



Information for a Respondent after a Complaint has been Filed Under the Grinnell College Policy, Procedures and Guide to Preventing, Reporting, and Responding to Sexual Misconduct and Other Forms of Interpersonal Violence

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

General Information

- *Grinnell'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, clothing, 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:
 - A support person/adviser of your choice
 - Seeking legal advice
 - Contacting parents or a relative
 - Seeking personal counseling
 - Requesting further information about the investigation and resolution process

Institutional Procedures

- Grinnell's policy governing these types of complaints is available at: [The Grinnell College Policy, Procedures, and Guide to Preventing, Reporting, and Responding to Sexual Misconduct and Other Forms of Interpersonal Violence](#) The procedures:
 - Will provide a prompt, fair, and impartial resolution of the 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 aspects of the investigation and resolution process. A support person/advisor may not advocate for a party 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.
 - Prohibit retaliation by the Complainant or anyone else against you or against anyone else for participating in the investigation.
 - Prohibit retaliation by you against the Complainant or against anyone else who participates in an investigation.
- If you desire to have a support person/advisor but cannot find someone that you are comfortable with, please contact the Title IX Coordinator for assistance in doing so.

Possible Protective Measures and Sanctions

- *Protective Measures.* At any time during the investigation, the College may impose protective measures pending the outcome. These may include separating you and the complainant, placing limitations on contact between the parties, interim suspension, interim campus ban, or making alternative living, class-placement, or workplace arrangements. The College will also take reasonable and legal action to implement any court-issued protective or no-contact order. You must honor any protective measures; violating them is a violation of College policy separate from the allegations of the complaint. The College has a list of many At-a-Glance handouts that can be helpful throughout the process available at www.grinnell.edu/sexualrespect.
- *Sanctions.* If there is a finding that a violation of College policy has occurred, sanctions may include counseling or training, separation of the parties, and/or discipline, including written reprimand, probation, suspension, campus ban, demotion, termination, or dismissal.

Resources Available

- *Further information.* Grinnell staff is available to provide information and answer questions about the investigation and resolution process. If you are seeking more information or have questions, do not hesitate to contact the Title IX Coordinator.

Bailey Asberry
Title IX Coordinator
Nollen House 108
(641) 269-4999
titleix@grinnell.edu

- *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 the following services are available in the campus community:

Student Health and Wellness
Open Monday-Friday, 8-5 p.m.
Lower level of Forum, 1119 6th Avenue
(641) 269-3230

Center for Religion, Spirituality, and Social Justice
Deanna Shorb/Chaplain
1233 Park Street
(641) 269-4981
Open M-F, 8-5 pm (available 24 hours via Campus Safety)

Employee and Family Resources Program
▪ <http://www.efr.org/>

- *Legal Assistance, Visa and Immigration Assistance.*

Iowa Legal Aid

- <http://www.iowalegalaid.org/>

Immigration Advocates Network

- <https://www.immigrationadvocates.org/nonprofit/legaldirectory/search?state=IA>

Office of the State Public Defender

- <https://spd.iowa.gov/>

U.S. Citizenship and Immigration Services

- <https://www.uscis.gov/about-us/find-uscis-office/field-offices/iowa>