

## Montreat College

### Grievance Form – Title IX

**Sexual harassment** is a form of sexual discrimination prohibited by Title IX and covers three categories of conduct on the basis of sex :

- An employee of Montreat College conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct (quid pro quo sexual harassment);
- **Sexual Assault** is any attempted or actual intentional touching or penetration of another person's clothed or unclothed body, including but not limited to the mouth, neck, buttocks, anus, genitalia, or breasts by another person in the absence of effective, mutually understandable consent. Sexual assault also includes causing another person to touch their own or another person's body in the manner described above. Sexual misconduct assault includes but is not limited to:
  - **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
  - **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim.
  - **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  - **Statutory rape:** Sexual intercourse with a person who is under the statutory age of consent.
  - **Dating Violence** is threats or actual sexual or physical abuse in a dating relationship.
  - **Domestic Violence** is a crime of violence committed by former spouse, cohabiting partner, or someone with whom you share a child.
  - **Stalking** is any course of conduct directed against another person that violates reasonable expectations of personal privacy and that is sufficiently serious to cause physical, emotional, or psychological fear or to create a hostile, intimidating, or abusive environment for a reasonable person. This includes actions or contact through a third party. Examples include but are not limited to: repeatedly contacting or following a person; threats of harm to self, others, or property; trespassing; and surveillance or other related types of observation. Stalking also includes cyber-stalking through electronic media, like the internet, social networks, blogs, cell phones, or text messages.
- Any unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it denies a person access to an education program or activity of Montreat College.

## **Section One: Information About Yourself**

Full Name:

Current Date:

Current Mailing Address:

Current Email Address:

Current Telephone Number:

**Section Two: Please describe each discriminatory/harassing/retaliatory action separately using as much space as needed. For each action, you need to provide the following information:**

- Date(s) the discriminatory/harassing/retaliatory action occurred
- Describe the action(s)/event(s)
- Name(s) of the individual(s) who carried out this action against you and their relationship to you
- What impact has the action(s) had on you?
- Do you feel that you need any interim measures to be taken to ensure your safety and/or well-being, and/or to reduce your contact with the Respondent while this complaint is being investigated (ex. course change, no contact order, change of residence, no-trespass order for Respondent?)

**Section Three: Do you have any documents (including emails or text messages) or other evidence that will help us understand your complaint? If possible, please attach copies. If you do not have this at this time, we will contact you with directions about how to submit this information to the trained College staff member assigned to investigate your complaint.**

**Section Four: Did anyone else witness or have knowledge of any of the incidents/actions? *Please provide their contact information if you have it.***

**Section Five: What remedy are you seeking?**

**To Submit an Official Complaint/Report of Gender-based Discrimination, Harassment, or Retaliation, submit this form to the Title IX Coordinator. Telephone Extension - 3755**