

Mount Vernon Nazarene University is committed to fostering a non-discriminatory campus environment in which community members can learn and work. MVNU prohibits discrimination on the basis of race, sex, age, color, national origin, disability, marital status, or military service in the operation of all University programs, activities, and services. As a faith-based institution, the University is exempted from certain laws and regulations concerning discrimination. The University maintains the right, with regard to its lifestyle covenant, employment, and other matters, to uphold and apply its Christian beliefs related to, among other issues, marriage, sex (gender), gender identity, sexual orientation, and sexual activity to the fullest extent permitted by law. Thus, MVNU attempts 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 on Human Sexuality and Marriage, Covenant of Christian Character, and the Statement on Discrimination, 915).

Sex discrimination is prohibited by Title IX of the Education Amendments of 1972, and its implementing regulations (34 C.F.R. Part 106, as amended by 85 FR 30026 (May 19, 2020)), a federal law that provides that: 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 education program or activity receiving Federal financial assistance, including admissions and employment. Prohibited Conduct under this policy is also prohibited under the Clery Act as amended by VAWA, Title VII of the Civil Rights Act of 1964, Ohio Revised Code Chapter 4112, and other applicable statutes, regulations and administrative code provisions.

Inquiries or complaints concerning the application of Title IX may be referred to the University's Civil Rights Director/TIX Coordinator and/or the United States Department of Education.

Published in July 2024 by the Office for Civil Rights.



CIVIL RIGHTS

at Mount Vernon Nazarene University

Your Rights, Options, & Resources under the Civil Rights Policies





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 for Civil Rights

TIX Coordinator/504 Coordinator 740-397-9000, ext. 4151
titleix@mvnu.edu

Student Accessibility Services Office

Katie Rhodes
Coordinator of Accessibility Services
740-397-9000, ext. 4280
AccessibilityServices@mvnu.edu

Center for Global Engagement

Brenita Nicholas
Director of the Center for Global Engagement
740.392.6868 ext. 4124
brenita.nicholas@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: 740-397-4357
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

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

Vice President for Spiritual Life

740-397-9000, Ext. 4111

Assistant Director for Student Care

740-397-4602

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

Whether you are a student, staff member, affiliated individual or faculty member, MVNU's policies AIM TO PROTECT YOU!

The expectations for behavior under the Civil Rights Policies 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 for 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
- MVNU's Pregnancy Accommodations Policy

See <https://mvnu.edu/about/offices-and-services/office-of-civil-rights/>

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:

Civil Rights Director/Title IX Coordinator /504 Coordinator

On Campus: 740-397-9000, ext. 4151

titleix@mvnu.edu

To report anonymously, you may fill out an incident report at <https://mvnu.edu/about/offices-and-services/office-of-civil-rights/> and click the yellow button.

INCIDENT REPORT

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

Vice President for Spiritual Life at 740-397-9000, ext. 4111

Assistant Director for Student Care at 740-397-4602



Questions and Answers

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 more protected characteristic.

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 Civil Rights Office 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 Civil Rights Office 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 Civil Rights Office 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.

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.

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.

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.

Are there adjustments or accommodations made for pregnant students and employees?

Yes. MVNU supports pregnant students, faculty, and staff so they can achieve academic and work success while pregnant, recovering from birth of a child, caring for a newborn, and nursing an infant. Title IX protects students against harassment by school employees or other students because of their pregnancy and related conditions. Also, MVNU offers lactation rooms for nursing needs in Jetter 140C and Hunter 225 (MVNU ID access required).

Is there an amnesty provision in the policy that pertains to using illegal drugs or alcohol?

The University seeks to remove barriers to reporting. MVNU will offer any student who reports or experiences Prohibited Conduct limited immunity from being charged for policy violations related to the personal ingestion of alcohol or other drugs, provided that any such violations did not and do not place the health and safety of any person at risk. However, we may pursue educational or therapeutic remedies for those individuals, rather than punishment. MVNU desires to encourage its community to offer help to others in need.

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?

For more information go to the the MVNU Civil Rights webpage at <https://mvnu.edu/about/offices-and-services/office-of-civil-rights/>.