



### During the first 24 hours:

**Contact someone in the school community to report what happened.** You may contact any of the following who are required to take action

Title IX Coordinator:

**Trudy Holmes-Caines**, 402-486-2312

Counselor: 402-486-2540

Residence Hall Dean or RA:

**Doug Tallman, Ron Dodds**- 402-486-2533, 2534  
**Donene Braithwaite, Emily Patterson**-  
402-486-2535

Vice President of Student Services:

**Kim Canine**, 402-486-2507

Campus Security Director:

**Ron Dodds**, 402-450-9186

Student Health Nurse:

**Tammy Adams**, 402-486-2554

Any teacher or work supervisor that you trust is also trained to report such incidents to the Title IX Coordinator immediately.

**Seek medical care if needed.** Medical attention should be sought for physical injury, or possible sexually transmitted disease or pregnancy. You do not need to press charges or make a police report in order to be treated.

**Your Options.** Consider making a formal complaint to the Title IX Coordinator at Union College and/or to the police. However, you have the option to choose what action to take. You might want to talk to the Counselor as you make your decision. You may not want to do anything right away but you do have the right to request that a Title IX investigation be initiated with or without a report to the police.

Dealing with sexual harassment, assault or violence can be a traumatic experience. Please talk about your situation with someone you know and can trust. Additional support can be gained from the following sources:

1. Counseling Center  
402.486.2540
2. Pastoral Counseling – Stan Hardt  
402.486.2094
3. Lincoln Police Department  
575 South 10th Street  
Lincoln, NE 68508
4. Nebraska Domestic Violence Hotline  
402.441.7204
5. Voices of Hope  
402.475.7273
6. Friendship Home  
402.437.9802  
<http://www.friendshiphome.org>
7. Bryan Hospital Emergency Room  
1600 S. 48th St.  
Lincoln, NE 68606-1299

UNION  
COLLEGE



## DEALING WITH SEXUAL ASSAULT

### What can I do if I'm being harassed?

Any Student or employee who in good faith believes that he or she has been harassed or discriminated against in violation of this policy should immediately report the incident to one of the following:

Title IX Coordinator

Trudy Holmes-Caines

Phone: 402.486.2522

E-mail: [titleIX@ucollege.edu](mailto:titleIX@ucollege.edu)

Any other of the following people:

Teacher

Advisor

Vice President

Dean

Coach

Work Supervisor

### What is Included in Sexual Misconduct? Unwanted advances of a sexual nature including:

Verbal harassment

Unwanted physical contact

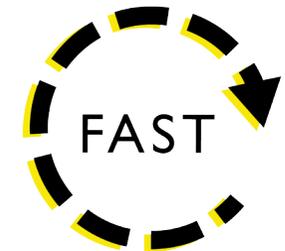
Sexual assault

Sexual innuendo that causes discomfort

### What is Union College's policy regarding sexual harassment, assault or violence?

"Union College is committed to providing employees and students with an environment free of discrimination, harassment or intimidation. As such, employees, students, and other individuals working at the college, such as vendors, volunteers and contractors are prohibited from engaging in discrimination, sexual harassment, or any other unlawful harassment. Harassment of co-workers or students is inconsistent with the college's faith-based principles and standards of acceptable Christian behavior, and will result in appropriate disciplinary action, up to and including termination or expulsion."

*Union College Discrimination and  
Harassment Policy, Student Handbook*



### Immediate Actions:

**Go to a safe location** as soon as you can.

**Call someone you trust.** Call someone who can be a support, who listen and help you.

**Preserve evidence.** Take photos of any damage or injury, and keep records of any communication from the individual involved. After an assault, do not shower until you have considered whether to have a rape kit done at the hospital. Although it is best to have evidence of your assault collected within 72 hours, evidence can often be obtained afterward. You should consider having evidence collected even if you are not filing a police report.

## Immediate actions that will be taken by Union College

Regardless of your decision regarding a formal report of a complaint, Union College will take action to appropriately respond to the sexual misconduct you have experienced, and to prevent additional harm. The following steps will be taken as needed and additional action may also be taken if needed.

- Referral to an appropriate counselor
- Action to bar contact with the accused party
- Providing alternate class, work, or housing situation if needed to provide a safe space for you to deal with the aftermath of the event
- Education to the campus community as needed
- The immediate initiation of a Title IX investigation



All formal complaints about sexual misconduct at Union College will have the following actions taken in response

- A complete investigation within 60 days (absent extraordinary circumstances)
- An investigation process that allows both parties to have equal opportunities to present their evidence
- Equal access by both parties to documents regarding the outcome of the investigation
- A conclusion to the investigation based on the preponderance of the evidence
- Depending on the outcomes of the investigation, action will be taken by the college

## Your safety and well-being is our primary concern.

- All individuals will be treated fairly in any procedures relating to sexual misconduct.
- All incidences of sexual misconduct that are reported will be investigated and action will be taken based on the outcomes of the investigation.
- Parties involved have the right to have a support person present during procedures related to the investigation.
- All parties involved in a sexual misconduct investigation will receive all the information that they need in order to effectively participate in the investigation.
- A written report of the outcome of the investigation will be made available to all parties involved.
- All parties reporting a sexual misconduct offense will be given amnesty for other rule infractions (eg. alcohol or drug violations) incurred during event being reported. In other words, victims will not be punished.
- Retaliation against victims and witnesses will not be tolerated. Disciplinary action will be taken in response to retaliation.
- Individuals who report sexual misconduct violations and/or victims of sexual misconduct have the right to seek no contact orders, orders of protection, restraining orders, or any such protection available law enforcement.



## Here is a Guide to Help You

**Sexual Harassment** is unwelcome, sexual, sex-based, and/or gender-based verbal, written, online, and/or physical conduct

**Non-consensual sexual contact** is any intentional sexual touching, however slight, with any object, by a person upon another person that is without consent and/or by force

**Non-consensual sexual intercourse (rape)** is any sexual intercourse or penetration, however slight, with any object, by a person upon another person that is without consent and/or by force.

**Intimate partner violence** is violence or emotional and/or psychological abuse between those in an intimate relationship toward each other, includes Dating and Domestic Violence.

**Stalking** is a course of conduct that involves any behaviors or activities occurring on more than one occasion that collectively instill fear in the victim and/or threaten their safety, mental health, and/or physical health. Examples include: non-consensual communications (in person, text, phone, social media, email), surveillance, or showing up at the targeted person's classroom or workplace.

**Retaliation** is any adverse action, against another person for reporting an incident, filing a complaint or participating in an investigation pertaining to an alleged violation of the Title IX Policy, which includes any act of sex/gender based harassment or discrimination.

**Consent** is a knowing, voluntary and clear permission, through word or action, to engage in mutually agreed upon sexual activity or contact. Consent to some forms of sexual activity (i.e., kissing, fondling, etc.) should not be construed as consent for other kinds of sexual activities (i.e., intercourse). Previous consent to sexual activity does not imply consent to sexual activity in the future. A person may withdraw consent at any time during sexual activity or contact through words or actions. If that happens, the other party must immediately cease the activity or contact. Pressuring another person into sexual activity can constitute coercion, which is also considered to be sexual misconduct. Silence or the absence of resistance alone does not constitute consent. A victim is not required to resist or say "no" for an offense to be proven.

**Force** is defined as the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation and coercion that overcome free will or resistance. Force or threat of force, express or implied at any time invalidates consent.

**Incapacitation** is defined as a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (understanding the "who, what, when, where, why or how" of a situation or interaction). A person whose incapacity results from a mental or other disability, sleep, unconsciousness, involuntary physical restraint or from taking/using drugs or alcohol prevents the student from having the capacity to give consent.

**Limits to Confidentiality.** All information that you report will be kept confidential within the investigating team, and those involved in the process, to the extent possible. However, all deans, RAs, faculty, and staff have an obligation to report information that you share with them regarding sexual misconduct, to the Title IX Coordinator. If you do not desire an investigation into your complaint, the Title IX Coordinator will determine whether or not to have one based on the safety concerns of the campus.

**Reporting to Law Enforcement.** Union College will assist you with reporting your sexual misconduct offense to the Lincoln Police Dept. If you do not want your complaint reported to the police, it is our responsibility to carry out an investigation anyway, unless you make a request that nothing be done and we determine that campus safety would not be compromised by granting your request.

**Complete Confidentiality.** If you would not like any action to be taken in response to your experience of sexual misconduct, you have the option of talking to the college counselor or chaplain who are not required to report what you share with them.

**Minors.** In Nebraska, individuals below 19 years of age are minors. If a sexual misconduct incident involving a minor is reported to any of our staff, they are required to report that incident to the Title IX Coordinator and the college is required to report the incident to the police. Note, 18-year-olds are minors.