

MIDLAND COLLEGE IS HERE FOR YOU

The Title IX/504 Coordinator is here to receive, respond to, and resolve all reports of gender-based discrimination, including sexual assault.

We are required to eliminate, prevent and redress all known instances of prohibited gender-based misconduct, like sexual violence, stalking, or relationship violence.

The Title IX Coordinator is responsible for investigating reported misconduct and other gender-equity concerns; supporting the individuals involved; implementing measures to maximize campus safety; and promoting everyone's ability to live and learn at Midland College in an environment free from gender-based discrimination.

The following individuals have been designated to handle inquiries regarding non-discrimination policies:

Tana Baker, Title IX/504 Coordinator/Compliance Officer
3600 N. Garfield, Scharbauer Student Center Room 131

Midland, Texas 79705

432-685-4781

tbaker@midland.edu

Scan the QR Code to
be taken directly to
the Title IX website



Midland College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award certificates and associates and baccalaureate degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Midland

DEFINING SEXUAL HARASSMENT



Everyone Deserves Respect

No person shall be excluded from participation in, denied the benefits of, or be subject to discrimination under, any program or activity sponsored or conducted by Midland College, on any basis prohibited by applicable law, including, but not limited to race, color, national origin, sex, disability, and/or age.

SEXUAL HARASSMENT IS: any sexual behavior that makes an individual feel uncomfortable or unsafe. Sexual harassment behavior can cause fear, shame or helplessness of the individual the behavior is aimed; which in turn creates a hostile environment for that person whether it is a working environment or an educational environment.

Sexual harassment can happen to anyone and happens between ALL gender combinations.

Whatever the circumstance, sexual harassment is never okay. No one deserves to be sexually harassed.

THREE CLASSIFICATIONS OF SEXUAL HARASSMENT:

- **Quid pro quo or “this for that”** which means using bribes, authority, popularity, threats or blackmail to get sexual favors. This applies when an individual has authority over you; such as a work supervisor, or employee of the college.
- **Hostile Environment** which is unwelcome sexual conduct that creates a threatening environment so severe or persistent that it interferes with an individual’s life at work or school.
- **Retaliatory Harassment** which by itself is sex/gender discrimination. However, conduct from retaliatory harassment can be considered sexual harassment.

There are several types of sexual harassment:

PHYSICAL:

Grabbing, touching, and pinching are the most common types.

However, it can also include:

- Patting, hugging or kissing
- Standing too close or in someone’s way
- Brushing against someone on purpose

VERBAL

- Threats or insults
- Positive or negative remarks about a person’s body
- Spreading sexual stories or rumors

NON-VERBAL

- “Dirty” notes, letters or graffiti
- Sexual pictures or drawings
- Gestures or looks, such as licking lips or making sexually suggestive body movements

ELECTRONIC

User of social media sites, blogs, e-mails or texts to harass others. Can include posting, sending or forwarding harassing texts, photos or videos.

Behavior and language that is wrong face-to-face is also wrong in the electronic world.

TAKE ACTION!

There are several things a person can do to help out someone who is being harassed.

The #1 most effective way to help stop sexual harassment is BYSTANDER INTERVENTION.

Other ways to help prevent:

- ◇ Report it if you see it or file a complaint—don’t forget to write down what happened.
- ◇ If you are being sexually harassed, make your feelings clear about the behavior.
- ◇ Talk to someone you can trust about what to do.
- ◇ Always document the incidents that happen including date, time where it occurred, who was involved and who may have witnesses.
- ◇ Consider your own behavior:
 - * Have I made someone uncomfortable because of unwanted sexual conduct?
 - * Would I have done the same things in front of my parents, his/her parents, a supervisor or another adult?
 - * Would it be OK if I had done the same thing to my friend’s sister or brother?
 - * How would my family feel if my actions were reported in the local news?