

**If you are a victim of a sex offense:**

- Get to a place of safety
- Call 911 & get medical treatment
- Do not change your clothing
- Do not clean your body or your clothes
- Do not disturb the crime scene
- Report to law enforcement & Campus Police/Campus Assistant Director
- GMC will assist in notifying authorities
- GMC will support/enforce protection orders, no-contact orders, restraining orders, or similar lawful orders issued by a criminal or civil court.



GMC reserves the right to take whatever measures it deems necessary in response to an allegation of gender-based misconduct in order to protect students and employees. Such measures include, but are not limited to, modification of living arrangements and academic classes, interim suspension from campus pending a hearing, and reporting the matter to law enforcement.

**Sanctions**

Offenders are subject to arrest, incarceration, and prosecution through the state courts. Students and employees are also subject to college judicial proceedings that may result in expulsion/termination. The college judicial proceedings are independent of any civil or criminal proceedings.

Not all forms of gender-based misconduct are equally serious and GMC reserves the right to impose different sanctions, as appropriate, ranging from verbal warning to expulsion/termination.

**Where to get help**

- Law Enforcement—911
- Local Hospital—911
- GA Helpline—1-800-338-6745
- Health Services—478-387-4725
- Academic Spt Services—478-387-4958
- Title IX Coordinator—478-387-4783

**Victim’s Bill of Rights**

- To be treated with dignity
- To have assaults investigated/adjudicated by criminal/civil authorities
- To full & prompt cooperation by GMC
- To be free of pressure not to report to civil/criminal authorities, campus police, or GMC disciplinary authorities
- To be free from pressure to report a lesser crime than the victim perceives
- To have the same rights as the accused
- To have full & prompt cooperation from campus officials
- To be made aware of and assisted in exercising rights as provided by State and Federal laws
- To mental health counseling established by the institution, by victim-services entities, or by victims themselves

**Bystander Intervention**

Safe and positive options exist for bystanders to intervene to help someone. The Campus Police initiative “See Something, Say Something” is an example. First, bystanders must notice the incident and realize the seriousness of the situation and then act. If you observe behavior that suggests gender-based misconduct, please contact a GMC staff or faculty member immediately and share your concern.



**Gender-based Misconduct Resource Guide**



Sexual Harassment is unwelcome, gender-based verbal or physical contact that is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, denies, or limits someone’s ability to participate in or benefit from GMC’s educational program and/or activities, and is based on power differentials (quid pro quo), the creation of a hostile environment, or retaliation. Sexual Harassment includes non-consensual sexual contact (or attempt), non-consensual sexual intercourse (or attempt) and sexual exploitation.

See the Student Handbook for more Information:

[http://files.gmc.cc.ga.us/file\\_lib/612732Student%20Handbook%202013.1.pdf](http://files.gmc.cc.ga.us/file_lib/612732Student%20Handbook%202013.1.pdf)

Georgia Military College prohibits gender-based misconduct in any educational programs and activities or employment situations.

This policy applies to all GMC operations and programs at all campuses and Extension Centers.

This policy establishes a process for determining when gender-based misconduct has occurred. It also authorizes GMC to take actions to stop the misconduct, to remediate its effects, and to provide information to prevent its re-occurrence.

Anyone who believes he/she has been harmed by gender-based misconduct may file a complaint with the Title IX Coordinator (Dean of Students or Campus Assistant Director).

You have a right to file a complaint anonymously, but it may make it more difficult for GMC to fully investigate and address the misconduct. Employees are required to report sexual misconduct.

Third parties may file a complaint on behalf of persons whom they believe have been adversely affected by conduct prohibited by our gender-based misconduct policy.

Gender-based misconduct includes sexual harassment and sexual violence prohibited by Title VII of the Civil Rights act of 1964, Title IX of the Educational amendments of 1972 and the Georgia Code O.C.G.A Title 16, Chapter 6.

**Examples of Gender-based Misconduct**

- Unwelcome physical contact such as touching
- Persistent, unwelcome requests for sexual contact
- Requests for romantic or sexual contact from anyone who grades, advises or supervises you.
- Sexualized behavior accompanied by promise of reward or threat of harm
- Unwelcome sexual remarks about a person’s clothing, body, sexuality, or sexual orientation
- Offensive sexual questions, jokes, or stories
- Display of sexually offensive posters, pictures, word, or messages
- Introduction of sexually explicit material into the classroom or workplace without an educational or work-related purpose
- Sexual violence, assault, or exploitation
- Retaliation for making a complaint of gender-based misconduct

**Duty to Report**

Employees with a duty to report violations of this policy include faculty, administrators, coaches, staff, advisors, student employees, and volunteers who have supervisory, evaluative, grading, or advisory responsibility over other members of the GMC community.

All employees have a duty to report gender-based misconduct to the Title IX Coordinator.

**Georgia Military College’s Response**

In response to allegations of gender-based misconduct, GMC will take these actions:

- Inform victim of options (formal/informal)
- Conduct a prompt & thorough investigation
- Take corrective action, if appropriate
- Keep information confidential to the extent that we can



The Title IX Coordinator is responsible for investigating complaints of gender-based misconduct, monitoring the response of other campus offices and for responding to complaints of retaliation. The Title IX Coordinator works with GMC Campus Directors, Human Resources and the Disciplinary Committee.



**To file a complaint of gender-based discrimination, harassment, or sexual misconduct:**

Title IX Coordinator  
Dean of Students (Baugh Barracks)  
201 East Greene St.,  
Milledgeville, GA 31061  
478-387-4783  
[pbeer@gmc.cc.ga.us](mailto:pbeer@gmc.cc.ga.us)

Campus and Extension Center students should contact either the Director or the Assistant Director.