

ACCOUNTABILITY
TREATMENT DISTRESS
SEXUAL ASSAULT CONDUCT STALKING
DOMESTIC VIOLENCE EXPLOITATION
OFFENSE DATING VIOLENCE
INFORMATION TRAINING
AWARENESS

Title IX

Sexual Harassment for Employees and Students

SUPPORT
PREVENTION INTERVENTION
ASSISTANCE HARASSMENT
SAFETY PERSONAL SPACE
COUNSELING APPEALS EVIDENCE
EMOTIONAL
TAKE ACTION
CONFIDENTIALITY
UNDERSTANDING



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INTRODUCTION

What is Title IX and Sex Discrimination?

The U.S. Department of Education's Office for Civil Rights (OCR) enforces, among other statutes, Title IX of the Education Amendments of 1972. Title IX protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX states 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.

What is Sexual Harassment?

Defined by the U.S. Department of Education's Office for Civil Rights in the 2020 regulations, sexual harassment replaces sexual misconduct. Sexual harassment includes any of three types of misconduct on the basis of sex, all of which jeopardize the equal access to education that Title IX is designed to protect:

- (1) Any instance of quid pro quo harassment by a school's employee;
- (2) Any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access;
- (3) Any instance of sexual assault, dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA)

What is a Title IX Coordinator?

The Title IX Coordinator primary responsibility is coordinating the College's efforts to comply with and carry out the responsibilities under Title IX, at Hinds Community College. The Title IX Coordinator is responsible for receiving and reviewing complaints of sex discrimination and sexual harassment, as well as retaliation for the purpose of interfering with any rights or privileges secured by Title IX.

The Title IX Coordinator, designees includes the Lead Deputy Title IX Coordinator and Deputy Title IX Coordinators on each campus. Title IX Coordinators are also referred to as the recipient when submitting a complaint.

Lead Deputy Title IX Coordinator

Is a designee of the Title IX Coordinator, who assist with overseeing the Title IX Sexual Harassment process.

Deputy Title IX Coordinators

Each campus has trained employees to receive sex discrimination and sexual harassment complaint(s).

Hinds Designated Title IX Coordinator

DeAndre House

Associate Vice President of Student Services / Dean of Students
& Title IX Coordinator

Denton Hall 209 - Raymond Campus

P.O. Box 1100 Raymond, MS

Phone: 601.857.3353

Email: DeAndre.House@hindscc.edu

Or

TitleIX@hindscc.edu

KEY TERMS

Complainant – An individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Respondent – An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Recipient – The Title IX official who receives the formal complaint.

Formal Complaint – A document filed by a complainant or signed by the Title IX Coordinator, alleging sexual harassment against a respondent and requesting that the recipient investigate the allegation of sexual harassment.

Supportive Measures – Are non-punitive individualized services offered as appropriate, reasonably available, and without fee or charge to the complainant or the respondent, before or after the filing of a formal complaint or where no formal complaint has been filed.

Advisor – Is a person selected by the complainant or respondent to advise them during the grievance process along with the live hearing.

Fact Witness – A person(s) who witness alleged violation(s) and can provide facts.

Preponderance of Evidence – The standard of proof the College uses to investigate reports of sexual misconduct. Preponderance of the evidence means, “more likely than not.” Where a person is alleged to have committed a particular act of sexual misconduct, the allegation is established by a preponderance of evidence when the evidence is such that is more likely than not true that the person committed the act.

TITLE IX & SEXUAL HARASSMENT POLICY BOOKLET

(Including Sexual Discrimination, Sexual Assault, Sexual Harassment, Domestic Violence, Dating Violence and Stalking)

The purpose for this Policy Booklet is to provide information and guidance to students and employees for reporting, filing a formal complaint and to provide information on sex discrimination, including sexual harassment.

Hinds Community College is committed to providing an educational environment free of sex discrimination, including sexual harassment.

Title IX applies to all Hinds education programs or activities, on-campus or off-campus in the United States.

Hinds has the right to address sexual harassment affecting its students and employees that falls outside Title IX's jurisdiction in the manner the College chooses, including providing supportive measures or pursuing corrective action.

POLICY STATEMENT

The College is committed to providing an environment in which the rights of students and employees of the campus community are protected while they pursue their education and activities. The College prohibits any form of sex discrimination, including sexual harassment.

Title IX /Sexual Harassment is a broad term encompassing any non-consensual behavior of a sexual nature that is committed by force or intimidation or that is otherwise unwelcome. Sexual harassment may include behaviors such as sexual assault, domestic violence, dating violence, stalking and any other behavior that is non-consensual or that has the purpose or effect of threatening, intimidating, or coercing a person(s). Such actions occurring through the use of social media are also covered under this policy. The policy covers misconduct occurring between members of the same sex or members of the opposite sex.

The Sexual Harassment Policy provides guidance for individuals who want to file a complaint, response to a complaint procedure, supportive measures, investigative procedures, grievance process, live hearing and sanctions and appeal procedures. The policy applies regardless of the complainant or respondent race, gender, disability, age, marital status, religion, color, national origin, sexual orientation or other personal characteristic.

Title IX will address formal complaint for students currently enrolled or employees who are currently employed.

All trained Title IX Team Members will serve impartially, without conflict of interest and bias, including avoiding prejudgment of facts.

The College is required under the Clery Act to issue a timely warning to the College community if a situation poses a serious or ongoing threat to students and employees. The College is required to report sexual assaults, dating violence, domestic violence and stalking incidents in the annual Clery Act report.

REPORTING TO TITLE IX

A student or employee who believes they have been a victim of sex discrimination, including sexual harassment is encouraged to contact the campus Deputy Title IX Coordinator (see page 14) or Title IX Coordinator at 601.857.3353 or TitleIX@hindsc.edu, the Campus Police/Security department on their local campus. Any person may report sex discrimination, including sexual harassment, even if they are not the alleged victim of conduct that could constitute sex discrimination or sexual harassment. Reports can be made any time of day by emailing TitleIX@hindsc.edu.

Students or employees needing immediate medical attention off-campus are encouraged to contact local law enforcement by calling 911 or crisis centers (see resource page 15) for assistance.

The Title IX Coordinator/Lead Deputy Title IX Coordinator will oversee the process of all reports of sexual harassment.

Campus Police or other appropriate law enforcement authorities will conduct any criminal investigation.

Employees involved in allegations of sexual harassment will follow the process outlined in this policy booklet.

Individuals who feel they are a survivor of sexual assault are encouraged to seek medical attention even if they do not wish to file criminal or student conduct action against the respondent. Medical attention will ensure the survivor the opportunity to seek treatment for injuries, secure preventive treatment for sexually transmitted diseases, and other health services. Hospitals are often staffed with a Sexual Assault Nurse Examiner (SANE) who will complete a rape kit at the victim's request and handle the medical treatment.

SANE will assist with preserving evidence.

The College encourages anyone who feels they are, or have been, the survivor of sexual harassment to seek assistance to care for themselves emotionally and physically through confidential counseling and healthcare services. Medical examinations are critical in preserving evidence of sexual assault so that options can be considered at a later date. It is important that employees and students report in a timely manner. Due to confidentiality, the College will not disclose any information to the agency and the agency will not disclose any information to the College without written consent from the student or employee.

SUPPORTIVE MEASURES PROCESS

The Title IX Coordinator or Lead Deputy Title IX Coordinator will work in coordination with other necessary College administrators; college officials to make immediate supportive actions. To enable students or employees with complaints and witnesses to continue studies or duties of employment, and to ensure the integrity of an investigation.

These actions may include, but not limited, to the following:

- Referral to Counseling services;
- Modifying housing, classes or work schedules as necessary;
- Addressing other academic or workplace concerns (e.g., assignments, grades, and withdrawal) without penalty;
- No-contact notices to all parties involved;
- Provide resources (see resources listed page 15)
- Involving law enforcement to assist in maintaining order or safety; and
- Any other appropriate actions warranted by the circumstances.

STUDENT RESPONDENT INTERIM-SUSPENDED

The Title IX Coordinator has the responsibility to recommend to the Dean of Students/Operating Dean that a respondent be removed from the College, if considered an immediate threat to the physical health or safety of others. Violations of these protective actions will be considered as related offenses which may lead to additional student conduct action(s) and possible arrest.

EMPLOYEE ADMINISTRATIVE LEAVE

Title IX & Sexual Harassment applies to employees of Hinds Community College. The Title IX Coordinator has the responsibility to recommend to the Human Resource Department/appropriate vice-president, that an employee be placed on administrative leave, during the pendency of a grievance process. This determination should be made when an employee is the respondent of an allegation of sex discrimination, including sexual harassment and their presence creates a hostile or unsafe environment.

REQUIREMENTS FOR EMPLOYEES

Hinds employees (Administration, Faculty and Staff) are mandatory reporters.

- Hinds employees are required to immediately reporting incidents of sex discrimination, including sexual harassment.
- Hinds employees must convey to students and other employees that they are required to report any information of this nature, to the campus Deputy Title IX Coordinator, Title IX Coordinator or Campus Police.
- Hinds employees are required to report not investigate any witnessed or reported sex discrimination, including sexual harassment.

Title IX Governs Employees Conduct

When a complaint involves an employee, the recipient (Title IX) will oversee that the process is fair and due process is taken. Employees will follow a standard grievance process outlined in this policy. Title IX will make referral to appropriate college official, based on the findings from the investigation.

Supportive Measures:

- Leave of Absence
- Adjustment to work schedule/location
- Counseling
- No Contact Orders
- Specific Area Trespass Notices
- Provide resources (see resources listed page 15)

If found responsible during a hearing or Decision-Maker investigation an employee sanctions could include:

- Performance improvement plans
- Mandatory Counseling
- Loss of supervisory authority
- Demotion
- Leave/suspension with or without pay
- Termination

TITLE IX INVESTIGATION TEAM

The Investigation Team is comprised of trained employees from various sectors of the College. The investigators are trained on investigations, and the Title IX and Sexual Harassment Policy.

FALSE INFORMATION

Anyone who knowingly provides false information pursuant to filing a sexual harassment complaint or gives false information during the investigation will be subject to appropriate corrective action including academic dismissal, termination, and/or criminal charges.

FORMAL COMPLAINT PROCESS & GRIEVANCE PROCEDURES

- The formal complaint process begins when the recipient (Title IX Coordinator/Lead Deputy Title IX Coordinator or Deputy Title IX Coordinator) receives a formal complaint or submitted written document of an alleged sexual harassment.
- At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the College where the formal complaint is filed.
- The recipient will promptly contact the complainant to discuss the complaint and offer supportive measures.
- The recipient will explain the grievance procedures for filing a formal complaint and provide a copy of the Title IX/Sexual Harassment Policy Booklet.
- The recipient will contact the respondent in writing to schedule a meeting, to discuss the allegation of sexual harassment, within 48-hours if applicable. The respondent will be given time to provide a response on their behalf.
- The recipient will explain the grievance procedures, offer supportive measures and provide a copy of the Title IX/Sexual Harassment Policy Booklet.
- During the grievance procedures the College will treat the complainant(s) and respondent(s) equitably.
- Based on the nature of the complaint an informal resolution processes may be requested by either party, but must be agreed upon by both parties prior to an investigation. Both parties have the right to withdraw from the informal process at any time before the mediation. The Title IX Coordinator/Lead Deputy Coordinator will then resume the grievance process with respect to the formal complaint.
- The Title IX Coordinator or Lead Deputy Title IX Coordinator will review all content.
- Under the formal complaint module, the Title IX Coordinator/Lead Deputy Title IX Coordinator will refer all content to the Investigation Team. The complainant and respondent will receive a letter via Hinds email notifying them that an investigation process has begun.

INVESTIGATION

- The complainant and the respondent will be scheduled separate times to meet with the investigation team to discuss their statements.
- The complainant and the respondent will be allowed to have their advisor present during the investigation meeting.
- The complainant and the respondent will have an equal opportunity to present fact witness(es), and other inculpatory and exculpatory evidence.
- Prior to the completion of the investigative report, the investigation team will send a copy to the complainant and the respondent as well to their advisors, if any, all evidence obtained that is directly related to the complaint to review.
- The complainant and the respondent has 10-days to submit a meaningful written response, which the investigator will consider prior to completion of the investigative report.
- The Investigation Team will provide an investigation report to the Title IX Coordinator/Lead Deputy Title IX Coordinator to appropriately summarize the investigation and all relevant evidence obtained.
- The Title IX Coordinator/Lead Deputy Title IX Coordinator will review the investigation report and make a determination.

DISMISSAL OF COMPLAINT

- The Title IX Coordinator must dismiss allegations of conduct that do not meet the definition of sexual harassment or did not occur in a the College's education programs or activities against a person in the United States. Such dismissal is only for Title IX purposes and does not prevent the school from addressing the conduct in any manner the College deems appropriate.
- The Title IX Coordinator in their discretion, may dismiss a formal complaint or allegations therein if the complainant informs the Title IX Coordinator in writing that the complainant desires to withdraw the formal complaint or allegations therein, if the respondent is no longer enrolled or employed by the College, or if specific circumstances prevent the College from gathering sufficient evidence to reach a determination.
- The Title IX Coordinator must give the complainant and the respondent written notice of a dismissal and the reasons for the dismissal.
- Dismissal is appealable.

ADJUDICATION PROCEDURES

When an investigation is completed and Title IX Coordinator determines a Live Hearing with cross-examination, is deemed appropriate.

- Both parties will receive a 10-day written notice of the hearing, to their Hinds email.
- Both parties are required to have one advisor of choice, the name and contact information of that advisor must be submitted 5-days before the hearing.
- Both parties are allowed to review all material prior to the hearing.
- Both parties are required to provide a written statement and questions for the other party regarding any material reviewed 48-hours, before the hearing.
- Both parties are allowed to have fact witness(es) at the hearing.
- The fact witness(es) should have already been interviewed in the investigation process and statements recorded and reviewed by both parties.
- The Live Hearing will include audio or audiovisual recording, or transcripts of the hearing.
- The Live Hearing are conducted by a trained Decision Marker(s).
- In the Live Hearing, the advisor will conduct the cross-examination. The advisor is permitted to ask the other party and any witness(es) all relevant questions and follow-up questions.
- The cross-examination at the Live Hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally.
- The Decision Marker(s) will use "Rape Shield Protection" deeming irrelevant question and evidence about a complainant's prior sexual behavior, unless offered to prove that someone other than the respondent committed the alleged misconduct or offered to prove consent.
- In the Live Hearing, if the party or witness does not submit to cross-examination, the decision-maker(s) must not rely on any statements of that party or witness in reaching a determination regarding responsibility based solely on a party's or witness's absence, from the live hearing or refusal to answer cross-examination or other questions.
- At the request of either party, the recipient must provide for the entire Live Hearing (including cross-examination) to occur with the parties located in separate rooms with technology enabling the parties to see and hear each other. The request must be made 48-hours prior to the hearing.
- Live Hearings may be conducted with all parties physically present in the same geographic location or, at the College's discretion, any or all parties, witnesses, and other participants may appear at the Live Hearing virtually.
- The Decision-Maker(s) will make their determination on preponderance of the evidence standard.
- The final decision of the hearing will be sent via email or given to both parties within 2-business days after the hearing.
- All information is confidential, and any disclosure to persons other than the parties deemed necessary shall be handled in accordance with all applicable federal and state laws, including FERPA.

SANCTIONS

For a plea or found responsible to violations:

Student Conduct Probation: No longer being considered in good standing in terms of conduct. Further violation of regulations during a probationary period may result in suspension, dismissal or expulsion. Certain student privileges are suspended during a probationary period. Student Conduct probation shall be combined with one of the following: restitution, restrictions, community service, mandatory counseling/ educational sessions, residence hall dismissal and or fine.

Modified Suspension: Suspension of all privileges except attending class and using learning resources for a designated period of time. The student is allowed on campus only to attend class and use learning resources and must leave campus at the specified time. The student must observe all other stipulations specified under his/her suspension. The student must complete all requirements before being allowed to return on probation.

Suspension (one or more semesters) Separated from Hinds Community College for a specific time. The student is not allowed on college premises without specific permission form the Vice President of the campus or Dean of students/Operating Dean or their designees The student must complete all requirements before being allowed to return on probation.

Expulsion (never able to return) Permanent separation from the College with no right to participate in any College activity. The expelled student is never allowed to visit on any College property. A transcript may be ordered through the mail or via the College's website.

TITLE IX & SEXUAL HARASSMENT APPEAL

After a final decision or dismissal of a formal complaint is made both parties have a right to an appeal within (5) business days. The Appeal process is a written submission to the Title IX Appellant, located in Denton Hall-office 209, on the Raymond Campus, any additional questions contact 601-857-3232. The appeal must include the appeal form, the appropriate box marked under grounds for appeal and include all supportive documentation when submitted.

Grounds for an Appeal

- Procedural irregularity that affected the outcome of the matter
- New evidence that was not reasonably available at the time the determination regarding responsibility was made, that could affect the outcome of the matter.
- Conflict of interest or bias on the part of the Title IX Coordinator, decision marker, or investigator.

Procedure

When an appeal is submitted, the Appellant/ Appeal Committee will respond within 10 business days, by Hinds email.

The other party will receive written notification via their Hinds email of the appeal request and the final decision.

RETALIATION IS PROHIBITED

Title IX will keep confidential the identity of complainants, respondents and witnesses, except as may be permitted by FERPA, as required by law, or as necessary to carry out a Title IX proceeding.

Retaliation is defined as conduct intended to interfere, stop or intimidate any person involved with resolution and investigation of a report. Retaliation against an employee, student or non-student for filing a sex discrimination, which includes sexual harassment complaint, or participation in the investigation of a report, is a violation of the law and is strictly prohibited. The College will take appropriate student conduct action, may file criminal charges, and may invoke academic dismissal if retaliation occurs.

FERPA

Hinds Community College maintains certain policies and practices to assure compliance with the Family Educational Rights and Privacy Act (FERPA). While students are enrolled in high school, their parents typically “own” their educational records. However, once students reach the age of eighteen and are enrolled in college, the student becomes the owner of their personal educational records. FERPA affords students certain rights with the respect of these records. (reference Family Educational Rights and Privacy Act of 1974 in the current student Handbook)

PREVENTION

The College will provide educational and preventive awareness programs to all new students and employees. These educational and preventive programs will include sexual assault, sexual harassment, dating violence, domestic violence, stalking and the College Sexual Harassment Policy. These programs will be offered through the new student and new employee orientation.

Programs to prevent dating violence, domestic violence, sexual assault, and stalking will be comprehensive, intentional, and integrated. They will include initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking. Programs will be culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, supported by research or assessed for value, effectiveness, or outcome. Programs will consider environmental risks and protective factors as they occur on the individual, relationship, institutional, community, and societal level. Programs to prevent dating violence, domestic violence, sexual assault, and stalking will include both primary prevention and awareness programs directed at incoming students and ongoing prevention and awareness campaigns directed at all students.

Primary prevention programs will address areas of sexual harassment with the goal of preventing their occurrence. They will highlight positive and healthy behaviors that foster healthy and mutually respectful relationships. They will outline and encourage safe bystander intervention and seek to change behaviors and social norms in healthy and safe directions.

Awareness programs will be community-wide and audience specific. They will include specific programming, initiatives, and strategies to increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce occurrence.

Ongoing prevention and awareness campaigns will include programming, initiatives, and strategies that are sustained over time and focus on increasing an understanding of topics relevant to the development of skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution. Additional preventive programs will include Bystander Intervention and Human Trafficking.

BYSTANDER INTERVENTION

Bystander intervention is defined as safe and positive options that may be carried out by an individual or individuals to prevent harm to others or to intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes:

- Recognizing situations of potential harm, and
- Understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking actions to intervene.

TRAINING

Title IX will require annual training for each campus Deputy Title IX Coordinators, Title IX Investigation Team, Decision Makers, Appellants, Campus Police/Security Departments, and Counseling Departments.

The training will include how to recognize and properly respond to incidents of sexual assault, sexual harassment, dating violence, domestic violence, and stalking.

The training will include the Colleges policy and procedures.

DEFINITIONS

Sexual Harassment is defined as conduct on the basis of sex that satisfies one or more of the following:

- A person in authority conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct.
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity.

Sexual Assault is any attempted or actual sexual act directed against another person without consent of the victim, including instances where the victim is incapable of giving consent.

Any attempted or actual sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

Rape is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

- Fondling is the touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- Incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape is sexual intercourse with a person who is under the statutory age of consent.

Consent is a voluntary (freely given) informed agreement through mutually understandable words or actions indicating a willingness to engage in sexual activity.

- Consent cannot be given by someone who is incapacitated.
- Past consent does not imply current or future consent.
- Silence or absence of resistance does not imply consent.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another person.
- Consent can be withdrawn at any time.
- Coercion, force, or threat of either invalidates consent.

Incapacitation is when a physically helpless person is considered to be one who is asleep, unconscious or for any other reason unable to communicate unwillingness to engage in any act. A mentally incapacitated person may be one who is under the influence of alcohol or a drug or who is mentally incapable of understanding the implications and consequences of any act.

Hostile Environment is created when a person in authority requests sex in exchange for favors and through the presence of demeaning or sexual photographs, jokes or threats that create an intimidating offensive environment.

Dating Violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the complainant statement and with consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship. For the purpose of this definition:

- Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence is violence committed:

- By a current or former spouse or intimate partner of the victim;
- By a person with whom the victim shares a child with;
- By a person who is live together, or has lived together, the victim as a spouse of intimate partner;
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of jurisdiction in which the crime of violence occurred.
- By any other against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking is engaging in a course of conduct directed at a specific person that cause a reasonable person to:

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress. For the purpose of this definition:
 - (1) Course of conduct means two or more acts, including, but limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, interferes with a person's property.
 - (2) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
 - (3) Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling,

Sexual exploitation is defined as occurring when an individual takes non-consensual or abusive sexual advantage of another for his or her own advantage or benefit or to take advantage of anyone other than the one being exploited, and such behavior does not otherwise constitute one of the other sexual harassment offenses.

Sexual intimidation is defined as an implied or actual threat to commit a sex act against another person, or behavior used to coerce participation in a sex act.

TO SUBMIT A REPORT/FORMAL COMPLAINT

Anyone wanting to report or file a formal complaint against another individual for a behavior they consider to be sex discrimination, including sexual harassment should contact any of the following:

TITLE IX COORDINATOR

DeAndre House

Associate Vice President of Student Services / Dean of Students
& Title IX Coordinator

Denton Hall 209 – Raymond Campus

PO Box 1100 Raymond, MS 39154

Phone: 601.857.3353

Email: DeAndre.House@hindsc.edu

or

TitleIX@hindsc.edu

Sharon R. Alexander

Dean of Students / Lead Deputy Title IX Coordinator

J. Louis Stokes Student Center, Office #208

Office: 601.885.7005

Email: sralexander@hindsc.edu

CAMPUS DEPUTY COORDINATORS

Jackson Campus -Academic/Technical Center

Tameka Levy
Counselor
Deputy Title IX Coordinator
Bivins Hall, Suite 100 C
Office: 601.987.8761
Email: tllevy@hindsc.edu

Jackson Campus -Nursing/Allied Health Center

Joycelyn Washington
Dean of Students
Deputy Title IX Coordinator
Anderson Hall, Student Services, Office 2
Office: 601.372.4802

Cooper McCachren
Counselor,
Deputy Title IX Coordinator
Anderson Hall, Student Services, Office 3
Office: 601.376.4803
Email: bryan.mccachren@hindsc.edu

Rankin Campus

Carol T . McLaurin
Dean of Students,
Deputy Title IX Coordinator
Administration Building, Office 114
Office: 601.936.5552
Email: ctmcclaurin@hindsc.edu

Donnie Lindsey
Counselor,
Deputy Title IX Coordinator
Administration Building, Office 109 Office:
601.936.5547
Email: donald.lindsey@hindsc.edu

Raymond Campus

Dr. Erin Vaughn Jones
Director, Student Housing/
Residence Life
Deputy Title IX Coordinator
Denton Hall, Office 221
Office: 601.857.3701
Email: erin.vaughnjones@hindsc.edu

Bethani England
Director, Writing Center
Deputy Title IX Coordinator
McLendon Library, Office 222A
Office: 601.857.3356
Email: bethani.england@hindsc.edu

Jessica Brown
Coordinator of Student Conduct and
Development
Deputy Title IX Coordinator
Harris-Patrick Hall, Office 101
Office: 601.857.3701
Email: jessica.brown6@hindsc.edu

Jack Hite, Jr.
Counselor,
Deputy Title IX Coordinator
Denton Hall, Office 226
Office: 601.857.3468
Email: jlhite@hindsc.edu

Utica Campus

Keith Williams, Jr.
Director of Student Center & Campus Activities
Deputy Title IX Coordinator
J. Louis Stokes Student Center, Office #102
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Email: Keith.Williams@hindsc.edu

Vicksburg-Warren Campus

Dr. Elmira Ratliff
Academic Dean,
Deputy Title IX Coordinator
Banks Building, Dean's Office D-3
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Email: elmira.ratliff@hindsc.edu

Raina Deer Jones
Dean of Students,
Disability Support Services Coordinator,
Deputy Title IX Coordinator
Banks Building, Office E
Office: 601.629.6807
Email: raina.deer@hindsc.edu

RESOURCES & SERVICES - ON AND OFF CAMPUS

**Hinds CC
Campus Police Department
Raymond Campus**
P.O. Box 1100 Raymond, MS 39154
601.857.3911

Raymond Police Department
114 East Main Street
Raymond, MS 39154
601.857.0515

**Hinds County Sheriff
Department/Raymond Jail**
1450 County Farm Road
Raymond, MS 39154
601.857.4800

**Hinds CC
Campus Police Department
Jackson Campus-Academic/
Technical Center**
3925 Sunset Drive
Jackson, MS 39213
601.987.8142

**Hinds CC
Campus Police Department
Jackson Campus-Nursing/
Allied Health Center**
1750 Chadwick Drive
Jackson, MS 39204
601.376.4912

Jackson Police Department
327 East Pascagoula Street
Jackson, MS 39205
601.960.1234

**Hinds CC
Campus Police Department
Utica Campus**
34175 Hwy. 18
Utica, MS 39175
601.500.1432

Utica Police Department
108 White Oak Street
Utica, MS 39175
601.885.8752

**Copiah County Sheriff
Department**
20030 Hwy 51
Gallman, MS
601.894.3011

**Hinds CC
Campus Police Department
Rankin Campus**
3805 Hwy. 80
Pearl, MS 39208
601.936.1800

Pearl Police Department
2422 Old Brandon Rd
Pearl, MS 39208
601.932.4568

**Hinds CC
Campus Security Department
Vicksburg Campus**
755 Hwy. 27
Vicksburg, MS 39180
601.629.6804
601.629.6881

**Warren County Sheriff
Department**
1000 Grove Street
Vicksburg, MS 39183
601.636.1761

**University of Mississippi
Medical Center**
2500 N State St.
Jackson, MS 601.984.1000

St. Dominic Hospital
969 Lakeland Dr.
Jackson, MS
601.200.2000

Baptist Health Systems
12256 N State St.
Jackson, MS
601.968.1000

Merit Health Central
1850 Chadwick Dr.
Jackson, MS
601.376.1000

Merit Health River Oaks
1030 River Oaks Dr
Flowood, MS
601.932.1030

Merit Health Rankin
350 Crossgates Blvd
Brandon, MS
601.825.2811

Merit Health River Region
2100 US-61
Vicksburg, MS
601.883.5000

Pathways Counseling, PLLC
601.502.7984

Catholic Charities, Inc .
601.982.7273 or 800-273.9012

**The Center for Violence
Prevention**
601.932.4198 or 800.266.4198

**Mississippi Coalition
against Domestic Violence**
800.898.3234

**Mississippi Coalition
against Sexual Assault**
888.987.9011

**National Domestic Violence
Crisis Line**
800.799.SAFE

ON CAMPUS SPECIFIC	Counseling	Dean of Students/ Operating Dean	Residence Life/ Housing
Raymond/Online	601.857.3216	601.857.3232	601.857.3222
Utica	601.885.7022	601.885.7006	601.885.7088
Jackson/ATC	601.987.8758	601.987.8161	N/A
Jackson/NAHC	601.376.4807	601.376.4951	N/A
Rankin	601.936.1879	601.936.5552	N/A
Vicksburg	601.629.6803	601.629.6804	N/A

• **NOTICE OF NON-DISCRIMINATION STATEMENT** •

In compliance with Title VI of the Civil Rights Act of 1964, Title IX, Education Amendments of 1972 of the Higher Education Act, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and other applicable Federal and State Acts, Hinds Community College offers equal education and employment opportunities and does not discriminate on the basis of race, color, national origin, religion, sex, age, disability or veteran status in its educational programs and activities. The following have been designated to handle inquiries regarding these policies: EEOC Compliance: Sherry Franklin, Vice President of Instruction/Career & Technical Education, Box 1003, Utica, MS 39175; Phone: 601.885.7002 or Email: EEOC@hindsc.edu. Title IX: DeAndre House, Associate Vice President Student Services, Title IX Coordinator, Box 1100 Raymond MS 39154; Phone: 601.857.3353 or Email: TitleIX@hindsc.edu.

• **DISABILITY SUPPORT SERVICES STATEMENT** •

Hinds Community College provides reasonable and appropriate accommodations for students with disabilities. Disability Services staff members verify eligibility for accommodations and work with eligible students who have self-identified and provided current documentation. Students with disabilities should schedule an appointment with the designated Disability Services staff member on their respective campus to establish a plan for reasonable, appropriate classroom accommodations.

Jackson Campus – Academic/Technical Center	601.987.8158
Raymond Campus and fully online	601.857.3646
Jackson Campus – Nursing/ Allied Health Center	601.376.4803
Utica Campus Academic	601.885.7022
Rankin Campus	601.936.5544
Utica Campus Career-technical	601.885.7128
District Coordinator	601.857.3359
Vicksburg-Warren Campus	601.629.6807

Individuals with a hearing impairment may call 601.526.4918 (video phone)
Email SMO-disabilitysupportservices@hindsc.edu

Title IX – Sexual Harassment

Hinds Community College adopted this policy to prohibit any sexual misconduct. Additionally, Federal law prohibits all forms of sexual harrassment under the Title IV, Title VII and Title IX, to comply with the March 2013 reenactment of the Violence Against Women Act (VAWA), the Campus Sexual Violence Elimination Act (SaVE Act) and the May 2020 Office of Civil Rights (OCR). The Family Educational Rights and Privacy act of 1974, and the Jeanne Clery Disclosure of Campus Policy and Campus Crime Statistics Act and any federal, state, and local laws.

SEXUAL HARRASSMENT POLICY & PROCEDURES

Produced by the office of the District Coordinator of Student Conduct • Hinds Community College •
CR/HC 07.2021
