

MILLIGAN SEXUAL MISCONDUCT POLICY: RIGHTS AND OPTIONS

Milligan College is committed to providing students, faculty, staff, visitors and 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, including sexual assault, dating and domestic violence, and stalking are strictly prohibited.

What to Do If You Have Experienced Sexual Trauma or Assault

- **Go to a safe place**
- **Talk to someone you trust:** family member, friend, counselor, Sexual Assault Center of East Tenn. Hotline (865-522-7273)
- **Preserve all physical evidence:** to assist in proving an alleged offense occurred and/or obtaining an order of protection
- **Seek medical care:** Johnson City Medical Center, 400 N State of Franklin Rd, Johnson City, TN 37604
- **Seek counseling:** Milligan Counseling Center (423-461-8500) or Campus Minister (423-461-8760)
 - These resources **are not** required to report incidents disclosed to them to campus authorities
 - **All other college employees** (faculty and staff) **are** required to report incidents disclosed to them to campus authorities
- **Consider Reporting Options**
 - **Report to Police:** Elizabethton Police Department (911 or 423-542-4141)
 - **Report to Campus Authorities:** Campus Security (423-461-8911), Title IX Coordinator (423-461-8740), Dean of Students (423-461-8760), or Residence Life Staff
 - Victims have the right to choose when and to whom incidents are reported or to decline to report incidents
 - Campus Authorities will assist victims who choose to report to law enforcement and wish to be assisted

Available Resources

- **Interim Measures:** Changes in academic, living, transportation, or working situations and/or the implementation of protective measures such as no contact orders facilitated by Title IX Coordinator (423-461-8740) or designee
- **Orders of Protection:** Law enforcement authorities or college officials will assist the victim in contacting the authorities to pursue orders of protection, at the victim's request. For information about pursuing orders of protection without assistance from law enforcement or campus authorities, contact the Carter County Clerk's Office at 423-542-1825 during business hours or the Carter County Sheriff's Office-Judicial Commissioner at 423-542-1850 after business hours.

Victim Services: Counseling, health, legal assistance, visa, and immigration assistance, financial aid

Milligan Counseling Center	423-461-8500
Milligan Campus Minister	423-461-8760
Sexual Assault Center of East Tennessee 24-Hour Hotline	865-522-7273
Safe Passage Domestic Violence Shelter 24-Hour Hotline	423-926-7233
Contact Ministries (Resource Center)	423-926-0144 or 211
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
Milligan Financial Aid Office	423-461-8968
Legal Aid of East Tennessee	423-928-8311

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Procedures for Investigations and 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 sexual misconduct including sexual assault, domestic violence, dating violence, and stalking. Upon receiving a report of an act of sexual misconduct, the Title IX Coordinator will conduct an inquiry and, when appropriate, initiate an investigation, engaging other staff members, as appropriate.
- Investigations may include, but are 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.
- The investigation and resolution process will be conducted in accordance with the conduct, disciplinary and harassment policies detailed in the Student Handbook (for reports involving student respondents), Personnel Handbook (for reports involving non-faculty employee respondents), or Faculty Handbook (for reports involving faculty respondents)
- All investigation, hearing, and disciplinary actions will be conducted by officials who do not have a conflict of interest in regards to any party in the investigation and who receive 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.
- 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 or assigned investigator will prepare a report of findings including any disciplinary action or other resolution determined by the investigation.
- Both parties will be simultaneously notified in writing of the findings of the investigation, the institution's procedures for requesting a hearing and/or appeal, any changes 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 complete the investigation in a timely manner to provide all parties with resolution.

For more information on college safety and security policies and procedures and crime reporting, including the full sexual misconduct policy, please see the Safety and Security page of Milligan's website:

<https://www.milligan.edu/student-life/#safety-security> 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