

### I-2.1.6 Sexual Harassment, Sexual Violence, and Anti-Harassment

Guilford Technical Community College is committed to providing an educational and working environment that is free from discrimination and harassment for faculty, staff, and students. This commitment extends to prospective employees (applicants) as well. See *V-1.1.1 Employment, V-1.1.10 Equal Opportunity, and V-5.1.6 Anti-Harassment* policies.

In accordance with [Title IX of the Education Amendments of 1972, 20 U.S.C.1681 et seq.](#), GTCC prohibits discrimination on the basis of sex in education programs and activities operated by recipients of Federal financial assistance. The college does not unlawfully discriminate and offers equal access to its educational programs and activities regardless of an individual's sex or gender (including gender expression, gender identity and sexual orientation). Under Title IX, discrimination on the basis of gender or sex can include sexual harassment, sexual violence, sexual assault, sexual battery, sexual coercion, interpersonal violence, and stalking.

Retaliation against anyone who in good faith brings forward a complaint pursuant to this policy is strictly prohibited. Anyone responsible for retaliation, or threats of retaliation will be subject to disciplinary action by GTCC up to and including suspension, expulsion or other termination from the college. Retaliation should be reported promptly to one of the college's Title IX Coordinators. Retaliation by a person not affiliated with the college may be addressed by Campus Police.

#### Procedure

1. Unlawful harassment includes jokes, comments, gestures, or actions that create an intimidating, hostile or offensive educational environment and that are based on or directed at a person because of sex or gender.
2. Employees engaging in sexual violence or harassment are subject to disciplinary action up to and including dismissal. Students engaging in sexual violence or harassment are in violation of the college's *IV-3.1.1 Student Conduct* policy. This type of behavior will result in sanctions against the student ranging from interim suspension to expulsion. Disciplinary action by the college does not preclude the possibility of criminal charges.
3. All students, employees, and others on campus are encouraged to report incidents, or knowledge of incidents, of sexual violence or harassment to a responsible college official as soon as possible after they occur. The college will respond to complaints of sexual violence or harassment by taking timely action to eliminate the sexual violence or harassment, prevent its recurrence, and address its effects. Students, employees, and others on campus may also choose to report incidents of sexual violence or harassment, including dating violence, domestic violence, or stalking, to law enforcement. The college investigation and criminal investigation processes can occur simultaneously.
4. Reporting Options – The college has a variety of reporting options available to receive Title IX complaints.
  - a. The college's Title IX Compliance Coordinators oversee the investigation and resolution of all misconduct covered by policy *I-2.1.6 Sexual Harassment, Sexual Violence, and*

*Anti-Harassment.* To make a report or to discuss any aspect of the policy, individuals are encouraged to contact:

Lead Title IX Coordinator:

Nancy Sollosi, Vice President, Business & Finance/CFO  
Jamestown Campus - Center for Advanced Manufacturing, Suite 2661  
Phone: (336) 334-4822 ext. 50104  
Email: [nbsollosi@gtcc.edu](mailto:nbsollosi@gtcc.edu)

Title IX Coordinators:

For students:

Dr. Manuel Dudley, Greensboro Campus Dean & Title IX Coordinator  
Greensboro Campus, W2 Room 110  
Phone: (336) 334-4822 ext. 53025  
Email: [mcdudley@gtcc.edu](mailto:mcdudley@gtcc.edu)

For employees:

Cheryl Bryant-Shanks, Chief Human Resources Officer & Title IX Coordinator  
Jamestown Campus - Medlin Campus Center, Suite 370  
Phone: (336) 334-4822 ext. 50279  
Email: [cmbryantshanks@gtcc.edu](mailto:cmbryantshanks@gtcc.edu)

Reports also may be made to Law Enforcement Agencies:

*On Campus:* GTCC Campus Police – (336) 819-2046 (24 hour direct-dial)  
Jamestown Campus – Medlin Campus Center, Room 101, (336) 334-4822 ext. 52529  
High Point Campus – Building H-1, Room 121, (336) 334-4822 ext. 55013  
Greensboro Campus – Continuing Ed Center, Room 148, (336) 334-4822 ext. 53015  
Cameron Campus – Room 173, (336) 334-4822 ext. 64005  
Aviation I Campus – Ceasar Cone II, Room 118, (336) 334-4822 ext. 59007  
Aviation II Campus – Ceasar Cone II, Room 118, (336) 334-4822 ext. 59007  
Aviation III Campus - Ceasar Cone II, Room 118, (336) 334-4822 ext. 59007

*Off Campus:* Local Law Enforcement Agencies

Guilford County Sheriff's Office  
400 West Washington Street  
Greensboro, NC 27401  
Phone: 336-641-3694  
Email: [sheriff@co.guilford.nc.us](mailto:sheriff@co.guilford.nc.us)

Greensboro Police Department  
300 West Washington Street  
Greensboro, NC 27401  
Phone: (336) 373-2287  
<http://p2c.greensboro-nc.gov/main.aspx>  
High Point Police Department

1009 Leonard Avenue  
High Point, NC 27260  
Phone: (336) 883-3224  
<http://www.highpointnc.gov/police/>

Any individual can make a report under this policy to these individuals or law enforcement agencies. The report may be made in person, by telephone, in writing, by e-mail, electronically, or anonymously. Any report involving a minor will be shared with external child protective service (<http://www.ncdhhs.gov/dss/>) and law enforcement agencies.

Upon receiving a complaint, the Title IX Coordinator or his/her designee shall fully investigate the facts alleged in the complaint. Typically the investigative process takes approximately 60 days; in certain circumstances, such as semester breaks, extensions of that time may occur. If an extension of time is necessary, parties will be notified in writing and the reason for the delay will be documented in the case file.

- b. There are other individuals to whom you may also report incidents.
- 1) GTCC employs trained professionals to whom you can report these incidents and who will assist you. All of these professionals will accept your report in a private manner; it is essential to understand that “Privacy” and “Confidentiality” have distinct meanings under this policy.

Making a report to individuals listed in *4.a.* above means that the report will be shared with the Title IX Compliance Coordinator and specific identified individuals who are charged with responding to the incident and providing resources and support to the parties involved.

Certain college employees, designated as Responsible Employees, are required to share information with the college’s Title IX Compliance Coordinator. There are many options for resolution of a report, and a Reporting Party is encouraged to make a report even if that individual is not seeking disciplinary action against a Responding Party. The college will make every effort to respect a Reporting Party’s autonomy in determining how to proceed. Support and resources are always available to a Reporting Party regardless of the chosen course of action.

Responsible College Officials include:

Administrators

- Vice Presidents
- Associate Vice Presidents
- Campus Deans
- Faculty Academic Deans
- Faculty Department Chairs
- Faculty Program Chairs

Student Affairs

- Student Success Center (including Career Services, International Students, and Orientation leaders) Professionals
- Chief Discipline Officer

Athletic Department

- Athletic Director
- Coaches and Assistant Coaches

- 2) The college provides confidential resources to those who may prefer this reporting option. Information shared with a Confidential Resource will not be disclosed to anyone else, including the college, except under very limited circumstances. Any individual may choose to seek support from confidential professionals on and off campus, including counselors, medical health providers, clergy, and rape crisis counselors.

The trained college professionals designated below can provide counseling, information, and support in a confidential setting. These Confidential Resources will not share information about an individual (including whether that individual has received services) without the individual's express permission, unless there is a continuing threat of serious harm to the patient/client or to others or there is a legal obligation to reveal such information (e.g., suspected abuse or neglect of a minor). These professionals are also available to help an individual make a report to the college or Campus Police.

GTCC on Campus Confidential Resources:

*GTCC Counseling and DisAbility Access Services*

The GTCC Counseling Center staff is trained to provide assistance to individuals during times of crisis. GTCC Counseling staff also have access to resources outside of the college that they can draw upon to assist you.

Dr. Chris Chafin, Director, Counseling and DisAbility Access Services  
Jamestown Campus – Davis Hall, Room 107  
(336) 334-4822 ext. 50262

*Student Support Services Campus Coordinators:*

Frankie Lane, Coordinator, Student Support Services  
Greensboro Campus - Continuing Education Center, Room 132  
(336) 334-4822 ext. 53059

Tracy Mack, Coordinator, Student Support Services  
High Point Campus – Building H1, Room 133  
(336) 334-4822 ext. 50335

*Off Campus Confidential Community Resources:*

(Live links to resources are available through the Title IX college webpage.)

Family Services of the Piedmont

<https://www.fspscares.org/domestic-violence-sexual-assault/>

Greensboro Office  
Washington Street Building  
315 East Washington Street  
Greensboro, NC 27401  
(336) 387-6161  
Crisis Hotline: (336) 273-7273

High Point Office  
Slane Center  
1401 Long Street  
High Point, NC 27262-2541  
(336) 889-6161

Main Office - Jamestown  
Jamestown Building (Ragsdale YMCA)  
902 Bonner Drive  
Jamestown, NC 27282  
(336) 889-6161  
Crisis Hotline: (336) 273-7273

Rape, Abuse and Incest National Network

<https://rainn.org/>

The National Sexual Assault Hotline is available 24/7:

Telephone: 800-656-HOPE (4673)

Online chat: [online.rainn.org](https://online.rainn.org)

Cone Health

<http://www.conehealth.com/services/sexual-assault/>

Sexual Assault Nurse Examiners (SANE) are located at:

Moses Cone Hospital  
1200 North Elm Street  
Greensboro, NC 27401  
Phone: (336) 832-7000  
MedCenter High Point  
2630 Willard Dairy Road  
High Point, NC 27265  
Phone: (336) 884-3777  
Wesley Long Hospital  
501 N. Elam Avenue  
Greensboro, NC 27403  
Phone: (336) 832-1000

High Point Regional Hospital  
601 N Elm St, High Point, NC 27262  
Phone: (336) 878-6000

City of Greensboro Police Department

<http://www.greensboro-nc.gov/index.aspx?page=1991>

North Carolina Council for Women – Sexual Assault Programs Directory  
(Statewide)

<http://www.councilforwomen.nc.gov/displayprograms-sa.aspx>

Sexual Assault Survivors Support Group

[http://nc211.bowmansystems.com/index.php/component/cpx/?task=resource.view  
&id=1155656&search\\_history\\_id=47302973](http://nc211.bowmansystems.com/index.php/component/cpx/?task=resource.view&id=1155656&search_history_id=47302973)

- c. Students and employees are encouraged to report incidents to local campus authorities, however, individuals also may contact the U.S. Department of Education’s Office of Civil Rights (the federal agency that oversees Title IX compliance) to make a report:

*Office for Civil Rights*

*District of Columbia Office*

U.S. Department of Education

400 Maryland Avenue, S.W.

Washington, DC 20202-1475

Telephone: (202) 453-6020

Facsimile: (202) 453-6021

Email: OCR.DC@ed.gov

5. The college, in accordance with Title IX, uses the following definitions:

Sexual Misconduct - Sexual misconduct takes on many forms but its basis is unwelcome sexual activity. Examples include, but are not limited to:

Dating Violence – Crimes of violence against a person with whom the person has or had a social relationship, a romantic, or intimate relationship.

Domestic Violence – Crimes of violence against a current or former spouse or intimate partner, a person whom the student shares a child in common, a person with whom the student cohabitates or has cohabitated as a spouse, a person similarly situated to the student as a spouse, a person who is related to the student such as a parent, child or person who is related to the student as a grandparent or grandchild.

Gender Identity Harassment – Behavior that targets someone for offensive, hostile, degrading or insulting treatment because of their gender.

Hostile Environment – Conduct evaluated from the perspective of a reasonable person in the alleged victim’s position considering all the circumstances. The more severe the conduct, the less need there is to show a repetitive series of incident (particularly if the conduct is physical). A single or isolated incident of sexual violence may create a hostile environment.

An assessment is made based upon the *totality of the circumstances*. The objective severity of harassment is judged from the perspective of a reasonable person in the complainant's position considering *all* of the circumstances. Factors to consider in determining whether a hostile environment has been created are:

- Whether the conduct was verbal or physical or both;
- How frequently it was repeated;
- Whether the conduct was hostile or patently offensive;
- Whether others joined in perpetrating the harassment;
- Whether the harassment was directed at more than one individual; and

Interpersonal Violence – (Commonly referred to as intimate partner violence, dating violence, domestic violence and relationship violence), can encompass a broad range of abusive behavior committed by a person who is or has been:

- In a romantic or intimate relationship with the Reporting Party (of the same or different sex);
- The Reporting Party's spouse or partner (of the same or different sex);
- The Reporting Party's family member; or
- The Reporting Party's cohabitant or household member, including a roommate.

Whether there was such relationship will be gauged by its length, type, and frequency of interaction. Interpersonal violence includes physical, sexual, emotional, economic or psychological actions or threats of actions that a reasonable person in similar circumstances and with similar identities would find intimidating, frightening, terrorizing, or threatening. Such behaviors may include threats of violence to one's self, one's family member, or one's pet.

Sexual Harassment – Physical contact and/or conduct that creates an unwelcome or hostile environment. Includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical contact of a sexual nature when submission to the conduct is made a term or condition of an individual's academic performance (either implicitly or explicitly), when submission to or rejection of the conduct is used as the basis for employment or educational decisions affecting the individual, or when the conduct is sufficiently severe, persistent, or pervasive to interfere with an individual's academic performance or to create an intimidating, hostile, or offensive learning environment. Occasional compliments of a socially acceptable nature do not constitute sexual harassment.

While it is not possible to list all of the circumstances that might constitute sexual harassment, the following are some examples of conduct that, if unwelcome, could constitute sexual harassment depending upon the totality of the circumstances, including the severity of the conduct and its pervasiveness. This list includes but is not limited to:

- Jokes, comments, or gestures directed at a person based on their gender or sexual identify;
- Displaying sexually suggestive objects, pictures, cartoons; use of electronic communications to download or transmit materials with pornographic, profane, or sexually explicit content;

- Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments;
- Inquiries into one's sexual experiences and/or discussion of one's sexual activities, interests or intents.

Sexual Violence – Subjecting any person to contact or behavior of a sexual nature or for the purposes of sexual gratification without the person's express and explicit consent.

Physical sexual acts perpetrated against a person's will, where a person is incapable of giving consent (e.g. due to the student's age, use of drugs or alcohol, or due to intellectual or other disability that prevents the student from having the capacity to give consent).

Stalking – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (a) fear for his or her safety or the safety of others; or (b) suffer substantial emotional distress. Stalking behaviors may include persistent patterns of leaving or sending the victim unwanted items or presents; following or lying in wait for the victim; damaging or threatening to damage the victim's property; defaming the victim's character, or harassing the victim via the Internet through social media, email, or unwelcome contacts via telephone or text message, or by other electronic means such as posting personal information or spreading rumors.

6. Anyone engaging in sexual activity without clear consent is in violation of college policies regarding sexual harassment and in violation of Title IX.

Consent is the explicit approval to engage in sexual activity demonstrated by clear actions or words. This decision must be made freely and actively by all participants. Consent cannot be inferred from the absence of a "no"; a clear "yes," verbal or otherwise, is necessary. Silence, passivity or lack of active resistance does not imply consent. In addition, previous participation in sexual activity does not indicate current consent to participate in sexual activity. Consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent must be ongoing throughout a sexual encounter and can be revoked at any time.

Consent has not been obtained in situations where the individual: a) is forced, pressured, manipulated or has reasonable fear that they will be injured if they do not submit to the act; b) is incapable of giving consent or is prevented from resisting due to physical or mental incapacity (including being under the influence of drugs or alcohol); or c) has a mental or physical disability which inhibits his/her ability to give consent to sexual activity.

7. In compliance with [Title IX regulations](#), the college will:
  - a. Disseminate this and other notices of nondiscrimination indicating that the college does not discriminate on the basis of sex.
  - b. Designate at least one employee to coordinate its efforts to comply with and carry out its responsibilities under Title IX.
  - c. Adopt and publish reporting procedures providing for prompt and equitable resolution of student complaints of sexual discrimination including sexual violence or harassment.

8. Victims of a sexual assault should take the following steps:
  - a. Go to a safe place as soon as possible.
  - b. On any GTCC Campus call 336-819-2046 (or extension 50911 from a campus phone) for police assistance. If you are off campus, call 9-1-1 for police assistance.
  - c. Stay on the phone with the dispatcher as long as you are needed.
  - d. The preservation of physical evidence may be critical for successful prosecution of the offender.
    - 1) Do not change your clothes. If you do, put the clothing you were wearing in separate paper bags (not plastic) and take them to the hospital. This clothing may be used as evidence for prosecution. If you wear the clothes to the hospital, bring a change of clothes with you.
    - 2) Do not clean your body or your clothes. Preserve all physical evidence. Do not wash, bathe, douche, comb your hair, or use the toilet if you can help it. Washing might be the first thing you want to do, but don't. You literally might be washing away valuable evidence. Wait until after you have a medical examination.
    - 3) Do not alter or disturb the place where the assault occurred.
  - f. You may ask for a victim advocate to be present during the report taking. GTCC has a trained group of staff members who will support you and can assist you in accessing medical and counseling services, and reporting the incident to the appropriate local law enforcement authorities.
  - g. You have the right to file a Title IX sex discrimination complaint with the college's Title IX Coordinator in addition to filing a criminal complaint.
  - h. Sexual offenders are subject to arrest, prosecution through the state courts, and incarceration. Student sexual offenders are subject to college disciplinary proceedings that may result in permanent expulsion from GTCC. (See *Student Conduct, IV-3.1.1.*)
  - i. In any college disciplinary proceeding that may occur pertaining to an incident of alleged sexual discrimination including complaints of sexual violence or harassment, the college will provide:
    - 1) An adequate, timely, reliable, and impartial investigation of the complaint.
    - 2) Changes in the reporting party's class or on-campus work schedule (upon request) to try to avoid contact with the accused if necessary and possible.
    - 3) A designated and reasonably prompt time frame for conducting the investigation, being notified of the outcome, and appealing, if applicable.
    - 4) An equal opportunity for both parties to present witnesses and other evidence.
    - 5) Both the accused and the accuser may be accompanied to the hearing by a person of their choice, who may confer with them during the hearing but who may not address the committee or any other parties, including witnesses.
    - 6) Any individual, including an attorney, who delays or disrupts the proceedings, may be excluded from further participation.
    - 7) In its Title IX investigation of a sexual violence or harassment claim, the college will use a "preponderance of the evidence standard" (it is more likely than not that sexual harassment or violence occurred).
    - 8) A notice to both parties of the outcome of the complaint, including any opportunity for either party to appeal that outcome. This notice will be sent to both parties at the same time.

- 9) Assurance that the college will take steps to try to prevent recurrence of any sexual violence or harassment and that the college will not tolerate retaliation relating to such complaints.
- j. The Student Support Services Office shall offer annually educational programs dealing with sexual offenses and drug and alcohol education. Members of the GTCC counseling staff will be trained to provide initial support and referral for ongoing services to victims of sexual offenses.
- k. Any college official to whom sexual violence or harassment is reported shall report the alleged activity to the appropriate Title IX Coordinator. The Title IX Coordinator will provide the complainant with access to the College's Title IX policy and procedures outlined in this policy and answer questions the complainant may have about her/his related rights and responsibilities.
- l. Persons alleging sexual violence or harassment shall be notified of the options for making alternative academic arrangements and assisted in making such changes as appropriate.

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