



## Black River Technical College Title IX Resource Guide

### **What is Title IX?**

Title IX states that “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.”

### **What is BRTC’s Stand on Sexual Violence and Discrimination?**

Members of the BRTC community have the right to be free from sexual misconduct. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. BRTC has a zero tolerance policy for gender-based misconduct. When an allegation of misconduct is brought to an appropriate administrator’s attention, and an individual is found responsible for sexual discrimination, serious sanctions will be used to reasonably ensure that such actions are never repeated. BRTC has investigative procedures in place to reaffirm these principles and to provide recourse for those individuals whose rights have been violated. These procedures are intended to define community expectations and to establish a mechanism for determining when those expectations have been violated.

Black River Technical College also complies with the 2013 Violence Against Women Act—Section 304. In compliance with VAWA, Black River Technical College has established policies, procedures, resources and educational programming to address sexual assault, dating violence, domestic violence and stalking, to affirm that BRTC students and employees are provided with a safe learning and working environment.

The health, safety, and well-being of the public and the college community are of primary concern at BRTC. If you or someone you know may be a victim of any form of sexual discrimination, you are strongly encouraged to seek immediate assistance.

### **Additional Resources Can Be Found on the Back of This Sheet**

Contact One of the Following to Report an Incident of Sexual Discrimination:

Phillip Dickson, Title IX Coordinator 870-248-4125 [phillipd@blackrivertech.edu](mailto:phillipd@blackrivertech.edu)

Amanda Dobbs, Title IX Deputy Coordinator 870-239-0969 ext. 5015

[amanda.dobbs@blackrivertech.edu](mailto:amanda.dobbs@blackrivertech.edu)

Julie Edington, Title IX Deputy Coordinator 870-248-4032 [julie.edington@blackrivertech.edu](mailto:julie.edington@blackrivertech.edu)

Sissy Gray, Campus Confidential Contact 870-248-4119 [sissy.gray@blackrivertech.edu](mailto:sissy.gray@blackrivertech.edu)

Ramonda Housh, Campus Confidential Contact 870-248-4173

[ramondahoush@blackrivertech.edu](mailto:ramondahoush@blackrivertech.edu)

## Community Resources for Assistance and Support

Families Inc.	Paragould Life Strategies	970-236-5880
Pocahontas 870-892-7111		
Paragould: 870-335-9483		
Mid South Health Systems	Women's Crisis Center of NE Arkansas	
Pocahontas: 870-892-7111	870-972-9575	
Paragould: 870-239-2244		

For a complete list of resources and contact information, see: <http://www.blackrivertech.edu/about/security/>

## What Is Sexual Discrimination?

**Sexual misconduct** offenses include, but are not limited to, sexual harassment, non-consensual sexual contact, non-consensual sexual intercourse, and sexual exploitation.

**Sexual Harassment** is unwelcome, gender-based verbal or physical contact that is severe, persistent or pervasive, and interferes with, denies, or limits someone's ability to participate or benefit from the college's programs and/or activities, and is based on power differentials, the creation of a hostile environment, or retaliation.

**Non-Consensual Sexual Contact** is any intentional touching, however slight, with any object, by a man or a woman upon a man or a woman that is without consent and/or by force.

**Non-Consensual Sexual Intercourse (or an attempt to commit same)** is any sexual intercourse by a man or woman upon a man or a woman that is without consent, with any object, and/or by force.

**Sexual Exploitation** occurs when a person takes non-consensual or abusive advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one or the other sexual misconduct offenses.

### Other Gender-based Misconduct Offenses include:

- Threatening or causing physical harm, or extreme verbal abuse
- Actions that deprive persons from educational or employment access or opportunities
- Hazing or bullying
- Relationship violence, including domestic violence and dating violence
- Stalking

BRTC's complete Title IX Policy can be found in the Student Handbook and in the College Catalog, available at [www.blackrivertech.edu/prospective-students/admission-registration-enrollment/course-catalogs](http://www.blackrivertech.edu/prospective-students/admission-registration-enrollment/course-catalogs)