

# if it happens to you take action

## Don't ignore it.

Pay attention to cues, comments, instincts, and experiences. Address unwanted contact immediately.

## Say no.

Tell the person that the conduct is unwanted. Tell them to stop.

## Tell someone.

If you are a student, tell an instructor, a counselor, campus police, a staff member, a coach, or anyone listed in this brochure.

If you are an employee, tell your supervisor, an administrator, a Vice President, a staff or faculty member, or anyone listed here.

# we take every complaint seriously

Guilford Technical Community College takes any complaint about sexual violence or sexual harassment very seriously. The College follows the guidelines published by the U.S. Department of Education and Office of Civil Rights, and has an official procedure published online in the Sexual Harassment, Sexual Violence, and Anti-Harassment policy.

Each complaint is immediately assessed to determine imminent danger and duty to warn others. A preliminary investigation is conducted to determine reasonable cause that a violation has occurred, and if so, a full and thorough investigation is performed. Once an outcome has been determined based on the preponderance of evidence, the complainant and respondent are informed, and appropriate actions are taken based on that outcome.

# GTCC title ix SEXUAL VIOLENCE • SEXUAL HARASSMENT

# it's real

Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §1681 et seq., is a Federal civil rights law that prohibits discrimination on the basis of sex in educational programs and activities. Sex discrimination encompasses all forms of sexual violence and sexual harassment by employees, students, or third parties against students or employees.

# which is why we have a policy

Guilford Technical Community College provides equal employment and educational opportunity on the basis of merit without discrimination due to age, race, ethnicity, color, sex, religion, national origin, sexual orientation, veterans' status, or disability.

**Guilford Technical  
Community College**

# this Is Sexual Violence & Sexual Harassment



Unwelcome, gender-based verbal or physical conduct, which is sufficiently serious that it unreasonably interferes with, limits or deprives someone of the ability to participate in or benefit from the institution's educational program. The unwelcome behavior may be based on power differentials (quid pro quo), the creation of a hostile environment, or retaliation.

# for example

- Intimate partner violence
- Touching of a sexual nature
- Attempting to coerce an unwilling person into a sexual relationship
- Sexually suggestive phone calls, texts, email, or gestures; jokes or innuendos; derogatory, degrading, or sexist remarks about a person's body, clothing, or sexual activities
- Engaging in sexual interactions without freely given consent
- Quid Pro Quo - Conditioning a benefit on submitting to sexual advances
- Displaying or distributing sexually explicit drawings, pictures, or written materials
- Gender-based stalking or bullying
- Repeatedly subjecting a person to obvious, unwanted sexual attention
- Punishment for a refusal to comply with any of the above statements



# this Is Consent

Sexual activity requires consent, which is defined as positive, unambiguous, and voluntary agreement

to engage in specific sexual activity throughout a sexual encounter. Consent is words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact. Minors, persons suffering from mental illness or defect, and sleeping or unconscious persons are presumed unable to give consent. Failure to resist does not indicate consent.

We're here to  
**HELP**



[home.gtcc.edu/sexual-harassment-and-sexual-violence-policy/](https://home.gtcc.edu/sexual-harassment-and-sexual-violence-policy/)

# who

# tell



In order to make informed choices when consulting campus resources, people that have been victimized need to be aware of confidentiality and mandatory reporting laws.

- Some resources may maintain your complete confidentiality, offering you options and advice without obligation to tell anyone, unless you want them to do so.
- Other resources are expressly there for you to report crimes and policy violations, and they are obligated to take action when you report your victimization.
- If you are unsure of someone's duties and their ability to maintain your privacy, ask them before you talk to them.

Students, faculty, and staff may report incidents to any trusted faculty or staff member of the College. Managers, supervisors, faculty, staff, and any other agent of the College are required to respond promptly and appropriately to allegations of sexual harassment that are brought to their attention.

## CONFIDENTLY & REPORTING

### Confidential Help

Information shared with a Confidential Resource will not be disclosed to anyone else, except under very limited circumstances. These Confidential Resources will not share information about an individual without the individual's express permission, unless there is a continuing threat of serious harm to the individual or to others or there is a legal obligation to reveal such information (e.g., suspected abuse or neglect of a minor).



Dr. Chris Chafin, Director, Counseling and DisAbility Access Services  
Jamestown Campus  
Davis Hall, Room 107  
(336) 334-4822 ext. 50323



Ednalyn Hurley, Licensed Professional Counselor  
Jamestown Campus  
Davis Hall, Room 107  
(336) 334-4822 ext. 50272



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



Tracy Mack, Assistant Director (Interim)  
Student Success Center  
Jamestown Campus  
Medlin Campus Center, 202-B  
(336) 334-4822 ext. 50698



Jadarius Jackson, Advisor, DAS/Counselor  
Greensboro Campus  
Continuing Education Center Room 128  
(336) 334-4822 ext. 53021

### Mandatory Reporting

You may also make a formal or informal complaint directly to the Title IX Coordinator. They will initiate an immediate investigation of the complaint.



For Students:  
Michael Hughes, Chief Disciplinary Officer  
Jamestown Campus  
Medlin Campus Center, Suite 320  
Phone: (336) 334-4822 ext. 50572  
Email: mwhughes2@gtcc.edu



For Employees -  
Nancy Solossi, Vice President Business and Finance/CFO  
Jamestown Campus  
Medlin Campus Center, Suite 307  
Phone: (336) 334-4822 ext. 50503  
Email: nbsollosi@gtcc.edu

You may also contact the 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

## Don't be afraid to report

Sometimes people are afraid to report sexual violence or harassment because drugs or alcohol are involved. The College's highest priority is the safety of everyone on campus. Any other rule violations will be handled separately from the sexual violence or harassment complaint. The use of alcohol or drugs never makes the person who was victimized at fault for sexual violence.

## we do not tolerate retaliation

The College prohibits any form of retaliation against a complainant. Any allegations of retaliation will result in an immediate investigation and appropriate action consistent with the College's due process procedures.

Examples of retaliation include:

- Pressuring a complainant to withdraw the complaint
- Sending unwelcomed messages directly, through acquaintances, or electronically
- Lowering your grade
- Stalking or threatening a complainant
- Poor performance report
- Failure to provide campus services such as billing or registration
- Removal from classes, teams, activities
- Change of work schedule and/or work duties