Frequently Asked Questions

**Who can file a complaint? Can I file both a Cleary Act and a Title IX Complaint?**

As a student, staff or employee, if you believe there has been an act of discrimination on the basis of sex, you can file.

As a student, staff, or employee who has been subject to sexual misconduct/ harassment can make a complaint.

Yes, you can file both.

**What do I include in the report?**

Understandably, this can be a stressful situation. Try to include as many details as possible.

These are some examples of what to include in your report.

 Where exactly did the situation occur?

 Did the individual(s) have any weapons?

 What did they say?

 Where and when were they last seen?

 What direction of travel did they take?

 Was there a vehicle involved? What is the vehicle description?

 What did the individual(s) look like? (Gender, Race, Age, Height/Weight, Hair Color, Clothing, Glasses, etc.)

**When should I report a complaint?**

It is important to report immediately. This will allow for the college to take the necessary steps in order to investigate in a timely manner.

**What happens when I report a crime to the District or Campus Police?**

Please see Sexual and Other Assaults on Campus AP 3540 (link)

For detailed information about sexual assault criminal processes/campus processes please see: Calcasa (California Coalition Against Sexual Assault)

Seeking Justice: <http://www.calcasa.org/resources/publications>

**Can I report anonymously?**

Yes, you can; however, it is difficult to gather the full facts in response to anonymous report. The college will nonetheless conduct an investigation, and investigation with be as thorough as possible with the information provided.

**Will the perpetrator be notified?**

The alleged perpetrator of the behavior described in the report will normally be notified of the report within 5 business days of the receipt of the report.

**Is there confidentiality during the investigation?**

The College will make every reasonable effort to preserve an individual’s privacy and to protect confidentiality of information when requested

**What if there is retaliation?**

Any attempt to retaliate or any actual retaliation in response to a report is strictly prohibited and may result in discipline up to an including discharge for employees and suspension or expulsion for students, in accordance with the college’s established judicial procedures.

Retaliation is defined as intimidation, threats, stalking, coercion, or adverse employment or educational actions taken against an individual because of the individual’s participation in Title IX reporting. Please report any retaliation to your Title IX Coordinator.

**Where can I find a copy of the unlawful harassment and discrimination form?**

The form can be found on the VCCCD website. You can fill it out and submit to the Vice President of Student Development at Oxnard College.

[**http://www.vcccd.edu/departments/human-resources/unlawful-harassmentdiscrimination-policy**](http://www.vcccd.edu/departments/human-resources/unlawful-harassmentdiscrimination-policy)

**Is it possible to be sexually harassed/ assaulted by someone of the same gender?**

Yes, if you have been subject to any form of unwanted sexual contact or sexual harassment, your gender and the gender of the alleged perpetrator are irrelevant.

**I have been sexually assaulted. Where do I go?**

**Please see “Resources” on the web-page.**

**Does Title IX only benefit girls and women?**

No, title IX benefits everyone. Title IX protects any person from sex-based discrimination, regardless of their real or perceived sex, gender identity, and gender expression. Female, male, and gender non-conforming students, faculty and staff are protected from any sex-based discrimination, harassment or violence.

**Is there a statute of limitations in filing a Title IX complaint?**

A complaint must be filed within 180 days of the date of the alleged discrimination, unless the time for filing is extended for good cause.

**Does Title IX cover student complaints of sexual misconduct against employees?**

Yes, if a student reports sexual misconduct/ harassment by an employee, the college must take action. The college will notify the student of options and resources available for support. The college will notify the employee and in most instances will conduct an investigation. If it is found that the employee has engaged in sexual misconduct/ harassment, the college will take steps to ensure that the conduct stops.

**Does Title IX cover employee complaints of sexual misconduct against a student?**

Yes, if an employee reports sexual misconduct/ harassment by a student, the college must take action. The college must notify the employee of options and resources available for support. The college will notify the student, conduct an investigation and ensure the conduct stops. If the investigation reveals inappropriate behavior, disciplinary actions will be taken.