

EXTERNAL RESOURCES:

The following are off-campus confidential support resources:

- **Peace River Rape Recovery Service Center**
863.413.2707 (24/7 confidential help line)
863.688.5077 (24/7 confidential counseling and forensic examinations)
1806 S. Crystal Lake Drive, Lakeland, FL 33801-5905
- **National Sexual Assault Hotline**
800.656.4673
- **Florida Council Against Sexual Violence Hotline**
888.956.7273
- **Stalking - Victim Connect Resource Center**
855.484.2846
- **National Domestic Violence Hotline**
800.799.7233

A CONFIDENTIAL CONVERSATION IS AN OPTION WHEN AN INDIVIDUAL IS UNSURE OF WHETHER TO FILE A COMPLAINT.

An individual can have a confidential conversation to discuss incidents that have occurred without a report being submitted to the Title IX Coordinator. The following individuals are on-campus confidential resources for students, faculty members, and staff members.

Amanda Paige-Morris

Coordinator of Student Activities and Leadership, Student Activities & Leadership Office (SALO)
863.669.4935 | apaigemorris@polk.edu
3425 Winter Lake Road, Lakeland, FL 33803-9715
Lakeland Campus | LAC 1239 D

Kimberly Pearsall

Director of Disability & Counseling Services
863.669.2309 | kpearsall@polk.edu
3425 Winter Lake Road, Lakeland, FL 33803-9715
Lakeland Campus | LTB 1273

BayCare Student Assistance Program

863.669.2309 | 800.878.5470
polk.personaladvantage.com

Telus Health

Employee Assistance Program
800.433.7916

KEY DEFINITIONS UNDER TITLE IX:

Dating Violence is any act of violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant or victim. The act of violence or abuse can take the form of verbal, emotional, physical, or sexual abuse (or any combination).

Domestic Violence is a violent act committed by a current or former spouse or intimate partner of the complainant or victim; a person sharing a child with the complainant or victim; or a person cohabiting with, or who has cohabited with, the complainant or victim as spouse or as an intimate partner.

Sexual Assault is any type of sexual contact or behavior that occurs without the consent of the victim.

Sexual Discrimination occurs when a person is treated unfavorably based on the individual's actual or perceived sex, gender, gender identity or expression, or sexual orientation.

Sexual Harassment includes any of three types of misconduct on the basis of sex, all of which jeopardize the equal access to education that Title IX is designed to protect: Any instance of quid pro quo harassment by a school's employee; any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access; any instance of sexual assault (i.e., as defined in the Clery Act), or dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA).

Sexual Violence is defined as physical sexual acts perpetrated without consent or where a person is incapable of giving consent due to the use of drugs or alcohol.

Stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or cause the person to suffer substantial emotional distress.

Polk State College does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs, activities, or employment.



UNDERSTANDING TITLE IX



Polk State College is committed to maintaining a safe, non-discriminatory learning and working environment for the entire College community that ensures an atmosphere free from all forms of harassment. This includes sexual harassment, discrimination, interpersonal violence, stalking, intimidation, and retaliation.

WHAT IS TITLE IX?

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

THE LAW STATES:

"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." –*Title IX of the Education Amendments of 1972 (Section 34 of the Code of Federal Regulations (CFR), Part 106: Title IX)*

Polk State College's Title IX Coordinators (Non-Confidential Reporting):

Once the College receives a report of alleged prohibited conduct, the College is obligated to assess the situation to determine if the incident poses an imminent and severe campus threat. The individuals who are responsible for non-confidential reporting are:

TITLE IX COORDINATOR FOR THE COLLEGE:

Melvin Thompson
Director, Student Development
Title IX Coordinator
3425 Winter Lake Road
Lakeland, Florida 33803
LAC-1239B
863.669.2903
mthompson@polk.edu



ASSISTANT TITLE IX COORDINATOR FOR THE COLLEGE:

Ms. Traci Hamm
Deputy Deputy Coordinator
Deputy Title IX
999 Avenue H NE
Winter Haven, FL 33881-4299
WAD-204
863.298.6869
thamm@polk.edu

FILING A REPORT:

When determining whether to report an incident, an individual must be aware of the confidential and non-confidential options. It is important to be aware that any faculty or staff member who receives information that a person is experiencing sex discrimination (i.e., sexual harassment, sexual violence, domestic violence, dating violence, or stalking) is obligated to report this information to the Polk State College Title IX Coordinator (or one of the Title IX Deputy Coordinators).

Students: A student who wishes to file a complaint of sex discrimination (i.e., sexual harassment, sexual assault, domestic violence, dating violence, sexual violence, or stalking) may report this to any Polk State College employee (with the exception of the individuals identified as confidential resources).

Employees: An employee may file a complaint of sex discrimination with the Title IX Coordinator or the Title IX Deputy Coordinator for faculty, staff, and third parties.

Students, Faculty, and Staff: Any student, or College faculty or staff member, may file a Title IX sex discrimination complaint directly with the Office for Civil Rights of the Department of Education online at: www2.ed.gov/about/offices/list/ocr/docs/howto.html.

TITLE IX DEPUTY COORDINATORS FOR STUDENTS:

Dr. Bert Rivera-Marchand
Dean, Academic Affairs
Assistant Title IX Coordinator
3425 Winter Lake Road
Lakeland, FL 33805-9715
LLC 2278
863.669.2929
brivera@polk.edu

TITLE IX DEPUTY COORDINATORS FOR STUDENTS:

Dr. Kim Thomas Manning
Dean, Academic Affairs
Assistant Title IX Coordinator
999 Avenue H NE
Winter Haven, FL 33881-4299
WSC 102
863.837.5925
kithomas@polk.edu

INFORMATION TO PROVIDE IN A REPORT:

- The full name of the victim or survivor
- The contact information for the victim or survivor, as well as the email and phone number (if available)
- The full name of the respondent (if known)
- The location of the incident
- A description of the incident (as much information as possible)
- Any initial requests from the victim or survivor (e.g., class schedule adjustments, assignment extension(s), No-Contact Order)
- Resources or assistance provided to the victim or survivor (as appropriate)

ADDITIONAL INFORMATION:

- Ensure Physical Safety - Go to a safe place and be alert of surroundings.
- Seek Medical Assistance and Treatment - Obtain medical attention as soon as possible after a sexual assault.
- Preservation of Evidence - An evidence kit must be utilized within 72 hours.
- Obtain Emotional Support/Other Support



RESPONSIBLE EMPLOYEES:

A "responsible employee" is a College employee who has the authority to redress sexual harassment/sexual misconduct, or who has the duty to report incidents of sexual harassment/sexual misconduct or other student misconduct, or who a student could reasonably believe has this authority or duty. This is with the exception of individuals designated with confidential reporting responsibility.