

TITLE IX OFFICE

Snow College values fostering a safe campus community that promotes all individuals' well-being. Gender discrimination, sexual violence, and relationship violence counter our values institutionally.

The College has policies and processes available to all Badgers, guests, and visitors to ensure every person is provided support, information, and resources to address any misconduct, redress its effects, and prevent its recurrence.

About Title IX

Title IX is a federal law that protects all members of our campus community who experience sex discrimination, sexual harassment, sexual assault, interpersonal violence (including dating and domestic violence), stalking, or discrimination on the basis of sex, including pregnant and parenting students and employees. These protections apply to students, faculty, staff, contractors, applicants, and campus visitors. Title IX states, "No person in the United States shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance." Title IX of the Education Amendments of 1972

Snow College, as well as the Title IX regulation, prohibits retaliation for any individual who reports possible discrimination, files a formal complaint, or participates in a discrimination grievance process.

Protection for Pregnant, Nursing, and Parenting Status

Title IX prohibits discrimination on the basis of sex, including on the basis of pregnancy and parenting status. The college is required to provide reasonable accommodations due to pregnancy and parenting needs, including excused absences, changes in the work environment, or alternative participation options.

Reporting Options

Choosing to make a report and deciding how to proceed after making the report can be a process that unfolds over time. Reporting can provide safety and support for individuals affected by Prohibited Conduct, provide the Complainant with resources and information about filing a formal complaint, and help create a safer campus community.

If you are ready to file a report, you can choose to report to any or all of the following:

Any person may submit a report regarding a possible Title IX Policy Prohibiting Discrimination violation. Filing a report is not the same as filing a Formal Complaint.

You can contact the Snow College Title IX (<https://www.snow.edu/offices/TitleIX/>) Office via:

- Online Form: Online Reporting Form
- Email: titleix@snow.edu
- Phone: (435) 283-7257
- Mail:
Title IX Office
150 College Ave.

Ephraim, UT 84627

- In-Person: Noyes Building, 2nd Floor, offices 231, 232, and 233.

Anonymous Reporting

An individual, including a Complainant, may report allegations of Prohibited Conduct anonymously via any method listed above. While Snow College will work to respond to and remedy the allegations reported anonymously appropriately, please be advised that Snow College's response may be limited. If a Complainant requests anonymity, the Title IX Coordinator will honor their request to the extent they can after assessing any health and safety issues impacting the campus community.

What Happens After a Report is Made?

Upon receipt of information about Prohibited Conduct, the Title IX Office will make an initial assessment to determine if the alleged Prohibited Conduct falls under the Snow College Title IX Policy Prohibiting Discrimination and Sexual Harassment and respond to any immediate health or safety concerns raised by the information.

Snow College's process includes providing those impacted by Title IX and Sex/Gender-Based Misconduct with information and details on reporting options while providing confidential and non-confidential campus community resources and supportive offices, including academic, living, and employment adjustments, and mental health and medical care.

Supportive Measures are non-disciplinary and non-punitive individualized services offered as appropriate, as reasonably available without fee or charge, to the Complainant or the Respondent before or after filing a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to Snow College's education programs or activities without unreasonably burdening either party, including measures designed to protect the safety of all parties or Snow College's educational environment or deter sexual harassment. Supportive measures may be temporary or permanent.

Supportive measures may include but are not limited to counseling, modifications of work or class schedules, campus escort services, mutual no-contact orders between the parties, changes in work or housing locations, leaves of absence, tutors, working with professors to assist in course work, and other similar measures. Snow College will maintain as confidential any supportive measures provided to the Complainant or Respondent to the extent that maintaining such confidentiality would not impair the ability of the institution to provide supportive measures.

If You Choose Not to Report

Snow College and the Title IX Office support an individual's right to choose whether to report. If you or someone you know needs information and help to facilitate the reporting process, we are here to help.

If you **Do Not** want to report to the Title IX Office, you may want to discuss the incident in a confidential setting.

Wellness Center

You can contact the Wellness Center via:

1. Telephone: (435) 283-7136
2. In-Person: Business Portable #2
3. Online Form: Snow College Counseling and Wellness Center

TimelyCare

TimelyCare serves as a 24/7 virtual extension of campus counseling center resources, with a goal of improving student wellbeing, engagement, and retention.

Through TimelyCare on their phone or other device, Snow College students can now select from a wide-ranging menu of virtual care options from licensed counselors in all 50 states—at no cost and without the hassle of traditional insurance—including on-demand mental health and emotional support (Talk Now)

- Appointment-based mental health counseling
- Health Coaching
- Basic Needs assistance

TimelyCare also provides a library of digital self-care content and a peer support community to help students be well and thrive whenever and wherever they may be. Additionally, faculty and staff have access to support that empowers them to guide students to TimelyCare resources to help students achieve a sense of well-being, live healthier lifestyles, and improve their mental health.