

## DATING VIOLENCE

If someone you are in a romantic/intimate relationship with pinches, kicks, slaps, hits, or shoves you, those are **physical** instances of dating violence.

If that person keeps you away from friends and family, shames you, calls you names, bullies or publicly embarrasses you on purpose, those are **psychological and emotional** examples of abuse.

And if that person forces or coerces you to engage in sexual activity when you're unable to consent-or don't want to consent-that's sexual abuse.

This can take place in person or via technology.

## DOMESTIC VIOLENCE

Domestic violence is any felony or misdemeanor crime of violence committed by a current or former spouse of the victim, or by a person with whom the victim shares a child in common, or by a person who is cohabitating with or has cohabitated with the victim as a spouse, or by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Florida, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Florida.

The Women's Center in Brevard Domestic Violence Hotline number is (321) 607-6809.

The Serene Harbor Domestic Violence Hotline number is (321) 726-8282.

The Salvation Army Domestic Violence Hotline number is (321) 631-2764.

## REPORTING

Numerous people at EFSC serve as Responsible Employees who are trained to listen, take your report, and guide you to appropriate resources. You'll receive information about support options and the College's resolution process, plus how to pursue a criminal complaint – if YOU choose to do so.

## CONTACT US

### Mark Renkens

Title IX Compliance Coordinator  
Melbourne Campus, Building 10, Room 215  
(321) 433-7180  
[renkensm@easternflorida.edu](mailto:renkensm@easternflorida.edu)

### Darla Ferguson

Chief Equity and Diversity Officer  
Cocoa Campus, Building 2, Room 113  
(321) 433-7080  
[fergusond@easternflorida.edu](mailto:fergusond@easternflorida.edu)

### Joe Ambrose

Chief of Security  
Melbourne Campus, Building 8, Room 201  
(321) 433-7007  
[ambrosej@easternflorida.edu](mailto:ambrosej@easternflorida.edu)

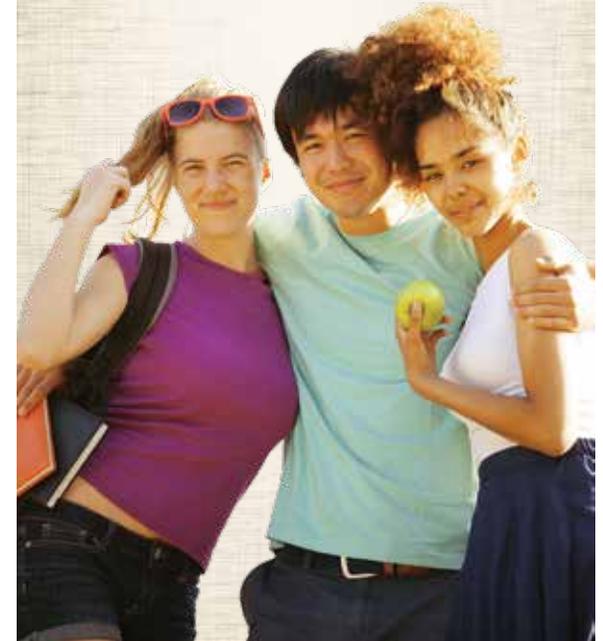


*Eastern Florida State College is committed to equal access/  
equal opportunity in its programs, activities, and employment.  
For additional information, visit Eastern Florida State College:  
[easternflorida.edu/go/equity](http://easternflorida.edu/go/equity)*



**Eastern Florida**  
STATE COLLEGE  
Title IX Office

# What is TITLE IX?



[easternflorida.edu](http://easternflorida.edu)

## UNDERSTANDING 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 educational program or activity receiving federal financial assistance.”*

(20 U.S. Code §1621)

Many of us know Title IX as the law that made school sports more equitable for girls and women. Yet, there's also a lot more to it.

Title IX also applies to incidents of Sexual Misconduct. This type of behavior may create a hostile environment that has no place on our campus.

And it's something we take very seriously as we work to keep you safe and to respond effectively and immediately when you're in trouble.

### NOTICE OF NON-DISCRIMINATION

We prohibit all forms of Sexual Misconduct and here's what that means for you:

- Our College doesn't discriminate on the basis of sex within educational programs and activities, in accordance with Title IX.
- Prohibited Sexual Misconduct includes sex or gender-based harassment, sexual violence, sexual exploitation, stalking, dating violence, and domestic violence.
- You may report incidents of Sexual Misconduct to any instructor, supervisor, Security Officer, or anyone identified on the back of this pamphlet.

In cases of alleged Sexual Misconduct, our school will promptly and equitably investigate to determine what occurred. We'll also take appropriate steps to resolve the situation.

*\* Note that College investigations are different from any law enforcement investigation.*

### SEXUAL MISCONDUCT

Any unwelcome conduct of a sexual nature (e.g. Sexual or Gender-Based Harassment) or any nonconsensual sexual contact with another person (e.g. Sexual Violence) is considered by the College to be Sexual Misconduct. There are other forms of Sexual Misconduct as well.

Any member of the College community found to have engaged in any form of Sexual Misconduct is subject to institutional discipline in addition to any penalties that may be imposed by a court of law.

### SEXUAL OR GENDER-BASED HARASSMENT

Sexual or gender-based harassment can deny or limit a person's ability to participate in or to receive benefits, services, or opportunities from the College's programs or activities. Therefore, it is prohibited by Title IX.

What constitutes sexual or gender-based harassment? It is conduct that:

- Is unwelcome, and based on sex or gender,
- Is severe, pervasive, or persistent, and
- Is so objectively offensive that it unreasonably interferes with, denies or limits a person's ability to participate in or benefit from the College's educational, employment, social, or other related programs or activities.

Key Points:

- College employees, students, and non-employee third parties can commit these acts
- The conduct can be verbal, nonverbal, or physical
- People of all genders can be victims
- Can occur both on and off campus

### SEXUAL VIOLENCE

Sexual violence refers to sexual acts perpetrated against a person's will (without consent) or where a person is incapable of giving consent due to the person's age, or use of drugs or alcohol, or because of an intellectual or another disability that prevents the person from having the capacity to give consent. A number of different acts may fall under the category of sexual violence, including:

- Sexual Assault / Sexual Battery
- Sexual Coercion or Force
- Inducing Incapacitation for Sexual Purposes

### CONSENT

Clearly communicating "yes" about sexual activity on your own terms. It can be limited to certain acts and revoked at any time. Consent must be voluntarily given by all parties to sexual activity.

### SEXUAL EXPLOITATION

A form of Sexual Misconduct that occurs when a person takes advantage of the sexuality of another person without consent or in a manner that goes beyond the boundaries of consensual sexual activity without the knowledge of the other individual for any purpose, including sexual gratification, financial gain, personal benefit, or any other non-legitimate purpose.

### STALKING

Stalking is when someone engages in a repetitive course of conduct directed at a specific person that causes that person to fear for his/her safety or the safety of others. It also causes the stalked person substantial emotional distress.