

Harassment and Assault

Nondiscrimination, Harassment, Sexual Harassment, and Sexual Violence Policy ("Nondiscrimination Policy")

Northwest University does not discriminate on the basis of race, color, national origin, age, sex, disability, or genetic information in its admissions policies. Further, it is the policy of the University not to discriminate on the basis of race, color, national origin, age, sex, disability, or genetic information in the administration of its educational programs, including employment, scholarship and loan programs, and athletic and other college-administered programs and activities. As a religious educational organization, the University reserves the right to prefer employees and prospective employees on the basis of religion, and also reserves its right to prefer students and prospective students on the basis of religion. At this time, only traditional undergraduate students are required to comply with the University's faith requirements.

Reporting Procedure for Discrimination, Harassment, Sexual Harassment, and Sexual Violence

If you believe you have witnessed or been the victim of discrimination or harassment (including sexual harassment, which includes, for instance, date rape or other forms of sexual assault and sexual violence), file a complaint or report with the University. You may file a complaint or report with the University by contacting a counselor in the [Wellness Center](#), your [Area Coordinator](#), your [Resident Assistant](#), the University's Title IX Coordinator (see Section 2.1 of the [Discrimination Grievance Procedures](#).) or the University's Equal Opportunity Grievance Officer (see Section 2.1 of the [Discrimination Grievance Procedures](#).) Reports of sexual violence made to a licensed or pastoral counselor while providing counseling services may not be reported to the Title IX Coordinator without the counselee's permission. Reports of sexual violence to all others must be reported to the Title IX Coordinator.

Reporting any form of discrimination, harassment, or sexual violence will allow the University to provide a prompt and fair resolution and provide you with further support. Reports of discrimination, harassment, sexual violence, or retaliation are handled according to the University's [Discrimination Grievance Procedures](#).

Recognizing that immediate action may be required to protect the rights of persons who claim to have been suffered discrimination, harassment, sexual violence, or retaliation in violation of the Nondiscrimination Policy, the University may implement interim measures, as appropriate. Interim measures may include:

1. A no-contact requirement;
2. Counseling; or
3. Temporarily rearranging class schedules or class requirements, or other measures.

As outlined in the [Discrimination Grievance Procedures](#), every reasonable effort will be made to protect the individuals alleging discrimination, harassment, or sexual violence from additional harm.

Sexual Harassment

It is illegal and against the University's policy for any student or employee, male or female, to engage in actions that sexually harass another student, prospective student, employee, prospective employee, vendor, visitor or other person. Sexual harassment (see [Nondiscrimination Policy](#), Section 10.4) includes:

- Making unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature;
- Sexual assault or other acts of sexual violence or sexual misconduct;
- Making submission to, or rejection of, sexual conduct the basis for withholding benefits (e.g. academic decisions, petition approval, or pay increases);
- Stating or implying that a particular student's academic performance or an employee's employment performance resulted from the granting of sexual favors or the establishment or continuance of a sexual relationship (or similar statements to others);
- Stating or implying that a particular student's or employee's deficiencies in performance are attributable in whole or in part to that person's gender;
- Negatively commenting on particular characteristics associated with a particular gender; or
- Engaging in conduct that has the purpose or effect of interfering with a student's academic performance or creating an intimidating, hostile, or offensive academic, student life, or working environment by such conduct or comments.

Sexual harassment can involve persons of the same sex or opposite sex. Sexual harassment may be verbal, visual, or physical in nature. More subtle forms of inappropriate behavior such as offensive posters, cartoons, caricatures, comments, and jokes of a sexual nature are prohibited, as they may constitute sexual harassment when they contribute to a hostile environment.

The University may discipline its students and employees for offensive conduct even if that conduct does not meet the definition of unlawful sexual harassment.

Sexual Misconduct (including sexual violence)

Northwest is committed to providing a safe and secure environment for you and other members of our University community. To this end, the University takes seriously allegations of sexual misconduct (see [Nondiscrimination Policy](#), Section 10.5), including sexual violence (see [Nondiscrimination Policy](#), Section 10.6), sexual assault (see [Nondiscrimination Policy](#), Section 10.5A), sexual exploitation (see [Nondiscrimination Policy](#), Section 10.5B), dating violence (see [Nondiscrimination Policy](#), Section 10.5C), domestic violence (see [Nondiscrimination Policy](#), Section 10.5D), and stalking (see [Nondiscrimination Policy](#), Section 10.5E), and seeks to ensure that all students are informed of the resources available to them to help prevent, report, and respond to an incident of sexual violence. Sexual violence and other forms of sexual misconduct constitute sexual harassment. Students are encouraged to report sexual violence and other forms of sexual misconduct to the University. Reports and complaints of sexual misconduct (including sexual violence) will be handled under the University's [Discrimination Grievance Procedures](#).

Sexual violence (see [Nondiscrimination Policy](#), Section 10.6) means any physical sexual act against a person's will or where the person is not capable of giving consent (for example, due to the person's age, or use of drugs or alcohol, or because of any intellectual or other disability that prevents the person from having the capacity to consent). Sexual violence includes rape and sexual assault.

Sexual assault (see [Nondiscrimination Policy](#), Section 10.5A) means any actual or attempted sexual contact with another person without that person's consent. Sexual assault includes any

sexual contact when the victim is unable to consent or has not given consent, intentional and unwelcome touching of a person's intimate body parts, forcing or coercing a person to touch another person's intimate parts, and sexual intercourse without consent. Sexual intercourse has its normal meaning, but it also includes penetration, however slight, of any intimate body part with a body part or object.

Consent is explicit, informed, voluntary, and mutually understandable communication to willingly participate in specific sexual activity without pressure, threats, coercion, force, or intimidation. Either person must also be able to withdraw consent and cease any sexual activity at any time. Being in a relationship, having previous sexual encounters, or silence may not be taken as an indication of consent. Similarly, a passive response or sexual advances that are not resisted physically or verbally do not constitute consent.

Someone who is not of legal age, or is physically or mentally incapacitated cannot give consent. The use of alcohol or drugs may render an individual incapable of giving consent due to impaired judgment or the inability to make decisions or communicate intentions. Consent may not be given by someone who is unconscious, unaware, or for any reason unable to communicate her or his intentions.

Reporting Sexual Violence

To foster the safety and security of the entire community, the University strongly encourages immediate reporting of all alleged instances of sexual violence. Sexual violence can have very serious consequences, including sexually transmitted diseases, substance abuse, self-harm, depression, anxiety, anger, crying spells, difficulty sleeping or sleeping too much, nightmares, change in energy or motivation, and post-traumatic stress disorder, among other things.

If you feel that you are the victim of sexual violence (or other sexual misconduct), please contact someone you can trust right away! Complaints and reports should be made as soon as possible and can be made to local police and University officials. See the University's [Discrimination Grievance Procedures](#) for how to file a complaint.

Some University officials available to receive complaints and are trained to help are:

- Campus Security – available 24 hours/day at: 425-889-5500 or campus ext. 222
- The Title IX Coordinator (see [Nondiscrimination Policy](#), Section 2)
- An Equal Opportunity Grievance Officer (see [Nondiscrimination Policy](#), Section 2)
- An [Area Coordinator](#)
- Wellness Center (campus ext. 5282 or wellnesscenter@northwestu.edu)
- Student Development Office (campus ext. 5234 or studentdevelopment@northwestu.edu)

All University employees (except those receiving information in their capacity as a pastoral counselor or licensed counselor) and all resident hall advisors are required to report incidents of sex-based discrimination, including sexual harassment and sexual violence to the Title IX Coordinator. The Nondiscrimination Policy describes how the University treats student requests for confidentiality (see [Nondiscrimination Policy](#), Section 8).

Reaching out to someone in the above list will begin to address the harm done to you and help you find a caring professional who can help you get the resources you need. We will not blame

you for what has happened to you, and we want you to know that if you have been assaulted, it's not your fault.

We do not require you to notify the police, but strongly encourage you to do so, as it is your legal right.

Kirkland Police Department; phone: (425) 577-5656
King County Sheriff's Department; phone: (206)296-3311

We also encourage you to go to a local emergency room and ask to be examined and treated.

Evergreen Hospital; phone: (425) 899-3000
Overlake Hospital; phone: (425) 688-5211

Also, preserve any potential evidence by not bathing, combing, or cleaning yourself or changing your clothes.

Here are other resources:

On-Campus Support:

- 1) Kirkland campus: phone 911 and Campus Security at (425) 889- 5500.

Wellness Center (Kirkland) – campus extension x 5282 or wellnesscenter@northwestu.edu .
- 2) Sacramento campus: phone 911 and Campus Security at (916) 856-5893, ext.245.
- 3) Salem campus – phone 911 and Campus Security at (503) 304-0092.

Off-Campus Support:

- 1) Kirkland campus:
 - King County Sexual Assault Resource Center 24 hour line at (888) 998-6243
 - Harborview's Sexual Assault and Traumatic Stress - 24 Hour Community Care Line at (206) 744-1600
 - National Sexual Assault Hotline at 1.800.656.HOPE (4673)
- 2) Sacramento campus:
 - WEAVE – provides crisis intervention services for survivors of domestic violence and sexual assault in Sacramento County through prevention and education about domestic violence; help stop the

cycle of domestic violence. 24-hour Crisis Line: (916) 920-2952 or (866) 920-2952.

- Domestic Violence Intervention Center – help victims of domestic violence and their children become survivors; educate the community about domestic violence; help stop the cycle of domestic violence. 24-hour Crisis line: (916) 728-7210
- National Sexual Assault Hotline at 1(800) 656-HOPE (4673)

3) Salem campus:

- Center for Hope and Safety – domestic violence and sexual assault. 24-hour Crisis Line: (503) 399-7722 or (503) 378-1572
- Northwest Human Services – adult and children service, medical support shelter. 24 –hour Crisis Line: (503) 581-5535
- National Sexual Assault Hotline at 1(800) 656-HOPE (4673)

Other important resources regarding sexual assault:

- National Sexual Assault Hotline: 800-656-HOPE
- Rape, Abuse, and Incest National Network (RAINN)
- The United States Department of Justice, Office on Violence Against Women

No Retaliation

The University not only prohibits discrimination and harassment, but it also prohibits retaliation against any person for making any complaint about discrimination or harassment or assisting, testifying, or otherwise participating in any discrimination or harassment investigation, or otherwise opposing discrimination or harassment prohibited by the Nondiscrimination Policy. Retaliation means any adverse action that might dissuade or deter a reasonable person from making or supporting a complaint of discrimination or harassment. Retaliation can include threats, intimidation, unjustified negative grades or evaluations, demotion, deduction in pay, among other things.