

# RESOURCES

Title IX Policy:

[wesley.edu/about/title-ix-information](http://wesley.edu/about/title-ix-information)

Student Code of Conduct:

[wesley.edu/about/student-conduct-information](http://wesley.edu/about/student-conduct-information)

*Inquiries about the Policy and procedures may be made to the Title IX Team:*

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Title IX Coordinator, Director of Human Resources

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



# TITLE IX

Sexual Misconduct  
Resources, Options,  
and Rights

*September 2019*

# NON-DISCRIMINATION

Wesley College does not discriminate against any person on the basis of race, color, national origin, sex, gender identity, sexual orientation, marital status, disability, age, genetic information, pregnancy status, 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

*Dr. Wanda Anderson*  
Deputy Title IX Coordinator & Dean of Students  
120 North State Street, College Center 125  
Dover, DE 19901  
(302) 736-2443

## Faculty and Staff

*Heather M. Schalk*  
title IX Coordinator & Director of Human Resources  
120 North State Street, College Center 324  
Dover, DE 19901  
(302) 736-2306

## Disability-Related

*Brian Belcher*  
Deputy Title IX Coordinator & Director of Disability Support Services  
120 North State Street, Parker Library 112B  
Dover, DE 19901  
(302) 736-2739

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

*Office for Civil Rights (OCR)*  
Philadelphia Office  
Wanamaker Building, Suite 515  
100 Penn Square East  
Philadelphia, PA 19107  
Phone: (215) 656-8541  
Fax: (215) 656-8605  
Email: [OCR.Philadelphia@ed.gov](mailto:OCR.Philadelphia@ed.gov)

*Equal Employment Opportunity Commission (EEOC)*  
<http://www.eeoc.gov/contact>

# FAQS

## What is Title IX?

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

## Does Title IX only apply to women?

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

## What is sexual misconduct?

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

- Sexual exploitation
- Sexual harassment
- Sexual intimidation
- Sexual violence
  - Non-consensual sexual contact
  - Non-consensual sexual penetration
- Relationship violence
  - Dating violence
  - Domestic violence
- Stalking (physical or digital)

## 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.

## 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 & WHERE TO GO FOR HELP:

## 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. any non-confidential employee).

on campus, as well as contact local or national resources. A full list of these can be found on the Title IX website, or by asking any Title IX team member. Campus counseling can be received by contacting: Liz Horsey, Counseling Services (302) 736-2445

## 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 infections and unintended pregnancy, and can also determine physical injury and treatment.

## 5 INTERIM REMEDIES

There may be interim measures available to a person complaining of sexual misconduct during an investigation, to provide for the safety of the complainant and the campus community. Examples include:

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

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

## 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 the individual begins to deal with the event. They may receive counseling

*To discuss or request interim measures, contact the Title IX Coordinator or Title IX Specialist.*