

Community College of Philadelphia

Policy Against Non-Title IX Sexual Misconduct, Relationship Violence, and Stalking

Table of Contents

I.	Introduction.....	1
II.	Policy.....	2
	A. Scope of Policy.....	2
	B. Title IX Coordinator.....	2
	C. Conduct Prohibited by this Policy.....	2
	1. Sexual Harassment Define.....	2
	a.Sexual Assault.....	2
	b. Sexual Harassment.....	3
	c. Sexual Violence.....	4
	2. Relationship Violence.....	4
	a.Dating Violence.....	4
	b.Domestic Violence.....	4
	3. Stalking.....	5
	4.Retaliation.....	5
	D. Important Information Regarding Prohibited Conduct.....	6
	1. Consent.....	6
	2. Prohibited Conduct Through Different Communication Mediums.....	6
	3. Attempting, Assisting or Encouraging Prohibited Behavior.....	7
	4. Retaliation.....	7
	5. Consensual Sexual or Romantic Relationships.....	7
	E. Confidentiality.....	7
III.	Reporting Vioilation of this Policy.....	8
	A. Reporting to Other College Employees.....	9

B. Contents of a Report.....	9
C. Anonymous Reporting.....	10
D. Who May Report.....	10
E. Criminal Report.....	10
F. False Report.....	11
G. College's Reporting Obligation.....	11
IV. Investigation and Hearing Procedures.....	12
A. Student Respondents.....	13
B. Employee Respondents.....	13
C. Third Party Respondents.....	13
D. Investigation Procedures.....	13
E. Hearing Procedures.....	15
F. Appeals.....	16
V. Sanctions for Violating this Policy and Safe Harbor.....	17
A. Sanctions.....	17
B. Safe Harbor.....	17
VI. Supportive Measures.....	17
A. On Campus Resources.....	18
B. Off Campus Resources.....	19
VII. Emergency Assistance for Victims of Sexual Misconduct, Relationship Violence or Stalking.....	20
A. Department of Public Safety.....	20
B. Police Department.....	20
C. Medical Attention.....	20
XV. Enforcement and Training.....	21
Appendix A.....	23