

What to Report?

Sexual Exploitation

Sexual exploitation is when an individual takes non-consensual or sexual advantage of another individual for the purpose of benefiting anyone other than the individual being exploited. Sexual exploitation also includes behavior that is not otherwise defined by:

- » Prostitution
- » Non-consensual video or audio taping of sexual activity
- » Allowing individuals to observe sexual activity without the consent of all individuals involved in the activity
- » Engaging in voyeurism
- » Exposing one's genitals in a non-consensual circumstance
- » Posting non-consensual evidence of sexual activity on any public forum
- » Sexually-based stalking
- » Knowingly transmitting a sexually transmitted disease or infection to another individual

Sexual Harassment

Sexual harassment is unwelcome communication or conduct of a sexual nature, including unwelcome sexual advances, requests for sexual favors, and other verbal, written, online, and/or physical conduct of a sexual nature, without regard to whether the parties are of the same or different genders or gender identities when:

- » Submission to or rejection of such conduct is made either explicitly or implicitly a condition of employment or academic standing or is used as the basis for employment decisions or for academic evaluation, grades, or advancement. (Quid Pro Quo); or
- » Conduct determined by a reasonable person to be so severe, pervasive, and objectionably offensive that it effectively denies a person equal access to the University's education or work programs or activities; (hostile environment); or
- » Sexual assault (as defined by the Clery Act), dating violence, domestic violence or stalking (as defined by the Violence Against Women Act).

Campus Resources

HSHS Medical Group Health Center - Millikin University

150 South Fairview Avenue, Decatur, IL 62522
217.424.6360
millikin.edu/healthclinic

Student Mental & Behavioral Health Services

150 South Fairview Avenue, Decatur, IL 62522
217.424.6360
millikin.edu/counseling

Employee Assistance Program (EAP)

877.234.5151

Millikin Office of Public Safety

Walker Hall, First floor, North end
217.464.8888
millikin.edu/publicsafety

Community Resources

Growing Strong Sexual Assault Center (CONFIDENTIAL RESOURCE)

270 West Prairie Avenue, Decatur, IL 62523
217.428.0770
www.growingstrongcenter.org

Dove, Inc.

302 South Union Street, Decatur, IL 62522
217.428.6616
www.doveinc.org

Decatur Police Department

707 West South Side Drive, Decatur, IL 62521
217.424.2711

Decatur Memorial Hospital

Individuals can receive sexual assault forensic exams at this location.
2300 N Edward Street, Decatur, IL 62526
217.876.8121
www.dmhcares.com

National Sexual Assault Hotline

1.800.656.HOPE (4673)

National Domestic Violence Hotline

1.800.799.SAFE (7233)

TITLE IX

HOW TO

Report Sexual Misconduct at Millikin University

TitleIX@millikin.edu

What is Title IX?

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs and activities.

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

— 20 U.S.C. § 1681 & 34 C.F.R. Part 106

Millikin University is committed to providing a campus culture of respect that is free from sex discrimination and sexual misconduct of all forms, including unwelcome sexual advances, requests for sexual favors, sexual favoritism, or other verbal or physical conduct or communications constituting sexual harassment. Sexual misconduct is unlawful and will not be tolerated.

Due to the serious nature of sexual misconduct, all employees at Millikin University are identified as **mandatory reporters**. Mandatory reporters have a duty to report all claims/accusations regardless of the nature/extent of the alleged sexual misconduct.

To speak to a confidential resource, contact Growing Strong Sexual Assault Center at 217.428.0770.

This policy applies to all employees, applicants, students, and third parties, including but not limited to contractors, subcontractors, volunteers, and guests visiting Millikin's premises or while acting on behalf of Millikin.

What is Discrimination?

Discrimination is adverse treatment of any employee or student based on the protected class or category of persons to which he/she belongs, rather than on the basis of his/her individual merit, with respect to the terms, conditions, or privileges of employment or education including, but not limited to, hiring, firing, promoting, disciplining, scheduling, training, compensation, grading, class or work assignment, or participation in any academic or University program.

How to Report?

If you believe you may be a victim of sexual misconduct, know a victim of sexual misconduct or know of an alleged incident of sexual misconduct, you can report it directly to any Title IX coordinator listed below:

Title IX Coordinator

Todd Ray

Chief Human Resources Officer
taray@millikin.edu · 217.362.6416

Deputy Title IX Coordinator

Wallace Southerland III - Student Coordinator

Vice President for Student Affairs
wsoutherland@millikin.edu · 217.424.6395

Tammy Maxwell - Employee Coordinator

Associate Director of Human Resources
tmaxwell@millikin.edu · 217.362.6416

Reports may also be made via the email address

TitleIX@millikin.edu. Reports submitted through this address will be responded to within twelve (12) hours.

Campus Conduct Hotline

An anonymous report can also be expressed to the Campus Conduct Hotline at 866.943.5787 or www.intouchwebsite.com/CCH1959

All reports of sexual misconduct are reviewed and investigated by the University. Reports are treated in confidence to the extent feasible, given the need to conduct a thorough and prompt investigation. Alleged victims will be informed of various support services available through the University and the Decatur community.

Bystander Intervention

Your actions matter! Be an involved bystander in social situations. If you see something happening, say something or take action!

What to Report?

Sexual Misconduct Offenses

Millikin University defines sexual misconduct as any sexual contact or activity that occurs without the direct and verbal consent of any individual involved. Consent under this policy is defined as a clear and unforced “YES” to the sexual act in question. Consent is informed and voluntary. A person who is unable to make a reasonable judgment concerning the nature or harmfulness of the activity because of his or her intoxication, unconsciousness, mental deficiency or incapacity, is considered incapable of giving consent. Specifically, individuals under the influence of alcohol and/or drugs are unable to give consent under this definition. Millikin University recognizes that individuals of any sex, sexual orientation, or gender identity may be victims of sexual misconduct.

Sexual Misconduct Offenses covered by this policy include, but are not limited to, the following offenses:

- » Non-consensual sexual intercourse
- » Non-consensual sexual contact
- » Sexual exploitation
- » Sexual harassment
- » Attempt to engage in non-consensual sexual contact

Non-Consensual Sexual Intercourse

Non-consensual sexual intercourse is defined as rape, sexual assault, unwanted penetration of parts of another person, or subjecting a person to sexual intercourse against her/his will or without her/his consent. This includes sexually motivated penetration of any kind by any object, however slight.

Non-Consensual Sexual Contact

Non-consensual sexual contact is defined as a form of sexual assault and includes any intentional sexual touching, however slight, using any body part or object upon another person without their consent.