

Confidential Resources

On campus confidential advisors are employees appointed by the College to maintain confidentiality. They provide **CONFIDENTIAL** emotional support and assistance in making decisions important to the well-being of the victim.

Cindy Beadles, Director of Counseling Services
309-457-2115 Poling Hall Room 204
cbeadles@monmouthcollege.edu

Thomas Caudill, Counselor
309-457-2115 Poling Hall Room 216
tcaudill@monmouthcollege.edu

John Huxtable, College Chaplain
309-457-2380 Weeks House Room 104
jhuxtable@monmouthcollege.edu

Counseling Services Appointments
309-457-2115

<https://titanium.monmouthcollege.edu/counselingcenter@monmouthcollege.edu>

Off campus confidential advisors can be reached
24/7 at 309-837-5555.

Filing a Complaint

It is the responsibility of every member of the campus community, including faculty, administrators, staff, and students, to report any communication or conduct that appears to be prohibited by this policy immediately to the Title IX Coordinator or to personnel in any of the following offices:

- Office of Equity 309-457-2111
- Office of Academic Affairs 309-457-2325
- Personnel Office 309-457-2122
- Campus Security 309-457-3456

In addition to contacting the Title IX Coordinator, an individual who has experienced a sexual assault, other act of sexual violence, domestic violence, dating

Important Resources

- Monmouth Police Department 911 or 309-734-8383
- Monmouth College Security 309-457-3456
- Monmouth College Counseling Service Appointments 309-457-2114
- Victim Services 309-837-5555
- Illinois Rape/Sexual Assault 309-797-1777
- Center for Prevention of Abuse Toll Free 800-559-7233
- Center for Prevention of Abuse Collect 309-691-4111
- State's Attorney Office 309-734-8476

To Review Relevant Policies & Information

<https://www.monmouthcollege.edu/offices/student-affairs/harrasment/>

Contact Information

Any inquiries regarding Title IX or the College's Policy Prohibiting Discrimination, Harassment, and Retaliation should be directed to the Equity Coordinator identified below. The Coordinator will be available to meet with or talk to students, staff, and faculty regarding issues relating to Title IX and this policy.

Lori Ferguson, Equity Coordinator

Poling Hall Room, Suite 123
Appointment can be made by calling: 309-457-2111 or emailing: equity@monmouthcollege.edu

Individuals may also contact the U.S. Department of Education's Office of Civil Rights for information.

Office for Civil Rights

U.S. Department of Education-Chicago Office
500 W Madison St., Suite 1475
Chicago, IL 60661-4544
Telephone: (312)730-1560 Email: ocr@ed.gov

The Monmouth College Community

RESPECT

A Guide to Your Rights and Campus Resources Regarding Sexual Harassment

What is sexual harassment?

Sexual harassment is the umbrella category including the offenses of sexual harassment, sexual assault, stalking, and dating violence and domestic violence. Sexual harassment can include unwelcome sexual advances; requests for sexual favors; lewd, obscene, or sexually suggestive remarks; sexual misconduct; or other conduct of a sexual nature. Examples of conduct that may constitute sexual harassment include but are not limited to:

- Requests, propositions, or pressure for **sexual favors or submission to sexual conduct**
- **Unwelcome intentional physical conduct** that is sexual in nature such as touching, pinching, patting, grabbing, poking, or brushing against another individual's body
- Physical assaults of a sexual nature, such as **rape, sexual assault**, sexual battery, molestation, or attempts to commit these acts

What is sexual assault?

Sexual assault is a particular type of sexual harassment that includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. This includes, but is not necessarily limited to, forcible rape and fondling.

What is consent?

Consent represents the cornerstone of respectful and healthy intimate relationships. Monmouth College strongly encourages its community members to communicate – openly, honestly, and clearly – about their actions, wishes, and intentions when it comes to sexual behavior, and to do so before engaging in intimate conduct. It is always the requirement of the individual initiating

sexual contact (or undertaking a new type of sexual activity) to ensure that consent is present before acting and is present during sexual activity. Under Illinois law, a person must be at least 17 years of age in order to give consent; it is illegal in Illinois for a person 18 or older to commit sexual acts on a person under the age of 18 if they have a position of authority or trust over the victim.

The relevant standard that will be applied to determine whether consent was present is whether a sober, reasonable person in the same position should have known that the other party could not consent to the sexual activity.

For purposes of this policy, **consent is present when** clearly understandable words or actions manifest a knowing, voluntary, and ongoing agreement to engage in specific sexual or intimate conduct.

Consent is not present when an individual is incapacitated, voluntarily or involuntarily, due to age (see above) or physical condition (sleep, lack of consciousness, alcohol, drugs), or disability that impairs the individual's ability to provide consent. (SOURCE: Illinois Law and Northwestern University. Complete definition of consent can be found at: <http://www.ilga.gov/legislation/ilcs/documents/072000050K11-1.70.htm>)

What is domestic violence and dating violence?

Domestic violence means violence by a current or former spouse, intimate partner, cohabitant, or person similarly situated; person with whom the complainant shares a child in common; or anyone else protected under domestic or family violence law.

Dating violence means violence by a person who is or has been in a romantic or intimate

Note: Any of the definitions used within this brochure are for use within Monmouth College. They may differ from technical definitions used in law.

What is stalking?

Stalking is defined as engaging in a course of conduct, on the basis of sex, 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.

What is retaliation?

Retaliation is Protected activity under this policy includes reporting an incident that may implicate this policy, participating in the grievance process, supporting a Complainant or Respondent, assisting in providing information relevant to an investigation, and/or acting in good faith to oppose conduct that constitutes a violation of this Policy.

College Employee Responsibilities

College employees who become aware of these offenses (except those listed within this brochure as **confidential resources**) have an obligation to report the incident to the Office of Student Affairs, Office of Academic Affairs, Personnel Office, Campus Security, or the Title IX Coordinator, even if the victim does not file a complaint or request action or support. See back of brochure for specific contact information.

Confidentiality

Not all college employees can maintain confidentiality. This includes staff members, faculty, hall directors, head residents, resident assistants, and house managers. This does not mean employees do not care about you and these issues. It does mean they may have responsibilities to the larger community that would require them to report sexual violence and other forms of misconduct.



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