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 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/504 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.

Some ways we can help are:

- Obtain and connect you with resources
- Understand your right to seek protective measures
- By organizing supportive, interim and/or protective measures, like housing or academic modifications
- Understand the on-campus student conduct process
- Help you contact the MC Police Department, if necessary
- By responding to allegations of retaliation
- By responding to false allegations
- By providing transparent and accurate information about your Title IX rights, Midland College obligations under Title IX, and our processes and procedures

RESOURCES

- knowyourix.org
- loveisrespect.org
- mrccac.org
- safebae.org

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.

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

Tana Baker, Title IX/504 Coordinator and Compliance Officer
3600 N. Garfield, Scharbauer Student Center
Midland, Texas 79705
432-685-4781
tbaker@midland.edu

OR

Natasha Morgan, Director of Human Resources/Payroll
3600 N. Garfield, Pevehouse Administration Building
Midland, Texas 79705
432-685-4534
nmorgan@midland.edu

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
9 things Midland College does for you:

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, stalking, and/or pregnant and parenting.

II) Sexual harassment may be in the form of attempted or completed sexual assault, verbal or physical sexuality-based threats or abuse, stalking, voyeurism, exhibitionism, sexual exploitation and dating violence.

III) Midland College must be proactive in ensuring that our campus is free of sex discrimination for ALL students and employees.

IV) Midland College has an established procedure to handle complaints of gender-based sex discrimination and sexual harassment including sexual violence.

V) Once Midland College has actual knowledge of a complaint, we must take immediate action to ensure any individuals involved in a misconduct complaint can continue their education free of further sex discrimination, 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.

IX) Midland College should not make you pay the costs of certain accommodations that you may require in order to continue your education after experiencing violence.

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?

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment can create an intimidating, hostile, or offensive environment and interfere with one’s ability to learn or benefit from their educational or work experience. Sexual harassment can happen to anyone by anyone.

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 OR title9@midland.edu