

# PROHIBITED CONDUCT

The behaviors below are prohibited under the Spelman College Sexual Misconduct, Relationship Violence and Stalking Policy. Members of the Spelman College community are encouraged to report any violation of this policy to the Spelman College Title IX & Compliance office or a Deputy Title IX Coordinator.

Reports can be submitted via email, telephone or by an online form available at [www.spelman.edu/title-ix/](http://www.spelman.edu/title-ix/)

## Sexual Misconduct

**Fondling:** Any intentional touching of intimate body parts, however slight, without consent and/or by force.

**Incest:** Non-forcible sexual intercourse between persons who are related to each other.

**Rape:** Any sexual penetration, however slight, with any object or body part without consent and/or by force.

**Statutory Rape:** Non-forcible sexual intercourse with a person who is under the statutory age of consent which is 16 years of age in Georgia.

**Sexual Exploitation:** Taking non-consensual or abusive sexual advantage of another for the benefit of anyone other than the one being exploited.

**Sexual Harassment:** Unwelcome conduct of a sexual nature determined by a reasonable person to be so severe, and pervasive, and objectively offensive, that it effectively denies a person equal access to the College's educational programs/activities

## Relationship Violence

**Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant.

**Domestic Violence:** Violence committed by a current or former spouse, a person with whom the complainant shares a child; a person who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner.

## Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: fear for their safety or the safety of others; or suffer substantial emotional distress.

## Other Offenses

Other sex or gender based misconduct may be considered a violation of the Sexual Misconduct, Relationship Violence and Stalking Policy.

Examples of misconduct may include cyber-bullying, threatening or causing physical harm, discrimination and/or hazing.

# NON-CONFIDENTIAL

## TITLE IX TEAM

**Nicole Johnson**  
Title IX & Compliance Director  
Milligan 2305  
(404)270-5060

**Kristin Couch**  
Assistant Director,  
Prevention & Response  
Milligan 2305  
(404)270-5123

**Reona Blankumsee**  
Outreach & Education  
Coordinator  
Milligan 2305  
(404)270-4005

## DEPUTY TITLE IX COORDINATORS

**Bonnie Taylor**  
Assistant VP Student Affairs  
/ Dean of Students

Manley 210  
(404) 270-5132  
[bonnie.taylor@spelman.edu](mailto:bonnie.taylor@spelman.edu)

**Sharon Davies**  
Provost &  
VP Academic Affairs

Rockefeller 101  
(404) 270-5031  
[sldavies@spelman.edu](mailto:sldavies@spelman.edu)

**Bernadette Cohen**  
Director, Human Resources

Rockefeller 301  
(404) 270-5091  
[bcohen@spelman.edu](mailto:bcohen@spelman.edu)

## LAW ENFORCEMENT REPORT

**On Campus**  
Public Safety  
(404) 525-6401

**Off Campus**  
Local Law Enforcement  
911

## MANDATORY REPORTERS

Faculty and staff, including student advisors, not designated as confidential employees, are considered "Responsible Employees," who have a duty to report alleged sexual misconduct to the Title IX & Compliance Director or a Deputy Title IX Coordinator.

# CONFIDENTIAL RESOURCES

## STUDENT HEALTH SERVICES

(404) 270-5249  
MacVicar Hall  
[dlloyd@spelman.edu](mailto:dlloyd@spelman.edu)

## COUNSELING SERVICES

(404) 270-5293  
MacVicar Hall  
[counseling@spelman.edu](mailto:counseling@spelman.edu)

## DEAN OF CHAPEL

(404) 270-5729  
Bessie Strong Religious & Spiritual  
Life Center  
[sburns@spelman.edu](mailto:sburns@spelman.edu)

## EMPLOYEE ASSISTANCE PROGRAM

(800) 523-5668  
(800) 882-7610 TTY

## RESOURCES

Foundation for Individual Rights in Education (F.I.R.E.) (215) 717-FIRE <a href="http://www.thefire.org">www.thefire.org</a>	Stop Abusive and Violent Environments (S.A.V.E.) (301)801-0608 <a href="http://www.saveservices.org">www.saveservices.org</a>
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Families Advocating for Campus Equality  
(F.A.C.E.)  
(701) 491-8554  
[www.facecampusequality.org](http://www.facecampusequality.org)

## Consent:

Affirmative, conscious and voluntary words or actions that give permission for specific sexual activity, for a particular time period.

# RESPONDENT RIGHTS

# RESOLUTION PROCESS

As a member of Spelman College community it is important for you to understand your rights as a Respondent. These rights include but are not limited to the following:

- To be notified of a Title IX report in which an alleged a policy violation was reported;
- To be informed of the underlying facts and circumstances giving rise to a formal complaint/ investigation
- To discuss the complaint as necessary for the development of testimony or the identification of appropriate Witnesses or other evidence;
- To request support measures such as, no contact orders, changes in work, academic, or living arrangements;
- To seek assistance from campus administrators in obtaining protective orders and information about how the college can enforce such orders;
- To be informed of and have access to campus and community resources for academic, medical, counseling, visa, financial, and other advisory services;
- To be treated with respect and care during this process;
- To have an advisor present throughout all phases of the campus complaint resolution process meetings, investigations, and hearings;
- To be fully informed of the nature, rules and procedures of the campus process to resolve the complaint;
- To participate in a hearing on the complaint, including timely notice of the hearing date, adequate time for preparation, access to all materials used in the campus proceedings to make a determination;
- To written notice of the outcome and sanction of the hearing and appeal procedures, if applicable;
- To be protected from retaliatory harassment;
- To have campus complaint investigated and adjudicated without bias.

Please visit <https://www.spelman.edu/title-ix/policies-and-procedures> for detailed information on Spelman College policies and grievance procedures when investigating and resolving complaints of gender-based misconduct.

## NO CONTACT ORDERS

Spelman College may issue a no-contact order to any individual involved in an alleged violation of the college policy.

In most cases, no-contact orders are reciprocal, meaning the restrictions apply equally to all individuals involved. In some cases, a no-contact order may have additional restrictions for one or more individuals

## WHAT SHOULD I DO NOW?

### Preserve Evidence

If a complaint has been filed, consider preserving evidence. Examples of evidence may include; a list of witnesses with contact information, text messages, call history, social media posts, and pictures of injuries. This is not an exhaustive list, however, it will be helpful throughout the process. More information regarding Spelman College's Complaint Resolution Process, please visit our website: <https://www.spelman.edu/title-ix>

**DO NOT** contact the Complainant.

**DO NOT** ask anyone to intercede on your behalf and contact the Complainant.

**DO** read Spelman's Sexual Misconduct Policy & Complaint Resolution Processes,.



# Rights, Resources and Support

## Sexual Misconduct, Relationship Violence & Stalking

Title IX and Compliance Office  
Spelman College

Title IX & Compliance Office  
350 Spelman College Lane, S.W., Box 1701  
Atlanta, Georgia 30314  
Phone: 404-270-4005

Website: [spelman.edu/title-ix](https://www.spelman.edu/title-ix)  
Email: [titleixteam@spelman.edu](mailto:titleixteam@spelman.edu)

@spelmantitleix



Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex under any education programs or activity receiving federal financial assistance.

FOR REPENDENTS

## RETALIATION:

Spelman College prohibits, retaliation against anyone participating in the resolution of a complaint, including the reporting party, complainant, respondent, witnesses, and advisors.