

Reporting options

- You may file both a college complaint and a criminal complaint.
- If you choose to file a complaint with the college, you may report the incident to a Title IX coordinator, deputy coordinator or Campus Safety.
- You also can file a complaint of discrimination with the Office for Civil Rights. Contact them at:

Office for Civil Rights

U.S. Department of Education
Citigroup Center
500 W. Madison St.
Suite 1475
Chicago, IL 60661-4544
312-730-1560
Fax: 312-730-1576
OCR.Chicago@ed.gov

Supportive measures

Even if you don't make a formal report, the college can provide medical, academic and personal support, such as:

- Adjustment to campus responsibilities
- Change of office location
- Issuance of college no-contact/no-trespass orders

If you do not know whether the conduct you have experienced or witnessed constitutes sexual harassment, other gender-based misconduct or retaliation, you always are welcome to discuss the situation with the Title IX coordinator. In the event that the conduct does not fit into one of these categories, you will be referred to the appropriate office/individual who can further discuss and address the inappropriate conduct.

If you are in need of **medical care:**

The following hospitals may be accessed for medical care. In cases of sexual assault, victims are advised not to bathe, douche or change clothes before the exam. Sexual assault examinations are most successful within 72 hours.

If you are in need of a sexual assault nurse examination (SANE):

St. Vincent Hospital

835 S. Van Buren St.
Green Bay, Wis.
920-433-0111

You can go to the following hospitals if you do not need a sexual assault nurse examination:

Bellin Memorial Hospital

744 S. Webster Ave.
Green Bay, Wis.
920-433-3500

Aurora BayCare Medical Center

2845 Greenbrier Road
Green Bay, Wis.
920-288-8000

St. Mary's Hospital

1726 Shawano Ave.
Green Bay, Wis.
920-498-4200

If you have questions, **please contact:**

Robert Babcock, Title IX Coordinator

Office Hours: Monday-Friday 8 a.m.-4:30 p.m.
Main Hall, Lower Level, Suite 23
920-403-3018
titleix@snc.edu or robert.babcock@snc.edu



TITLE IX

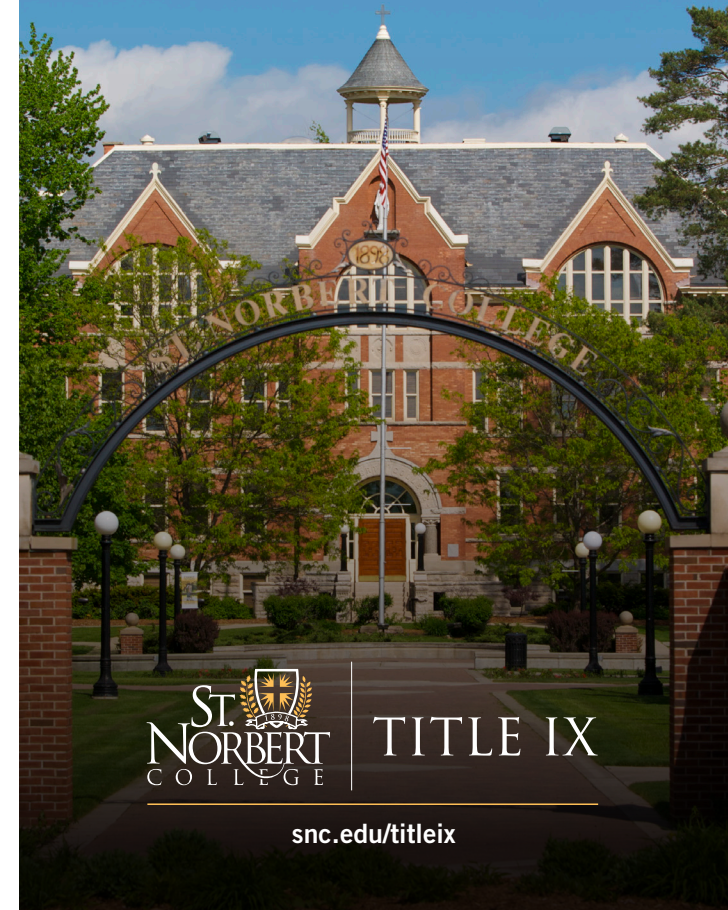
snc.edu/titleix

Updated 1/24

Sex and gender harassment/ discrimination

Resource guide for faculty and staff

St. Norbert College is committed to supporting a learning and working environment that protects the sacred dignity of the human person and fosters the mutual respect necessary for *communio* to flourish.



TITLE IX

snc.edu/titleix

In an emergency, call 911. You also are encouraged (but are not required) to report the incident to one of the REPORTING RESOURCES listed below. CONFIDENTIAL RESOURCES also are available to discuss options for reporting and campus and community resources.

St. Norbert College is committed to a safe and welcoming campus environment free of sexual harassment and other gender-based misconduct. We have developed policies and procedures to ensure students, faculty and staff have notice of behaviors that are prohibited and of ways to redress violations of this policy. This guide is designed to briefly outline the services available to those who have been harmed by sexual harassment and other gender-based misconduct.

Prohibited behaviors include sexual harassment, other gender-based misconduct and retaliation.

Sexual harassment, which includes the following:

- An employee of the college conditioning the provision of an aid, benefit or service of the college on an individual's participation in unwelcome sexual conduct (sometimes called quid pro quo harassment);
- 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 college's education program or activity; or
- Sexual assault, dating violence, domestic violence or stalking.

Other gender-based misconduct may include sex discrimination, nonconsensual sexual contact or intercourse, domestic or dating violence, stalking or sexual exploitation.

Retaliation, which includes actions taken against a person because they made a report/complaint of sexual harassment or gender-based misconduct, or were involved in the process as a respondent, witness or as part of the resolution process.

For more complete information, please refer to the **St. Norbert Sex & Gender Harassment/Discrimination Policy** and **St. Norbert Complaint Resolution Procedure for Students**. Both can be found on the Title IX website, snc.edu/titleix, and in The Citizen, St. Norbert's code of student life.

Reporting resources

Reports of sexual harassment or sexual violence can be made to the following sources:

When one or more STUDENTS are involved:

Title IX Coordinator

Robert Babcock
Main Hall, Lower Level, Suite 23
920-403-3018
titleix@snc.edu or robert.babcock@snc.edu

Title IX Deputy Coordinator

Joe Totman
Todd Wehr Hall
920-403-1322
joe.totman@snc.edu

Campus Safety

Available 24/7/365
Campus Safety & Parking Office (formerly the Alumni House),
306 Third St.
920-403-3299
campussafety@snc.edu

When a FACULTY or STAFF MEMBER, but no students, are involved:

Title IX Coordinator

920-403-3018 or titleix@snc.edu

Human Resources

Heather Butterfield
920-403-3210 or heather.butterfield@snc.edu

SNC Faculty, Staff and Student Workers

Note that all faculty, staff and student workers (except when listed as confidential resources) are **mandatory reporters**. This requirement applies to student workers only if they become aware of an incident while acting in their role as an employee. Students working for Campus Safety or as RAs are expected to be mandatory reporters at all times.

De Pere Police Department

325 S. Broadway
De Pere, WI 54115
920-391-7450

Confidential resources

These resources will keep your identity confidential, unless and until you give permission to disclose it. **When you call, specify that you want to speak to a confidential resource.**

Please note that even with confidential resources, there are reporting requirements that exist if there is an imminent threat to someone's safety or in the case of child abuse or neglect.

Employee Resource Center Inc. (ERC)

(Available to benefit-eligible employees only)
Monday-Thursday, 8 a.m.-5 p.m.; Friday 8 a.m.-4 p.m.
800-222-8590

The ERC is an employee-assistance and work-life program that can be accessed anytime to speak to a caring professional consultant. Services are free and confidential. If calling outside of office hours, your call will be forwarded to the after-hours counselor.

SNC Ordained Clergy

920-403-3011

Calls will be directed to the specific individual with whom one wishes to speak. You may leave a message 24/7/365.

Fr. Mike Brennan, O.Praem.
michael.brennan@snc.edu

Fr. Matthew Dougherty, O.Praem.
matt.dougherty@snc.edu

Sexual Assault Center for Brown County (off-campus) 24-hour hotline 920-436-8899

Free services offered by the Sexual Assault Center include crisis intervention, supportive counseling, follow-up assistance, support groups, medical and legal advocacy, and community education.

Golden House (off campus) 24-hour helpline TTY: (920) 432-4244

Services available to victims of domestic violence include counseling, temporary shelter, a 24-Hour helpline, legal assistance, support groups, housing options and more.