

WHAT HAPPENS WHEN I MAKE A REPORT?

First, you should ask the person to whom you are reporting what their ability is to maintain confidentiality. All will have the responsibility to report an alleged violation of the College's sexual harassment policy, but some individuals will have the ability to refrain from including names and other personally identifiable information in their report to the Title IX Coordinator.

The person to whom you report will offer you information about resources, including interim measures the College can take, to help you feel safe and get needed support.

The college will respect your wishes if you make a report but don't want to reveal names. In such circumstance the College remains obligated to investigate, but no investigation may be possible or the investigation may only be of a limited nature. If the report you make indicates that you or others on campus remain in danger, the college may decide it needs to move forward with a full investigation, to the best of its ability as determined by the information you have supplied.

During the investigation, involved parties are interviewed separately. All have the right to be accompanied by an advisor of their choice to any meeting related to the process. The investigators will gather evidence such as text messages, police reports, video footage, witness testimony, etc., and compile a formal investigation report. The Title IX Coordinator or Deputy Coordinator will use the investigation report to determine whether a violation has occurred, what measures need to be taken and what sanctions will be enacted. Both you and the responding party will have the opportunity to appeal the finding, actions and sanctions.

The purpose of Martin Luther College's anti-harassment policy is to comply with all applicable legal requirements prohibiting harassment against any member of the MLC community. Moreover, as a Christian community, MLC has committed itself to ensuring a working and learning environment in which God's Word and Will are first and foremost and God's people are encouraged and admonished accordingly. Therefore, it is the purpose of this policy to maintain a work and academic environment free of unlawful harassment, which includes sexual assault or misconduct.

TALK TO US.

SEEK CONFIDENTIAL SUPPORT

New Ulm Medical Center
507.233.1000

Rape Crisis Resources
CADA
800.477.0466 or
24 hours: 507.625.3966

Or...
Michelle Markgraf
(WELS member)
The Compass Center
877.IN.CRISIS

Local Counseling Services

Campus Pastor
Pastor John Boeder
507.404.0624

MLC Faculty and Staff

MAKE A FORMAL REPORT TO THE COLLEGE

Designated MLC "Responsible Employees" who are obligated to report names:

Academic Deans, MLC President and Vice-Presidents

Title IX Coordinator
Jeffrey L. Schone
VP for Student Life
WCC - Admin Suite
schonejl@mlc-wels.edu
507.217.9764

Deputy Title IX Coordinator
Andrea E. Wendland
Director of HR
WCC - 158
wendlaae@mlc-wels.edu
507.766.4690

OTHER REPORTING OPTIONS

Anonymous Report

File anonymous complaint online at:
mlc-wels-advocate.symplicity.com/public_report

Law Enforcement

A person always has the ability and right to report criminal sexual assault to the New Ulm Police Department. Their phone number is 507-233-6750.

Find a complete description of MLC's
Title IX Policy and reporting procedures at
mlc-wels.edu/student-life/title-ix-policy



Title IX Sexual Harassment and Assault

A Resource Guide
for Students



MARTIN LUTHER COLLEGE

WHAT IS SEXUAL HARASSMENT?

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:

- Submission to such conduct is made, either implicitly or explicitly, a term or condition of an individual's employment or status in a course, program or activity;
- Submission or rejection of such conduct by an individual is used as the basis for employment or educational decision affecting such individual; or
- When such conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from an educational program or activity.

EXAMPLES OF SEXUAL HARASSMENT

- Pressure for sexual activity
- Requests for sexual favors
- Unwelcome touching of a person's body, hair or clothing
- Sexual innuendos, jokes or comments
- Unwelcome or uncomfortable remarks to a person about his or her gender or body
- Displaying or transmitting sexually suggestive electronic content, including emails and texts
- Giving unwelcome personal gifts
- Sexual assault and/or rape

***NATIONALLY, 1 IN 5 WOMEN ARE VICTIMS OF COMPLETED OR ATTEMPTED SEXUAL ASSAULT WHILE IN COLLEGE**

WHAT SHOULD I DO IF I AM ASSAULTED?

If the incident(s) involve sexual assault or rape, you are encouraged to immediately contact the local law enforcement and/or go to the Emergency Room at New Ulm Medical Center and ask to be seen by a health care professional who specializes in examining sexual assault victims. Such incidents are also considered a form of sexual harassment and may be reported under MLC's Sexual Harassment (Title IX) Policy.

WHAT TO DO IF I BELIEVE I OR A FRIEND HAVE BEEN HARASSED?

If you experience, observe, hear about or believe someone has been sexually harassed in any way, you may make a report of the facts of the incident(s) by contacting people on campus who have different abilities to maintain confidentiality. Please ask the person to whom you make a report about his or her ability regarding confidentiality and privacy. The college will not tolerate sexual harassment of its students or employees and will investigate all allegations of harassment. Where sexual harassment is found, steps will be taken to end it immediately and prevent it from reoccurring.

* Sources for these are the Dear Colleague Letter issued by the U.S. Department of Education and resources from the Regional Crime Victims Crisis Center.

WHAT IF I'M NOT SURE MY EXPERIENCE TRULY CONSTITUTES HARASSMENT?

The College encourages members of the campus family to report incidents of sexual harassment. Once reported, the Title IX coordinator will investigate in order to determine if a violation has occurred. You have the ability to report—the College has the responsibility to investigate and make a determination.

***THE MAJORITY OF ASSAULTS ARE PERPETRATED BY INDIVIDUALS KNOWN BY THE VICTIM**

WHAT IF I WANT TO REPORT AN INCIDENT, BUT I KNOW I BROKE A RULE UNDER THE COLLEGE STUDENT CODE OF CONDUCT?

The college encourages the reporting of harassment whenever it occurs. Sometimes, victims are hesitant to report to college officials because they fear that they may be charged with policy violations that occurred at the time of the incident, such as underage drinking. To encourage reporting of harassment, the college, where possible, pursues a policy of offering victims or witnesses of harassment limited immunity from being charged with policy violations related to the particular incident.

***USE OF ALCOHOL AND DRUGS SIGNIFICANTLY INCREASES THE LIKELIHOOD OF ASSAULT.**