



## Title IX includes sexual harassment, sexual assault, dating violence, domestic violence and stalking

### ACU's Commitment

As a Christian community, ACU has unequivocally committed itself to ensure a working and learning environment in which the dignity of every individual is respected. Our Title IX policy is a reflection of that commitment, which complies with all applicable legal requirements prohibiting harassment against any member of the ACU community. The purpose of this policy is to maintain an environment prohibiting unlawful harassment, dating violence, domestic violence, sexual assault and stalking.

### You Have the Right:

- To say "NO" and not feel pressured to engage in any sexual activity.
- To be in a relationship with someone who respects your emotional and physical boundaries.
- To be assertive and direct with someone who is pressuring you sexually.
- To change your mind, and if you are not sure what you want, to STOP and think about it.
- To be in a relationship free of violence and abuse.
- To make a confidential police report, by requesting that you remain anonymous for the public record.
- To file a complaint with ACU.

### IN CASE OF AN EMERGENCY

If you have concerns about your safety, contact the **ACU Police Department (ACUPD)** at 325-674-2911 or the **Abilene Police Department (APD)** at 911. If you are on campus, ACUPD also can be contacted by activating one of the blue safety phones.

### DIRECT REPORTING

Reports can be made directly to the Title IX coordinator, deputy coordinator or online at [acu.edu/titleix](http://acu.edu/titleix). Reporting to the university does not require pursuing a formal investigation.

#### Title IX Coordinator

Wendy Jones, Chief Human Resources Officer  
Hardin Administration Building, Room 213  
325-674-2359 • [wendy.jones@acu.edu](mailto:wendy.jones@acu.edu)

#### Title IX Deputy Coordinator

Sherita Nickerson  
Hardin Administration Building, Room 213  
325-674-6802 • [sherita.nickerson@acu.edu](mailto:sherita.nickerson@acu.edu)

To send a group email to both Title IX coordinators at ACU, email [titleix@acu.edu](mailto:titleix@acu.edu). For complaints related to pregnant or parenting students, please contact Title IX.

### ANONYMOUS REPORTING OPTIONS

Reports can be made to counselors in **ACU's Medical Care and Counseling Center** (Medical 325-674-2625, Counseling 325-674-2626) or by contacting **university chaplain** Cyrus Eaton (325-674-6130, McGlothlin Campus Center, Room 42C)

### OTHER RESOURCES

#### Hendrick Medical Center / SANE (Sexual Assault Nurse Examiner)

Go to the Emergency Room at Hendrick Medical Center  
(1900 Pine Street, 325-670-2151)

#### Victim Crisis Hotline 24/7 Regional Victims Crisis Center

325-677-7895



ABILENE CHRISTIAN  
UNIVERSITY

For questions, please email [titleix@acu.edu](mailto:titleix@acu.edu)  
To find ACU's Title IX policy visit:

[acu.edu/titleix](http://acu.edu/titleix)



# TITLE IX

## Sexual Misconduct

Including sexual harassment, sexual assault, dating violence, domestic violence and stalking



## What is sexual misconduct?

It's a broad, non-legal term encompassing a range of non-consensual sexual activity or unwelcome behavior of a sexual nature. It includes, but is not limited to, sexual harassment, sexual assault, sexual exploitation, stalking, and relationship violence (including dating and domestic violence). Sexual misconduct can be committed by men or women, strangers or acquaintances, and can occur between or among people of the same or opposite sex.

One type of sexual misconduct is sexual harassment. Sexual harassment can occur in the employment context or the educational context. In the employment context, it is unwelcome, sex-based verbal or physical conduct that unreasonably interferes with a person's work performance or creates an intimidating, hostile, or offensive work environment. In the education context, it is unwelcome, sex-based verbal or physical conduct that is sufficiently severe, persistent or pervasive enough to interfere with a student's ability to participate in or benefit from the educational programs or activities at ACU.



## What should you do if you are sexually assaulted?

### Protect Yourself

- Get to a safe place, call 911 or ACU Police Department (325-674-2911), or go to a hospital Emergency Room.
- Contact friends/family for help and support.
- Contact ACU's Title IX office.

### Protect the Evidence

- Do not shower, bathe, douche or change your clothes, if possible. Even if you have already showered, forensic evidence can still be captured for several days following an assault. **Please report the assault!**
- Do not disturb anything at the scene of the assault or throw away any evidence, if possible.
- If you decide not to go to the police immediately, write down all the details of the assault (who, what, when, where, why and how) and keep them in case you wish to report the assault later.

## Will I be in trouble?

ACU encourages the reporting of harassment or misconduct whenever it occurs. Sometimes, victims are hesitant to report to university officials because they fear they may be charged with policy violations such as underage drinking at the time of the incident. To encourage reporting of harassment or misconduct, the university pursues a policy of offering reporters of harassment or misconduct, and cooperating witnesses, immunity from being charged with such policy violations related to the particular incident.

## What if I'm not sure if my experience truly constitutes harassment?

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 or she has been the victim of retaliation for reporting sexual harassment or cooperating in an investigation should immediately contact ACU's Title IX coordinator or ACU Police Department.

## How does the university define "consent" to sexual activity?

**Consent** is an informed, deliberate and voluntary decision to engage in sexual activity, and must be part of a mutual and ongoing process by both parties throughout the sexual interaction.

The use of **Force** to cause someone to engage in sexual activity is, by definition, non-consensual contact. Force is not limited to physical violence, but also includes threats, intimidation, abuse of power, coercion, duress or any combination of these behaviors.

**Incapacity** is any state in which someone cannot make a rational, reasonable decision because they lack the ability to understand the consequences of their actions.

**Capacity** is assessed on a case-by-case basis by considering one or an accumulation of context clues, including but not limited to the following: knowledge regarding how much alcohol another person has consumed or whether they have used drugs; slurred speech; bloodshot eyes; shaky equilibrium or inability to walk; vomiting; outrageous or unusual behavior; and being unaware of one's surroundings. If there is any question regarding incapacity, it is best not to engage in sexual activity with that person.

**When in doubt, DON'T.**