

## Important information about Virginia State Law

Under Virginia State Law if a person is

- suspended,
- expelled, or
- withdraws while under investigation

for an incident involving sexual violence, then it will be **prominently noted** on his or her academic transcript.



## The Role Alcohol Plays

Many campus sexual assaults involve alcohol.

- It can impair your judgment.
- Perpetrators may use it as an excuse.
- Victims may not notice cues that they are in a risky situation.

## Who to tell?

To make a formal or informal complaint:

### **Nicole Lenez**

Dean of Student Life and  
Title IX Coordinator  
540-365-4461  
nlenez@ferrum.edu

### **Chris Chandler**

Director of Human Resources  
Title IX Deputy Coordinator  
540-365-4287  
cchandler@ferrum.edu

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For confidential help:

### **Jessica Stallard**

Counseling Services  
540-365-4219

### **Jan Nicholson Angle**

Dean of the Chapel  
540-365-4285  
jcnicholson@ferrum.edu

# Ferrum College

## Title IX

## Sexual Misconduct

## Sexual Assault



For additional  
information, visit our  
website at  
[www.ferrum.edu/title\\_ix](http://www.ferrum.edu/title_ix)

# Policy Overview

- 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.
- Ferrum College does not discriminate on the basis of sex in its education programs and activities.
- Sex discrimination encompasses all forms of sexual violence and sexual harassment by employees, students, or third parties against students, employees, or third parties.
- The sexual misconduct policy establishes a process for determining when sexual misconduct has occurred and authorizes the College to take action to proactively stop the conduct and remediate its effects.
- Any person has a right to file a complaint anonymously, but it may make it more difficult for the College to fully investigate and address the misconduct.
- College employees are required to report sexual misconduct to the College's Title IX Coordinator or Deputy Coordinator.

**COLLEGE POLICE can be reached 24/7 by calling  
540-365-4444**

**Sexual Harassment** is any unwelcome verbal, nonverbal, written, electronic or physical conduct of a sexual nature.

**Sexual Assault** is rape, intentional and unwanted sexual touching, any sexual act where there is force, any sexual act where there is not consent, and sexual intimidation.

**Dating Violence & Domestic Violence** is a pattern of behaviors used to exert power and control.

**Stalking** is a course of conduct directed at a specific person that would cause a reasonable person to be fearful or suffer emotional distress.

## CONSENT

- Informed, freely and actively given and mutually understandable words or actions that indicate a willingness to participate in mutually agreed-upon sexual activity.
- Cannot be gained by ignoring or acting in spite of the objections of another.
- Cannot be inferred from
  - Silence, passivity, or lack of resistance
  - A current or previous relationship
  - Attire
  - Prior consent

## Examples

- Attempting to coerce an unwilling person into a sexual relationship.
- Engaging in sexual interactions without freely given consent.
- Conditioning a benefit on submitting to sexual advances.
- Gender-based bullying or stalking.
- Repeatedly subjecting a person to unwanted sexual attention.
- Touching of a sexual nature.
- Sexually suggestive phone calls, texts, emails, gestures, jokes, or degrading or sexist remarks about a person's body or clothing.
- Displaying or distributing sexually explicit drawings or written material.

## Bystander Intervention

- Get the College Police involved.
- Create a distraction.
- Get help.
- Ask the person in a potentially risky situation if he/she is ok or if he/she wants to leave.
- Intervene if you see that someone is being targeted.
- Say or do *something*.