

Annual Notice

Gillette Community College District (GCCD) does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in admission and employment. Inquiries about the application of Title IX should be referred to GCCD's Title IX Coordinator and/or to the Office for Civil Rights.

Below is the contact information for GCCD's Title IX

Shantel Moore, Title IX Coordinator for Gillette College, Phone: 307-681-6321
Email: smoore@gillettecollege.org

The U.S. Department of Education's Office for Civil Rights (OCR) OCR@ed.gov

U.S. Department of Education
Office for Civil Rights
Denver Office
Cesar E. Chavez Memorial Building
1244 Speer Boulevard, Suite 310
Denver, CO 80204-35

Copy this link into your browser: https://sheridan.guardianconduct.com/incident-reporting/?incident_type

***You can always call 9-1-1 or make a report to police at any time. You are encouraged to seek medical assistance and consider having evidence collected so it may be used if you choose to participate in a criminal proceeding. A report to police does not constitute a report to the College. You should still make a report to the Title IX Coordinator so the College can provide you with your rights and options.**

What is Title IX?

Title IX is a federal law that prohibits *sex-based discrimination* in education program and activities receiving federal financial assistance. "Education programs and activities" include all of a school's operations, including employment and school-sponsored athletics and activities (on or off-campus).

Title IX protects students, employees and third parties with a relationship to the Colleges, whether on or off-campus. This includes:

- Students (including high school students participating in College programs and visiting students)
- All employees
- Applicants for employment or education
- Campus visitors

What does Title IX prohibit?

Title IX prohibits sex-based harassment and discrimination in educational programs and activities. This includes, but is not limited to:

1. Sexual Assault (sexual penetration or touching of a person's private body parts without consent)
2. Domestic violence
3. Dating violence
4. Stalking
5. Sexual Harassment (quid pro quo and hostile environment)
6. Harassment or discrimination based on your sexual orientation, gender identity, or gender non-conforming status
7. Failing to provide appropriate accommodations for a pregnant or parenting student
8. Treating a person differently based on marital status.

Policies and Procedures – link - [Policies and Procedures - Gillette College](#)

- **Policy 1000.0 -Non-discrimination statement.**
- **Policy 4000.0 - Employment statement.**
- **Policy 5000.5C - Sexual Misconduct and Partner Violence procedure.**
- **Policy 5000.5G – Sexual Misconduct Reporting procedure.**

If you have experienced harassment or discrimination on the basis of race, national origin, color, creed, religion, sex, pregnancy, age, disability, veteran status, sexual orientation, gender identity, genetic information or any other class protected under state and/or federal law, submit a report to the District Title IX Coordinator, who also serves as the District's EEO Officer.

Regardless of the kind of harassment or discrimination you believe you have experienced; you may report it to the same office/persons.

You have options about how you report. You can do any of the following:

1. You can **email** the Title IX Coordinator and explain in your email what happened at smoore@gillettecollege.org.
2. You can **call** the Title IX Coordinator and request a meeting in person or via tele-meeting, through Zoom or Microsoft Teams.
3. You can **walk in the door** and speak directly to the Title IX Coordinator, Main Building, Room 215.
4. You can complete the **online reporting form**. Copy the URL link below and paste it in your browser to Submit a Report to Title IX.

https://sheridan.guardianconduct.com/incident-reporting/?incident_type

Examples of behaviors that may violate College policy are:

Sex Discrimination

- Inappropriate language about a specific gender, gender identity or expression, or sexual orientation.
- Humor and/or jokes that target a specific gender, gender identity or expression, or sexual orientation.

- Common expressions that are discriminatory toward a specific gender, gender identity or expression, or sexual orientation.
- Refusing to use a person's preferred name or pronouns when such behavior impacts the educational environment in such a way that disallows full participation.

Sex-Based Harassment

- Making sexual remarks, jokes, etc. when such behavior impacts others from accessing the work/learning environment.
- Sexual contact with you without your consent.
- Someone putting their penis, a finger, or another object inside your vagina or anus without your consent. This also includes if someone puts their penis in your mouth without your consent.
- Taking sexual advantage of a consensual or non-consensual person.
- Having sex or sexually touching someone who cannot defend themselves, such as a person who is unconscious or semi-conscious due to medication they take, their age, or because they took drugs or alcohol.

Other Behaviors

- Stalking – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - Fear for the person's safety or the safety of others; or
 - Suffer substantial emotional distress.
- Dating violence – Violence or the threat of violence by someone you have been dating, "talking to" (beyond friendship), or "hooking up" with intimately.
- Domestic violence – An act of violence or the threat of violence by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child, by a person who is or has cohabitated with the victim, by a person similarly situated to a spouse of the victim, or by any other person who is protect from that person's acts under domestic or family violence laws.
- "Sexting" – Unwelcomed text messaging of sexual comments and/or images.
- Cyber-harassment – Use of an electronic medium, like social media, to target and psychologically torment a person, to spread rumors about a person, or to blackmail a person. i.e., "revenge porn".

WISH TO REMAIN ANONYMOUS? This will limit the response from the College.

For GCCD Anonymous Reporting, go to:

https://sheridan.guardianconduct.com/incident-reporting/?incident_type

NOTE: SPEAKING TO ANY OF THE BELOW DOES NOT CONSTITUTE A REPORT TO THE COLLEGES AND NO INFORMATION CAN BE SHARED WITHOUT YOUR CONSENT.

Counseling – Confidential Reporting
Main Building, Room 130
300 West Sinclair
Gillette, WY 82718
Office: (307) 681-6082
Marci Conley
Email: mconley@gillettecollege.org

Access and Success - ADA Services
Main Building, Room: 201
300 West Sinclair
Gillette, WY 82718
Office: (307) 681-6081
Cara Binder
Email: cbinder@gillettecollege.org

Local Counseling and Assistance Resources –

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Campbell County Memorial Hospital
501 South Burma Avenue
Gillette, WY 82716
Phone: (307) 688-1000

Gillette Abuse Refuge Foundation
*CONFIDENTIAL REPORTING
910 East 3rd Street
Gillette, WY 82716
Phone: (307) 686-8071

National Counseling and Assistance Resources

NOTE: SPEAKING TO ANY OF THE BELOW DOES NOT CONSTITUTE A REPORT TO THE COLLEGE:

- Victims of sexual assault and their friends and families can also receive free, confidential 24-hour help by calling the National Sexual Assault Hotline at **RAINN (Rape, Abuse & Incest National Network)**: (800) 656-HOPE (4673). Questions or comments may be sent to info@rainn.org. RAINN's website is <https://www.rainn.org>.
- Those affected by domestic violence can receive confidential, one-on-one support via the **National Domestic Violence Hotline**: (800) 799-SAFE (7233). Trained advocates are available 24 hours a day, seven days a week to provide crisis intervention, options for next steps and direct connection to resources for immediate safety. The National Domestic Violence Hotline's Website is: <http://www.thehotline.org/>.
- Individuals involved in dating-abuse relationships can be connected to local resources and helpful websites through **loveisrespect** peer advocates at (866) 331-9474 or text "loveis" to 22522 (message and data rates apply on text for help services). Loveisrespect will not ask you for your name or other contact information and the phone service is available 24 hours a day, seven days a week. For more information, visit loveisrespect's Website at <http://www.loveisrespect.org/>.
- The **Not Alone Website** at <https://www.notalone.gov/> offers additional resources on how to respond to and prevent sexual assault.
- Project Callisto at <https://www.projectcallisto.org> offers additional resources on how to respond to and prevent sexual assault and what to expect if you are assaulted.