

Recommended Syllabus Statement:

Sexual Harassment and Title IX Statement Luther College is committed to creating and maintaining a safe and healthy environment where all members of the community—students, faculty, staff, and visitors—are treated with respect and dignity. Therefore, the college will not tolerate sexual harassment in any form. Sexual harassment is not only an act against an individual; it is also an act that affects the entire college community. These acts are inconsistent with our educational mission.

As an instructor, one of my duties is to help create a safe learning environment on our campus. I will seek to keep the information you share private and can in situations that involve classroom discussions, writing assignments, or events such as "Take Back the Night." However, if you disclose to me during office hours, advising sessions, or through email to explain why you need an excused absence or extension, or just to let me know there is a recent trauma, I am required *to consult with the Title IX Coordinator without revealing your personally identifiable information (unless I am a Campus Security Authority*, see below)*. This is called a "required referral." If it is determined in the consultation there is no compelling threat to the health or safety of you or others, your name would not be shared. I would work as an extension of the Title IX office and share with you an electronic packet of support and options. In situations where the Title IX Coordinator believes there is an immediate threat to you or the larger community, I would be required to share the names and information known to me. Luther College supports the choices students make— whether or not to report, and to whom to report — and recognizes that these choices are particularly difficult in some cases. The college wants to give agency, voice, and choice to the complainant. Your well-being, safety, and ability to thrive at Luther are of utmost importance to us. To learn more about the expectations the college has of you with respect to sexual misconduct, you can find the full policy here: <https://www.luther.edu/titleix/policies-procedures/>

If you would rather not disclose to me, please note **three confidential resources** on campus: Luther College Counseling Service, Luther Clinic, and College Ministries. These three offices fall outside the obligations of reporting responsibilities, and can, therefore, maintain your confidentiality. For more information on resources of support please look at the [Title IX Get Help Now page](#).

*Campus Security Authority: Any college official with "significant responsibility for student campus activities or organizations" has an obligation to report all details known including the name(s).

Examples: Club advisors, Coaches, Ensemble Directors, Study Abroad Directors