effects. The perpetrator is subject to disciplinary proceedings. Before, during, and after disciplinary proceedings, the University will take all necessary steps to protect the victim from additional harassment on campus.

Persons to Whom Complaints of Sexual Harassment Should be Made

Persons who feel that they have been sexually harassed should report the matter immediately to the following liaisons. The liaison(s), upon receipt of the complaint, shall report the allegation to the Title IX Compliance Officer immediately.

Complaints by or on behalf of a Student

A student, or an employee (either faculty or staff) who has knowledge of the harassment of a student, should report allegations of sexual harassment immediately to the appropriate liaison. A sexual harassment grievance filing form and assistance are available from the above individuals.

Complaints by an Employee

A faculty member should report allegations of personal sexual harassment to the Vice-President for Academic Affairs, Faculty Representative, or Title IX Compliance Officer. A staff employee should report allegations of personal sexual harassment to the Vice-President for Finance and Management, Director of Human Resources, Staff Representative, or Title IX Compliance Officer.

Alternate Liaisons

In the event a party desiring to report sexual harassment believes the individual designated to receive his/her complaint is associated with the allegation, the party may report the allegation directly to the Title IX Compliance Officer.

Complaints against an Administrator

All allegations of sexual harassment involving a Cabinet member shall be reported to the President or any member of the Executive Committee of the Board of Trustees. An allegation of sexual harassment involving the President shall be reported to any member of the Executive Committee of the Board of Trustees.

Complaints against a Trustee

An allegation of sexual harassment involving a Board of Trustees member shall be reported to the Chairman of the Board of Trustees or any member of the Executive Committee of the Board of Trustees.

Procedure for Making an Informal or Formal Sexual Harassment Complaint

1. Informal Complaint

If the complaint is not placed in a formal complaint, the matter will be handled informally by the designated sexual harassment liaison(s). The liaison will report the matter to the Title IX Compliance Officer. If the informal process does not successfully resolve the complaint, a formal complaint may be filed and the formal complaint process followed. It should be noted, however, that even if no formal complaint is filed, the University

has a duty to investigate all concerns of sexual harassment, regardless of the Complainant's cooperation, to the extent that it is able to do so without that cooperation.

2. Formal Complaint

Against a Student

All formal allegations of sexual harassment involving traditional students will be investigated immediately and impartially by a Student Development representative, designated by the Associate Vice-President for Student Development. If the determination is made by the investigating Student Development representative that sexual harassment has occurred, a decision for appropriate disciplinary action up to and including expulsion from the University and will inform the Complainant and the alleged perpetrator of said action. Either the Complainant or the alleged perpetrator, may appeal the decision to the University Judicial Council, which shall serve as a panel of final review and appeal for all cases of alleged student sexual harassment. Cases involving students and employees will follow the employee process, in consultation with Student Development representatives. Cases involving AGS students will follow complaint process for employees.

Against an Employee

In the event a member of the faculty or staff is alleged to have engaged in an act of sexual harassment, the Title IX Compliance Officer shall undertake an initial investigation to determine whether the matter can be resolved or should be referred to a three-member review panel. The review panel shall be appointed by the President and will consist of a Cabinet member, faculty member, and staff member, who shall investigate the matter and decide on the appropriate disciplinary action up to and including termination from employment. The review panel will report the decision to the Complainant and the alleged perpetrator. Either the Complainant or the alleged perpetrator may appeal the decision to the President, whose decision shall be final. Cases involving traditional student complainants will be communicated to the Student Development representative.

Against an Administrator or a Trustee

In the event an allegation of sexual harassment involves a member of the President Cabinet, including the President, or a member of the Board of Trustees, the chairman of the Board of Trustees shall appoint a three-member panel consisting of a faculty member, Board of Trustees member (not a member of the Executive Committee) and an Executive Committee member, who shall investigate the matter and make recommendations as outlined hereinafter. In the event, a Cabinet member other than the President is involved, the investigating panel's recommendation shall go to the President. The President shall act upon the recommendations after consulting with the Executive Committee. In the event the allegations involve the President, the

Chairman of the Board of Trustees shall receive the investigating panel's recommendations and shall act on those recommendations, after consulting with the Executive Committee of the Board of Trustees. Cases involving student complainants will be communicated to the appropriate liaison.

Against a Third Party

Appropriate measures within legal boundaries will be taken to restrict a third party perpetrator from the University campus and to prevent future occurrences.

Retaliation against anyone who reports sexual harassment is prohibited

The University prohibits retaliation against anyone reporting or cooperating in the investigation of a sexual harassment complaint, and strong responsive action will be taken if retaliation occurs. Students and employees will not suffer adverse consequences as a result of reporting sexual harassment in good faith.

Addendum:

1. All records of the investigation shall remain confidential and subject to release only to the panel and the reviewer, unless otherwise required by law. The final decision shall be conveyed to both the Complainant and the alleged perpetrator.
2. Panel members shall not consist of individuals all the same gender.
3. The individual appointing the reviewing panel shall not serve on the panel.
4. The reviewing panel shall consult with the University attorney when necessary.

[Adopted by the Administrative Cabinet--June 30, 1994.] Revised 8/10/99, 3/13/01, 5/30/01, 5/13/02, 8/25/06 and 7/8/08.

**XI. SEXUAL HARASSMENT, DISCRIMINATION AND SEXUAL ASSAULT
POLICY – Continued**

**E. STATEMENT OF POLICIES REGARDING SEXUAL ASSAULT OF
STUDENTS**

34CFR Part 668 requires the University to adopt a statement of policy. The policy of MVNU shall be as follows:

Sexual assault of students, whether by faculty members, staff, administrators, other students or non-employee third parties, is illegal and is not tolerated at Mount Vernon Nazarene University. Sexual assault is both immoral (I Thessalonians 4:3-8) and illegal. Sexual assault (of either employees or students) is not tolerated at Mount Vernon Nazarene University. Any person enrolled or employed by the University who believes that he/she has been a victim of some form of sexual assault should report the incident immediately.

Policy

Each institution shall develop and distribute as part of the report a statement of policy regarding such institutions campus sexual assault programs, which shall be aimed at the prevention of sex offenses; and the procedures followed once a sex offense has occurred.

Information regarding access to programs, which are aimed at the prevention of sex offenses, and the procedures to follow if a sex offense occurs, can be found in the Student Handbook, Faculty Handbook, and the Staff Handbook.

Upon request, this institution will provide campus crime statistics, which are published annually, to all registering students and employees.

In general, these programs are designed to prevent sexual offenses through education, promote awareness, protect the on-campus rights of the victim, preserve evidence, and in the event of sexual assault, provide counseling to the victim.

The policy shall address education programs to promote the awareness of rape, acquaintance rape, and other sex offenses. Information about the prevention of sexual assault can be obtained through the Counseling/Career Center.

Disciplinary Sanctions

The policy shall address possible sanctions to be imposed following the final determination of an on-campus disciplinary procedure regarding rape, acquaintance rape, or other sex offenses, forcible or non-forcible.

Sanctions for sexual assault are outlined in the Student Handbook under Section V. Campus Policies and Procedures (Section J. Discipline).

Legal Prosecution

This institution will assist in the investigation of students who are accused by civil authorities as being perpetrators of a sexual offense. In addition, the institution will discipline students under its guidelines, based on the evidence it has before it, regardless of the action or lack of action by civil authorities.

Procedures or Sexual Assault or Complaints

The policy shall address procedures students should follow if a sex offense occurs, including who should be contacted, the importance of preserving evidence as may be necessary to the proof of criminal sexual assault, and to whom the alleged offense should be reported.

Any student of the University who believes that he/she has been a victim of some form of sexual assault should immediately report the incident to a liaison (a person or entity who has been properly trained and with whom the student feels comfortable including a resident director, counseling, medical or security personnel, the Title IX Compliance Officer, or the police. Knox County provides emergency 911 service to report a crime in progress.

Whether the student wants to pursue the offense through the civil authorities or not, it is important that the student be treated physically and emotionally in a proper manner. Further, it is important that evidence be properly gathered and preserved in the event the student may desire to pursue the matter through civil authorities. Therefore, intervention by the Mount Vernon Police or Knox County Sheriff may be required. It is important to contact a liaison or counseling personnel immediately for assistance so that emotional and technical support can be provided.

Disciplinary Process

The policy shall address procedures for disciplinary action in cases of alleged sexual assault, which shall include a clear statement that 1) the accuser and the accused are entitled to the same opportunities to have others present during an MVNU disciplinary proceeding; and 2) both the accuser and the accused shall be informed of the outcome of any MVNU disciplinary proceeding brought, alleging a sexual assault.

Investigation of Student Formal Complaints

The liaison shall, in conjunction with local authorities and other appropriate University authorities, gather documentation regarding any formal complaint of sexual assault involving students and other campus community members. If it is determined through legal procedures that a sexual criminal offense has occurred, appropriate disciplinary action up to and including expulsion will be taken.

Appeals may be taken to the University Judicial Council for traditional students, or the President's Review Panel for AGS students.

The accuser and the accused will have equal opportunity within the guidelines of Section XV, Judicial Processes and Section XIV, Disciplinary Roles, Procedures, and Appeal Processes (Student Handbook), to present their testimony, and equal opportunity to have other (excluding parents/guardians/attorneys) with them during a disciplinary proceeding of the University Judicial Council. In the case of sexual assault, both the accuser and the accused shall be informed of the outcome if there is a campus disciplinary hearing. The procedure for appeal is set forth in the Student Handbook in Section XIV Disciplinary Roles, Procedures, and Appeals Processes.

Legal Options and Respectful Treatment

The policy shall address [the] informing [of] students of their options to notify proper law enforcement authorities, including on-campus and local police, and the option to be assisted by campus authorities in notifying such authorities, if the student so chooses.

MVNU personnel will endeavor to treat all sexual assault victims with respect, to make their rights and legal options clear, and to fully cooperate with them in exercising those rights.

The victim of a crime has the right to have the crime investigated by criminal and civil authorities. Victims of sexual assault have the right to have full and prompt cooperation and assistance in obtaining evidence necessary for proof of criminal sexual assault, including a medical examination, the right to be free from pressure from campus authorities to report crimes as lesser offenses, and the right to be made fully aware of and assisted in exercising state or federal legal rights to test sexual assault suspects for communicable diseases. In addition to these provisions, the Ohio misprision statute requires the reporting of felony offenses to law enforcement authorities.

Support Services

The policy shall address [the] notification of students of existing counseling, mental health or guidance for victims of sexual assault, both on campus and in the community.

The Student Health Services, located in Galloway Hall, seeks to provide holistic health care and education for all students. A full-time registered nurse is available each weekday during the academic year. Evening and weekend medical services may be obtained by calling X-1811. All health records are confidential.

The University provides counseling services through the Counseling and Career Center located in the Campus Center (Main Campus). Students will find a ready

acceptance from the counseling staff. The counseling services are for voluntary use and without charge. A professional code of ethics is observed. Additional counseling services for a fee may be available at Moundbuilders Guidance Center. In addition, Mount Vernon Nazarene University maintains working relationships with several local medical care providers. Chaplaincy services are available at every campus location.

Residential Changes

The policy shall address [the] notification of students of options for, and available assistance in changing academic and living situations after an alleged sexual assault incident, if so requested by the victim and if such changes are reasonably available.

Victims of sexual assault can receive assistance in changing academic or living situations, if such changes are reasonable available. Any campus residence living condition in which a resident student feels physically or sexually intimidated should be reported to his/her Resident Director, the Associate Dean of Student Development, or the Associate Vice-President for Student Development.

Training

Awareness training for the prevention of sexual assault will be available for students by MVNU faculty and/or staff.

Frivolous or Malicious Charges

These procedures are designed to provide relief to any person who genuinely feels he or she has been subjected to sexual assault. However, this policy shall not be used to initiate frivolous or malicious charges. After the termination of informal and/or formal proceedings, if it is determined that such charges have been brought in a frivolous or malicious manner, disciplinary action, under the appropriate personnel or student policies shall be taken against any person alleging sexual assault in bad faith. This provision offers no intent to discourage a valid report of sexual assault. All reported incidents will be thoroughly investigated.

Retaliation against anyone who reports sexual assault is prohibited

The University prohibits retaliation against anyone reporting or cooperating in the investigation of a sexual assault complaint, and strong responsive action will be taken if retaliation occurs. Students will not suffer adverse consequences as a result of reporting sexual assault in good faith.

[Adopted by the Administrative Cabinet June 30, 1994.] Revised 8/10/99, 3/13/01, 5/30/01, 5/13/02, 8/25/06 and 7/8/08..



[For the Title IX Sexual Harassment Grievance Procedure chart please click here](#)



G. GRIEVANCE FILING FORM

Sexual Discrimination (Title IX) Sexual Harassment/Sexual Assault Filing Form
Mount Vernon Nazarene University
Formal Level of Complaint

Name _____ Date _____

Position and/or Organization _____

Place where you may be reached _____

Address _____

Telephone Number _____

Nature of your grievance

- Sexual Discrimination (Title IX), or Sexual Harassment, or Sexual Assault, or Retaliation from Previous Grievance (please check one)

(Please describe the policy or action you believe may be in violation and identify any person(s) you believe may be responsible).

If others are affected by the possible violation, please give their names and/or positions.

Signature of grievant

Signature of person receiving grievance

Place of grievance filing

Date grievance received

