

## **Know Your Rights: Title IX Prohibits Sexual Harassment and Sexual Violence**

**Title IX of the Education Amendments of 1972 (“Title IX”), 20 U.S.C. §1681 et seq., is a Federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities. All public and private elementary and secondary schools, school districts, colleges, and universities (hereinafter “schools”) receiving any Federal funds must comply with Title IX.**

*HLGU: Hannibal-LaGrange University receives federal funds through its students (such as Pell Grant, Federal Work-Study Program, Perkins Loan, Supplemental Educational Opportunity Grant and Subsidized/Unsubsidized Direct Stafford loans and Parent PLUS Loans) and complies with Title IX requirements.*

**Under Title IX, discrimination on the basis of sex can include sexual harassment or sexual violence, such as rape, sexual assault, sexual battery, and sexual coercion. Below is additional information regarding the specific requirements of Title IX as they pertain to sexual harassment and sexual violence.**

### **What are a school’s responsibilities to address sexual harassment and sexual violence?**

*HLGU: Hannibal-LaGrange University is committed to providing an institutional environment where all persons may pursue their studies, careers, duties, and activities in an atmosphere free of threat of unwelcome and unwanted sexual actions. It strongly condemns sexual offenses and supports those who have been victimized. Sexual misconduct includes the attempt or act of rape, forced sodomy, or any other sex offense as listed in RSMo 566.010 – 566.130.*

<http://www.moga.mo.gov/>

*HLGU will respond promptly and, subject to a victim's right of confidentiality, will investigate claims involving sexual harassment or sexual violence. The University will take prompt action to eliminate the sexual harassment or sexual violence, prevent its recurrence, and address its effects.*

### **What procedures must a school have in place to prevent sexual harassment and sexual violence and resolve complaints?**

- **Every School Must Have and Distribute a Policy against Sex Discrimination.**

*HLGU: Hannibal-LaGrange University has and distributes its policy against sex discrimination by publishing it online and in its major publications, such as school catalog and handbooks. HLGU Non-discrimination policy states:*

Source (Bold):

*Hannibal-LaGrange University complies with all federal and state nondiscrimination laws and does not engage in prohibited discrimination on the basis of race, color, sex, religion, disability, national or ethnic origin or ancestry, military or veteran's status, or genetic information in either employment or the provision of services. As an institution controlled by the Missouri Baptist Convention, the University is exempted from some provisions of nondiscrimination laws, including the prohibition against religious discrimination in employment under Title VII of the Civil Rights Act of 1964, and, to the extent compliance would conflict with the University's religious tenets, the prohibition against sex discrimination under Title IX of the Education Amendments of 1972.*

- **Every School Must Have a Title IX Coordinator**

**HLGU:** *A student or one seeking admission to Hannibal-LaGrange University, who claims to have been unlawfully discriminated against due to any University regulation, policy, or the official action of any University employee should submit a written complaint to Karry Richardson at HLGU, 2800 Palmyra Road, Hannibal, Missouri, 63401 or via email at [karry.richardson@hlq.edu](mailto:karry.richardson@hlq.edu)*

*An employee or one seeking employment who claims to have been unlawfully discriminated against due to any University regulation, policy, or the official action of any University employee should submit a written complaint to Dori Colborn at Business Office, 2800 Palmyra Road, Hannibal, Missouri, 63401 or via email at [dori.colborn@hlq.edu](mailto:dori.colborn@hlq.edu)*

- **Every School Must Have and Make Known Procedures for Students to File Complaints of Sex Discrimination.**

**HLGU:** *Hannibal-LaGrange University (HLGU) Student Complaint Policy is to provide an exceptional collaborative learning environment that prepares students for meaningful personal lives, professional accomplishments, and responsible citizenship. HLGU is committed to:*

- *Continuous improvement of both its academic and non-academic support services for its students.*
- *Adequate, easily activated procedures to deal with student complaints.*
- *Effective complaint resolution processes using clear, fair, and reliable management.*
- *Opportunities to analyze recurring or persistent problems that ensure improvement of student life and student satisfaction.*

*The Institution is committed to providing students with access to appropriate procedures for stating concerns and registering appeals. HLGU intends to treat complaints seriously with prompt, confidential, respectful, and fair resolution for all parties.*

[Student Complaint Process](#)

Source (Bold):

*If you have been victim of, or have witnessed a crime or concern, please use the online form below to report the information. Be sure to include all relevant information you can in the online form, including your contact information so we can follow up if we need more information. Best efforts will be made to keep your report confidential in accordance with applicable laws and policies.*

[Report a Crime](#)

[Silent Witness](#)

- **Every complainant has the right to present his or her case. This includes the right to adequate, reliable, and impartial investigation of complaints, the right to have an equal opportunity to present witnesses and other evidence, and the right to the same appeal processes, for both parties.**
- **Every complainant has the right to be notified of the time frame within which: the school will conduct a full investigation of the complaint; the parties will be notified of the outcome of the complaint; and the parties may file an appeal, if applicable.**
- **Every complainant has the right for the complaint to be decided using a preponderance of the evidence standard (i.e., it is more likely than not that sexual harassment or violence occurred).**
- **Every complainant has the right to be notified, in writing, of the outcome of the complaint. Even though federal privacy laws limit disclosure of certain information in disciplinary proceedings:**

**Schools must disclose to the complainant information about the sanction imposed on the perpetrator when the sanction directly relates to the harassed student.**

***HLGU:** Hannibal-LaGrange University's behavior guidelines and expectations are meant to reflect Christian values. Like any community, there are certain standards, requirements and responsibilities that help secure a safe environment that coincides with HLGU's mission. Students, by virtue of their enrollment, are seen as members of the community and are expected to accept and live in accordance with HLGU's guidelines and expectations.*

*Discipline is intended to serve the following purposes:*

- 1. Protect and encourage a culture on campus that honors God.*
- 2. To uphold University guidelines and expectations.*

Source (Bold):

OCR, U.S. Department of Education. "Know Your Rights." 2 April 11. *U.S. Department of Education: OCR*. PDF Document. 23 April 2018.



3. *To promote personal responsibility.*
4. *To be educative in redirecting student behavior.*

*[HLGU Student Handbook](#), Sanctions, p. 52*

**If you want to learn more about your rights, or if you believe that a school district, college, or university is violating Federal law, you may contact the U.S. Department of Education, Office for Civil Rights, at (800) 421-3481 or [ocr@ed.gov](mailto:ocr@ed.gov). If you wish to fill out a complaint form online, you may do so at: <http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>**

Source (Bold):

OCR, U.S. Department of Education. "Know Your Rights." 2 April 11. *U.S. Department of Education: OCR*. PDF Document. 23 April 2018.