

## What is 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 educational decisions affecting such individual; or
- When 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 environment; or interfering with one's ability to participate in or benefit from an educational program or activity.

## Examples of sexual harassment

- Pressure for sexual activity
- Requests for sexual favors
- Unwelcome patting, hugging or touching of a person's body, hair or clothing
- Sexual innuendos, jokes or comments
- Disparaging remarks to a person about his or her gender or body
- Displaying or transmitting sexually suggestive electronic content, including emails and texts
- Giving unwelcome personal gifts
- Sexual assault

*\*1 in 5 women are victims of completed or attempted sexual assault while in college.*

## What should I do if I am assaulted?

If the incident(s) involve sexual assault or rape, you are encouraged to immediately contact local law enforcement (911) and/or go to the Emergency Room at Samaritan Healthcare and ask to be seen by the SANE nurse, a health care professional who specializes in examining sexual assault victims. Such incidents are also considered sexual harassment and as such may be reported under BBCC's policy prohibiting harassment, sexual harassment, sexual assault and sexual misconduct.

*\*6.1% of males are victims of completed or attempted sexual assault while in college.*

## What do I do if I believe a friend or myself have been harassed?

If you ever 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) by contacting the Title IX Coordinator, at 509-793-2010.

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

\* Sources for these are the Dear Colleague Letter issued by the U.S. Department of Education and resources from the Regional Crime Victims Crisis Center.

## 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 in an investigation should immediately contact the Title IX Coordinator.

*\*You are most likely to be harassed or assaulted by someone you know.*

## What if I want to report something, but I know I broke a rule under BBCC's Student Code of Conduct?

The college encourages the reporting of harassment whenever it occurs. Sometimes, victims are hesitant to report to college officials because they fear that they may be charged with policy violations, such as underage drinking at the time of the incident. To encourage reporting of harassment, the college, where possible, pursues a policy of offering victims of harassment limited immunity from being charged with policy violations related to the particular incident.

*\*Use of alcohol and drugs significantly increase the likelihood of assault.*

The purpose of BBCC's policy prohibiting discrimination, harassment, sexual harassment, and sexual misconduct is to comply with all applicable legal requirements prohibiting harassment against any member of the BBCC community.

The goal of Big Bend Community College (BBCC) is to provide a work and academic environment free from conduct or behaviors that constitute discrimination, harassment, sexual harassment, and sexual misconduct. Discrimination, harassment, sexual harassment, and sexual misconduct destroy mutual respect and a trusting environment.

## Whom to Contact/ Designated to Help

### In case of emergency:

#### IN MOSES LAKE:

Contact the Moses Lake Police Department at 911 (emergency) or 509-764-3887 to report any incident of sexual misconduct.

#### IN GRANT COUNTY:

Contact the Grant County Sheriff at 911 (emergency) or 509-754-2011, ext. 2001 to report any incident of sexual misconduct.

#### Samaritan Healthcare/Hospital

Sexual Assault Nurse Examiner (SANE) Program  
Go to the emergency room at Samaritan Hospital (801 E. Wheeler Road, 509-765-5606) and ask to see a nurse.

24/7 Hot line - New Hope Domestic Violence & Sexual Assault Services:  
1-888-560-6027

#### To File a Complaint with BBCC

BBCC Title IX Coordinator and VP of Human Resources & Labor  
Kimberly Garza  
509-793-2010  
king@bigbend.edu

A complete description of BBCC's policy and procedure is available at [www.bigbend.edu](http://www.bigbend.edu)

#### Continuing Resources

BBCC Counseling Center  
Building 1400, 509-793-2035

Campus Safety and Security  
Building 6000, 509-793-2286

Grant Mental Healthcare	509-765-9239
Columbia Basin Health Association	509-488-5256
Moses Lake Community Health	509-764-0211
Confluence Health (ML Clinic)	509-764-6400
Samaritan Healthcare	509-765-5606

# TITLE IX Information on Sexual Harassment and Assault



Big Bend Community College