

What is 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:

- Submission to such conduct is made either implicitly or explicitly a term or condition of an individual's employment or status in a course, program or activity;
- Submission or rejection of such conduct by an individual is used as the basis for employment or educational decision affecting such individuals; or
- When such conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from an educational program or activity.

Examples of Sexual Harassment

- Pressure for sexual activity
- Requests for sexual favors
- Unwelcome patting, hugging or touching of a person's body, hair or clothing
- Sexual innuendos, jokes or comments
- Disparaging remarks to a person about his or her gender or body
- Displaying or transmitting sexually suggestive electronic content, including emails and texts
- Giving unwelcome personal gifts
- Sexual assault

What Should I Do if I Am Assaulted?

If the incident(s) involve sexual assault or rape, you are encouraged to immediately contact HIU's security at (714) 519-9127 or dial 9-1-1. Such incidents are also considered sexual harassment and as such may be reported under Hope International University's Anti-Harassment Policy.

What Do I Do if I Believe A Friend or I Have Been Harassed?

If you experience, observe, hear about, or believe someone has been sexually harassed in any way, you should make a report of the facts of the incident(s) by contacting the Title IX coordinator.

Dr. Joshua Arnold

Vice President for Student Affairs
(714) 879-3901 ext. 1211

The University will not tolerate sexual harassment of its students or employees and will investigate all allegations of harassment. Where sexual harassment is found, steps will be taken to end it immediately.

What if I'm Not Sure if My Experience Truly Constitutes Harassment?

It is always best to report the incident to help put an end to a possible inappropriate situation. Students who, in good faith, report what they believe to be sexual harassment, or who cooperate in any investigation, will not be subjected to retaliation. Any student who believes he or she has been a victim of retaliation for reporting sexual harassment or cooperating in an investigation should immediately contact the Title IX Coordinator.

Some Statistics

- 1 in 5 women are victims of completed or attempted sexual assault while in college.
- 6.1% of males are victims of completed or attempted sexual assault while in college.
- You are most likely to be harassed or assaulted by someone you know.
- Use of alcohol and drugs significantly increases the likelihood of assault.



Information on Sexual Harassment and Assault



Hope International University
2500 E. Nutwood Ave.
Fullerton, CA 92831
714.879.3901 • HIU.edu

What if I Want to Report Something But I Know I Broke A Rule Under HIU's Student Handbook?

The University encourages the reporting of harassment whenever it occurs. Sometimes, victims are hesitant to report to college officials because they fear that they may be charged with policy violations, such as underage drinking at the time of the incident. To encourage reporting of harassment, the University, where possible, pursues a policy of offering victims of harassment immunity from being charged with policy violations related to the particular incident.

The purpose of Hope International University's anti-harassment policy is to comply with all applicable legal requirements prohibiting harassment against any member of the Hope International University community. Moreover, as a Christian community, Hope International University has committed itself, unequivocally, to ensuring a working and learning environment in which the dignity of every individual is respected. Therefore, it is the purpose of this policy to maintain a work and academic environment free of unlawful harassment, which includes sexual assault or misconduct.

Who to Contact/People Designated to Help

In Case of Emergency

HIU Campus Safety
(714) 519-9127

Providence St. Jude Medical Center
101 E Valencia Mesa Dr.
Fullerton, CA 92835
(714) 871-3280

To File A Complaint Under HIU's Grievance Policy

Dr. Joshua Arnold
Vice President for Student Affairs
Lawson-Fulton Student Center
Office 113
(714) 879-3901 ext. 1211
jarnold@hiu.edu

Esperanza Free
Director of Human Resources
Nutwood Building
Business Offices, Suite 100
(714) 879-3901 ext. 2281
efree@hiu.edu

John Turek
Director of Athletics
Lawson-Fulton Student Center
Office 218
(714) 879-3901 ext. 5400
jgturek@hiu.edu

Dr. Paul Alexander
President of the University
Nutwood Building
Administration Offices, Suite 213
(714) 879-3901 ext. 2237
palexader@hiu.edu

Filing a grievance with these offices does not prevent the person filing the grievance from filing a complaint with the **Fullerton Police Department** (714-738-6800) or **Office for Civil Rights, Region IX** U.S. Department of Education 50 Beale Street, Room 9700 San Francisco, CA 94105 (415) 486-5555

HIU Confidential Reporting Options

Stacey Gerhart, Director of Career Development
Lawson-Fulton Student Center, Office 122
(714) 879-3901 ext. 2309
sgerhart@hiu.edu

Kelly Dagley, Assist. Professor of Biblical Studies
Nutwood Building, PCCMBS Offices, Suite 213
(714) 879-3901 ext. 1229
kddagley@hiu.edu

Hope Counseling Center
(714) 879-3901 ext. 1266
hcc@hiu.edu

To Report Confidentially

You can seek advice from certain resources who are not required to tell anyone else your private, personally identifiable information unless there is cause for fear for your safety, or the safety of others. These are individuals who the University has **not** specifically designated for purposes of putting the institution on notice and for whom mandatory reporting is required, other than in the stated limited circumstances. If you are unsure of someone's duties and ability to maintain your privacy, ask them before

you talk to them. They will be able to tell you, and help you make decisions about who can help you best. If personally identifiable information is shared, it will only be used as necessary with as few people as possible, and all efforts will be made to protect individual privacy.

If one desires that details of the incident be kept confidential, he or she may speak with on-campus counselors. Campus counselors are available to help free of charge, and may be seen on an emergency basis. In addition, you may speak on and off-campus with members of the clergy and chaplains, who will also keep reports made to them confidential.