Note: This policy addresses complaints of sex discrimination and sexual misconduct, including sexual harassment, sexual violence, dating violence, domestic violence, stalking, and retaliation targeting students. For additional legally referenced material relating to discrimination, harassment, and retaliation, see FA(LEGAL). For sex discrimination, sexual harassment, sexual assault, dating violence, domestic violence, stalking, and retaliation targeting employees, see DIAA.

Statement of Nonviolence and Nondiscrimination

The College District prohibits any and all forms of sexual violence including, but not limited to, domestic violence, dating violence, rape, sexual assault, and stalking. The College District likewise prohibits discrimination, including harassment, against any student on the basis of sex or gender. Retaliation against anyone involved in the complaint process is a violation of College District policy and is prohibited.

In furtherance of these prohibitions, the College District shall establish regular programs designed to educate students and staff regarding the prevention and reporting of sexual violence and harassment. Such programs shall include all of the elements required by law.

Definitions

Discrimination

Sexual Harassment and Sexual Violence

By an Employee

1. A College District employee causes the student to believe that the student must submit to the conduct to participate in a college program or activity, or that the employee will make an educational decision based on whether or not the student submits to the conduct; or

2. The conduct is so severe, persistent, or pervasive that it limits or denies the student’s ability to participate in or benefit from the College District’s educational program or activities.

By Others

Sexual harassment of a student, including harassment committed by another student, includes unwelcome sexual advances; requests for sexual favors; or sexually motivated physical, verbal, or nonverbal conduct when the misconduct is so severe, persis-
tent, or pervasive that it limits or denies a student’s ability to participate in or benefit from the College District’s educational program or activities.

**Sexual Violence**

Sexual violence is a form of sexual harassment. Sexual violence includes physical sexual acts perpetrated against a person’s will or without the person’s consent. “Consent” means assent in fact in accordance with law.

Sexual assault is any unwanted, nonconsensual sexual contact against an individual by another. Sexual assault can occur either forcibly (against a person’s will) or when a person cannot give consent (under the age of consent, intoxicated, developmentally disabled, or mentally/physically unable to consent).

Rape is nonconsensual sexual intercourse that involves the use or threat of force, violence, or immediate and unlawful bodily injury or threats of future retaliation and duress. Rape includes nonconsensual sexual intercourse when the person is incapable of giving consent because he or she is incapacitated from alcohol and/or drugs, or if a mental disorder or developmental or physical disability renders the victim incapable of giving consent.

**Dating Violence**

“Dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

**Domestic Violence**

“Domestic violence” means violence committed by:

- A current or former spouse or intimate partner of the victim;
- A person with whom the victim shares a child in common;
- A person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- Any other member of the victim’s family as defined by state law;
- Any other current or former member of the victim’s household as defined by state law;
- A person in a dating relationship with the victim as defined by state law; or
• Any other person who acts against the victim in violation of the family violence laws of this state or the jurisdiction where the conduct occurs.

**Stalking**

“Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others or suffer substantial emotional distress.

For the purposes of this definition:

1. “Course of conduct” means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

2. “Reasonable person” means a reasonable person under similar circumstances and with similar identities to the victim.

**Examples**

Examples of sexual harassment of a student may include sexual advances; touching intimate body parts or coercing physical contact that is sexual in nature; jokes or conversations of a sexual nature; rape; sexual assault as defined by law; sexual battery; sexual coercion; and other sexually motivated conduct, communications, or contact.

Examples may also include forms of dating violence, domestic violence, or stalking, such as physical or sexual assaults; name-calling; put-downs; or threats directed at the student, the student’s family members, or members of the student’s household; destroying the student’s property; threatening to commit suicide or homicide if the student ends the relationship; tracking the student; attempting to isolate the student from friends and family; threatening a student’s spouse or partner; or encouraging others to engage in these behaviors.

**Gender-Based Harassment**

Gender-based harassment includes physical, verbal, or nonverbal conduct based on the student’s gender, the student’s expression of characteristics perceived as stereotypical for the student’s gender, or the student’s failure to conform to stereotypical notions of masculinity or femininity. For purposes of this policy, gender-based harassment is considered prohibited harassment if the conduct is so severe, persistent, or pervasive that the conduct limits or denies a student’s ability to participate in or benefit from the College District’s educational program.

Acts of gender-based harassment may also be considered sex discrimination or sexual harassment.
Examples

Examples of gender-based harassment directed against a student, regardless of the student’s or the harasser’s actual or perceived sexual orientation or gender identity, may include offensive jokes, name-calling, slurs, or rumors; physical aggression or assault; threatening or intimidating conduct; or other kinds of aggressive conduct such as theft or damage to property.

Prohibited Conduct

In this policy, the term “prohibited conduct” includes sexual violence, discrimination, harassment, dating violence, domestic violence, stalking, and retaliation as defined by this policy, even if the behavior does not rise to the level of unlawful conduct.

Complainant

In this policy, the term “complainant” refers to an applicant for admission or a student who is alleged to have experienced prohibited conduct. The term also includes a former student who is alleged to have experienced prohibited conduct while participating, or attempting to participate, in the College District’s educational program or activity.

Respondent

In this policy, the term “respondent” refers to a person who is alleged to have committed prohibited conduct.

Confidential Employee

A “confidential employee” is a person who holds a professional license requiring confidentiality, such as a counselor or medical provider, who is supervised by such a person, or a person who is a nonprofessional counselor or advocate designated in administrative procedures as a confidential source.

Reporting Procedures

A victim of prohibited conduct has the right to report the incident to the College District and to receive a prompt and equitable resolution of the report.

Student Report

Any student who believes that he or she has experienced prohibited conduct or believes that another student has experienced prohibited conduct should immediately report the alleged acts to the College District police, the Title IX coordinator, the Chancellor, or another employee, or submit the report electronically through the College District’s website. College District personnel shall assist the student in reporting the alleged misconduct if the student requests such assistance. Submission of an anonymous electronic report may impair the College District’s ability to investigate and address the prohibited conduct. A report against the Chancellor may be made directly to the Board. If a report is made directly to the Board, the Board shall appoint an appropriate person to conduct an investigation. A student shall not be required to report prohibited conduct to the person alleged to have committed the conduct.
The College District shall publish procedures in the administrative regulations regarding options for reporting offenses to law enforcement, the importance of preserving evidence as may be necessary to prove an allegation under this policy. The procedures shall include information about victims' rights and the institutions’ responsibilities regarding orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

A victim of a crime has the right to choose whether to report the crime to law enforcement, to be assisted by the College District in reporting the crime to law enforcement, or to decline to report the crime to law enforcement.

It is important that a victim of prohibited conduct go to a hospital for treatment and preservation of evidence, if applicable, as soon as practicable after the incident.

**Exception**

Absent consent or unless required by law, a student designated in administrative regulations as a student advocate to whom another student may speak confidentially concerning prohibited conduct may not disclose any communication made by the other student.

**Employee Report**

Any College District employee who suspects or receives notice that a student or group of students has or may have experienced prohibited conduct, regardless of when or where the incident occurred, shall immediately notify the Title IX coordinator and shall take any other steps required by this policy. Additionally, the employee may report to the Chancellor or designee.

A report against the Chancellor must also be made directly to the Board. If a report is made directly to the Board, the Board shall appoint an appropriate person to conduct an investigation.

**Exceptions**

A person who holds a professional license requiring confidentiality, such as a counselor, or who is supervised by such a person shall not be required to disclose a report of prohibited conduct without the student’s consent.

A person who is a nonprofessional counselor or advocate designated in administrative procedures as a confidential source shall not be required to disclose information regarding an incident of prohibited conduct that constitutes personally identifiable information about a student or other information that would indicate the student’s identity without the student’s consent, unless the person is disclosing information as required for inclusion in the College District’s annual security report under the Clery Act [see GCC].
A person who received the information solely from a disclosure at a sexual harassment, sexual assault, dating violence, or stalking public awareness event sponsored by a postsecondary educational institution or by a student organization affiliated with the institution is not required to report the prohibited conduct unless the person has the authority to institute corrective measures on behalf of the College District.

Absent the student’s consent, or unless required by law, a confidential employee shall only be required to disclose the type of incident reported and may not disclose information that would violate the student’s expectation of privacy. If multiple confidential employees receive information about the same alleged incident, then only one report disclosing the type of incident must be submitted.

A person who has either learned of an incident of prohibited conduct during the course of the College District’s review or process, or has confirmed with the person or office overseeing the review or process that the incident has been previously reported, is not required to report the prohibited conduct.

Reports of discrimination based on sex, including sexual harassment and gender-based harassment, may be directed to the Title IX coordinator/investigator. The Chancellor shall designate a Title IX coordinator and investigator(s). Contact information for the Title IX coordinator/investigator(s) shall be published on the College District’s website.2

The College District designates the following person to coordinate its efforts to comply with Title IX of the Education Amendments of 1972, as amended, and related state and federal laws:

Title IX Coordinator / Investigator: Dr. Bennie Graves, Dean, Title IX, Institutional Diversity, and Equity
Address: 902 College Ave., Brenham, TX 77833
Telephone: (979) 830-4701
Email: Title IX Coordinator email3
Webpage: Title IX/Sexual Misconduct webpage4

All employees, with the exception of confidential employees, are designated as responsible employees for purposes of compliance with Title IX.

A failure to immediately report prohibited conduct may impair the College District’s ability to investigate and address the prohibited conduct.
Consolidate Reports: When the allegations underlying two or more reports arise out of the same facts or circumstances, the College District may consolidate the reports.

Advisor: Each party to the complaint may be assisted by an advisor of the party’s choice who may participate in the proceedings in a manner consistent with College District procedures.

Conflict of Interest Prohibited: No person designated as the Title IX coordinator, a deputy Title IX coordinator, an investigator, a decision-maker, or a facilitator of an informal resolution process shall have a conflict of interest or bias.

Training: A person designated as the Title IX coordinator, a deputy Title IX coordinator, an investigator, a decision-maker, or a facilitator of an informal resolution process shall receive training as required by law and College District procedures.

Days: “Days” shall mean College District business days, unless otherwise noted. In calculating timelines under this policy, the day a document is filed is “day zero.” The following business day is “day one.”

Extension of Timelines: Timelines established by this policy and associated procedures may be subject to a limited extension if good cause, as defined in this policy and College District regulations, exists. The College District shall promptly provide written notice to the parties of an extension and the reason for the extension.

Investigation of the Report: The College District may request, but shall not require, a written report. If a report is made orally, the Title IX coordinator or designee shall reduce the report to written form.

Initial Assessment: Upon receipt or notice of a report, the Title IX coordinator shall first notify the Campus Police Department to determine whether the allegation requires a criminal investigation. If the allegation does not require a criminal investigation, the Title IX coordinator shall then determine whether the allegations, if proven, would constitute prohibited conduct as defined by this policy. If so, the official shall immediately notify the parties to the complaint of the allegations and the formal and informal options for resolution of the complaint, explain the process for filing a formal complaint and assess any request not to investigate. The College District official shall also ensure that the complainant and respondent receive any legally required written notices regarding:

1. Existing counseling, health, and mental health services;
2. Victim advocacy and legal assistance;
3. Any other relevant services available, both on-campus and in the community; and
4. Any options for, and available assistance in, changing academic, living, transportation, and working situations, if so requested by either the victim or accused, and whether such accommodations are reasonably available, regardless of whether the victim chooses to report the allegation to campus police or local law enforcement.

If the Title IX coordinator determines that the allegations, if proven, would not constitute prohibited conduct as defined by this policy but may constitute a violation of other College District rules or regulations, the Title IX coordinator shall refer the complaint for consideration under the appropriate policy and/or process.

Request Not to Investigate

The complainant may request that the College District not investigate the allegations. If the complainant requests that the allegations not be investigated, in deciding whether to initiate the investigation, the College District must consider the factors described by law and any other factors the College District considers relevant.

The College District shall promptly notify the complainant of the decision regarding whether it will conduct the investigation. If the College District decides not to investigate the allegations, the College District shall take reasonable steps to protect the health and safety of the College District community.

Formal Complaint

To be considered a formal complaint under Title IX, the complainant or the Title IX coordinator must sign the written report.

Notice to Parties

The notice to the parties must describe the allegations and the formal and informal options for resolution of the complaint. The notice must state that the respondent is presumed not responsible until a determination regarding responsibility is made. The notice must also include information regarding the option to select an advisor, the opportunity to inspect and review evidence, and the prohibition on knowingly making false statements or submitting false information during the investigation and any ensuing proceedings.

If the allegations are subsequently amended, the College District shall provide an updated notice reflecting the new allegations.

Informal Resolution

The College District may offer to the parties a process for the informal resolution of a formal complaint as defined by law. If the parties voluntarily agree in writing to participate in informal resolution of the complaint, and the Title IX coordinator determines within three days that informal resolution is appropriate for the complaint, then the Title IX coordinator or designee may facilitate that resolution within ten days. If the Title IX coordinator determines that informal resolution is not appropriate, then the complaint will be subject
to the formal resolution process. This process is not available in situations where an employee is alleged to have sexually harassed a student.

**Formal Resolution**

If the complaint is not subject to the informal resolution process, the Title IX coordinator shall authorize or undertake an investigation, except as provided below at Criminal or Regulatory Investigation. The College District shall establish procedures for formal resolution in accordance with law.

**Supportive Measures**

If appropriate and regardless of whether a criminal or regulatory investigation regarding the alleged conduct is pending, the Title IX coordinator shall promptly provide supportive measures intended to address prohibited conduct, protect the safety of the parties and others, and protect the parties from retaliation prior to the completion of the investigation. Examples of possible supportive measures include academic accommodations, such as extensions of deadlines or other course-related adjustments and modifications of class schedules; housing and dining modifications; temporary removal from an education program or activity in accordance with law; counseling; health services; campus escort services; mutual restrictions on contact between the parties; and increased security and monitoring of certain areas of the campus.

**College District Investigation**

The investigation may be conducted by the Title IX coordinator or designee(s) or by a third party designated by the College District, such as an attorney.

The investigation may consist of personal interviews with the complainant, the respondent, and others with knowledge of the circumstances surrounding the allegations. The investigation may also include analysis of other information or documents related to the allegations.

The parties shall be provided an equal opportunity to present witnesses and evidence and to inspect and review any directly related evidence obtained by the College District so that the parties may meaningfully respond during the investigation process. The parties expected to participate in an investigative interview or other meeting shall be provided written notice in enough time to prepare to participate.

At least ten days prior to the completion of the investigation report, the College District must send each party and the party’s advisor evidence subject to inspection and review. The parties may submit a written response for consideration by the investigator.
If a law enforcement or regulatory agency notifies the College District that a criminal or regulatory investigation has been initiated, the College District shall confer with the agency to determine if the College District’s investigation would impede the criminal or regulatory investigation. The College District shall proceed with its investigation only to the extent that it does not impede the ongoing criminal or regulatory investigation. After the law enforcement or regulatory agency has completed gathering its evidence, the College District shall promptly resume its investigation. Any delay under this provision shall constitute good cause for an extension of timelines established by this policy and associated procedures.

The investigation shall be completed within a reasonable time, not to exceed 30 days from the date of the report.

The investigator shall prepare a written report of the investigation. The investigation report shall be filed with the Title IX coordinator within five days following the completion of the investigation.

The Title IX coordinator shall provide the investigation report, within the extent permitted by the Family Educational Rights and Privacy Act (FERPA) or other law, to the complainant and the respondent promptly following receipt. The parties shall be given ten days to respond to the report.

The Title IX coordinator shall submit the investigation report and any response from the parties to the Vice Chancellor, Student Services promptly after receipt of the parties’ response but no later than the expiration of the parties’ deadline to respond.

The Vice Chancellor, Student Services or designee shall summon the parties for a hearing to be held within a reasonable time, not to exceed ten days, following the receipt of the investigation report. The hearing shall be conducted in accordance with law and College District procedures.

After the hearing, the Vice Chancellor, Student Services or designee shall determine whether each individual allegation of prohibited conduct occurred using a preponderance of the evidence standard and determine the appropriate disciplinary or corrective action. In making the determination, the Vice Chancellor, Student Services or designee shall evaluate all relevant evidence objectively and shall not make credibility assessments based on a person’s status as the complainant, the respondent, or a witness. The Vice Chancellor, Student Services or designee shall create a written determination regarding responsibility in accordance with law and College District procedures within five days following the hearing and submit the determination to the parties simultaneously.
Utilizing the preponderance of the evidence standard, the College District shall determine, based on the results of the investigation, whether each individual allegation or misconduct occurred. If the results of an investigation indicate that prohibited conduct occurred, the College District shall promptly respond by taking appropriate disciplinary, corrective, or protective action reasonably calculated to address the conduct, in accordance with College District policy and procedures [see FM and FMA].

Examples of disciplinary action that the College District may take include, but are not limited to:

- Implementing the disciplinary measures described in FM for students or DH and DM series for employees;
- Temporary or permanent expulsion from the College District;
- Implementation of a no-contact order; and
- Eviction from College District housing.

Examples of corrective action that the College District may provide include, but are not limited to:

- Providing a training program for those involved in the complaint;
- Providing a comprehensive education program for the College District community;
- Providing counseling for the victim and the party who engaged in prohibited conduct;
- Permitting the victim or student who engaged in the prohibited conduct to drop a course in which they both are enrolled without penalty;
- Permitting the victim or student engaged in the prohibited conduct to move out of a campus dorm or apartment without penalty;
- Conducting follow-up inquiries to determine if any new incidents or any instances of retaliation have occurred;
- Involving students in efforts to identify problems and improve the College District climate;
- Increasing staff monitoring of areas where prohibited conduct has occurred;
- Reaffirming the College District’s policy against discrimination and harassment; and
• Taking other actions described in College District regulations.

**Improper Conduct**

If the Vice Chancellor, Student Services or designee determines that improper conduct occurred that did not rise to the level of prohibited conduct, the College District may take disciplinary action in accordance with College District policy and procedures or other corrective action reasonably calculated to address the conduct.

**Dismissal of Complaint**

<table>
<thead>
<tr>
<th>Mandatory Dismissal</th>
<th>Any complaint may be dismissed at any time on request of a complainant. The Title IX coordinator must first assess the request in accordance with this policy at Request Not to Investigate, above.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permissive Dismissal</td>
<td>A complaint may also be dismissed if specific circumstances prevent the College District from gathering evidence sufficient to reach a determination as to the complaint or allegations.</td>
</tr>
</tbody>
</table>

**Notice of Dismissal**

Upon dismissal of a complaint, the Title IX coordinator or the Vice Chancellor, Student Services or designee shall provide the parties written notice of the dismissal.

**Confidentiality**

To the greatest extent possible, consistent with law, the College District shall protect the privacy of the complainant, or the respondent, or a person who makes a report or serves as a witness. Limited disclosures may be necessary to carry out the purposes of this policy and associated regulations and to comply with applicable law.

**Retaliation**

The College District prohibits retaliation against any person for the purpose of interfering with a right or privilege under this policy; the complainant; or a person who, in good faith, makes a report or complaint, serves as a witness, or otherwise participates or refuses to participate in an investigation, proceeding, or hearing under this policy. This prohibition does not apply to discipline of a person who perpetrated or assists in the perpetration of the prohibited conduct.

A person who is alleged to have experienced retaliation may pursue a claim under this policy or policy DIAA, as appropriate.

**Examples**

Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

**Failure to Report and False Claims**

An employee who fails to make a required report or a student or employee who intentionally makes a false claim, offers a false
statement, or refuses to cooperate with a College District investiga-
statement, or refuses to cooperate with a College District investiga-
tion regarding prohibited conduct shall be subject to appropriate
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disciplinary action.
disciplinary action.

Appeal
Appeal

| Discipline or |
| Corrective Action |
| **Students** |
| Suspension |
| Expulsion |
| Other Action |

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the applicable grievance policy beginning at the appropriate level.

[See DGBA(LOCAL) for employees, FLD(LOCAL) for students,

[See DGBA(LOCAL) for employees, FLD(LOCAL) for students,

and GB(LOCAL) for community members]

Complaints Filed
ComplaintsFiled

with OCR
with OCR

Records Retention
Records Retention

Retention of records shall be in accordance with the College Dis-
Retention of records shall be in accordance with the College Dis-

trict’s records retention procedures. [See CIA]
Access to Policy, Procedures, and Related Materials

Information regarding this policy and any accompanying procedures, as well as relevant educational and resource materials concerning the topics discussed in this policy, shall be distributed to applicants for admission and employment and annually to College District employees, students, and parents or guardians of dual credit students in compliance with law and in a manner calculated to provide easy access and wide distribution, such as through electronic distribution and inclusion in the employee and student handbooks and other major College District publications. Information regarding the policy, procedures, and related materials and any materials used to train a person designated as the Title IX coordinator, a deputy Title IX coordinator, an investigator, a decision-maker, or a facilitator shall also be prominently published on the College District’s website on a dedicated page accessible through a clear link on the homepage, taking into account applicable legal requirements. Copies of the policy and procedures shall be readily available at the College District’s administrative offices and shall be distributed to a student who makes a report.

1 Title IX electronic report: http://www.blinn.edu/title-ix/reporting-form.HTML
2 Title IX Coordinator contact information: http://www.blinn.edu/title-ix/index.html
3 Title IX Coordinator email: mailto:titleix@blinn.edu
4 Title IX/Sexual Misconduct webpage: https://www.blinn.edu/title-ix/index.html