

## Adrian College Title IX Resource Guide: Gender Discrimination, Harassment & Sexual Assault

Title IX of the Education Amendments of 1972 and Adrian College Policy prohibit discrimination in services or benefits offered by the College based on sex or gender. The following behaviors are forms of gender discrimination and therefore are prohibited under Title IX.

- **Sexual harassment:** unwelcome sexual advances; repeated comments about an individual's body, sexuality, or appearance; and other verbal or physical conduct of a sexual nature that interferes with employment or academic performance.
  - o Including but not limited to: inappropriate touching, pressure for sexual favors, obscene communications, or bullying based on gender or sexual orientation.
  - o For more information:
    - Student Handbook (<http://adrian.edu/campus-life/student-life/>): page 47
    - Adrian College Policy Handbook (see Human Resources): page 4
  
- **Sexual assault:** committing, attempting, or inciting another to commit sexual contact with another without that person's clear consent.
  - o Including but not limited to: rape, coerced sexual activity, and other non-consensual sexual contact.
  - o For more information:
    - Student Handbook (<http://adrian.edu/campus-life/student-life/>): page 46
    - Adrian College Policy Handbook (see Human Resources): page 21

If a student reports experiencing these behaviors, faculty/staff should refer students to the relevant policies for the procedures and services available. Any person (student, faculty, staff, or guest) who suspects that sexual harassment or assault may have occurred can discuss concerns with contacts below. (If the student wishes, a faculty or staff member may make an anonymous report on the student's behalf.)

If the alleged harasser or assailant is a...	Please report incidents to...	Contact information
Student or guest	Dean of Students (Title IX Coordinator)	Troy Schmidli, Ext. 3142, tschmidli@adrian.edu
Faculty member	Assistant Dean of Academic Affairs	Bridgette Winslow, Ext. 4624, bwinslow@adrian.edu
Staff member	Director of Human Resources	Ann Forrister, Ext. 3999, aforrister@adrian.edu

Informal or formal complaints of possible violations of these procedures and thus Title IX should be filed with the Dean of Students.

### Other contacts for students:

Melinda Schwyn Deputy Director of Campus Safety Sexual Assault Investigator Ext. 3909 mschwyn2@adrian.edu	Monique Savage ( <b>confidential</b> ) Director of Sage Counseling Center Ext. 4091 msavage@adrian.edu	Dawn Marsh ( <b>confidential</b> ) Director of Student Health Center Ext. 4214 dmarsh@adrian.edu
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