

# WHERE TO REPORT

## **TERA GIBSON | CO-TITLE IX COORDINATOR**

Director of Human Resources  
(325) 670-1077  
tera.gibson@hsutx.edu

## **STACEY MARTIN | CO-TITLE IX COORDINATOR**

Vice President for Student Life  
(325) 670-1253  
smartin@hsutx.edu

# CONFIDENTIAL RESOURCES

## **HSU STUDENT COUNSELING**

(325) 671-2272  
counseling@hsutx.edu

# IN CASE OF EMERGENCY

**HSU POLICE (COMPERE HALL/CAMPUS ENTRANCE)** (325) 670-1461

**HENDRICK MEDICAL CENTER (1900 PINE ST.)** (325) 670-2151  
**SANE (SEXUAL ASSAULT NURSE EXAMINER)**

Go to the Emergency Room at Hendrick Medical Center

**ABILENE POLICE DEPARTMENT** (325) 673-8331

**REGIONAL CRIME VICTIMS CENTER** (325) 677-7895

**LEGAL AID OF NORTH WEST TEXAS** (325) 672-7913

Hardin-Simmons University affirms that all members of our community are created in the image of God, and therefore, should be treated with dignity and respect. We do not unlawfully discriminate on the basis of any status or condition protected by applicable federal or state law. Further, we respect the inherent worth of each member of the community, and do not engage in any forms of harassment. We follow the profound truth found in the Golden Rule, "In everything do to others as you would have them do to you" (Matthew 7:12).

SEE  
SOMETHING.  
HEAR  
SOMETHING.  
KNOW  
SOMETHING.  
SAY  
SOMETHING.



**HARDIN-SIMMONS**  
UNIVERSITY

# WHAT IS SEXUAL ASSAULT?

**REFERS TO SEXUAL ACTS** perpetrated against the victim's will, or where the victim is incapable of giving consent due to use of drugs or alcohol, or due to an intellectual or other disability. Examples include rape, sexual battery, and sexual coercion.

- 1 UNDESIRE**d sexual activity. The perpetrator may use threats or other methods of coercion to "convince" a victim to engage in the activity, or may take sexual advantage of someone who is under the influence of alcohol or drugs.
- 2 CAN ALSO INCLUDE NO CONTACT OFFENSES** such as exposing one's genitals in front of another person or secretly recording someone in a state of undress.

# WHAT IS SEXUAL HARASSMENT?

**UNWELCOME** sexual advances, requests for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual nature when this conduct is so severe, persistent or pervasive that it:

- 1 EXPLICITLY OR IMPLICITLY** affects an individual's employment
- 2 SEXUALLY EXPLICIT MESSAGES** via text, e-mail, etc.
- 3 CREATES AN INTIMIDATING** or hostile work or educational environment

# HOW CAN I REPORT AN INCIDENT?

If the incident(s) involves sexual assault or rape on or off campus, please immediately contact the HSU Police Department (325) 670-1461. You are also strongly encouraged to contact the campus Co-Title IX Coordinator, Tera Gibson (325) 670-1077 or Co-Title IX Coordinator, Stacey Martin (325) 670-1253.

# SHOULD I SPEAK UP FOR A FRIEND?

If you experience, observe, or hear of an incident involving sexual harassment or violence in any way, you should report the facts to Co-Title IX Coordinator, Tera Gibson or Co-Title IX Coordinator Stacey Martin.

# IMMUNITY FOR VICTIMS

Hardin-Simmons encourages the reporting of sexual misconduct. Sometimes, victims are hesitant to report to college officials because they fear that they themselves may be charged with policy violations (such as underage drinking, sexual activity, etc.) at the time of the incident. To encourage reporting, HSU offers victim immunity from policy violations related to sexual misconduct.

Hardin-Simmons University has a zero tolerance policy concerning sexual harassment or violence of its students or employees. The university will investigate all allegations of harassment.

## EXAMPLES

### CONSENT

Consent is knowing, voluntary, and clear permission by word or action to engage in mutually agreed upon sexual activity or contact. Consent is active, and not passive. Silence, in and of itself, should not be interpreted as consent.

- Unwanted hugging, kissing, patting, or stroking
- Romantic or sexual relationships between employees and students
- Requests for sexual favors
- Telling sexual jokes, stories, innuendos, or comments
- Repeatedly asking a person out on a date who has expressed no interest
- Displaying sexually suggestive pictures or photos
- Favoritism, unfair treatment, or sexual advances from any HSU employee
- Engaging in non-consensual sexual activities