

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

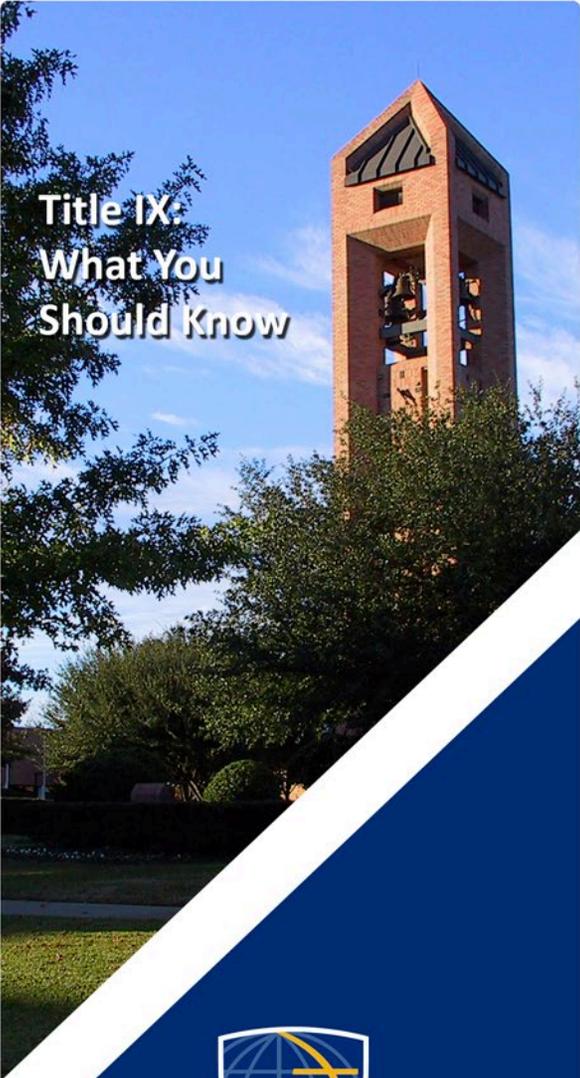
All other LeTourneau University staff and faculty members are required by University policy to report observations or actual knowledge of incidents of sexual harassment or sexual misconduct. In addition, reports made to other employees may have to be disclosed in criminal or civil court proceedings.

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

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|-----------------------|--------------|
| 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 |



**Title IX:
What You
Should Know**



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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.

Important Definitions:

CONSENT is affirmative, conscious, and voluntary agreement to engage in sexual activity. Past consent does not imply future consent. Silence or absence of resistance does not imply consent. Consent must be clearly demonstrated through mutually understandable words and/or actions. Consent can be withdrawn at any time. Consent to one form of sexual activity cannot be assumed to be consent to any other form of sexual activity. Relying on non-verbal communications can lead to misunderstandings. Whether consent has been given will be determined contemporaneously with the activities in question.

If the victim is mentally or physically incapacitated or impaired so that the victim cannot understand the fact, nature or extent of the sexual situation, and the condition was or would be known to a reasonable person, there is no consent. This includes conditions due to alcohol or drug consumption, or being asleep or unconscious.

SEXUAL ASSAULT is any form of sexual contact directed against another person that occurs without the explicit consent of the recipient, including sexual acts committed against a person who is incapable of giving consent (e.g., due to the individual being under the influence of drugs or alcohol, or because an intellectual or other disability prevents the individual from having the capacity to give clear, unambiguous consent). Sexual assault may occur through the use of verbal, emotional, or physical force, intimidation, or coercion. Sexual assault includes sexual activities such as forced sexual intercourse, forcible sodomy, child molestation, incest, fondling, statutory rape, attempted rape, and non-consensual sexual contact. It also includes any intentional sexual touching, however slight, with any object or body part, by a man or a woman upon a man or a woman, without explicit consent of that individual. Sexual assault can be committed by students, university employees, or third parties visiting or working on the LeTourneau University campus.

DOMESTIC VIOLENCE is defined under state criminal law as “physical harm, bodily injury, assault or the threat of physical harm” directed toward “persons who have a child in common, and persons cohabiting or formerly cohabiting.” Domestic violence may also include a pattern of abusive or violent behavior used by one partner

in 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 is 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>.

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.



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