

## WHAT YOU NEED TO KNOW:

Title IX is a Federal law that prohibits gender discrimination in educational programs and activities.

## WHAT BEHAVIORS ARE PROHIBITED BY TITLE IX?

Specific behaviors prohibited by Title IX include sexual assault and other forms of non-consensual sexual activity, domestic violence, dating violence, stalking, and sexual harassment.

These behaviors are a form of gender discrimination and therefore a violation of Title IX.

## COMMITMENT TO OUR CAMPUS COMMUNITY:

Muskegon Community College is committed to developing and sustaining a healthy and diverse learning and working environment that recognizes the value of each individual. MCC advances a safe, pleasant and respectful culture for all, free from sexual violence and sexual harassment as well as dating violence, domestic violence, and stalking. At MCC such behaviors are forms of sexual discrimination and are not tolerated, they are prohibited by College policy and the law.

## CAMPUS RESOURCES:

### MCC Counseling and Advising Center

(231) 777-0362, Room 1050

[www.muskegoncc.edu/counseling](http://www.muskegoncc.edu/counseling)

(Confidential)

### Deputy Title IX Coordinators:

Kristine Anderson

Chief Human Resources Officer

[human.resources@muskegoncc.edu](mailto:human.resources@muskegoncc.edu)

(231) 777-0447, Room 2109M

Dr. Patti D'Avignon

Dean of Student Services

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(231) 777-0341, Room 1043A

Ken James

Chief Compliance & Title IX Officer

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(231) 777-0617, Room 2109F

Tonette Brown-Garner

College Services Evening Coordinator

[tonette.brown-garner@muskegoncc.edu](mailto:tonette.brown-garner@muskegoncc.edu)

(231) 777-0654, Room 1353

Donielle Nichols

Director of Human Resources

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(231) 777-0698, Room 2109N

## Title IX Code of Conduct What every student needs to know about...

Consent to Relationships or Sex

Student Code of Conduct

Safe & Respectful Relationships

Sexual Assault

Dating / Domestic Violence

Stalking

**BREAK**  
The Silence



MUSKEGON **COMMUNITY** COLLEGE

## TITLE IX

### SEXUAL ACTIVITY REQUIRES CONSENT:

- Consent is defined as a positive and voluntary agreement to engage in sexual activity.
- Sexual activity without consent is sexual assault or rape.
- Consent is mutual, voluntary, and sober.
- Consent is NOT the absence of “no”.
- Consent is NOT silence or no response.
- Consent for one thing does not mean consent for everything.
- Consent given once does not mean always.
- Being passed out or sleeping does not equal consent.

**How do you know  
if you have consent?  
ASK?**

### MCC DEFINITION OF SEXUAL HARASSMENT:

Sexual harassment is generally defined as unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct or communications of a sexual nature when implied as a term or condition of an individual's employment, education, or participation in a College activity.

### STUDENT CODE OF CONDUCT:

Students enrolling at MCC or visiting campus assume an obligation to behave in a way that is compatible with MCC's function as an educational institution. Violation of the Student Code of Conduct may lead to serious sanctions up to and including expulsion. [www.muskegoncc.edu/wp-content/uploads/2024/09/Student-Code-Of-Conduct.pdf](http://www.muskegoncc.edu/wp-content/uploads/2024/09/Student-Code-Of-Conduct.pdf)

### IT'S SAFE TO REPORT AT MCC:

Students reporting incidents of sexual violence or assault in good faith will be granted immunity for drug and alcohol use violations, provided that the violations did not or do not place the health or safety of any other person at risk.

MCC prohibits retaliation against individuals who engage in reporting a complaint of sexual harassment, sexual misconduct, dating or domestic violence, and/or stalking. Retaliatory behavior is regarded as additional misconduct and may lead to increased sanctions.

### HOW TO REPORT:

- Reports may be made to any member of the MCC Title IX Team, or Campus Security.
- BIT (Behavioral Intervention Team)  
[www.muskegoncc.edu/student-conduct/](http://www.muskegoncc.edu/student-conduct/)
- Student Conduct Report Form:  
[cm.maxient.com/reportingform.php?MuskegonCC&layout\\_id=2](http://cm.maxient.com/reportingform.php?MuskegonCC&layout_id=2)

*Please note that MCC's response will be limited without the reporter's information.*

