

# Sexual Violence and Sexual Harassment

## Title IX Sex Discrimination in Educational Institutions

Title IX of the Education Amendments of 1972 prohibit discrimination on the basis of sex in an educational institution. It applies in all aspects of education including academic programs, financial assistance, athletics and more. The sex discrimination prohibition includes sexual harassment and sexual violence. It states in part: *No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance. 20 U.S.C. § 1681.*

This page provides information and resources regarding the important issues of sexual violence and sexual harassment. It also contains contact information for persons who can assist in the unlikely event that you should experience or observe this on a Ridgewater College campus. Ridgewater College, Minnesota State Colleges and Universities (MnSCU), and the U.S. Government take the issues of sexual violence and sexual harassment very seriously. On March 7, 2013, President Obama signed into law the Violence Against Women Reauthorization Act (VAWA). This new law requires that colleges and universities provide students and staff with sexual violence awareness training. **This training is available on the [Ridgewater Desire to Learn](#) page. Ridgewater College is also utilizing the It's On Us campaign to promote awareness and stop sexual violence. <http://itsonus.org/>. It's On Us is a cultural movement aimed at fundamentally shifting the way we think and talk about sexual assault.**

Who do I contact if I have experienced sexual violence or sexual harassment on campus or involving Ridgewater College?

**Call 911 for emergencies or to start a possible criminal investigation through local law enforcement.**

**To start a college investigation, please contact one of the individuals below, or complete a web/mobile reporting form. Individuals may report incidents of sexual violence anonymously or with their name. Anonymous reports may not initiate a college investigation.**

### **Student contact**

Jay Morrison  
Title IX Coordinator  
A119 – Willmar Campus  
[jay.morrison@ridgewater.edu](mailto:jay.morrison@ridgewater.edu)  
320-222-8040

### **Employee contact**

Keith Balaski  
Chief Human Resources Officer  
H125 – Willmar Campus  
[keith.balaski@ridgewater.edu](mailto:keith.balaski@ridgewater.edu)  
320-222-5211

Web form reporting: <https://mycampuseye.com/web/KD6H>

Mobile application reporting: Use the code KD6H

iOS: <https://itunes.apple.com/us/app/campus-eye/id701928884?mt=8>

Android: <https://play.google.com/store/apps/details?id=com.mq.campuseye&hl=en>

## Sexual Violence

1 in 5 women and 1 in 16 men are sexually assaulted in college  
([NotAlone.gov](http://NotAlone.gov))

### Things we wish everybody knew\*:

- **Sexual assault happens**
- **Offenders are often “regular guys”**
- **Most rape or sexual assault victims (78%) knew the offender**
- **False reports are not common (between 2 and 7 percent)**
- **Alcohol will more likely than not be involved**
- **Victims may not call it rape**
- **Trauma responses vary**
- **There is no typical victim**

\*Adapted from [Minnesota Coalition against Sexual Assault \(MnCASA\)](http://MinnesotaCoalitionagainstSexualAssault.org), Sexual Violence Justice Institute, Understanding the Dynamics of Sexual Assault on Campus, [NotAlone.gov](http://NotAlone.gov)

### Ridgewater College Policy Statement

Ridgewater College is committed to maintaining a campus community free from sexual violence. The College acknowledges and adheres to the definitions and processes described in MnSCU Policy 1B.3 – “Sexual Violence Policy” (<http://www.mnscu.edu/board/policy/1b03.html>) and the related procedure document 1B.3.1 – “Sexual Violence Procedure” (<http://www.mnscu.edu/board/procedure/1b03p1.html>). This policy applies to all Ridgewater College students and employees and to others, as appropriate, where alleged incidents of sexual violence have occurred on Ridgewater College property.

Allegations of discrimination or harassment are governed by MnSCU Policy 1B.1 (<http://www.mnscu.edu/board/policy/1b01.html>)

[Ridgewater College Sexual Violence Policy and Procedures](#)

### What is sexual violence?

Sexual violence is, as defined by Ridgewater College and MnSCU, “a continuum of conduct that includes sexual assault, non-forcible sex acts, dating and relationship violence, stalking, as well as aiding acts of sexual violence.”

### What is sexual assault?

Sexual assault includes a number of sexual acts or attempted acts done, without consent. It also includes acts that don’t require touching such as indecent exposure and voyeurism.

### What is consent?

Consent is informed, freely given and mutually understood. Among other things, there is no consent if the victim is coerced, intimidated, threatened or physical force is used. Likewise, there is no consent if the victim is mentally or physically incapacitated or impaired (including impairment due to alcohol, drugs, sleep or unconsciousness). [The full policy is available here.](#)

### Sexual Harassment

Sexual Harassment is covered in the college’s non-discrimination policy. [Read the full policy.](#)

### Ridgewater College Policy Statement

Ridgewater College is committed to a policy of nondiscrimination in employment and education opportunity. No person shall be discriminated against in the terms and conditions of employment, personnel practices, or access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity or gender expression. In addition, discrimination in employment based on membership or activity in a local commission as defined by law is prohibited. Harassment on the basis of race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity or gender expression is prohibited. Harassment may occur in a variety of relationships, including faculty and student, supervisor and employee, student and student, staff and student, employee and employee, and other relationships with persons having business at, or visiting the educational or working environment.

What kind of conduct is covered by the policy?

This policy is directed at verbal or physical conduct that constitutes discrimination/harassment under state and federal law and is not directed at the content of speech. In cases in which verbal statements and other forms of expression are involved Ridgewater College will give due consideration to an individual's constitutionally protected right to free speech and academic freedom. However, discrimination and harassment are not within the protections of academic freedom or free speech.

Ridgewater College shall maintain and encourage full freedom, within the law, of expression, inquiry, teaching and research. Academic freedom comes with a responsibility that all members of our education community benefit from it without intimidation, exploitation, or coercion.

Retaliation

Retaliation against anyone filing a complaint or participating in a complaint investigation, is prohibited by Ridgewater College and MnSCU policy. Individuals who violate this policy shall be subject to disciplinary or other corrective action. [Read the full policy.](#)

To whom do the policies apply?

All individuals affiliated with Ridgewater College, including but not limited to:

- Students
- Employees
- Applicants
- Volunteers
- Agents
- Board of Trustees

Contacts and Resources

Resources

**If you or someone you know has experienced sexual violence, you may contact counseling and schedule a confidential appointment at 320-222-5971.**

Additionally, you may contact the resources listed below. Please note, this is not an exhaustive list and appearance on the list does not indicate a recommendation by Ridgewater College.

Local Assistance

Ridgewater College Counselors:

Lisa Wagoner  
112 – Hutchinson Campus  
320-234-8508

[lisa.wagoner@ridgewater.edu](mailto:lisa.wagoner@ridgewater.edu)

Dawn Bjork-Pedersen  
A118 – Willmar Campus  
320-222-5981  
[dawn.bjork-pedersen@ridgewater.edu](mailto:dawn.bjork-pedersen@ridgewater.edu)

State Employee Assistance Program, 651-259-3840 or 1-800-657-3719

### Community Assistance

#### **Hutchinson**

Hutchinson Community Hospital  
1095 Highway 15 South Hutchinson, MN 55350  
320-234-4600

Hutchinson Police Department,  
320-587-2242 (non-emergency calls), 911 for emergencies

Shelter House –Renville and McLeod Counties  
PO Box 65, Olivia, MN 56277  
Business Phone: 320-523-1015, 24-Hour Toll-Free Crisis Phone: 1-800-792-4210  
Website: <http://willmarshelter.com/>

State/National Assistance  
Minnesota Coalition Against Sexual Assault (<http://www.mncasa.org/>), 651-209-9993  
Toll-Free: 1-800-964-8847

National Sexual Violence Resource Center (<http://www.nsvrc.org/>), 717-909-0710  
Toll-Free: 1-877-739-3895

### Mental Health

Hutchinson Health Mental Health Clinic  
1071 Hwy 15 S (Plaza 15). Hutchinson, MN 55350  
320-484-4610 (appointments)  
320-484-4585 (24-hour crisis)

#### **Willmar**

Rice Memorial Hospital  
301 Becker Avenue SW, Willmar, MN 56201  
320-235-4543

Willmar Police Department, 320-235-2244 (non-emergency calls), 911 for emergencies

Safe Avenues-Kandiyohi County  
PO Box 568, Willmar, MN56201  
Business Phone: 320-235-0962, 24-Hour Toll-Free Crisis Phone: 1-800-792-4210  
Website: <http://willmarshelter.com/>

State/National Assistance

Minnesota Coalition Against Sexual Assault (<http://www.mncasa.org/>), 651-209-9993

Toll-Free: 1-800-964-8847

National Sexual Violence Resource Center (<http://www.nsvrc.org/>), 717-909-0710

Toll-Free: 1-877-739-3895

### Mental Health

Rice Institute

301 Becker Ave. SW, Willmar, MN 56201

320-231-439 (appointments)

Woodland Centers

1125 6<sup>th</sup> St. SE, Willmar, MN 56201

320-235-4613 (appointments)

800-992-1716 (24-hour crisis)

### [Ridgewater Security Report \(Clery Act\)](#)