



A Guide to

Title IX

and Support After
Sexual Misconduct

WHITMAN COLLEGE

What is Title IX?

Title IX is a federal law that prohibits sex discrimination in any educational institution or program that receives federal funding.

Understanding Sex Discrimination

Sex discrimination occurs when a person is treated unfavorably based on their actual or perceived sex, gender, gender identity or expression, sexual orientation, pregnancy or parenting status. Sex discrimination can be experienced by anyone.

Although not limited to this list, sexual harassment, sexual assault, dating violence and stalking are all forms of sex discrimination.

Sexual harassment is characterized by unwelcome language or conduct of a sexual nature. The behavior is sufficiently severe, persistent and pervasive such that it could create an intimidating, hostile, or offensive environment or impact an individual's academic or work performance.

Sexual assault is sexual contact with another person without consent or that exceeds that person's consent.

Dating violence is verbal, emotional or physical behavioral patterns in an intimate relationship used to control another person through fear and intimidation.

Stalking is characterized by behaviors directed at a specific person that instills emotional distress or fear for their safety.

Whitman College prohibits retaliation against any person for reporting, cooperating in an investigation or participating in the complaint resolution process, and/or exercising their rights under college policy.



It is the policy of Whitman College to comply with Title IX of the Education Amendments of 1972. The college considers sex discrimination in all its forms to be a serious offense and will not be tolerated. Any unwelcome behavior, even conduct that does not clearly violate Whitman's policy, can be addressed.

Title IX Options at Whitman College

Intake

Intake is when the Title IX Coordinator contacts the impacted person, offers support, assesses their preference for a formal complaint and provides information on Whitman College policies.

Supportive Measures

Supportive Measures are available regardless of whether a formal complaint is filed or a resolution is pursued. Supportive Measures include but are not limited to no-contact orders, course/program-related adjustments and referrals to other relevant resources.

Informal Resolution

Informal Resolution for Title IX complaints is when parties agree to use an alternate resolution mechanism, with voluntary, written confirmation from all involved parties.

Formal Resolution

A Formal Resolution for Title IX complaints involves a thorough and impartial investigation to determine policy violations based on a preponderance of evidence.

Sanction

When a finding that a policy violation has occurred, Whitman College reserves the right to impose any level of sanction ranging from a reprimand up to and including suspension or expulsion/termination.

Appeal

Any party can request an appeal. If the grounds meet the policy criteria, all parties and their Advisors will be informed and given a chance to respond with additional information.

What Should You Do if You've Had an Uncomfortable Experience or Have Become Aware of Concerning Behavior?

If you or someone you know has experienced harm, you are encouraged to talk to someone about it. Here are some of the options:

Reach Out to the Title IX Office

The role of the Title IX office is to stop, remedy and prevent all known instances of prohibited gender-based misconduct like sexual violence, sexual harassment, stalking, or relationship violence and retaliation. The team implements measures to maximize campus safety and promotes everyone's ability to participate in an environment free from gender-based discrimination.

Here's How the Title IX Office Can Help

- Provide you with supportive measures like changing class schedules, housing rearrangements, no contact orders, and whatever other actions are deemed appropriate.
- Explain your rights and assist you with understanding Whitman College procedures for filing a claim and pursuing a resolution.

Please know that a report to the Title IX office will not necessarily lead to an investigation.

- **Cassandra Beccai**, Director of Equity and Compliance | Title IX Coordinator
Memorial Building 301
509-522-4314
beccaic@whitman.edu
- **Cara Setchell**, Associate Director of Human Resources
Memorial Building 105
509-527-5970
setchecl@whitman.edu
- **Melissa Clearfield**, Laura and Carl Peterson Chair of Social Sciences and Professor of Psychology
Hunter Conservatory 404
509-522-4427
clearfmw@whitman.edu

Reach Out to a Confidential Resource

Whitman College designates trained individuals who offer confidential services and are not obligated to report information to any college or law enforcement officials. This allows individuals to explore their options in a non-pressured environment while they make informed decisions.

- **Sexual Assault Victim Advocate**
Hunter Building 406
509-876-7075
sava@ywcaww.org
- **Adam Kirtley, Interfaith Chaplain**
Reid Campus Center 230
509-522-4449
kirtleam@whitman.edu
- **Counseling Center**
Welty Student Health & Counseling Center
509-527-5195
garcial@whitman.edu

Reach Out Anonymously*

You may report your concerns anonymously online via **whitman.edu/assist**. Whitman College will make reasonable and appropriate efforts to preserve an individual's privacy and protect the confidentiality of information when resolving a complaint. However, the college's ability to effectively respond to a concern may be limited if a report is received anonymously.

- * All college employees (faculty, staff, administrators) are required to report actual or suspected sexual harassment or retaliation to appropriate officials immediately.



For more information,
please visit:

whitman.edu/titleix

What To Do if You've Just Experienced Sexual Assault:

1. **Once you are safe, call 509-529-9922** at any time to reach a victim advocate who can offer confidential support over the phone. The advocate provides medical, legal and court advocacy.
2. **Seek medical attention as soon as possible.**
A medical exam within three days of an incident is crucial to gather evidence, even if you aren't sure you will want to file a report or press charges. If possible, do not shower, change clothes or drink before you see a doctor. A medical practitioner can treat injuries, provide emergency contraception and offer medication to prevent sexually transmitted infections. The victim advocate can walk you through this process.

Walla Walla Medical Care:

Providence St. Mary Medical Center
401 Poplar Street, Walla Walla, WA 99362
509-897-3320

3. **Be kind to yourself.** If you've experienced sexual violence, it's not your fault. You always deserve to be safe and respected. You may be experiencing a wide range of feelings, which are all valid.
4. **Consider making a report,** but only when you're ready.
 - Call 509-527-1960 to file a report with local law enforcement
 - File an online report with Whitman College (whitman.edu/assist)
 - Reporting an incident to the police and preserving evidence doesn't require filing a criminal complaint but keeps the option open to do so later.

5. **Seek out supportive measures through the Title IX Office.** Whitman College offers temporary or permanent supportive measures, such as no contact orders, residence modifications, academic accommodations and other suitable options as needed. The Title IX Coordinator (titleix@whitman.edu) will assist you in coordinating this support, regardless of investigation pursuit.

Off-Campus Resources

YWCA of Walla Walla

213 First Street, Walla Walla, WA 99362
509-525-2570 | 509-529-9922 (24-hours)

Walla Walla Police Department

54 E Moore St, Walla Walla, WA 99362
911 (emergency) | 509-527-1960 (non-emergency)
509-524-4400 (Domestic Violence Advocate)

Domestic Violence Protection Order Clinic

Walla Walla County Courthouse
315 W Main St, Walla Walla, WA 99362
Monday–Friday: 9:30–11:30 a.m.



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345 Boyer Ave, Walla Walla WA 99362
509-527-5111 • whitman.edu