**Time Limitations:** Trinity may also extend its jurisdiction to misconduct that occurs prior to, but is not reported until after the graduation of the offender. There is no time limit on reporting of violations of the Student Life Policies. However, the longer someone waits to report an offense, the harder it becomes for Trinity to obtain information and witness statements, and to make a determination regarding alleged violations.

**TITLE IX/SEXUAL MISCONDUCT POLICY AND PROCEDURES**

Trinity Christian College seeks to promote an academic community where all members – students, faculty and staff - are treated with courtesy, respect and dignity. The college seeks to promote an environment free from all forms of conduct that can be considered discriminatory, harassing, coercive, or abusive. This is central to our mission as a learning community of Christian integrity and love.

It is the policy of Trinity Christian College to prohibit discrimination and harassment on the basis of race, color, national origin, ancestry, sex, age, physical or mental disability, military status, or any other basis prohibited by law in regard to the administration of educational programs, admission of students, employment actions, athletics or other sponsored activities.

The College complies with the requirements of Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in all programs and activities receiving federal financial assistance. To ensure compliance with Title IX, the College has designated the Vice President for Student Development & Retention as the Title IX coordinator responsible for developing, adopting and making this policy available to the College community and coordinating Title IX compliance requirements, as appropriate.

Inquiries concerning the application of Title IX to the programs and activities of Trinity Christian College or any individual who believes he or she has been discriminated against in violation of the College's nondiscrimination policy, including sexual harassment or gender discrimination, or who has witnessed discrimination in against another, may obtain information and assistance regarding the College's policies and responsive processes from the following resources:

Trinity Christian College faculty, staff and student inquiries concerning the application of Title IX to the College's programs and activities, or for inquiries regarding allegations of discrimination or grievances concerning Title IX are encouraged to contact:

**Title IX Coordinator**

Becky Starkenburg, Vice President for Student Development & Retention  
Becky.Starkenburg@trnty.edu  
708-293-4830

**Deputy Coordinator**

Julia Foust, Director of Human Resources  
Julia.Foust@trnty.edu  
708-239-4608

**Deputy Coordinator**

Sharon Robbert, Interim Provost  
Sharon.Robbert@trnty.edu
Individuals with inquiries concerning the application of Title IX may also contact:

Office for Civil Rights
U.S. Department of Health and Human Services
Citigroup Center
500 W. Madison Street,
Suite 1475
Chicago, IL 60661-4544
Telephone: (312) 730-1560
Facsimile: (312) 730-1576
Email: OCR.Chicago@ed.gov
OCR.Mail@hhs.gov (for non-privacy related inquiries)

The purpose of this policy is to address matters of discrimination based on sex, including sexual misconduct. Other forms of discrimination are addressed via the discrimination, harassment, abuse and bullying policy in the Student Handbook (for students) and in the Staff Employee and Faculty Handbooks (for staff and faculty).

- All allegations as described in this policy will be investigated in a timely manner.
- Involved witnesses, complainants, and respondents will be protected against any unnecessary disclosure.
- Trinity will make every attempt to remedy the discriminatory effects on the complainant(s) and others. Examples of such remedies may include: order of no contact, residence hall relocation, adjustment of schedule, etc. These remedies may be applied to one, both, or multiple parties involved.
- The college may take steps to limit the effects of the alleged sexual misconduct and prevent its recurrence without initiating formal action against the respondent or without revealing the identity of the complainant. Examples may include: increased educational efforts, increased security patrols, revising or publicizing sexual misconduct policies.
- Students may raise concerns and make reports without fear of reprisal or retaliation. Retaliation against a complainant, respondent or witness, regardless of the outcome of the investigation, is prohibited. Disciplinary action will be taken against any individual who threatens or engages in such retaliation, with sanctions up to and including expulsion from the college.

This policy applies to all employees, students, and to any other person with whom the college conducts business. This policy also applies in any Trinity-owned property or Trinity-sponsored program.

Reporting Procedure

Trinity encourages those who have experienced sex discrimination to report these offenses to the Title IX Coordinator, the Deputy Title IX Coordinator, or the Department of Campus Safety and Security. All incidents of sex discrimination, including sexual misconduct or retaliation, should be reported. The Title IX Coordinator can assist with all aspects of the reporting procedure and will dispatch appropriate personnel to respond to and investigate a complaint. The Title IX Coordinator will evaluate requests for confidentiality against the safety and security of the campus community. For reports of violations of the sexual misconduct policy, wherein the complaint involves students, the College will address the issue through the process outlined in this policy.

Confidentiality
Those who disclose sexual misconduct should know that all Trinity Christian College employees (Residence Directors, Campus Safety Officers, staff members, faculty etc.), excluding Counseling Services Staff, Meyer Student Health Center staff, and the Chaplain & Dean for Spiritual Formation who may be bound by confidentiality standards, will report sexual misconduct to the Title IX Coordinator, Title IX Deputy Coordinator(s), a designee or the Department of Campus Safety and Security. Employees also include student staff employed by the College when acting in their capacity as a student staff member.

All inquiries, complaints, and investigations are treated with discretion. Identity of the complainant may be revealed to the respondent(s) of such conduct.

**Confidential Support System:** This process can provide confidential one-on-one support. The confidential support system provides students an opportunity to make decisions about filing a formal complaint with the College, seeking personal counseling, and finding community resources to assist in dealing with the issue. The following offices provide confidential services to our students:

*Chaplain & Dean for Spiritual Formation*

Bill Van Groningen
Bill.VanGroningen@trnty.edu

*Trinity Counseling Services Staff*

Dan Sartor, Director
Dan.Sartor@trnty.edu

*Meyer Student Health Center RNs*

Jane Martin, RN
Jane.Martin@trnty.edu

**Title IX Coordinator and Deputy Coordinators**

The Title IX Coordinator and Deputy Coordinators are the individuals designated by the President with responsibility for overseeing the Title IX compliance at Trinity Christian College. The Title IX Coordinator is authorized to designate other appropriately trained individuals to receive and investigate reports and complaints of misconduct, discrimination and harassment. They may consult with the President as needed throughout all aspects of their work.

*Title IX Coordinator*

Becky Starkenburg, Vice President for Student Development & Retention
Becky.Starkenburg@trnty.edu
708-293-4830

*Deputy Coordinator*

Julia Foust, Director of Human Resources
Julia.Foust@trnty.edu
708-239-4608
Sexual Misconduct Policy

Sexual misconduct jeopardizes the mental, physical, and emotional welfare of our students, as well as the safety of our community. Sexual misconduct diminishes students’ individual dignity and impedes their access to educational, social, and employment opportunities. It can permanently impact students’ lives and may cause lasting physical and psychological harm. Sexual misconduct violates our College’s commitments and its presence in the community presents a barrier to fulfilling the College’s mission. Sexual misconduct, therefore, will not be tolerated at Trinity Christian College and is expressly prohibited.

This policy provides information regarding the College's prevention and education efforts related to sexual misconduct by students, as well as how the College will proceed once it is made aware of student sexual misconduct in keeping with our institutional values and to meet our legal obligations under Title IX and other relevant law.

Definition of an Effective Consent

In order to give effective consent, one must be of legal age. Consent is a voluntary agreement to engage in sexual activity. Past consent does not imply future consent. Silence or 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. In order to be effective, consent cannot be procured by use of physical force, compelling threats, intimidating behavior, or coercion. When someone makes clear to you that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

If you have sexual activity with someone you know to be or should know to be mentally or physically incapacitated (alcohol or other drug use, unconsciousness, or blackout), you are in violation of this policy and may be in violation of the law. Any time sexual activity takes place between individuals, those individuals must be capable of controlling their physical actions and be capable of making rational, reasonable decisions about their sexual behavior.

This policy also covers someone whose incapacity results from mental disability, sleep, involuntary physical restraint, or from the taking of a so-called “date-rape” drug. Possession, use, and/or distribution of any of these substances, including, but not limited to, Rohypnol, Ketamine, GHB, Burundanga, etc., is prohibited, and administering one of these drugs to another student for the purpose of inducing incapacity is a violation of this policy. Use of alcohol or other drugs will never function to excuse behavior that violates this policy.

Prohibited Sexual Misconduct

Sexual Misconduct: Sexual misconduct offenses include, but are not limited to: criminal sexual abuse, criminal sexual assault, sexual harassment, nonconsensual sexual intercourse (or attempts to commit same), nonconsensual sexual contact (or attempts to commit same), sexual exploitation, domestic or dating violence, stalking.

Sexual Misconduct While under the Influence of Alcohol or Any Other Controlled Substance: A student will be subject to the disciplinary process if there is a reasonable belief that he/she knew or should have known that others involved were under the influence of alcohol or any other controlled substance at the time that the violation occurred.
**Sexual Harassment:** Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when one (1) or more of the following criteria are met:

- submission to such conduct is made either explicitly or implicitly a term or condition of the individual’s employment or of the individual’s status in a program, course or activity; or
- submission to or rejection of such conduct by an individual is used as a basis for employment decisions, a criterion for evaluation, or a basis for academic decisions or other decisions affect such individual; or
- such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance and/or educational experience and/or creating an intimidating, hostile, and/or offensive work and/or educational environment.

Sexual harassment encompasses any attention (because of one’s sex) that is unwanted and can take many forms. Some examples of behavior or conduct that may constitute sexual harassment include, but are not limited to, the following:

- refusing to hire or promote, or granting or denying certain privileges because of acceptance or rejection of sexual advances;
- promising work-related benefit or a grade in return for sexual favors;
- suggestive or inappropriate communications, notes, letters, or other written materials displaying objects or pictures that are sexual in nature and that would create a hostile or offensive work or educational environment;
- innuendoes, comments, and remarks about a person’s clothing, body, activities, or appearance;
- suggestive or insulting sounds;
- whistling in a suggestive manner;
- humor or jokes about sex that denigrate men or women;
- sexual propositions, invitations, or pressure for sexual activity;
- implied or overt sexual threats;
- suggestive or obscene gestures;
- patting, pinching, and other inappropriate touching;
- unnecessary touching or brushing against the body;
- attempted or actual kissing or fondling;
- coerced sexual intercourse;
- sexual assault

**Nonconsensual Sexual Contact:** Nonconsensual sexual contact is: any intentional sexual touching, however slight, with any object, by a man or a woman upon a man or a woman, without effective consent.

**Nonconsensual Sexual Intercourse:** Nonconsensual sexual intercourse is: any sexual intercourse (anal, oral, or vaginal), however slight, with any object, by a man or woman upon a man or a woman, without effective consent.

**Sexual Exploitation:** Sexual exploitation occurs when a student takes or attempts to take nonconsensual or abusive sexual advantage of another for his/her own advantage or benefit, or to the benefit or advantage of anyone other than the one being exploited, and that behavior does not otherwise constitute one of other sexual misconduct offenses.

**Domestic and/or Dating Violence:** Violence against a spouse, former spouse, an individual who has had a dating or engagement relationship, or a family or household member is strictly prohibited. Any person who physically assaults (which includes but is not limited to; hitting, choking, kicking, shoving, raping, destruction of personal property), threatens, harasses, exploits, neglects, deprives, intimidates dependents, stalks, or
interferes with the personal liberty of another family or household member has broken Illinois Domestic Violence law. Under Illinois law family or household members are defined as:

- family members related by blood;
- people who are married or used to be married;
- people who share or used to share a home, apartment, or other common dwelling;
- people who have or allegedly have child in common or a blood relationship through a child in common;
- people who are dating or engaged or used to date, including same sex couples; and
- people with disabilities and their personal assistants.

**Stalking:** Stalking is harassing or threatening another person to the point where that individual fears for his/her safety or the safety of his/her family. Stalking can occur in various forms including, but not limited to, in person and via electronic means (cyberstalking/cyberbullying) is strictly prohibited.

**Retaliation:** Retaliation is any action or words to intimidate or harass an individual who has filed a report.

**Reporting Procedures for Sexual Misconduct**

Trinity Christian College encourages all victims to report incidents of sexual misconduct. Incidents may be reported to Campus Safety and Security at 708-293-3722 or to a student development staff member (residence director, dean of students) or to the Title IX Coordinator. Although Trinity encourages reporting all sexual misconduct, it is ultimately the student’s decision whether to file a criminal and/or college complaint unless the student is a minor. If the student is a minor, the college is required to report the matter to the Department for Child and Family Services (DCFS).

All incidents reported to a faculty or staff member (except those who are part of the confidential support network), occurring on campus or at a Trinity program, or off campus where the college has a substantial interest will become part of the campus crime report statistics and will be reported to the Title IX Coordinator.

The complainant need not be a student if they are harmed on Trinity property or at a Trinity program by a student. A college complaint can be used to establish violations of the Student Life Policies, but not whether a criminal act has been committed. When an individual believes that a crime has been committed, it is recommended that charges be filed with the local criminal justice system. Although there is no time limit on the filing of college complaints as long as the accused is still a member of the Trinity community, prompt reporting is likely to result in a more satisfactory investigation because memories are fresh and witnesses are more readily available.

Additionally, any witness to any form of sexual misconduct is encouraged to report the incident observed.

In case of sexual assault, any victim of sexual assault is encouraged to get to a safe place as soon as possible and proceed with the following:

- It is of utmost importance to preserve physical evidence in a sexual assault investigation. Do not bathe, shower, douche, use the toilet, or change clothing. If the assault occurred on a bed or other area with bed clothes or loose fabrics, do not discard or wash them.
- Seek medical attention as soon as possible. If you go to a hospital emergency room you will undergo a physical examination for your protection and health to determine the presence of physical injury, sexually transmitted diseases, or pregnancy. They also are equipped to collect physical evidence.

**How to File a Formal Criminal Complaint**
- Call the Department of Campus Safety & Security at 708-239-3722. The department is open 24 hours a day, seven days a week. Campus Safety is available to arrange a neutral meeting place for your initial contact with the appropriate police department and, if you wish, a support person from Trinity Christian College will accompany you. Trinity has no control over the investigatory and legal process that may result when you report a crime to the police, but will cooperate fully with it. If a student makes the decision to report, Trinity’s policy is to assist law enforcement as much as possible within Title IX guidelines.

- A police report is taken. This is an informational process that requires the student to recount details of the incident. The taking of this report implies that there now exists the possibility that criminal charges may be filed. The District Attorney may proceed with prosecution with or without permission of the complainant.

- The Title IX Coordinator will be informed of the report and may take action based on the nature of the incident.

How to File a Formal Title IX/Sexual Misconduct College Complaint

- Contact the Title IX Coordinator or the Student Development Office at 708-239-4704. Outside of the business hours of 8:00 am-4:30 pm, Campus Safety & Security or a Residence Director may be contacted.

- College complaints against an employee of Trinity Christian College are filed through the Title IX Coordinator or the Office of Human Resources.

- An incident report is taken. The staff member taking the report will involve the Title IX Coordinator to follow the disciplinary process. Support persons and counseling services are available to support individuals throughout the process.

Other Local Sexual Assault Response Resources:

- (708) 429-7233 Crisis Center for South Suburbia
- (708) 748-5672 Y W Cares (YWCA South Suburbs)
- (217) 753-4117 I.C.A.S.A. (Illinois Coalition Against Sexual Assault)
- (800) 656-4673 R.A.I.N. (Rape And Incest Network)
- notalone.gov

South Suburban Family Shelter, Inc.
  Homewood, IL 60430-0937
  Hotline: (708) 335-3028
  Toll Free Hotline: (877) 335-3020
  E-Mail: info@ssfsi.org
  Web Site: www.ssfsi.org

Follow Up Procedures for Sexual Misconduct

The following people are trained professional staff members who provide the campus with services for victims of sexual misconduct.

**Investigating** – One or more members of the investigating team will administer the disciplinary process regarding sexual misconduct.

- Residence Directors
- Dean of Students
- Vice-President for Student Development & Retention
- Dean for Ethnic Diversity & Multicultural Programs
• Director of Human Resources (if involving an employee)
• Provost (if involving a faculty member)
• Campus Judicial Committee (in severe cases and/or appeals)

Confidential – These offices will provide confidential services to those students who were impacted by a sexual misconduct issues.

• Trinity Counseling Services Staff
• Chaplain & Dean of Spiritual Formation
• Meyer Student Health Center RNs

Support – The support team will provide support as the student goes through the reporting and adjudicating process.

• Dean of Student Engagement and International Services
• Director of Student Programs

The Department of Campus Safety & Security will serve as an office to address any immediate safety concerns.

Interim Interventions

Following receipt of a Complaint, Trinity may implement interim interventions, as may be appropriate for the individuals involved and for the larger College community. Interim interventions may include separation of the Complainant’s and Respondent’s academic and living situations or other interventions outlined in the next section, “Sanctions.” These interim interventions may be kept in place until the end of any review or appeal process.

Investigation

The Title IX Coordinator will determine the most effective method of reviewing the concerns raised by the reported sexual misconduct. In all cases, the College will respond to the report in a prompt, thorough, procedurally fair, and effective manner. Upon receipt of a report, the College will strive to complete its review within sixty (60) calendar days.

In most cases, this review will involve conducting a thorough fact-finding investigation, which includes meeting separately with the Complainant (if participating), Respondent, Reporter (if applicable), and pertinent witnesses, and reviewing other relevant information. Occasionally, a different or less formal response to the report may be warranted.

Standard of Proof

The Investigator’s findings will be made using the preponderance of the evidence standard. This standard requires that the information supporting a finding of responsibility be more convincing than the information in opposition to it. Under this standard, individuals are presumed not to have engaged in sexual misconduct unless a preponderance of the evidence supports a finding that sexual misconduct occurred.

Investigation Findings

In most cases, the Investigator will prepare a written report at the conclusion of an investigation. Before the report is finalized, the participating Complainant and Respondent will be given the opportunity to review their own statement and, to the extent appropriate to honor due process and privacy considerations, the participating Complainant and Respondent may also be provided with a summary of other information.
collected during the investigation. A Complainant or Respondent must submit any comments about their own statement, or on any investigation summary that might be provided, to the Investigator within five (5) non-holiday business days after that statement or summary was sent to them for review.

Following the receipt of any comments submitted, or after the five (5)-day comment period has lapsed without comment, the Investigator will address any identified factual inaccuracies or misunderstandings, as appropriate, and then make a determination.

The Investigator’s final written report will generally contain, at a minimum:

1. A summary of the investigation;
2. The Investigator’s findings; and
3. A summary of the Investigator’s rationale in support of the findings.

The Investigator’s report and findings must be reviewed and approved by the Title IX Coordinator. The College's written determination will then be provided to the participating Complainant and Respondent.

If a Complainant has chosen not to participate in the College’s review of the sexual misconduct report but desires to be notified of the outcome, the College will notify the Complainant. If a Complainant has expressed a desire, in writing, not to be notified of the outcome, the College will honor that decision. In such cases, the College will not send the notification itself to the Complainant, but may proceed with any necessary follow-up.

Sanctions

If the Respondent is found responsible for sexual misconduct, the College will initiate a sanctioning process designed to eliminate the misconduct, prevent its recurrence, and remedy its effects, while supporting the College's educational mission and Title IX obligations. Trinity reserves the right to take whatever measures it deems necessary in response to an allegation of sexual misconduct in order to protect students’ rights and personal safety. Not all forms of sexual misconduct will be deemed to be equally serious offenses, and the College reserves the right to impose differing sanctions, depending on the severity of the offense. The College will consider the concerns and rights of both the complainant and the respondent of sexual misconduct. In appropriate circumstances, a warning may be issued to the campus community, though any such notification would not jeopardize the confidentiality of the victim. Sanctions can include, but not be limited to:

- Written admonition – a letter may be sent to the student, and copied to his/her discipline record
- Parental notification – parents may be notified of disciplinary outcomes
- Educational/accountability sanctions – a student may be required to attend an educational class, mandatory drug or alcohol assessments, or other educational sanctions
- Fines – established and published fines may be imposed by residence directors, the dean of students or campus safety & security
- Restitution – a student may be required to pay restitution for damages or loss of property
- Loss of privilege – a student may lose a privilege afforded to them as a Trinity Christian College student
- Removal/Suspension from Campus Housing – a student may be required to leave campus housing for a determined amount of time; conditions may be placed on his/her return
- Interim Suspension - In cases where a student is thought to pose a threat to the safety or well-being of the campus community, any individual, or normal operations of the college, the College may impose an interim suspension
- Disciplinary Probation – a student may be placed on probation for a limited amount of time, during which he or she may be held to immediate suspension or expulsion upon an additional violation
Disciplinary Suspension – a student may be separated from the college for a determined period of time, with certain conditions to be met for re-entry

Disciplinary Expulsion – a student may be separated from the college permanently

Disciplinary sanctions will be part of a student’s confidential disciplinary record in student development. They will not appear on a student’s academic record. Students may apply to have their disciplinary record expunged upon graduation. Records other than suspension or expulsion shall be expunged five years after the disposition of the case.

Amnesty for Victims

The College encourages the reporting of sex discrimination and Student Life policy violations. 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 at the time of the incident. It is in the best interest of this community that as many victims as possible choose to report to college officials. To encourage reporting, the college pursues a policy of offering victims of sex discrimination and sexual misconduct limited amnesty from being charged with policy violations related to the particular incident. While violations to policy cannot be completely overlooked, the college will provide educational options rather than punishment, in such cases.

Conflicts of Interest

If a complainant or respondent believes that a member of the adjudicating team poses a conflict of interest, he or she should notify the Vice President for Student Development & Retention of that conflict upon reporting or upon notification of the incident.

Appeal Process

This process applies to an appeal of sanctions received for a violation of sexual misconduct policy only. For appeal of sanctions received from a violation of other college policies, refer to the Student Handbook. Both the accuser and the accused may participate in the appeal process. Students wishing to appeal the disciplinary process must do so, in writing, to the President or his/her designee within 5 school days of the date of written notification of the decision in the case. Students will have only one opportunity to appeal. All appeal meetings are closed and the proceeding may be kept confidential at the discretion of the college. Appeal meetings may be recorded by the discretion of the college without the consent of the student.

The petition must include:

Names of the parties involved

Clear statement of the nature of the appeal (must consist of one or more of the following exclusive grounds):

1. A material deviation from the procedures affected the outcome of the case;
2. There is new and relevant information that was unavailable, with reasonable diligence and effort, at the time of the investigation that could reasonably affect the investigation findings;
3. The sanctions/interventions are inappropriate or disproportionate to the determined violation(s);
   or
4. A review of all available and relevant information indicates that the evidence clearly does not support the finding(s) and provides firm and definite support for modifying the original finding(s).

All information on which the appeal is based
The President, in response to the written appeal and upon review of all information and testimony presented, will defer any appeal requests to the Campus Judicial Committee. If practical, the Campus Judicial Committee shall consist of two faculty members and two staff members (each selected by the President or designee, with one member designated as chair).

After review of information, interview of witnesses if deemed necessary, and deliberation, the committee will make a recommendation to the President or his/her designee whose decision is final. In the case of a tie or deadlock, the deadlock or tie will be communicated to the President. There must be a minimum of three members present to constitute a quorum (including the chair). If the student behavior resulting in the disciplinary process involved violent or dangerous behavior, the committee shall be required to consider the safety of the community in its deliberations and recommendation, and any sanction imposed on the student shall not be stayed pending the appeal.

The Committee may conclude that there are no relevant issues of concern and therefore recommend that the President affirm the final decision and any sanctions/interventions. If the Committee identifies issues of concern, the Committee will provide the President with one of the following recommended actions and any additional instructions or recommendations it deems appropriate under the circumstances:

1. If there was a material deviation from procedure, remand the matter to the Title IX Coordinator and/or a new investigator with corrective instructions from the Committee.
2. If new information appears relevant, refer the matter to the Title IX Coordinator, and the original investigator if available, to determine whether any modifications may need to be made to the original investigative report.
3. If the sanctions are clearly inappropriate or disproportionate, alter the sanctions or interventions accordingly.
4. If the evidence clearly does not support the finding(s) and provides firm and definite support for modification, the matter will be submitted to the President or designee to review, in consultation with the Title IX Coordinator, make any necessary modifications to the report.

After necessary consideration and consultation with others, as appropriate, including the Title IX Coordinator, the President and/or the President’s designee may accept or modify the recommendations made by the Committee. The President’s final and unreviewable decision will be made available to the participating parties, in writing, simultaneously.

Decisions made in the appeal process are final and may not be addressed through the “Grievance Process.”

**Protection from Retaliation and Assurance of Fair Treatment**

Trinity will take appropriate steps to ensure that a person who in good faith reports, complains about, or participates in a sexual misconduct investigation will not be subjected to retaliation by the Respondent or by others with knowledge of the underlying report. Anyone who believes they are experiencing retaliation is encouraged to report the retaliation using the same procedure for reporting possible sexual misconduct under this policy. A retaliation complaint will be reviewed as a separate offense under this policy. A person can be found responsible for retaliation even if not found to be responsible for the underlying reported sexual misconduct.

Also, Trinity will take appropriate steps to ensure that parties to the investigation are treated fairly throughout the College’s review.

**Notification of Outcomes**
The outcome of a Title IX investigation involving students is part of the education record of the student parties involved, and is protected from release under the Family Educational Rights and Privacy Act (FERPA). However, the College observes the legal exceptions that allow for notification of the parties involved and others whom the College determines to inform based on the law and this policy.

Students who bring any sort of sex discrimination complaint against faculty or staff may be informed of the outcome of the investigation and the resolution.

The College may release publicly the name, nature of the violation and the sanction for any student who is found in violation of a College policy that is a violent crime including: arson, burglary, robbery, criminal homicide, sex offenses, assault, and kidnapping/abduction. The College will release this information to the complainant in any of these offenses regardless of the outcome. The College will disclose to the alleged victim of any crime of violence (as that term is defined in section 16 of title 18, United States Code) or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of such crime or offense with respect to such crime or offense. If the alleged victim of such crime or offense is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Time Limitations

Trinity Christian College may also extend its jurisdiction to misconduct that occurs prior to, but is not reported until after the graduation of the offender, as long as the misconduct is reported within six months of its occurrence. Otherwise, there is no time limit on reporting of violations of the Student Life Policies, as long as the offending student is still enrolled at Trinity Christian College. However, the longer someone waits to report an offense, the harder it becomes for Trinity to obtain information and witness statements, and to make a determination regarding alleged violations.

Prevention/Education and Training

All incoming students receive education on sexual misconduct, this policy and related issues as part of the mandatory orientation program. All staff and faculty receive annual education on sexual misconduct policies. Staff members with an adjudicating role, a support role, a confidential role or a safety role receive additional training annually coordinated by the team of Title IX Coordinators.

Portions of the policy have been adapted from ATIXA resources. Used with permission.

HOUSING AND RESIDENCE LIFE POLICIES

All students who leave home to attend Trinity Christian College are required to live in college owned housing until the age of 22 or the successful completion of the junior year (the equivalent of 90 credit hours). Housing is available for students enrolled in the traditional undergraduate program. Housing is not available for non-Trinity students, students in the Adult Studies program, or students in any graduate programs.

All resident students must maintain a full course of study (12 credit hours) each semester. Students who drop below full time status during the semester must present a written request for approval to remain in campus housing to the Dean of Students.

As indicated in the Student Life Policies, resident students must adhere to the following policies:

**Academic Involvement:** Students are expected to adhere to academic standards.