

## **Email from President Brand to all students, faculty, and staff regarding new sexual misconduct policy, mandatory training, and related information.**

February 4, 2015

Dear Students, Faculty, and Staff:

*The issues of sexual harassment and assault on college campuses are deeply troubling. National statistics suggest that 20-25% of college women experience attempted or completed rape at some point during their college years. Those data are consistent with the findings of a 2012 college health survey of Cornell College students. We also know that, both nationally and at Cornell, in 80-90% of sexual assault cases, the victim and assailant knew each other prior to the assault, and that sexual harassment and assault are among the most under-reported crimes. These statistics are unacceptable. Under the auspices of Title IX compliance, the federal government has created a new set of regulations for all colleges and universities related to sexual harassment and assault. As with any binding federal law, Cornell College is firmly committed to meeting these new federal standards.*

*In order to encourage reporting, investigation, and response to all forms of sexual misconduct – and ultimately to eliminate them – Cornell College is taking the following steps:*

- *A new, institution-wide [sexual misconduct policy](#)<sup>1</sup> for students, faculty, and staff has been developed. It can be found in the [Compass](#) and [Employee Handbook](#). This policy more fully defines prohibited behavior, steps taken to address reports, and resources available to those who have experienced sexual harassment and assault. The policy was created with consultation from legal counsel and Cornell staff, faculty, and students.*
- *For faculty and staff members, a new, online educational program has been designed to educate all employees about Title IX policies relevant to their workplace and to the student experience. Specifically, the training will provide definitions of sexual harassment and assault, response and intervention steps, and resources and reporting options. Employees are required to complete this online [educational program](#) by March 16, 2015.*
- *Educational sessions focused on changes in reporting requirements for faculty and staff will also be conducted during this semester.*
- *For students, a new, online educational program has been developed to educate students about Title IX policies and supplement educational sessions conducted during new student orientation. Specifically, the training will provide definitions of sexual harassment and assault, response and intervention steps, and resources and reporting options. Students are urged to complete this online [educational program](#).*
- *Key staff members have received and will continue to participate in training programs about policy development and implementation, report response, investigation, and ongoing compliance with federal regulations.*

*Having to deal with sexual harassment and assault should not be part of anyone's college experience. As a community, we must work together to eradicate sexual harassment and assault at Cornell College and beyond.*

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<sup>1</sup> <http://www.cornellcollege.edu/student-affairs/compass/student-policies-information/safety-sexual.shtml>

INTERCULTURAL LIFE BOOK DISCUSSION SERIES:

- *Why Are All the Black Kids Sitting Together in the Cafeteria: And Other Conversations About Race*
- *Book: Black Male(d): Peril and Promise in the Education of African American Males* (Multicultural Education Series)
- *Sister Citizen: Shame, Stereotypes, and Black Women in America* by Melissa V. Harris-Perry