If Someone Tells You They Have Experienced Prohibited Conduct

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 conduct 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.
3. Report the incident to 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.

If You Have Experienced Prohibited Conduct

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 Counseling Services
• 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.

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 conduct includes sexual and gender-based harassment, sexual assault, domestic violence, dating violence, intimate partner abuse, and stalking.

Title IX Resource Card
Resources and Policies for Faculty, Staff, and Students

Prohibited Conduct:
• Sexual and Gender-Based Harassment
• Sexual Assault
• Domestic Violence and Dating Violence
• Intimate Partner Abuse
• Stalking

For more information: www.grinnell.edu/sexualrespect
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Who needs to report?

All College employees, including students in leadership positions, are required to report to a College resource:

- Campus Safety, 641-269-4600
- Title IX Coordinator, Angela Voos, 641-269-4999
- Dean of Students, Sarah Moschenross, 641-269-3713
- Dean of the College, Michael Latham, 641-269-3100
- AVP of Human Resources, Mary Greiner, 641-269-4818

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 report, please call the Title IX coordinator.

Why do I need to report?

- 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 required 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, 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 a form of prohibited conduct.