

Sexual Violation Response Guarantee

Sexual harassment/violation, including forcible and/or non-consensual sexual conduct, are a very serious concern of the college. If you make a report of a sexual violation on campus, we guarantee you the following:

1. We will respond quickly to your complaint of sexual violation, and we will treat you and your particular case with courtesy, sensitivity, dignity, respect and professionalism.
2. You will not be discouraged from making a report.
3. We will meet with you privately, at a place of your choice in this area, to take a complaint report. If you feel more comfortable talking with a female or male, we will grant your request.
4. We will not release your name to the public or to the press.
5. We will assist you in arranging for any hospital treatment or other medical needs, and you will be notified of available counseling, mental health or student services for victims of sexual violation, both on campus and in the community.
6. You will have the right to a campus no-contact order against another student who has engaged in or threatens to engage in stalking, threatening, harassing, or other improper behavior that presents a danger to your welfare.
7. You will have the right to protection from retaliatory harassment by the accused or others.
8. You will be given the opportunity to adjust your academic and living situations if needed.
9. We will inform you of your options to notify proper law enforcement authorities, including on-campus and local police, and the option to be assisted by campus authorities in notifying such authorities, if you so choose.
10. We will explain the college's process of addressing sexual violation, what the policy does and does not cover, and give you a chance to ask questions.
11. You will be kept up to date on the progress of the investigation and/or prosecution, including when the complaint is delivered to the accused; a list of conduct board members, witnesses, and documentary evidence included in the hearing; and the outcome and sanction of any disciplinary hearing involving sexual assault.
12. During all college disciplinary proceedings, you may have an advisor of your choice present. You will not be required to be in the same room as the accused at the same time. During a campus hearing you will have the opportunity to question witnesses, but your advisor may only quietly advise and support and is not permitted to participate or interfere with the hearing. Hearings will not be open to the public.
13. You will have the right not to have irrelevant prior sexual history admitted in a campus hearing.
14. We will not use mediation in cases of non-consensual sexual contact.
15. You will have the right to make an impact statement at a disciplinary hearing and to have that statement considered by the board in determining its sanction.
16. You will have the right to appeal the finding and sanction of the conduct hearing if evidence that procedures were not followed correctly or new & relevant information becomes available.
17. We will continue to be available for you, to answer your questions, and to explain the systems and processes involved.

Respondent (accused) will also have the right to:

- *Explanation of the college's process of addressing sexual violation, what the policy does and does not cover, and the chance to ask questions.
- *Not be assumed by the college to be in violation of college policy before an investigation and disciplinary hearing has taken into account the totality of all evidence available, from relevant sources. This right applies even if measures are taken (such as no-contact orders and residential or classroom changes) to ensure safety & wellbeing of the complainant. These measures are standard procedures, not a statement of guilt of the accused.
- *Be kept up to date on the progress of the investigation and/or prosecution, a list of conduct board members, witnesses, and documentary evidence included in the hearing; and the outcome and sanction of any disciplinary hearing involving sexual assault.
- *The opportunity to question witnesses at the hearing (but not to question the complainant directly) and to have an advisor present (only in a support or advisory role) during the entire investigation and hearing process. Hearings will not be open to the public.
- *Appeal the finding and sanction of the disciplinary hearing if there is evidence that procedures were not followed correctly, or if new & relevant information becomes available.
- *Have questions answered, and to have the systems and processes involved explained thoroughly.

Non-Discrimination Statement: In accordance with federal and state statutes (including Title IX, which prohibits discrimination gender-based discrimination), Montreat College is committed to maintaining a community that is free from sexual harassment and all forms of sexual intimidation, exploitation, coercion, and violence. The Associate Dean of Academics and Institutional Effectiveness is designated as the Title IX Coordinator, and is responsible for overseeing the college's compliance with Title IX. Inquiries concerning the college's policies, compliance with applicable laws, statutes, and complaints may be directed to Becky Frawley, the Associate Dean of Academics and Institutional Effectiveness, Montreat College, P.O. Box 1267, Montreat, NC 28757, (828)669-8012 (ext. 3623).