

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, including sexual assault.

We are required to eliminate, prevent and redress all known instances of prohibited gender-based misconduct, like sexual violence, stalking, or relationship violence.

The Title IX 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 interim support and 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



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 Room 242

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

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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 College.

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**

9 things Title IX does for you:

I) Title IX (9) covers your civil rights as a student of Midland College. You have a right to an educational environment free from sex-based discrimination. It also addresses discrimination against pregnant and parenting students, sexual harassment, gender-based discrimination, and sexual violence.

II) Sexual violence includes attempted or completed sexual assault/rape, sexual harassment, stalking, voyeurism, exhibitionism, verbal or physical sexuality-based threats or abuse, and intimate partner violence.

III) Title IX does not apply to female students only. Midland College must be proactive in ensuring that our campus is free of sex discrimination.

IV) MC has an established procedure to handle complaints of sex discrimination, sexual harassment or sexual violence.

V) MC must take immediate action to ensure a victim can continue their education free of ongoing sex discrimination, sexual harassment or sexual violence.

VI) MC may not retaliate against someone filing a complaint and must keep a victim safe from other retaliatory harassment or behavior.

VII) MC will issue a no contact order under Title IX to prevent the accused student from approaching or interacting with the victim.

VIII) In cases of sexual violence Midland College is prohibited from encouraging or allowing mediation (between the victim and accused) .

IX) MC 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, religion, or any other protected class.

knowyourix.org

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 of 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.

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 assault.

Midland College encourages the reporting of sexual harassment or 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 harassment or sexual assault the college, where possible, can offer victims and/or bystanders immunity from being charged with policy violations 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 support and interim measures

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

Rm 242 Scharbauer Student Center

Midland, TX 79705

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