

**ACCOUNTABILITY** • TREATMENT  
**DISTRESS** • DISCIPLINARY • **INFORMATION**  
CONDUCT • **DATING VIOLENCE** • EXPLOITATION  
**AWARENESS** • POSITIVE BEHAVIORS  
OFFENSE • INFORMATION • **TRAINING**

# Title IX – Sexual Misconduct

## Policy & Procedures

APPEALS • PERSONAL SPACE • **FEAR** • INVESTIGATION  
**EMOTIONAL** • **PREVENTION**  
**SAFETY** • ASSISTANCE • **DOMESTIC VIOLENCE**  
**SUPPORT** • HARASSMENT • INTIMIDATE  
THREATENING • EVIDENCE • **VICTIM RIGHTS**  
INITIATIVES • **INTERVENTION**  
UNDERSTANDING • **KNOWLEDGE** • TAKE ACTION  
**COUNSELING** • CONFIDENTIALITY



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# • Sexual Misconduct Policy •

(Including Sexual Assault, Sexual Harassment, Domestic Violence, Dating Violence and Stalking)

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## PURPOSE

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Hinds Community College is committed to providing an educational environment free of sexual misconduct.

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## POLICY STATEMENT

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The College is committed to providing an environment in which the rights of students, non-students and employees of the campus community are protected while they pursue their educational objectives and activities. The College prohibits any form of sexual discrimination, including sexual misconduct. Sexual misconduct is a broad term encompassing any non-consensual behavior of a sexual nature that is committed by force or intimidation or that is otherwise unwelcome. Sexual misconduct may include behaviors such as sexual assault, rape, harassment, domestic violence, dating violence, stalking and any other behavior that is non-consensual or that has the purpose or effect of threatening, intimidating, or coercing a person or persons. Such actions occurring through the use of social media are also covered under this policy. The policy covers misconduct occurring between members of the same sex or members of the opposite sex.

The Sexual Misconduct Policy provides guidance for individuals who may be the victim of sexual misconduct, outlines the College's response to an alleged complaint, and identifies appropriate departments within the College responsible for managing the policy and programs. The policy applies regardless of the reporting party's or responding party's race, gender, disability, age, marital status, religion, color, national origin, sexual orientation or other personal characteristic.

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## PROCEDURES

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A student who believes he or she has been a victim of sexual misconduct is encouraged to contact

the campus Deputy Title IX Coordinator (see resource page 2) or District Title IX Coordinator at 601.857.3232 or TitleIX@hindscc.edu, the Campus Police/Security department on his/her local campus, campus designee Dean of Students/Operating Dean. Students needing immediate medical attention are encouraged to contact local law enforcement by calling 911 or crisis centers (see resource page 3) for assistance. The District Title IX Coordinator will oversee the investigation of all reports of sexual misconduct. Campus Police or other appropriate law enforcement authorities will conduct any criminal investigation.

Employees involved in allegations of sexual misconduct will follow the process outlined through Office of Human Resources.

Individuals who feel they are a victim of sexual assault are encouraged to seek medical attention even if they do not wish to file criminal or disciplinary charges against the responding party. Medical attention will ensure the victim the opportunity to seek treatment for injuries, secure preventive treatment for sexually transmitted diseases, and other health services. Hospitals are often staffed with a Sexual Assault Nurse Examiner (SANE) who will complete a rape kit at the victim's request and handle the medical treatment. SANE will assist with preserving evidence.

The College encourages anyone who feels he or she is, or has been, the victim of sexual misconduct to seek assistance to care for himself or herself emotionally and physically through confidential counseling and healthcare services. Medical examinations are critical in preserving evidence of sexual assault so that options can be considered at a later date. It is important that employees, students and non-students report in a timely manner. Due to confidentiality, the College will not disclose any information to the agency and the agency will not disclose any information to the College without written consent from the student. For a list of available services, visit the sexual misconduct page posted on the College website [www.hindscc.edu](http://www.hindscc.edu).

• **Confidentiality**

The College will make an effort to obtain consent from the reporting party (victim) before beginning any investigation of sexual misconduct. If the reporting party requests confidentiality or asks that an investigation not be initiated, the College may still be required to investigate and pursue criminal charges and/or disciplinary actions against the responding party. The College will weigh the request of confidentiality against the seriousness of the alleged sexual misconduct following the guidelines of the Family Educational Rights and Privacy Act (FERPA). If the College decides to initiate an investigation, the reporting party will be notified before the investigation begins. The College is committed to providing confidentiality to both the reporting party(victim) and to the responding party (accuser).

The Colleges District Title IX Coordinator or designee will initiate interim measures following disciplinary procedures stated in the current Student Handbook. Due process will be followed. The reporting party may be notified in writing of the outcome of any disciplinary hearing involving the complaint. All reports will be considered as confidential.

Students wanting to file a complaint against another individual for a behavior they consider to be sexual misconduct should submit that complaint in writing to the appropriate employee listed below:

**Dr. Tyrone Jackson, Ed. D.**

Associate Vice-President for Student Services,  
Dean of Students, Raymond Campus,  
District Title IX Coordinator  
Denton Hall  
Raymond Campus  
P.O. Box 1100  
Raymond, MS 39154-1100  
Office: 601.857.3232  
Email: Tyrone.Jackson@hindsc.edu

– OR –

**Sharon R. Alexander**

District Coordinator of Student Conduct/  
Development  
Deputy Title IX Coordinator  
Harris Patrick Hall, Office 101  
Raymond, MS 39154-1100  
Office: 601.857.3371  
Email: sralexander@hindsc.edu

**Jack Hite, Jr.**

Counselor, Deputy Title IX Coordinator  
Raymond Campus  
Denton Hall, Office 226  
Office: 601.857.3468  
Email: jlhite@hindsc.edu

**Jean Greene**

Director of Library Services,  
Deputy Title IX Coordinator  
Utica Campus  
William H. Holtzclaw Library  
Office: 601.885.7034  
Email: lbgreene@hindsc.edu

**Carol T. McLaurin**

Dean of Student Services,  
Deputy Title IX Coordinator  
Rankin Campus  
Administration Building, Office 114  
Office: 601.936.5552  
Email: ctmclaurin@hindsc.edu

**Krisisty K. Wagner**

Counselor, Disability Support Services  
Coordinator, Deputy Title IX Coordinator  
Jackson Campus -Academic/ Technical Center  
Bivins Hall, Suite 100 F  
Office: 601.987.8158  
Email: Krisisty.Wagner@hindsc.edu

**Raina Deer Jones**

Counselor, Disability Support Services  
Coordinator, Deputy Title IX Coordinator  
Vicksburg-Warren Campus  
Banks Building, Office 4  
Office: 601.629.6807  
Email: raina.deer@hindsc.edu

**Joycelyn Washington**

Student Services Director/ Counselor,  
Deputy Title IX Coordinator  
Jackson Campus -Nursing/ Allied Health Center  
Anderson Hall, Student Services Suite, Office 2  
Office: 601.376.4802  
Email: jswashington@hindsc.edu

The Title IX Coordinator will receive and review all complaints, oversee the investigation of the complaint, collaborate with the Deputy Title IX Coordinator, and appoint and train employees of the College to serve on the Sexual Misconduct Investigation Team (SMIT).

• **Sexual Misconduct Investigation Team (SMIT)**

The appointed team members will be employees of the College and will represent various sectors of the College, including staff, faculty and/or administration. The District Title IX Coordinator will assign specific investigative duties to the team.

• **Resources & Services - On and Off Campus**

**Hinds CC  
Campus Police Department  
Raymond Campus**  
P.O. Box 1100  
Raymond, MS 39154  
601.857.3270

**Raymond Police Department**  
114 East Main Street  
Raymond, MS 39154  
601.857.0515

**Hinds County Sheriff  
Department/Raymond Jail**  
1450 County Farm Road  
Raymond, MS 39154  
601.857.4800

**Hinds CC  
Campus Police Department  
Jackson Campus-Academic/  
Technical Center**  
3925 Sunset Drive  
Jackson, MS 39213  
601.987.8142

**Hinds CC  
Campus Police Department  
Jackson Campus-Nursing/  
Allied Health Center**  
1750 Chadwick Drive  
Jackson, MS 39204  
601.376.4912

**Jackson Police Department**  
327 East Pascagoula Street  
Jackson, MS 39205  
601.960.1234

**Hinds CC Campus Police  
Department Utica Campus**  
34175 Hwy. 18  
Utica, MS 39175  
601.885.6151

**Utica Police Department**  
108 White Oak Street  
Utica, MS 39175  
601.885.8752

**Copiah County Sheriff  
Department**  
20030 Hwy 51  
Gallman, MS  
601.894.3011

**Hinds CC Campus Security  
Department Rankin Campus**  
3805 Hwy. 80  
Pearl, MS 39208  
601.936.1800

**Pearl Police Department**  
2422 Old Brandon Rd  
Pearl, MS 39208  
601.932.4568

**Hinds CC Campus Security  
Department Vicksburg  
Campus**  
755 Hwy. 27  
Vicksburg, MS 39180  
601.201.1467

**Warren County Sheriff  
Department**  
1000 Grove Street  
Vicksburg, MS 39183  
601.636.1761

**University of Mississippi  
Medical Center**  
2500 N State St.  
Jackson, MS  
601.984.1000

**St. Dominic Hospital**  
969 Lakeland Dr.  
Jackson, MS  
601.200.2000

**Baptist Health Systems**  
12256 N State St.  
Jackson, MS  
601.968.1000

**Merit Health Central**  
1850 Chadwick Dr.  
Jackson, MS  
601.376.1000

**Merit Health River Oaks**  
1030 River Oaks Dr  
Flowood, MS  
601.932.1030

**Merit Health Rankin**  
350 Crossgates Blvd  
Brandon, MS  
601.825.2811

**Merit Health River Region**  
2100 US-61  
Vicksburg, MS  
601.883.5000

**The Counseling Center**  
601.707.5023

**Catholic Charities, Inc.**  
601.982.7273 or 800-273.9012

**The Center for Violence  
Prevention** 601.932.4198 or  
800.266.4198

**Mississippi Coalition  
against Domestic Violence**  
800.898.3234

**Mississippi Coalition against  
Sexual Assault** 888.987.9011

**National Domestic Violence  
Crisis Line**  
800.799.SAFE

| <b>ON CAMPUS<br/>SPECIFIC</b> | <b>Counseling</b> | <b>Dean of Students/<br/>Operating Dean</b> | <b>Residence Life/<br/>Housing</b> | <b>Single Stop</b> |
|-------------------------------|-------------------|---|------------------------------------|--------------------|
| Raymond/Online                | 601.857.3216      | 601.857.3232                                | 601.857.3222                       | 601.857.3247       |
| Utica                         | 601.885.7022      | 601.885.7006                                | 601.885.7088                       | 601.629.6831       |
| Jackson/ATC                   | 601.366.1405      | 601.987.8161                                | N/A                                | 601.987.8105       |
| Jackson/NAHC                  | 601.376.4807      | 601.376.4951                                | N/A                                | 601.857.3247       |
| Rankin                        | 601.936.1879      | 601.936.5552                                | N/A                                | 601.987.8105       |
| Vicksburg                     | 601.629.6803      | 601.629.6804                                | N/A                                | 601.629.6831       |



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## INTERIM MEASURES PROCESS

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The District Title IX Coordinator or designee will work in coordination with other necessary College administrators; college officials may take immediate interim action to protect the safety of the College community, to enable students or employees with complaints and witnesses to continue studies or duties of employment, and to ensure the integrity of an investigation.

These actions may include, but not be limited, to the following:

- Interim suspension of a responding party;
- No-contact notices to all parties involved;
- Modifying housing, class or work schedules as necessary;
- Addressing other academic or workplace concerns (e.g., assignments, grades, and withdrawal) without penalty;
- Involving law enforcement to assist in maintaining order or safety; and
- Any other appropriate actions warranted by the circumstances.

Violations of these protective actions will be considered as related offenses which may lead to additional disciplinary action(s) and possible arrest.

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## DEFINITIONS

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### • **Reporting Party:**

The reporting party is the victim, survivor, accuser, or complainant.

### • **Responding Party:**

The responding party is the accused, respondent.

### • **Consent:**

Consent is a voluntary agreement to engage in sexual activity.

- Consent cannot be given by someone who is incapacitated.
- Past consent does not imply current or future consent.
- Silence or absence of resistance does not imply consent.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another person.
- Consent can be withdrawn at any time.

- Coercion, force, or threat of either invalidates consent.
- An individual under the age of 17 cannot give consent.

### • **Incapacitation**

A physically helpless person is considered to be one who is asleep, unconscious or for any other reason unable to communicate unwillingness to engage in any act. A mentally incapacitated person may be one who is under the influence of alcohol or a drug or who is mentally incapable of understanding the implications and consequences of any act.

### • **Sexual Harassment**

Sexual harassment is a form of unlawful sexual discrimination. By definition, it is any unwelcome verbal, visual, or physical behavior that is sexual in nature. This can include sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Males and females may be the victim or the initiator of sexual harassment. The reporting party does not have to be of the opposite sex of the initiator.

### • **Hostile Environment Caused by Sexual Harassment**

A hostile environment is created when a person in authority requests sex in exchange for favors and through the presence of demeaning or sexual photographs, jokes or threats that create an intimidating offensive environment.

### • **Sexual Assault**

Sexual physical misconduct includes, but is not limited to, the intentional touching of another person on any area of the body generally recognized as a sexual or private part of that person's body. It also includes an individual touching another person's body with any part of his/her own private body parts. This also includes forced oral sex. Sexual physical contact also includes the touching of another person's body with objects when those objects violate the privacy of another person's body. Any unwarranted touch may be considered sexual harassment or misconduct.

Sexual assault is defined as an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's *Uniform Crime Report*.

### • Sex Offenses

A sexual offense is any sexual act directed against another person, without that person's consent, including instances in which the victim is incapable of giving consent.

### • Non-consensual Sexual Contact, and Non-consensual Sexual Intercourse

- **Rape** – The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling** – The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest** – Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** – Sexual intercourse with a person who is under the statutory age of consent.

### • Domestic Violence

Domestic violence is defined as a felony or misdemeanor crime of violence committed by:

- a current or former spouse or intimate partner of the victim;
- a person with whom the victim shares a child in common;
- a person who is co-habiting with, or has co-habited with, the victim as a spouse or intimate partner;
- a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
- any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

### • Dating Violence

Dating violence is defined as violence committed by a person who is currently in or has been in a social relationship or a romantic or intimate relationship with the victim.

- The existence of such a relationship shall be

determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

- For the purpose of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

### • Stalking

Stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for that person's safety or the safety of others or to cause that person to suffer substantial emotional distress.

*For the purpose of this definition:*

- **Course of conduct** means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
- **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

### • Sexual Exploitation

Sexual exploitation is defined as occurring when an individual takes non-consensual or abusive sexual advantage of another for his or her own advantage or benefit or to take advantage of anyone other than the one being exploited, and such behavior does not otherwise constitute one of the other sexual misconduct offenses.

### • Sexual Intimidation

Sexual intimidation is defined as an implied or actual threat to commit a sex act against another person, or behavior used to coerce participation in a sex act.

### • Retaliation

Retaliation is defined as conduct intended to

interfere, stop or intimidate any person involved with resolution and investigation of a complaint. Retaliation against an employee, student or non-student for filing a sexual discrimination or misconduct complaint, or participation in the investigation of a complaint, is a violation of the law and is strictly prohibited. The College will take appropriate disciplinary action, may file criminal charges, and may invoke academic dismissal if retaliation occurs.

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## REPORTING AND PROTOCOLS

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Complaints of sexual misconduct should be made or reported to the District or Campus Title IX Coordinator. However, every College employee is responsible for immediately reporting incidents of sexual misconduct, which come to his or her attention to the District Title IX Coordinator at 601.857.3232. College employees must convey to students that they are required to report any information of this nature to the Title IX Coordinator. Students and non-students who witness or are aware of suspected incidents of sexual misconduct are strongly encouraged to report the incident as well.

A student may also secure and complete the form in the District Title IX Coordinator's office on the Raymond campus or Deputy Title IX Coordinator designee, Dean of Students/Operating Deans office. The District Title IX Coordinator or his/her designee will review all information provided in the sexual misconduct complaint form.

The College is obligated under the Clery Act to issue a timely warning to the College community if a situation poses a serious or ongoing threat to students and employees. The College is obligated to report sexual assaults, dating violence, domestic violence and stalking incidents in the annual Clery report. If drugs, alcohol, and other student conduct violations are involved in a sexual misconduct case, the College will review each charge on a case-by-case basis.

### • False Information

Anyone who knowingly provides false information pursuant to filing a sexual misconduct complaint

or gives false information during the investigation will be subject to appropriate disciplinary action and/or criminal charges up to and including academic dismissal.

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## INVESTIGATION PROCEDURES AND PROTOCOLS

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While an investigation may begin on the basis of an oral complaint or report, the reporting party is strongly encouraged to file a sexual misconduct complaint form with the District Title IX Coordinator or with his/her designee. The sexual misconduct complaint form is a written statement including a detailed account of the incident. The complaint form includes the reporting party's name, signature, contact information, the name of the person directly responsible for the alleged violation, a detailed description of the conduct or event that is the basis of the alleged violation, the date(s) and location(s) of the occurrence(s), and the names of any witness(es) to the occurrence(s). The reporting party is encouraged to provide all necessary information and evidence that is pertinent to the complaint.

The District Title IX Coordinator or his/her designee will review the information provided on the complaint form to determine if there is sufficient evidence to show a violation of the College's sexual misconduct policy. If so determined, an investigation will begin. The investigation will be completed within sixty (60) business days of the date that the District Title IX Coordinator is notified of the complaint. The District Title IX Coordinator is responsible for receiving and reviewing all submitted sexual misconduct complaint forms and for overseeing any investigative proceedings.

If a student is responding party of violating the College's sexual misconduct policy and withdraws from the College while an investigation is in progress, the District Title IX Coordinator or designee along with the Sexual Misconduct Investigation Team (SMIT) will continue the investigation and make a final decision. A hold will be placed on that student's record at the College. The student will be required to meet with the District Title IX Coordinator before being allowed to re-enroll in the College.



### • **Stages of the Investigation**

(1) The District Title IX Coordinator will assign specific investigative duties to his/her designee or the Sexual Misconduct Investigation Team (SMIT).

(2) The SMIT members will collect evidence relating to the complaint of sexual misconduct from all available sources.

(3) The SMIT members will document their findings and provide a thorough analysis of findings without judgement to the District Title IX Coordinator or his/her designee.

(4) Based on the findings, the District Title IX Coordinator or his/her designee, Dean of Students/Operating Dean may take interim action during the investigation where the responding party may be removed from the College.

(5) The District Title IX Coordinator or his/her designee will notify the reporting party and the responding party of the investigation.

(6) If there is a finding of no violation of the College sexual misconduct policy, the process is concluded. The file will be kept in the District Title IX Coordinator's office.

(7) If there is a finding, the District Title IX Coordinator or his/her designee will send written notification to the reporting party and to the responding party of a pending hearing.

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## **GRIEVANCE/ADJUDICATION PROCEDURES**

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When the Sexual Misconduct Investigation Team finds that a violation of the College's sexual misconduct policy has occurred, the District Title IX Coordinator will give written notice of the findings to the reporting party and to the responding party within three (3) business days. Mediation is not an option in a sexual assault case. A student may reference the College's *Disciplinary and Due Process Procedures* in the current **Student Handbook**.

### • **Disciplinary Hearing and Sanctions**

The College District Disciplinary Committee or Administrative Hearing Officer will hear the sexual misconduct case. The Disciplinary Committee is composed of trained representatives from the various campuses. All proceedings are closed to the public and are confidential.

- The District Title IX Coordinator or designee will

notify the reporting party and the responding party in written of the date, time and location of the hearing.

- The reporting party and the responding party may seek assistance from an advisor. The advisor is limited to advising the student and may not otherwise participate in the hearing. In the event the advisor attempts to go beyond this role, he or she may be removed from the hearing. The reporting party and the responding party is allowed only one advisor in the hearing.
- The reporting party is allowed to present witness(es) and evidence.
- The responding party is allowed to present evidence and witnesses and to cross-examine witness(es) for the reporting party.
- The hearing officer or committee will address questions pertaining to the incident. Any prior reports of sexual experiences of any of the involved parties will not be addressed.
- After all witness(es) are heard and evidence presented, the hearing officer or committee will make a decision and assign sanctions as deemed necessary. The decision will be based on the preponderance of the evidence standard (i.e., it is more likely than not that the sexual misconduct occurred).
- The sanctions assigned to a student found guilty of sexual misconduct may range from probation to expulsion from Hinds Community College.
- The reporting party and the respondent will receive written simultaneous notification of the outcome of the hearing and the rights of appeal from the decision.

A letter detailing the outcome of the disciplinary hearing will be provided to the reporting party. The District Title IX Coordinator will receive a copy of the disciplinary findings which will be placed into the file of the responding party. All information is confidential, and any disclosure to persons other than the parties deemed necessary shall be handled in accordance with all applicable Federal and state laws, including FERPA. The College encourages counseling for both the reporting party and the responding party.

### • **Appeals Process**

Students have a right to appeal any decision made in a disciplinary hearing if it meets the guidelines for appeal as stated in the Appeals section of

the current **Student Handbook**. A student has three business days from the date of the hearing to submit an appeal to the Associate Dean of Students, Raymond Campus, Denton Hall 221.

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## PREVENTION

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The College will provide educational and preventive awareness programs to all new students and employees. These educational and preventive programs will include sexual assault, sexual harassment, dating violence, domestic violence, stalking and the College Sexual Misconduct Policy.

**Programs to prevent dating violence, domestic violence, sexual assault, and stalking** will be comprehensive, intentional, and integrated. They will include initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking. Programs will be culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, supported by research or assessed for value, effectiveness, or outcome. Programs will consider environmental risks and protective factors as they occur on the individual, relationship, institutional, community, and societal level. Programs to prevent dating violence, domestic violence, sexual assault, and stalking will include both primary prevention and awareness programs directed at incoming students and ongoing prevention and awareness campaigns directed at all students.

**Primary prevention programs** will address areas of sexual misconduct with the goal of preventing their occurrence. They will highlight positive and healthy behaviors that foster healthy and mutually respectful relationships. They will outline and encourage safe bystander intervention and seek to change behaviors and social norms in healthy and safe directions.

**Awareness programs** will be community-wide and audience specific. They will include specific programming, initiatives, and strategies to increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce occurrence.

**Ongoing prevention and awareness campaigns** will include programming, initiatives, and strategies that are sustained over time and focus on increasing an understanding of topics relevant to the development of skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution. Additional preventive programs will include Bystander Intervention and Human Trafficking.

### • **Bystander Intervention**

Bystander intervention is defined as safe and positive options that may be carried out by an individual or individuals to prevent harm to others or to intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes:

- Recognizing situations of potential harm, and
- Understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking actions to intervene.

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## TRAINING

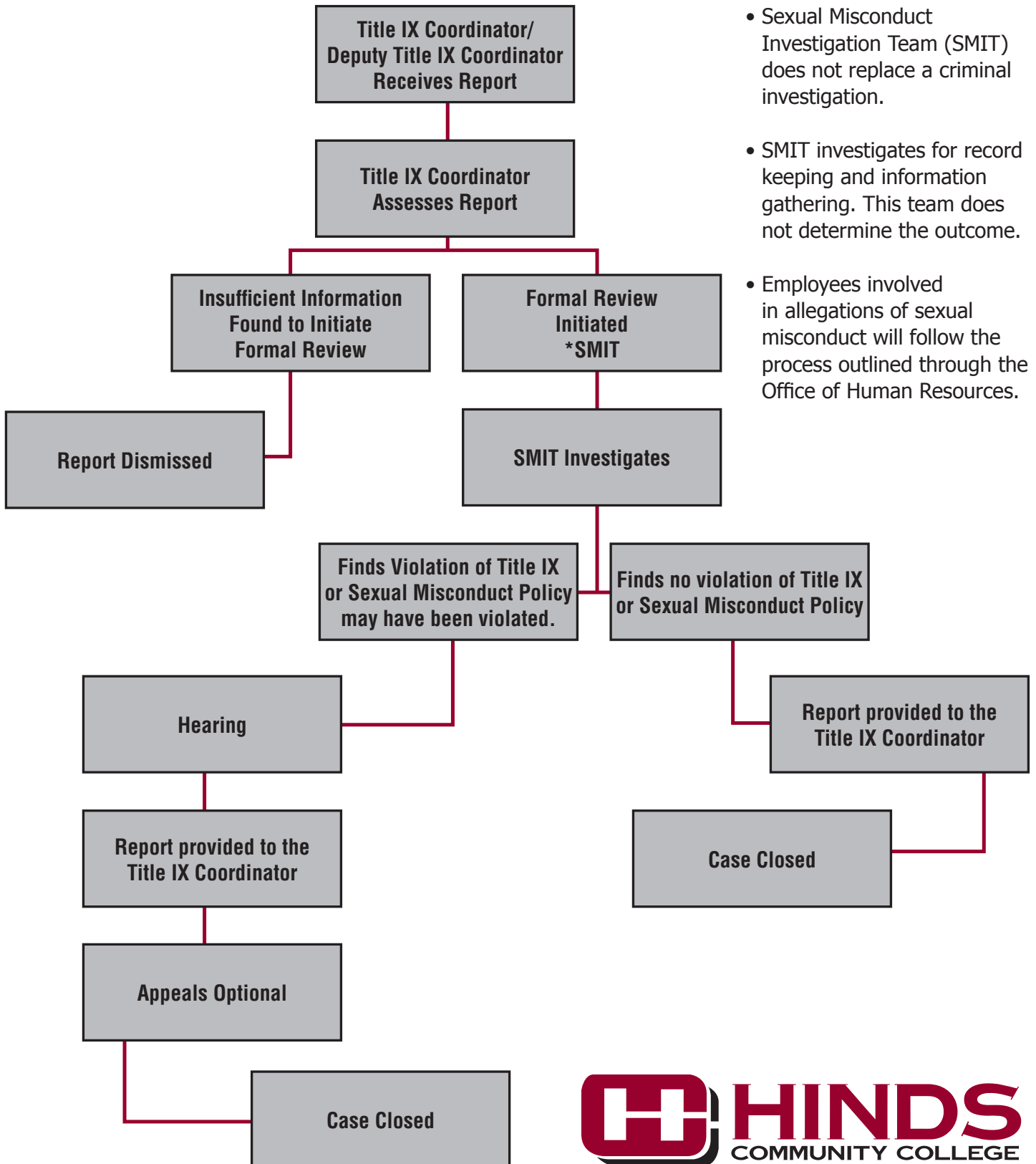
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The College will provide training on the College Sexual Misconduct Policy to all new students and new employees. In addition, the College will require annual training for the District/Deputy Title IX Coordinators, Campus Police/Security Departments, and Counseling Departments. The training will include sexual assault, sexual harassment, dating violence, domestic violence, and stalking. This training will instruct individuals on how to recognize and properly respond to incidents of sexual misconduct. The College will also provide this annual training to the Sexual Misconduct Investigation Team and the College District Disciplinary Committee with additional training on how to conduct an investigation and a hearing process that protects the safety of reporting party and responding party and promotes accountability.

# Hinds Community College

## Title IX & Sexual Misconduct Procedure

Sexual Misconduct Investigation Team (SMIT)



- Sexual Misconduct Investigation Team (SMIT) does not replace a criminal investigation.
- SMIT investigates for record keeping and information gathering. This team does not determine the outcome.
- Employees involved in allegations of sexual misconduct will follow the process outlined through the Office of Human Resources.

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**• NOTICE OF NON-DISCRIMINATION STATEMENT •**

In compliance with the following: Title VI of the Civil Rights Act of 1964, Title IX, Education Amendments of 1972 of the Higher Education Act, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and other applicable Federal and State Acts, Hinds Community College offers equal education and employment opportunities and does not discriminate on the basis of race, color, national origin, religion, sex, age, disability or veteran status in its educational programs and activities. The following persons have been designated to handle inquiries regarding the non-discrimination policies: Dr. Debra Mays-Jackson, Vice President for Administrative Services, 34175 Hwy. 18, Utica, MS 39175, 601.885.7002; Dr. Tyrone Jackson, Associate Vice President for Student Services & Title IX Coordinator, Raymond Campus (Denton Hall 221), P.O. Box 1100, Raymond, MS 39154, 601.857.3232, titleIX@hindsc.edu

**• DISABILITY SUPPORT SERVICES STATEMENT •**

Hinds Community College provides reasonable and appropriate accommodations for students with disabilities. Disability Services staff members verify eligibility for accommodations and work with eligible students who have self-identified and provided current documentation. Students with disabilities should schedule an appointment with the designated Disability Services staff member on their respective campus to establish a plan for reasonable, appropriate classroom accommodations.

|                         |                    |              |
|-------------------------|--------------------|--------------|
| Rankin Campus           | Carol McLaurin     | 601.936.5544 |
| Raymond Campus          | Mark Palmer        | 601.857.3646 |
| Jackson Campus-ATC      | Krisisty K. Wagner | 601.987.8158 |
| Jackson Campus-NAHC     | Cooper McCachren   | 601.376.4803 |
| Utica Campus            | Tara Johnson       | 601.885.7045 |
| Vicksburg-Warren Campus | Raina Deer Jones   | 601.629.6807 |

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**Title IX – Sexual Misconduct**

*Hinds Community College adopted this policy to prohibit any sexual misconduct. Additionally, Federal law prohibits all forms of sexual misconduct under the Title IV, Title VII and Title IX, to comply with the March 2013 reenactment of the Violence Against Women Act (VAWA), the Campus Sexual Violence Elimination Act (SaVE Act) and the May 2013 Office of Civil Rights (OCR). The Family Educational Rights and Privacy act of 1974, and the Jeanne Clery Disclosure of Campus Policy and Campus Crime Statistics Act and any federal, state, and local laws.*

**SEXUAL MISCONDUCT POLICY & PROCEDURES**

Produced by the office of the District Title IX Coordinator/  
District Coordinator of Student Conduct and Development  
Hinds Community College • January 2017

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