Title IX Compliance

It is the policy of LeTourneau University to comply with Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex (including sexual harassment and sexual misconduct or violence) in the University’s educational programs and activities. Title IX also prohibits retaliation for asserting or otherwise participating in claims of sex discrimination, harassment, or misconduct. More information about LeTourneau University’s Title IX practices can be viewed at: http://www.letu.edu/titleix

Sexual Harassment

Sexual harassment and gender-based harassment constitutes unwelcome conduct of a sexual nature. Sexual harassment can include unwelcome sexual advances; requests for sexual favors; and other verbal, nonverbal, or physical conduct of a sexual nature, such as sexual assault or acts of sexual violence. Gender-based harassment may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature. Sexual harassment and gender-based harassment create a hostile environment if the conduct is sufficiently serious that it interferes with or limits an individual’s ability to participate in or benefit from her or his working, learning, or living environment. Sexual violence or sexual assault is an extreme form of sexual harassment, which may also constitute criminal conduct.

Sexual Misconduct

Members of the LeTourneau University community, including students, staff, faculty, and guests, have the right to be free from sexual harassment or sexual misconduct. Sexual misconduct is non-consensual sexual activity and is a violation of Title IX. Sexual misconduct includes, but is not limited to, sexual violence, sexual assault, stalking, and dating violence and domestic violence.

LeTourneau University will not tolerate sexual misconduct of any form. Such conduct violates the values and principles of our community and disrupts the living, learning, and working environment for students, faculty, staff and guests.

Confidential Resources

A student or employee who wants to be assured that a report will be kept confidential can report the assault to a therapist, doctor, minister, or attorney who is legally obligated to maintain patient or client confidentiality. Confidential reports of sexual harassment or sexual misconduct may also be made to the following LeTourneau University staff members:

LeTourneau University Center for Counseling Staff

Health Services Staff

University Chaplain

All other LeTourneau University staff and faculty members are required by University policy to report observations or actual knowledge of incidents of sexual harassment or sexual misconduct. In addition, reports made to other employees may have to be disclosed in criminal or civil court proceedings.

Emergency Response

For immediate medical or police assistance, call 911, or if you are on-campus call University Police at 903-233-4444. In addition, LeTourneau University personnel from Residence Life and the Office of Student Life are available to assist and support students, faculty, and staff in emergency situations. Resident Directors or University Police can assist you in contacting these offices at any time of the day or night.

IMPORTANT NUMBERS

Title IX Coordinator  903-233-4410
University Police     903-233-4444
Center for Counseling 903-233-3490
Residence Life         903-233-4400
Campus Ministries       903-233-3115
Health Services         903-233-4445
Longview Police        903-237-1199
or 911

LeTourneau University provides the following information for any person in the university community who has reported an incident that might be considered a crime of sexual assault, dating violence, domestic violence, or stalking.
**DOMESTIC VIOLENCE**

A domestic relationship to gain or maintain power and control over another partner. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person.

This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone.

**DATING VIOLENCE**

Occurs when one person intentionally hurts or scares someone he or she is dating and may include physical, emotional, or sexual violence.

- Physical abuse may include hitting, shoving, kicking, biting, or throwing objects.

- Emotional abuse may include yelling, name-calling, bullying, embarrassing, preventing interaction with friends, telling someone that they deserve the abuse, or providing gifts to “make up” for the abuse.

- Sexual abuse and violence is forcing someone to engage in a sexual activity or engaging in sexual activity when one of the persons is unable to consent due to use of alcohol or drugs.

**STALKING**

Defined as a course of conduct directed at a specific person that involves repeated (two or more occasions) visual or physical proximity, nonconsensual communication, or verbal, written, or implied threats, or a combination thereof, that would cause a reasonable person fear. Stalking behaviors may include persistent patterns of leaving or sending the victim unwanted items or presents that may range from seemingly romantic to bizarre, following or lying in wait for the victim, damaging or threatening to damage the victim’s property, defaming the victim’s character, or harassing the victim via the Internet by posting personal information or spreading rumors about the victim.

**Filing A Report**

Any student, faculty or staff member, or campus guest who believes that he or she has been the victim of sexual harassment or sexual misconduct based on the individual’s sex, or who has knowledge of or has observed such behavior, should immediately report the alleged acts to an appropriate campus staff member who, depending on the circumstances, may be a faculty member, a student’s residence director, a Student Life staff member, the Title IX Coordinator, or one of the Deputy Coordinators listed below. Additional information about filing a report and the grievance process may be viewed at: [http://www.letu.edu/titleix](http://www.letu.edu/titleix).

**Title IX Coordinator**

Dean of Students
Dr. Kristy Morgan
Second Floor, Allen Family Student Center
903-233-4410
kristymorgan@letu.edu

Many forms of sexual misconduct prohibited by Texas and/or federal law and could result in civil liability or criminal prosecution. The university encourages students to contact the University Police Department at 903-233-4444 (in an emergency call 911) for more information about how to report a crime and the criminal process. At the student’s request, the University Police Department and the Office of Student Life can assist him/her in contacting local authorities. A criminal investigation does not relieve the University of its obligation to respond under Title IX, and both criminal and University investigations may proceed simultaneously.