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. Or, 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 a 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.

REPORTING

The College strongly encourages persons to promptly report any occurrence of discrimination, sexual misconduct, or unlawful harassment. The registering of a complaint will not be used or held against the complainant, nor will it have an adverse impact on their educational or employment status. Complaints of discrimination, sexual misconduct, or unlawful harassment should be filed promptly.

Renae Tolson
Equity Officer & Title IX Coordinator
Room 239 Administration Building
444 Appleyard Drive
Tallahassee, FL 32304-2895
(850) 201-6074
renae.tolson@tcc.fl.edu

RESOURCES

National Domestic Violence Hotline
800-799-7233
Refuge House
(850) 681-2111
FL Council Against Sexual Violence
(850) 297-2000

Tallahassee Community College does not discriminate against any person on the basis of age, color, disability, ethnicity, gender identity, genetic information, marital status, national origin, pregnancy, race, religion, sex, sexual orientation, veteran status, or other protected class in its programs and activities. Inquiries regarding the non-discrimination policies may be directed to: Renae Tolson, Equity Officer | Room 239 Administration Building | 444 Appleyard Drive | Tallahassee, FL 32304-2895 | (850) 201-6074 | renae.tolson@tcc.fl.edu
“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. 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.

NOTICE OF NON-DISCRIMINATION

Tallahassee Community College (TCC or College) prohibits all forms of sexual misconduct.

The College:

• Does not discriminate on the basis of sex within its educational programs and activities, in accordance with Title IX
• Prohibits sexual misconduct which includes sex or gender-based harassment, sexual violence, sexual exploitation, stalking, dating violence, and domestic violence
• Encourages you to report incidents of sexual misconduct to the College's Equity Officer/Title IX Coordinator via the contact information on the back of this pamphlet

In cases of alleged sexual misconduct, the College will promptly and equitable investigate to determine what occurred. We’ll also take appropriate steps to resolve the situation. Note that College investigations are administrative and different from law enforcement investigations.

SEXUAL MISCONDUCT

Sexual misconduct includes, but is not limited to, sexual or gender-based harassment, sexual violence (which includes any non-consensual sexual contact), sexual exploitation, stalking, dating violence, domestic violence or any conduct of a sexual nature that is non-consensual, or has the purpose or effect of threatening, intimidating, or coercing. 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 and the College.

What constitutes sexual or gender-based harassment?

It is conduct that:

• Is unwelcome, and based on sex or gender
• Is severe, pervasive, or persistent
• 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 visitors may be responsible for these acts
• The conduct can be verbal, nonverbal, or physical
• People of all genders can be victims
• Sexual harassment 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, use of drugs or alcohol, or because of an intellectual or another disability that prevents the person from having the capacity to give consent. Several 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

Consent refers to 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 their safety or the safety of others. It also causes the stalked person substantial emotional distress.