

## What is sexual violence?

Sexual violence is a physical act of aggression. Rape, attempted rape and other forms of physical assault are acts of criminal violence which must be reported to proper authorities. It is sexual violence even if the other person is someone you know. This includes someone:

- Exposing his or her genitals to you.
- Touching the following parts of your body, either through or under your clothing:
  - genitals
  - buttocks
  - upper or inner thighs
  - breasts
- Directing sexual threats to you; degrading you in sexual terms.
- Attempting or actually raping you.

## What is date rape?

Date or acquaintance rape is one of the most common types of sexual violence and often the least understood. It is rape even if:

- The attacker is someone you know.
- It happens to you on a date.
- You and your date have engaged in sexual touching and kissing, and then you are forced to have intercourse against your will.
- You have had sex with that person before, and this time you said no.
- You couldn't say no.
- Your body froze and you were unable to yell or struggle with the attacker.

## Why don't we hear more about it?

Victims don't talk about it. They're afraid that others will say, "They asked for it," or that no one will believe them. They're afraid of reprisals, such as losing their jobs, or receiving a lower grade, or feeling social pressures. It's time to break the old patterns: tell someone!

## Remember...

**Sexual violence can happen to anyone.  
It is not your fault.  
You are not alone.**

## Where to go for help

Victims of sexual violence have feelings of shame, fear, and self-accusation. Rather than remain isolated or silent, please be aware that support and assistance are available to you. Any person reporting sexual violence will be treated with care, concern and confidentiality.

If you have been sexually assaulted, you should get help immediately. You may be in shock and you should not be alone.

## For more help or for more information, contact:

### Red Wing Area

HOPE Coalition  
24-Hour Crisis & Support Hotlines  
Sexual Assault: 800-519-6690  
Domestic Violence: 800-369-5214  
[www.hopecoalition.org](http://www.hopecoalition.org)

### Winona Area

Women's Resource Center  
507-452-4440  
"After Hours" 507-452-4453  
[www.wrcofwinona.org](http://www.wrcofwinona.org)

**In an emergency, call 911.**

Minnesota State College Southeast will not tolerate inappropriate activities. The College's sexual harassment and sexual violence policies are printed in the Student Handbook, posted on the college website, and are available on request in the Student Services Offices. For more information, links to college policies and procedures, or to file a sexual violence report, go to: [www.southeastmn.edu/securityreport](http://www.southeastmn.edu/securityreport)

An affirmative action, equal opportunity employer and educator. This document is available in alternative formats to individuals with disabilities by calling:  
Red Wing 800.657.4849, TTY 651.385.6430  
Winona 877.853.8324, TTY 507.453.2785



# NO

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# SEXUAL HARASSMENT OR SEXUAL VIOLENCE AT OUR COLLEGE

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### RED WING CAMPUS

308 Pioneer Road  
Red Wing, MN 55066  
651.385.6300  
800.657.4849

### WINONA CAMPUS

1250 Homer Road  
Winona, MN 55987  
507.453.2700  
877.853.8324

[www.southeastmn.edu](http://www.southeastmn.edu)

# MINNESOTA STATE COLLEGE SOUTHEAST STRIVES FOR A LEARNING AND WORKING ENVIRONMENT THAT IS FREE OF SEXUAL HARASSMENT AND SEXUAL VIOLENCE.

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## What is sexual harassment?

Sexual harassment is a violation of federal and state laws and of the College policy. Sexual harassment can be unwelcome sexual advances, requests for sexual favors, or other inappropriate verbal or physical contact of a sexual nature when:

1. Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment or academic advancement.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting that individual.
3. Such conduct has the purpose or effect of substantially interfering with an individual's work or academic performance or creating an intimidating, hostile or offensive working or learning environment.

## Sexual harassment can take many forms

- Verbal harassment may include sexual innuendo, humor, jokes about sex or gender-specific traits, and implied or blatant verbal threats.
- Physical harassment may include offensive contact (patting, pinching, brushing against the body, etc.), blocking movement, attempted or actual fondling or kissing, or any other form of coerced sexual contact.
- Nonverbal harassment may include suggestive or insulting whistling, gestures, or leering.

## Examples of sexual harassment

- Students continue to describe sexual encounters and tell jokes of a sexual nature when asked to stop.
- A staff member or student refers to a person in lewd and belittling terms.
- A staff member or student repeatedly touches another person causing him or her to be very uncomfortable.
- A staff member shows gender bias by consistently treating male and female students differently.

## Sexual harassment can have a wide range of effects

- Ulcers, headaches, nausea, sleeplessness, weight changes, increased substance abuse, high blood pressure.
- Increased absenteeism.
- Failing an exam, receiving poor grades.
- Dropping a class, changing a major, dropping out of school.
- Low morale or a tense, unproductive working or learning environment.
- Confusion, powerlessness, self-doubt, anxiety, embarrassment, guilt.

## Dealing with sexual harassment

A college free of sexual harassment requires that each member of the campus knows his or her rights, cooperates with those designated to help resolve such situations, and reports incidents of harassment, especially if he or she is a victim. Sexual harassment violates the law and hurts the whole community when it occurs.

## Ways to deal with sexual harassment

1. Say "NO" loudly and clearly to the harasser. This often stops the harassment. Ignoring the situation will not make it go away.
2. Keep a record – dates, times, places, witnesses, and nature of the harassment. Save any letters, cards or notes sent by the harasser.
3. Talk to others to see if they are having similar problems with the same person. Ask for their support if you decide to take action.
4. Tell someone. Report any complaints or issues concerning sexual harassment and/or sexual violence to:

### **Josiah Litant, Dean of Students**

Title IX Coordinator/Affirmative Action Office  
Minnesota State College Southeast  
Phone: 507-453-1420  
Josiah.Litant@southeastmn.edu

## How you can help prevent sexual harassment

- Support those having problems.
- Encourage them to take action.
- Report it yourself. The College is required to investigate.
- Do not condone inappropriate actions with your approval or your silence.
- Don't treat sexual harassment as a joke; it isn't.
- Call for advice or information.

## Who are the victims of sexual harassment and sexual violence?

More often they are women, but anyone can be a victim. And when any one of us is a victim, it affects all of us.

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**For more information, links to college policies and procedures, or to file a sexual violence report, go to: [www.southeastmn.edu/securityreport](http://www.southeastmn.edu/securityreport)**