



**Here's what you need to know and where you can find help about:**

- **Title IX**
- **Sexual Misconduct**
- **Dating and Relationship Violence**
- **Stalking**

**If you experience sexual violence, mistreatment in a dating relationship, or stalking, here's what you need to do:**

Do not wait!

- Immediately go to a safe place – This may be your own home, a friend's house, or any open offices on the campus.
- As soon as possible call someone you trust – Ask a friend or member of your family to be with you, or another person who is or can serve as a victim advocate
- Preserve evidence –
  - Sexual Violence: When there has been sexual violence you should not shower until after have considered having a no-cost forensic sexual assault examination at a hospital. Do not launder the clothes you were wearing, but keep them in a paper or cloth bag.
  - Relationship Violence or Stalking: Take and preserve photos of any damage or injury and retain any communication records.

Within 24 Hours

- Seek someone who can give you confidential support and advice, such as a victim advocate or counselor. This person will talk with you about options, where to find additional support, and reporting the situation.
- After unwanted physical contact, get medical attention. Medical services can include checking for and treating any physical injury, sexually transmitted infections, and pregnancy. You do not need to make a formal report or press charges to receive medical care.

**If you witness sexual violence, mistreatment in a dating relationship, or stalking, here's what you need to do:**

- If you are an employee of the College of Menominee Nation you have a responsibility for reporting any sexual misconduct they personally witness or hear about to the Title IX coordinator.
- If you are a student, you are encouraged to report any sexual misconduct they personally witness or hear about to the Title IX coordinator or any member of the College's faculty or staff.
- If there is an emergency, always dial 911.

**Campus and community resources are available for students and employees**

Whether on-campus or off-campus, when an incident of sexual misconduct, violence, stalking or harassment happens, you should consider reporting immediately to authorities, seeking off-campus medical treatment, and/or just talking with someone who is trusted.

As a College of Menominee Nation student, you can get confidential and free support. The Title IX Coordinator keeps your information and identity private. Please be aware that CMN faculty and staff may be subject to various reporting laws.

As a CMN employee who is benefit-eligible, you and your dependents can make use of the College's Employee Assistance Program (EPA) which is free and confidential. For EPA information, contact CMN's Human Resources Office, 715 799-5600, ext. 3037.

## Definitions

**Title IX** was enacted by Congress in 1972 with the original intent of leveling the playing field for young women in athletics. It is now leveling the playing field for women and men who may become victims of sexual misconduct on college campuses. Through Title IX, institutions of higher learning now track sexual misconduct and work to improve responsiveness and limit and prevent reoccurrences of those acts. Institutions are required by the Department of Education to remain in compliance with new laws regarding sexual assault, domestic violence, and stalking.

**Sexual misconduct** includes non-consensual sexual intercourse, non-consensual sexual contact, sexual exploitation, interpersonal relationship violence, sex/gender-based stalking, and sexual harassment. While the College uses different standards than the Wisconsin Code, sexual misconduct often overlaps with crimes of rape, sexual assault, sexual harassment, stalking, dating violence, and domestic violence.

**Sexual consent** is defined in Wisconsin as words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact. Minors, persons suffering from mental illness or defect which impairs capacity to appraise personal conduct, and persons who are unconscious or for any other reason are physically unable to communicate unwillingness to act are presumed unable to give consent. Failure to resist does not indicate consent (Section 940.225(4)).

**Dating violence** is controlling, abusive and aggressive behavior in an intimate relationship. It can include verbal, emotional, physical or sexual abuse, or a combination of these.

**Sexual harassment** is unwelcome sexual advances, requests for sexual favors, sexual violence and other verbal or physical conduct of a sexual nature when any of the following occurs:

- Submission to such conduct is made either explicitly or implicitly a term/condition of an individual employment or academic success
- Submission to or rejection of such conduct by an individual is used as the bases for employment decisions or academic standing affecting an individual
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work/learning performance or creating an intimidating, hostile or offensive work/learning environment.

## **Your rights**

The College of Menominee Nation prohibits all forms of discrimination, harassment, intimidation and coercion on its campuses and at CMN-related activities and functions. Sexual harassment, assault and other forms of sexual misconduct are considered a form of gender-based discrimination. CMN seeks to maintain campuses free from incidents of sexual misconduct through education, programming, training for students and staff, clear policies and procedures, and consistent actions for any violation of these policies and procedures.

The College of Menominee Nation does not discriminate on the basis of race, color, national origin, sex, disability or age in employment, admissions, or its programs or activities. The following office/person has been designated to handle inquiries regarding the College's nondiscrimination policies: Title IX Coordinator, Director of Advancement and Enrollment.

### **Title IX Coordinator:**

Tessa James, Advancement and Enrollment Director  
College of Menominee Nation  
P.O. Box 1179  
Keshena, WI 54135  
(715)799-6226, ext. 3039  
[tjames@menominee.edu](mailto:tjames@menominee.edu)

Main Campus – Welcome Center  
First Floor – Glen Miller Hall  
Room: GH101H

### **Title IX Co-Coordinator:**

Sarah Lyons, Human Resources Generalist  
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(715) 799-6226, ext. 3037  
[salyons@menoinee.edu](mailto:salyons@menoinee.edu)

Main Campus – Human Resources Department  
Second Floor – Glen Miller Hall  
Room: GMH 212

### **Title IX Co-Coordinator:**

Melinda Cook, Chief of Staff  
College of Menominee Nation  
P.O. Box 1179

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[melcook@menominee.edu](mailto:melcook@menominee.edu)

Main Campus – President's Office  
Second Floor – Glen Miller Hall  
Room: GMH - 207