

Vernon College employees strive to foster a safe and healthy learning culture. Title IX of the Educational Amendments of 1972 is an all-encompassing federal law that prohibits discrimination based on the gender of students and employees of educational institutions which receive federal financial assistance. Sex discrimination includes sexual harassment and sexual assault.

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...”

Vernon College Title IX Coordinator (for employees)

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Vernon College’s Sexual Assault Policy and Procedures prohibits sexual misconduct, which includes sexual assault, sexual harassment, sexual exploitation, stalking, dating and domestic violence. Additionally, the College prohibits retaliation against any individual who brings a good faith complaint under the policy, participates in the resolution process, or assists as a bystander to prevent sexual misconduct of any kind.

Vernon College encourages all student and employees to immediately report incidents of sexual misconduct. Designated Student Services professionals, Campus Police, and the Title IX Coordinator are available as resources. Specific information for the Vernon College Sexual Assault Policy can be at <https://www.vernoncollege.edu/sexual-assault>

Vernon College’s Sexual Assault Policy, the Vernon College Employee Handbook, and the Vernon College Student Handbook outline the steps for conducting investigations, leveling charges, coordinating hearings, and notifying both the complainant and the respondent throughout the process. Vernon College administration will always defer to local law enforcement during investigations involving a criminal matter as to not

jeopardize legal proceedings. The respondent and the complainant involved in alleged sexual misconduct cases are entitled to be accompanied to any disciplinary hearings by a hearing advisor of their choice. The respondent and the complainant are also entitled to prompt notification of the outcome of these proceedings as outlined in procedures.

Important Resources:

[Vernon College Student Handbook](#)

[Vernon College Employee Handbook](#)

[Vernon College Sexual Assault Policy and Procedures](#)

[Vernon College Anonymous Crime Reporting](#)

The United States Department of Education's Office for Civil Rights (OCR) is in charge of enforcing Title IX. Information regarding OCR can be found at:

https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html

Approved by the Vernon College Board of Trustees April 10,2019