I. Introductory Statement

LCU affirms that all members of our community are created in the image of God and therefore should be treated with dignity and respect. The university does not unlawfully discriminate on the basis of any status or condition protected by applicable federal or state law, including race, color, religion, sex, age, national origin, or disability. LCU respects the inherent worth of each member of the community and does not tolerate any form of harassment. The university follows the profound truth that is found in the Golden Rule, “In everything do to others as you would have them do to you” (Matthew 7:12). Because of the university's commitment to honoring the dignity and respect of every individual, unlawful discrimination and harassment (and any related retaliation) is prohibited and will result in disciplinary action, up to and including dismissal or separation from the University. LCU affirms its commitment to protecting the right of each person to raise concerns about alleged discrimination free of fear of retaliation.

Therefore, because the university stands against harassing and violent behaviors, the university will take prompt, decisive action to: investigate allegations of violence, harassment, and stalking; initiate the disciplinary process if appropriate; issue appropriate sanctions against any student or employee found responsible for acts of violence whether the behavior occurred on campus or off campus; take steps designed to prevent recurrence; and protect against retaliation.

Students or employees are encouraged to report any incidents related to this policy and pursue the matter through the state's civil and/or criminal systems as well as through the university. A student who in good faith reports being the victim of, or a witness to an incident of sexual harassment, sexual assault, dating violence, or stalking may not be subject to disciplinary action for violation(s) of the Code of Community Standards occurring at or near the time of the incident.

Pursuant to Title IX, LCU does not discriminate on the basis of sex in its educational programs and activities. Reports of sexual misconduct may be made to the Title IX Coordinator, Kecia Jackson at 806.720.7503 or any of the other campus resources listed in paragraph III of this policy.

Note: This sexual misconduct policy shall not be used to bring frivolous or malicious complaints against students, faculty and employees. If a complaint has been made in bad faith, as demonstrated by clear and convincing evidence, disciplinary action may be taken against the person bringing the complaint.

II. Definitions

A. Sexual Misconduct: A broad, non-legal term encompassing a range of non-consensual sexual activity or unwelcome behavior of a sexual nature. This term includes, but is not limited to, sexual assault, sexual exploitation, sexual intimidation, sexual harassment, domestic violence, dating violence, and stalking. Sexual misconduct can be committed by men or women, strangers or acquaintances, and can occur between or among people of the same or opposite sex. Using this term serves to differentiate campus processes, which are administrative and educational, from the criminal justice system, in which people are charged with crimes that carry criminal penalty.

B. Sexual harassment as defined by 34 C.F.R.106.30, subd. (a), means conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual’s participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient’s education program or activity; or

C. Sexual Violence: Physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent. The term includes, but is not limited to, rape, sexual assault, sexual battery, sexual coercion, sexual abuse, indecency with a child, and/or aggravated assault.

D. Sexual Assault: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Any nonconsensual sexual act proscribed by federal or state law, including when the victim lacks capacity to consent.

1. 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.
2. Fondling: The touching of the private body part of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or his/her temporary or permanent mental incapacity.
3. Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
4. Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Sexual Assault in Texas is jurisdictionally defined in Section 22.011 of the Texas Penal Code.

E. Sexual Exploitation: Occurs when an individual takes non-consensual or abusive sexual advantage of another to benefit anyone other than the one being exploited. Examples of exploitation include, but are not limited to: engaging in voyeurism; forwarding of pornographic or other sexually inappropriate material by email, text, or other channels to non-consenting students/groups; and any activity that goes beyond the boundaries of consent, such as recording of sexual activity, allowing others to watch activity or situations of sexual nature without the other person's consent, or engaging in sexual activity while knowingly infected with an STI of HIV without informing the other person of the infection.

F. Coercion: The use of expressed or implied threat or intimidation which places an individual in reasonable fear of immediate harm or physical injury.

G. Consent: An informed, voluntary, and mutually understandable agreement that indicates a clear willingness to engage in each instance of sexual activity. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. A current or previous dating relationship or sexual relationship by itself is not sufficient to constitute consent. Consent may not be implied by silence or mere passivity and can be withdrawn at any time. Consent is not valid if acquired through means of physical force, threat of physical force, intimidation, coercion, intoxication, incapacitation, or any other fact that would eliminate an individual's ability to exercise his or her own free will to choose whether or not to participate in a sexual activity.

Consent in Texas is jurisdictionally defined in Section 1.07 and outlined in Section 22.011 of the Texas Penal Code.

H. Incapacitation: The inability, temporarily or permanently, to give consent because the individual is mentally and/or physically helpless, either voluntarily or involuntarily, or the individual is unconscious, asleep, or otherwise unaware that the sexual activity is occurring. A person is mentally incapacitated when that person lacks the ability to make informed decisions about whether or not to engage in sexual activity. A person may be incapacitated as a result of the consumption of alcohol and/or other drugs, or due to a temporary or permanent physical or mental health condition. When alcohol or other drug use is involved, incapacitation is a state beyond intoxication, impairment, or being under the influence. Alcohol and other drugs impact each individual differently and determining whether an individual is incapacitated requires an individualized determination. Although every individual may manifest the impacts of alcohol or other drugs differently, typical signs include slurred or incomprehensible speech, unsteady gait, combutiveness, emotional volatility, vomiting, or incontinence.

I. Domestic Violence: A felony or misdemeanor crime of violence committed by

1. A current or former spouse or intimate partner of the victim; or
2. A person with whom the victim shares a child in common; or
3. A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; or
4. Any other person against a victim who is protected from that person's acts under the domestic or family violence laws of the State of Texas

Domestic violence in Texas is termed "Family Violence."

J. Dating Violence: Violence committed by a person

1. Who is or has been in a social relationship of a romantic or intimate nature with the victim
2. Where the existence of such a relationship shall be determined based on a consideration of the following factors:
   1. The length of the relationship; or
   2. The type of relationship; or
   3. The frequency of interaction between the persons involved in the relationship

I. Stalking: Engaging in a course of conduct, constituted by two or more acts directed at a specific person that would cause a reasonable person to

1. Fear for his or her safety or the safety of others; or
2. Suffer substantial emotional stress; or
3. Feel harassed, alarmed, abused, or tormented

J. Hostile Environment: When sex-based harassment or violence is directed toward an individual and/or has the purpose or effect of
To determine whether a hostile environment exists for an individual or individuals, the University will consider a variety of factors related to the severity, persistence, or pervasiveness of the sex-based harassment, including:

1. The type, frequency, and duration of the conduct
2. The identity and relationships of the persons involved
3. The number of individuals involved
4. The locations of the conduct and the context in which it occurred
5. The degree to which the conduct affected an individual’s education or employment

The more severe the sex-based harassment, the less need there is to show a repetitive series of incidents to create a hostile environment. A single instance of violence may be sufficient to create a hostile environment.

K. Retaliation: Retaliation against persons who report or provide information about sexual misconduct is strictly prohibited. Any acts of reprisal, including internal interference, coercion, or restraint by a student, a university employee, or one acting on behalf of the university, violates this policy and will result in appropriate disciplinary action.

III. Reporting Harassment/Violence/Stalking

The university encourages the reporting of all incidents involving sexual misconduct, dating violence, domestic violence, and stalking. If the university knows or reasonably should know about an incident of sexual harassment or sexual violence that creates a hostile environment, the university will take immediate action to eliminate the harassment, prevent its recurrence, and address its effects. To be proactive, the university publishes a notice of nondiscrimination and has adopted and published grievance procedures. In cases involving potential criminal conduct, the Title IX Coordinator or designee will determine, consistent with state and local law, whether appropriate law enforcement or other authorities should be notified. Reports may be made in person or confidentially online through the LCU Title IX webpage and at the bottom of the LCU homepage.

Reporting Definitions

Actual knowledge: Notice of sexual harassment or allegations of sexual harassment to a recipient’s Title IX Coordinator or any official of the recipient who has authority to institute corrective measures on behalf of the recipient. This standard is not met when the only official of the recipient with actual knowledge is the respondent.

Complainant: An individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Respondent: An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Responsible Employees: Refers to all employees unless otherwise designated by the university.

Responsible Employees will receive the report and notify appropriate campus officials:

1. Appropriate reporting campus officials
2. Title IX Coordinator
3. Dean of Students
4. Residential Life Staff
5. Athletic Senior Women Administrator

When an individual tells a Responsible Employee about an incident of sexual misconduct, that individual has the right to expect the university to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably, and assist in reporting to law enforcement if the complainant so chooses.

Even if no action is requested by the complainant or they are unsure about what they want to do, such reporting to the Title IX Coordinator is necessary for various reasons, including to ensure that persons possibly subjected to such conduct receive appropriate services and information; that LCU can track incidents and identify patterns; and that, where appropriate, LCU can take steps to protect the university community. Reported allegations will be reviewed by the Title IX Coordinator, who will assess the report and consult with the complainant. Responsible employees who knew about but did not report allegations of sexual misconduct will be subject to disciplinary action.

Confidential Employee: In their professional capacity, LCU Counseling Center and Medical Clinic staff are considered confidential reporting resources and are not required to report according to university policy. Information disclosed in the clinical setting will be considered confidential.
However, Confidential Employees may encourage clients to report to local and/or campus authorities. This policy does not infer Counseling and/or Medical Personnel are exempt from any mandatory reporting requirements placed on them by federal or state law.

Note: Faculty, staff and other employees who are otherwise involved in pastoral or ministry work, are licensed mental health workers, or are licensed medical workers, but who are not working in that capacity for LCU, are not Confidential Employees.

If LCU officials determine that a serious incident may pose an on-going threat to members of the university community, a Timely Warning Notice will be issued to all students and employees. The intent of the Timely Warning is to prevent additional crimes and allow students and employees to take protective and precautionary measures.

LCU faculty and staff members are able to help students report issues of harassment, violence or stalking, however students may report directly to any of the following areas for immediate access to resources:

**Title IX Coordinator**

Kecia Jackson  
Student Life Building SUB 212 (C)  
806.720.7503

**Student Affairs**

Dean of Students  
Student Life Building SUB 212 (B)  
806.720.7501

**Residential Life**

Director of Residential Life  
Student Life Building SUB 212 (A)  
806.720.7507

Johnson Hall Residence Director  
Johnson Hall Office JH 108  
806.720.8695

Katie Rogers/Courtyard Hall Residence Director  
Katie Rogers Office KR 151  
806.720.8879

Mabee Hall Residence Director  
Mabee Hall Office MH 118

**Public Safety**

Public Safety Office  
Student Life Building SUB 206  
806.796.8800

Public Safety Patrol  
Student Life Building SUB 206  
806.928.6803

**Athletics**

Athletics Senior Administrator  
Rip Griffin Center RGC 108  
806.720.7278

**IV. Procedures**

A. **Initial Response**

1. Safety: The first priority of a victim of sexual assault or domestic violence is to get to a place of safety.

   **Call 911 for medical or safety emergency.**
Medical Assistance: Seeking medical attention is highly encouraged as soon as possible. Local emergency rooms have procedures to provide medical assistance, establish ongoing support, and preserve evidence.

- **Covenant Medical Center**
  3615 19th Street
  806.725.0000

- **University Medical Center**
  602 Indiana Avenue
  806.775.8200

2. Reporting: Lubbock Christian University strongly advocates that a victim of sexual assault, domestic violence, dating violence, or stalking report the incident to one of the following law enforcement agencies.

- Lubbock Police Department
  806.775.2865

- Lubbock County Sheriff’s Department
  806.767.1441

- Lubbock Christian University Public Safety
  806.928.6803

Although Lubbock Christian University encourages timely law enforcement reporting, it is the victim’s choice to make such a report or to decline involvement with law enforcement. LCU will assist Complainants in reporting to local law enforcement if desired.

The Complainant may choose for the investigation to be pursued through the criminal justice system and the LCU Title IX process or only the latter. The Title IX Coordinator will guide the Complainant through the reporting process.

LCU encourages contact with the LCU Medical Clinic or LCU Counseling Center for confidential resources and support. At the very minimum, reports may be made anonymously online through the LCU Title IX webpage or through the bottom of the LCU homepage.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining orders of protection related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with LPD or other law enforcement agency to preserve evidence in the event that the victim changes his or her mind at a later date.

A Complainant may choose to report at any time, as long as the Complainant or the Respondent remain enrolled or employed by the university.

Certain forms of sexual misconduct, domestic violence (family violence), dating violence, and stalking may be a violation of the statutes of the State of Texas. Complainants, therefore, may have certain legal rights with regard to criminal and civil action.

**B. Evidence Preservation**

Evidence of a sexual assault, dating violence, domestic violence, or stalking should be preserved as soon as possible, even if you are unsure about reporting to the University or filing criminal charges. Preservation of evidence is essential for both law enforcement and campus disciplinary investigations.

Write down, or have a friend write down everything you can remember about the incident, including a physical description of the assailant. You should attempt to do this even if you are unsure about reporting the incident in the future.

1. Forensic Evidence

   If you choose to report the assault and pursue legal options, a prompt forensic examination can be crucial.

   **Steps to preserve Forensic Evidence**
   - Avoid drinking, bathing, showering, brushing your teeth, using mouthwash, or combing your hair.
   - Do not change clothes. If you have already changed your clothes, place your clothing and other items (sheets, blankets) in a brown paper bag (a plastic bag may destroy evidence).
   - Go to a hospital emergency department listed above, which has the capability to provide a Sexual Assault Forensic Exam (SAFE or “rape kit”) and medical care for victims of sexual assault, dating violence, and family violence. A Sexual Assault Nurse Examiner (SANE), a healthcare provider trained to provide comprehensive care for a victim, can collect forensic evidence.
   - A SAFE (rape kit) can only be completed within 5 days of the assault. You have the right to refuse the entire exam or any part of it at any time.
   - You may also decide to complete a forensic exam anonymously.
   - If you suspect that you are the victim of a drug-facilitated sexual assault, ask the hospital or clinic where you receive medical care to take a urine sample. Drugs, such as Rohypnol and GHB, are more likely to be detected...
2. Physical Evidence

Physical evidence should be preserved even if you choose not to go to the hospital for a forensic exam. Save all of the clothing you were wearing at the time of the assault. Put each item in a separate paper bag (do not use plastic bags). Save all bedding (blankets, sheets) and put each in a separate paper bag. Take photographs of any visible physical injuries (bruising, scratches) for use as evidence. If you report to law enforcement, they may want to take their own photos as evidence.

3. Electronic Evidence

Evidence such as texts, emails, social media posts, chats, pictures, videos or other forms of electronic communication can be helpful in a university or criminal investigation. Download, save to a .pdf, take screen shots, or use other methods to preserve electronic evidence.

4. Follow-up Procedures

1. Medical Assistance: It may be necessary for subsequent medical services through LCU Medical Clinic, an emergency room, and/or private physician.
2. Counseling Services: The LCU Counseling Center is equipped to assist with on-going counseling needs. Contact information for off-campus counseling resources will be provided.

C. Supportive Measures

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, reasonably available, and without fee or charge to both parties before or after a formal complaint has been filed or where no formal complaint has been filed. Supportive measures are intended to preserve equal access, safety of the educational environment, and deter sexual harassment without burdening either party.

These supportive measures may include, but are not limited to the following:

- Counseling
- Extensions of deadlines or other course-related adjustments
- Modifications of work or class schedules
- Campus escort services
- Mutual restrictions on contact between parties
- Changes in work or housing locations
- Leaves of absence
- Increased security and monitoring of certain areas of the campus

V. Grievance Process

A. Formal Complaint

A complainant may file a formal complaint with the Title IX Coordinator in person, by mail or by electronic mail. The document must be signed by the complainant and serves as a request that the university investigate the allegation of sexual harassment. The Title IX Coordinator may sign the formal complaint if it is determined that failure to investigate the claim may be negligent or compromise community safety. The Title IX Coordinator may not serve as the complainant.

A formal complaint may be dismissed if the alleged conduct would not constitute sexual harassment. per the 34 C.F.R.106.30, subd. (a). The complaint may be investigated under other policies of the code of conduct.

B. Emergency Removal/Administrative Leave

The university reserves the right to remove a respondent from an educational program or activity after an individualized safety and risk assessment. The assessment must determine that an immediate threat exists to the physical health or safety of any student or individual. The respondent will be notified of the removal and given an opportunity to immediately challenge the removal.

C. Notice of allegations

A notice of allegation will be provided to all parties that are known once a formal complaint has been filed. The notice of allegations will include the following: the grievance process, details of the alleged sexual harassment, a statement that the respondent is presumed not responsible for the alleged conduct and that a determination is made at the conclusion of the grievance process, the ability to use an advisor of their choice, and prohibits knowingly making false claims or submitting
false information during the grievance process.

D. Advisors

The complainant and respondent are permitted to select an advisor to be present during intake, interviews, meetings, and/or proceedings. An advisor can be any person that agrees to serve in that role other than Title IX staff members. If one party selects an attorney as an advisor, the party must notify the Title IX Coordinator three business days prior to any meeting or interview they will attend. The advisor’s role is to provide support and advice. They are not permitted to speak on behalf of the parties or disrupt, delay or interfere with any meeting. Advisors may be asked to meet with the Title IX Coordinator or administrator to discuss the role and responsibilities prior to their participation.

E. Formal Resolution

A formal resolution includes an investigation, report review, live hearing, and outcome.

*The live hearing component applies exclusively to complaints that fall under Title IX.

1. Investigation Process

The Title IX Coordinator will designate a trained and objective investigator, decision maker, and appeals officer. If either the complainant or respondent believes a conflict of interest exists, they are encouraged to contact the Title IX Coordinator, in writing, within three (3) business days. The burden of proof and the burden of gathering evidence to reach a determination regarding responsibility falls on the university. Therefore, the investigator will conduct a prompt, reliable, and impartial investigation that may include interviews and collection of relevant evidence. During the investigation, both parties will have an equal opportunity to present witnesses and other relevant evidence. The investigator will notify any party of the date, time, location, and purpose of the interview with sufficient time for the party to prepare. Note: The formal resolution process will proceed in the event the responding party withdraws from the university.

- Preliminary Report: Upon the completion of the investigation, the investigator will write a preliminary report of all the facts for the Title IX Coordinator to review. If any additional information needs to be obtained, the investigator may conduct additional interviews.
- Response: The preliminary report and any evidence will then be accessible to both the complainant and respondent and their advisors. Each party will have ten (10) business days to provide a written response. If additional information is given by either party, the other party will receive the new information and have an opportunity to respond. The investigator will provide an adequate and reasonable time frame in order for all information to be collected while maintaining a prompt and equitable process.
- Investigative report: At the conclusion of the response period, the investigator will add any relevant information to the final investigative report that will be submitted to the Title IX Coordinator. The report will fairly summarize all relevant evidence and will sent to each party and the party’s advisor ten (10) days prior to the live hearing. Both parties are required to sign a non-disclosure agreement upon the receipt of the investigative report.

2. Live hearing

Decision Maker: The decision maker will oversee the live hearing and allow each party’s advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. The decision maker will determine whether the question is relevant and explain any decision to exclude a question as not relevant.

Questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant’s prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent.

Parties are required to attend the live hearing in person or by utilizing approved technology platforms. Both parties and witnesses must submit to cross examination. Any information/evidence collected from a party or witness that does not submit to cross examination will be excluded and will not be used in the final determination. If parties do not have an advisor, the university will provide one.

All live hearings will be recorded and made available to the parties for inspection and review.

3. Outcome

At the conclusion of the hearing, the decision maker will determine whether the reported violation is more likely than not to have occurred. This standard of evidence may also be referred to as preponderance of the evidence.

If the complaint does not fall under Title IX, The Title IX Coordinator will designate a trained decision maker who will
receive the final investigative report. After reviewing the report, a determination will be made as to whether the reported violation is more likely than not to have occurred.

An outcome letter will be provided to both the respondent and complainant at the same time which outlines the investigation findings and appeal process. The determination regarding responsibility becomes final on the date the outcome letter is sent to both parties if an appeal is filed. If an appeal is not filed, the determination is final three business days after the written determination has been sent to both parties.

4. Appeal

Either the Complainant or the Respondent may appeal the decision made by the decision maker by notifying the Title IX Coordinator in writing within three (3) business days of the date of the decision. The only grounds for appeal are as follows:

The other party will be notified if an appeal is filed.

All appeals will be reviewed by a trained appeals officer and shall be based solely on the records provided from the investigation and live hearing unless new evidence is grounds for the appeal. Both parties will receive a written decision, simultaneously, describing the result of the appeal and the rationale for the result. The decision of the appeals officer is final.

- Significant procedural irregularity that adversely impacted the outcome of the investigation
- The consideration of significant new evidence that was not available during the investigation. A summary of the new evidence must be included in the appeal.

5. Sanctions

If it is determined that the reported violation occurred, and the appeals process has been exhausted, appropriate sanction(s) will be issued in accordance with the LCU Student Handbook. Sanction(s) may include the entire range available under LCU policy. Sanction appeals will be heard by the Conduct Review Board as outlined in the Student Conduct Appeal Process. Sanctions that result in ineligibility to re-enroll will result in a transcript notation. Transcript notations may be removed based on request, timing, and good cause.

6. Retaliation

No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing. Such conduct will be addressed under the student code of conduct.

F. Voluntary Informal Resolution

Voluntary Informal Resolution is an internal grievance process that may be available to resolve a report after a formal complaint has been filed/received. Voluntary Informal Resolution is available to both students and employees. However, it is not appropriate in all cases. Voluntary Informal Resolution is a voluntary, remedies-based resolution process that requires participation by both parties. It does not involve an investigation and may not involve taking disciplinary action against a respondent. Voluntary Informal Resolution is intended to eliminate the conduct at issue, prevent its recurrence, and remedy its effects. It is not necessary to pursue Voluntary Informal Resolution before pursuing an investigation and formal resolution. Request to use Voluntary Informal Resolution following receipt of a report and as part of or following the initial inquiry, the Title IX Coordinator will determine how to proceed. The decision of how to proceed will be made as part of or following the initial inquiry when LCU has sufficient information about the nature and scope of the reported misconduct. If the Title IX Coordinator determines Voluntary Informal Resolution is appropriate, the parties will be notified of the nature of the complaint, reminded that retaliatory behavior will not be tolerated, and advised of any confidentiality issues. Both the complainant and respondent will be given a copy of the policy, the applicable procedures, an explanation of the Voluntary Informal Resolution process, and asked about their preferred process for resolution. If either a complainant or respondent indicates a preference for Voluntary Informal Resolution to resolve a report, the Title IX Coordinator will determine if both parties voluntarily agree to participate to resolve the report using this internal grievance process.

A complainant or respondent may request that the Voluntary Informal Resolution process be attempted to resolve a report at any time. For example, a complainant who previously requested to go through the internal grievance process of investigation and formal resolution can request to end that process and attempt Voluntary Informal Resolution. The Title IX Coordinator will consider the request if the other party is in agreement. Either party participating in Voluntary Informal Resolution can end the process at any time and request a shift to the investigation and formal resolution process. If the Voluntary Informal Resolution process is unsuccessful or fails to address the reported conduct, at the discretion of the Title IX Coordinator, a complainant may be able to subsequently pursue a resolution through investigation and formal resolution.
VI. Prevention and Awareness Programs

As a community, we share the responsibility to prevent sexual misconduct through education, bystander intervention, and mutual respect for one another. As part of our commitment to the prevention of sexual misconduct, Lubbock Christian University offers education and awareness programs. Incoming students and employees will have access to prevention and awareness education, including training on recognizing and reporting sexual misconduct. All students, faculty, and staff have access to ongoing training and related programs.

Students will be provided with information regarding sexual misconduct prevention and reporting during new student orientation, the university’s “UNI 1170” class, and other LCU Student Affairs programming through the Student Affairs Office, Residential Life, the LCU Counseling Center, and LCU Public Safety.

The Title IX Council exists to serve the campus with a diverse group of faculty and staff that receive additional Title IX training. The council provides an opportunity for various departments on campus to communicate and be proactive in educating faculty, staff, and students in how to provide and maintain a safe campus.

Note: Title IX reports will be reviewed by the President and Board of Trustees in an effort to maintain a safe campus free from discrimination, violence, harassment, and stalking.