



Title IX

Sexual Misconduct

Resources, Options, and Rights

NOTICE OF NON-DISCRIMINATION

Wesley College does not discriminate on the basis of race, color, national origin, sex, gender identity, sexual orientation, marital status, age, genetic information, disability, or status as a veteran in admission to, access to, treatment in, or employment in its programs, activities, or employment.

The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students

Dean Wanda Anderson
Dean of Students,
Title IX Coordinator &
Gate Keeper
120 North State Street, CC125
Dover, Delaware 19901
(302)736-2443

Faculty and Staff

Heather Schalk
Deputy Coordinator for
Human Resources
120 North State Street
Dover, Delaware 19901
(302)736-2306

Disability-Related

Brian Belcher
Deputy Coordinator for
Disability Support Services
120 North State Street
Dover, Delaware 19901
(302)736-2739

Inquiries concerning the application of the non-discrimination policies also may be made to:

Office for Civil Rights

Philadelphia Office
Wanamaker Building
Suite 515
100 Penn Square East
Philadelphia, PA 19107
T: 215-656-8541
F: 215-656-8605
OCR.Philadelphia@ed.gov

Equal Employment Opportunity Commission (EEOC)

[http://www.eeoc.gov/
contact](http://www.eeoc.gov/contact)

FAQs

1. What is Title IX?

Title IX is a federal law that protects people from discrimination based on sex in education programs or activities.

2. Does Title IX protect only females?

No. Title IX protects all students of the College, regardless of gender, gender identity, sexual orientation, or immigration status.

3. What is sexual misconduct?

In accordance with the College's Title IX Policy, sexual misconduct includes:

- Sexual Violence
- Sexual Assault
- Sexual Harassment
- Stalking (physically or via cyber space)
- Relationship Violence (including Domestic and Dating Violence)
- Sexual Exploitation
- Sexual Intimidation

4. Why is reporting important?

- Reporting allows the College to take corrective action and provide support.
- Reporting enables victims to receive emotional and psychological support, even if they elect not to pursue a complaint.
- Reporting allows the College to monitor and address patterns of incidents that may put members of the community at risk.

5. What is the role of the Title IX Coordinator?

- Oversee all Title IX reports and complaints
- Responsible for the prompt investigation and adjudication of Title IX reports
- Ensure the development and implementation of Title IX training for the College community
- Coordinate the development and implementation of campus-climate surveys regarding sexual misconduct
- Identify and address any patterns or systemic problems revealed under Title IX
- Periodically review and assess the College's Title IX policy and procedures

WHAT TO DO AND WHO TO TURN TO?

1 REPORT THE INCIDENT

If you experience, witness, or learn of any incident of sexual misconduct, you are strongly encouraged to report it to the Title IX Coordinator, any member of the Title IX team, or any Responsible Employee (e.g., non-Confidential Employees)

The individuals listed below must report any incidents, complaints, or reports of sexual misconduct but will not use your name without your consent:

Ann Rogge, Director of Counseling
(302) 736-2445

Jill Maser, Director Wellness Center
(302) 736-2521

2 GET MEDICAL ATTENTION (if needed)

Medical attention should be sought as soon as possible. Preventative treatment can be administered to reduce the risk of sexually transmitted diseases and to determine physical injury and treatment.

3 PRESERVE EVIDENCE

The best chance of collecting accurate information and evidence is within the first 24 hours of the incident. Changing clothes, showering or bathing, eating, douching, going to the bathroom, and brushing hair or teeth should be delayed until evidence is collected, if possible.

4 SEEK COUNSELING SUPPORT

Self-care is important as you begin to deal with the event. You may receive counseling on campus, as well as contact Lifeline at (302) 262-9800.

5 INTERIM REMEDIES

There may be interim measures available to the complainant to during an investigation to provide for the safety of the complainant and the campus community. Examples include:

- referral to counseling and health services
- altering the housing situation
- altering work arrangements for employees
- providing campus escorts
- implementing contact limitations between the parties
- adjustments to academic deadlines and course schedules

Interim measures will not disproportionately impact the complainant and are available even if the complainant does not file or pursue a complaint.

To discuss or request interim measures, contact Deputy Title IX Coordinator Renee McGlothlin (302) 736-2585, or any member of the Title IX team.

RESOURCES

Title IX Policy

<http://wesley.edu/about/title-ix-information>

Inquiries about this policy and procedure may be made to the Title IX Advocate Team:

Dean Wanda Anderson
Coordinator/Gatekeeper
(302) 736- 2443
Email: Wanda.Anderson@wesley.edu

Melissa Elliott
Deputy Coordinator for Student Conduct
(302) 736- 2586
Email: Melissa.Elliott@wesley.edu

Heather Schalk
Deputy Coordinator for Human Resources
(302) 736-2306
Email: Heather.Schalk@wesley.edu

Renee McGlothlin
Deputy Coordinator for Education and
Investigation
(302) 736-2585
Email: Renee.McGlothlin@wesley.edu

Brian Belcher
Deputy Coordinator Disability Services and
Support Programs
(302) 736-2739
Email: Brian.Belcher@wesley.edu

Dr. Karen Panunto
Deputy Coordinator/Faculty Liaison
(302) 736-2511
Email: Karen.Panunto@wesley.edu

Student Code of Conduct

<http://wesley.edu/campus-services/student-affairs/student-handbook>

Additional Resources for International Students

<http://knowyourix.org/title-ix/title-ix-and-immigration/>

<https://www.ilrc.org/u-visa-t-visa-vawa>

<http://icwclaw.org/services-available/violence-against-women-act-vawa/>