

MTC Support

Counseling Services 803.822.3500
803.822.3505 or 803.738.7636

**Associate Vice President for
Student Development Services** 803.738.7199
803.822.3529

**EEOC Compliance Officer &
Title IX Coordinator**
803.822.3204

**Human Resource Management
Office**

Additional Support

Local Law Enforcement Dial 911

Sexual Trauma Services of the Midlands

Main Office: 3710 Landmark Drive, Suite 301, Columbia, SC 29204
Phone: 803.790.8208; Fax: 803.790.8282; Email: stsm@stsm.org

24-Hour Hotline

Richland and Lexington counties: 803.771.RAPE (7273)

Sistercare, Inc. 803.765.9428 (24-hour crisis service line)

National Sexual Assault Hotline Phone: 800.656.HOPE
Online: online.rainn.org

Office of the Governor – The State Office of Victim Assistance (SOVA)

is a financial assistance program designed to help victims with expenses incurred as a direct result of a crime not covered by other payment source.

SOVA joined the **Richland County Sexual Assault Response Team (SART)** in an effort to promote awareness and improve the response and services provided to victims of sexual assault. Pursuant to SECTION 16-3-1350 South Carolina law, which follows the guidance of the Federal Violence Against Women Act statute, SOVA is the sole reimbursement provider (primary payer) for Forensic Examinations in South Carolina ensuring that victims not bear the cost of his or her routine medico legal exam following the assault.

Office: 1205 Pendleton St. Room 401, Columbia, SC 29201
Online: <http://www.sova.sc.gov> • Fax: 803.734.1708
Office Phone: 803.734.1900; Victim's Line: 800.220.5370

Department of Education's Office of Civil Rights

Phone: 800.421.3481; Fax: 202.453.6012; TDD: 800.877.8339
Email: OCR@ed.gov

**Law Enforcement/Security
Dispatch**

SEX DISCRIMINATION SEXUAL HARASSMENT AND SEXUAL VIOLENCE

Information Guide

REPORTING • RESOURCES



Midlands Technical College does not discriminate on the basis of race, sex, national origin or ethnic group, color, age, religion, disability, genetic information, gender, military service, or pregnancy and prohibits sex discrimination, sexual harassment and sexual violence (such as sexual assault, sexual battery, domestic violence, dating violence, stalking, and rape).

Sex Discrimination

Sex discrimination involves treating someone unfavorably because of that person's sex. Sex discrimination also can involve treating someone less favorably because of his or her connection with an organization or group that is generally associated with people of a certain sex. Discrimination against an individual because that person is transgender is discrimination because of sex in violation of Title VII.

The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs and activities that receive federal

Sexual Harassment

Sexual harassment is unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature.

Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general. Both victim and the harasser can be either a woman or a man, and the victim and the harasser can be the same sex.

Sexual harassment is conduct that denies or limits a student's ability to participate in or benefit from a school's education program.

Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision

Sexual Violence

Sexual violence means physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. A number of acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, and sexual coercion. All such acts of sexual violence are forms of sexual harassment covered under Title IX.

Bystander Assistance and Reporting

Bystanders who witnesses an assault, harassing, or potentially harmful situations are encouraged to engage in safe and positive behaviors to defuse it.

Active bystander behaviors may include:

- Recognizing potentially high-risk behaviors such as verbal abuse (name-calling, insults, threats, etc.), physical abuse, excessive jealousy/control over a partner, and/or persistent following or contact after being asked to stop.
- Intervening in a way that makes sense to you. Trust your instincts.
- Checking in to see if the individual involved is okay.
- Offering assistance (a ride or to call someone). Encourage the individual to seek help.
- Challenging or disagreeing with language or conduct that demeans, objectifies, or harms others.
- Speaking with a fellow student/employee about his/her conduct and possible negative consequences.
- **Reporting concerns to an official (college or law enforcement). Call 911 in extreme situations.**

The college prohibits retaliation against individuals filing or reporting sexual

Reporting Procedures

If a sexual offense occurs off campus:

Victims are encouraged to report the incident to the local police immediately. The police will provide guidance concerning evidence collection, legal procedures and other support resources. Victims are encouraged not to change clothes or bathe before seeking medical attention or reporting the crime. These actions will increase the likelihood that evidence is preserved.

If a sexual offense occurs on campus:

In cases of sexual assault/sexual violence, as noted above, victims should not change clothes or bathe before seeking medical attention or reporting the crime. These actions will increase the likelihood that evidence is preserved. Members of the College community should immediately contact Campus Police (803.738.7850 or 738.7199) to receive assistance and file a report.

The Title IX Coordinator/EEOC Compliance Officer (803.822.3204) or designee, will investigate any allegations.

Complaints of sexual assault will be responded to promptly and equitably. The right to confidentiality of all members of the College community will be protected to the extent possible under law. Retaliation against individuals filing sexual assault/sexual harassment charges is prohibited. Convicted sexual offenders are required by law

Confidentiality

Complaints of sexual harassment and sexual violence are treated with the greatest degree of confidentiality possible. Confidentiality is maintained on a strict need-to-know basis; however, confidentiality can only be respected insofar as it does not interfere with MTC's obligation to investigate allegations of misconduct that require MTC to take

Victim Assistance

For Students: Counseling and Career Services will provide counseling and referral assistance to students. Airport Campus: 803.822.3505; Beltline Campus: 803.738.7636

For Faculty/Staff: Human Resources Management will assist employees in seeking counseling through the Employee Assistance

Disciplinary Procedures

Victims may initiate the College disciplinary process by filing a complaint with Campus Police or the Title IX coordinator or designee. Victims of sexual assault/violence and/or sexual harassment should provide a detailed written statement to the investigating party. Once the complaint is received, the College will promptly begin an investigation.

If evidence is sufficient, charges will be filed against the accused. Due process under established College disciplinary procedures will be afforded to all parties. Disciplinary actions imposed for sexual assault and sexual harassment offenses will vary according to the severity of the conduct and may include expulsion of a student from the college or termination of employment of a staff or faculty member. Other possible disciplinary actions include those cited in the Student Code and the Employee Disciplinary Actions Policy.

Midlands Technical College's Applicable Policies & Procedures

It is the policy of Midlands Technical College that all students shall be afforded the opportunity to present complaints/grievances and seek answers without fear of restraint, interference, coercion, discrimination or reprisal. The College shall also be governed by the guidelines of the Student Code and Grievance Procedure for South Carolina Technical Colleges and the Midlands Technical College Student Code and Grievance procedure which guarantee due process. See Student Code and Grievance Policy 5.1 & Student Code Procedure 5.1.1.

It is the policy of Midlands Technical College that any verbal or physical conduct or behavior, which constitutes harassment, will not be tolerated. Any employee who believes that he or she is the victim of harassment shall have the right to seek an investigation or to file a complaint in accordance with Anti-Harassment Policy 2.6 & Anti-Harassment Procedure 2.6.1.