DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING POLICY

The Violence Against Women Reauthorization Act (VAWA) of 2013 amended the Clery Act to require institutions of higher education to comply with certain campus safety- and security-related requirements as related to federal guidelines. The VAWA requires institutions to compile statistics for incidents of domestic violence, dating violence, sexual assault, and stalking and to include policies, procedures, and programs pertaining to such incidents.

Clear Creek Baptist Bible College will respond expeditiously to any allegations of sexual abuse.

The Higher Education Act defines the new crime categories of domestic violence, dating violence, and stalking in accordance with section 40002(a) of the Violence Against Women Act of 1994 as follows:

"Domestic violence" means a "felony or misdemeanor crime of violence committed by-

- a current or former spouse or intimate partner of the victim,
- a person with whom the victim shares a child in common,
- a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies (under VAWA),
- or 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 the jurisdiction."

"Dating violence" means "violence committed by a person-

- who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- where the existence of such a relationship shall be determined based on a consideration of the following factors:
  - the length of the relationship;
  - the type of relationship; and
  - the frequency of interaction between the persons involved in the relationship."

"Stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- fear for his or her safety or the safety of others; or suffer substantial emotional distress."

Procedures Following an Incident of Domestic Violence, Dating Violence, Sexual Assault, and Stalking
Although Clear Creek is a Bible College with a primarily family orientation the administration recognizes the potential for crimes or abuse. Clear Creek is committed to providing an environment free from explicit and implicit coercive behavior used to control, influence or affect the well-being of any member of the college community especially in regards to domestic violence, dating violence, sexual assault, and stalking.

Any incident of domestic violence, dating violence, sexual assault, and stalking will not be tolerated and is expressly prohibited. Violations by faculty members are grounds for disciplinary action, which may include reprimand, demotion, discharge, or other appropriate action, dependent upon the nature of the offence. Faculty are asked to be especially sensitive to the fact that they are in a position of authority over students and that authority carries with it responsibility to be mindful of situations in which they are dealing with students in private, one-on-one associations both on and off-campus.

Violation of VAWA is prohibited as stated in the section of this publication entitled Individual Responsibilities and Standards.

- Personal Abuse – any behavior that results in harassment, coercion, threat, disrespect and intimidation of another person, or any unwanted sexual attention towards another person will not be tolerated. Any action or statements that cause damage or threaten the personal and/or psychological well-being of a person are unacceptable.

Students violating this standard may expect action to be taken corresponding to the guidance and discipline section of this handbook. Severe violations may be cause for immediate expulsion.

Campus women are encouraged to be alert for situations where they might be at risk. The potential for sexual crimes/abuse is discussed in orientation for new students. At least once a semester a handout is disseminated to all women on campus describing safety measures, procedures to follow after an incident and reporting measures.

Any person in violation of school, state, or federal regulations will be subject to the discipline process as outlined under guidance and discipline in this handbook. Violations of a serious nature may result in immediate expulsion. Any sexual crime should immediately be reported to the state police and then to campus security. See Housing Maintenance for emergency numbers. If a rape or attempted rape has occurred the victim should proceed immediately to the hospital.

Any person who has been abused and/or perpetrated by another employee, student, volunteer, or by any other individual working with or connected with CCBBC, or who suspects that such an act has occurred or receives a report of such an act, must make his or her appropriate supervisor aware of the matter.

If the employee or volunteer is unable to contact his or her appropriate supervisor, the employee or volunteer should contact the Dean of Student Affairs or, in his absence, the Dean of Academic Affairs.
Once the employee or volunteer reports a matter to his or her appropriate supervisor, the appropriate supervisor will immediately inform the Dean of Student Affairs or, in his absence, the Dean of Academic Affairs. The Dean of Student Affairs or Dean of Academic Affairs will then contact the President. In the event the Dean of Student Affairs or Dean of Academic Affairs is the subject of an allegation of sexual abuse, the appropriate supervisor will immediately inform the President.

Once an allegation of abuse is reported to the Dean of Students, Academic Dean or the President, the following procedure is enacted. An immediate report by an agent employee or volunteer of CCBBC will be made to the proper civil authority that will be assured of full cooperation.

When an allegation of abuse is received concerning any employee, volunteer or student in performance of an assignment, said person would be immediately removed from the position, which has permitted contact with the victim.

The victim will be offered assistance in, changing academic, living, transportation, and working situations if requested and reasonably available.

The Dean of Students will form an Investigative Team. The team will be comprised of the Dean of Students, Academic Dean, the appropriate Director, and, where appropriate, an employee, volunteer or agent of CCBBC. In the event the Dean of Students or Academic Dean is the subject of such an allegation, the investigative team will be formed by the President and the individual who is the subject of the allegation will not participate on the investigative team or in any part of the investigation. The team will act, to the extent possible, in a confidential manner and will distribute information only on a need to know basis. This team will organize any internal investigation as the particular circumstances demand and will speak directly with the accuser and the accused. Persons other than the accuser and the accused may be consulted as advisable. The team will prepare a written record of the investigation and its findings. The Investigative Team will cooperate fully with the civil authorities and will keep the President of CCBBC fully informed as to its investigation and the investigation of the civil authorities.

Violation of this policy may result in disciplinary action up to and including termination of employment or termination of volunteer service with Clear Creek Baptist Bible College.

Any abuse by an employee, volunteer or student may result in termination of employment, volunteer service, or student status with Clear Creek.

Options and Accommodations for Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking:

Clear Creek employees a professional counselor on the faculty and would offer the services of the staff counselor to the victim at no charge. In addition there are several faculty/staff persons qualified for “nonprofessional” counseling. In Pineville and Middlesboro counseling services are available to students through Comprehensive Care. The victim will be offered assistance in, changing academic, living, transportation, and working situations if requested and reasonably available.