



Rights and Options after Filing a Complaint under the Grinnell College Policy, Procedures and Guide to Preventing, Reporting, and Responding to Sexual Misconduct and Other Forms of Interpersonal Violence

The following information provides a summary of your rights and options after filing a complaint of sex discrimination, sexual harassment, sexual misconduct, gender-based harassment, or stalking at Grinnell. Please contact the Title IX Coordinator if you have any questions about this information.

General Information

- *Options.* Once you have made a complaint, you have several options, including, but not limited to:
 - A support person/adviser of your choice
 - Seeking personal counseling
 - Contacting parents or a relative
 - Seeking legal advice
 - Pursuing legal action against the perpetrator
 - Pursuing disciplinary action
 - Requesting that no further action be taken
 - Requesting further information about the investigation and resolution process
- *Notifying Authorities.* If requested, the Title IX Coordinator will assist you in contacting local law enforcement regarding the incident. You may decline to notify such authorities.
- *Protective Orders.* If you have obtained or obtain a temporary protective order or other no contact order against the alleged perpetrator from a criminal, civil, or tribal court, you may provide such information to the Title IX Coordinator and Campus Safety. If provided, the College will take all reasonable and legal action to implement the order.
- *Requesting Changes to Your Current Situation or Other Protective Measures.* Please inform the Title IX Coordinator if you wish to change your academic, living, transportation, or working situation, if you want information about taking a leave of absence and related financial aid information, or if you want any other specific protective measure to be implemented. The College will make such remedies available or provide such protective measures if so requested and if they are reasonably available, regardless of whether you choose to report the incident to local law enforcement. The College has a list of many At-a-Glance handouts that can be helpful throughout the process available at www.grinnell.edu/sexualrespect.
- *Preservation of Evidence.* It is extremely important that you preserve evidence as it may be necessary to prove the complaint you are making or needed to obtain a protection order. Evidence in electronic formats should also be retained (e.g., text messages, emails, photos, social media posts, screenshots, etc.). This type of evidence is important and may be the only available evidence in cases of sexual harassment or stalking.

Institutional Procedures

- Grinnell's policy governing these types of complaints is available at: [The Grinnell College Policy, Procedures, and Guide to Preventing, Reporting, and Responding to Sexual Misconduct and Other Forms of Interpersonal Violence](#) The procedures:
 - Will provide a prompt, fair, and impartial resolution of your complaint, under the evidentiary standard of preponderance of the evidence, i.e., more likely than not that the alleged conduct occurred.

- Are carried out by College officials who have received training on these issues and how to conduct an investigation and hearing process that promotes safety and accountability.
 - Provide you and the respondent the right to have a support person/advisor accompany you to all aspects of the investigation and resolution process. A support person/advisor may not advocate for a party like an attorney would in court.
 - Ensure that both you and the respondent will be notified simultaneously in writing of the outcome of all stages of the process, including any appeals.
 - Prohibit retaliation by the respondent or anyone else against you for making a complaint or against anyone else for participating in the investigation.
 - Prohibit retaliation by you against the respondent or against anyone else who participates in an investigation.
- If you desire to have a support person/advisor but cannot find someone that you are comfortable with, please contact the Title IX Coordinator for assistance in doing so.

Possible Protective Measures and Sanctions

- *Protective Measures.* At any time during the investigation, the College may impose protective measures for the parties or witnesses for the protection of those involved and to ensure equal access to the College's educational programs and activities. These may include separating the parties, placing limitations on contact between the parties, suspension, campus ban, or making alternative living, class-placement, or workplace arrangements.
- *Sanctions.* If there is a finding that a violation of College policy has occurred, sanctions may include counseling or training, separation of the parties, and/or discipline of the respondent, including written reprimand, probation, suspension, campus ban, demotion, termination, or dismissal.

Confidentiality

- If you request confidentiality or ask that a complaint not be investigated, the College will take reasonable steps to investigate and respond to the complaint consistent with the request. However, the College's ability to respond may be limited in such cases, and the College may not be able to grant such a request when the respondent poses a continuing threat to the College community.
- Throughout the investigation of your complaint, the College will maintain as confidential any remedies or protective measures provided to you, to the extent maintaining such confidentiality does not impair the College's ability to provide such remedies or protective measures.
- Grinnell is required by law to make certain statistical disclosures of crimes reported to it. If you report an incident that is a crime, the College will make the statistical disclosure without disclosing personally identifying information about you.

Resources Available

Below is a list of campus and community resources that may be helpful to a victim of a sexual misconduct. Please contact the Title IX Coordinator or Deputy Title IX Coordinator for Case Management if you want to discuss these resources or other resources that may be available. More information about available resources can be located at the following College webpage:

<https://www.grinnell.edu/campus-life/sexual-respect/support-resources>

Grinnell's Title IX Coordinator

Bailey Asberry
Nollen House 108
(641) 269-4999
titleix@grinnell.edu

Grinnell's Title IX Deputies and Senior Officials

Deputy Coordinator and Senior Official for Staff Conduct

Mary Greiner, Assistant Vice President for HR
OGF 0216
(641) 269-4818
greinerm@grinnell.edu

Senior Official for Faculty Conduct

Anne Harris, Dean of the College
Nollen House
(641) 269-3100
harrisanne@grinnell.edu

Deputy Coordinator and Senior Official for Student Conduct

Ben Newhouse, Dean of Students
310-G Joe Rosenfield Center
(641) 269-3714
newhouse@grinnell.edu

Deputy Coordinator for Athletics

Jeff Pedersen, Head Football Coach; Assistant Track Coach; Fitness Center Director
F131 Bear Recreation & Athletic Center
(641) 269-4848
pedersej@grinnell.edu

Deputy Coordinator for Confidential Response And Support

Deanna Shorb, Dean of Religious Life
Center for Religion, Spirituality, and Social Justice (CRSSJ)
1233 Park Street
(641) 269-4981
shorb@grinnell.edu

On-Campus Confidential Resources

Center for Religion, Spirituality, and Social Justice
Deanna Shorb/Chaplain, Rob Cabelli/Rabbi
1233 Park Street
(641) 269-4981
Open M-F, 8-5 pm (available 24 hours via Campus Safety)

Grinnell Advocates
On call, 24 hours – call/text/chat
(641) 260-1615

Ombuds Office
Open M-F, 8-5 pm
Joe Rosenfield Center 311, 1115 8th Avenue
(641) 269-9399

Student Health and Wellness
Open Monday-Friday, 8-5 p.m.
Lower level of Forum, 1119 6th Avenue
(641) 269-3230

Employee and Family Resources Program
▪ <http://www.efr.org/>

Campus Safety Department

Office of Campus Safety
1432 East St
(641) 269-4600

Local Hospital

UnityPoint Grinnell Regional Medical Center
210 4th Ave, Grinnell, IA 50112
(641) 236-7511

Local Police

Grinnell Police Department
1020 Spring St, Grinnell, IA 50112
(641) 236-2670
For emergencies dial **911**

Student Financial Aid

Some victims of sexual misconduct may consider taking a leave of absence from the College. If you are considering such action, please keep in mind that there may be financial aid implications. The Title IX Coordinator or a Deputy Title IX Coordinator can assist you in contacting the appropriate personnel in the financial aid office in order to

ensure you have an understanding of the financial aid issues that may arise from a leave of absence. Here is a link to the College's financial aid website:
<https://www.grinnell.edu/financial-aid>.

Support Agencies/Hotlines

Crisis Intervention Services

- <http://www.stopdvsa.org/>
- Sexual Assault/Violent Crime Hotline: 1-800-270-1620

Crisis Center for Intimate Partner Violence/Abuse and Stalking

- <http://crisiscenter-ottumwa.com/>
- 1-800-270-1620

Amani Community Services

- <http://www.amani-cs.org/>
- 319-804-0741

Deaf Iowans Against Abuse

- <http://www.diaaiowa.org/>
- 319-531-7719
- Text Only: 515-661-4015

Iowa Affirmation and Resources Chat

- <http://www.iowaarch.org/> (Hours: varied)
- After hours chat options:
 - loveisrespect.org (24/7)
 - thehotline.org (7am-2am)

L.U.N.A. Latino/a Resources

- <http://lunaiowa.org/index.php/en/home-page/>
- 515-271-5060

Monsoon United Asian Women of Iowa

- <http://muawi.org/wp/programs/direct-services/>
- 866-881-4641

Nisaa African Family Services

- <http://nisaa-afs.org/>
- 1-866-881-4641

Transformative Healing

- <http://www.thiowa.org/>
- 515-850-8081

Iowa Coalition Against Sexual Assault

- <http://www.iowacasa.org/>

National Resource Center on Domestic Violence

- <http://www.nrcdv.org/>
- National Domestic Violence Hotline: 1-800-799-7233

National Sexual Violence Resource Center

- <http://www.nsvrc.org/>

Rape Abuse Incest National Network (RAINN)

- <https://www.rainn.org/>
- National Sexual Assault Hotline: 1-800-656-HOPE (4673)

Legal Assistance, Visa and Immigration Assistance

Iowa Legal Aid

- <http://www.iowalegalaid.org/>

Poweshiek County Attorney's Office

- <http://poweshiekcounty.org/attorney/>
- 641-623-5134 or 641-623-5135

Immigration Advocates Network

- <https://www.immigrationadvocates.org/nonprofit/legaldirectory/search?state=IA>

U.S. Citizenship and Immigration Services

- <https://www.uscis.gov/about-us/find-uscis-office/field-offices/iowa>