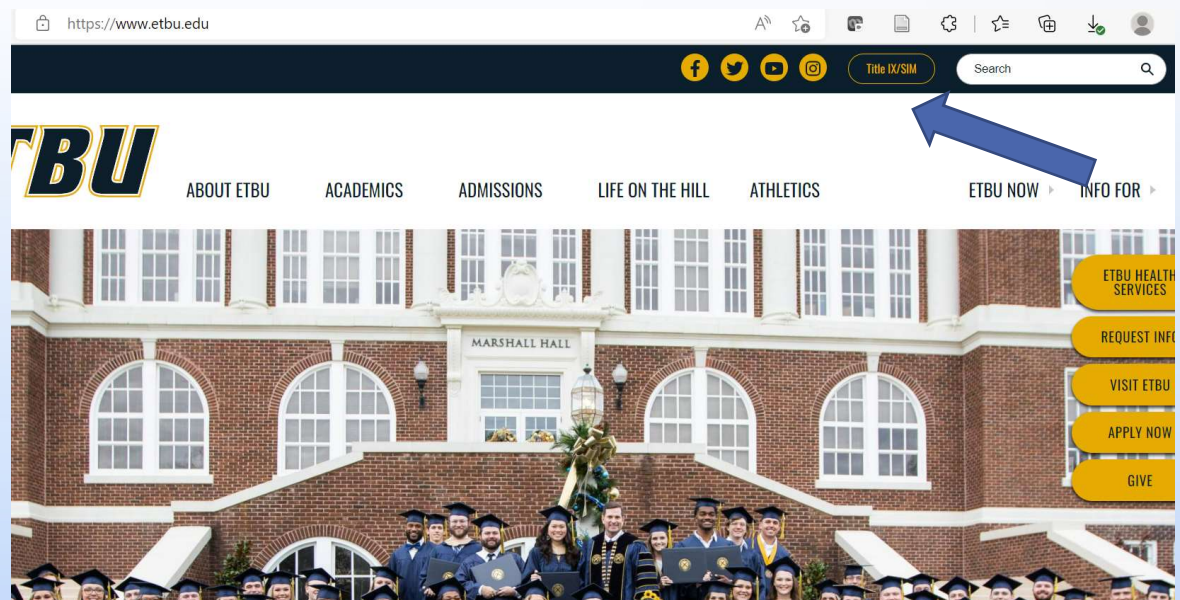
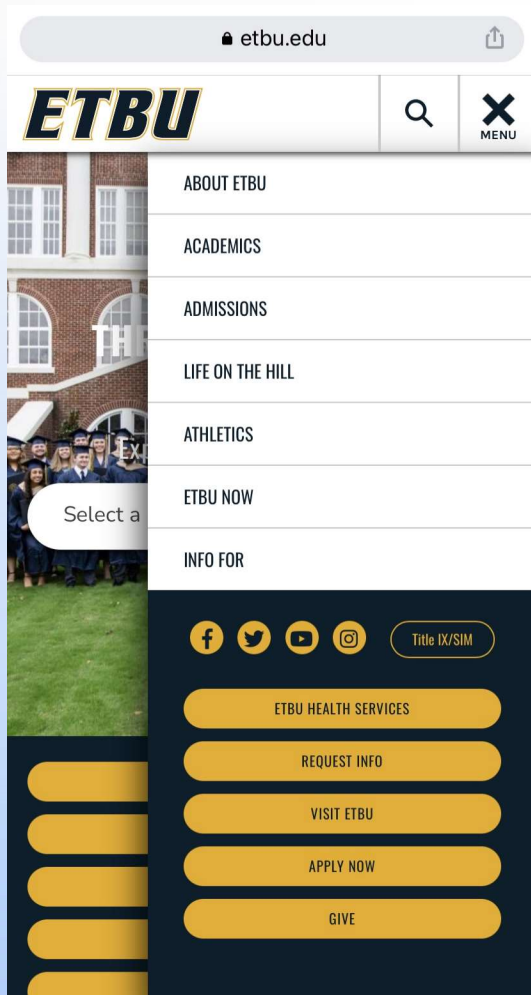




Title IX/Sexual & Interpersonal Misconduct (SIM) Policy

Mrs. Tara Bachtel, Vice President for Human Resources &
ETBU Title IX Coordinator

903-923-2119 | tbachtel@etbu.edu



The button labeled "Title IX/SIM" links to the full SIM Policy, an online form to make a Title IX report, and multiple resource options.

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Title IX/Sexual and Interpersonal Misconduct (SIM) Policy



Policy Overview

East Texas Baptist University is committed to providing a safe and non-discriminatory learning, living, and working environment for all members of the University community.

East Texas Baptist University does not unlawfully discriminate on the basis of sex in any of its education or employment programs and activities, and it does not tolerate unlawful discrimination or harassment on the basis of sex. This Sexual and Interpersonal Misconduct (SIM) policy prohibits: 1) sexual harassment as defined by Title IX (Title IX Sexual Harassment); and 2) certain other forms of sexual and interpersonal misconduct not covered by Title IX (e.g., certain types of sexual and gender-based harassment, sexual assault, sexual exploitation, stalking, intimate partner violence, retaliation, and complicity (Non-Title IX Misconduct), collectively referred to in the SIM policy as Prohibited Conduct. These forms of Prohibited Conduct are harmful to the well-being of



What To Report

- Sexual Assault
 - Rape
 - Fondling without consent
- Dating Violence
- Domestic Violence
- Stalking
- Sexual Harassment
- Non-consensual Sexual Contact
- Sexual Exploitation – violation of sexual privacy
- Retaliation
- Complicity - aids or promotes violation of prohibited conduct by another person



Scope of Policy

Policy Applies to:

- ETBU Students & ETBU Employees (Faculty & Staff)
- Third Parties (i.e., non-members of the University community, such as vendors, alumni/ae, and visitors)

Applies to Reports of Conduct:

- on campus or University-owned property;
- any University-related or sponsored education program or activity, regardless of the location
- by an ETBU student or ETBU employee, regardless of location
- through the use of University-owned or provided technology resources; or
- when the conduct has a nexus to the University, such as continuing adverse effects or the creation or continuation of a hostile environment on campus.



Consent

- ETBU requires students and employees to conduct themselves in accordance with University policies and expectations which affirm the biblical sexual ethic of fidelity in marriage and celibacy in singleness, and the biblical image of marriage as the union before God between a man and a woman.
- Any conduct of a sexual nature, whether consistent or inconsistent with these principles, must be with the consent of the persons involved.
- [Consent with Tea Video](#)

Responsible Employees/Mandatory Reporters

ETBU has identified the following individuals as responsible employees/mandatory reporters:

- Staff (hourly, salary, full-time, part-time)
- Faculty (full-time, adjunct)
- Resident Assistants
- Graduate Assistant Coaches



ETBU TITLE IX/SIM TEAM

Title IX Coordinator

Mrs. Tara Bachtel, tbachtel@etbu.edu, 903-923-2119

Deputy Title IX Coordinators

Mrs. Desirae Bradley, desiraeb@etbu.edu, 903-923-2321

Mrs. Daniele Brock, dbrock@etbu.edu, 903-923-2364

SIM Team Members

Dr. Scott Bryant, Mrs. Sara Braun, Dr. Jenny Hoover, Dr. Jeremy Johnston, Dr. Bryan Mead, Mr. Larry Northcutt, Mrs. Klaire Smith

Confidential Resources

- ETBU Counseling Care Center Employees – counselingcenter@etbu.edu, 903-923-2360, located in the Jarrett Library building
- ETBU Sisk Health Services Clinic – 903-923-2355, located in Bennett Student Commons
- Director of Spiritual Life – Dr. David Griffin, dgriffin@etbu.edu, 903-923-2173, located in the Rogers Spiritual Life Center

How To Report

- Report to ETBU's Title IX Coordinator, Mrs. Tara Bachtel
 - In person at the HR office located on the 3rd floor of Marshall
 - 903-923-2119 (office), 903-601-3002 (cell), or tbachtel@etbu.edu
- **Or** to the Deputy Title IX Coordinators, Mrs. Desirae Bradley or Mrs. Daniele Brock
 - In person in the Student Engagement office in the Ornelas Student Center
 - 903-923-2320 (office)
- Email to titleix@etbu.edu
- Online at www.etbu.edu/titleix or www.etbu.edu/sim

TITLE IX/SEXUAL AND INTERPERSONAL MISCONDUCT (SIM) POLICY

CONSENT HIGHLIGHTS

EMERGENCY RESOURCES HIGHLIGHTS

INTERIM/SUPPORTIVE MEASURES & RESOLUTION OPTIONS HIGHLIGHTS

PROHIBITED CONDUCT

REPORTING & CONFIDENTIALITY HIGHLIGHTS

TITLE IX/SEXUAL AND INTERPERSONAL MISCONDUCT POLICY (SIM) POLICY TRAINING RESOURCES

TITLE IX/SIM REPORT

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Title IX/SIM Report

Please take your time and provide as much detail as possible, but exercise care to not provide details that may reveal your identity unless you wish to do so. It may be important to know if you were the only person aware of this situation.

WHAT IS YOUR AFFILIATION WITH ETBU?

- None -

DO YOU WISH TO REMAIN ANONYMOUS FOR THIS REPORT?

- None -

If you want ETBU to know your identity, please complete the following:

YOUR NAME

EMAIL:

PHONE NUMBER:

BEST TIME FOR COMMUNICATION WITH YOU:

PLEASE IDENTIFY THE PERSON(S) ENGAGED IN THIS BEHAVIOR: EXAMPLE: JOHN DOE, DIRECTOR OF INTERNAL AUDIT

WHAT IS THE GENERAL NATURE OF THIS MATTER? THIS SHOULD BE A GENERAL DESCRIPTION ONLY.

WHERE DID THIS INCIDENT OR ALLEGED VIOLATION OCCUR?

PLEASE PROVIDE THE SPECIFIC OR APPROXIMATE DATE AND TIME THIS INCIDENT OCCURRED:



Bystander Intervention

Safeinstitute.org

- How do we intervene?
 - **DIRECT** – If safe to do so, stop or interrupt the behavior
 - **DISTRACT** – Create a distraction
 - **DELEGATE** – Call someone else to intervene (ETBU Security – 903.923.2323)
 - **DELAY** – Follow up at a later time to communicate your concerns

**Enter this contact information into
your phone or mobile device!**

If you or someone you know
needs support now,
call or text **988**
or
chat **988lifeline.org**





Resources

- Counseling Care Center 903-923-2360
- ETBU Sisk Health Services Clinic 903-923-2355
- Spiritual Development Office 903-923-2173
- ETBU Security 903-923-2323
- Women's Center of East Texas 800-441-5555
- Suicide & Crisis Lifeline 988, 988lifeline.org
- Tara Bachtel, Title IX Coordinator 903-923-2119