

# Title IX, Anti-Harassment, Non-Discrimination

This webpage is a comprehensive resource tool to support all members of our College community. Hocking College wants those who have experienced sexual misconduct or another type of discrimination or harassment based on a protected class, and those who have been accused of the same, to understand how the College addresses these issues. This includes each party's options and resources as well as the College's legal responsibilities.

**If you are in immediate crisis, CALL 911.**

## **On this page**

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## **What is Title IX?**

Title IX is a federal law that prohibits sex-based discrimination in education programs and activities receiving federal financial assistance. "Education programs and activities" include all of a school's operations, including employment and school-sponsored athletics and activities (on or off campus).

Title IX protects students, employees and third parties with a relationship to the College, whether on or off campus. This includes:

- Hocking College students
- Faculty, staff and interns
- Applicants for employment or education
- High school students participating in programs at Hocking College
- Visiting student athletes
- Campus visitors

## **What does Title IX prohibit?**

It prohibits sex discrimination in educational institutions, programs and activities. This includes, but is not limited to:

- Sexual assault
- Domestic, intimate partner and dating violence
- Gender-based stalking
- Sexual harassment ([quid pro quo](#) and [hostile environment](#))

- Failing to provide appropriate accommodations for a pregnant or parenting student
- Treating a person differently based on marital status

Please see [Policy 63.002 Sexual Harassment](#) for the College's definitions of stalking; domestic, dating and intimate partner violence and types of sexual assault.

Ohio **does not** have a legal definition for dating violence, sexual assault or consent. Ohio **does** define specific types of sexual assaults and within these definitions, it explains what [consent](#) is **not**.

You may access legal definitions for the following in the Ohio Revised Code (ORC):

Sex offenses <http://codes.ohio.gov/orc/2907>.

Stalking <http://codes.ohio.gov/orc/2903.211>

Domestic Violence <http://codes.ohio.gov/orc/2919.25>

### **What is sexual misconduct?**

Sexual misconduct is behavior of a sexual nature that is committed without consent. It includes sexual harassment, acts - including attempted acts - of sexual violence and other inappropriate behavior that is of a sexual nature, or based on sex. Sexual misconduct can occur between persons of the same or different sex. Please see [Policy 63.002, Sexual Harassment](#).

Not every type of sex discrimination is sexual misconduct. Each case is evaluated by the Title IX office on an individual basis. Sex discrimination that is not sexual misconduct is addressed by [Policy 23.002, Equal Opportunity and Non-Discrimination](#).

### **Non-discrimination and Anti-Harassment at Hocking College**

Hocking College is committed to maintaining a workplace, academic and athletic environment free of discrimination and harassment. The College shall not tolerate discriminatory or harassing behavior by or against employees, faculty members, vendors, customers, students or other persons participating in a College program or activity. Employees and students are expected to assist in the College's efforts to prevent discrimination or harassment from occurring.

While the College does not tolerate any form of discrimination or harassment, the Non-Discrimination/Anti-Harassment Policy is intended to cover discrimination and harassment based on a **protected class**. Protected classes for purposes of this policy are sex, race, color, religion, national origin, ancestry, age, disability, genetic information (GINA), military status, sexual orientation and gender identity and expression. Please see [Policy 23.002, Equal Opportunity and Non-Discrimination](#).

### **To Submit a Complaint**

**This form does not address general complaints related to conflicts in your academic or work environment that are not directly related to one of the protected classes listed above.** Complaints such as these should be addressed with your Instructor or Department Chairperson or to your Supervisor.

A person who experiences sexual misconduct has the option to report anonymously through the online report form; however, the College's investigation and response to anonymous complaints likely will be limited. If the anonymous report includes a crime, it will be included in the College's crime statistics. **Supervisory employees are not permitted to submit anonymous reports unless the supervisory employee also is the victim.**

If you have information about potential sexual violence or another type of discrimination, harassment, hostile work environment or retaliation based on a protected class, click on the link below to submit a complaint and a representative of the Title IX office will contact you within two (2) business days.

### **[Submit a Student Incident Report](#)**

### **Secure Reporting**

The College uses a secure reporting format to address the situation in a prompt and efficient manner. The online report form is sent directly to the Title IX Coordinator. This is the College's preferred method of reporting.

**IMPORTANT: Your report will be reviewed during business hours. If you have an emergency, please call 911 or the College Police at (740) 753-6598.**

Complaints also can be filed with the Office of Civil Rights (OCR) in the U.S. Department of Education, the Ohio Civil Rights Commission (OCRC) or the Equal Employment Opportunity Commission (EEOC).

#### **Anti-Retaliation Statement**

College policy and federal, state and local law prohibit retaliation in any form against any employee, faculty member, student, vendor, customer or other person participating in a college program or activity **who complains or reports an allegation, or who participates in an investigation of discrimination or harassment**. Retaliation is a serious violation that can subject the offender to sanctions independent of the merits of the allegation. Allegations of retaliation should promptly be directed to the Title IX Coordinator.

#### **Who can help?**

Jacqueline C. Hagerott, Esq., LL.M., CCM, Title IX Coordinator  
[hagerottj@hocking.edu](mailto:hagerottj@hocking.edu) (740) 753-7006

Erin Bowald, Lead Title IX Investigator/Coordinator of Disability Services  
[bowalde@hocking.edu](mailto:bowalde@hocking.edu) (740) 753-7103

Charlie Chadwick, Campus Advocate & Training Coordinator  
[cchadwick.soapseoh@gmail.com](mailto:cchadwick.soapseoh@gmail.com) (740) 753-6181

For additional resources, see the [Resource Page](#).

A complaint also may be filed with the U.S. Department of Education, Office of Civil Rights (OCR):

#### **Office for Civil Rights**

U.S. Department of Education  
1350 Euclid Avenue, Suite 325  
Cleveland, OH 44115-1812

Phone: (216) 522-4970

TDD: (800) 877-8339

Email: [OCR.Cleveland@ed.gov](mailto:OCR.Cleveland@ed.gov)