

Converse College Sexual and Gender-Based Misconduct Policy

Note: The full policy can be found on My.Converse (https://my.converse.edu/ICS/Offices/Human_Resource/Title_IX.jnz). This excerpt serves to provide basic information to Students, Faculty, and Staff. The full policy should be referenced for further information.

Important information for individuals who may be victims of sexual assault: If you or someone you know may have been a victim of sexual assault or any other type of sexual misconduct, you are encouraged to seek immediate assistance. Assistance can be obtained 24 hours a day, seven days a week from the Residence Director on call at 864.621.7114 or call Campus Safety at 864.596.9026.

For additional information about seeking medical assistance and emotional support, as well as important resource information, contact a member of the Wellness Center staff at 864.596.9258 or wellnesscenter@converse.edu.

During business hours, you also are encouraged to contact one of the following individuals:

Title IX Coordinator: Tori McLean, MEd
Title IX Coordinator
Director of Leadership Development and Orientation
864.596.9640
tori.mclean@converse.edu
Location: Montgomery 202D
Campus Representative

Title IX Deputy Coordinators: Keshia Jackson Gilliam, EdD
Director of Human Resources
864.596.9029
nikeshiajackson.gilliam@converse.edu
Location: Carnegie 204
Faculty, Staff, Adjunct, Subsidiary Representative

Jodi Strehl, MSW
Assistant Athletic Director
864.596.9671
jodi.strehl@converse.edu
Location: Marsha H Gibbs 216
Athletics Representative

Kimberly Seibles, MEd
Director of Community and Inclusion/Assistant Director of Residential Life
864.596.9196
Kimberly.seibles@converse.edu
Location: Montgomery 202H
Undergraduate, Graduate, Online Student Representative

Duties and responsibilities of the Coordinators are to monitor and oversee implementation of Title IX compliance at the College, including coordination of training, education,

communication, and administration of procedures for faculty, staff, students and other members of the College community, such as contract employees, Board members, and auxiliary staff. Complaints regarding sexual harassment, sex discrimination, or sexual assault, against Converse Faculty, Staff, Adjunct, Students, or Subsidiaries should be directed to the Title IX Coordinator or Deputy Coordinators listed above.

Statement of Purpose and Values

Converse College is dedicated to providing a learning, living, and working environment that is free from sexual harassment and sex discrimination. We are committed to ensuring a safe campus climate for our entire College community. We promote fundamental rights, advance individual and institutional integrity, and uphold the vital aims of Title IX. Converse College prohibits sexual and gender-based misconduct (hereafter “prohibited conduct”) in any form, including sexual assault, sexual harassment, gender-based harassment, sexual exploitation, stalking, domestic violence, dating violence, and retaliation, all as defined in Appendix A of the full Policy. The College will respond to reports of prohibited conduct in accordance with this Policy.

Title IX

Title IX of the Education Amendments of 1972 is a federal law that states “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.”

Subsequent guidance from the Office for Civil Rights clarified that educational institutions should regard sexual harassment, including all forms of sexual violence, as a form of sex discrimination prohibited by Title IX. Educational institutions, including Converse College, have trained Title IX Coordinators, adopted a Sexual and Gender-Based Misconduct Policy, and expanded prevention and education efforts on campus.

Policy Scope

Who This Policy Covers. This Policy applies to all Converse College students, all individuals employed by Converse College, individuals contracted with the College to provide service to students, and all third-party vendors related to Converse College. In particular, this Policy protects students and employees who fit either of the following descriptions:

1. Are victims of any form of prohibited conduct, by any other person (student, employee, or others outside the College community)
2. Are accused of engaging in behavior prohibited by this Policy.

Any person may file a complaint alleging prohibited conduct (see Appendix A of the full policy) against a Converse College student or employee. However, with respect to any complaint that is 1) by a person who is not a member of the College community, or 2) relating to non-College conduct, the College reserves the right to determine, in its sole discretion, whether the conduct described in the complaint bears a sufficient nexus to the educational program or employment relationship of a Converse College student/employee or constitutes a sufficient risk to the College community to proceed under this Policy.

Geographic Location. This Policy is applicable to College community members (students, employees, contracted services, and third party vendors) regardless of the geographic location or virtual location of the incident.

Conduct This Policy Covers. This Policy encompasses all conduct prohibited under Appendix A of the full Policy. Prohibited conduct can be committed by a person of any gender, and it can occur between people of the same or different gender.