

What to Report?

Sexual Exploitation

Sexual exploitation is when an individual takes non-consensual or sexual advantage of another individual for the purpose of benefitting anyone other than the individual being exploited. Sexual exploitation also includes behavior that is not otherwise defined by:

- » Prostitution
- » Non-Consensual video or audio taping of sexual activity
- » Allowing individuals to observe sexual activity without the consent of all individuals involved in the activity
- » Engaging in voyeurism
- » Exposing one's genitals in a non-consensual circumstance
- » Posting non-consensual evidence of sexual activity on any public forum
- » Sexually-based stalking
- » Knowingly transmitting a sexually transmitted disease or infection to another individual

Sexual Harassment

Sexual Harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal, physical, and/or electronic conduct of a sexual nature which:

- » either explicitly or implicitly suggest that submission to such conduct is a condition of an individual's employment and/or academic performance,
- » indicate that submission to such conduct is used as the basis for employment or evaluation decisions and/or,
- » have the purpose or effect of substantially interfering with an individual's work, educational experience, or academic performance or creating an intimidating, hostile, or offensive environment.

Campus Resources

Millikin/DMH Health Clinic

150 South Fairview Avenue, Decatur, IL 62522
217.424.6360
millikin.edu/wellness

Millikin Counseling

150 South Fairview Avenue, Decatur, IL 62522
217.424.6360
millikin.edu/wellness

Employee Assistance Program (EAP)

877.234.5151

Millikin Department of Public Safety

Walker Hall, First floor, North end
217.464.8888
millikin.edu/publicsafety

Community Resources

Growing Strong Sexual Assault Center

(CONFIDENTIAL RESOURCE)
270 West Prairie Avenue, Decatur, IL 62523
217.428.0770
www.growingstrongcenter.org

Dove, Inc

302 South Union Street, Decatur, IL 62522
217.428.6616
www.doveinc.org

Decatur Police Department

707 West South Side Drive, Decatur, IL 62521
217.424.2711

Decatur Memorial Hospital

Individuals can receive sexual assault forensic exams at this location.
2300 N Edward Street, Decatur, IL 62526
217.876.8121
www.dmhcares.com

St. Mary's Hospital

Individuals can receive sexual assault forensic exams at this location.
1800 E Lake Shore Drive, Decatur, IL 62521
217.424.2966
www.stmarysdecatur.com

National Sexual Assault Hotline

1.800.656.HOPE (4673)

National Domestic Violence Hotline

1.800.799.SAFE (7233)

MILLIKIN UNIVERSITY®



TITLE IX

HOW TO

*Report Sexual Misconduct
at Millikin University*

TitleIX@millikin.edu

What is Title IX?

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs and activities.

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

-20 U.S.C. § 1681 & 34 C.F.R. Part 106

Millikin University is committed to providing a campus culture of respect that is free from sex discrimination and sexual misconduct of all forms, including unwelcome sexual advances, requests for sexual favors, sexual favoritism, or other verbal or physical conduct or communications constituting sexual harassment. Sexual misconduct is unlawful and will not be tolerated.

Due to the serious nature of sexual misconduct, all employees at Millikin University are identified as **mandatory reporters**. Mandatory reporters have a duty to report all claims/accusations regardless of the nature/extent of the alleged sexual assault.

To speak to a confidential resource, contact Growing Strong Sexual Assault Center at 217.428.0770.

This policy applies to all employees, applicants, students, and third parties, including but not limited to contractors, subcontractors, volunteers, and guests visiting Millikin's premises or while acting on behalf of Millikin.

What is Discrimination?

Discrimination is adverse treatment of any employee or student based on the protected class or category of persons to which he/she belongs, rather than on the basis of his/her individual merit, with respect to the terms, conditions, or privileges of employment or education including, but not limited to, hiring, firing, promoting, disciplining, scheduling, training, compensation, grading, class or work assignment, or participation in any academic or University program.

How to Report?

If you believe you may be a victim of sexual misconduct, know a victim of sexual misconduct or know of an alleged incident of sexual misconduct, you can report it directly to any Title IX coordinator listed below:

Title IX Coordinator

Diane Lane

Director of Human Resources
dlane@millikin.edu; 217.362.6416

Deputy Title IX Coordinators

Raphaella Prange - Student Coordinator

Dean of Student Development
rpalmer@millikin.edu; 217.424.6395

Tammy Maxwell - Employee Coordinator

Assistant Director of Human Resources
tmaxwell@millikin.edu; 217.362.6416

Reports may also be made via the email address TitleIX@millikin.edu. Reports submitted through this address will be responded to within twelve (12) hours

An anonymous report can also be expressed to the Campus Conduct Hotline at 866.943.5787.

All reports of sexual misconduct are reviewed and investigated by the University. Reports are treated in confidence to the extent feasible, given the need to conduct a thorough and prompt investigation. Alleged victims will be informed of various support services available through the University and the Decatur community.

What to Report?

Sexual Misconduct Offenses

Millikin University defines sexual misconduct as any sexual contact or activity that occurs without the direct and verbal consent of any individual involved. Consent under this policy is defined as a clear and unforced “YES” to the sexual act in question. Consent is informed and voluntary. A person who is unable to make a reasonable judgment concerning the nature or harmfulness of the activity because of his or her intoxication, unconsciousness, mental deficiency or incapacity, is considered incapable of giving consent. Specifically, individuals under the influence of alcohol and/or drugs are unable to give consent under this definition. Millikin University recognizes that individuals of any sex, sexual orientation, or gender identity may be victims of sexual misconduct.

Sexual Misconduct Offenses covered by this policy include, but are not limited to, the following offenses:

- » Non-Consensual Sexual Intercourse
- » Non-Consensual Sexual Contact
- » Sexual Exploitation
- » Sexual Harassment
- » Attempt to Engage in Non-Consensual Sexual Contact

Non-Consensual Sexual Intercourse

Non-Consensual Sexual Intercourse is defined as rape, sexual assault, unwanted penetration of parts of another person, or subjecting a person to sexual intercourse against her/his will or without her/his consent. This includes sexually motivated penetration of any kind by any object, however slight.

Non-Consensual Sexual Contact

Non-Consensual Sexual Contact is defined as a form of sexual assault and includes any intentional sexual touching, however slight, using any body part or object upon another person without their consent.