

## MIDLAND COLLEGE IS HERE FOR YOU

The Title IX Coordinator is here to receive, respond to, and resolve all reports of gender-based discrimination which includes sexual harassment and sexual assault.

We are required to eliminate, prevent and redress all known instances of prohibited gender-based misconduct including sexual violence, dating violence, domestic violence and stalking.

The Title IX Coordinator is responsible for reviewing and providing due process of the reported misconduct and other gender-equity concerns. Support 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.

Some ways we can help you:

- ⇒ Connect with resources outside of Midland College
- ⇒ Understand your right to seek protective measures
- ⇒ With supportive measures necessary to continue your education
- ⇒ Understand the Title IX student conduct process and procedures
- ⇒ Contact the MC Police Department, if necessary
- ⇒ By responding to allegations of retaliation

### RESOURCES

[knowyourix.org](http://knowyourix.org)  
[loveisrespect.org](http://loveisrespect.org)



The following individual has been designated to handle inquiries regarding non-discrimination policies:

**Tana Baker**  
**Title IX/504 Coordinator and Compliance Officer**  
**3600 N. Garfield,**  
**Rm 131 Scharbauer Student Center**  
**Midland, Texas 79705**  
**432-685-4781**

*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*

## MIDLAND COLLEGE

### Information about Sexual Misconduct & Title IX

*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.*

**Rights,  
Reporting,  
&  
Resources**

## Title IX @ Midland College:

- I) Students have the right to an educational environment free from sex-based discrimination such as sexual harassment—including but not limited to: harassment, sexual assault, dating violence, domestic violence, and stalking.
- II) Midland College must be proactive in ensuring that our campus is free of sex discrimination for ALL students and employees.
- III) Midland College has an established procedure to handle complaints of gender-based sex discrimination and sexual harassment including sexual violence.
- IV) All employees of Midland College are required by law to report any instances of sexual harassment (includes sexual assault) reported or witnessed, to the Title IX Coordinator.
- V) Once Midland College has actual knowledge of a complaint, immediate action will be taken to ensure individuals involved can continue their education free from all elements of sexual harassment and retaliation.
- VI) Midland College may not retaliate, nor allow retaliation against someone filing a complaint and must keep all persons involved safe from other retaliatory harassment behavior.
- VII) If there is a request for investigation of the complaint, Midland College will provide interim & supportive measures such as academic support, housing changes, or a no contact order to prevent the harassment or retaliation between persons involved with a complaint.
- VIII) In cases reporting gender-discrimination Midland College may provide a trained advisor to the individuals involved for guidance.
- IX) You have these rights regardless of your race, color, ethnicity, national origin, age, sex, sexual orientation, gender identity or expression, physical or mental disability, pregnant/parenting, religion, or any other protected class.

## PROHIBITED CONDUCT

The following conduct is prohibited by the Midland College student conduct policy. This conduct violates our community for standards and is prohibited gender discrimination.

- Sexual Harassment including Sexual Assault
  - Sexual Violence
  - Sexual Exploitation
  - Sexual Coercion
  - Stalking
  - Gender-Based Bullying
  - Relationship Violence
- Aiding or Facilitating Any Form of Sexual Misconduct
  - Retaliation
- Aiding or Facilitating Any Form of Retaliation

### What is Sexual Harassment?

Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the school's education program or activity.

### Examples of Sexual Harassment:

- Pressure for sexual activity (coercion)
- Requests for sexual favors
- Unwelcome patting, hugging or touching of a person's body, hair or clothing
- Sexual innuendos, jokes or comments
- Disparaging remarks to a person about his or her gender or body
- Displaying or transmitting sexually suggestive electronic content, including emails, texts and social media posts
- Giving unwelcome personal gifts
- Sexual assault

## What if I want to report something, but I know I broke a rule under the student code of conduct?

Use of alcohol and drugs significantly increases the likelihood of sexual assault. **BUT IS NOT** the cause of sexual assault.

Midland College encourages the reporting of sexual assault whenever it occurs. Sometimes victims or bystanders are reluctant to report to college officials for fear of being charged with policy violations, such as underage drinking or consumption of illegal drugs at the time of the incident.

To encourage reporting of sexual assault, Midland College offers victims of sexual violence immunity from being charged with policy violations related to the particular incident.

And for bystanders/witnesses, Midland College may offer immunity from additional policy violation charges related to the particular incident.

## What should I do if I am sexually assaulted or know someone who has been sexually assaulted:?

Get to a safe place

Contact someone who can help you—a friend, 911 or Midland Rape Crisis 432-682-7273 (an advocate can meet you at the hospital to bypass ER registration)

Do not shower, drink/eat, douche or change your clothes

Get medical attention

Write down everything that you remember happening in as much detail as possible

Contact the Title IX Coordinator to help you with your immediate needs regarding your rights as a student and help you with supportive measures while receiving your education.

## How do I make a report?

Online by scanning this QR Code

## REPORT IN PERSON TO:



**Tana Baker**  
**Title IX /504 Coordinator & Compliance Officer**  
Midland College  
3600 N. Garfield  
Scharbauer Student Center, Room 131  
Midland, TX 79705  
Phone: 432-685-4781  
E-mail: [tbaker@midland.edu](mailto:tbaker@midland.edu) OR [title9@midland.edu](mailto:title9@midland.edu)