

LUTHER COLLEGE
TITLE IX
Required Referral

sexual harassment | stalking | relationship violence | fondling
sexual exploitation | sexual assault | gender discrimination

luther.edu/titleix

LUTHER COLLEGE
TITLE IX
Required Referral

sexual harassment | stalking | relationship violence | fondling
sexual exploitation | sexual assault | gender discrimination

luther.edu/titleix

Do I need to report if I hear something?

Yes, most employees of Luther College (faculty, administrators, staff, and RAs) are required reporters (unless confidential) and expected to consult all acts of sexual misconduct or sex/gender-based discrimination to the Title IX Coordinator.

What is sexual misconduct?

Sexual misconduct should be considered an umbrella term that includes sexual harassment, stalking, relationship violence, sexual exploitation, fondling, and sexual assault.

What if it didn't happen on campus or while someone was a student here?

All employees should consult with the Title IX Office, even previous trauma, so the College can offer support and protective measures moving forward for students navigating a difficult situation.

What happens after a report?

After a report, the Title IX Coordinator or Deputy Title IX Coordinator/ Associate Dean for Student Engagement will reach out to the student to share resources, support services, and protective measures available to the student (both on- and off-campus) as well as options to consider should they move forward through our campus grievance process.

Do we have to report?

Most faculty and staff at Luther are considered Campus Security Authority (CSA) and **are required** to report all details known about Sexual Misconduct to the Title IX Coordinator. (Examples include: Coaches, Ensemble Directors, Wellness Staff, CGL staff) All other employees should be considered a "Required Referral" which requires a consultation with the Title IX Coordinator when learning about Sexual Misconduct. Required Referrals help ensure the college keeps the campus safe by allowing the Title IX Office to identify patterns of behavior by individuals in our community and/or other concerning behavior that needs to be addressed and remedied.

At the request of a Complainant, a report may be given by a non-confidential employee to the Title IX Coordinator anonymously, without identification of the parties. Employees **must consult** with the Title IX Coordinator on that assessment without revealing personally identifiable information.

How can I report?

Report known incidents to the Title IX Coordinator by calling x1825 or emailing Kasey Nikkel at kasey.nikkel@luther.edu. Other places to report in a timely manner are the Office of Student Engagement, x1020, students@luther.edu, or the Campus Safety and Security Office x2111, security@luther.edu.

Do I need to report if I hear something?

Yes, most employees of Luther College (faculty, administrators, staff, and RAs) are required reporters (unless confidential) and expected to consult all acts of sexual misconduct or sex/gender-based discrimination to the Title IX Coordinator.

What is sexual misconduct?

Sexual misconduct should be considered an umbrella term that includes sexual harassment, stalking, relationship violence, sexual exploitation, fondling, and sexual assault.

What if it didn't happen on campus or while someone was a student here?

All employees should consult with the Title IX Office, even previous trauma, so the College can offer support and protective measures moving forward for students navigating a difficult situation.

What happens after a report?

After a report, the Title IX Coordinator or Deputy Title IX Coordinator/ Associate Dean for Student Engagement will reach out to the student to share resources, support services, and protective measures available to the student (both on- and off-campus) as well as options to consider should they move forward through our campus grievance process.

Do we have to report?

Most faculty and staff at Luther are considered Campus Security Authority (CSA) and **are required** to report all details known about Sexual Misconduct to the Title IX Coordinator. (Examples include: Coaches, Ensemble Directors, Wellness Staff, CGL staff) All other employees should be considered a "Required Referral" which requires a consultation with the Title IX Coordinator when learning about Sexual Misconduct. Required Referrals help ensure the college keeps the campus safe by allowing the Title IX Office to identify patterns of behavior by individuals in our community and/or other concerning behavior that needs to be addressed and remedied.

At the request of a Complainant, a report may be given by a non-confidential employee to the Title IX Coordinator anonymously, without identification of the parties. Employees **must consult** with the Title IX Coordinator on that assessment without revealing personally identifiable information.

How can I report?

Report known incidents to the Title IX Coordinator by calling x1825 or emailing Kasey Nikkel at kasey.nikkel@luther.edu. Other places to report in a timely manner are the Office of Student Engagement, x1020, students@luther.edu, or the Campus Safety and Security Office x2111, security@luther.edu.

Confidential Resources

On-Campus

- Health Service / x1045 / Larsen Hall
- Luther College Counseling Service / x1375 / Larsen Hall
- Campus Ministries / x1040 / CFL

- *Riverview Center (563) 380-3332
Sexual assault advocacy, available 24/7
 - *Helping Service / (800) 383-2988
Domestic and partner violence advocacy
- *Offer walk-in appointments on-campus during office hours on Mondays in Luther College Counseling Service*

Off-Campus

- Winneshiek Medical Center (563) 382-2911
Sexual Assault Nurse Exams are covered free of charge within 5 days and are not processed through insurance; free transportation available through Campus Safety and Security.

National Helplines

- National Sexual Assault Helpline / (800) 656-HOPE
- National Resource Center for Domestic Violence / (800) 799-SAFE

Confidential Resources

On-Campus

- Health Service / x1045 / Larsen Hall
- Luther College Counseling Service / x1375 / Larsen Hall
- Campus Ministries / x1040 / CFL

- *Riverview Center (563) 380-3332
Sexual assault advocacy, available 24/7
 - *Helping Service / (800) 383-2988
Domestic and partner violence advocacy
- *Offer walk-in appointments on-campus during office hours on Mondays in Luther College Counseling Service*

Off-Campus

- Winneshiek Medical Center (563) 382-2911
Sexual Assault Nurse Exams are covered free of charge within 5 days and are not processed through insurance; free transportation available through Campus Safety and Security.

National Helplines

- National Sexual Assault Helpline / (800) 656-HOPE
- National Resource Center for Domestic Violence / (800) 799-SAFE

If a student wants to share something with you:

- Let the victim know you are a private resource, not confidential.**
 - Only a handful of Student Engagement/Title IX staff will have to know this information in order to provide support and options.
 - Parents, professors, directors, and coaches will not be notified.
 - Our primary concern is for this student's safety and well-being.
- Provide the student with CONFIDENTIAL resources.** The confidential resources are exempt from reporting.

On-Campus Confidential Resources

 - Health Service / x1045 / Larsen Hall
 - Luther College Counseling Service / x1375 / Larsen Hall
 - Campus Ministries / x1040 / CFL

Off-Campus Confidential Resources

 - Winneshiek Medical Center / (563) 382-2911
Sexual Assault Nurse Exams are covered free of charge within 5 days and are not processed through insurance; free transportation available through Campus Safety and Security.
 - *Riverview Center / (563) 380-3332
Sexual assault advocacy, available 24/7/365
 - *Helping Service / (800) 383-2988
Domestic and partner violence advocacy

**Walk-in appointments are available on-campus during office hours on Mondays in Luther College Counseling Service*

National Confidential Helplines

 - National Sexual Assault Helpline / (800) 656-HOPE
 - National Resource Center for Domestic Violence / (800) 799-SAFE
- Listen, support, validate.**
 - Do not "investigate" or ask pressing questions.
 - Remember that they can share as much or as little as they like.
 - Remember that they get to decide who and when to tell about the incident.
 - Details of the incident are NOT needed.
 - Do NOT follow up with any individual(s) involved.
 - You can assure them they won't get in trouble for drugs or alcohol—their well-being is the biggest concern.

Validate their feelings of anger, pain, and/or fear.

 - Accept the person's choice of what to do about the assault.
 - Ask what is needed.
 - Ask what would be helpful at this time.
 - Ask if they feel safe.
- Is the student concerned about their immediate safety? If yes, inform the student that you need to get help in assessing their safety and will need to contact the Title IX Coordinator, Office of Student Engagement, Campus Safety and Security, or 9-1-1.**
- If relevant, strongly encourage the student to seek medical attention. Sexual Assault Nurse Exams at Winneshiek Medical Center are free and are never sent to insurance companies.

If a student wants to share something with you:

- Let the victim know you are a private resource, not confidential.**
 - Only a handful of Student Engagement/Title IX staff will have to know this information in order to provide support and options.
 - Parents, professors, directors, and coaches will not be notified.
 - Our primary concern is for this student's safety and well-being.
- Provide the student with CONFIDENTIAL resources.** The confidential resources are exempt from reporting.

On-Campus Confidential Resources

 - Health Service / x1045 / Larsen Hall
 - Luther College Counseling Service / x1375 / Larsen Hall
 - Campus Ministries / x1040 / CFL

Off-Campus Confidential Resources

 - Winneshiek Medical Center / (563) 382-2911
Sexual Assault Nurse Exams are covered free of charge within 5 days and are not processed through insurance; free transportation available through Campus Safety and Security.
 - *Riverview Center / (563) 380-3332
Sexual assault advocacy, available 24/7/365
 - *Helping Service / (800) 383-2988
Domestic and partner violence advocacy

**Walk-in appointments are available on-campus during office hours on Mondays in Luther College Counseling Service*

National Confidential Helplines

 - National Sexual Assault Helpline / (800) 656-HOPE
 - National Resource Center for Domestic Violence / (800) 799-SAFE
- Listen, support, validate.**
 - Do not "investigate" or ask pressing questions.
 - Remember that they can share as much or as little as they like.
 - Remember that they get to decide who and when to tell about the incident.
 - Details of the incident are NOT needed.
 - Do NOT follow up with any individual(s) involved.
 - You can assure them they won't get in trouble for drugs or alcohol—their well-being is the biggest concern.

Validate their feelings of anger, pain, and/or fear.

 - Accept the person's choice of what to do about the assault.
 - Ask what is needed.
 - Ask what would be helpful at this time.
 - Ask if they feel safe.
- Is the student concerned about their immediate safety? If yes, inform the student that you need to get help in assessing their safety and will need to contact the Title IX Coordinator, Office of Student Engagement, Campus Safety and Security, or 9-1-1.**
- If relevant, strongly encourage the student to seek medical attention. Sexual Assault Nurse Exams at Winneshiek Medical Center are free and are never sent to insurance companies.

updated 8.2021

updated 8.2021

Key resources to best support you:

Kasey Nikkel Title IX Coordinator 563.387.1825 kasey.nikkel@luther.edu

Key resources to best support you:

Kasey Nikkel Title IX Coordinator 563.387.1825 kasey.nikkel@luther.edu