

Title IX Resource Card

Resources and Policies for
Faculty, Staff, and Students

Prohibited Behavior:

- Sexual and Gender-Based Harassment
- Sexual Assault
- Domestic Violence and Dating Violence
- Intimate Partner Abuse
- Stalking
- Sexual Exploitation

For more information:

www.grinnell.edu/sexualrespect

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.
Tear this card at the perforation. Keep this half of the card for your information, and provide the other half to the person who has experienced misconduct.

If You Have Been Affected by Prohibited Behavior

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.

What to Do

Consider the following immediate actions (see reverse side for contact information):

- Contact Campus Safety or law enforcement.
- Seek medical attention.
 - Student Health and Wellness (SHAW)
 - UnityPoint Grinnell Regional Medical Center (ER)
- Contact a trained, experienced counselor or confidential resources.
- Talk with the Title IX Coordinator.
- Contact parents, relatives or close friends for support.
- Preserve physical evidence in a paper bag in case you choose to pursue charges. Evidence might include physical items (clothing, bedding, letters, etc.) or electronic information (photos, emails, text messages, etc.).
- Submit an anonymous report on Ethicspoint.

Keep ↑ TEAR ↓ Share ↓

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

TITLE IX RESOURCES

Title IX Coordinator (Nollen House)
Bailey Asberry, 641-269-4999, titleix@grinnell.edu

Department of Education Office for Civil Rights
Region V Office: 500 W. Madison St., Suite 1475,
Chicago, IL 60661 Phone: 312-730-1560
Email: OCR.Chicago@ed.gov

ANONYMOUS REPORTING

855-667-1753, grinnell.ethicspoint.com

GENERAL AND IDENTITY-SPECIFIC CONFIDENTIAL RESOURCES

Crisis Intervention Services (local) (24 hrs) 800-270-1620
Intimate Partner Violence and Stalking
(24 hrs) 800-464-8340

Employee and Family Resources (employees)
(24 hrs) 800-327-4692, www.efr.org/employees-resources/

Amani Community Services (African American victim support)
(24 hrs) 888-983-2533

L.U.N.A Latino Resources (24 hrs) 800-942-0333

Monsoon United Asian Women of Iowa
(24 hrs) 866-881-4641

Transformative Healing (LGBTQIA) 319-389-8430

Deaf Iowans Against Abuse
(24 hrs) 319-531-7719; Text ONLY: 515-661-4015

LEGAL RESOURCES

Iowa Coalition Against Sexual Assault, 515-244-7424

Iowa Coalition Against Domestic Violence
1-800-770-1650 or TEXT "iowahelp" to 20121

ADDITIONAL CAMPUS RESOURCES

Dean of the College (Nollen House) Anne Harris,
641-269-3100

Assistant Vice President of Human Resources
(Old Glove Factory) Mary Greiner, 641-269-4818

Dean of Students (Joe Rosenfield Center 310-G)
Ben Newhouse, 641-269-3702

Chief Diversity Officer (Nollen House)
Lakesia Johnson, 641-269-3100

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**.

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