COLLEGE OF
Saint Benedict Saint John's
UNIVERSITY

Important Health and Safety Information

Important Phone Numbers and Contact Information

CSB Security Darren Swanson, Director of Security	**320-363-5000**
SJU Life Safety Shawn Vierzba, Director of Life Safety	**320-363-2144**
CSB Dean of Students Jody Terhaar	**320-363-5601**
SJU Interim Vice President for Student Development and Dean of Students Michael Connolly	**320-363-2737**
CSB Residential Life Christy Brown, Director of Residential Life	**320-363-5580**
SJU Residential Life Br. Dan Morgan, OSB, Director of Residential Life and Housing	**320-363-3512**
CSB/SJU Counseling and Health Promotion Michael Ewing, Ph.D., LP, Director of Counseling and Health Promotion	**320-363-5605** **320-363-3236**
CSB Health Services	**320-363-5605**
CentraCare Clinic – SJU Campus	**320-656-7105**
St. Joseph Police (Non-Emergency) Dwight Pfannenstein, Chief of Police	**320-363-8250**
Stearns County Sheriff (Non Emergency) Steve Soyka, County Sheriff	**320-259-3700**
Saint Cloud Hospital	**320-251-2700**
Gold Cross Ambulance	**320-251-8505**
Central Minnesota Sexual Assault Center	**320-251-4357**

Dear Parents and Guardians,

All college campuses are committed to providing a safe and secure environment for students, faculty and staff. We want to provide you with information about our services, programs, and policies related to serious situations that can occur on a college campus. Included in this brochure you will find information about mental health issues, criminal activity, medical emergencies, our alcohol policy, sexual misconduct and human rights. We want to provide you with some basic information to answer common questions and contact information should you have any additional questions or concerns.

Sincerely,

Jody Terhaar
Dean of Students
College of Saint Benedict
jterhaar@csbsju.edu
320-363-5601

Michael Connolly
Interim Vice President for Student Development
and Dean of Students
Saint John's University
mconnolly@csbsju.edu
320-363-2737

Campus Emergency Information

Major Campus Emergency

In the case of a major campus emergency, information would be posted and updated on the CSB/SJU website. Depending on the nature of the emergency, information would also be communicated via television and radio.

Emergency Notification System

The College of Saint Benedict and Saint John's University have partnered with Blackboard MyConnect, a company that provides the technology for mass notification services to keep students, parents, faculty and staff informed and connected in the event of an emergency. The Blackboard MyConnect program allows students to enter up to six phone numbers and email contacts to which emergency messages would be sent. Students have the option to add their home phone number, cell phone number, parent(s) home and cell phone information in addition to email addresses. Additional information about Blackboard MyConnect can be found at www.csbsju.edu/myconnect.

Emergency Contact Information

CSB Security and SJU Life Safety Services provide 24-hour coverage for the campuses and are available to provide assistance after regular business hours.

CSB Security	320-363-5000
SJU Life Safety Services	320-363-2144

Criminal Activity

The College of Saint Benedict and Saint John's University are fortunate to be safe communities. The level of safety on our campuses is due to the diligence of our Campus Security and Life Safety staffs and our relationship with local law enforcement. It is imperative for students to be partners in maintaining campus safety and security and we expect students to be responsible for their own safety and attentive to the safety of the campus community.

The CSB Security Department and SJU Life Safety Services have a strong commitment to providing education to our students and other community members. We encourage you to explore the departments' web pages so you can reinforce the messages and encourage proactive behaviors in regard to personal safety.

Both CSB and SJU are in full compliance with the Campus Security Act. The annual Campus Safety Reports for each institution are available online at:
www.csbsju.edu/CSB-Security/Annual-Crime-/-Fire-Safety-Report

Residential Life Staff Support & Resources

At the College of Saint Benedict and Saint John's University, Area Coordinators (ACs), Residence Directors (RDs) and Faculty Residents (FRs) live in the residential community with students and supervise the student Resident Assistants (RAs). The Area Coordinators, Residence Directors and Faculty Residents serve as mentors, informal counselors, disciplinarians and role models. In conjunction with the Resident Assistants, the Area Coordinators, Residence Directors and Faculty Residents are available to provide support and guidance to students. They are also available to you as parents if you have questions or concerns about your daughter or son.

Residential Life staff members on both campuses are available to assist you and your student.
For specific contact information, please visit:

CSB - www.csbsju.edu/csb-residential-life/residential-life-staff

SJU - www.csbsju.edu/sju-residential-life-and-housing/staff

Health Care and Medical Emergencies

In the case of a medical emergency, CSB Security or SJU Life Safety should be contacted immediately. Both departments have officers and staff who are Emergency Medical Technicians and First Responders. If it is an emergency requiring immediate assistance, 911 should be called. The agencies that respond to the College of Saint Benedict and Saint John's University are Gold Cross Ambulance and St. Joseph Fire and Rescue. The Saint Cloud Hospital receives students who are transported by ambulance or are in need of emergency or crisis medical care.

CSB Health Services

The College of Saint Benedict Health Services is located with Counseling & Health Promotion in the CSB Health Center – Lower Level Lottie Hall. CSB Health Services is designed with the needs of college women in mind. CSB students will find an experienced staff who can address their needs in a comfortable, confidential environment. CSB Health Services offer primary care including: treatment of acute illnesses and injuries, mental health concerns, preventative health exams, travel consults and vaccinations. In order to best serve patients, appointments are preferred. Hours are Monday through Friday 8 a.m. to 4:30 p.m., closed 12-12:45 p.m. for lunch. Hours are reduced on non-class days, and the CSB Health Center is closed during the summer. Please visit the CSB Health Services website for more information: www.csbsju.edu/chp/csb-health-services.

CentraCare Clinic – SJU Campus

CentraCare will be operating a health services' clinic on the ground floor of Mary Hall. Primary and urgent care services will be available Monday-Friday from 10 a.m. to 4 p.m. during the fall and spring semesters. Services offered, but not limited to include: preventative health examinations, travel consults and immunization and allergy injections. CentraCare will also provide acute exams such as sore throat, sinusitis, bronchitis and UTI. Scheduled and walk-in appointments will be available. In addition to services provided on campus, students will be able to utilize CentraCare's 24-hour RN triage line. CentraCare operates on a fee-for-service basis and accepts most insurance plans. Please visit www.centracare.com or www.csbsju.edu/centracareclinic for more information.

Mental Health Services and Programs

The CSB/SJU Counseling and Health Promotion (CHP) department (CSB: Lower Level Lottie Hall; SJU: Ground Floor Mary Hall) includes psychologists and counselors who provide counseling and psychological services to currently enrolled CSB/SJU students. The following is a primer of the services available on campus. Please visit the Counseling and Psychological Services web page for more information: www.csbsju.edu/chp/counseling.

Individual Counseling

Students can work individually with a counseling staff member to explore concerns and work toward better understanding and resolving their difficulties. Some of the common concerns students discuss in counseling include: stress, anxiety, depression, relationships, self-esteem/personal development, family issues, academic performance, alcohol or other drug use, and disordered eating behaviors.

Scheduling Appointments

CSB/SJU students interested in scheduling an appointment with a counseling staff member are welcome to call the CHP office at either CSB (320-363-5605) or SJU (320-363-3236). Appointments can also be made by visiting either the CSB office (CSB Health Center, Lower Level Lottie Hall) or the SJU office (SJU Personal and Professional Development Center, Mary Hall 10). Office hours are Monday through Friday 8 a.m. to 4:30 p.m. Hours may be reduced during non-class days and during the summer. Parents, friends and faculty are not able to schedule appointments on behalf of students, and appointments cannot be made via email.

Crisis Counseling

Students or concerned others can contact either CHP office (see above) to request assistance with a crisis or emergency. When contacting the office for emergency assistance, students or concerned others should identify themselves and clearly indicate that they are in need of assistance with a crisis/emergency. In the event of an after-hours crisis/emergency, students or concerned others are directed to contact CSB Campus Security (320-363-5000) or SJU Life Safety Services (320-363-2144). Campus Security/Life Safety Services staff members will coordinate responses to requests for after-hours crisis/emergency consultations.

Mental Health Screenings

Mental Health Screenings are offered to CSB/SJU students on Wednesdays from 1-3 p.m. at both the CSB and SJU CHP offices. This service is known as the "Walk-In Wednesday" program and is offered every Wednesday during the academic calendar. Counseling staff at both the CSB and SJU offices provide free, anonymous screenings on a walk-in basis during the 1-3 p.m. time period. These mental health screenings take approximately 20 minutes. For more information please contact the CHP office (CSB: 320-363-5605; SJU: 320-363-3236).

Consultations

Consultation services are available to students and concerned others (faculty, staff, students, and parents) to help them address the developmental and psychological needs of students. When utilizing this service, please be advised that professional and ethical standards require counseling staff members to maintain confidentiality of client contacts and records (see below).

Confidentiality

Counseling records are kept separate from other campus records to ensure students' privacy and confidentiality. Information regarding students' use of counseling and psychological services can only be provided if students in question have provided their written (informed) consent to permit disclosure of protected health information. This restriction applies to both current and past use of counseling. An exception to these standards can be made when a student is at imminent risk of harming self or others.

Cost

There are no charges/fees for counseling and psychological services. There may be nominal fees for testing/assessment and some educational workshops.

Alcohol Policy

The College of Saint Benedict (CSB) and Saint John's University (SJU) believe that individual choices involving the use of alcohol have an impact on both the individual and the community. National studies have found that alcohol use is closely linked to sexual assault, declining academic performance, violent crime and alcoholism among college students. For these reasons, the university's alcohol policy demonstrates a strong ethic of care and establishes healthy standards for the community in relation to the responsible and legal use of alcohol. This policy is written in accordance with Minnesota state law and reflects the mission, goals and academic standards of our community.

As residential colleges, CSB and SJU students have the opportunity to learn with a group of individuals who make up their community. A part of the learning that takes place is social in nature. Responsible and legal alcohol use is a part of that educational process. Development of individuals and social choices can have long-term effects on behaviors, attitudes and values. Learning to know one's limits and to care about one's community are integral to the residential experience. Students are expected to use caution in choosing to use alcohol and are responsible for their behavior at all times. Being in a community means that individuals are also responsible for others. Taking action to care about and confront inappropriate alcohol use among one's peers makes the community stronger. Students will be held accountable for their behavior on either campus. Students are expected to abide by the following expectations regarding individual use of alcohol:

1. Individuals who are under the age of 21 are not allowed to possess or consume alcohol. Individuals who are 21 years of age or older, who choose to use alcohol, are expected to use and consume alcohol responsibly.
2. Individuals 21 years of age or older, who choose to use alcohol, may possess or consume alcohol within a private room, apartment or house where at least one assigned resident is 21 years of age or older and is present.
3. Individuals may not possess, alter, create or use a fake ID or knowingly provide false information or identification to law enforcement or a university official.
4. The sale or distribution of alcohol to individuals under the age of 21 is prohibited.
5. No alcohol is permitted in first-year residence halls (including Aurora, Corona and Regina at CSB and St. Thomas and St. Mary at SJU) at any time for any reason.
6. Individuals are not allowed to keep, stockpile, store or display alcohol or empty alcohol containers in their residences.

7. Kegs, party balls or other common containers of alcohol (e.g., punch bowls) are not allowed in residence hall rooms.
8. Alcohol may not be consumed in any common spaces including hallways, lounges, balconies or any other public spaces.
9. Residents are responsible for the individual use of alcohol by guests and for any violation of policy, disorder, or damage associated with the behavior of guests.
10. Drinking games or drinking contests of any sort are strictly prohibited.
11. Alcohol and related items including containers, kegs, taps and beer bongs are confiscated without return when a violation occurs.
12. Students who violate state or local liquor laws off-campus may be subject to prosecution by local law enforcement in addition to campus disciplinary action under the Good Neighbor Policy.
13. Individuals are not allowed to possess or consume alcohol on the Link Bus. An individual who vomits on a Link bus will be assessed a fee.
14. No one is allowed to consume alcoholic beverages anywhere on College of Saint Benedict, Saint John's University, or Order of Saint Benedict grounds without prior approval.

The upholding of the Alcohol Policy rests with all members of the college community. CSB and SJU also expect students to confront peers who are irresponsible and/or abusive in their use of alcohol. Alcohol policy violations are referred to Residential Life staff as outlined in student conduct process for each campus.

Students who are concerned with their own alcohol use or the alcohol use of a friend should consider using Counseling Services available on campus to all students. The services are free, confidential, and can assist students in talking about issues, receiving treatment, or support. CSB, SJU or the court system may also refer students for a chemical use assessment and/or treatment. The cost for a chemical use assessment and/or treatment is the responsibility of the student.

The complete Alcohol Policy for each campus can be found at www.csbsju.edu/csb-student-development/student-life-policies#CSB Alcohol Policy for CSB and at www.csbsju.edu/sju-student-development/j-book-student-policies/policies/student-life-policies#alcohol for SJU.

Human Rights Policy

The College of Saint Benedict (CSB) and Saint John's University (SJU) are committed to creating and maintaining an environment in which all members of the community are aware of and respect the rights and human dignity of every other member. Discrimination and harassment based on race, religion, color, national origin, sex, sexual orientation, age, marital status, disability, familial status, status with regard to public assistance, or other legally protected category or characteristic are reprehensible and are antithetical to the mission of these institutions. CSB and SJU have zero tolerance for unlawful discrimination and harassment. CSB and SJU may take action, including disciplinary action, to stop and remedy conduct that could lead to the creation of a hostile environment.

Discrimination or harassment relating to race, religion, color, national origin, sex, sexual orientation, age, marital status, disability, familial status, status with regard to public assistance, or other legally protected category or characteristic is not only a violation of this policy and our values but it is also prohibited by both state and federal law, under such laws as:

- Title VII of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, sex, religion, and national origin in employment
- Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex, including sexual harassment, sexual violence, and other forms of sexual misconduct
- The Americans with Disabilities Act of 1992, which prohibits discrimination on the basis of disability
- The Minnesota Human Rights Act, which prohibits discrimination on various grounds
- Other state and federal laws

Discrimination. In the context of human rights, discrimination refers to unfair and/or unequal treatment of an individual or group when based upon legally protected characteristics, including race, religion, color, national origin, sex, sexual orientation, age, marital status, disability, familial status, and status with regard to public assistance. Some civil rights laws applicable to employees and students may also include affirmative obligations requiring CSB and SJU to provide reasonable accommodations to members of certain protected classes. For example employees who have disabilities may request a reasonable modification of their job duties or some other accommodation to assist them in performing the functions of their jobs. With regard to students with disabilities, CSB and SJU are obligated to provide reasonable modifications to their practices, policies and procedures and auxiliary aids and services to ensure that such students have an equal opportunity to participate in, and enjoy the benefits of the educational programs offered by CSB and SJU.

Harassment is defined in part as verbal, non-verbal, or physical conduct that denigrates or shows hostility or aversion toward an individual or a group of individuals because of race, religion, color, national origin, sex, sexual orientation, age, marital status, disability, familial status, status with regard to public assistance, or other legally protected category or characteristic when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or educational experience; or submission or rejection of such conduct by an individual is used as the basis of employment decisions or academic/educational decisions affecting such individual (Quid Pro Quo Harassment);
- Such conduct has the purpose or effect of substantially and unreasonably interfering with an individual's work or educational experience or creating an intimidating, hostile, or offensive working, residential, or educational environment (Hostile Environment Harassment).

Examples of Harassment. The determination of what constitutes harassment depends upon the specific facts of each situation in the context in which the conduct occurs. Harassment may take many forms. It may be subtle and indirect, or blatant and overt. It may occur between peers or between individuals in a hierarchical relationship. If it meets the conditions set forth in the above definition, conduct such as the following may be considered discriminatory harassment:

- Epithets, slurs, negative stereotyping, obscene gestures, leering, insults, or threatening, intimidating, or hostile acts that relate to race, religion, color, national origin, sex, sexual orientation, age, marital status, disability, familial status, status with regard to public assistance, or other legally protected category or characteristic;
- Written or graphic material that is used for the purpose of denigrating or showing hostility or aversion toward an individual or a group of individuals because of race, religion, color, national origin, sex, sexual orientation, age, marital status, disability, familial status, status with regard to public assistance or other legally protected category or characteristic;
- Unwelcome and inappropriate physical contact related to race, religion, color, national origin, sex, sexual orientation, age, marital status, disability, familial status, status with regard to public assistance, or other legally protected category or characteristic, including without limitation, unwanted touching and assaultive conduct.

Sexual harassment and other forms of sexual misconduct are prohibited by both this policy and by the *CSB/SJU Sexual Misconduct Policy*. See the *CSB/SJU Sexual Misconduct Policy* for more information on conduct that constitutes sexual harassment and sexual misconduct.

Hostile Environment harassment is established when harassment (as defined above) is so severe or pervasive that it has the purpose or effect of substantially and unreasonably interfering with an individual's work or educational experience or creating an intimidating, hostile, or offensive working, residential, or educational environment.

The complete Human Rights Policy and Complaint Procedures for Human Rights Violations can be found at www.csbsju.edu/human-rights/human-rights/csbsju-human-rights-policy and www.csbsju.edu/human-rights/human-rights/csbsju-complaint-procedure-for-human-rights-violations.

Sexual Misconduct Policy

The purpose of the Sexual Misconduct Policy is to maintain an environment that is free from the physical and emotional threat of sexual misconduct, including sexual harassment, sexual assault, and other forms of sexual violence. The College of Saint Benedict (CSB) and Saint John's University (SJU) will not tolerate sexual misconduct in any form.

CSB and SJU are committed to compliance with all applicable anti-discrimination laws and do not unlawfully discriminate on the basis of race, religion, color, national origin, sex, sexual orientation, age, marital status, disability, familial status, status with regard to public assistance, or other legally protected category or characteristic, in their programs and activities. Harassment based upon an individual's legally protected status is a form of prohibited discrimination.

In accordance with Title IX, this Policy addresses the institutions' prohibition of sexual misconduct, including sexual harassment, sexual assault, and other forms of sexual violence. Sexual harassment, sexual assault, and all other forms of sexual misconduct are forms of sex discrimination. Not only are they prohibited by this Policy, but they are also prohibited by various federal and state laws, including Title IX of the Educational Amendments of 1972 and the Minnesota Human Rights Act. Allegations of sex discrimination that do not involve sexual misconduct will be handled in accordance with the Human Rights Policy.

As institutions which espouse Catholic and Benedictine values, every community member's awareness of and respect for the rights and human dignity of all persons undergirds community life. These values demand that we strive to create an environment where the sacredness of each person is honored. Sexual assault, sexual harassment, and other sexual misconduct violate the sacredness of the person, weaken the health of the community, and are antithetical to the missions of our institutions.

The College of Saint Benedict and Saint John's University will investigate and promptly seek the equitable resolution of all allegations of sexual misconduct, take steps to prevent the recurrence of sexual misconduct, and to correct its effects on victims and others.

Sexual misconduct incorporates a variety of behaviors, including sexual assault, sexual violence, sexual harassment, stalking, domestic violence, dating partner violence, and sexual exploitation. Much sexual misconduct includes nonconsensual sexual contact, but this is not a necessary component. Threatening or intimidating speech, which meets the definition of sexual harassment, for example, will constitute sexual misconduct. Photographs, video, or other visual or auditory records of sexual activity made or shared without explicit consent constitute sexual misconduct, even if the activity documented was consensual. Domestic violence and dating partner violence constitute sexual misconduct, regardless of whether the intimate or sexual relationship between the parties is consensual. In addition, some instances of dating violence, domestic violence, and stalking may not be sexual in nature. For purposes of this Policy, the term "sexual misconduct" encompasses all instances of dating violence, domestic violence, and stalking (as those terms are defined in this Policy), regardless of whether there is a sexual component to the behavior.

Sexual assault is defined as sexual contact, including but not limited to penetration, without consent. Sexual assault is a form of sexual violence and a severe form of sexual harassment. Sexual assault includes, but is not limited to rape (the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim); fondling (the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim); incest; and statutory rape. Sexual assault is a criminal act under state law. See Minnesota Statutes Section 609.341 et seq. for applicable criminal law definitions of criminal sexual conduct in Minnesota.

Sexual contact, for purposes of this Policy, shall have the same meaning as it has under Minnesota law. Sexual contact includes, but is not limited to, the intentional touching by an individual of another's intimate parts (including an individual's breasts, inner thighs, buttocks, genitals and/or groin area, whether clothed or unclothed); or the coerced touching by an individual of another's intimate parts.

Consent means words or overt actions by a person indicating a freely given, present agreement to perform or engage in a particular sexual act with the person initiating sexual contact. Consent must be informed and freely and actively given.

- Consent requires more than the existence of a prior or current social or sexual relationship between the parties. In cases involving prior or current social or sexual relationships, the manner and nature of prior communications between the parties and the context of the relationship may be factors in determining whether there was consent.
- Consent to one sexual act does not, by itself, imply consent to another. Consent has to be specific to the act and persons involved, at the time of the act. Past consent to sexual activity does not imply ongoing future consent. Consent can be withdrawn at any time. Although consent does not need to be verbal, verbal communication is the most reliable form of asking for and obtaining consent.
- Simple silence, the lack of a negative response, or failure to resist, in and of itself, is not consent. It is the responsibility of the person initiating sexual contact to obtain consent to any and all sexual contact that person initiates.
- Whether an individual actively and willingly participates in conduct may be a factor in determining whether there was consent.
- The use or threatened use of force or other forms of coercion or intimidation take away a person's ability to give consent to sexual contact. Coercion refers to conduct or intimidation that would compel an individual to do something against his or her will by (1) the use of pressure that would cause a reasonable person to fear severely damaging consequences, (2) the use of physical force, or (3) threats of severely damaging consequences. Coercion is more than an effort to persuade or attract another person to engage in sexual activity. Coercive behavior differs from seductive behavior based on the degree and type of pressure someone used to obtain consent from another.
- A person who is incapacitated cannot give valid consent to sexual contact. Incapacitation means the inability to understand the fact, nature, or extent of the sexual situation. Incapacitation may result from mental or physical disability, sleep, unconsciousness, involuntary physical restraint, or from the influence of drugs or alcohol. With respect to incapacitation due to the influence of drugs or alcohol, incapacitation requires more than being under the influence of drugs or alcohol; a person is not incapacitated simply because he or she has been drinking or using drugs. Where drugs and/or alcohol are involved, incapacitation is determined based on the facts and circumstances of the particular situation looking at: (1) whether the individual was able to understand the fact, nature, or extent of the sexual situation, (2) whether the individual was able to communicate decisions regarding consent, non-consent, or the withdrawal of consent, and (3) whether such condition was known or reasonably known to the respondent or a sober, reasonable person in respondent's position. Use of drugs or alcohol by the respondent is not a defense against allegations of sexual misconduct and does not diminish personal accountability or criminal liability.
- A person who has not reached the legal age of consent cannot give consent. The legal age of consent may vary depending on the circumstances and the applicable state law. In Minnesota, the age of consent is 16.
- Where there is otherwise credible evidence to support a finding of non-consent, corroborating testimony is not required.

Sexual harassment, a form of discrimination based on sex, is defined in part as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or educational experience; or submission or rejection of such conduct by an individual is used as the basis of employment decisions or academic or education-related decisions affecting such individual (**Quid Pro Quo Sexual Harassment**); or
- Such conduct has the purpose or effect of substantially and unreasonably interfering with an individual's work or educational experience or creating an intimidating, hostile, or offensive working, residential, or educational environment (**Hostile Environment Sexual Harassment**).

Sexual harassment also includes unwelcome conduct which is conduct individual did not request or invite and is regarded as undesirable or offensive. The fact that an individual may have accepted the conduct does not mean that he or she welcomed it. On the other hand, if an individual actively participates in conduct and gives no indication that he or she objects, then the evidence generally will not support a conclusion that the conduct was unwelcome. That a person welcomes some conduct does not necessarily mean that person welcomes other conduct. Similarly, that a person willingly participates in conduct on one occasion does not necessarily mean that the same conduct is welcome on a subsequent occasion. Whether conduct was unwelcome may be determined based on the context and circumstances of the encounter or incident, including various objective and subjective factors. Examples of sexual harassment include but are not limited to:

- **Non-verbal harassment -** may include suggestive or insulting sounds, leering, whistling, obscene or sexual gestures, and visual displays;
- **Verbal harassment -** may include statements (written or spoken) drawing upon sexual innuendo, suggestive comments, insults, humor or jokes that are sexual in nature, sexual propositions (including repeated unwelcome invitations to social engagements), or sexual threats;
- **Physical harassment -** may include unwanted touching, pinching, patting, hugging, or brushing of one's body. In its most extreme form, physical sexual harassment includes sexual assault.

Sexual exploitation occurs when a person takes non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited. Examples of sexual exploitation include, but are not limited to:

- Intentional and repeated invasion of sexual privacy (e.g., walking into another person's room or private space with the purpose or result of invading sexual privacy);
- Non-consensual distribution of photographs/images, video recording, audio recording, or live-streaming of a sexual activity;
- Allowing third parties to observe sexual activities in a place where that person would have a reasonable expectation of privacy, without consent;
- Knowingly transmitting a sexually transmitted disease or sexually transmitted infection to another person without the person's knowledge;
- Intentional removal or attempted removal of clothing that is sexual in nature, without consent;
- Exposing one's breasts, buttocks, genitals and/or groin area in non-consensual circumstances;
- Inducing another to expose his/her breasts, inner thighs, buttocks, genitals and/or groin area in non-consensual circumstances;
- Distributing or displaying pornography to another without that individual's consent.

Dating Violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the statement of the individual alleging the dating violence and a consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse, such as sexual assault, physical harm, bodily injury, or criminal assault, or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. Dating violence is prohibited by state law. See Minnesota Statutes Section 518b.01 for applicable criminal law definitions related to dating violence in Minnesota.

Domestic Violence is violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Minnesota, or by any other person against an adult or youth victim who is protected from that person's acts under domestic or family violence laws. In addition to the relationships described above, Minnesota law defines domestic violence to include violence committed between parents and children, blood relatives, persons who are presently

residing together or who have resided together in the past, persons involved in a significant romantic relationship, and a man and woman, if the woman is pregnant and the man is alleged to be the father. While not exhaustive, the following are examples of conduct that can constitute domestic violence: physical harm, bodily injury or assault; the infliction of fear of imminent physical harm, bodily injury, or assault; terroristic threats; criminal sexual conduct; or interference with an emergency call. Domestic violence may also be called domestic abuse or spousal/intimate partner/relationship abuse or violence and is prohibited by state law. See Minnesota Statutes Section 518b.01 for applicable criminal law definitions related to domestic violence in Minnesota.

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or to suffer substantial emotional distress. For purposes of this definition, "**course of conduct**" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person' s property. Stalking can be a form of sexual harassment. Stalking is prohibited by state law. See Minnesota Statutes Section 609.749 for applicable definitions of criminal stalking. Stalking behavior includes, but is not limited to:

- Repeated, unwanted, intrusive, and frightening communications by phone, mail, text, email, and/or social media;
- Repeatedly leaving or sending victim unwanted items, presents, or flowers;
- Following or laying-in-wait for the victim at places such as home, school, work, or recreation place;
- Making direct or indirect threats to harm the victim, the victim's children, relatives, friends, or pets;
- Damaging or threatening to damage the victim's property;
- Posting personal information or spreading rumors about the victim on the internet, in a public place, or by word of mouth;
- Unreasonably obtaining personal information about the victim.

The complete Sexual Misconduct Policy and Complaint Procedures for Sexual Misconduct Violations can be found on our website at www.csbsju.edu/human-rights/sexual-misconduct.

Campus Sexual Assault Resources

CSB Dean of Students	320-363-5270
SJU Dean of Students	320-363-3512
CSB Security	320-363-5000
SJU Life Safety	320-363-2144
Counseling*	320-363-5605 or 320-363-3236

*Confidential reports of sexual misconduct can be made to a counselor at CSB or SJU Counseling.

Additional Sexual Assault Resources

St. Cloud Hospital: 320-251-2700

St. Joseph Policy Department: 911

Stearns County Sheriff's Department: 911

Sexual Assault Survivor's Guide: www.csbsju.edu/chp/sexual-assault-survivors-guide

Central Minnesota Sexual Assault Center: 320-251-4357 or www.cmsac.org

Minnesota Coalition Against Sexual Assault: www.mncasa.org

Not Alone: www.notalone.gov

National Sexual Violence Resource Center: www.nsvrc.org

Rape, Abuse and Incest National Network: www.rainn.org

National Sexual Assault Hotline: 1-800-656-HOPE