

We Can Help!

Arkansas State University's policy allows zero tolerance for sexual discrimination. We take all reports seriously and investigate promptly, equitably, and with respect for privacy. We work to find strong solutions to end the discrimination, make sure it doesn't happen again, and address its effects in compliance with Title IX and Title VII laws and regulations.

We review reports and investigations discretely and respectfully; only talking to people who need to be involved. You do have options during the investigation to make sure you are safe, protected, and can continue working and learning. Some examples of options include: changing your workplace, changing your campus housing, and/or changing your class or work schedule.

Our investigations are separate from criminal investigations; however, we will contact the police if we have a report of sexual assault or violence. Police investigations or other A-State investigations can happen at the same time as a sexual discrimination investigation. Otherwise, we offer assistance different from law enforcement.



(870) 972-2015

OFFICIAL REPORTS OR QUESTIONS

TITLE IX COORDINATOR
(870) 972-2015
www.astate.edu/a/affirmative-action
ooa@astate.edu

LAW ENFORCEMENT
University Police Department
(870) 972-2093
Email: safe@astate.edu
www.astate.edu/police

CONFIDENTIAL RESOURCES*

A-State Counseling Center
(870) 972-2318
www.astate.edu/a/counseling-services

A-State Student Health Center
(870) 972-2054
www.astate.edu/a/student-health-center

St. Bernards Medical Center
Emergency Room
(870) 207-5200

NEA Baptist Memorial Hospital
Emergency Room
(870) 972-7251

*In Arkansas, rape and sexual assault are serious criminal offenses. Health providers are required by state law to notify law enforcement. You have the right to decide whether to talk to law enforcement.

Direct campus reports to the
Title IX Coordinator located in
Human Resources in the
Administration Building.

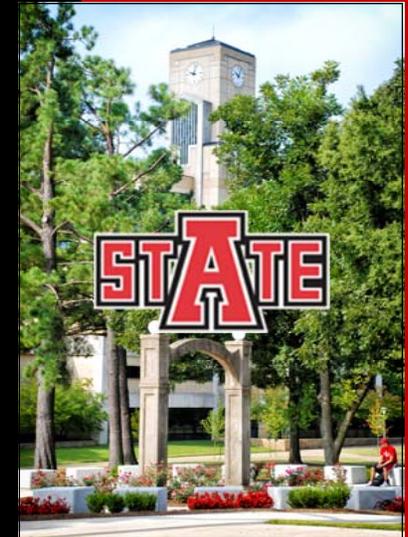
Include details of WHO, WHAT, WHEN,
WHERE and HOW in the report. All reports are
treated equitably and respectfully.

A-STATE employees must report any
problems of which they are aware. Everyone
should report if a person or the community
is in danger.

Title IX

and

Sexual Discrimination



Harassment
Assault
Sexual Exploitation
Rape
Stalking
Cyber-bullying
Violence
Intimidation



(870) 972-2015



DEFINITIONS

Assault: (n.) an intentional act by one person that creates a fear in another of imminent harmful or offensive contact

Benefit: (n.) a positive reward; e.g., a job promotion, good grade, safety, money, etc.

Conduct: (n.) the way that one acts

Consensual: (adj.) someone has given permission for the action to happen; someone clearly said yes

Cyberbullying: (v.) inflicting willful and repeated harm through the use of computers, cell phones, and other electronic devices

Dating: (v.) to see or be seen with someone; to seek a romantic relationship with another person. This may or may not include sex and may or may not be a committed (only person) relationship.

Hostile: (adj.) unfriendly; uncomfortable; often violent

Intercourse: (n.) sex; sexual penetration

Intimidation: (n.) using a difference in power to make someone else fearful

Non-consensual: (adj.) the actions do not have permission to happen; someone said or indicated "no"

Perpetrator: (n.) the person who hurts the victim

Sexual discrimination: (n.) discrimination in an education program or activity receiving Federal financial assistance against a person on grounds of sex. Includes but is not limited to: sexual harassment, sexual assault and sexual violence.

Stalking: (v.) repeatedly harassing another person in a threatening manner

Taking advantage: (v.) treating someone unfairly or for personal benefit

Victim: (n.) person who is hurt by another person, situation or circumstance

WHAT IS SEXUAL HARASSMENT?

Sexual harassment is:

- Unwelcome, gender-based verbal or physical conduct,
- sufficiently severe, persistent or pervasive that it, unreasonably interferes with, denies, alters, or limits someone's ability to participate in or benefit from the University's educational programs and/or activities, or employment, and is
- based on power differentials, the creation of a hostile environment, or retaliation.

Examples include:

- An attempt to coerce an unwilling person into a sexual relationship
- To repeatedly subject a person to egregious, unwelcome sexual attention
- To punish a refusal to comply with a sexual-based request
- To condition a benefit on submitting to sexual advances
- Stalking
- Gender-based bullying
- Intimate partner violence

WHAT IS SEXUAL ASSAULT/VIOLENCE?

Sexual assault and/or violence includes any non-consensual sexual contact or intercourse as defined below:

Non-consensual contact is any intentional sexual touching, however slight, with an object, by a man or a woman upon a man or a woman, that is unwelcome (without consent) and/or by force.

Sexual contact includes intentional contact with breasts, buttock, groin, or genitals, or touching another with any of these body part, or making another touch you of themselves with or on any of these body parts; any unwelcome sexual touching on purpose even if it is not on these body parts.

Non-consensual intercourse is any sexual intercourse, however slight, with any object, by a man or woman upon a man or a woman, that is unwelcome (without consent) and/or by force.

Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, and oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact.

WHAT IS SEXUAL EXPLOITATION?

Sexual exploitation occurs when an individual takes non-consensual or abusive sexual advantage of another for his/her own advantage of benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual discrimination offenses.

Examples of sexual exploitation include, but are not limited to:

- Invasion of sexual privacy
- Prostituting another person
- Non-consensual video or audio-taping of sexual activity
- Engaging in voyeurism (peeping Tom)
- Knowingly transmitting an STI or HIV to another
- Exposing one's genitals in non-consensual circumstances
- Inducing another to expose his/her genitals
- Sexually-based stalking and/or gender-based bullying may also be forms of sexual exploitation

STATISTICS

1 in 10
High School Age Girls Have Been Victimized

1 IN 4
College Age Women Have Been Victimized

1 IN 7
Men are Victims During Their Lifetime

30%
Rape Survivors Think About Suicide

44%
Victims are Under Age 18

80%
Victims are Under Age 30

67%
Cases Involve Alcohol

80%
Knew Their Perpetrator