

OBERLIN



Sexual Offense Policy* Information Guide

Oberlin College will not tolerate sexual offense in the work or academic setting. Offenders will be subject to appropriate College/adjudication processes and disciplinary action. Oberlin College will provide appropriate support to community members who feel that they have been victims of a sexual offense.

*Adopted by the General Faculty on April 28, 1993;
amended May 18, 1999.

The Policy Administrator:

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Assistant to the President

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TO DOWNLOAD THE FULL POLICY, GO TO:

<http://www.oberlin.edu/~Equity/pdf/sexoffms.pdf>

11/04

SEXUAL OFFENSE REVIEW COMMITTEE

This Committee is appointed by the President to review policy. Some members also serve as policy advocates. An ADVOCATE is the first person who should be called with questions about Oberlin College's Sexual Offense Policy from purely informational inquiries to actual cases of sexual assault. Advocacy is available to either complainant/accuser or to respondent/accused.

The names of the policy contact persons appear below with an asterisk (*).

2004-2005 SORC MEMBERS

- Lorraine Manz, Chair
- Camille Hamlin Allen, Co-Chair
- Scott Juedes, A&PS
- * Tom Lopez, Faculty x58748
- * Jeff Ramsey, A&PS x58968
- * Donna Baker, U.A.W. x58445
- * Laura Winters, O.C.O.P.E. x58665
- * Matilde Carbia, OC student x63128
- * Andrew Barnett, OC student x62224

Ex Officio

- Lori Morgan Flood, Assistant Dean
- Robert Jones, Director of Security

OFFICE OF EQUITY CONCERNS

The Office of Equity Concerns has overall responsibility for policy administration. Incident reports are investigated by the Office of Equity Concerns. The Office is located in the Carnegie Building, Room 204.

DEFINITION

Sexual offense is behavior which calls attention to gender, sexuality, gender identity or sexual orientation of persons in a manner which prevents or impairs an individual's full enjoyment of educational or occupational benefits or opportunities. Enjoyment of educational or occupational benefits is to be interpreted broadly. Consequently, a sexual offense may occur on or off campus as long as it affects the campus community.

No matter how carefully worded a definition of sexual offense might be, unforeseen situations may arise which cannot easily be included in any definition. Thus, a sexual offense is defined to include, but not be limited to, the following:

Sexual Harassment

Sexual harassment means unwelcome sexual conduct which has the purpose or effect of unreasonably interfering with an individual's performance or which creates an environment that a reasonable person would find hostile, offensive, or intimidating. Sexual harassment includes behavior which is inappropriate to the academic or employment setting, for example, unwelcome or irrelevant comments, gestures, or touching which may reasonably be perceived as a sexual overture or sexual denigration. This includes making known to other people a person's sexual orientation without his/her consent, and with the intent to denigrate that person sexually. Sexual harassment includes a request for sexual favors when submission to or rejection of such a request might reasonably be viewed as a basis for evaluative decisions affecting an individual's career or education experience.

Sexual Assault

Sexual assault is coercion with or without the use of physical force for the purpose of sexual relations; or sexual contact to which any party involved does not give full and free consent.

Sexual Battery

Sexual battery occurs when a person engages in sexual intercourse, fellatio or cunnilingus with another through the use of coercion or when the victim's ability to appraise a situation or control his or her own conduct is substantially impaired. Sexual battery is a felony crime in the State of Ohio.

Rape

Rape occurs when a person engages in sexual intercourse, fellatio, cunnilingus, or penetration of anal or vaginal areas with any object, with another person through the use of force, threat of force, or by forcefully, deceitfully, or surreptitiously administering intoxicants. Rape is a felony crime in the State of Ohio.

SEXUAL RELATIONS BETWEEN STUDENTS, FACULTY AND STAFF

Oberlin College seeks to provide and maintain the best possible learning and working environment. For this reason it is prohibited for faculty members to engage in any sexual relationships with students to whom they are not married or in formal domestic partnerships, even when both parties believe that the relationship is consensual. This prohibition applies even if the student is not enrolled in the faculty member's class. Also prohibited, with the same exceptions, are sexual relationships between staff and students. Faculty and staff who violate this prohibition are subject to appropriate College adjudication processes and disciplinary action.

All sexual interaction between students must be consensual. The term "consent" cannot be defined with enough precision to make a definition meaningful or any and/or all situations. Consent must be looked at on a case-by-case basis, by examining the facts of the particular matter. In some cases, however, consent may never be given, such as when an individual is asleep or unconscious, or when an individual's judgment is impaired by drugs or alcohol.

RESOURCES

College Offices

CAMPUS SECURITY x58444 Non-emergency
x58911 EMERGENCY
COUNSELING CENTER x58470
HUMAN RESOURCES x58430
LIFE SKILLS EDUCATION x55332
OFFICE OF CHAPLAINS x58103
RESIDENTIAL LIFE DEANS x58472
SEXUAL OFFENSE POLICY x58555
ADMINISTRATOR x58180
STUDENT HEALTH

Student Organizations Located in Wilder Hall

HIV/AIDS EDUCATORS
LAMBDA (Formerly Lesbian, Gay,
Bisexual, Transgendered Union, OC)
SEXUAL ASSAULT SUPPORT TEAM
SEXUAL INFORMATION CENTER

Off Campus Offices

24-HOUR NURSE LINE 1-800-322-9679
LORAIN COUNTY RAPE
CRISIS HOTLINE 1-800-888-6161

REPORTING PROCEDURES

Duty to Report

Any member of the campus community who believe(s) that his or her educational or work experience has been subjected to sexual harassment, sexual assault, sexual battery or rape should contact the Administrator or an Advocate member of the Sexual Offense Review Committee (SORC).

Any other member of the campus community who is aware of the occurrence of sexual harassment, sexual assault, sexual battery or rape must contact the Administrator.

Complaints of sexual offense may also be made directly to the President, who will insure that the complaint is forwarded to the appropriate administrator.

If you believe you are the victim of acquaintance rape or sexual assault, and need immediate assistance, contact Campus Security (775-8444) who will also contact a College Dean and/or the Sexual Offense Policy Administrator to provide immediate support and assistance to you. The Security staff has your well-being as its primary concern; they have been trained to treat you with respect and sensitivity. They will ensure that you receive prompt and appropriate medical attention. Please remember that if you have been raped, it is important that you receive prompt medical attention for the collection of evidence and for prevention of disease and pregnancy. Security will notify the Oberlin Police. If you wish to file criminal charges, Security will assist you. It is important to note, that even though you have sought assistance from College Security or the Oberlin police, you will not be obligated to press criminal charges unless you choose to.

Confidentiality

Complaints of sexual offense should be dealt with according to established procedures, which treat all information as confidential. Only those individuals who possess a legitimate need to know should be told of the details of allegations. Parties involved should not engage in public discussion of their cases.