



Converse College and the Spartanburg community provide a variety of educational offerings. There are many videotapes, books, brochures and materials that are available for viewing and/or checkout. There are also a number of activities each year on-campus that focus on such issues as sexual misconduct.

These activities include:

New Student Orientation programs for students and parents, educational speakers, Self-Defense programs, and many others.

#### ON CAMPUS RESOURCES

- **Title IX Coordinator** - 596.9651
- **Dean of Graduate Studies and Distance Education** - 864.596.9082
- **Dean of the School of the Arts** - 596.9227
- **Dean of the School of Humanities, Sciences and Education** - 596.9086
- **Dean of Community Life** - 596-9016
- **Dean of Professional Development** - 596-9614
- **Director of Residential Life and Student Conduct** - 596-9016
- **Director of Campus Safety** - 596-9026
- **College Chaplain** - 596-9078
- **Director of Counseling Services** - 596.9595
- **Health Services** - 596.9258
- **Director of Athletics** - 577-2050
- **Human Resources Director** - 596-9213
- **Employee Assistance Program** - (EAP) 888.628.4824

#### COMMUNITY RESOURCES

- **Spartanburg City Police** - 596-2096
- **Spartanburg County Sherriff** - 503-4500/596-2222
- **Spartanburg County Special Victims Unit** - 503-4509
- **Safe Homes Rape Crisis Coalition** - 583-9803 or 1-800-273-5066
- **South Carolina Victim's Assistance** - 803.750.1200
- **National Sexual Assault Hotline (RAINN)**- 1-800-656-HOPE(4673)



Be informed about  
**SEXUAL HARASSMENT**

*TITLE IX INFORMATION*

## DEFINITION OF SEXUAL HARASSMENT

The Equal Employment Opportunity Commission (EEOC) has issued guidelines regarding sexual harassment in the workplace. Under these guidelines, sexual harassment will be treated as unlawful sex discrimination in violation of Title VII of the Civil Rights Act of 1964, as amended. "Sexual Harassment" is defined by the EEOC guidelines as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Sexual harassment includes threats or insinuations, either explicitly or implicitly, that an employee's refusal to submit to sexual advances will adversely affect the employee's employment, evaluation, wages, advancement, assigned duties, shifts or any other conditions of employment.

Sexually harassing conduct at the College, whether committed by faculty, staff, managers, administrators, co-employees, customers, vendors or students is prohibited. Such conduct may include, but is not limited to, unwanted sexual flirtations, advances, or propositions; verbal abuse of a sexual nature; unwanted graphic verbal comments about an individual's body; the display in the workplace of inappropriate and sexually suggestive objects, pictures, writing, language or drawings; or unwelcome touching or physical contact. Such conduct, whether committed by persons of the same or opposite sex, is prohibited whether or not it rises to a level that might legally constitute unlawful harassment.



*This brochure outlining information about Converse College's sexual harassment and grievance procedures related to sexual harassment is distributed as part of the College's compliance with Title IX.*

## DEFINITION OF SEXUAL MISCONDUCT

Sexual misconduct is defined as sexual contact without consent and includes: intentional touching, either of the victim or when the victim is forced to touch, directly or through clothing, another person's genitals, breasts, thighs, or buttocks; rape (sexual intercourse without consent whether by an acquaintance or a stranger); attempted rape; sodomy (oral sex or anal intercourse) without consent; or sexual penetration with an object without consent. Lack of consent is presumed when the sexual contact is committed either by force, intimidation, deceit, or when the victim is mentally incapacitated or physically helpless.

## REPORTING THE INCIDENT

All victims of sexual misconduct are encouraged to report the incident to the Student Development Emergency 24-hour phone (864.621.7114). College personnel can assist the survivor in notifying Campus Safety and/or appropriate law enforcement agencies.

Reports of misconduct that have occurred off-campus may also be made to either Student Development's Emergency 24-hour phone, Campus Safety or the Dean of Community Life who will then assist the survivor in locating the appropriate on-campus and off-campus resources for assistance.

Whether legal or disciplinary action is desired, an anonymous report may be filed, at any time, with the College Counseling Services (596.9595), Health Services (596.9258), or online at:

<http://www.converse.edu/life-at-converse/student-development-success/converse-cares/>

Find a complete description of Converse's grievance procedures in the current online Converse College Student Handbook at:

[https://my.converse.edu/ICS/Campus\\_Life/Student\\_Conduct\\_and\\_Policies.jnz](https://my.converse.edu/ICS/Campus_Life/Student_Conduct_and_Policies.jnz)

