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) 253-2643 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. R. Mark Comeaux
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.
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) 253-2643

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

Dr. R. Mark Comeaux  
Vice President for Student Affairs  
(714) 879-3901 ext. 1211

Wende Holtzen  
Director of Human Resources  
(714) 879-3901 ext. 2281

Dr. John Derry  
President of the University  
(714) 879-3901 ext. 2237

**To File A Complaint Under HIU’s Grievance Policy**

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

**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.

**HIU Confidential Reporting Options**

Bryan Sands, Director of Campus Ministries  
Lawson-Fulton Student Center, Office 206  
(714) 879-3901 ext. 1294

Kelly Dagley, Assist. Professor of Biblical Studies  
Nutwood West Wing Office, suite 216  
(714) 879-3901 ext. 1229

Hope Counseling Center  
(714) 879-3901 ext. 1266