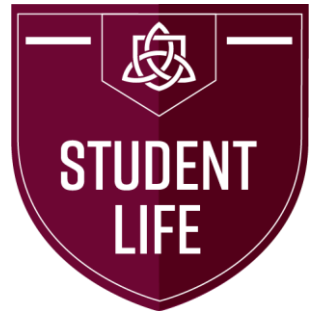


Title IX, Sexual Misconduct

Incoming Student Training

STUDENT ORIENTATION



Sexual misconduct has become so widespread on college campuses that the federal government requires all colleges to have strategies for prevention and a mechanism for reporting misconduct.

**The basis for this prevention,
reporting, and investigating is**

Title IX

**Which provides assurance that you
have a right to an education free
from sex discrimination.**

Title IX

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

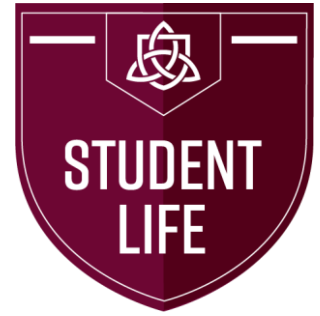
Cairn's Expectations Exceed Title IX

The Cairn community is committed to a safe campus experience whether the federal government demands it or not.

Cairn's Mission Statement

Cairn University exists to educate students to serve Christ in the church, society,
and the world

as biblically minded, well-educated, and professionally competent men and
women of character.



Cairn's Community Covenant

Cairn University is an academic community of Christian students, faculty, and staff. As such, and in keeping with the mission of the University, members of the Cairn community are to **exhibit biblical wisdom and Christian maturity regarding their personal conduct and behavior toward others**. They should be sensitive regarding the testimony of their personal lives in representing the Lord Jesus Christ, His church, and the University. Members of the University community should live according to 1 Corinthians 10:31: "Whatever you do, do all to the glory of God."

Christian **community involves covenantal responsibility and mutual obligation to one another** as members of one body living together before a righteous and holy God. Therefore, members of the University community are to be guided by biblical admonitions to demonstrate Christian love and concern for others, honesty, fairness, justice, kindness, forgiveness, **mutual edification, self-control, deference, respect, and social responsibility toward one another and all people**.

Because Christian community exists in a social and cultural context, **members must be careful to demonstrate civility and respect for those with whom they disagree, while exercising wisdom in evaluating the ideas and activities of others**. Christians living in harmony share a deep concern for the Body of Christ, defer to one another, reason together, and express genuine Christian love, as outlined in Romans chapter 14.

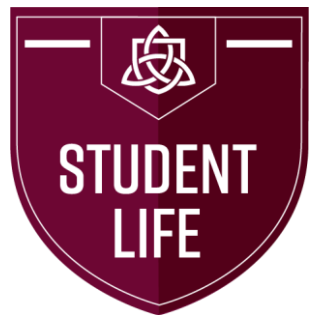
Cairn will not tolerate sexual harassment, sexual assault, sexual violence, domestic violence, dating violence, or stalking.

(collectively “Sexual Misconduct”)

University officials will take seriously any report of sexual misconduct and take immediate steps to investigate, prevent its recurrence, address its effects, and prohibit retaliation.

Cairn Community Standards

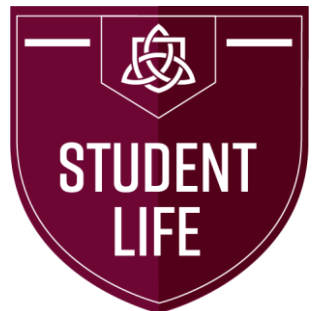
Cairn University affirms the biblical teachings that a sexual relationship is intended only within a heterosexual marriage of husband and wife. All students are to abstain from any type of sexual activity or immoral relationship outside of the marriage of a man and a woman.



Cairn utilizes the same investigative process for complaints made about racial and ethnic discriminatory behavior and harassment.

Cairn Community Standards

Harassment or discrimination against others on the basis of race, national origin, age, sex, or handicap is not tolerated.



Scope of Title IX

Title IX includes but is not limited to:

Discrimination

Gender Inequity

Harassment

Hazing

Cyber Bullying

Domestic Violence

Dating Violence

Stalking

Retaliation

Non-Consensual Contact

Assault

Sexual Assault

Sexting

Domestic Violence

A pattern of coercive tactics, which can include physical, psychological, sexual, economic and emotional abuse, perpetrated by one person against an adult intimate partner, with the goal of establishing and maintaining power and control over the victim.

Dating Violence

Is the use of physical, sexual, emotional, verbal, and financial abuse for the purpose of gaining and maintaining control and power over another in an intimate or romantic relationship.

Stalking

Unwanted or obsessive attention by an individual or group toward another person.

Stalking behaviors are related to harassment and intimidation and may include following the victim in person or monitoring them.

All YOU need to do is make a Report

- Approach the Title IX Coordinator or any other member of the Title IX team.
- Speak to any staff or faculty who will report what they know and can direct you to the proper resources.

IF YOU WANT TO SPEAK IN CONFIDENCE ABOUT AN INCIDENT
WITHOUT REPORTING IT YET YOU NEED TO USE THE HEALTH CENTER
OR THE OASIS COUNSELING CENTER

YOU can submit an online Report

Report Discrimination or Sexual Harassment

To report an incident of discrimination or sexual harassment, you may anonymously submit a report online or contact one of the Title IX coordinators below.

Report Sexual Misconduct

Report Discriminatory Conduct

When You Report an Incident of Sexual Misconduct Cairn will:

1. Take you seriously and treat you with dignity and respect.
2. Begin to document everything and do an initial intake assessment.
3. Provide support to all involved without rushing to judgement.
4. Investigations will be thorough, impartial, equitable and timely.
5. Put a stop to the behavior and work at prevention.

INTAKE: Initial Assessment

Begin preliminary assessment through interviews and conversations.

Examine whether informal dispute resolution (mediation) could be constructive to resolve the issue.

- Informal resolution is not appropriate in instances of sexual violence or other criminal behavior, or when an employee has been accused of sexually harassing a student.

When the **INTAKE** determines there is reasonable and sufficient evidence to pursue action, the individuals are informed and the incident is referred to the Title IX Investigators for a prompt and thorough investigation to be commenced.

Title IX Formal Investigation and Hearing

The university will, in good faith, attempt to conclude the investigation and resolution within sixty calendar days of the Title IX Coordinator receiving the report.

The Lead investigator will create a case file kept in a secured network with access limited to the Title IX team.

A standard of equal communication is expected by the lead investigator. The Complaining and Responding Parties should receive notices and updates within the same timeframe.

At the conclusion of a sexual misconduct investigation the case will be presented to a Judicial Conduct Hearing panel for a fair and impartial hearing in which determination of finding and assessing of any sanctions assure that the decision is made by a panel of trained Title IX personnel.

Cairn's Title IX Team

Scott Cawood

Mary Boyer

Rick Swift

Kevin Cornetto

Andrew Gordon

Paul Ragonese

Lizzie Palmer

Luke Gibson

Brian Luther

Abby Holmsten

Andrea Stange

Andrea Aldrich

Dana Jalovick

Whitney Seidel

David Babb

Liz Mason

SR VP Student Affairs

SR VP Human Resources

Dean of Students

Director Safety & Security

Director Community Life

Resident Director

Resident Director

Director Pathway Center

Faculty

Coordinator UMC

Academic Assistant, Liberal Arts

Director Enrollment Operations

Development Database Manager

Assistant Athletic Director

Athletic Director

Director Academic Resources

Title IX Coordinator

Deputy Title IX Coordinator

Lead Investigator

OSS Liaison

Investigator

Investigator

Investigator

Investigator

Hearing Panelist / Investigator

Hearing Panelist / Investigator

Investigator

Hearing Panelist

Hearing Panelist

Hearing Panelist / Investigator

Athletic Compliance

504 Coordinator