
Individuals are unable to give consent if they are:

- substantially physically or mentally impaired by illness, alcohol or drugs, and the other person knew or reasonably should have known of the substantial impairment

- forced, coerced, threatened or subject to intimidation

- physically incapable of communicating, asleep, or unconscious

Consent while under the influence of alcohol or drugs is valid consent unless the person is under the influence to the point of being substantially impaired.

The use of physical force, coercion, threats, or sexual misconduct toward a partner in a current or former personal, intimate relationship constitute relationship abuse.

Psychological, verbal and/or emotional manipulation also constitute relationship abuse if it has the eff

damage the target's reputation or relationships with others to compel the targeted partner's behavior; threatening to harm the target's family, friends, pets, or property; threatening the target with physical or sexual harm;

Isolation and restriction of freedom: isolating or confining the target for a substantial period of time; repeatedly depriving the target of personal freedom of movement or access to friends, family, or support systems;

Resource abuse: forcible or coercive denial of use or access to owned or shared assets, or limiting or controlling access to education or work;

words and/or actions aimed at manipulating the financial or legal situation of the target;

Harm to property or pets: attempting to cause or causing damage or injury to property owned or controlled by the target, or the target's pets; interfering with the target's access to property they own or control, or their pets;

Physical abuse: attempting to cause or causing the target bodily injury or offensive physical contact;

Sexual assault, sexual exploitation, and sexual harassment as defined in the Code of Conduct;

Stalking as defined in the Code of Conduct

*In adjudication of cases, behavior that would cause a reasonable person to feel fear will be interpreted as constituting relationship abuse by this standard.

Non-consensual sexual intercourse or sexual penetration (anal, oral or vaginal), however slight, with any body part or object, by any person

misconduct, the allegation is established by a preponderance of the evidence when the evidence is such that it is more likely true than not true that the person committed the act.

Responsible employee means a college employee who has the duty to report sexual misconduct by a member of the College community.

Retaliation is harmful action taken against someone who has made a report, filed a complaint, provided testimony, assisted, or participated or refused to participate in any manner in a disciplinary investigation or process. It could also include actions taken against someone who has intervened as a bystander to stop or attempt to stop harassment, discrimination, or misconduct.

It can include intimidating, threatening, coercing, or discriminating against an individual because of their participation or failure to participate in a disciplinary process, or because they opposed behavior that was in violation of our Code of Conduct. Retaliation may also include bringing charges against someone for code of conduct violations that arise out of the same facts or circumstances as a report or complaint of sexual misconduct, such as for drug or alcohol use.

If the actions directed at that individual would deter a reasonable person in the same circumstances from reporting misconduct, participating in a disciplinary process, or opposing behavior in violation of our Code of Conduct, it is deemed retaliatory.

Sexual Assault means any non-consensual sexual intercourse or other non-consensual sexual contact, including all behaviors that are defined as sexual assault under Title IX.

Sexual exploitation occurs when a person takes nonconsensual, unjust or abusive advantage of another for his/her own advantage or benefit or to benefit or advantage anyone other than the one being exploited and that behavior does not otherwise constitute sexual misconduct. Examples of sexual exploitation

trespassing, for example, in a victim's dorm room
vandalism
non-consensual touching
direct physical and/or verbal thr

(1) 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;

(2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectiv

