

Informational Booklet

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# DEALING WITH SEXUAL MISCONDUCT

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Who can help? • Where do I go? What next?



Casper College

## IMPORTANT NUMBERS:



### **Campus Security**

**307-268-2688**

*Available 24 hours a day*

### **Casper Police Department**

**307-235-8278 or 911**

*Available 24 hours a day*

### **Campus Wellness Center**

**307-268-2267**

### **Title IX Coordinator**

**307-268-2210**

## PURPOSE OF THIS HANDBOOK

This handbook is designed to provide important information about Casper College's policies, procedures, and resources regarding Title IX and sexual misconduct. College should be a place where everyone feels safe, supported, and respected. Unfortunately, sexual misconduct can happen anywhere, including here.

At Casper College, we are committed to maintaining an environment free from discrimination, harassment, and unwanted sexual contact. This handbook will help you understand what sexual misconduct is, your rights, how to report concerns, and the support available to you.

Please review this information carefully and keep it for reference. By staying informed, you can help create a safer campus for yourself and others.



**Casper College is committed to creating a campus where everyone feels safe, supported, and respected. Stay informed to help build a safer community for all.**

# TABLE OF CONTENTS

<b>Title IX and Sexual Misconduct</b>	<b>1</b>
<b>Definitions</b>	<b>2</b>
<b>Procedures for Students</b>	<b>6</b>
<b>Counseling and Mental Health</b>	<b>8</b>
<b>Sanctions the College May Impose</b>	<b>9</b>
<b>Protective Measures</b>	<b>10</b>
<b>Amnesty</b>	<b>10</b>
<b>Confidential Reporting</b>	<b>11</b>
<b>Mandated Reporting</b>	<b>11</b>

## TITLE IX and SEXUAL MISCONDUCT

College is an exciting time in your life. It is also a time when the risk is higher for becoming a victim of sexual misconduct. Unfortunately, sexual misconduct occurs at every college and university including Casper College. However, Casper College is committed to providing an atmosphere as free of discrimination, harassment, and unwanted sexual contact as possible.



### **Sexual Misconduct Offenses Include but are not Limited to:**

- Sexual harassment
- Nonconsensual sexual contact
- Nonconsensual sexual intercourse
- Sexual exploitation

*See definitions for detailed descriptions.*

Title IX is a federal law that prohibits discrimination on the basis of sex in an educational setting. At Casper College we follow Title IX guidelines for investigating and adjudicating reports of sexual misconduct.

We provide support to all parties involved and work to conclude the process as quickly as possible. It is important that we maintain a safe environment for learning, therefore reporting concerns early is encouraged.

If you feel you have been a victim of sexual misconduct or discrimination, please contact the Title IX Coordinator:

**Corey Peacock**

michael.peacock@caspercollege.edu

307-268-2210

Walter H. Nolte Gateway Center, Room 412

# SEXUAL MISCONDUCT DEFINITIONS

## Consent

Knowing, voluntary, and clear permission, through word or action, to engage in mutually agreed upon sexual activity or contact.

## Sexual Misconduct Violations

The following are the definitions of conduct prohibited by the sexual misconduct policy:



### Sexual Harassment

Sexual harassment is unwelcome, sexual, sex-based, and/or gender-based verbal, written, online, and/or physical conduct.

### Hostile Environment

A hostile environment is created when sexual harassment is sufficiently severe, or persistent or pervasive, and objectively offensive so that it unreasonably interferes with, denies, or limits someone's ability to participate in or benefit from the institution's educational and/or employment, social, and/or residential program.

*Sanctions range from warning to expulsion/termination.*

### Nonconsensual Sexual Contact

Nonconsensual sexual contact is any intentional sexual touching, however slight, with any object, by a person upon another person, that is without consent, and/or by force.

*Sanctions range from warning to expulsion/termination.*



### **Nonconsensual Sexual Intercourse, Sexual Assault**

Nonconsensual sexual intercourse is any sexual intercourse, however slight, with any object, by a person upon another person, and that is without consent and/or by force.

*Sanctions typically result in suspension or expulsion termination.*

### **Sexual Exploitation**

Sexual exploitation occurs when one person takes nonconsensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and behavior that does not otherwise constitute one of the other sexual misconduct offenses.

*Sanctions range from warning to expulsion/termination.*

### **Intimate Partner Violence — Dating and/or domestic violence**

Intimate partner violence is violence or emotional and/or psychological abuse between those in an intimate relationship toward each other.

*Sanctions range from warning to expulsion/termination.*



**Consent means both partners must agree to the activity. The absence of “no” does not mean consent. A person who is drunk or under the influence cannot give consent.**

## Stalking

### Stalking in the First Degree:

Stalking in the first degree is a course of conduct, directed at a specific person, on the basis of actual or perceived membership in a protected class, that is unwelcome, and would cause a reasonable person to feel fear.

*Sanctions range from warning to expulsion/termination.*

### Stalking in the Second Degree:

Stalking in the second degree involves repetitive and menacing, pursuing, following, harassing, and/or interfering with the peace and/or safety of another.

*Sanctions typically result in suspension or expulsion/termination.*



## Retaliation

- Adverse reaction taken against a person for reporting harassment, supporting a person bringing a grievance, or for assisting or providing information relevant to a claim of harassment.
- Any adverse reaction will be investigated immediately and dealt with separately.
- Retaliation includes but is not limited to intimidation, threats or menacing behavior, coercion, or discriminating actions.
- Retaliation is a serious violation and may result in removal from the campus and/or college.





## Bystander Intervention

Bystanders witness or see a specific action or event, but are not directly involved in that event.

Being an active bystander can include:

- Speaking out against statements, attitudes, or behaviors that may perpetuate a culture of endorsing violence as acceptable or inevitable.
- Stopping situations that could lead to sexual assault.
- Stepping in during a high-risk incident, whether by disruption, distraction, speaking up, or calling for help.
- Supporting and helping others respond to problematic situations.
- Reporting to resident assistants, campus security, or the Title IX Coordinator.

# PROCEDURES FOR STUDENTS



## Next Steps for Students Experiencing Misconduct

Students should contact one or more of the following offices or agencies to report any sexual misconduct:

### **Campus Security**

307-268-2688

*Available 24 hours a day*

### **Casper Police Department**

307-235-8278 or 911

*Available 24 hours a day*

### **Campus Wellness Center**

307-268-2267

### **Title IX Coordinator**

307-268-2210

The individual who experienced a sexual assault and anyone assisting them should preserve evidence for a possible criminal investigation or procedure. To this end, they should:

- Preserve any physical evidence without moving it, if possible.
- Secure the area when possible by locking doors and denying entrance to anyone other than law enforcement and medical personnel.
- Preserve sheets, clothing, underwear, tissues, or other items that may have the offender's DNA on them.
- Report the incident as quickly as possible to increase the chance of the offender being identified and for the collection of evidence.
- Consider undergoing a forensic examination by a Sexual Assault Nurse Examiner — SANE.
- Preserve any emails, text messages, social media pages, or other evidence related to the offense.
- Take photographs, if the individual has been injured.
- Report the incident to law enforcement.

*Note: The individual should not urinate, defecate, douche, bathe, shower, brush their teeth, change clothes, eat, drink, or otherwise engage in any activity that might affect the collection of evidence.*

## YOUR RIGHTS

Casper College strives to provide members of the campus community with a fair and equitable resolution process that may include both formal and informal options.

Individuals who have experienced sexual misconduct have the right to decide whether they wish to make a report to the Casper Police Department. Individuals also generally have the right of whether to initiate a formal complaint. Generally, Casper College will be able to respect your wishes, unless it believes there is a threat to the community based on the use of weapons, violence, pattern, predation, or threatening conduct by the person being accused.

# COUNSELING AND MENTAL HEALTH

## Off-Campus Services

All individuals who have been impacted by sexual misconduct may avail themselves of mental health and counseling services by contacting the Casper College Wellness Center at 307-268-2267 during business hours. After business hours, the student should contact campus security who will contact the counselor on call. The individual may also contact the agencies listed to the right for counseling.

### The Self-Help Center of Casper



**307-235-2814**

*24-hours services available anytime*

**The Natrona County Victim-Witness**



## Services Office

**307-235-9338**

You can also contact the sheriff's office dispatch or ask the responding law enforcement officer to contact them.

# RAINN

## The National Sexual Abuse Hotline

**800-856-4673**

*24-hours services available anytime*

Online chat

[online.rainn.org](https://online.rainn.org)

Español: [rainn.org/es](https://rainn.org/es)





# SANCTIONS CASPER COLLEGE MAY IMPOSE

## Disciplinary Sanctions for Misconduct

The college may impose sanctions against any student found to have violated Title IX or have committed sexual misconduct as outlined in the Casper College Student Code of Conduct. A student may be subject to criminal prosecution, may be suspended or expelled, and may be removed from college housing for a first offense. An offender may be subject to probation, housing probation, restriction of privileges, community service, or mandatory education.

A student alleged to have committed sexual misconduct will be advised of available campus judicial and counseling services.

**Students found in violation of Title IX or sexual misconduct policies may face serious consequences, including suspension, expulsion, loss of housing, or criminal charges. Support services and due process are available to all involved.**





## PROTECTIVE MEASURES

### Available Protective Measures

If requested, the college may provide protective measures such as changes to housing, transportation, academic, and/or working environment. Campus security may escort impacted individuals on campus as they deem appropriate.

### Amnesty

Casper College encourages the reporting of conduct code violations and crimes. Sometimes, students are reluctant to report such conduct to college officials because they fear disciplinary action due to other conduct violations such as drinking at the time of the incident. To encourage reporting, the college will not impose disciplinary action related to the student code of conduct for nonviolent violations such as use of alcohol, drugs, or narcotics related to the incident.



# CONFIDENTIAL AND MANDATED REPORTING

## Confidential Reporting

If reporting students wish that details of an incident be kept confidential, they should speak with a counselor in the Casper College Wellness Center and/or the Casper College Student Health Nurse. These services are free of charge. Local resources are also available — see Page 8.

These confidential campus resources are the only ones on campus who are not mandated reporters. While they are considered confidential, they still have a duty to report to the director of security that a report of sexual misconduct was received, the date and time the incident occurred, and the location of occurrence so that the incident can be reported on the college's annual crime statistics log as required by the Clery Act, under the U.S. Department of Education.

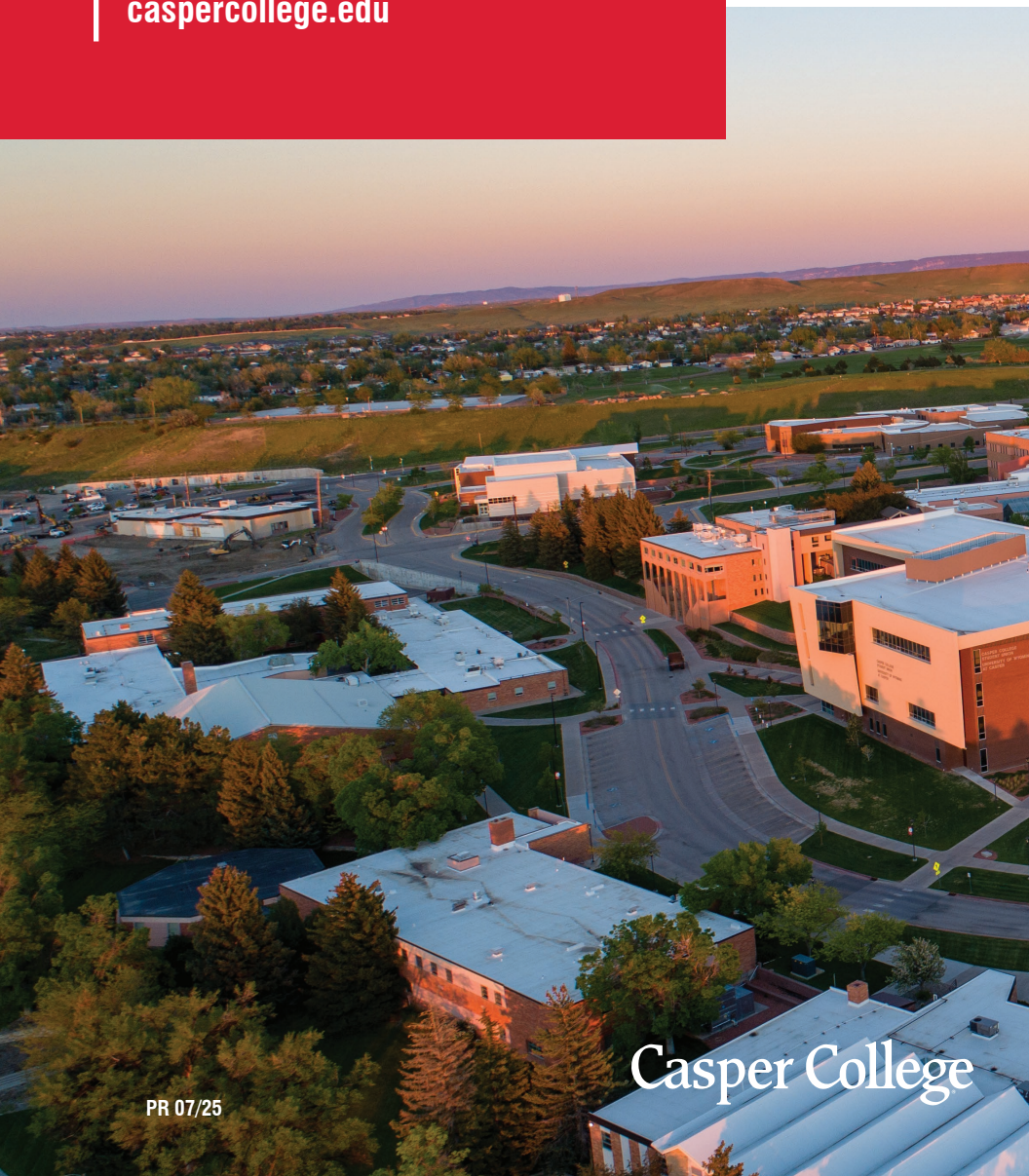
## Mandated Reporting

All college employees who are not designated in the previous section as confidential, are mandated reporters for all the details of which they are aware about an incident. They share this information with the Title IX Coordinator. Giving a mandated reporter notice of an incident constitutes official notice to the institution. Incidents of sexual misconduct will be taken seriously when official notice is given to the institution. Such incidents of sexual misconduct will be investigated and resolved in a prompt and equitable manner as outlined in the Casper College Sexual Misconduct and Discrimination Policy.

125 College Drive • Casper, WY 82601

800-442-2963 • 307-268-2100

**caspercollege.edu**



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