

Title IX

Title IX of the Education Amendment of 1972 is a federal civil rights law that prohibits discrimination on the basis of sex in any education program or activity that receives federal funding. Title IX is a powerful tool for students who want to combat genderbased discrimination at school and on college campuses. Under Title IX, discrimination on the basis of sex can include sexual harassment, rape and sexual assault.

Title IX Coordinator's Responsibilities

Louisiana College is committed to responsibly investigating all discrimination and harassment as outlined by Title IX. To do this, the Title IX Coordinator adheres to the following rubric:

Investigation:	Thorough	Reliable	Impartial
Process:	Prompt	Effective	Equitable
Remedy:	<i>End the discrimination</i>	<i>Prevent its recurrence</i>	<i>Remedy the effects upon the victim & community</i>

Reporting Officials

Dr. Juanita Moorman

Title IX Coordinator
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318-481-5990

Prof. Brian Manuel

Coordinator of Behavioral Management & Accountability
318-487-7597

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318-487-7051

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Director of Campus Security
318-487-7015

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BE INFORMED ABOUT SEXUAL HARASSMENT TITLE IX



This brochure outlining information about Louisiana College's sexual harassment policy and the associated grievance procedures is distributed as part of the College's compliance with Title IX



LOUISIANA COLLEGE
PREPARING GRADUATES • TRANSFORMING LIVES

What is Sexual Harassment?

Louisiana College is committed to providing an environment that is free of sexual harassment. In keeping with this commitment, federal and state laws, and biblical standards, the university will not tolerate any form of sexual harassment.

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 education 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 education program or activity.

Examples of Sexual Harassment:

- Sexual advances, physical or implied, or direct propositions of a sexual nature.
- 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 humiliating another.

What to Do

If the incident(s) involve sexual assault or rape, immediately contact the Pineville Police Dept., at 318-442-6603. Such crimes are also considered sexual harassment and as such may be reported under LC'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:

- If the accused is a student, contact either the Title IX Coordinator or other reporting officials listed on the back of this pamphlet. You may report to any administrator or faculty/staff member (coach, Student Life personnel, etc.) on campus and those persons will move the information where it needs to go.
- If the accused is a LC employee, please contact the Director of Human Resources at 318-487-7051.

The College will not tolerate sexual harassment of its students and will investigate all allegations of sexual harassment. Where sexual harassment is found, steps will be taken to end it immediately.

Students who, in good faith, report what they believe to be sexual harassment, or who cooperate in any investigation, will not be subject 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 the Title IX Coordinator.

What to Expect

Any student who is a victim of sexual harassment can request assistance from the Title IX Coordinator.

In dealing with sexual harassment and rape on campus, Louisiana College strongly encourages the full prosecution of all local, state and federal laws.

Victims should contact the Pineville Police Department by dialing 911 from a campus telephone. Victims may also choose to report the incident to Campus Security at 318-308-6505 or 7233 from a campus telephone. Louisiana College, in accordance with college policy, will file all necessary documents with the Pineville Police Department upon receiving a complaint of sexual assault.

Additional Resources

Rapides Regional Medical Center

318-769-3000

Rapides Outreach

318-448-0884

STAR Agency

<https://star.ngo/>
1-855-435-STAR

A complete description of LC's grievance procedure can be found in the LC Student Handbook.