HOW TO FILE A REPORT

TO FILE A COMPLAINT, CONTACT THE TITLE IX COORDINATOR:
Shenethia Manuel
Vice Chancellor of Human Resources, Equity and Inclusion
manuels@mst.edu, diversity.mst.edu

TO RECEIVE CONFIDENTIAL SUPPORT, CONTACT:
Counseling, Disability Support and Student Wellness
573-341-4211, 204 Norwood Hall, counsel@mst.edu
Student Health Services
573-341-4284, 910 W. 10th St., Rolla, MO 65409, mstshs@mst.edu

For additional resources, information, and links to Title IX policies visit titlex.mst.edu

WHAT YOU NEED TO KNOW
About Sexual Discrimination, Harassment, Violence, Stalking and Relationship Violence

WHO TO CONTACT

Missouri S&T University
MISSOURI S&T UNIVERSITY POLICE DEPARTMENT
1201 N. State St.
100 Campus Support Facility
Rolla, MO 65409-0470
573-341-4022, policemst@mst.edu

CAMPUS SAFETY ONLINE, INC.
Community Standards & Student Conduct
107 Norwood Hall
320 W. 12th St.
Rolla, MO 65409
573-341-4292, values@mst.edu
communitystandards.mst.edu

CAMPUS TITLE IX COORDINATOR
Shenethia Manuel, J.D.
Vice Chancellor of Human Resources, Equity and Inclusion
manuels@mst.edu
573-341-4241
573-612-8218 (after hours)
113 Centennial Hall

DEPUTY TITLE IX COORDINATOR
Neil Outar
Director of Institutional Equity, Diversity & Inclusion
573-341-6038
573-202-4185 (after hours)
aoutar@mst.edu
113 Centennial Hall

ATHLETIC TITLE IX DEPUTY
Diamond Holliday Compliance CS/FCS Associate Athletics
573-341-4178
diamondholliday@mst.edu
0.2 Gale Bahr inte-Neter Multi-Purpose Building
700 W. 10th St.
Rolla, MO 65409

Did you know? CS/CFCM provides rape examinations by specially trained nurses and basic medical care.
The exam is free and confidential. It is not necessary to make a police report to utilize these services.

RESOURCES AND SUPPORT

CAMPUS

MISSOURI S&T UNIVERSITY POLICE DEPARTMENT
1201 N. State St.
100 Campus Support Facility
Rolla, MO 65409-0470
573-341-4022, policemst@mst.edu

CAMPUS SAFETY ONLINE, INC.
Community Standards & Student Conduct
107 Norwood Hall
320 W. 12th St.
Rolla, MO 65409
573-341-4292, values@mst.edu
communitystandards.mst.edu

CAMPUS TITLE IX COORDINATOR
Shenethia Manuel, J.D.
Vice Chancellor of Human Resources, Equity and Inclusion
manuels@mst.edu
573-341-4241
573-612-8218 (after hours)
113 Centennial Hall

DEPUTY TITLE IX COORDINATOR
Neil Outar
Director of Institutional Equity, Diversity & Inclusion
573-341-6038
573-202-4185 (after hours)
aoutar@mst.edu
113 Centennial Hall

ATHLETIC TITLE IX DEPUTY
Diamond Holliday Compliance CS/FCS Associate Athletics
573-341-4178
diamondholliday@mst.edu
0.2 Gale Bahr inte-Neter Multi-Purpose Building
700 W. 10th St.
Rolla, MO 65409

Did you know? CS/CFCM provides rape examinations by specially trained nurses and basic medical care.
The exam is free and confidential. It is not necessary to make a police report to utilize these services.

OFF-CAMPUS

ROLLA POLICE DEPARTMENT
1007 N. Elm St., Rolla, MO 65401
573-348-1213
Confidential Hotline: 573-364-0111
rollacity.org/police/police.shtml

PHILIPS COUNTY REGIONAL MEDICAL CENTER
1050 W. 10th St., Rolla, MO 65401
573-341-4880
pcrmc.com

PATHWAYS COMMUNITY HEALTH
1401 E. 7th St., PO Box 251, Rolla, MO 65402
573-341-7951, 573-346-4881 fax
communityhealth.org/soh/program/community-health

PHILIPS COUNTY COURT HOUSE ADVOCATE
Courthouse, 200 North Main St., Rolla, MO 65401
573-458-6160, 573-364-8594 (fax)
573-458-6265 (office), 573-578-8653 (cell)

PREVENTION CONSULTANTS OF MISSOURI
104 E. 7th St., Rolla, MO 65401
573-368-4755, 573-368-2780 (fax)
jamie@preventionconsultants.org

TRI-RIVERS FAMILY PLANNING, INC.
1032 B Kingshighway, Rolla, MO 65401
573-364-1509
tririversfamilyplanning.org

OFFICE FOR CIVIL RIGHTS
U.S. Department of Education
Region VII – Kansas City (Kansas, Missouri, Nebraska, Oklahoma, South Dakota)
8930 Ward Parkway, Suite 2037, Kansas City, MO 64114-3302
816-268-0550

RESOURCES AND SUPPORT

IT’S NOT YOUR FAULT, EVEN IF ...
• The other party was an acquaintance or you had some form of relationship with that individual.
• You have been sexually intimate with that person or with others before.
• You were driving or using drugs.
• You were wearing clothes that others may perceive to be seductive.

A variety of resources are available to assist you in moving forward after a sexual assault. While the following courses of action are not mutually exclusive, the information will assist you in making an informed decision about your options:

SUPPORT
If your main objective is to obtain support, S&T Counseling Services and the Emergency Room have trained professionals that are available to help you focus on emotional and physical healing.
S&T Counseling Services: 573-341-4011
Rolla Emergency Room: 573-458-8899

ADMINISTRATIVE RESPONSE
If you would like to report the sexual misconduct in order to seek administrative action within the University constructs, the Title IX coordinator is here to assist you in understanding the process.
Title IX Coordinator: 573-341-4820

LEGAL OPTIONS
If you wish to pursue criminal charges, S&T Police and/or Rolla Police Department can assist you.
University Police Dept.: 573-341-4030
Rolla Police Dept.: 573-364-1213

It's not your fault, even if...
• The other party was an acquaintance or you had some form of relationship with that individual.
• You have been sexually intimate with that person or with others before.
• You were drinking or using drugs.
• You were wearing clothes that others may perceive to be seductive.

REPORTING: THE DECISION IS YOURS

For additional resources, information, and links to Title IX policies visit titlex.mst.edu

96

Did you know? CS/CFCM provides rape examinations by specially trained nurses and basic medical care. The exam is free and confidential. It is not necessary to make a police report to utilize these services.

PCRMC provides rape examinations by specially trained nurses and basic medical care. The exam is free and confidential. It is not necessary to make a police report to utilize these services.
CONSENT TO SEXUAL ACTIVITY IS KNOWING AND VOLUNTARY.

Someone who is incapacitated cannot consent. Silence or absence of resistance does not establish consent. Consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Consent must be obtained at the time of the specific activity and can be withdrawn at any time. Lack of consent or withdrawal of consent may be communicated by nonverbal acts. Consent in one form, or threat of, either, invalidates consent.

INCAPACITATION OCCURS WHEN AN INDIVIDUAL LACKS THE ABILITY TO MAKE RATIONAL, REASONABLE JUDGMENTS AS A RESULT OF ALCOHOL (OR OTHER DRUG) CONSUMPTION.

An incapacitated person cannot give a valid consent. Having sexual activity with someone whom you know to be, or should know to be, incapacitated (mentally or physically) is a violation of university policy.

SEXUAL HARASSMENT IS DEFINED AS:
1. Unwelcome sexual advances or requests for sexual activity by someone in a position of power or authority to another person, or
2. Other unwelcome verbal or physical conduct of a sexual nature by a person to another person, when:
   1. Submission to or rejection of such conduct is used explicitly or implicitly as a condition for, or to secure benefits or privileges in a way that is unwelcome;
   2. Such conduct causes a hostile environment by being sufficiently severe or pervasive and objectively offen-sive to a reasonable person in the victim’s position;
   3. Such conduct interferes with a person’s work or study;
   4. Such conduct creates an intimidating, hostile, or offensive environment;
   5. Such conduct is unwelcome sexual advances, requests for sexual activity, or other verbal or physical conduct of a sexual nature.

SEXUAL MISCONDUCT IS DEFINED AS:
1. Nonconsensual sexual intercourse or
2. Nonconsensual sexual contact involving the sexual touching of the genitalia, breast or area of another person or the nonconsensual sexual touching of another with one’s own genitals whether directly or through the clothing or
3. Exposing one’s genitals to another under circumstances in which he or she should reasonably know that his or her conduct is likely to cause alarm or offense or
4. Sexual exploitation.

DO SOMETHING WHEN YOU SEE RISKY BEHAVIOR.
• If you witness someone trying to lead an intoxicated person into a private room, see someone having drinks to another person, or acting sexually aggressively, find a friend to help you and intervene.
• Likewise, any attraction to your friends so that you can help them if they are being targeted in a vulnerable situation.

LEARN MORE ABOUT BYSTANDER INTERVENTION AND THE STEP UP TRAINING PROGRAM AT STEPUPMST.EDU.

SEXUAL DISCRIMINATION OCCURS WHEN A PERSON HAS BEEN TREATED UNFAIRLY BASED ON SEX, GENDER IDENTITY, OR GENDER EXPRESSION.

Specifically, the UM System prohibits the following forms of sex discrimination: sexual harassment, sexual retribution, sexual exploitation, stalking on the basis of sex and dating/intimate partner violence.

Example:
• being refused an assistantship because you are a woman,
• being refused tenure because you are gay,
• being refused admission to a graduate school of business because you are a woman,
• being refused a job because you are a woman,
• being refused a grad school because you are gay.

INFORMATION ABOUT BYSTANDER INTERVENTION

1. Be aware of what is happening and do not change the situation.
2. Be brave enough to get the person away from the situation.
3. Be brave enough to help the person if necessary.

INTERIM PROTECTION

Throughout the process, we will discuss best to ensure safety, emotional and physical well-being of all parties involved. The Title IX Coordinator (or other authorized administrators) may provide one or more of the following interim remedies for both the complainant and the accused:
1. Pacer and bail; access to counseling, medical services and/or sexual health services.
2. Contact course.
3. Adjust course, assignments, exam schedule.
4. Adjust work schedules, work assignments, supervisory responsibilities, supervisor reporting responsibilities or work environment.
5. Assign on-campus housing, assignments, dining arrangements or other campus services.
6. After extracurricular activities.

S&T – A CARING COMMUNITY

IF YOU EXPERIENCE SEXUAL VIOLENCE...
1. Go to a safe place, and contact someone who cares about you, a friend, family member, or call a counselor (camps and off-campus resources are listed on the back cover of this publication).
2. Assist in preserving evidence. Do not change clothing, clothes, comb hair, brush teeth, eat, or drink. If possible, do not urinate.
3. Get a medical examination to ensure proper treatment. There may be hidden physical injuries.
   ➔ Request that a rape examination be performed and any evidence be stored.
   ➔ Inquire about the tests for HIV, pregnancy, and other sexually transmitted diseases.
4. Arrange for confidential counseling.
5. Write down everything you can remember happening. This will help with your own healing process and in any legal action you might choose to take.

DON’T BE AFRAID TO REPORT.

Knowing that students may hesitate to report these incidents because of the fear of potential consequences, Missouri S&T has established an amnesty policy. This policy may protect complainants and witnesses from disciplinary actions for minor student conduct violations related to the incident.

HERE’S HOW WE CAN HELP.

1. Provide the individual resources and support.
2. Both parties will be treated with respect and dignity.
3. Provide necessary accommodation services.
4. Respond promptly and appropriately.
5. Engage in a supportive, safe environment.

OVER HALF OF CAMPUS RAPE HAPPEN ON DATES (National Institute of Justice, 2001)

PERSPECTIVE OF COLLEGE-AGED MEN ADMIT TO USING EXCESSIVE FORCE TO GAIN SEX (Koss, Woodruff, and Koss, 1980)

INCIDENTS OF SEXUAL VIOLENCE...
50+%

INTERIM REMEDIES FOR BOTH THE COMPLAINANT AND THE ACCUSED...

• Referral and facilitation to mental health services.
• Referral and facilitation to counseling, medical services and/or physical well-being.

VICTIMS REPORTED...

50+%

COMMUNITY SUPPORT...

50+%

LEARNING MORE ABOUT BYSTANDER INTERVENTION AND THE STEP UP TRAINING PROGRAM AT STEPUPMST.EDU...

25 PERCENT OF COLLEGE FEMALES EXPERIENCE SOME TYPE OF ATTEMPTED OR COMPLETED SEXUAL ASSAULT EITHER BEFORE OR WHILE IN COLLEGE

PERSONAL EXPERIENCE OF AN INDIVIDUAL LACKS THE ABILITY TO MAKE RATIONAL, REASONABLE JUDGMENTS AS A RESULT OF ALCOHOL (OR OTHER DRUG) CONSUMPTION.

An incapacitated person cannot give a valid consent. Having sexual activity with someone whom you know to be, or should know to be, incapacitated (mentally or physically) is a violation of university policy.

SEXUAL CONTACT WITH SOMEONE WHOSE CONSENT IS SUSPECTED ...

Sexual contact with someone whose consent is suspect is illegal in a vulnerable situation.

SEXUAL DISCRIMINATION OCCURS WHEN A PERSON HAS BEEN TREATED UNFAIRLY BASED ON SEX, GENDER IDENTITY, OR GENDER EXPRESSION.

Specifically, the UM System prohibits the following forms of sex discrimination: sexual harassment, sexual retribution, sexual exploitation, stalking on the basis of sex and dating/intimate partner violence.

Example:
• being refused an assistantship because you are a woman,
• being refused tenure because you are gay,
• being refused admission to a graduate school of business because you are a woman,
• being refused a job because you are a woman,
• being refused a grad school because you are gay.

INFORMATION ABOUT BYSTANDER INTERVENTION

1. Be aware of what is happening and do not change the situation.
2. Be brave enough to get the person away from the situation.
3. Be brave enough to help the person if necessary.

INTERIM PROTECTION

Throughout the process, we will discuss best to ensure safety, emotional and physical well-being of all parties involved. The Title IX Coordinator (or other authorized administrators) may provide one or more of the following interim remedies for both the complainant and the accused:
1. Pacer and bail; access to counseling, medical services and/or sexual health services.
2. Contact course.
3. Adjust course, assignments, exam schedule.
4. Adjust work schedules, work assignments, supervisory responsibilities, supervisor reporting responsibilities or work environment.
5. Assign on-campus housing, assignments, dining arrangements or other campus services.
6. After extracurricular activities.

S&T – A CARING COMMUNITY

IF YOU EXPERIENCE SEXUAL VIOLENCE...
1. Go to a safe place, and contact someone who cares about you, a friend, family member, or call a counselor (camps and off-campus resources are listed on the back cover of this publication).
2. Assist in preserving evidence. Do not change clothing, clothes, comb hair, brush teeth, eat, or drink. If possible, do not urinate.
3. Get a medical examination to ensure proper treatment. There may be hidden physical injuries.
   ➔ Request that a rape examination be performed and any evidence be stored.
   ➔ Inquire about the tests for HIV, pregnancy, and other sexually transmitted diseases.
4. Arrange for confidential counseling.
5. Write down everything you can remember happening. This will help with your own healing process and in any legal action you might choose to take.

DON’T BE AFRAID TO REPORT.

Knowing that students may hesitate to report these incidents because of the fear of potential consequences, Missouri S&T has established an amnesty policy. This policy may protect complainants and witnesses from disciplinary actions for minor student conduct violations related to the incident.

HERE’S HOW WE CAN HELP.

1. Provide the individual resources and support.
2. Both parties will be treated with respect and dignity.
3. Provide necessary accommodation services.
4. Respond promptly and appropriately.
5. Engage in a supportive, safe environment.

OVER HALF OF CAMPUS RAPE HAPPEN ON DATES (National Institute of Justice, 2001)

PERSPECTIVE OF COLLEGE-AGED MEN ADMIT TO USING EXCESSIVE FORCE TO GAIN SEX (Koss, Woodruff, and Koss, 1980)

INCIDENTS OF SEXUAL VIOLENCE...
50+%

COMMUNITY SUPPORT...
50+%

LEARNING MORE ABOUT BYSTANDER INTERVENTION AND THE STEP UP TRAINING PROGRAM AT STEPUPMST.EDU...

25 PERCENT OF COLLEGE FEMALES EXPERIENCE SOME TYPE OF ATTEMPTED OR COMPLETED SEXUAL ASSAULT EITHER BEFORE OR WHILE IN COLLEGE

PERSONAL EXPERIENCE OF AN INDIVIDUAL LACKS THE ABILITY TO MAKE RATIONAL, REASONABLE JUDGMENTS AS A RESULT OF ALCOHOL (OR OTHER DRUG) CONSUMPTION.

An incapacitated person cannot give a valid consent. Having sexual activity with someone whom you know to be, or should know to be, incapacitated (mentally or physically) is a violation of university policy.

SEXUAL CONTACT WITH SOMEONE WHOSE CONSENT IS SUSPECTED ...

Sexual contact with someone whose consent is suspect is illegal in a vulnerable situation.

SEXUAL DISCRIMINATION OCCURS WHEN A PERSON HAS BEEN TREATED UNFAIRLY BASED ON SEX, GENDER IDENTITY, OR GENDER EXPRESSION.

Specifically, the UM System prohibits the following forms of sex discrimination: sexual harassment, sexual retribution, sexual exploitation, stalking on the basis of sex and dating/intimate partner violence.

Example:
• being refused an assistantship because you are a woman,
• being refused tenure because you are gay,
• being refused admission to a graduate school of business because you are a woman,
• being refused a job because you are a woman,
• being refused a grad school because you are gay.

INFORMATION ABOUT BYSTANDER INTERVENTION

1. Be aware of what is happening and do not change the situation.
2. Be brave enough to get the person away from the situation.
3. Be brave enough to help the person if necessary.

INTERIM PROTECTION

Throughout the process, we will discuss best to ensure safety, emotional and physical well-being of all parties involved. The Title IX Coordinator (or other authorized administrators) may provide one or more of the following interim remedies for both the complainant and the accused:
1. Pacer and bail; access to counseling, medical services and/or sexual health services.
2. Contact course.
3. Adjust course, assignments, exam schedule.
4. Adjust work schedules, work assignments, supervisory responsibilities, supervisor reporting responsibilities or work environment.
5. Assign on-campus housing, assignments, dining arrangements or other campus services.
6. After extracurricular activities.