

Your Rights and What to Expect if You're Involved in a Title IX Situation Central Wyoming College

NOTE: This is an overview only; it is not intended to be a replacement for full review of the entire policy/procedure/process. Please see <https://www.cwc.edu/titleix> to familiarize yourself with the details.

If you've experienced or witnessed sexual harassment, sexual assault, or other gender-based misconduct—or if someone has made a report about you—it's important to know your rights and what support is available.

What Is Title IX?

Title IX is a federal law that protects students from sexual discrimination and harassment in schools. Central Wyoming College follows this law and has a Title IX Coordinator who helps handle reports of sexual misconduct.

Key Terms to Know

- **Complainant:** This is the person who makes the report or allegation.
- **Respondent:** This is the person the allegations have been made against.

We're Here for You

CWC takes sexual harassment and violence seriously. Our goal is to keep the campus a safe, respectful place to learn and grow. If something happens, we'll take action to stop it, prevent it from happening again, and help those affected.

Reporting Options

If you've experienced or witnessed sexual harassment or violence, you can:

- Talk to the **Title IX Coordinator** in the Human Resources Office or call **(307) 855-2112**.
- File a police report AND/OR a Title IX report—they are separate processes.
- Report it to the U.S. Department of Education's Office for Civil Rights.

You can still get help and support even if the other person isn't a student or employee at CWC.

What Happens After a Report is Made?

1. **Review:** The Title IX Coordinator will review the report and decide on the next steps. Some cases can be handled informally, but never in cases of sexual violence.

2. **Investigation:** If a formal investigation is needed, a specially trained Title IX Investigator will handle it in a fair and neutral way. Most investigations take up to sixty days to be completed, and can go longer sometimes.
3. **Your Participation:** The college may need to proceed with an investigation to ensure campus safety, even if the complainant decides they don't want to move forward. However, not cooperating with the investigation may limit the college's ability to fully respond to the incident.
4. **Standard of Proof:** The college uses a "preponderance of evidence" standard, which means a decision is based on whether it is "more likely than not" that the misconduct occurred.
5. **Outcome:** You will be kept updated on the case's status. Both the Complainant and Respondent will be informed of the outcome in writing.

You Have Support

- You can bring an **advisor or advocate** to any meetings.
- You **won't have to directly confront the other person** involved. Both sides can **share evidence and name witnesses**.
- Both the Complainant and Respondent **have equal rights to appeal the outcome**

Understanding Privacy

The college will take steps to protect the privacy of everyone involved. However, please be aware that names of complainants and respondents are exchanged, and witness statements will be shared with both. Certain college officials who have a legitimate need to know in order to conduct a fair and thorough investigation will also have access to elements of the report documents.

Safety Measures

While an investigation is happening we may take measures to keep everyone safe. These are meant to support you without disrupting your education. **Important:** Both the Complainant and the Respondent may request safety measures. To do so, contact the

Title IX Coordinator at (307) 855-2112.

No Retaliation Allowed

It's against the rules for anyone to retaliate (explicate) for reporting something or being part of an investigation. If that happens, report it right away to the Title IX Coordinator or Campus Security.

Free Counseling Support

CWC offers **confidential counseling services** for students. Talking to a counselor is private and won't affect the investigation. Call **(307) 855-2011** to schedule an appointment.

A Note About Confidentiality

Please limit discussion of the case with those involved (counselor, advocate, investigators, Title IX Coordinator, etc.). Not doing so might affect the fairness and overall outcome of the process.

Consequences for Misconduct

- Anyone found responsible for sexual misconduct or retaliation will face sanctions. These are determined according to the current Student Handbook. They could include probation, suspension, or expulsion.

For More Information

This document is a summary. For complete details, please see:

Central Wyoming College Administrative Procedure 2.11 or the **www.cwc.edu/titleix**.