KEY POINTS ABOUT SEXUAL HARASSMENT
• Sexual harassment can take different forms depending on the harasser and the nature of the harassment.
• College or university employees, other students, and non-employee third parties, such as a visiting speaker, may carry out this conduct.
• The conduct can be verbal, nonverbal or physical.
• People of all genders can be victims of sexual harassment, and the harasser and the victim may be of the same or different sexes.
• Sexual harassment can occur in any school program or activity and can take place in institutional facilities or at off-campus locations, such as a school-sponsored retreat or training program at another location.

Mississippi Valley State University does not tolerate gender-based discrimination, and we intend to make our campus a safe and welcoming place to live, work, and learn. Victims can talk with anyone here on campus if they or someone they know is experiencing sexual harassment/sexual violence. We will provide support and put victims in touch with the Title IX Coordinator and other resources right away.

HOW TO REPORT A TITLE IX COMPLAINT
All complaints of harassment or discrimination will be investigated in a manner that is prompt, adequate, and impartial. Faculty, staff, and student employees who are knowledgeable of sexual harassment or sexual violence are obligated to report complaints to their supervisors or department head and/or the Title IX Coordinator.

Any student, employee or third party who believes they have been subjected to sexual harassment, including sexual violence/sexual assault, are encouraged to file an official complaint with the University. Students, faculty, and staff may also file a complaint of sexual harassment or sexual assault on another’s behalf. The following offices and corresponding personnel are the appropriate channels through which to report sexual harassment, discrimination, and/or violence:

Mr. Lloyd Dixon, Title IX Coordinator
William Sutton Administration Building, Suite 145
662-254-3121
Email: lddixon@mvsu.edu

Division of Student Affairs
H.G. Carpenter Building
Student Affairs Suite
662-254-3636

OTHER RESOURCES
Mr. Raynaldo Gillus
Executive Director of Residential Life and Student Conduct
Students Union Annex Building
662-254-3590
Email: raynaldo.gillus@mvsu.edu

Mr. Alex Granderson
Chief of University Police
Annex II Building, 1st Floor
662-254-3478/3479
Email: aegranderson@mvsu.edu

Elizabeth Hursey
Director of Human Resources
William W. Sutton Administration Building, 3rd Floor
662-254-3781
Email: ejhursey@mvsu.edu

Student Code of Conduct
https://www.mvsu.edu/Student-Handbook

Employee Discrimination and Harassment Policy
https://www.mvsu.edu/human-resources/personnel-handbook

MISSISSIPPI VALLEY STATE UNIVERSITY
14000 Highway 82 W
Itta Bena, MS 38941
Phone: 662-254-9041 (main operator)
Web: www.mvsu.edu/index.php
DEFINITION OF SEXUAL HARASSMENT

As used in this policy, the term “sexual misconduct” refers broadly to unwelcome behavior of a sexual nature committed without effective consent. Sexual misconduct can vary in its nature and severity. For purposes of MVSU’s policy, sexual misconduct includes, but is not limited to, sexual harassment, sexual assault, sexual exploitation, stalking and domestic or dating violence.

- Sexual Harassment is unwelcome conduct of a sexual nature. It can include verbal or non-verbal communication or physical conduct. It is prohibited by this policy when it is sufficiently severe, pervasive or persistent that it creates an intimidating, hostile or abusive environment for the person experiencing the conduct.

- Sexual Exploitation includes attempted physical contact without consent, as well as attempts to induce sexual activity via direct threats of physical violence, even where no physical contact ultimately occurs.

- Sexual Assault is physical contact of a sexual nature that do not rise to the level of sexual assault or domestic violence; and (d) severe, pervasive, or persistent insults or derogatory comments related to sex, gender, or sexual orientation directed at a specific individual.

- Sexual Assault refers to rape or other physical sexual acts perpetrated against a person without consent. Sexual Assault includes sexual penetration or intercourse or any other physical contact of a sexual nature that occurs without consent. This includes, but is not limited to, deliberate physical touching, as well as contact of a sexual nature with an object. Sexual Assault also includes attempted physical sexual contact without consent, as well as attempts to induce sexual activity via direct threats of physical violence, even where no physical contact ultimately occurs.

- Sexual Exploitation is taking sexual advantage of another person in a way that deliberately inflicts on him or her reasonable expectation of privacy and/or security, but does not actual or attempted physical contact. Examples of sexual exploitation include, but are not limited to: (a) requesting images, video or audio of another person engaged in sexual activity or in a state of undress without that person's consent; (b) distributing images, video or audio of another person engaged in sexual activity or in a state of undress - or threatening to distribute the same; (c) using information that one should have known that the person depicted did not consent to the recording or the distribution; (c) viewing another person engaged in sexual activity or in a state of undress in a place where that person would have a reasonable expectation of privacy and/or security; (d) viewing another person engaged in sexual activity or in a state of undress in a place where that person would have a reasonable expectation of privacy and/or security; (d) attempting to induce sexual activity by threatening to distribute; and (e) severe, pervasive, or persistent insults or derogatory comments related to sex, gender, or sexual orientation that cause harm.

- Stalking includes attempts to induce sexual activity via direct threats of physical violence, even where no physical contact ultimately occurs.

- Domestic/Dating Violence refers to acts of physical violence, or threats of physical violence, committed by a person who is or has been in a relationship of a romantic or intimate nature with the victim. The violent act itself may or may not be sexual in nature.

WHAT TO DO IF YOU ARE A VICTIM?

Get to a safe place/contact authorities. If you are in danger or need medical care, call 9-1-1 or Campus Police at 662-254-3478. If you can, get away from the person who assaulted you and get to a safe place quickly as possible.

Reach out for help. Call someone you trust who can help you. Support from a trusted friend, family member or university official is very helpful at this point because there are many decisions for you to make about what to do next. A lot of persons to contact can be found on back of this brochure.

Seek Medical Assistance. It is strongly recommended that you seek medical attention as soon as possible after a sexual assault. Medical examination is an important component of the care that is provided to a sexual assault survivor. One of the reasons for medical examination is to check for any physical injuries, not all injuries are immediately apparent.

Seek Counseling. The trauma of sexual assault can be debilitating to survivors. Counseling is available through the campus Student Counseling Center.

Report the incident. Reporting incidents of sexual assault or abuse to the proper officials or authorities is greatly encouraged.

Confidential Assistance

Certain University personnel are able to provide assistance to victims of sexual misconduct on a confidential basis. These individuals are not required to convey information regarding sexual misconduct to the Title IX Coordinator or anyone else. Consequently, communications with these individuals do not put the University on notice of sexual misconduct. While these individuals may be able to provide assistance such as counseling or health care, notifying them will not trigger an investigation by the University or any disciplinary proceedings. Sources of confidential assistance include:

- Counseling Center, Dr. Yolanda Jones, Dean of Student Development (662-254-3331) provides
- Student Health Center, Mr. Walter Parker, Director (662-254-3331) provides

REMEMBER: Sexual assault is never the fault of the victim.