

# MILLIGAN SEXUAL MISCONDUCT POLICY: POLICY OVERVIEW

## What are the Purpose and Function of the Sexual Misconduct Policy?

- To provide students, faculty, staff, visitors, and the University community with a positive, healthy environment conducive to the promotion of the University's core values of scholarship, community, and faith.
- To raise awareness of and work to prevent sexual misconduct issues, which are highly prevalent on college and university campuses
- To maintain compliance with federal laws and regulations such as **Title IX**, the **Clery Act**, and **VAWA** (Violence Against Women Act)

## What Types of Misconduct Does the Policy Cover?

- **Sexual Harassment:** Unwelcome conduct of a sexual nature including quid pro quo and hostile environment harassment
- **Sexual Assault:** Physical sexual acts perpetrated against a person's will, including forcible sex offenses (forcible rape, forcible sodomy, forcible fondling, sexual assault with an object) and nonforcible sex offenses (incest, statutory rape)
- **Domestic/Dating Violence and Stalking**
- Sexual harassment and assault both involve a breach of **consent**.
- **Consent:** The agreement to engage in sexual activity, which is Voluntary (no coercion, force, or threat), Aware (no incapacitation), Clear (not simply due to silence or lack of resistance), Immediate (not based on prior consent), Continuous (can be withdrawn at any time), and Specific (each situation/person is different)

## How Can I Help Prevent Sexual Misconduct?

- Commit to a **culture of respect**, where sexual stereotypes, exploitation and harassment are not tolerated in language, social media, and relationships.
- Learn and respect **personal boundaries** in relationships with others, and communicate your personal boundaries to others with whom you are in relationships
- Look out for others and allow others to look out for you. Don't be afraid to ask for help when needed.
- **Communicate** intentions clearly and listen to what others are communicating to you
- Make responsible choices with drugs and alcohol and encourage others to do the same
- Be a **proactive bystander**. Be aware of the world around you, identify harmful situations, and **intervene** when **safe** to do so. If direct intervention is not possible, report to the appropriate authorities.

## How Can I Support Others Who May Be Victims of Sexual Misconduct?

- Familiarize yourself with university **reporting policy** and available resources and support so you are prepared to help and support victims if they share incidents of sexual misconduct with you. See **Rights and Options** document at [milligan.edu/student-life/#safety-security](https://www.milligan.edu/student-life/#safety-security)
- If a victim confides in you, treat them with respect, listen without judgment, empower with information about available resources (see above), and refer and report to the appropriate authorities for supportive measures and options for further action.