

## WHAT IS A CONFIDENTIAL ADVISOR?

A Confidential Advisor primarily serves to aid a student involved in a Sexual Misconduct complaint in the resolution process as a confidential resource. As suggested by the term “confidential advisor,” communications with the advisor will be kept confidential in all circumstances except where the institution or advisor may be required to disclose the communications under state and federal laws.

## GRAMBLING STATE UNIVERSITY CONFIDENTIAL ADVISORS

### ON CAMPUS:

**Student Counseling and Wellness  
Resource Center**  
(318) 274-3277

**Foster-Johnson Health Center**  
(318) 274-2351  
*Both located in the Foster-Johnson  
Health Center*

### OFF-CAMPUS:

**North Louisiana Medical Center**  
401 East Vaughn Ave.  
Ruston, LA 71270  
(318) 254-2100

**Pine Hills Sexual Assault Center**  
117 South Trenton St.  
Ruston, LA 71270  
(24-Hr Crisis Hotline)  
(318) 255-7273 or 1-800-869-1033

All Grambling State University employees are **MANDATED** to report suspected or known sexual misconduct or harassment to the University's Title IX Coordinator.

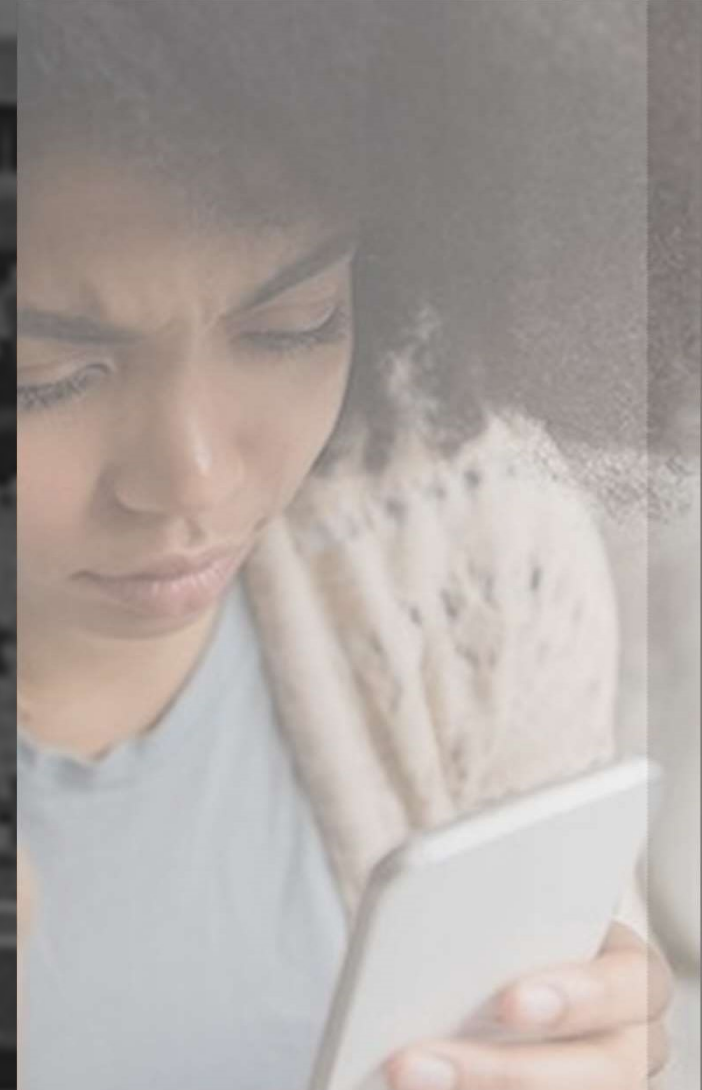
## KNOW WHERE TO GO

**University Police**  
318-274-2222

**Kennedy Jones, JD., LL.M**  
Acting/Interim Director  
Title IX Coordinator  
Office for Civil Rights and Title IX  
318-274-2660  
*jonesken@gram.edu*

**Karmen King**  
Senior Associate Athletics  
Director for Compliance and Academics  
Deputy Title IX Coordinator for Athletics  
Department of Athletics  
*kingk@gram.edu*

For more information visit:  
<http://www.gram.edu/studentlife/titleIX>



# SPEAK UP

Against Power-Based Violence,  
Sexual Misconduct and  
Discrimination!

GRAMBLING STATE UNIVERSITY

## WHAT IS SEXUAL MISCONDUCT?

Sexual Misconduct is a sexual act or contact of a sexual nature that occurs, regardless of personal relationship, without the consent of the other person(s), or that occurs when the person(s) is unable to give consent or whose consent is coerced or obtained in a fraudulent manner. Sexual misconduct includes, but is not limited to, sexual assault, sexual abuse, violence of a sexual nature, sexual harassment, quid pro quo harassment, non-consensual sexual intercourse, sexual exploitation, video voyeurism, contact of a sexual nature with an object, or the obtaining, posting or disclosure of intimate descriptions, photos, or videos without the expressed consent of the person(s) depicted therein, as well as dating violence, domestic violence, and stalking.

## WHAT IS CONSENT?

Consent is an agreement to engage in sexual activity which must exist from beginning to end of each instance of sexual activity. The agreement is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage in a specific sexual activity. Silence alone, without actions evidencing permission, does not demonstrate consent. Consent must be knowing and voluntary. To give consent, a person must be of legal age. Consent cannot be obtained through coercion or from an individual whom the alleged offender knows or reasonably should know is incapacitated.

## WHAT IS POWER-BASED VIOLENCE?

Any form of interpersonal violence intended to control or intimidate another person through the assertion of power over the person.

## YOU MIGHT BE WONDERING...

### WHEN SHOULD I REPORT?

Reporting sexual misconduct can seem stressful, but it can be an empowering step in regaining control. Because speedy reporting maximizes the ability to obtain relevant evidence, witness testimony and a thorough investigation. Grambling State University strongly suggests that individuals report sexual misconduct immediately.

### WHAT IF I WANT TO BE DISCREET?

Confidentiality is of the utmost importance. If the reporting individual requests confidentiality, Grambling State University will take all reasonable steps to ensure complete discretion.

### WHAT IF THEY RETALIATE?

Grambling State University will not tolerate any more of retaliation against a student, employee, or others who file a sexual misconduct complaint. Under University policy, retaliation includes, intimidation, threats, harassment, and other adverse actions threatened or taken against the reporting individual.

## HOW THE PROCESS WORKS

All parties are entitled to an advisor of their choosing to guide and accompany them throughout the Title IX process. Advisors may be a friend, mentor, family member, attorney or any other person who is available.

### Formal Complaint

Upon receiving a confirmed formal complaint, the Title IX Coordinator will review the complaint for validity and determine options for a possible resolution.

### Informal Resolution

Reporting individuals may choose an "Informal Resolution" whereby the University's Title IX Coordinator will address the complaint in a less formal proceeding.

### Investigation

A Title IX investigator will be designated to investigate the complaint (conduct interviews and collect evidence) and prepare the report to be presented to the Title IX Coordinator and Title IX Hearing Committee (Decision Makers). The investigator will present the findings at the hearing.

### Timeline

Anticipated timeline to complete the process is dependent upon the complexity of the investigation as well as the severity and extent of the alleged misconduct.

### Determination

The University will designate a three-member panel from the Title IX Hearing Committee. The Panel will make the final determination and recommend applicable sanctions.

### Appeals

Any party may file a request for appeal. Appeals are limited to:

- Procedural irregularities
- New evidence that was not reasonably available
- Conflict of interest or bias for or against complainant or respondent