



Shorter University affirms a commitment to Christian values and works to provide a campus community environment free of harassment. Shorter also is committed to recognizing, upholding, and enforcing the laws of the State of Georgia. Violation of those state laws shall not be condoned on the campus or at any activity held off campus by any constituency. It is the policy of Shorter University, in keeping with the efforts to establish an environment in which the dignity and worth of all members of the institutional community are respected, that sexual harassment of students and employees at Shorter University is unacceptable conduct and will not be tolerated.

More information:

A complete description of Shorter's grievance procedures can be found in the current Shorter Student Handbook.

Contact:

Provost
Executive Vice President
706-233-7203

VP of Finance
706-233-7244

Dean of Students
VP of Student Affairs
706-233-7231

Director of Student Support Services
706-233-7323

Campus Safety
706-233-7911

Director of Campus Safety
706-233-7218

Director of Student Health Services
706-233-7323

Human Resources Manager
706-233-7461

Georgia Sexual Assault Center
24 HR Hotline: 706-802-0580
Office: 706-292-9024
www.sacnwgga.com

Rome Police Department
706-238-5111
Dial 911 for emergencies.

This brochure outlining information about Shorter University's sexual harassment and grievance procedures related to sexual harassment is distributed as part of the University's compliance with Title IX.



Title IX Information About **SEXUAL HARRASSMENT**

What is Sexual Harrassment?

“Sexual harassment” is defined as:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:

- submission to such conduct is made either implicitly or explicitly a term or condition of an individual’s employment or status in a course, program or activity;
- submission or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual; or such conduct has the purpose or effect of interfering with the individual’s work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one’s ability to participate in or benefit from an educational program or activity.

What Does it Look Like?

- Sexual advances, physical or implied, or direct propositions of a sexual nature.
- Sexual comments, suggestive sounds, spreading rumors, name-calling
- Physical contact such as grabbing body parts or clothing, caressing, leering, obscene gestures, massaging, or any other physical contact that makes the recipient feel uncomfortable.
- A pattern of conduct, which can be subtle in nature, that has sexual overtones and is intended to create or has the effect of creating discomfort and/or humiliate another.

What Do I Do?

If the incident(s) involve sexual assault or rape, immediately contact local authorities at the Rome Police Department (911) and Shorter Campus Safety. The Sexual Assault Center is also available for immediate help. Such crimes are also considered sexual harassment and as such may be reported under Shorter’s Policy on Harassment.

If you experience, observe, hear about, or believe someone has been sexually harassed in any way, you should make a report of the facts of the incident(s) in a timely manner:

- **Those with complaints regarding sexual harassment by a faculty member** should contact the Provost’s office.
- **Those with complaints regarding sexual harassment by a staff member** contact the VP of the staff member’s department.
- **Those with complaints regarding sexual harassment by a student** should contact the VP of Student Affairs, or an alternative being the Provost’s office.
- **Those with complaints may also go to Scholar and print a form that can be used for harassment cases.** After logging in, go to Campus Resources and download the form for filing a grievance.
- Students who, in good faith, report what they believe to be sexual harassment, or who cooperate in any investigation, will not be subjected to retaliation. Any student who believes he/she has been the victim of retaliation for reporting sexual harassment or cooperating in an investigation should immediately contact any of the Shorter resources listed.

What Will Happen?

Any student who is a victim of sexual harassment can request assistance from the Dean of Students. An option to meet one-to-one session with the counselor on campus can be scheduled as well as referrals to professional counselors in the community.

In dealing with sexual assault and rape on campus, Shorter University strongly encourages the full prosecution of all local, state, and federal laws. Victims should contact the Rome Police Department. Shorter University, in accordance with university policy, will file all necessary documents with the Rome Police Department upon receiving a complaint of sexual assault.

