

St. Luke's College
Information for the respondent after a complaint has been filed under the St. Luke's College's Title IX: Non-Discrimination and Anti-Harassment Policy

The following information provides a short summary of St. Luke's College's policy and processes after a complaint of sex discrimination, sexual harassment, sexual violence (including sexual assault), domestic violence, date violence or stalking has been filed against you. Please contact the Title IX Coordinator if you have any questions about this information.

I. General Information

- *St. Luke's College's obligation to investigate:* The College is required by law to investigate and resolve complaints of this nature. The fact that a complaint has been filed against you does not mean that the College has reached any conclusions about whether the alleged conduct has occurred.
- *Preservation of Evidence:* It is extremely important that you preserve evidence showing the circumstances surrounding the allegations and complaint. This can include physical evidence (notes, calendars, receipts, etc.) as well as evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.)
- *Options:* When a complaint has been filed against you, you have several options, including, but not limited to:
 - Contacting parents or a relative
 - Seeking legal advice
 - Seeking personal counseling
 - Requesting further information about the investigation and resolution process
- *Counseling:* The College recognizes that having a complaint filed against you and the circumstances underlying that complaint may cause elevated levels of stress and confusion. Please note that Employee Assistance Program (EAP/OASIS) is a confidential resource that is available to assist you. The contact information is (712) 279-7070.

Legal Assistance: Free or low cost legal assistance may be through:

- Iowa Legal Aid
1-800-532-1275
Website: www.iowalegalaid.org
- Center for Siouxland
1-877-580-5526
Website: <http://www.centerforsiuoxland.org>

- Iowa State Bar Association – Volunteer Lawyers Project
Website: <http://www.iowalegalaid.org/volunteer-lawyers-projects>
- Legal Aid of Nebraska
1-877-250-2016
Website: www.legalaidofnebraska.com
- Nebraska State Bar Association - Volunteer Lawyers Project
Website: www.nebar.com
- East River Legal Services (South Dakota)
1-800-952-3015
- *Further information:* St. Luke’s College staff is available to provide information and answer questions about the investigations and resolution process.

St. Luke’s College’s Title IX Coordinator
Danelle Johannsen, Dean of Student Services
2720 Stone Park Blvd, Suite 410
Sioux City, IA 51104
(712) 279-3377
Danelle.Johannsen@stlukescollege.edu

St. Luke’s College’s Title IX Deputy Coordinator
Dr. Susan Bowers, Dean of Nursing Education
2720 Stone Park Blvd, Suite 408
Sioux City, IA 51104
(712) 279-7969
Susan.Bowers@stlukescollege.edu

II. Institutional Procedures

- The [College’s Title IX: Non-Discrimination and Anti-Harassment Policy](http://www.stlukescollege.edu/consumer-information.aspx): (available at <http://www.stlukescollege.edu/consumer-information.aspx>) governs complaints of sex discrimination, sexual harassment, sexual violence (including sexual assault), domestic violence, dating violence, and stalking. The procedures:
 - Will provide a prompt, fair, and impartial resolution of your complaint, under the evidentiary standard of preponderance of the evidence, i.e., whether it is more likely than not that the alleged conduct occurred.
 - Are carried out by College officials who have received training on these issues and how to conduct an investigation and hearing process that promotes safety and accountability.
 - Provide you and the complainant the right to have a support person/advisor accompany you to all aspect of the investigation and resolution process. A support person/advisor may not advocate like an attorney would in court.

- Ensure that both you and the complainant will be notified simultaneously in writing of the outcome of all stages of the process, including any appeals.

If you desire to have a support person/advisor but cannot find someone that you are comfortable with, please contact the Title IX Coordinator or Title IX Deputy Coordinator for assistance in doing so.

You are prohibited from retaliating against the complainant for filing a complaint or against anyone else who participates in the investigation.

III. Possible Sanctions or Protective Measures

- *Interim Measures:* At any time during the investigation, the College may impose interim remedies pending the outcome. These may include separating you and the complainant, placing limitations on contact between the parties, suspension, or making alternative living, class-placement, or workplace arrangements. The College will also take reasonable and legal action to implement any court restraining or no-contact order. You must honor any interim measures; violating them is a violation of College policy separate from the allegations of the complaint.
- *Sanctions:* If there is a finding that a violation of the College's Title IX: Non-Discrimination and Anti-Harassment Policy has occurred, sanctions may include counseling or training, separation of the parties, and/or discipline, including written reprimand, probation, suspension, demotion, termination, or expulsion.