



DELAWARE COLLEGE OF ART AND DESIGN

Policy on Sexual Misconduct

April 28, 2015

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## A. Introduction

Sexual misconduct, which includes sexual assault and harassment, is not simply inappropriate behavior – it is against the law. In accordance with Title VII of the 1964 Civil Rights Act, Title IX of the Education Amendments of 1972, and as outlined by the United States Government’s “Not Alone” policy published in the fall of 2014, The Delaware College of Art and Design has established policies and procedures to address instances of sexual misconduct. These policies and procedures include expeditious response and thorough reporting procedures, mandatory training for all faculty and staff, and excellent support services, education, and programs for students. All faculty, staff, students, and third parties are expected to uphold these laws, policies, and procedures.

While extremely sensitive to all instances of sexual misconduct The Delaware College of Art and Design has limited jurisdiction to act on its own on these matters unless the individuals involved are willing to report such occurrences to the proper authorities. The College considers all instances of sexual misconduct to be unlawful and unacceptable. The adjudication of such cases are processed within 24 business hours of any reported or witnessed act of sexual misconduct.

Victims and witnesses always have the right, and are encouraged, to share information with local law enforcement. The College will provide support services throughout this process. Students seeking support, or who wish to discuss the incident confidentially, may contact a College Advocate.

The Delaware College of Art and Design publishes an annual, comprehensive report detailing the policies and procedures pertaining to sexual misconduct, and campus safety and security. Copies are located in the Library, on the website, and are available by request in the Student Services office.

As outlined in the United States Government’s “Not Alone” policy published in the fall of 2014, personal identifiable information is not released to third parties without the permission of the victim or reporting party. Those wishing to maintain confidentiality should consult with a College Advocate, or speak directly to the Confidential Request Liaison. A comprehensive list of College officials and their roles can be located at: [www.dcad.edu/studentlife](http://www.dcad.edu/studentlife). These College officials have been trained to provide resources, and work to ensure the upmost confidentiality possible by law. All College employees must document and communicate all instances of witnessed and reported acts of sexual misconduct, assault, and/or harassment to the Title IX Coordinator for administrative purposes. Additionally, in accordance with Delaware state law, all instances involving minors must be reported to local law enforcement.

## B. Campus Resources and Support Services

The Delaware College of Art and Design encourages victims and witness to report all instances of sexual misconduct, alleged or factual, to any member of the faculty or staff. The College has identified the following personnel that are trained to aid and provide additional resources. In the chart listed below, contact information is provided for these faculty and staff members.

	600 N Market St Wilmington, DE 19081	Identities Confidential*	Information and Support	Informal Remedies	Formal Resolution
<b>Title IX Coordinator</b>	Jason Mocar, Director of Student Services 302-622-8867 ext123 Office 123		X	X	X
<b>Confidentiality Request Liaison</b>	Stuart Baron, President 302-622-8867 ext 120 Office 107	X	X		X
<b>Responsible Employees</b>	Ron Brignac, Dean & Area Coordinator of Photography 302-622-8867 ext 419 Office 419		X	X	
	Traci Parman, Chief Administrative Officer 302-622-8867 ext 121 Office 105		X	X	
	Krista Rothwell, Registrar and Assistant Dean 302-622-8867 ext 119 Office 104		X	X	
<b>Advocates - Staff</b>	Tracy Stephanski, Director of Admissions 302-622-8867 ext 123 Office 120	X			
	Bethany Roberts, Assistant Director of Admissions 302-622-8867 ext 111 Office 121	X			
	Nicole Little, Director of Financial Aid 302-622-8867 ext 122 Office 122	X			
	Ruth Graham, Financial Aid Counselor 302-622-8867 ext 105 Office 119b	X			
	Helena Richardson, Library Director 302-622-8867 ext 408 Office 310	X			
<b>Advocates - Faculty</b>	John Breakey, Graphic Design Area Coordinator 302-622-8867 ext 714 Office 408	X			
	Mike East, Fine Art Area Coordinator 302-622-8867 ext 511 Office 510	X			
	Penni Gioffre, Liberal Arts Area Coordinator 302-622-8867 ext 407 Office 308	X			
	Alexi Natchev, Illustration Area Coordinator 302-622-8867 ext 214 Office 511	X			
	Tad Sare, Animation Area Coordinator 302-622-8867 ext 510 Office 317	X			
	Ian Tornay, Interior Design Coordinator 302-622-8867 ext 717 Office 407	X			

\* Students may discuss an incident with advocates and be assured that the identities of persons involved will not be shared unless their consent is given. However, the incident must be reported without names to the Title IX coordinator.

### C. Off-Campus Resources and Support Services

Resource	Services
Local Law Enforcement 911	Emergency response when in immediate danger. Wilmington Police Department will serve as leaders for DCAD's Sexual Assault Response Team – a multidisciplinary interagency team of public and College officials working collaboratively to provide services, advocacy, support, and emergency response in reaction to an instance of sexual misconduct.
Contact Lifeline / Rape, Crisis & Suicide 302.761.9100	A crisis and sexual misconduct hotline that provides support and advocacy for victims through telephone counseling, crisis intervention, information and referrals, accompaniment to hospitals police & courts, individual counseling for survivors friends & families, in school counseling, group support services, and public awareness/prevention education.
National Sexual Assault Hotline 1.800.656.HOPE (4673)	Immediate connection through the RAINN program (Rape Abuse & Incest National Network) a crisis center hotline connecting more than 1,100 trained volunteers across the country.
Planned Parenthood 302.655.7293	Located at 625 N. Shipley Street; Wilmington, DE 19801 providing local resources including HIV testing, emergency contraception (morning-after pill), pregnancy testing and services, as well as STD/STI testing treatment and vaccines.
Christiana Care, Wilmington Hospital 302.733.1000	Located at 501 W. 14 <sup>th</sup> Street; Wilmington, DE 19801 lies a fully modernized, high-quality health care facility. The facility has a 24 hour walk-in assistance which employs SANE (Sexual Assault Nurse Examiner) program an additional component to DCAD's Sexual Assault Response Team (SART). These trained professionals collect evidence, provide support and resources, and have access to an on call forensic nurse.
Downtown Visions 302.425.4200	Located at 409 N Orange Street; Wilmington, DE 19801 lies the main offices for Downtown Visions. The organization assist the community as good will ambassadors, security patrol, and also provide an escort service.
Domestic Violence Hotline 302.762.6110	The Delaware Coalition Against Domestic Violence (DCADV) is the statewide, nonprofit coalition of agencies and individuals working to stop domestic violence in Delaware.
Mobil Crisis Unit 1.800.652.2929	The State of Delaware offers Crisis Intervention Services 24 hours a day to assist people, 18 years and older, with severe personal, and family or marital problems including depression, unemployment, anxiety, feelings of hopelessness, thoughts of suicide, and many others.
Child Abuse Hotline 1.800.292.9582	Sponsored by the Department of Services for Children, Youth, and Their Families this organization provides 24 hour services for child abuse, prevention, and reporting.
YWCA Delaware – Domestic Abuse Center 302.658.7110 ext. 17	Located in downtown Wilmington, the YWCA promotes advancement of equal opportunity for women, women's self-sufficiency and family stability, and social and racial justice. The YWCA provides safe and open environments where women can find support and inspiration.
Wilmington Police Department Domestic Violence Coordinator 302.576.3648	The Victim Services division of the Wilmington Police Department has been in existence since 1991 and provides support, crisis counseling, information and referrals to victims of violent crimes in the City of Wilmington.

### D. Title IX Personnel

The Delaware College of Art and Design encourages all victims and witnesses of sexual misconduct to share any information regarding an alleged act of sexual violence or sexual misconduct. The College recognizes that sharing information of this nature can be difficult and students may have concerns regarding their confidentiality. The

description of the on-campus support services personnel listed below will assist students and other persons in best understanding and identifying appropriate resources to deal with possible instances of sexual misconduct.

#### *D.1. College Advocates*

College Advocates provide students with a resource that will not trigger a campus investigation. **College Advocates will produce a limited report submitted directly to the Title IX Coordinator and will not include any information that would directly or indirectly identify the victim.** The report will include the nature of the incident, date, time, and general location of the incident. This information will be used by the Title IX Coordinator to formulate a campus-wide response or timely warning without revealing any confidential information.

Any victim or witness who elects to speak to a College Advocate, and wishes to maintain confidentiality, will not trigger an official College investigation into the particular incident. As such, the College will be unable to enforce disciplinary action against the alleged perpetrator(s) based upon only a confidential report. If, at a later date, a victim or witness would like the incident to be investigated, College Advocates may assist the student in submitting a detailed report to the Title IX Coordinator for expeditious action, or filing a report with the appropriate authorities.

In addition to producing a limited (confidential) report, College Advocates also aid the victim by offering ongoing assistance, and support services. Examples of such services include, but are not limited to: academic leave of absence, academic accommodations, change in housing assignment, counseling, and/or access to emergency health services.

While College Advocates maintain a victim's confidentiality, there are instances where this is not possible due to Delaware state and federal laws. Instances include acts against or involving minors, those that indicate imminent harm to self or others, and/or instances where the Advocate may be required to testify if subpoenaed in a criminal case.

#### *D.2. Responsible Employees*

The Delaware College of Art and Design has designated several individuals as "Responsible Employees." Each Responsible Employee has the authority to mandate, as well as to fully document and report, any alleged or witnessed act of sexual misconduct.

Consultation with or reporting to a Responsible Employee will result in an immediate and expeditious investigation by the College led by the Title IX Coordinator. This investigation will include, but is not limited to, coordination with victim support services, campus-wide response and education, timely warning, and equitable disciplinary actions against perpetrators.

Victim and witness confidentiality is paramount throughout the responses and investigations by both the Title IX Coordinator and Responsible Employees. Confidential information, such as names and other information that may identify the student will be shared only to those employees responsible for handling the College's investigation, or those who assist in providing victim support.

In accordance with Delaware state and federal laws, the College will not share confidential information, without consent from the victim, such as names or other identification information with local law enforcement if the victim is 18 years of age or older. However, there are instances where this is not possible. Instances include acts against or involving minors, indications of imminent harm to self or

others, and/or instances where the Advocate may be required to testify if subpoenaed in a criminal case. Victims always have the right to share information with local law enforcement and are encouraged to do so. The College will provide support services throughout this process.

Responsible Employees cannot guarantee confidentiality but will make a good faith effort to ensure the privacy of the victim and information. Victims who report incidents to Responsible Employees and also wish to maintain confidentiality may not have their request honored by the Title IX Coordinator. When a Responsible Employee reports the incident to the Title IX Coordinator, the Responsible Employee will inform the Title IX Coordinator of the victim's or witness's desire for confidentiality, which the Title IX Coordinator will give due consideration.

#### *D.3. Confidentiality Request Liaison*

If a victim wishes to file a complete report and request adjudicated action but also wishes to remain confidential, he or she must submit a request to the Confidential Request Liaison. A victim may also indicate their desire for confidentiality to a Responsible Employee or the Title IX Coordinator; in these instances, her or his request will be immediately submitted directly to the Confidentiality Request Liaison, the College President, for full review. The Confidentiality Request Liaison will work to ensure that the College is providing a safe, non-discriminating environment for all students. If the request is granted, the College will have a limited ability to thoroughly investigate the incident and to pursue immediate and expeditious adjudication against the alleged perpetrator(s). The Confidentiality Request Liaison will weigh several factors when considering a request for confidentiality. Factors include, but are not limited to: age of victim, the possible use of a weapon in committing the alleged act, and the determination of increased and/or recurring risk to the College community. A student may request a complete list of determining factors from the Confidentiality Request Liaison, Title IX Coordinator, Responsible Employees, or any Advocate.

If at any time the Confidentiality Request Liaison determines that the request has been denied or cannot be maintained, the Confidentiality Request Liaison will inform the victim prior to starting an investigation. In such a situation, the Confidentiality Request Liaison will only share confidential information with those who are responding, aiding, or leading the investigation.

#### *D.4. Title IX Coordinator*

The Title IX Coordinator is authorized by the President to receive and resolve reports and complaints dealing with sexual harassment, misconduct and violence. The Title IX Coordinator is the only College official authorized to chair the student conduct committee, which is charged with fact finding investigations of sexual harassment, misconduct and violence complaints. All members of the campus community are required to cooperate in every respect with the Title IX Coordinator toward the fulfillment of his/her responsibilities.

The Title IX Coordinator shall manage the sexual harassment education and training programs at the College. The Title IX Coordinator shall also serve as a consultant to college officials who receive reports of sexual harassment, misconduct, and violence, and shall serve as the principal campus advisor on policy and procedures regarding these matters. The Title IX Coordinator is also responsible for maintaining files of all reports and complaints of sexual harassment, misconduct and violence including the number, location and nature of reports and complaints. To streamline reporting, the Title IX Coordinator also chairs the Annual Campus Security and Fire Safety Report committee which is responsible for upholding

the Jeanne Clery Disclosure Act and for following all procedures outlined in the Department of Education's *Handbook for Campus Safety and Security Reporting*.

## E. Definitions and Types of Sexual Misconduct

### *E.1 Sexual Misconduct*

Sexual misconduct can include any form of an actual or attempted sexual offense perpetrated upon a person without that person's consent including, but not limited to rape, voyeurism and indecent liberties; or any other unwelcome physical contact (e.g., touching, pinching, patting, grabbing, rubbing, or inappropriately brushing up against someone's body). Photographs, video, or other visual or auditory records of sexual activity made without explicit consent constitutes sexual misconduct, even if the activity documented was consensual. Similarly, sharing such recordings without explicit consent is a form of sexual misconduct.

Sexual misconduct may constitute both a violation of College policy and criminal activity. Therefore, the College encourages students and employees to promptly report alleged sexual misconduct and in the case of individuals identified as responsible employees requires such reporting. Because the standards for finding a violation of criminal law are different from the standards for finding a violation of this Policy, the results of any criminal investigation will not be determinative of whether a violation has occurred under either this Policy or other applicable college policies.

### *E.2 Sexual Harassment*

The United States Department of Education as well as the Delaware College of Art and Design, defines sexual harassment as conduct that:

1. is sexual in nature;
2. is unwelcome; and
3. denies or limits a student's ability to participate in or benefit from a school's education and social programs.

Sexual harassment can take different forms depending on the harasser and the nature of the harassment. Unacceptable conduct can be perpetrated by school employees, other students, and non-employee third parties, such as a visiting speaker. Both male and female students can be victims of sexual harassment, and the harasser and the victim can be of the same sex.

The conduct can occur during any College program or activity and can take place in College facilities, on a school bus or at other off-campus locations, such as a school-sponsored field trip or a training program at any other location. The conduct can be verbal, nonverbal, or physical.

Sexual harassment can take two forms: **quid pro quo** and **hostile environment**.

- **Quid pro quo harassment** occurs when a College employee or representative causes a student to believe that he or she must submit to unwelcome sexual conduct in order to participate in a

College program or activity. It can also occur when an employee causes a student to believe that the employee will make an educational decision based on whether or not the student submits to unwelcome sexual conduct. For example, when a teacher threatens to fail a student unless the student agrees to date the teacher, it is quid pro quo harassment.

- **Hostile environment harassment** occurs when unwelcome conduct of a sexual nature is sufficiently serious that it affects a student's ability to participate in or benefit from an education program or activity, or creates an intimidating, threatening or abusive educational environment. A hostile environment can be created by a school employee, another student, or even by someone visiting the school, such as a student or employee from another school.

### *E.3. Sexual Assault*

The United States Department of Justice as well as the Delaware College of Art and Design defines sexual assault as any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Falling under the definition of sexual assault are sexual activities as forced sexual intercourse, forcible sodomy, child molestation, incest, fondling, and attempted rape.

### *E.4. Domestic Violence*

The United States Department of Justice as well as the Delaware College of Art and Design defines domestic violence as a pattern of violence or abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner. Domestic violence can be physical, sexual, emotional, economic, or psychological acts or threats to act that influence another person. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone.

- **Physical Abuse:** Hitting, slapping, shoving, grabbing, pinching, biting, hair pulling, etc. are types of physical abuse. This type of abuse also includes denying a partner medical care or forcing alcohol and/or drug use upon him or her.
- **Sexual Abuse:** Coercing or attempting to coerce any sexual contact or behavior without consent. Sexual abuse includes, but is certainly not limited to: rape, marital rape, attacks on sexual parts of the body, forcing sex after physical violence has occurred, or treating one in a sexually demeaning manner.
- **Emotional Abuse:** Undermining an individual's sense of self-worth and/or self-esteem is abusive. This may include, but is not limited to constant criticism, diminishing one's abilities, name-calling, or damaging one's relationship with his or her children.
- **Psychological Abuse:** Elements of psychological abuse include, but are not limited to: causing fear by intimidation, threatening physical harm to self, partner, children, or partner's family or friends, destruction of pets and property, and forcing isolation from family, friends, or school and/or work.
- **Domestic Violence:** can happen to anyone regardless of race, age, sexual orientation, religion, or gender. Domestic violence occurs in both opposite-sex and same-sex relationships and can happen to intimate partners who are married, living together, or dating.

### *E.5. Dating Violence*

The United States Department of Justice as well as the Delaware College of Art and Design defines dating violence as:

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on a consideration of the following factors:

- the length of the relationship
- the type of relationship
- the frequency of interaction between the persons involved in the relationship

#### E.6. Sexual Exploitation

The Delaware College of Art and Design defines sexual exploitation as when a person takes non-consensual, unjust or abusive sexual advantage of another for his or her own advantage or benefit.

#### *E.7 Stalking*

The United States Department of Justice as well as The Delaware College of Art and Design defines stalking as a pattern of repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear.

#### E.8. Retaliation

The Delaware College of Art and Design defines retaliation as taking adverse action against an individual or subjecting an individual to conduct that has the purpose or effect of unreasonably interfering with that individual's educational experience, work, or academic performance. Retaliation occurs as a result of an individual's actions in support of or participation in the procedures outlined within this report.

#### E.9. Intimidation

The Delaware College of Art and Design defines intimidation as intentionally coercing or frightening someone to do or not to do something against his or her will. Intimidation includes behaviors that cause fear of injury or harm.

#### E.10 Consent

The Delaware College of Art and Design defines consent as a voluntary agreement to engage in specific, sexual activity. Consent cannot be inferred from the absence of a "no"; a clear "yes," verbal or otherwise, is necessary. Silence or an absence of resistance does not imply consent. Consent to some sexual acts does not imply consent to others, nor does past consent to a given act imply present or future consent. Consent must be ongoing throughout a sexual encounter and can be revoked at any time.

Consent cannot be obtained by threat, coercion, or force. Agreement under such circumstances does not constitute consent.

Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated, whether due to alcohol, drugs, or some other condition. A person is mentally or physically incapacitated when that person lacks the ability to make or act on considered decisions to engage in

sexual activity. Engaging in sexual activity with a person whom you know -- or reasonably should know -- to be incapacitated constitutes sexual misconduct.

## **F. Reporting and Adjudicating Acts of Sexual Misconduct**

All victims and witnesses are encouraged to report instances of sexual misconduct to local law enforcement. In the event of any emergency, of if you are in immediate danger, please dial 911. The Wilmington Police will form a multidisciplinary interagency sexual assault response team (SART). The SART will not only investigate the reported incident, but will also provide intervention, counseling, and medical services. The Delaware College of Art and Design will be an integral component of the SART team in conjunction with several other Wilmington Resources.

Preserving DNA evidence is a key tool for law enforcement's investigation and prosecution of a sexual assault case. It is used to prove that a sexual assault occurred and to show that the defendant is the source of biological material left on the victim's body. A Sexual Assault Nurse Examiner (SANE) is a trained professional who collects DNA evidence from the victim's body and/or clothing and this material is often collected at a hospital. [Christiana Care, Wilmington Hospital](#) provides 24hr walk in assistance to provide a rape kit and has a forensic nurse on call at all times to assist with the procedure. [Contact Lifeline Helpline](#) at 302-761-9100 will also provide 24-hour SANE assistance upon contact of their office. [Contact Lifeline Helpline](#) will also provide a rape crisis advocate who will accompany a victim to the hospital or alternative health provider. Please contact their office directly or seek the assistance of a College Advocate if you are interested in this service.

The most thorough local option to seek treatment for sexual misconduct injuries, preventative treatment for sexually transmitted infections, and other health services is [Christiana Care, Wilmington Hospital](#). Additional resources are provided by [Planned Parenthood](#), including abortion services, HIV testing, Morning-After Pill, pregnancy testing and services, STD/STI testing, treatment and vaccines.

A report of sexual harassment, misconduct or violence shall be defined as any meeting or discussion with a College official in order to inform the College that an incident has occurred. Anonymous or confidential accounts are also considered a report. Once a report has been made, in whatever form, the Title IX Coordinator must be advised immediately of the report by the College Official or employee who received it.

Not all employees can maintain confidentiality. For this purpose, the College has outlined clear Title IX personnel roles. Title IX personnel can be located on the Student Life webpage, the student handbook, as well as within this document. All College employees are trained to assist students in seeking the proper resources and support. Victims of sexual misconduct may seek the assistance of any employee at any time. The College also has identified a Confidential Request Liaison to ensure the student rights and requests for privacy are upheld to the fullest extent legally possible.

The Delaware College of Art and Design's Code of Student Conduct provides for a thorough, immediate, and objective investigation of all claims of sexual harassment, misconduct or violence. The College encourages all those who have experienced any form of sexual harassment, misconduct or violence to report the incident promptly, to seek out all available campus and community resources, and to pursue adjudication through the Student Conduct Committee. Victims wishing to pursue criminal action should seek the assistance of a college Advocate, Responsible Employee, the Title IX Coordinator, or by contacting local law enforcement directly.

In addition to the College's Title IX trained personnel, the College also provides students with easy immediate access to pursuing adjudication, through an on-line anonymous incident reporting system. The anonymous [Student Incident Report](#) can be accessed on the student life section of the website. Written reports can also be

submitted to any Title IX trained personnel either in person or via e mail. The Delaware College of Art and Design prohibits all acts of retaliation and intimidation as a reaction to a victim or third party report. Such instances will be dealt with expeditiously through the Code of Student Conduct.

Informal mediation is never appropriate in sexual misconduct cases and as allegations of sexual misconduct requires additional sensitivity and prompt adjudication. After a report is filed, the College will take immediate action through the Student Conduct Committee chaired by the Title IX Coordinator. The committee will adjudicate the case based on preponderance of evidence as outlined in the student handbook. The committee includes trained representatives of the College including the College Dean, students when requested by the victim, and senior administration. In addition to adjudication, the Delaware College of Art and Design will also issue timely warnings, and accurately report all violations in the Annual Campus Security and Fire Safety Report as outlined by the Department of Education and the Clery Act. This report does not include personal information such as victims' names.

The Code of Student Conduct and Student Conduct Committee will ensure that equitable rights during the investigation process are upheld. The investigation will include opportunities for both victim and the accused to present evidence and provide witnesses or witness statements. The Student Conduct Committee will conduct independent investigations on behalf of the victim and accused at different times and locations to ensure the privacy and safety of the victim. Cross examining will be conducted by a neutral College Advocate(s). Evidence and witnesses may only present information regarding the specific date, time, and location expressed within the report. Questioning or evidence about the complainant's prior sexual conduct with anyone other than the alleged perpetrator is prohibited. Prior consensual dating or sexual relationship between the parties by itself does not imply consent or preclude a finding of sexual misconduct.

The Delaware College of Art and Design will also work in conjunction and fully support an investigation by law enforcement should the victim wish to pursue such action. The victim and Confidential Request Liaison shall be consulted for approval before releasing any sensitive or personal information. In any investigation, whether legal or through Campus adjudication procedures, the College recognizes the gravity and sensitivity of such actions. As such, The College will provide a good faith effort to make accommodations that preserve the confidentiality of those involved, as well as ensuring the safety of the community as a whole. Accommodations may include: housing relocation, interim academic withdrawal, change in schedule, academic accommodation, and access to academic support such as tutoring or distance learning technology and opportunity, separation order, and limitation of campus resources and/or access to specific facilities.

In the event that the College receives an anonymous report, the Title IX Coordinator, with the assistance of the Title IX personnel, will make a good faith effort to locate the victim and fully investigate the incident. During this time and after all adjudicated acts of sexual misconduct, the College will properly document and report as per the terms and conditions of the Department of Education and the Clery Act. Timely warnings, increased supervision, monitoring of entrances and exits, increased security, publicity of resources through Campus mailings, and additional training are a few examples of immediate responses that the College may enact while investigating a confidential report.

Possible adjudication outcomes include expulsion, suspension from the College, and/or removal from on campus housing. All parties involved in any investigation of sexual misconduct will be informed of the outcome of the investigation in writing. The Delaware College of Art and Design will not require any party to abide by a nondisclosure agreement, in writing or otherwise, that would prevent the re-disclosure of information related to the outcome of the proceeding. Appeals of all Student Conduct cases may be made through the Student Grievance Process or directly to the President.

## **G. Prevention, Education, and Training**

Information related to sexual misconduct is available in several formats to all faculty, staff, students, and third parties. The Delaware College of Art and Design annually distributes copies of its Student Handbook. The College also updates its website regularly to include policies such as the DCAD Policy on Sexual Misconduct and the Clery Act. Copies of the Annual Campus Security and Fire Safety Report as well as the Title IX –“Not Alone” report can be found in hard copy on the consumer information webpage, within the library, and through request in the Student Services office.

The College annually partners with the Wilmington Police Department and Downtown Visions to conduct training and information sessions to students, faculty, and staff. The sessions are designed to inform students of their resources and to provide prevention education.

The Delaware College of Art and Design also has a Residential Advisor (RA) program that includes eight days of training that informs and educates each RA on indicators of sexual misconduct as well as appropriate response, College support services, and off campus resources. RAs also conduct annual programs promoting the awareness of sexual misconduct. Examples of such programs include: “Take Back the Night” and “Walk a Mile in Her Shoes”.

The Title IX Coordinator, in collaboration with the Title IX Committee, also leads training sessions for all Delaware College of Art and Design employees annually. Specific training sessions are held for all College Advocates and Responsible Employees. The College believes that it is paramount that all employees be properly trained to respond to acts of sexual misconduct.

Employees that are not identified as an official Title IX Personnel are trained to immediately refer and escort the student and/or the report to their supervisor and/or a College Advocate. Each College Advocate and Responsible Employee is trained and responsible for knowing and abiding by all procedures set forth by this report, College policy, and the Clery Act. The training for all employees includes, but is not limited to: an explanation of the “Not Alone” mandate, discussion of the responsibilities of the Clery Act, adjudication procedures of the College, thorough training on confidentiality, familiarity with the “Not Alone” Mandate and the “Not Alone” report, provision of the Annual Campus Security and Fire Safety Report, and Student and Staff Handbooks.