



TITLE IX POLICY STATEMENT- (VAWA- Violence Against Women Act)

This policy also included in the LJIC ASR

Non- Discrimination Policy

Title IX of the Education Amendments of 1972 ("Title IX") prohibits sex discrimination in education programs that receive federal funding.

Sexual harassment, including sexual assault, is a type of sex discrimination that is banned by Title IX. Title IX states:

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 program or activity receiving Federal financial assistance.

The purpose of this policy is to ensure that the Institution's policies are applied and interpreted in ways consistent with Title IX and other applicable law. Institutions that receive federal assistance from the Department of Education must operate in a nondiscriminatory manner.

La' James International College recognizes the inherent dignity of all people and is committed to providing an educational and work environment that is free from sexual misconduct and harassment in any form including, but not limited to, sex or gender discrimination, including sexual misconduct such as sexual harassment and sexual assault, stalking, and domestic and dating violence. These behaviors are harmful to the well-being of our community members, the learning/working environment, and relationships among our students, faculty, and staff. All forms of prohibited conduct under this policy are regarded as serious offenses, and violations will result in discipline, including the possibility of termination from school/employment.

Title IX- Violence Against Women Act Policy-

La' James International College is committed to providing a work and educational environment free of sexual harassment, including sexual violence, and to full compliance with Title IX of the Education Amendments Act of 1972 and other federal and state laws governing such conduct. LJIC's policy prohibits harassment or discrimination based on race, religion, creed, color, national origin, ancestry, sex (including pregnancy, childbirth, or related medical conditions), military or veteran status, physical or mental disability, medical condition, marital status, age, sexual orientation, gender, gender identity or expression, genetic information, or any other basis protected by the federal, state, or local law.

The following individuals have been designated as the Title IX Coordinator, Investigators, and Decision Makers by La' James International College to receive and respond to information related to this Title IX policy.

Title IX Coordinator-All Campuses

Joni Buresh – Compliance Administrator
2419 5th Ave South
Fort Dodge, IA 50501
515-576-4046 x5405
jburesh@ljic.edu



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Title IX Investigator- Cedar Falls Campus

Wendy Dierks- College Administrator
6322 University Ave
Cedar Falls, IA 50613
515-576-4046 x 5403
wdierks@ljic.edu

Title IX Investigator- Cedar Rapids Campus

Tracy Ladage- College Administrator
4444 1st Ave NE / Suite 410 & 12
Cedar Rapids, IA 52402
515-576-4046 x 5701
tladage@ljic.edu

Title IX Investigator- Davenport Campus

Melanie Farmer- College Administrator
5205 North Brady St.
Davenport, IA 52806
515-576-4046 x 5310
mfarmer@ljic.edu

Title IX Investigator- Fort Dodge Campus

Gloria Bukhari College Administrator
2419 5th Ave South
Fort dodge, IA 50501
515-576-4046 x 5013
gbukhari@ljic.edu

Title IX Investigator- Fort Dodge Campus

Kelsey Severson- College Administrator
8805 Chambery Blvd
Johnston, IA 50131
515-576-4046 x 5109
kseverson@ljic.edu

Title IX Decision Maker- All Campuses

Cynthia Becher-Owner
2419 5th Ave South
Fort Dodge, IA 50501
515-576-4046
cbecher@ljic.edu

Travis Becher-Owner
2419 5th Ave South
Fort Dodge, IA 50501
515-576-4046
tbecher@ljic.edu

The Title IX Coordinator is responsible for implementing the Institute's Title IX policy, receiving and coordinating investigation information and providing supportive measures along with maintaining accurate Clery Act crime statistics.

Any person can report sex discrimination, including sexual harassment (whether or not the person reporting is the alleged victim) in person, by mail, telephone, or e-mail, using the contact information listed above for the Title IX Coordinator. A report can be made at any time, including during non-business hours. However, responses to reports made outside of business hours, including during weekends and holidays, may be delayed.



Key Definitions:

Sexual Harassment: Conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct: (i.e. quid pro quo);
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
3. "Sexual Assault", "Dating Violence", "Domestic Violence" or "Stalking" as defined in the Violence Against Women Act (VAWA) collectively referred to as sexual misconduct.

Equal Access to Program or Activity-

- a) Does not require showing that a complainant dropped out of school, failed a class, had a panic attack, or otherwise reached a "breaking point in order to report and receive a recipient's supportive response to sexual harassment.
- b) Evaluating whether a reasonable person in the complainant's position would deem the alleged harassment to deny a person "equal access" to education protects complainants against school officials inappropriately judging how a complainant has reacted to the sexual harassment.
- c) Final regulations do not require complete exclusion from an education, but rather denial of "equal" access.

Signs of enduring unequal education access due to severe, pervasive, and objectively offensive sexual harassment may include:

- Skipping class to avoid a harasser,
- A decline in a student's grade point average, or
- Having difficulty concentrating in class;

No concrete injury is required to conclude that serious harassment would deprive a reasonable person in the complainant's position of the ability to access the recipient's education program or activity on an equal basis with persons who are not suffering such harassment.

- **Sexual Assault:** As defined in 34 U.S.C. 12291(a)(35); 34 CFR 668.46) means Any nonconsensual sexual act proscribed by federal, tribal or state law, including when the victim lacks capacity to consent.

Rape- The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, **without the consent of the victim.**

Sex Offenses- any sexual act directed against another person, **without the consent of the victim**, including instances where the victim is incapable of giving consent.

- A. **Fondling-** the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- B. **Incest-** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- C. **Statutory Rape-** Sexual intercourse with a person who is under the statutory age of consent.



Consent- *In both VAWA & Title IX final regulations, the Department of Education considered and **chose not** to define consent.*

I.C.A § 709.1- IA

Consent is not specifically defined in Iowa Law, however Iowa Law defines "sexual abuse" as any sex act between persons where: 1) the sexual act is Done by force or against the will of the other (if the consent or acquiescence of the victim is procured by threats of violence toward any person or if the act is under the influence of a drug inducing sleep or is otherwise is a state of unconsciousness, the act is done against the will of the other); or 2) the victim is suffering from a mental defect or incapacity which precludes giving consent, or lacks the mental capacity to know the right and wrong of conduct in sexual matters.

At a minimum LJIC recognizes that:

- i. Consent is a voluntary agreement to engage in sexual activity;
- ii. Someone who is incapacitated cannot consent;
- iii. Past consent does not imply future consent;
- Silence or an absence of resistance does not imply consent;
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another;
- Consent can be withdrawn at any time; and
- Coercion, force, or threat, or invalidates consent.

Affirmative Consent- is defined as an affirmative, conscious, and voluntary Agreement to engage in sexual activity.

- Neither the lack of protest or resistance nor silence constitutes consent, and consent may be withdrawn at any time.
- Often referred to as "Yes Means Yes"
- **Dating Violence:** As defined in 34 U.S.C. 12291(a)(11), means violence committed by a person
 - A. who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - B. where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - i. the length of the relationship
 - ii. the type of relationship
 - iii. the frequency of interaction between the persons involved in the relationship.
- **Domestic Violence:** As defined in 34 U.S.C. 12291(a)(12), includes felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction receiving grant funding and, in the case of victim services, includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who---
 - A. is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim;
 - B. is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
 - C. shares a child in common with the victim; or
 - D. commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.



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- **Stalking:** As defined in 34 U.S.C. § 12291(a)(36), 34 CFR 668.46 means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- A. fear for his or her safety or the safety of others; or
- B. suffer substantial emotional distress.

Course of Conduct- means two or more acts, including but not limited to, acts in which the stalking directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person's property.

Reasonable person- means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial Emotional Distress- means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

34 CFR 668.46 (c) (6) Recording reports of stalking that include activities in more than one calendar year are recorded as a crime statistic for each and every year in which the course of conduct is reported to a local police agency or to a CSA.

* Please note: In accordance with the Violence Against Women Reauthorization Act of 2013 ("VAWA"), state definitions for Sexual Assault, Dating Violence, Domestic Violence, Stalking and Consent are contained later in this policy and in the Institute's Annual Safety and Security Report ("ASR"). VAWA crimes are reported in the ASR based on the definitions above.

Gender-Based Harassment: Gender-based harassment is verbal, nonverbal, graphic, or physical aggression, intimidation, or hostile conduct based on sex, sex-stereotyping, sexual orientation, or gender identity, but not involving conduct of a sexual nature, when such conduct is sufficiently severe, persistent, or pervasive that it interferes with or limits a person's ability to participate in or benefit from the College's education work programs or activities. For example, persistent disparagement of a person based on a perceived lack of stereotypical masculinity or femininity or exclusion from an activity based on sexual orientation or gender identity also may violate this policy.

Quid pro quo harassment: as understood under Title IX and civil rights laws, occurs when a person in a position of authority, requires another person to submit to unwanted sexual conduct to gain or retain an educational aid, benefit, or service.

Complainant: An individual who is alleged to be the victim of conduct that could constitute Sexual Harassment, regardless of whether a Formal Complaint has been filed. A Complainant must be the alleged victim unless a parent or legal guardian has a legal right to act on the alleged victim's behalf.

Respondent: An individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment.

Parties: include the Complainant(s) and Respondents(s) collectively.

Advisor: An individual chosen by a party to accompany the party to meetings related to the resolution process, to advise the party on that process and to conduct cross-examination for the party at any hearing, if any. If a party does not have an Advisor at the hearing portion of the Grievance Process, the Institute will appoint an advisor.

Formal Complaint: A document (hardcopy or electronic) filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that the



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Institute investigate. A Formal Complaint must be signed (physical or digital) by the Complainant, the Title IX Coordinator, or otherwise indicate that the Complainant is the person filing the Formal Complaint. At the time of filing a Formal Complaint, the Complainant must be participating in or attempting to participate in the Institute's education Program or Activity with which the Formal Complaint is filed.

Program or Activity: On or off campus locations, events, or circumstances over which the College exercises substantial control over both the Respondent and the context in which the Sexual Harassment occurred.

Clery Act: Meaning the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. In accordance with the Clery Act, La' James International College

- Collects, classifies, and counts crime reports & crime statistics.
- Issues a timely warning for any Clery Act crime that represents an ongoing threat to the safety of students or employees.
- Publishes an annual security report containing safety and security related policy statements and crime statistics on or before Oct 1 and makes available to all current students and employees. Prospective students and employees are also informed of the availability of the report.
- Submits crime statistics each year in the fall by participating in the Department of Education Web-based data collection to disclose crime statistics by type, location, and year.

(Due to the COVID 19 Pandemic, and additional regulatory flexibilities 2020 ASR was published and distributed on or before 12/31/2020.) The Institute's most recent ASR is located on our website on our consumer information page at the following link:

[Clery Act Disclosure- Annual Safety Report](#)

Prohibited Conduct

La' James International College enforcing this policy strictly prohibits sexual or other unlawful harassment or discrimination including sexual violence, or violence of any nature as described and defined in its policies.

Procedure for Reporting

Any person may report sex discrimination, including sexual harassment, in person, by mail, by telephone, or by email, using the contact information for the Title IX Coordinator.

Victims of sexual assault, domestic violence, or dating violence should consider seeking medical attention as soon as possible.

- It is important that the victim of sexual assault not bathe, douche, smoke, change clothing, or clean the bed/linen where they were assaulted so that evidence necessary to prove criminal activity may be preserved.
- In circumstances where the victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address health concerns.
- Victims of sexual misconduct are encouraged to also preserve evidence by saving text messages, social networking pages, other communications, and keeping pictures, logs, or other copies of documents, if they have any, that would be useful in connection with a college or police investigation.

If you believe that you have experienced or witnessed Sexual Harassment, discrimination, or retaliation, LJIC encourages you to notify your College Administrator (Title IX Investigator) or the Title IX Coordinator as soon as possible after the incident. A report may be made to either or both the police and the Title IX Coordinator. The criminal process is separate from the college's Title IX Grievance Process.



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LJIC will act in a meaningful way to support survivors of sexual misconduct, without sacrificing important safeguards to ensure a fair and transparent process.

The Title IX Coordinator will promptly contact the complainant to:

- Discuss the availability of supportive measures.
- Consider the complainant's wishes with respect to supportive measures.
- Inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and
- Explain to the complainant the process for filing a formal complaint.

In order to make informed choices, it is important to be aware of confidentiality and reporting requirements when consulting college resources.

College Administrators have been designated by LJIC as Title IX Investigators who may gather facts, interview parties or witnesses, share knowledge, notice, and/or reports of Sexual Harassment, discrimination and/or retaliation with the Title IX Coordinator and assist with further investigation.

An individual who seeks completely confidential assistance may do so by speaking with professionals who have legally protected confidentiality. The college does not have confidential reporting resources, such as pastoral or professional counselors on campus. Crisis, mental health, and victim resource hotline information is available from the College Administrators and also posted in the college.

LJIC will keep confidential the identity of the complainant, respondent, and witnesses, except as may be permitted by FERPA, as required by law, or as necessary to carry out the Title IX Investigative and Grievance Process.

There is no time limit on providing notice/complaints to the Title IX Investigator or Title IX Coordinator. However, if significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or impossible.

Notice of Allegations upon receipt of formal complaint.

- A. Notice of LJIC's grievance process.
- B. Notice of the allegation of sexual harassment, including:
 1. Sufficient details with sufficient time to prepare a response before any initial interview.
 2. A statement that the respondent is presumed not responsible and that a determination regarding responsibility is made at the conclusion of the grievance process.
 3. Notice will inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence.
 4. Notice will inform the parties of any provision in LJIC's code of conduct that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

Dismissal of a Formal Complaint

LJIC must dismiss a formal complaint if:

- the conduct alleged in the formal complaint would not constitute sexual harassment under Title IX even if proved,
- did not occur in LJIC's education program or activity, or
- did not occur against a person in the United States, then LJIC must dismiss the formal complaint:
- such a dismissal does not preclude action under another provision of LJIC's code of conduct.



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LJIC **may** dismiss the formal complaint if:

- a complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint.
- the respondent is no longer enrolled or employed by LJIC; or
- specific circumstances prevent LJIC from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

If the Title IX coordinator receives multiple informal complaints of harassment against a single (same) respondent, they will not be required to begin a formal complaint process.

If a Formal Complaint is dismissed, the Parties will be provided written notice of the dismissal outlining the explanation for dismissal.

Grievance Process

Generally, the Grievance Process consists of a Formal Complaint, Investigation, Hearing, Ruling, and Appeal (if applicable). The Grievance Process, without extenuating circumstances, will likely conclude within 90 days from the date the Formal Complaint is filed. In exceptional circumstances, (including but not limited to especially complex cases or when the college is not in session), it may be necessary to extend the conclusion timeline. If that occurs, both parties will be informed of the extended time for conclusion.

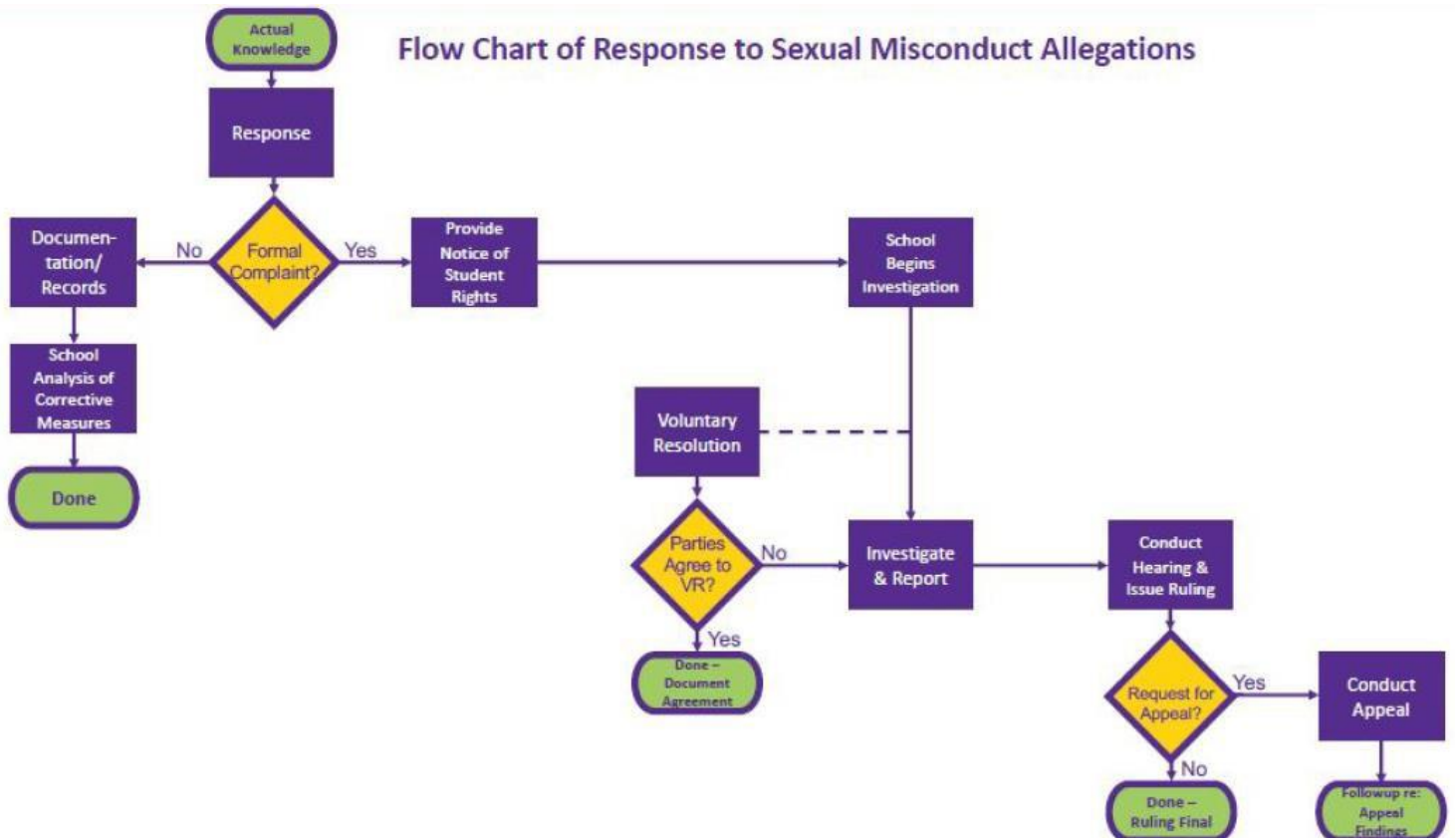
LJIC utilizes a prompt, equitable and impartial Grievance Process to evaluate Formal Complaints. Title IX personnel (Title IX Coordinator, Investigators, Decision-Makers) will be free from conflicts of interest or bias for or against Complainants or Respondents.

The college will make every effort to handle complaints and investigations with sensitivity to both the rights of the person who complains and the rights of the accused.



Investigation of Formal Complaints- Resolutions- Hearings

Flow Chart of Response to Sexual Misconduct Allegations



1. Actual Knowledge of Misconduct Allegation.
 - a. Response to Complainant by Title IX Coordinator
2. Formal Complaint-
 - a. **NO**
 1. Documentation/ Records
 2. College Analysis of Corrective Measures
 3. **Done**
 - b. **YES**
 1. Provide Notice of Student Rights
3. College Begins Investigation
 - a. Could be Voluntary Resolution
 1. Parties agree to Voluntary Resolution
 2. **Done** – Document Agreement
 - b. Investigate & Report
4. Conduct Hearing & Issue Ruling
 - a. Request for Appeal
 1. **No- Done Ruling Final**
 2. **YES** – Conduct Appeal
 - i. Follow up re: Appeal Findings



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The college will conduct an investigation of Sexual Harassment allegations by a Formal Complaint filed by a Complainant, as appropriate under circumstances. Respect will be made to the Complainant's wishes as to whether the college investigates an allegation of Sexual Harassment unless the Title IX Coordinator determines that not investigating would be deliberately indifferent or harmful to the college campus community.

The investigative process involves interviewing the parties involved and any witnesses while gathering documentary or other evidence. In cases involving alleged criminal conduct, the complainant may file a criminal complaint with the local police department.

Based on the outcome of the investigation, the Title IX Coordinator will determine if there is sufficient cause to proceed with the complaint. If so, the Title IX Coordinator will arrange for a possible voluntary resolution that both parties agree to. If parties do not agree to a voluntary resolution, the investigation and report will be prepared for a hearing either live or virtually that will be recorded. The investigative report will fairly summarize relevant evidence and, at least 10 days prior to a hearing or other time of determination regarding responsibility, sent to each party and the party's advisor, if any, the investigative report, for their review and written response. Both parties may have an advisor present at the hearing. Cross-examination of the complaining and responding parties as well as any witnesses, may take place during the hearing. Cross examination will be conducted by advisors of parties, including legal counsel, but not by the parties themselves. If a party does not have an advisor present at the hearing, LJIC will provide an advisor with the party's agreement of choice. Prior to answering cross-examination questions, the decision maker will first determine if a question is relevant and if not, reason for exclusion.

The exact nature of the responsive action depends on the circumstances and may include discipline up to and including suspension or dismissal from the Institution for a student, staff or faculty who is found to have violated college policies.

La' James International College handles complaints discreetly and attempts to maintain privacy throughout the investigative process, to the extent practicable and appropriate under the circumstances. However, in order to conduct an investigation, it is generally necessary to discuss the allegations with the accused and other potential witnesses. Additionally, the institution may have legal obligations to disclose information to law enforcement or in the context of legal proceedings.

Complaints may be made anonymously. While the college endeavors to investigate all complaints, including anonymous complaints, the nature of anonymous complaints makes investigation, determination, and remediation more difficult and, at times, impossible. Further, while the Institution attempts to protect the identity of complainants who do not wish to be identified, this may not always be possible.

In appropriate cases as determined by the college, conflict resolution may be possible. This is permitted only where both the complainant and accused voluntarily agree to participate, and either party may terminate informal resolution attempts and commence formal grievance procedures at any time prior to reaching a mutually acceptable resolution. Depending on the circumstances, a mediated resolution may not necessarily involve face-to-face discussions between the complainant and the accused. Certain cases are not appropriate for conflict resolution, such as complaints of particularly egregious sexual harassment or cases involving sexual assault or violence.

Occasionally, an individual makes a complaint and later wishes to revoke or discontinue the investigation or grievance process. Similarly, it may occur that someone other than the victim reports an incident, and the victim declines to participate in the investigation or adjudication process. In other instances, complaints may be received anonymously and/or the victim may not



wish to be personally identified. The Institution endeavors to respect the wishes of a victim to either not be identified and/or not participate in the process. In these situations, the college attempts to investigate and address complaints in accordance with the victim's wishes.

For all Formal Complaints of Sexual Harassment (including where employees are Respondents), LJIC utilizes the preponderance of the evidence standard, meaning the Institute will evaluate whether it is "more likely than not" that the alleged conduct occurred.

Disciplinary Actions and Remedies

Disciplinary Actions against Respondents may or may not be imposed before completion of the LJIC's Grievance Process. Following a determination of responsibility, appropriate corrective action will be taken, and the Institute will take steps to prevent recurrence. Disciplinary Actions taken will be determined on a case-by-case basis. Factors considered when determining Disciplinary Action may include but are not limited to: Nature, severity of, and circumstances surrounding the violations(s); Respondent's disciplinary history; Previous allegations or allegations involving similar conduct; Need for disciplinary action to bring an end/prevent future reoccurrence of the violation; Need for disciplinary action to remedy the effects on the Complainant and LJIC and the safety for all; Impact on the parties; Any other information deemed relevant by the Decision-Maker.

Disciplinary Action for student-related claims may include, but are not limited to, additional training, a restriction on contact, warning, suspension, or termination. Failure to abide by imposed Disciplinary Actions (whether by refusal, neglect, or any other reason), may result in additional Disciplinary Action, including suspension or termination. Employees are also subject to processes and discipline determined by the Human Resources Department for acts of Sexual Harassment. The HR process is separate and apart from the Title IX process and not constrained by the outcome of the Title IX process. Individuals who make a materially and intentional false statements during a Title IX Grievance Process will be subject to disciplinary action.

The Decision-Maker will issue a written determination of the regarding responsibility to both parties. The written determination will include-

- Identification of the allegations potentially constituting sexual harassment;
- A description of the procedural steps taken from the receipt of the formal complaint through the determination;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the recipient's code of conduct to the facts;
- A statement of, and rationale for, the result as to each allegation; and
- The recipient's procedures and permissible bases for the complaint and respondent to appeal.

Both Parties have the right to appeal a determination. An appeal must be submitted in writing to the Title IX Coordinator within 10 days of the delivery of the Written Determination.

Supportive Measures

Non-disciplinary, non-punitive individualized services may be offered as appropriate and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the recipient's educational environment, or deter sexual harassment.



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- extensions of deadlines or other course-related adjustments
- mutual restrictions on contact between the parties
- leave of absence
- increased security and monitoring of certain areas of the campus.

The recipient must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the recipient to provide supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

Retaliation Prohibited

The college prohibits retaliation against any individual who in good faith makes a complaint of sex discrimination, sexual harassment, or sexual misconduct or participates as a witness in a proceeding under this or any other college policy. No recipient or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in a Title IX investigation, proceeding, or hearing. If anyone feels they have been retaliated against, they should notify the Title IX Coordinator.

Sexual Assault Prevention

Campus Sexual Violence Elimination Act of 2013 (SaVE Act) requires schools to educate students and staff on the prevention of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking. As part of La' James International College's compliance with the SaVE Act requirements for prevention and awareness programs that address the specified areas above, the institution has contact resource information available for students. These resources are posted in the student lab and/or breakroom and students can also reach out to the College Administrator for additional resources. These services are from nationally recognized organizations and include awareness and preventive information and may include help hotlines related to these specific topics.

La' James International College attempts to protect members of its campus community, including visitors, from sexual assaults. LJIC strongly encourages the following actions to prevent or protect against sexual assault:

Students are encouraged to use a "Buddy System" when walking to parked cars at night and to leave the campus in a group when classes are dismissed.

As part of the effort to provide an environment conducive to the school's mission, the following services relating to sexual assault are provided at La' James International College. The college hosts organizational speakers to enhance awareness of sexual assault and the condition that fosters this offense on school campuses. The school undertakes efforts to safeguard the rights and interest of the survivor and pursues sanctions against the perpetrator(s) of sexual assault. A college official will, upon request:

- arrange transportation to a hospital for treatment and evidence collection;
- provide notification to an off-campus support and counseling service;
- provide assistance in contacting the appropriate law enforcement agency as applicable.

La' James International College does not tolerate sexual assault of any form against any gender, whether committed by a stranger or by an acquaintance. The college attempts to protect members of the college community, including visitors, from sexual assaults and offers any student, faculty or staff member who survives a sexual assault that occurs within the context of



the college community, the support necessary to enable them to continue to pursue their academic or career goals.

Iowa Codes

Pursuant to Iowa Code Section 261.9(1)(h), any La' James International College employee located in Iowa who in the scope of the person's employment responsibilities examines, attends, counsels or treats a child must report suspected physical or sexual abuse to LJIC's College Administrator (Campus Security Authority- (CSA)), or other responsible supervisory personnel at their campus and to law enforcement. Any report of suspected child physical or sexual abuse should be made as soon as possible, but within 48 hours, to the above designated school officials, who in turn shall immediately make a report to the law enforcement. Nothing in the policy shall prohibit an employee from reporting suspected child abuse in good faith to law enforcement.

Additional Definitions- Iowa Codes

Consent is defined as "intelligent, knowing, and voluntary consent and does not include coerced submission. Consent shall not be deemed or construed to mean the failure by the alleged victim to offer physical resistance to the offender."

The **Iowa** Age of Consent is 16 years old. In the United States, the [age of consent](#) is the minimum age at which an individual is considered legally old enough to consent to participation in sexual activity. Individuals aged 15 or younger in Iowa are not legally able to consent to sexual activity, and such activity may result in prosecution for [statutory rape](#).

Iowa statutory rape law is violated when a person has consensual sexual intercourse with an individual under age 16. A close in age exemption allows teens aged 14 and 15 to consent to partners less than 4 years older. Regardless of age, it is also illegal for a school employee to engage in sexual intercourse with a current student or even a student who attended school within 30 days of such a violation.

Iowa Code § 710.10- enticing a minor <https://www.legis.iowa.gov/docs/ico/section/710.10.pdf>

1. A person commits a class "C" felony when, without authority and with the intent to commit sexual abuse or sexual exploitation upon a minor under the age of thirteen, the person entices or attempts to entice a person reasonably believed to be under the age of thirteen.
2. A person commits a class "D" felony when, without authority and with the intent to commit an illegal sex act upon or sexual exploitation of a minor under the age of sixteen, the person entices or attempts to entice a person reasonably believed to be under the age of sixteen.
3. A person commits a class "D" felony when, without authority and with the intent to commit an illegal act upon a minor under the age of sixteen, the person entices a person reasonably believed to be under the age of sixteen.
4. A person commits an aggravated misdemeanor when, without authority and with the intent to commit an illegal act upon a minor under the age of sixteen, the person attempts to entice a person reasonably believed to be under the age of sixteen. A person convicted under this subsection shall not be subject to the registration requirements under chapter 692A unless the finder of fact determines that the illegal act was sexually motivated.
5. A person shall not be convicted of a violation of this section unless the person commits an overt act evidencing a purpose to entice.
6. For purposes of determining jurisdiction under section 803.1, an offense is considered committed in this state if the communication to entice or attempt to entice a person believed to be a minor who is present in this state originates from another state, or the communication to entice or attempt to entice a person believed to be a minor is sent from this state.



Iowa Code § 728.12 -Sexual Exploitation of a Minor

<https://www.legis.iowa.gov/docs/ico/section/728.12.pdf>

1. It shall be unlawful to employ, use, persuade, induce, entice, coerce, solicit, knowingly permit, or otherwise cause or attempt to cause a minor to engage in a prohibited sexual act or in the simulation of a prohibited sexual act. A person must know, or have reason to know, or intend that the act or simulated act may be photographed, filmed, or otherwise preserved in a visual depiction. A person who commits a violation of this subsection commits a class "C" felony. Notwithstanding section 902.9, the court may assess a fine of not more than fifty thousand dollars for each offense under this subsection in addition to imposing any other authorized sentence.

2. It shall be unlawful to knowingly promote any material visually depicting a live performance of a minor engaging in a prohibited sexual act or in the simulation of a prohibited sexual act. A person who commits a violation of this subsection commits a class "D" felony. Notwithstanding section 902.9, the court may assess a fine of not more than twenty-five thousand dollars for each offense under this subsection in addition to imposing any other authorized sentence.

3. It shall be unlawful to knowingly purchase or possess a visual depiction of a minor engaging in a prohibited sexual act or the simulation of a prohibited sexual act. A visual depiction containing pictorial representations of different minors shall be prosecuted and punished as separate offenses for each pictorial representation of a different minor in the visual depiction. However, violations of this subsection involving multiple visual depictions of the same minor shall be prosecuted and punished as one offense. A person who commits a violation of this subsection commits an aggravated misdemeanor for a first offense and a class "D" felony for a second or subsequent offense. For purposes of this subsection, an offense is considered a second or subsequent offense if, prior to the person's having been convicted under this subsection, any of the following apply:

- a. The person has a prior conviction or deferred judgment under this subsection.
 - b. The person has a prior conviction, deferred judgment, or the equivalent of a deferred judgment in another jurisdiction for an offense substantially similar to the offense defined in this subsection. The court shall judicially notice the statutes of other states that define offenses substantially similar to the offense defined in this subsection and that therefore can be considered corresponding statutes.
4. This section does not apply to law enforcement officers, court personnel, licensed physicians, licensed psychologists, or attorneys in the performance of their official duties.

Iowa Code § 709.1 Sexual abuse defined. <https://www.legis.iowa.gov/docs/ico/chapter/709.pdf>

Any sex act between persons is sexual abuse by either of the persons when the act is performed with the other person in any of the following circumstances:

1. The act is done by force or against the will of the other. If the consent or acquiescence of the other is procured by threats of violence toward any person or if the act is done while the other is under the influence of a drug inducing sleep or is otherwise in a state of unconsciousness, the act is done against the will of the other.
2. Such other person is suffering from a mental defect or incapacity which precludes giving consent or lacks the mental capacity to know the right and wrong of conduct in sexual matters.
3. The other person is a child.

Under **Iowa's Code**, sexual assault or rape is referred to as sexual abuse. It can incorporate both inappropriate sexual contact as well as actual penetration or contact between sexual organs. The charge can be enhanced if certain facts are true and can lead to life altering penalties.

[Iowa Sex Crimes: Definitions and Penalties](#)

Iowa Code § 708.2A- Domestic Abuse

<https://www.legis.iowa.gov/docs/ico/chapter/708.pdf>

Domestic Violence- abuse assault as an assaultive offense committed *against a family or*



household member

In **Iowa**, domestic abuse offenses are considered serious crimes. As such, if you're convicted, the court can impose a mandatory minimum sentence. The length of the mandatory minimum depends on whether or not you have been convicted of any prior offenses.

The following meet Iowa's definition of assault:

- Engaging in conduct that's intended to cause pain or injury to another person
- An act meant to put an individual in reasonable fear of imminent physical harm
- Pointing a gun or displaying a dangerous weapon at someone else

An assaultive offense becomes **domestic abuse** when it's committed against a:

- Spouse
- Former spouse
- Person with whom you have a child
- Intimate dating partner

Iowa Code §708.11 -Stalking <https://www.legis.iowa.gov/docs/ico/chapter/708.pdf>

1. As used in this section, unless the context otherwise requires:

- a. "Accompanying offense" means any public offense committed as part of the course of conduct engaged in while committing the offense of stalking.
- b. "Course of conduct" means repeatedly maintaining a visual or physical proximity to a person without legitimate purpose, repeatedly utilizing a technological device to locate, listen to, or watch a person without legitimate purpose, or repeatedly conveying oral or written threats, threats implied by conduct, or a combination thereof, directed at or toward a person.
- c. "Immediate family member" means a spouse, parent, child, sibling, or any other person who regularly resides in the household of a specific person, or who within the prior six months regularly resided in the household of a specific person.
- d. "Repeatedly" means on two or more occasions.

2. A person commits stalking when all of the following occur:

- a. The person purposefully engages in a course of conduct directed at a specific person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened or to fear that the person intends to cause bodily injury to, or the death of, that specific person or a member of the specific person's immediate family.
- b. The person has knowledge or should have knowledge that a reasonable person would feel terrorized, frightened, intimidated, or threatened or fear that the person intends to cause bodily injury to, or the death of, that specific person or a member of the specific person's immediate family by the course of conduct.

3. a. A person who commits stalking in violation of this section commits a class "C" felony for a third or subsequent offense. A person commits stalking when all of the following occur:

- b. A person who commits stalking in violation of this section commits a class "D" felony if any of the following apply:
 - (1) The person commits stalking while subject to restrictions contained in a criminal or civil protective order or injunction, or any other court order which prohibits contact between the person and the victim, or while subject to restrictions contained in a criminal or civil protective order or injunction or other court order which prohibits contact between the person and another person against whom the person has committed a public offense.
 - (2) The person commits stalking while in possession of a dangerous weapon, as defined in section 702.7.
 - (3) The person commits stalking by directing a course of conduct at a specific person who is under eighteen years of age.
 - (4) The offense is a second offense
- c. A person who commits stalking in violation of this section commits an aggravated



misdemeanor if the offense is a first offense which is not included in paragraph "b"

4. Violations of this section and accompanying offenses shall be considered prior offenses for the purpose of determining whether an offense is a second or subsequent offense. A conviction for, deferred judgment for, or plea of guilty to a violation of this section or an accompanying offense which occurred at any time prior to the date of the violation charged shall be considered in determining that the violation charged is a second or subsequent offense. Deferred judgments pursuant to section 907.3 for violations of this section or accompanying offenses and convictions or the equivalent of deferred judgments for violations in any other states under statutes substantially corresponding to this section or accompanying offenses shall be counted as previous offenses. The courts shall judicially notice the statutes of other states which define offenses substantially equivalent to the offenses defined in this section and its accompanying offenses and can therefore be considered corresponding statutes. Each previous violation of this section or an accompanying offense on which conviction or deferral of judgment was entered prior to the date of the violation charged shall be considered and counted as a separate previous offense. In addition, however, accompanying offenses committed as part of the course of conduct engaged in while committing the violation of stalking charged shall be considered prior offenses for the purpose of that violation, even though the accompanying offenses occurred at approximately the same time. An offense shall be considered a second or subsequent offense regardless of whether it was committed upon the same person who was the victim of any other previous offense.

5. Notwithstanding section 804.1, rule of criminal procedure 2.7, Iowa court rules, or any other provision of law to the contrary, upon the filing of a complaint and a finding of probable cause to believe an offense has been committed in violation of this section, or after the filing of an indictment or information alleging a violation of this section, the court shall issue an arrest warrant, rather than a citation or summons. A peace officer shall not issue a citation in lieu of arrest for a violation of this section. Notwithstanding section 804.21 or any other provision of law to the contrary, a person arrested for stalking shall be immediately taken into custody and shall not be released pursuant to pretrial release guidelines, a bond schedule, or any similar device, until after the initial appearance before a magistrate. In establishing the conditions of release, the magistrate may consider the defendant's prior criminal history, in addition to the other factors provided in section 811.2.

6. For purposes of determining whether or not the person should register as a sex offender pursuant to the provisions of chapter 692A, the fact finder shall make a determination as provided in section 692A.126.

"Credible threat" means a verbal or nonverbal threat, or a combination of the two, including threats delivered by electronic communication or implied by a pattern of conduct, which places the person who is the target of the threat in reasonable fear for his or her safety, or the safety of his or her family members or individuals closely associated with the person, and which is made with the apparent ability to carry out the threat to cause such harm. It is not necessary to prove that the person making the threat had the intent to actually carry out the threat. The present incarceration of the person making the threat is not a bar to prosecution under this section.

"Cyber stalk" means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose. A person, who willfully, maliciously, and repeatedly follows, harasses, or cyber stalks another person commits the offense of stalking, a misdemeanor of the first degree, punishable as provided in:

Iowa Code §708.7 Harassment <https://www.legis.iowa.gov/docs/code/708.7.pdf>



La' James International College (also referred as "LJIC in this document)
Clery Compliance
Title IX Policy – (VAWA- Violence Against Women Act)

1. a. A person commits harassment when, with intent to intimidate, annoy, or alarm another person, the person does any of the following:
 - (1) Communicates with another by telephone, telegraph, writing, or via electronic communication without legitimate purpose and in a manner likely to cause the other person annoyance or harm.
 - (2) Places a simulated explosive or simulated incendiary device in or near a building, vehicle, airplane, railroad engine or railroad car, or boat occupied by another person.
 - (3) Orders merchandise or services in the name of another, or to be delivered to another, without the other person's knowledge or consent.
 - (4) Reports or causes to be reported false information to a law enforcement authority implicating another in some criminal activity, knowing that the information is false, or reports the alleged occurrence of a criminal act, knowing the act did not occur.
 - (5) Disseminates, publishes, distributes, posts, or causes to be disseminated, published, distributed, or posted a photograph or film showing another person in a state of full or partial nudity or engaged in a sex act, knowing that the other person has not consented to the dissemination, publication, distribution, or posting.b. A person commits harassment when the person, purposefully and without legitimate purpose, has personal contact with another person, with the intent to threaten, intimidate, or alarm that other person.
2. a. A person commits harassment in the first degree when the person commits harassment involving any of the following:
 - (1) A threat to commit a forcible felony.
 - (2) A violation of subsection 1, paragraph "a", subparagraph (5).
 - (3) Commits harassment and has previously been convicted of harassment three or more times under this section or any similar statute during the preceding ten years.
 - (4) Harassment that occurs against another person who is lawfully in a place of public accommodation as defined in section 216.2.b. Harassment in the first degree is an aggravated misdemeanor.
3. a. A person commits harassment in the second degree when the person commits harassment involving a threat to commit bodily injury or commits harassment and has previously been convicted of harassment two times under this section or any similar statute during the preceding ten years.
- b. Harassment in the second degree is a serious misdemeanor.
4. a. Any other act of harassment is harassment in the third degree. b. Harassment in the third degree is a simple misdemeanor.
5. For purposes of determining whether or not the person should register as a sex offender pursuant to the provisions of chapter 692A, the fact finder shall make a determination as provided in section 692A.126. However, the fact finder shall not make a determination as provided in section 692A.126 regarding a juvenile convicted of a violation of subsection 1, paragraph "a", subparagraph (5), and the juvenile shall not be required to register as a sex offender with regard to the violation.
6. The following do not constitute harassment under subsection 1, paragraph "a", subparagraph (5):
 - a. A photograph or film involving voluntary exposure by a person in public or commercial settings.
 - b. Disclosures made in the public interest, including but not limited to the reporting of unlawful conduct, disclosures by law enforcement, news reporting, legal proceeding disclosures, or medical treatment disclosures.
 - c. Disclosures by an interactive computer service of information provided by another information content provider, as those terms are defined in 47 U.S.C. §230.
7. A person injured by a violation of subsection 1, paragraph "a", subparagraph (4), may bring a civil action against the person whose conduct violated subsection 1, paragraph "a", subparagraph (4).
8. As used in this section, unless the context otherwise requires:
 - a. "Full or partial nudity" means the showing of any part of the human genitals or pubic area or buttocks, or any part of the nipple of the breast of a female, with less than fully opaque covering.
 - b. "Personal contact" means an encounter in which two or more people are in visual or physical proximity to each other. "Personal contact" does not require physical touching or oral communication, although it may include these types of contacts.



- c. "Photographs or films" means the making of any photograph, motion picture film, videotape, or any other recording or transmission of the image of a person.
- d. "Sex act" means the same as defined in section 702.17.

Bystander Intervention: A bystander is someone other than the victim who is present when an act of dating violence, domestic violence, stalking, or sexual assault is occurring or when a situation is occurring in which a reasonable person feels as though some protective action is required to prevent sexual assault, dating violence, domestic violence, or stalking. Bystanders, if active, can prevent harm or intervene before a situation gets worse.

Reporting sexual assault, dating violence, domestic violence, or stalking

After an incident of sexual assault or domestic violence, the victim should consider seeking medical attention as soon as possible at a local hospital that will supply a physical evidence recovery collection kit. **In Iowa**, you have the right to: A free medical examination (Sexual Assault Evidence Exam) whether or not you choose to report the crime to the police that is paid for by the **State of Iowa**. Apply for financial assistance from the [Crime Victim Compensation Program](#).

A victim's name and identifying information will be withheld from the public and press in accordance with the Public Records Law. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence as may be necessary to the proof of criminal activity may be preserved. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease.

Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to the Institution's hearing boards/investigators or police. Although the institution strongly encourages all members of its community to report violations to law enforcement, it is the victim's choice whether or not to make such a report, and victims have the right to decline involvement with the police.

The purpose and authority of the institution staff is limited to the enforcement of campus rules and regulations and Campus Security and Safety. Incidents that go beyond this scope are referred to and investigated by the Local Police Department.

A victim of domestic violence, dating violence, sexual assault or stalking has the following rights:

1. A law enforcement officer who investigates an alleged sexual battery shall:
 - (a) Assist the victim in obtaining medical treatment, if medical treatment is necessary as a result of the alleged incident, a forensic examination, and advocacy and crisis-intervention services from a certified rape crisis center and provide or arrange for transportation to the appropriate facility.
 - (b) Advise the victim that he or she may contact a certified rape crisis center from which the victim may receive services.
 - (c) Prior to submitting a final report, permit the victim to review the final report and provide a statement as to the accuracy of the final report.
2. The law enforcement officer shall give the victim immediate notice of the legal rights and remedies available to a victim on a standard form developed and distributed in conjunction with the Department of Law Enforcement. The notice will include the resource listing, including telephone number, for the area certified rape crisis center as designated by the State.



A person who is the victim of sexual violence or the parent or legal guardian of a minor child who is living at home who is the victim of sexual violence has a standing in the circuit court to file a sworn petition for an injunction for protection against sexual violence on his or her own behalf, or on behalf of the minor child if:

1. The person has reported the sexual violence to a law enforcement agency and is cooperating in any criminal proceeding against the respondent, regardless of whether criminal charges based on the sexual violence have been filed, reduced, or dismissed by the state attorney; or
2. The respondent who committed the sexual violence against the victim or minor child was sentenced to a term of imprisonment in state prison for the sexual violence and the respondent's term of imprisonment has expired or is due to expire within 90 days following the date the petition is filed.

Further, La' James International College complies with State law in recognizing orders of protection for dating violence, domestic violence, repeat violence, and sexual violence. Any person who obtains an order of protection from the State or any reciprocal state should provide a copy to the Title IX Coordinator and / or College Administrator. A petitioner should then meet with Title IX Coordinator and/ or College Administrator to develop a Safety Action Plan, which is a plan to reduce risk of harm while on campus or coming and going from campus.

A victim has the option of filing a restraining order and should follow the directives from their local Iowa Law Enforcement for details.

To the extent of the victim's cooperation and consent, all Institutional offices will work cooperatively to ensure that the petitioner's health; physical safety, work and academic status are protected, pending the outcome of a formal Institution investigation of the complaint. Additionally, personal identifiable information about the victim will be treated as confidential and only shared with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the complainant. The Institution does not publish the name of crime victims nor publish any identifiable information regarding victims in ASR reports.

LJIC Awareness Programs & Prevention Campaigns

La' James International College engages in educational programming to prevent domestic violence, dating violence, sexual assault and stalking. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and faculty that:

1. Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
2. Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
3. Defines what behavior and actions constitute consent to sexual activity in:
Iowa
Sexual intimacy requires that all participants consent to the activity. Consent between two or more people is defined as an affirmative agreement--through clear actions or words--to engage in sexual activity. The person giving the consent must act freely, voluntarily, and with an understanding of their actions when giving the consent. Lack of protest or resistance does not constitute consent, nor does silence mean consent has been given. Relying solely on non-verbal communication can lead to misunderstanding. Persons who want to engage in sexual activity are responsible for obtaining consent--it should never be assumed. A prior relationship or prior sexual activity is not sufficient to demonstrate consent.



Consent must be present throughout the sexual activity--at any time, a participant can communicate that they no longer consent to continuing the activity. If there is confusion as to whether anyone has consented or continues to consent to sexual activity, it is essential that the participants stop the activity until the confusion can be clearly resolved.

In addition, under Iowa law the following people are unable to give consent:

- Persons who are asleep or unconscious
 - Persons who are incapacitated due to the influence of drugs, alcohol, or medication (see Iowa Code§ 709.1A Incapacitation)
<https://www.legis.iowa.gov/docs/ico/chapter/709.pdf>
 - Persons who are unable to communicate consent due to a mental or physical condition
 - Generally, minors under the age of 16.
4. Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander.

When & How to Intervene

Every situation is different and there is no universal response when intervening to prevent sexual violence. Safety is key in deciding when and how to respond to sexual violence. Every person must decide for themselves the safest and most meaningful way to become an engaged bystander. Some ideas on how to maintain safety while being an engaged bystander:

- If you witness sexual violence, get support from people around you. You do not have to act alone. If you do not feel safe, contact the police.
 - When intervening, be respectful, direct and honest.
 - Group setting and sexual gestures made to a person in the group. Person becomes upset. An engaged bystander could tell the group to stop harassing the person or ask the person if they want to leave and tell an appropriate authority (Ex: Instructor or Supervisor.)
 - Group setting and a friend starts flirting with someone. The other person is not interested, but the friend will not leave them alone. An engaged bystander could approach the friend and start a conversation to distract them from the uninterested person.
5. Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks. – See below Risk Reduction/Warning Signs of Abusive Behavior
6. Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

This educational campaign will consist of but not be limited to the distribution of educational materials to new students, participating in and presenting information and materials during student/employee orientation among other means of distribution through the year. The college also has a directory of services that are available to victims within the community to assist those who have suffered from a criminal act.

Risk Reduction/Warning Signs of Abusive Behavior

No victim is ever to blame for being assaulted or abused. Unfortunately, a person who is the victim of sexual or dating violence is more likely to be re-victimized. Below are some tips to help reduce your risk, to recognize warnings signs of abusive behavior and how to avoid potential attacks.



Warning Signs of Abusive Behavior

Domestic and dating abuse often escalates from threats and verbal abuse to violence. And, while physical injury may be the most obvious danger, the emotional and psychological consequences of domestic and dating violence are also severe. Warning signs of dating and domestic violence include:

1. Being afraid of your partner.
2. Constantly watching what you say to avoid a "blow up."
3. Feelings of low self-worth and helplessness about your relationship.
4. Feeling isolated from family or friends because of your relationship.
5. Hiding bruises or other injuries from family or friends.
6. Being prevented from working, studying, going home, and/or using technology (including your cell phone.)
7. Being monitored by your partner at home, work, or school.
8. Being forced to do things you don't want to do.

Help Reduce Your Risk and Avoid Potential Attacks

If you are being abused or suspect that someone you know is being abused, speak up or intervene.

1. Learn how to look for "red flags" in relationships so you can learn to avoid some of those characteristics in future partners.
2. Consider making a report with the College Administrator and ask for a "no contact" directive from the college to prevent future contact.
3. Consider getting a protective order or stay away order.
4. Learn more about what behaviors constitute dating and domestic violence, understand it is not your fault, and talk with friends and family members about ways you can be supported.
5. Trust your instincts—if something doesn't feel right in a relationship, speak up or end it.

Sexual Assault Prevention (From Rape, Abuse and Incest National Network - RAINN)

- Try not to leave your drink unattended.
- Only drink from un-opened containers, or from drinks you have watched being made and poured.
- Cover your drink. It is easy to slip in a small pill even while you are holding your drink. Hold a cup with your hand over the top or choose drinks that are contained in a bottle and keep your thumb over the nozzle.
- If you feel extremely tired or drunk for no apparent reason, you may have been drugged. Find your friends and ask them to leave with you as soon as possible.
- If you suspect you have been drugged, go to a hospital and ask to be tested.
- Keep track of how many drinks you have had.
- Try to come and leave with a group of people you trust.
- Avoid giving out your personal information (phone number, where you live, etc.). If someone asks for your number, take his/her number instead of giving out yours.

Traveling to and from campus and outside the campus building

- Make sure your cell phone is easily accessible and fully charged.
- Take major, public paths rather than less populated shortcuts if walking to and from the college.
- Avoid dimly lit places
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- Carry a noisemaker on your keychain.



- Carry a small flashlight on your keychain.

La' James International College has a sexual assault prevention program that includes, but is not limited to the following:

- If an assault occurs, notify the College Administrator immediately
- Do not disturb the crime scene
- Notify local law enforcement officials
- Secure counseling for the victim as applicable.
- Alter the academic schedule if applicable.
- Disciplinary actions on the assaulter includes dismissal from the college.

The nature of sexual assault, particularly when perpetrated by an acquaintance, makes it difficult for many survivors to report their experience. For this reason, the local Shelters and Women's Service Centers are primary places where individuals may seek assistance in complete confidentiality.

Important Crisis Contact Information:

- **Battered Women's Services**
Crisis & Intake Line (855)-687-1868
<https://www.bwss.org/>
Email: intake@bwss.org
- **RAINN Rape, Abuse & Incest National Network**
800-656-4673
<https://www.rainn.org/resources>
- **Domestic Sexual Assault Outreach Center Fort Dodge, IA**
515-955-2273
Hotline (888)-356-2006
<https://www.dsaoc.com>
- **National Domestic Violence Hotline**
800-799-7233
www.ndvh.org
- **Love is Respect - Dating Hotline**
866-331-9474
www.loveisrespect.org
- **Child Help National Child Abuse**
800-422-4453
www.childhelp.org
- **988 Suicide & Crisis Lifeline**
988
<https://988lifeline.org/>
- **Center for Community Resolutions- Rape/Domestic Violence**



Hot Line 888-385-4657

<https://www.ccssd.org/counseling#>

- **Stalking Victim Connect Resource Center**

855-484-2846

<https://victimconnect.org/learn/types-of-crime/stalking/>

- **Iowa Coalition Against Sexual Assault**

(800) 770-1650

Text- IOWAHELP to 20221

www.iowacasa.org

- **Iowa Coalition against Domestic Violence**

(800)-770-1650

<https://www.icadv.org/>

Text IOWAHELP to 20121

Homeless Shelters:

Emergency Residence Project Ames, IA	(515)-232-8075
Central Iowa Shelter & Services Des Moines, IA	(515)-284-5719
Foundation for Children and Families of Iowa Des Moines, IA	(515)-288-1981
Hope Ministries Des Moines, IA	(515)-265-7272
Beacon-Hope Men's Homeless Fort Dodge, IA	(515)-955-3366
Shelter House Iowa City, IA 52240	(319)-351-0326
Madge Phillips Center-Waypoint Cedar Rapids, IA	(319)-366-7999
Waypoint Shelter Cedar Rapids, IA (24 hour support line)	(319)-363-2093
	or
	(800)-208-0388
Humility of Mary Housing, Inc. Davenport, IA 52807	(563)-326-1330
YWCA 826 1 st Ave North Fort Dodge, IA 50501	(515)-573-3931
Y.W.C.A. (24 hr. hotline for all domestic violence services)	(877)-718-1868
Story County Victim/Witness Assistance Program	(515)-239-5101
National Women's Law Center	(202)-588-5180
House of Hope-homeless mothers & children-Waterloo, IA	(319) 232-3823
Friends of the Family- Waterloo, IA- Victim Services	(319) 352-0037

Suggestions to Reduce Risk:

- There is strength in numbers or group dates. Go to parties or clubs with a friend and be responsible for each other. Don't split up. Have a preplanned signal to let your friend know that you want to leave or need help.
- Control your alcohol; don't let it control you. Drink responsibly or not at all, especially on first dates.
- No substance abuse.
- Know your limits. It's never too late to say "no." Don't be embarrassed or ashamed to say "no" or ask someone to stop. It is your body.
- Verbalize your expectations. Be up front. Talk about sexual boundaries. A potentially embarrassing conversation could save you from a traumatic situation.
- Trust your gut instinct. Guard your personal space. If someone makes you uncomfortable, remove yourself from the situation.
- Believe in yourself. Know your rights. Women do not ask to be raped any more than a man with money in his pocket is asking to be robbed. You are in charge of your body and you can say "NO".



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- End the night early if your date becomes drunk or abusive. No one deserves physical or emotional abuse.

If you are Sexually Assaulted

- Get to a safe place.
- Call the police as soon as it is safe to do so by dialing 9-1-1.

Reporting the Assault

Students who believe that they are victims of a sexual assault should contact their College Administrator.

School faculty, staff members or campus visitors who believe they are victims of a sexual assault should contact at least one of the following College officials:

- Title IX Coordinator
- College Administrator/ Investigator
- Human Resources