Rights and Options of Victims of Sexual Assault, Domestic Violence, Dating Violence, or Stalking

Sexual Misconduct Policy Overview:

Milligan College is committed to providing students, faculty, staff, visitors and all other members of the college community with a positive, healthy environment conducive to the promotion of the college’s core values of scholarship, community, and faith. Incidents of any type of sexual misconduct are taken very seriously and addressed and resolved to the fullest extent possible.

Options for Reporting Incidents of Sexual Assault, Domestic Violence, Dating Violence, or Stalking

- Victims have the option to report the incident to campus authorities, local law enforcement, and/or the campus minister or counseling center (confidential disclosure).
- Reporting to these authorities is encouraged but victims have the option to decline to report to any of the above.
- Campus authorities will assist victims in reporting to local law enforcement, if the victims choose to report.
- Victims are encouraged to seek medical attention at a local hospital to identify any injuries and/or health concerns and to preserve evidence, which may assist in the investigation of the incident and/or the obtaining of an order of protection.

Services Available to Victims of Sexual Assault, Domestic Violence, Dating Violence, or Stalking

- Counseling services for victims are available at the college counseling center (423-461-8500) and/or the campus minister (423-461-8760).
- Other organizations that provide services to victims of sexual assault are:
  - Sexual Assault Center of East Tennessee 423-202-6427
  - Contact Ministries (Resource Center) 423-926-0144 or 211
  - Sexual Assault Center of East Tennessee 24 Hour Hotline 865-522-7273
  - Safe Haven Crisis Center 888-522-5244
  - National Sexual Assault Hotline 800-656-HOPE
  - National Domestic Violence Hotline 800-799-7233
  - National Center for Victims of Crime– Stalking Resource Center 800-FYI-CALL

Accommodations and Protective Measures Available to Victims of Sexual Assault, Domestic Violence, Dating Violence, or Stalking

- When reasonably possible, the college will provide accommodation and/or protective measures to victims of sexual misconduct when the victims’ academic, living, transportation, and/or working situations are impacted by the incident or the victims’ needs after the incident.
- Where applicable, college authorities will issue no contact orders to students reported to be involved in incidents of sexual misconduct, regardless of whether the victim chooses to report the crime to campus security or local law enforcement.
- College authorities will also assist the victim in contacting the authorities to pursue restraining orders, at the victim’s request.
- Request for accommodations in these and other areas, such as financial aid services, can be made to the Dean of Students (423-461-8760) or Title IX Coordinator (423-461-8740).
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Procedures for Disciplinary Action in Cases of Sexual Assault, Domestic Violence, Dating Violence, or Stalking

- The Title IX Coordinator is responsible for coordinating the college’s response to all complaints involving acts of sex discrimination including sexual harassment and sexual violence. Upon receiving a report of an act of sex discrimination, the Title IX Coordinator will initiate an investigation, engaging other staff members, as appropriate.

- All investigation, hearing, and disciplinary actions shall be conducted by officials who do not have a conflict of interest in regards to any party in the investigation and who receive annual training on issues related to domestic violence, dating violence, sexual assault, and stalking, and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

- The investigation may include, but is not limited to, interviews with all parties involved and other individuals with knowledge of the incident being investigated, a review of previous reports or disciplinary files of individuals involved in the incident, and a thorough review of all evidence pertaining to the incident.

- All parties involved in the investigation will be provided with the same opportunities to have others present during interviews with the investigator and/or any further proceedings.

- The standard of proof used in all investigations and determinations of findings regarding incidents of sexual misconduct will be the preponderance of the evidence standard (it is more likely than not that a policy violation occurred).

- At the conclusion of the investigation, the Title IX Coordinator will prepare a report of findings including any disciplinary action or other resolution determined by the investigation. Either party in the case has the option to accept the findings of the report or request a hearing before the Sexual Misconduct Review Board.

- Both parties will be simultaneously notified in writing of the findings of the investigation, the institution’s procedures for the complainant and respondent to appeal the findings, any change in the findings that occurs prior to the time the findings become final, and when the findings become final.

- All investigations will include a prompt, fair and impartial investigation and resolution. Every reasonable effort shall be made to conclude the investigation and resolve the complaint within sixty (60) days.

For more information on college safety and security policies and procedures and crime reporting, including the full sexual misconduct policy, please see Milligan’s annual security report at [http://www.milligan.edu/wp-content/uploads/2014/07/securityandcrimereport.pdf](http://www.milligan.edu/wp-content/uploads/2014/07/securityandcrimereport.pdf) or contact the Title IX Coordinator.

The Title IX Coordinator for Milligan College is:

Brent Nipper
(423) 461-8740
wbnipper@milligan.edu

The Title IX Coordinator’s office is located upstairs in the Little Hartland Welcome Center.