



Process

Within a reasonable amount of time after the report is received, an investigation will be opened by a trained member of the Sexual Misconduct Investigator team. The first meeting will be with the reporter and how we proceed will depend mostly on what the reporter wants to do (unless we believe there is a potential risk to the campus that must be addressed.)

Additional interviews could take place with the alleged violator and with potential witnesses. Any documentation or other evidence will also be collected and reviewed.

If evidence supports, more likely than not, that a violation occurred, the college will take action as defined in the Sexual Misconduct Policy, which can be found in full at www.grcc.edu/policies.

EQUAL OPPORTUNITY AND NON-DISCRIMINATION

Grand Rapids Community College creates an inclusive learning and working environment that recognizes the value and dignity of each person. It is the policy and practice of GRCC to provide equal educational and employment opportunities regardless of age, race, color, religion, marital status, sex (including pregnancy), sexual orientation, height, weight, national origin, disability, veteran status or genetics in all programs, activities, services, employment and advancement including admissions to, access to, treatment in, or compensation in employment as required by state and federal law. GRCC is committed to reviewing all aspects of GRCC programs, activities, services and employment, including recruitment, selection, retention and promotion to identify and eliminate barriers in order to prevent discrimination on the basis of the listed protected characteristics. The college will not tolerate any form of retaliation against any person for bringing charges of discrimination or participating in an investigation.

The above measures, in conjunction with other related state laws and the College's policies and procedures, will assure all individuals opportunity for consideration or redress of complaints of illegal discrimination. Equal Employment Opportunity and Americans with Disabilities Act information may be obtained from the Assistant to the General Counsel, Title IX Coordinator and EEO Officer, 143 Bostwick Avenue NE, Grand Rapids, Michigan 49503-3295. Telephone (616) 234-4176.

Support and Resources

If you have been the victim of sexual violence, please consider taking advantage of the following resources in our community:

YWCA (24-hour Crisis Hotline)
(616) 776-RAPE
(616) 776-7273

By calling that number, you can schedule an exam through the Nurse Examiner Program within the first 96 hours after the incident.

Additionally, the YWCA can provide a safe place, short term counseling, and referrals for follow-up medical care or counseling.

More information about their services can be found at www.ywcawcmi.org/sa-services.php

If you would like to file a criminal report, you can either report to the police department where the assault occurred OR, if not sure where to start, report to the GRCC Police Department, located at 25 Lyon Street NE, Grand Rapids, MI 49503; (616) 234-4010.

For Students: The counselors in our Counseling Center are licensed for personal counseling. You can request a 1-hour personal counseling appointment by calling (616) 234-3900. They will be able to meet with you a few times and if on-going treatment is needed, can help refer you to an outside agency.

For Employees: Your health insurance covers mental health support as well. You can search mental health providers through the website directory for your plan: Blue Cross at www.provider.bcbs.com or Priority at www.priorityhealth.com.

GRCC

GRAND RAPIDS COMMUNITY COLLEGE

143 Bostwick Avenue, NE
Grand Rapids, Michigan 49503-3295
www.grcc.edu

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Sexual Misconduct Policy & Procedures



GRCC Works



Definitions

Sexual harassment is defined as any unsolicited, offensive behavior that uses sexuality to disadvantage another, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Submission to sexual harassment is made either explicitly or implicitly a term or condition of employment or academic admission or advancement, or;
2. Submission to or rejection of sexual harassment is used as the basis (or threatened to be used as the basis) for employment actions or academic decisions or evaluations, or;
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile or offensive work or learning environment.

Unsolicited, offensive behavior may involve harassment of women by men, harassment of men by women, and harassment between persons of the same sex.

Sexual misconduct includes sexual harassment. Further examples of sexual misconduct include but are not limited to the following:

1. Sexual violence, including sexual assault, rape, sexual battery and sexual coercion
2. Threats or insinuations which lead the victim to reasonably believe that granting or denying sexual favors will affect his/her reputation, education, employment, advancement, or standing within the College
3. Sexual advances, sexual propositions, or sexual demands which are not agreeable to the recipient and/or sexually explicit emails or text messages
4. Sexual conduct such as stalking, cyberstalking, recording or transmitting sexual images, and voyeurism
5. Unwelcome and persistent sexually explicit statements or stories which are not legitimately related to employment duties, course content, research, or other College programs or activities
6. Repeatedly using sexually degrading words or sounds to describe a person
7. Unwanted and unnecessary touching, patting, hugging, or other physical contact
8. Recurring comments or questions about an individual's sexual prowess, sexual deficiencies, or sexual behavior

Policy Statement

GRCC is committed to maintaining a positive learning and working environment for students, faculty and staff. Sexual misconduct includes sexual assault, rape, sexual battery, sexual coercion and sexual harassment. Sexual misconduct, a form of sex discrimination, detracts from a positive environment and is prohibited.

Our primary concern for our students and our employees is that GRCC is a safe place. We encourage anyone who has been a victim of sexual harassment or sexual violence to report the issue immediately.

Reporting a Complaint

In order to take appropriate corrective action, the College must be made aware of misconduct or related retaliation. Therefore, anyone who believes that he/she has experienced or witnessed misconduct or related retaliation should promptly report such behavior to one of the following areas:

Title IX Coordinator: Deb Sanders
Mable Engle
(616) 234-4176

Student Conduct Office: Sara Dorer
Student Center, Room 2
(616) 234-3924

Human Resources: Cathy Wilson
Administrative Building
(616) 234-3971

Campus Police
25 Lyon Street, NE
(616) 234-4010

Athletic Director: Charlie Wells
Gerald R. Ford Fieldhouse
(616) 234-3992

Student Employment Services: Luanne Wedge
Main Building, Room 103
(616) 234-4174

When reporting to any of these areas, we can discuss reporting options and process at that point in time.

If you are a student and you report your concern to any other college employee, most employees (except counselors) have a responsibility to inform us that the incident occurred, even if you are choosing to remain anonymous.

If you are an employee and you report to your supervisor, your supervisor is required to report the information to the Title IX Coordinator.