If Someone Tells You They Have Experienced Prohibited Behavior

What to Do
1. The person’s health and safety should be your primary concern. If the person’s safety is of concern, contact Campus Safety at 641-269-4600 or call 911.
2. If someone tells you that they have experienced prohibited behavior including: sexual and gender-based harassment, sexual assault, domestic violence, dating violence, intimate partner abuse, or stalking, first offer them support and confidential resources. Listen to them and encourage them to seek help and counseling. Avoid labeling their experience.
3. Share the incident with Title IX in accordance with the policy on the back of this card. If there is any question about how to proceed after a conversation with someone who has experienced misconduct, consult with the Title IX coordinator, 641-269-4999 or titleix@grinnell.edu.

What to Know
• You set the pace.
• You have the right to choose to whom you will speak, what resources you will use, what you will say, and when you will say it.
• There are many resources available to help you, both at the College and in the community (see reverse side).
• You have a right to a support person of your choice.
• It is your choice whether to name the other person(s).
• Your information will be kept private and only shared with those who “need to know.”
• We want to take care of you and keep you safe and make sure that others in the community are safe.
• When there is imminent danger to you or the community, we must take action.
• Supporting you is a top priority.
• Prohibited behavior includes sexual and gender-based harassment, sexual assault, domestic violence, dating violence, intimate partner abuse, sexual exploitation, and stalking.
If You Have Been Affected by Sexual Assault, Violence, Abuse, Harassment, or Discrimination

SAFETY RESOURCES
Grinnell Police (24 hrs) 911 or 641-236-2670
Campus Safety (24 hrs) (On Campus - 1432 East St.) 641-269-4600

CONFIDENTIAL MEDICAL RESOURCES
UnityPoint Grinnell Regional Medical Center (210 Fourth Ave., ER) (24 hrs) 641-236-2380

Student Health and Wellness (SHAW) (On Campus in Forum) 641-269-3230

Need to Talk? (24 hrs) 641-269-4404

ON CAMPUS CONFIDENTIAL RESOURCES
Campus Chaplain or Rabbi (CRSSJ, 913 8th Ave.) Deanna Short, 641-269-4981 (24 hrs via campus safety)
Grinnell Advocates (students) 641-260-1615 (24 hrs; text or call)
Ombuds (JRC) Chinyere Ukabiala, 641-269-9399
Student Health and Wellness (Forum) 641-269-3230

NOTICE OF nonconfidentiality

If Someone Tells You They Have Been Affected by Prohibited Behavior

Who Needs to Share?
All College employees, including students in leadership positions, are required to share a report with College resource:
Campus Safety, 641-269-4600
Title IX Coordinator, Bailey Asberry, 641-269-4999
Dean of Students, Ben Newhouse, 641-269-3702
Dean of the College, Anne Harris, 641-269-3100
AVP of Human Resources, Mary Greiner, 641-269-4818
Chief Diversity Officer, Lakesia Johnson, 641-269-3100

The only exceptions are those few employees who are confidential (i.e., health services, counseling, clergy, sexual assault advocates, ombuds). If you have questions about whether to share, please call the Title IX coordinator.

Why Do I Need to Share?
• To ensure that the complainant has access to all of the available resources.
• To help identify individuals displaying patterns of behavior.
• To identify and address any trends or systemic problems.
• To keep our campus safe.

What to Say
• There are many resources available to help you, both at the College and in the community. Some resources are strictly confidential.
• I am obligated to connect you to the Title IX Coordinator who will reach out to you to help you take care of your own personal safety and your physical and emotional well-being, direct you to resources, supportive measures, and explain your options if you want the College to take action.
• The Title IX Coordinator will keep your information private and will only share it with those who “need to know.” You have the right to choose to whom you will speak, what resources you will use, what you will say, and when you will say it.

Nonretaliation Policy
It is a violation of College policy to retaliate in any way against a student or employee because they raised allegations or were accused of engaging in prohibited behavior.