

Spring Hill College

Title IX & VAWA Brochure

Title IX and the Violence Against Women Act (VAWA) are two federal laws that promote safe, inclusive and welcoming learning and work environments on college campuses. Title IX prohibits sexual harassment and discrimination. Title IX prohibits sexual assault and sexual violence as forms of sexual or gender-based harassment. Colleges must also address sexual violence, interpersonal violence, and stalking in accordance with VAWA.

The Violence Against Women Reauthorization Act ("VAWA"), signed by President Obama on March 7, 2013, aims to improve the criminal justice response to violence against women. Colleges are now more accountable for educating students and preventing gender-based violence as a result of VAWA. Victims of domestic violence, dating violence, sexual assault, and stalking on campus now have additional protections.



Committed to Safety

Spring Hill College is dedicated to fostering an environment where all members of our campus community are safe, secure, and free from any form of sexual misconduct, including but not limited to sexual assault, dating violence, domestic violence, and stalking. The College expects all interpersonal relationships and interactions to be based on mutual respect, clear consent, and open communication.

Education and Prevention

Spring Hill College offers primary prevention and awareness programs for students and employees in addition to ongoing awareness campaigns related to the prevention of sexual assault, dating violence, domestic violence, and stalking for all students and employees.

Primary prevention programs include training on dating violence, domestic violence, sexual assaults, and stalking that is provided to all students, faculty, and staff in accordance with the requirements of VAWA, Title IX, and the Clery Act. This instruction is made available to all students and employees. In addition, the College offers workshops and programs that educate students on proactive ways to assist others while ensuring their own safety and well-being.

You're Not Alone

If you have experienced sexual misconduct, you are not alone. Whether the misconduct happened on or off campus, you have options. You can choose what is best for you.

Your Options

You may report sexual misconduct to the College at any time, which allows the College to offer support

and, if requested or required, take action. Reports can be made to the Title IX Coordinator, the Department of Public Safety, or faculty and staff who are mandated reporters. You may file a formal complaint with the SHC Title IX Office, which is a voluntary written request for the College to investigate the reported conduct through the Title IX grievance process, except when the College must act for safety reasons. When appropriate, the parties may instead choose an informal resolution process, which is voluntary and requires written agreement from both parties. You may also choose to report to local law enforcement; the College's process is separate from the criminal justice process, and you may pursue one, both, or neither, with the Department of Public Safety available to assist with filing a police report. Speaking with confidential resources, such as Counseling and Wellness staff or clergy acting in their clerical role, does not trigger a Title IX report and allows you to explore options privately. Supportive measures from the College are available whether or not you choose to file a formal complaint.

Know Your Rights & Resources

Supportive Measures: You have the right to receive supportive measures from the College whether or not you choose to file a formal complaint. These non-disciplinary services are designed to restore or preserve your access to educational programs and activities and are provided at no cost. Supportive measures are tailored to your individual needs and may include academic accommodations, counseling and medical referrals, housing or class schedule modifications, and safety planning or no-contact orders.

Amnesty: The College encourages reporting and help-seeking and provides amnesty for individuals who report sexual misconduct or participate in a Title IX process. This means you will not be disciplined for minor policy violations, such as underage alcohol or drug use, that occurred in connection with the reported incident.

No Retaliation: Retaliation is strictly prohibited. The College will not tolerate intimidation, threats, coercion, or discrimination against anyone who reports sexual misconduct, requests supportive measures, or participates in a Title IX process. Any concerns about retaliation should be reported to the Title IX Coordinator and will be addressed promptly.

Privacy: Information related to reports of sexual misconduct is shared only with individuals who have a legitimate need to know in order to provide support or respond appropriately.

Reporting & Resolution Process

How to report an incident. Individuals can make a report to the Title IX Coordinator, Dr. Vannee Cao-Nguyen, vcaonguyen@sch.edu or Titleix@shc.edu, 251-380-3026; contact information **Department of Public Safety**. They are available 24/7 for immediate safety concerns and criminal reporting. Reports can be made to faculty and staff who are mandated reporters. Individuals can also submit reports online [HERE](#) by clicking on the "Alleged Misconduct Harassment Form"

Resolution Options: The College offers both informal and formal resolution options. An **Informal Resolution** may be offered when appropriate and when both parties agree; it does not involve a formal investigation or hearing. A **Formal Resolution** (Formal Grievance Process) begins when a formal complaint is filed, triggering an investigation and grievance process. A formal complaint may be initiated by the Complainant or, in limited circumstances, by the Title IX Coordinator.

Investigation and Decision: Throughout the process, both parties are afforded important rights, including written notice of the allegations and relevant details, the opportunity to present witnesses and evidence, access to advisor support (which is often required during hearings), written notice of the outcome and rationale, and the right to appeal.

Notification of Outcome: Complainants of covered offenses such as sexual assault, dating violence, domestic violence, and stalking are entitled to written notification of disciplinary outcomes. These notifications include the Respondent's name, findings, any sanctions imposed, and appeal rights and

outcomes, and are provided to both the Complainant and Respondent simultaneously.

Rights and Options: Both parties have the right to have an advisor present, request accommodations, decline participation in a formal process, be protected from retaliation, and receive a fair and impartial investigation and adjudication.

Time Limits and Jurisdiction: There is no set deadline for reporting sexual misconduct; however, delays may affect the availability of evidence and response options. The College's jurisdiction includes on-campus conduct, College programs and activities, and certain off-campus conduct that has an impact on the College's programs or activities.

Prevention & Resources

Understanding consent is also central to prevention. Consent is a clear, knowing, and voluntary agreement to engage in sexual activity and must be active and ongoing; silence, lack of resistance, or prior sexual activity does not constitute consent.

Sexual misconduct and prohibited conduct include sexual harassment, sexual assault, dating and domestic violence, stalking, and related behaviors.

Seeking medical attention is strongly encouraged as soon as possible following an incident. Medical professionals can collect evidence up to approximately 120 hours after an assault, and sometimes longer. If possible, avoid bathing or changing clothes, and bring any clothing worn during the incident in a clean paper bag. Receiving medical care does not require speaking with law enforcement.

The College supports prevention through bystander intervention programs that empower community members to act safely and proactively to prevent sexual violence and harassment. In addition, SHC's Hill Speak program provides ongoing awareness and prevention campaigns throughout the year, including training on personal safety, sexual assault awareness, escalation, and stalking awareness.

Campus-wide prevention and advocacy efforts are led by the Office of Violence Prevention, which focuses on education, awareness, advocacy, and rights related to sexual assault, dating violence, domestic violence, and stalking.

Other Resources

Emergency: Call 911 or Dept. of Public Safety 251-380-4444

Confidential Support: Counseling & Wellness 251.380.3871; Mobile Rape Crisis Center 800.718.7273

Report to the College

- Title IX Coordinator, Dr. Vannee Cao-Nguyen, 251.380.3026, titleix@shc.edu
- Title IX Harassment Form [ONLINE](#)

Spring Hill College Title IX Sexual Misconduct Information: www.shc.edu/title-ix