

information will be released from such proceedings except as required or permitted by law and College policy.

VII. Prohibited Behavior

The College prohibits all forms of Sexual Harassment, Gender-Based Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking, Sexual Exploitation, and Retaliation. Grinnell College community members are fully supported in using the words that they feel express and/or represent their experience—including words like rape, abuse, attack, or fondling—even when the College policy uses specifically defined terms for the purposes of establishing whether a policy violation has been committed.

Examples of behavior that may constitute Prohibited Behavior can be found on the College's [Sexual Respect](#) website. An individual who is uncertain about whether their experience may be in violation of one of the definitions below should consult with the Title IX Coordinator or a confidential resource. In all instances, the College encourages reporting of conduct that is unwelcome or harassing, regardless of whether it appears to meet one of the stated definitions below. The Title IX Coordinator can assist an individual in identifying available courses of action based on the behavior reported.

A. Title IX Sexual Harassment

1. **Title IX Sexual Harassment:** The Title IX regulations define Sexual Harassment as conduct on the basis of sex that satisfies one or more of the following:
 - a. A College employee conditions the provision of an aid, benefit, or service of the College on an individual's participating in unwelcome sexual conduct; or
 - b. 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 College's education program or activity;
 - c. Sexual Assault, Dating Violence, Domestic Violence, and Stalking, as defined below.
2. **Sexual Assault:** is having or attempting to have sexual contact with another individual without consent or where the individual cannot consent because of age or temporary or permanent mental incapacity