

# Civil Rights at Kenyon

Questions and Answers



**Kenyon**

# How to Get Help

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## Emergency Response

### Kenyon Campus Safety

**P** 740-427-5555 (emergency line)

**P** 740-427-5000

### Knox County Sheriff

**P** 911

**P** 740-397-3333

## Confidential Resources: Medical Treatment Or Counseling

### Knox Community Hospital

**A** 1330 Coshocton Ave.

**P** 740-393-9000

### Health Services (for students)

**E** [health@kenyon.edu](mailto:health@kenyon.edu)

**P** 740-427-5525

### Counseling Services (for students)

**E** [counseling@kenyon.edu](mailto:counseling@kenyon.edu)

**P** 740-427-5643

### College Chaplains

Open to all students and staff regardless of faith background.

Marc Bragin

(he/him)

**E** [braginm@kenyon.edu](mailto:braginm@kenyon.edu)

**P** 740-427-5228

Rachel Kessler

(she/her)

**E** [kesslerr@kenyon.edu](mailto:kesslerr@kenyon.edu)

**P** 740-427-5353

## **On-Campus Resources** (Private, not confidential)

### **Office for Civil Rights**

Samantha Hughes, Civil Rights/Title IX Coordinator  
(she/her)

**E** [hughess@kenyon.edu](mailto:hughess@kenyon.edu)

**P** 740-427-5820

Kevin Peterson, Civil Rights/Title IX Deputy Coordinator  
(he/him)

**E** [peterson2@kenyon.edu](mailto:peterson2@kenyon.edu)

**P** 740-427-5245

### **Office of Diversity, Equity and Inclusion**

**E** [odei@kenyon.edu](mailto:odei@kenyon.edu)

**P** 740-427-5846

### **Center for Global Engagement**

**E** [cge@kenyon.edu](mailto:cge@kenyon.edu)

**P** 740-427-5637

### **Student Accessibility and Support Services**

Supporting students with disabilities

**E** [sass@kenyon.edu](mailto:sass@kenyon.edu)

**P** 740-427-5453

## **Off-Campus Resources**

### **New Directions Domestic Abuse Shelter and Rape Crisis Center**

**P** 740-397-4357 (24/7 Hotline)

**W** [newdirectionsshelter.org](http://newdirectionsshelter.org)

*SRPA is a part of New Directions.*

### **BRAVO (Buckeye Region Anti-Violence Organization)**

**P** 866-862-7286 or text 614-333-1907

**W** [bravo.equitashealth.org](http://bravo.equitashealth.org)

### **Equality Ohio Legal Clinic**

**P** 855-542-8529

**W** [equalityohio.org/legal-clinic](http://equalityohio.org/legal-clinic)

### **Disability Rights Ohio**

**P** 800-282-9181

**W** [disabilityrightsohio.org/resource-center](http://disabilityrightsohio.org/resource-center)

# Civil Rights Policies

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**Kenyon's Civil Rights Policy (Discrimination, Harassment, and Sexual Misconduct) applies to all members of the Kenyon community.**

Whether you are a student, staff member, affiliated individual or faculty member, Kenyon's policies aim to protect you.

The expectations for behavior under the Civil Rights Policy (Discrimination, Harassment, and Sexual Misconduct) are the same for all community members. All forms of sexual harassment, sexual misconduct, discrimination and discriminatory harassment are never acceptable in our community.

The process to resolve complaints is the same for everyone.

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## Glossary of Common Terms

**Complainant.** An individual who is alleged to have experienced conduct that could constitute Prohibited Conduct

**Respondent.** An individual who has been reported to have committed Prohibited Conduct. A respondent can be an individual or a student group or organization that is alleged to have engaged in conduct that violates this policy.

**Mandated Reporter.** All College employees, student employees, and affiliated individuals are required to disclose to the Civil Rights and Title IX Coordinator any report of protected characteristic harassment and discrimination of which they are aware.

**Report.** Information reported to the Civil Rights and Title IX Coordinator about known or suspected harassment and/or discrimination that has occurred based on one more protected characteristic.

**Formal Complaint.** A document filed by and signed by a complainant or signed by the Civil Rights/Title IX Coordinator alleging a violation of one or more sections of Prohibited Conduct AND requesting the College investigate the allegation/s. Formal complaints must be filed in order to pursue either an Informal Resolution Process or a Formal Resolution.

**Supportive Measures.** Non-disciplinary, non-punitive individualized services offered to both the complainant and respondent as appropriate, reasonably available, and without fee or charge.

## **What Should Be Reported?**

- Discrimination
- Discriminatory Harassment
- Sexual Harassment
- Sex/Gender Discrimination
- Sexual Assault
- Domestic Violence
- Dating Violence
- Stalking

Harassment and discrimination which occur on the basis of a protected characteristic contains a wide range of unwanted behaviors including, but not limited to: verbal or written comments, acts of discrimination, or physical contact. A complainant does not need to provide a definitive label of their experience at the time a report is made, nor do they have to decide on a particular course of action in advance. Choosing to make a report, and deciding how to proceed after making the report, can be a process that unfolds over time.

### **Ask yourself the following questions:**

- Was the behavior unwanted?
- Was the behavior based on sex, gender, gender identity, gender expression, or sexual orientation?
- Was the behavior sexual in nature?
- Was the behavior based on age, race, ethnicity, color, national origin, ancestry, religion, medical condition, genetic information, veteran status, marital status or any other characteristic protected by state, local, or federal law?

If you answer yes to any of the above questions, please contact the Office for Civil Rights.

### **To see a complete list of prohibited conduct go to:**

- Kenyon's Civil Rights Policy: Discrimination, Harassment, and Sexual Misconduct
- Kenyon's ADA/Section 504 Grievance Policy

## How Do I Report?

You can make a report and find out your options for support and processes by contacting these private, not confidential officials:

**Samantha Hughes,  
Civil Rights/Title IX Coordinator**

(she/her)

**E** hughess@kenyon.edu

**P** 740-427-5820

**Kevin Peterson,  
Civil Rights/Title IX Deputy Coordinator**

(he/him)

**E** peterson2@kenyon.edu

**P** 740-427-5245

**To report anonymously, you may  
fill out a form at [forms.kenyon.edu/node/82](https://forms.kenyon.edu/node/82).**

**In an emergency, call Campus Safety at 740-427-5555  
or the Knox County sheriff at 911.**

You can speak confidentially to these campus officials:

**Health Services (for students)**

**E** health@kenyon.edu

**P** 740-427-5525

**Counseling Services (for students)**

**E** counseling@kenyon.edu

**P** 740-427-5643

**Marc Bragin, College chaplain**

(he/him)

**E** braginm@kenyon.edu

**P** 740-427-5228

**Rachel Kessler, College chaplain**

(she/her)

**E** kesslerr@kenyon.edu

**P** 740-427-5353

# Questions and Ans

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## **The Federal Government made big changes to Title IX in 2020. What does that mean for Kenyon?**

Everything that was against Kenyon's policies before the changes is still against the College's policies and will continue to be handled by Kenyon's Office for Civil Rights. The biggest changes are that some categories of Prohibited Conduct are labeled differently and some official complaints may have to be resolved using a live hearing.

## **What is the difference between a Report and a Complaint?**

A report is information reported to the Civil Rights and Title IX Coordinator about known or suspected harassment and/or discrimination that has occurred based on one more protected characteristic.

A complaint is a document filed by and signed by a complainant or signed by the Civil Rights/Title IX Coordinator alleging a violation of one or more sections of Prohibited Conduct AND requesting the College investigate the allegation/s. Formal complaints must be filed in order to pursue either an Informal Resolution Process or a Formal Resolution.

## **I heard a person has been reported to the Office for Civil Rights. Why do I keep seeing this person around campus? Why hasn't anything been done to them?**

When a complainant makes a report they have the choice of whether or not to file an official complaint. If the complainant does not wish to move forward with a formal complaint, their wishes are typically able to be honored.

## **Will a process start once I make a report?**

When a complainant makes a report they are presented with options on how they are able to proceed. The Civil Rights Office will typically only start a formal process if the complainant requests it, or is willing to participate in a formal process. It is extremely rare for the Civil Rights Office to move forward without the direction of the complainant and would only happen after a threat assessment indicates that the respondent poses a serious threat to others and/or the community.



**Will the Respondent know I made a report?**

The Civil Rights Office does not contact the respondent to inform them that a report in which they have been named has been made unless the complainant requests it.

**Does information about a complaint remain private?**

Typically, yes. Any information collected in the course of reporting or investigating a complaint is kept private to the extent possible. Records generated in the course of the investigation may be protected under student record laws (FERPA). If the reported act may constitute a felony under Ohio law, the College is required to report it to the Knox County Sheriff. Names are not provided to the sheriff unless the complainant gives permission to do so. This does not mean that charges will automatically be filed or that a complainant must speak with the sheriff.

**What is the difference between a private and a confidential resource?**

Information shared concerning a report of Prohibited Conduct with a private resource will only be shared with those College employees who “need to know” in order to assist in the active review, investigation, or resolution of the report, including the issuance of supportive measures.

A confidential resource can only disclose information with your written permission, with very few legal exceptions.

**Will the College tell my parents?**

Generally, no. Students are encouraged to inform their parents if there are major medical or disciplinary consequences, or academic jeopardy. College officials will inform parents at the student’s request or in a potentially life-threatening situation.

### **Will the College inform my supervisor?**

Supervisors will not typically be informed of reports. If a supervisor must be informed because of risk in the workplace, the complainant and respondent will be informed.

If you are a respondent and are found responsible for a violation of Prohibited Conduct, your supervisor will be informed as necessary to implement any sanctions.

### **Will the respondent know my name?**

If you request a no-contact order or file an official complaint, the respondent will know your name. If you do not want any type of process, the respondent will not know your name or that you have made a report unless you request it. The only exception to this may be if the respondent appears to present a danger to the community.

### **Do I have to name the respondent?**

No. You are not required to provide any specific information to the Civil Rights Office, or any other entity with whom you interact.

### **What do I do if I am accused?**

Do not contact the complainant. You should talk with someone who can serve as a support/advisor to you. You will be asked, but not required, to meet with the Civil Rights/Title IX coordinator. You do not need to provide any specific information to the coordinator. However, the coordinator will provide you with important information about options for support and about the process. You may also wish to talk to a confidential resource.

### **How do I preserve evidence?**

Complainants and Respondents should save all evidence of the event(s), including text messages, social media communication, emails, notes/letters, photographs, etc.

If you experienced a sexual assault, you may go to Knox Community Hospital for a rape kit. Do not shower, use the restroom, or brush your teeth. Do not wash your clothes. Put any clothes or bedding that

might contain evidence in a paper bag. If you do not wish to call the sheriff or go to the hospital, Campus Safety can turn the evidence over to law enforcement for you.

### **Will a complainant be sanctioned for using illegal drugs or alcohol?**

No, not unless there is damage which is unrelated to the misconduct. The College does not want any circumstances (e.g., drug or alcohol use) to inhibit reporting.

### **Might the use of drugs or alcohol affect the outcome of a complaint?**

Drug or alcohol use does not diminish the respondent's responsibility. However, it may be considered in determining whether the complainant was able to give consent.

### **What if I'm not certain about what happened?**

You do not have to be certain about what happened to make a report. Contact a counselor or the Civil Rights/Title IX coordinator.

### **What if I'm afraid of retaliation if I report?**

Retaliation is prohibited. Let the Civil Rights/Title IX coordinator know about your concerns. Report any possible retaliation to the Civil/Rights Title IX coordinator, or in an emergency contact Campus Safety.

#### **More questions?**

##### **Samantha Hughes**

Civil Rights/Title IX Coordinator

**E** [hughess@kenyon.edu](mailto:hughess@kenyon.edu)

**P** 740-427-5820

**A** Stephens Hall, 106 College-Park Street

##### **Kevin Peterson**

Civil Rights/Title IX Deputy Coordinator

**E** [peterson2@kenyon.edu](mailto:peterson2@kenyon.edu)

**P** 740-427-5245

**A** Stephens Hall, 106 College-Park Street

Kenyon College is committed to fostering a non-discriminatory campus environment in which community members can learn and work. Kenyon College prohibits discrimination in its educational programs and activities, which includes, but is not limited to housing, admission, and employment on the basis of race, color, national origin, ancestry, sex, gender, gender identity, gender expression, sexual orientation, disability, age, religion, medical condition, genetic information, veteran status, marital status, familial status, parenting, pregnancy, or any other characteristic protected by state, local, or federal law.

Inquiries regarding Kenyon's non-discrimination policies should be directed to the Civil Rights/ Title IX Coordinator at 740-427-5820, [hughess@kenyon.edu](mailto:hughess@kenyon.edu), or Kenyon College, Stephens Hall, 106 College-Park Street, Gambier, OH 43022.

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**Kenyon**