

Title IX Confidentiality, Privacy, and Reporting Policy

Responsible Employees

Georgia Military College designates the following as “responsible employees’ under Title IX. These people have a “duty to report,” whereas professional counselors do not. GMC’s Campus Security Authorities include faculty Graduation Coaches to student organizations, student activities staff, athletic team coaches, campus police (police and security officers), the GMC Dean of Students, Senior Vice President, Chief Academic Officer, and Dean of Faculty, all GMC Campus Directors, Senior Vice President of Institutional Development, Athletic Director, Chief Financial Officer, Director Health Services, Director Library Services, and the Professor of Military Science.

Confidentiality and Reporting of Offenses Under This Policy

Depending on their roles at the College, Georgia Military College officials have varying reporting responsibilities and abilities to maintain confidentiality. To make informed choices, one should be aware of confidentiality and mandatory reporting requirements when consulting campus resources. On campus, some resources may maintain confidentiality, offering options and advice without obligation to inform an outside agency or individual unless you have requested information to be shared. Other resources exist for reporting crimes and policy violations; these resources will activate when you report victimization. Most resources on campus fall in the middle of these two extremes; neither the College nor the law requires them to divulge private information that is shared with them, except in rare circumstances. The following describes the three reporting options at Georgia Military College:

a. Confidential Reporting

A reporting party can keep the details of an incident confidential by speaking with Title IX Coordinators, off-campus local rape crisis counselors, or off-campus domestic violence resources. The reporting party can also talk with local or state assistance agencies or off-campus members of the clergy/chaplains who will maintain confidentiality except in extreme cases of the immediacy of threat or danger or abuse of a minor.

b. Private Reporting

Those seeking to report misconduct may seek advice from resources that are not required to initially tell anyone else individual private, personally identifiable information unless there is a pattern of abuse, cause for fear for personal safety, or the safety of others. These resources include employees without supervisory responsibility or remedial authority to address discrimination, harassment, retaliation, and sexual misconduct, such as adjunct faculty members, custodial employees, and non-supervisory cafeteria staff. If a reporting party is unsure of someone’s duties and ability to maintain privacy, s/he should ask before confiding. All these resources are instructed to share incident reports with their supervisors. Still, they do not share any personally identifiable information about the notice unless the reporting party gives permission, except in the rare event that the incident reveals a need to protect the reporting party or other community members. If personally identifiable information is shared, it will be shared with as few people as possible, and all efforts will be made to protect privacy to the greatest possible extent.

c. Formal Reporting Options

Complainants are encouraged to speak to College officials, such as the Title IX and AA Coordinators, GMC Campus Directors, Preparatory School Principal, and Campus Police, to make formal reports of incidents of sexual misconduct. Complainants have the right and can expect to have complaints taken seriously by the College when formally reported and to have those incidents investigated and properly resolved through these procedures. Formal reporting still affords privacy to the reporter, and only a small group of officials who need to know will be told. As necessary, information will be shared with investigators, witnesses, and the accused student/respondent. The circle of people with this knowledge will be kept as tight as possible to preserve a complainant's rights and privacy.

Federal Statistical Reporting Obligations

Certain campus officials must report sexual misconduct for federal statistical reporting purposes (Clery Act). All personally identifiable information is kept confidential, but statistical information must be passed along to campus law enforcement regarding the type of incident and its general location (on or off-campus, in the surrounding area, but no addresses are given) for publication in the annual Campus Security Report. This report helps to provide the community with a clear picture of the extent and nature of campus crime to ensure greater community safety. Mandated federal reporters include: student/conduct affairs, campus law enforcement, local police, coaches, athletic directors, residence life staff, student activities staff, human resources staff, Graduation Coaches to student organizations, and any other official with significant responsibility for student and campus activities. The information to be shared includes the date, the location of the incident (using Clery location categories), and the Clery crime category. This reporting protects the identity of the victim and may be done anonymously.

Federal Timely Warning Reporting Obligations

As required by the Clery Act, victims of sexual misconduct should be aware that College administrators must issue timely warnings for incidents reported to them that pose a substantial threat of bodily harm or danger to campus community members. Georgia Military College will make every effort to ensure that a victim's name and other identifying information is not disclosed while still providing enough information for community members to make safety decisions in light of the potential danger.