

Mount Vernon Nazarene University (MVNU) is committed to fostering a climate free from discrimination and harassment, through clear and effective policies, a coordinated education and prevention program, and prompt and equitable procedures for resolution of reports of conduct prohibited under this policy. The University encourages all members of its community to participate in the process of creating a safe, welcoming and respectful environment on campus.

Being of Wesleyan heritage, and a ministry of the Church of the Nazarene, we strive to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life. Furthermore, we attempt to make all policies and decisions within the doctrinal and moral convictions of the Church of the Nazarene (e.g., Articles of Faith, Covenant of Christian Conduct including the Statement of Human Sexuality and Marriage, and Covenant of Christian Character). We also strive to provide a learning and living environment that promotes safety, transparency, personal integrity, civility, mutual respect and freedom from unlawful discrimination.

This integration of faith and learning is recognized by the United States and Ohio Constitutions and many state and federal laws. Therefore, it is a recognized right of religious educational institutions such as MVNU to incorporate religious beliefs into all aspects of university life and maintain faith-based standards of behavior which all community members voluntarily agree to follow.

Thus, MVNU is committed to providing a work, learning, and living environment that provides equal opportunity for all and that is free from harassment and discrimination. Accordingly, harassment, discrimination or retaliation based upon race, color, age, national origin, sex, physical or mental disability, military or veteran status, or any other basis protected by applicable federal, state, or local law is strictly prohibited. Additionally, other inappropriate conduct of a harassing or offensive nature may be considered a violation of this policy.

Inquiries regarding MVNU's non-discrimination policies should be directed to the Civil Rights Director Christina Jones.

Published in July 2022 by the Office of Civil Rights.

SEE | HEAR | KNOW
something | something | something
SAY SOMETHING

CIVIL RIGHTS

at Mount Vernon Nazarene University

QUESTIONS AND ANSWERS



How to Get Help

EMERGENCY RESPONSE

Campus Safety

740-399-8686
740-397-9000, ext. 8686
campus.safety@mvnu.edu

Crisis Hotline

740-397-9000, ext. 5000

Mount Vernon Police

740-397-2222

Knox County Sheriff

740-397-3333

Emergency Law Enforcement Response:

911 (from anywhere)

CAMPUS RESPONSE & SUPPORT

(Private, not confidential)

Office of Civil Rights

Christina Jones, J.D.
Lakeholm 109
Civil Rights Director/TIX Coordinator/504 Coordinator
Off Campus: 740-399-8250 / On Campus: 740-399-9000, ext. 3250
www.mvnu.edu/titleix/

Student Accessibility Services Office

Deanna Shira-Tackett
Coordinator of Accessibility Services
Deanna.shira@mvnu.edu or
AccessibilityServices@mvnu.edu

Center for Global Engagement

Brenita Nicholas-Edwards, MSW, PhD
Director of the Center for Global Engagement
740.392.6868 ext. 4124
bnichola@mvnu.edu

Office of Intercultural Life

Tavaris Taylor
Director of Intercultural Life
740-397-9000, ext. 4606
tavaris.taylor@mvnu.edu

MEDICAL TREATMENT

Knox Community Hospital

1330 Coshocton Avenue
Mount Vernon, OH 43050
740-393-9000
Provides medical treatment and sexual assault forensic exams

New Directions: The Domestic Abuse and Rape Crisis

Center of Knox County

Hotline: 740-397-5525
Will accompany to a sexual assault forensic exam

Student Health Services

740-397-9000, ext. 4632

CONFIDENTIAL RESOURCES

The resources designated below can provide counseling, information, and support under confidentiality protections.

ON CAMPUS

Campus Counseling Center

740-397-9000, Ext. 4610
counselingcenter@mvnu.edu

Campus Pastor

740-397-9000, Ext. 4111

Associate Campus Pastor

740-397-9000 Ext. 4130

Student Health Services

740-397-9000, Ext. 4632

OFF CAMPUS

**New Directions: The Domestic Abuse and Rape
Crisis Center of Knox County**
Rape Crisis Center 24-Hour Hotline: 740-397-4357

Knox County Victim's Assistance
740-397-3404

National Domestic Violence Hotline (NDV)
800-799-7233 (SAFE)
www.thehotline.org

Ohio Sexual Violence Coalition Domestic Violence
24 -Hour Hotline: 844-644-6435 (OHIOHELP)

Ohio Hispanic Coalition Domestic Violence
24-Hour Hotline: 614-746-3534 (Spanish and English)

BRAVO (Buckeye Region Anti-Violence Organization)
866-862-7286 or text 614-333-1907
bravo.equitashealth.org

Equality Ohio Legal Clinic
855-542-8529
equalityohio.org/legal-clinic

Disability Rights Ohio
800-282-9181
disabilityrightsohio.org/resource-center

Civil Rights Policies

**Mount Vernon Nazarene University's Civil Rights Policy
(Discrimination, Harassment, and Sexual Misconduct) applies
to all members of the MVNU community.**

Whether you are a student, staff members, affiliated individual or faculty member, MVNU's policies aim to protect you.

The expectations for behavior under the Civil Rights Policies (Discrimination, Harassment, and Sexual Misconduct, and ADA/Section 504) are the same for all community members. All forms of sexual harassment, sexual misconduct, and discrimination are never acceptable in our community.

The process to resolve complaints is the same for everyone.

GLOSSARY OF COMMON TERMS

Complainant. An individual who is alleged to have experienced conduct that could constitute Prohibited Conduct

Respondent. An individual who has been reported to have committed Prohibited Conduct. A respondent can be an individual or a student group or organization that is alleged to have engaged in conduct that violates this policy.

Mandated Reporter. All MVNU employees, student employees, and affiliated individuals are required to disclose to the Civil Rights Director any report of protected characteristic harassment and discrimination of which they are aware.

Report. Information reported to the Civil Rights Director about known or suspected harassment and/or discrimination that has occurred based on one more protected characteristic.

Formal Complaint. A document filed by and signed by a complainant or signed by the Civil Rights Director alleging a violation of one or more sections of Prohibited Conduct AND requesting the University investigate the allegation/s. Formal complaints must be filed in order to pursue either an Informal Resolution Process or a Formal Resolution.

Supportive Measures. Non-disciplinary, non-punitive individualized services offered to both the complainant and respondent as appropriate, reasonably available, and without fee or charge.

WHAT SHOULD BE REPORTED?

- Discrimination
- Discriminatory Harassment
- Sexual Harassment
- Sex/Gender Discrimination
- Sexual Assault
- Domestic Violence
- Dating Violence
- Stalking

Harassment and discrimination which occur on the basis of a protected characteristic contains a wide range of unwanted behaviors including, but not limited to: verbal or written comments, acts of discrimination, or physical contact. A complainant does not need to provide a definitive label of their experience at the time a report is made, nor do they have to decide on a particular course of action in advance. Choosing to make a report, and deciding how to proceed after making the report, can be a process that unfolds over time.

Ask yourself the following questions:

- Was the behavior unwanted?
- Was the behavior based on sex or gender?
- Was the behavior sexual in nature?
- Was the behavior based on race, color, age, national origin, sex, physical or mental disability, military or veteran status, or any other basis protected by state, local, or federal law?

If you answer yes to any of the above questions, please contact the Office of Civil Rights.

To see a complete list of Prohibited Conduct go to:

- MVNU's Civil Rights Policy: Discrimination, Harassment, and Sexual Misconduct
- MVNU's ADA/Section 504 Grievance Policy

HOW DO I REPORT?

You can make a report and find out your options for support and processes by contacting these private, not confidential officials:

Christina Jones,
Civil Rights Director/Title IX Coordinator /504 Coordinator
Lakeholm 109
Off Campus: 740-399-8250 / On Campus: 740-399-9000, ext. 3250
www.mvnu.edu/titleix/

To report anonymously, you may fill out an incident report at
<https://www.mvnu.edu/titleix/>

In an emergency, call Campus Safety at 740-399-8686, 740-397-9000, ext. 8686 or the Mount Vernon Police Department at 911.

You can speak confidentially to these campus officials:

Student Health Services at 740-397-9000, ext. 4632

Campus Counseling Services (for students) at 740-397-9000, ext. 4610

Campus Pastor at 740-397-9000, ext. 4111

Associate Campus Pastor at 740-397-9000, ext. 4130

Questions and Answers

The Federal Government made big changes to Title IX in 2020. What does that mean for MVNU?

Everything that was against MVNU's policies before the changes are still against the University's policies and will continue to be handled by MVNU's Office of Civil Rights. The biggest changes are that some categories of Prohibited Conduct are labeled differently and some official complaints may have to be resolved using a live hearing.

What is the difference between a Report and a Complaint?

A report is information reported to the Civil Rights Director about known or suspected harassment and/or discrimination that has occurred based on one or more protected characteristics.

A complaint is a document filed by and signed by a complainant or signed by the Civil Rights Director alleging a violation of one or more sections of Prohibited Conduct AND requesting the University to investigate the allegation/s. Formal complaints must be filed in order to pursue either an Informal Resolution Process or a Formal Resolution.

I heard a person has been reported to the Office for Civil Rights. Why do I keep seeing this person around campus? Why hasn't anything been done to them?

When a complainant makes a report, they have the choice of whether or not to file an official complaint. If the complainant does not wish to move forward with a formal complaint, their wishes are typically able to be honored.

Will a process start once I make a report?

When a complainant makes a report, they are presented with options on how they are able to proceed. The Office of Civil Rights will typically only start a formal process if the complainant requests it, or is willing to participate in a formal process. It is extremely rare for the Office of Civil Rights to move forward without the direction of the complainant and would only happen after a threat assessment indicates that the respondent poses a serious threat to others and/or the community.

Will the Respondent know I made a report?

The Office of Civil Rights does not contact the respondent to inform them that a report in which they have been named has been made unless the complainant requests it.

Does information about a complaint remain private?

Typically, yes. Any information collected in the course of reporting or investigating a complaint is kept private to the extent possible. Records generated in the course of the investigation may be protected under student record laws (FERPA). If the reported act may constitute a felony under Ohio law, the University is required to report it to the Mount Vernon Police Department. Names are not provided to the police unless the complainant gives permission to do so. This does not mean that charges will automatically be filed or that a complainant must speak with law enforcement.

What is the difference between a private and a confidential resource?

Information shared concerning a report of Prohibited Conduct with a private resource will only be shared with those MVNU employees who "need to know" in order to assist in the active review, investigation, or resolution of the report, including the issuance of supportive measures.

A confidential resource can only disclose information with your written permission, with very few legal exceptions.

Will the University tell my parents?

Generally, no. Students are encouraged to inform their parents if there are major medical or disciplinary consequences, or academic jeopardy. MVNU officials will inform parents at the student's request or in a potentially life-threatening situation.

Will the University inform my supervisor?

Supervisors will not typically be informed of reports. If a supervisor must be informed because of risk in the workplace, the complainant and respondent will be informed.

If you are a respondent and are found responsible for a violation of Prohibited Conduct, your supervisor will be informed as necessary to implement any sanctions.

Will the respondent know my name?

If you request a no-contact order or file an official complaint, the respondent will know your name. If you do not want any type of process, the respondent will not know your name or that you have made a report unless you request it. The only exception to this may be if the respondent appears to present a danger to the community.

Do I have to name the respondent?

No. You are not required to provide any specific information to the Civil Rights Office, or any other entity with whom you interact.

What do I do if I am accused?

Do not contact the complainant. You should talk with someone who can serve as a support/advisor to you. You will be asked, but not required, to meet with the Civil Rights Director. You do not need to provide any specific information to the coordinator. However, the Director will provide you with important information about options for support and about the process. You may also wish to talk to a confidential resource.

How do I preserve evidence?

Complainants and Respondents should save all evidence of the event(s), including text messages, social media communication, emails, notes/letters, photographs, etc.

If you experienced a sexual assault, you may go to Knox Community Hospital for a rape kit. Do not shower, use the restroom, or brush your teeth. Do not wash your clothes. Put any clothes or bedding that might contain evidence in a paper bag. If you do not wish to call the Mount Vernon Police Department or go to the hospital, Campus Safety can turn the evidence over to law enforcement for you.

Will a complainant be sanctioned for using illegal drugs or alcohol?

No, not unless there is damage which is unrelated to the misconduct. The University does not want any circumstances (e.g., drug or alcohol use) to inhibit reporting.

Might the use of drugs or alcohol affect the outcome of a complaint?

Drug or alcohol use does not diminish the respondent's responsibility. However, it may be considered in determining whether the complainant was able to give consent.

What if I'm not certain about what happened?

You do not have to be certain about what happened to make a report. Contact a counselor or the Civil Rights Director.

What if I'm afraid of retaliation if I report?

Retaliation is prohibited. Let the Civil Rights Director know about your concerns. Report any possible retaliation to the Civil Rights Director, or in an emergency contact Campus Safety.

More questions?

Christina Jones

Civil Rights Director / TIX Coordinator / 504 Coordinator

Lakeholm 109

Mount Vernon Nazarene University

800 Martinsburg Road

Mount Vernon, OH 43050

Off Campus: 740-399-8250 / On Campus: 740-399-9000, ext. 3250

www.mvnu.edu/titleix/