

Policy Number: 04.015

Policy Title: Sexual Offense Prevention Policy (SOPP)

Policy Type: Student Handbook

Governing Body: Community Council and Senior Leadership Team

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Sexual Offense Prevention Policy (SOPP)

PREFACE

In 1991, a group of Womyn of Antioch began a campaign to promote a culture free of sexual violence at Antioch College. Through this effort, a document was created which became known as the Sexual Offense prevention Policy (SOPP). The SOPP is Antioch College's formal attempt at ending sexual violence while fostering a campus culture of positive, consensual sexuality.

POLICY

The Sexual Offense prevention Policy (SOPP) is a campus-wide policy of Antioch College. All sexual interactions at Antioch College must be consensual. Consent means verbally asking and verbally giving or denying consent for all levels of sexual behavior. Non-consensual sexual behavior, verbal and sexual harassment are not tolerated at Antioch College.

All Students and full-time College employees are required to sign a statement that they have read and understand the expectations of this policy. Overnight visitors and part-time staff must be adequately briefed on the policy by the area or person hosting or supervising them. In addition, the Sexual Offense Prevention Policy will be utilized at designated events at the discretion of the Office of Community Life and Community Government.

Antioch College strongly encourages students, faculty, staff and visitors to report any violations of local, state, and federal law or conduct deemed inappropriate under this policy, to the Dean of Community Life, or when appropriate, to law enforcement officials. This policy is a supplement to local, state and federal laws and is intended to operate in conjunction with other existing Antioch College policies. All Antioch College faculty and staff will be expected to understand and support the policy.

CONSENT

Consent is defined as the act of willingly and verbally agreeing to engage in specific sexual conduct. The following are clarifying points:

- Consent must be obtained each and every time there is sexual activity.
- All parties must have a clear and accurate understanding of the sexual activity.
- The person who initiates sexual conduct is responsible for verbally asking for the "consent" of the individual(s) involved.
- The person with whom sexual conduct is initiated must verbally express "consent" or lack of "consent."
- Each new level of sexual activity requires consent.

- Use of agreed upon forms of communication such as gestures or safe words is acceptable but must be discussed and verbally agreed to by all parties before sexual activity occurs.
- Consent is required regardless of the parties' relationship, prior sexual history, or current activity (e.g. grinding on the dancefloor is not consent for further sexual activity).
- In order for "consent" to be valid, all parties must have unimpaired judgment and a shared understanding of the nature of the act to which they are consenting, including the use of safer sex practices.
- A person cannot give consent while sleeping.
- Silence conveys a lack of consent.
- At any and all times when time consent is withdrawn or not explicitly agreed to, the sexual activity must stop immediately.
- All parties must disclose personal risk factors and known STIs.

VIOLATIONS OF POLICY

The SOPP is violated whenever there is an incident of non-consensual sexual conduct on the Antioch College campus, during an Antioch College sanctioned event, or between two Antioch College students, regardless of location. This may include but is not limited to:

- Sexually based gestures
- Sexually based touching
- Sexually based penetration of a body opening by any means, including but not limited to vaginal penetration, anal penetration, and oral sex. Penetration, however slight, includes the insertion of objects or body parts.
- Sexually based stalking
- Sexually based forms of non-consensual communication, whether verbal, written, via telephone, or through electronic or social media.
- Failure to disclose STIs and other personal risk factors.
- Failure to use safer sex practices unless otherwise agreed upon verbally.
- Harassment of any kind based on sexuality, gender identity or gender expression.

Non-consensual conduct that is not sexually based is a violation of the Honor Code and should be referred to Community Standards Board as such.

Education: Antioch College believes that education is key to understanding and utilizing the Sexual Offense Prevention Policy. The College is therefore committed to offering education and training activities through the Office of Community Life at least twice a year, and during Orientation of incoming students every Fall term. These educational offerings will vary based on the needs and desires of the Community, the resources available, and specific events that require response. In addition to orienting students, the Office of Community Life will also orient faculty, staff, visitors and guests of the College as part of the SOPP educational curriculum. Statistical information including numbers and types of complaints will be made available to the Community and to the general public as an ongoing part of campus security reporting, in compliance with the Clery Act.

Support: Antioch College is committed to offering support to survivors of sexual violence. This support is provided through the Counseling office and linkages to local resources through the Office of Community Life. Support includes immediate response and advocacy for survivors, individual counseling, linkages to health services and advocacy. Options will be reviewed

including criminal, civil and SOPP complaint process. Services are also available to those seeking support who have been involved in a sexual violence situation but are not the survivor. See *Addendum A for Emergency Procedures and Community Resources*.

SOPP Complaints: Any Community member or visitor may file a complaint with the Chair of the Community Standards Board when an alleged violation has occurred. To ensure confidentiality, the individual who makes a formal complaint is referred to as the Primary Witness. The person against whom the complaint has been filed is referred to as the Respondent. The Dean of Community Life and Chair of Community Standards Board are responsible for discussing available options with both the Primary Witness and the Respondent, including those of the Antioch Community as well as other options.

Violations of Policy: If a complaint involves a non-community member, the Dean of Community Life shall also discuss options available to ensure the safety of the individual and the College community. If the Primary Witness, Respondent or the Dean is concerned about the safety of the parties involved, the Dean of Community Life is responsible for addressing the safety of all community members.

Levels of Complaints: There are four levels of complaints that can be filed. Person(s) wishing to remain anonymous fill out the complaint form, do not sign the form, and submit it to the Chair of Community Standards Board. Persons who are willing to sign the complaint can indicate that they want the remedies to be informal or formal. The Dean of Community Life and the Chair of the Community Standards Board hear all formal complaints involving a Community Member as Respondent. Third party complaints may be filed by anyone other than the Primary Witness or Respondent regarding an SOPP violation.

Remedies: Remedies are determined, in part, by the level of the complaint filed. Persons may file a complaint but choose to pursue no remedy. Remedies are developed, whenever possible, with the intent to increase educational awareness for all parties involved.

Anonymous complaints are shared with the Chair of Community Standards Board who, in consultation with the Dean of Community Life, determines if any action can be taken. Actions may include offering additional training for a specific group and/or issuing a campus wide alert.

Informal complaint remedies are developed with the Primary Witness. These include education and support activities. Informal complaints do not involve disciplinary action for the Respondent. The decision to file an informal complaint does not preclude the filing of a formal complaint at a later time if a satisfactory remedy cannot be implemented.

Formal complaints filed against a Community Member involve the Primary Witness and Respondent appearing each at a separate hearing with the Dean of Community Life and the Chair of the Community Standards Board. The remedies may include support and educational activities for either or both parties, and disciplinary action for the respondent who is found to have violated the Policy.

Third Party complaints are reviewed by the Chair of the Community Standards Board and shared with the Dean of Community Life to determine if further action can be taken. The Primary Witness in a third party complaint may choose whether or not to participate in the complaint. Support and services are offered regardless of their decision. Multiple third party complaints about the same incident and/or Respondent are given stronger consideration and may warrant a stronger response, depending on the nature of the allegation. *See Appendix D for information regarding Complaints*

REMEDIES AND OPTIONS

The Hearing Board may determine an appropriate remedy for the offense. Suggested remedies include, but are not limited to the following:

- Mediation (Available only for non-physical complaints)
- Restitution
- Mandatory STI testing and report to Primary Witness
- Attendance at Alcoholics Anonymous or other substance abuse programs
- Limit or no Access to Primary Witness
- Limited Access to any Campus Areas and Co-op jobs
- Banning from any or all campus areas and Co-op jobs
- Mandatory sexual offense therapy
- Mandatory substance abuse therapy
- Community service
- Loss of on-campus housing
- Suspension or Expulsion
- Other remedies as determined appropriate based on violation and circumstances

CONFIDENTIALITY

Community members including students, staff, faculty and administration, must respect confidentiality in matters relating to the Sexual Offense Prevention Policy. If confidentiality is violated, the Dean of Community Life or any other party involved, may make a complaint about the violation to the Community Standards Board, which may sanction the parties involved. The accusation of the commission of a sexual offense under this policy without following the appropriate procedures is a violation of community standards.

Any evidence used to reach a decision in the context of a hearing is confidential unless there is an appeal. All records of the hearing process shall be turned over to the Antioch College attorneys.

- Loss of on-campus housing
- Suspension or Expulsion

ADDENDUM A: EMERGENCY PROCEDURES

The Dean of Community Life works closely with Resident Life Managers, Counseling and Security to provide immediate response for those in an emergency situation.

If you Have Been Sexually Violated:

- Find a safe environment away from your attacker (it need only be temporary). When possible, ask a trusted person to stay with you and assist you with getting help.

- To obtain immediate medical care or contact the police, phone 911 for emergency services. (To provide proof of a criminal offense, evidence must be preserved. Do not use the toilet, bathe, brush your teeth or change clothing prior to a medical/legal exam.)
- Contact the On Call Phone (937-471-0517) or the Dean of Community Life (937-471-0506) or Security (937-251-4005)
- The Dean of Community Life, Resident Life Manager or Security will provide immediate assistance with safety issues such as relocation to a safe place.
- Community Life staff will support you throughout the emergency situation.
- They will work with you to advocate for your needs, assist you with filing a criminal, civil and/or SOPP complaint (if desired), and connect you with healthcare and counseling services.
- Obtaining help through the Community Life staff is voluntary.
- All services will remain confidential.
- Services and linkages to additional resources may be requested at any point after an incident of sexual violence has occurred.

ADDENDUM B: COMMUNITY RESOURCES

*****ALWAYS CALL 911 OR GO TO THE LOCAL EMERGENCY ROOM ASAP AFTER THE ASSAULT OCCURS*****

Antioch College

Campus Security	4:00 PM - 8:00 AM weekdays
(937) 251-4005	24 hours on weekends
Dean of Community Life	On Call 24/7
(937) 471-0506	9:00 AM -5:00 PM weekdays on campus
Counseling	ecurrier@antiochcollege.org
(937)471-0517	jlineburgh@antiochcollege.org
	On Call 24/7
Residence Life On-Call Phone	(937) 471-0517
	On Call 24/7

ADDENDUM C: COMMUNITY RESOURCES

- Exam by a Sexual Assault Nurse Examiner (SANE) at a Hospital

A Sexual Assault Nurse Examiner (SANE) is a registered nurse (RN) who has received special training in order to provide comprehensive care to the sexual assault patient, and who has been specially trained on collecting forensic evidence (evidence that is suitable for use in court). At the local hospital, the SANE will discuss what happened, do an exam looking for injury, may provide medication to decrease the chance of getting sexually transmitted infections, and may test for pregnancy and sexually transmitted diseases (one test on the first visit to the SANE and a second test at a later date to determine if sexual assault resulted in pregnancy or sexually transmitted diseases). In addition to medical treatment and forensic evidence collection, the SANE can provide the names of other professionals available for follow-up care. If a student believes he or she has been sexually assaulted it is best not to bathe, shower, douche, smoke, change clothes, or brush your teeth after the assault since some evidence may be lost. Even if these have been done, the individual should still see the SANE as an exam can still be performed. It is best to contact SANE as soon as possible after the assault. A SANE nurse is available through the following area hospitals:

Greene Memorial Hospital – (937) 372-8011 ext. 5106

Springfield Regional Medical Center – (937) 328-9372

Miami Valley Hospital – (937) 208-8042

The Antioch College security officers are available to transport or arrange for the transport of victims of sexual assault to a local hospital of the victim's choosing. The services of a SANE nurse are provided free of charge to victims. More information is available by calling the local hospitals listed above.

- Filing a Police Report or Pursuing Criminal Charges

A violation of this Student Handbook may also be a violation of local, state, or federal law. Students may contact the Yellow Springs Police Department to file a police report or to talk with a law enforcement officer about the possibility of filing a police report. The Yellow Springs Police Department emergency number is 911, the non-emergency number is (937) 767-7206.

Local Crisis and Support Providers:

Family Violence Prevention Center Greene County

380 Bellbrook Avenue, Xenia, OH 45385

(937) 376-8526 or (937) 426-6535

The mission of the Family Violence Prevention Center is to reduce family and relationship violence and its impact in Greene County through prevention, intervention, safe-housing and collaborative community programs.

Planned Parenthood

Springfield: 1061 North Bechtle Avenue, Springfield, OH 45504 – (937) 325-7349

Dayton: 224 N. Wilkinson St., Dayton, OH 45402 – (937)226-0780

Offers complete gynecological exams; pelvic and breast exams; testing and treatment of sexually transmitted diseases, vaginitis, and urinary tract infections; cancer screening; PMS consultation; mid-life services; and family planning and educational services.

Victim Witness

61 Greene Street, Suite 200, Xenia, OH 45385

(937) 562-5087

The Victim/Witness Division of the Greene County Prosecutor's Office was created in 1982 and provides support, advocacy, and crisis intervention assistance to all felony crime victims and witnesses. The Division, which operates with a professional staff and a group of trained volunteer advocates, provides 24-hour assistance free of charge.

Project Woman

1316 E High St., Springfield, OH 45503 – (937)328-5308

24-Hour Crisis Hotline 1-800-634-9893

Offers a 24-hour crisis line, 16 beds for women and children, victim advocacy and victim services, community outreach, community support, group and individual counseling, hospital advocacy.

Justice League of Ohio

3956 N Hampton Dr, Powell, OH 43065

(614) 848-8500

Free legal representation to victims of violent crime throughout Ohio to ensure their constitutional and statutory rights are enforced and protected from the time a crime is first reported throughout the criminal justice process.

Greene Memorial Hospital

1141 N. Monroe Dr., Xenia, OH 45385 – (937)372-8011 ext. 5106

Rape kit and referrals.

Family Violence Prevention Center

380 Bellbrook Ave, Xenia, OH 45385

24 Hour – (937)426-2334 or (937) 372-4552

The mission of the Family Violence Prevention Center is to reduce family and relationship violence and its impact in Greene County through prevention, intervention, safe-housing and collaborative community programs.

Artemis Center for Alternatives to DV

310 West Monument Ave., Dayton, OH 45402 – (937)461-5091

24-Hour Domestic Violence Hotline: (937) 222-SAFE(7233)

Artemis Center provides support and information for victims of domestic violence and their children. This includes the following services: crisis intervention and support services, advocacy, assistance with the legal process, children's therapy program, support/education programs, referrals to Crime Victims Compensation and other community resources, workplace safe from Domestic Violence Program, and community education.

ADDENDUM C: EDUCATIONAL CURRICULUM

The Dean of Community Life is responsible for creating an educational plan at the start of each year. The plan should include goals within the following areas:

- Orientation to the Sexual Offense Prevention Policy
- Training
- Staff Development
- Community Outreach educational programs

Orientation will be provided to all new students. The SOPP will be reviewed and examined, in small groups when possible, to ensure each individual's comprehension of the policy. Interactive approaches such as skits, speakers, videos, and discussion may be used to educate students on topics such as safer sex practices, incorporating the SOPP into relationships, respect for self and others, unimpaired judgment, how to ask for consent, and ways to say no. Resident Life

Managers will facilitate at least one hall meeting discussion per term to review the SOPP with RA's and students. An overview of the SOPP will also be provided to campus visitors, prospective students on overnight visits, and guest performers/presenters.

The Counselor or outside consultant/certified safe sex educator will provide training to the community each term. Programs should include topics that will enhance understanding, maintain knowledge, and provide awareness on how to effectively use the SOPP. The Office of Community Life is responsible for maintaining an account of educational programming and assessing its effectiveness.

Possible topics include:

- Self-defense
- Understanding and using the SOPP
- Intimate relationship violence
- Having fun while using safer sex practices
- Ways to prevent sexual assault
- Safety on co-op and how to access resources
- Alcohol, drugs, and sex
- Sex and respect for self and others
- How to say “NO” (Assertiveness Training)
- Using SOPP in casual and long term relationships

Other important topics include sexuality in the GLBT populations, gender issues, and the intersection of racism and sexism.

The Office of Community Life will remain current on issues that are pertinent to the SOPP. The Community Life Staff will pursue development of their skills through attendance at training functions, educational programs, conferences and consultation.

The Office of Community Life will provide public information and maintain statistics on the number and types of complaints received each year through our Campus Security reporting process in compliance with the Clery Act.