



## Simpson College Domestic Violence, Dating Violence, Sexual Assault, and Stalking Prevention Policy

Approved December 2024

Simpson College is dedicated to prevention efforts for sexual violence. The core purpose of this policy is to highlight the educational programs and campaigns to promote the awareness of dating violence, domestic violence, sexual assault, and stalking. Simpson College provides primary prevention and awareness programs for incoming students and new employees, as well as ongoing prevention and awareness campaigns, that:

- State that Simpson College prohibits dating violence, domestic violence, sexual assault, and stalking, as defined under the Clery Act
- Describe safe and positive options for bystander intervention
- Provide information on risk reduction
- Provide information on the procedures Simpson College will follow when one of these crimes is reported and Simpson College's procedures for institutional action for incidents of reported dating violence, domestic violence, sexual assault, and stalking
- Provide Iowa legal definitions of dating violence, domestic violence, sexual assault, and consent

Note: All students, faculty, and staff are trained on Title IX reporting. Full Title IX policy, grievance process, policy definitions, and disciplinary process can be found on the Title IX webpage, [[Simpson College Full Title IX Policy](#)]. These definitions are different from crime definitions within Iowa (jurisdictional definitions) used to determine whether a crime was committed during a criminal investigation or prosecution. We educate on both so you can understand what behaviors are considered a violation legally versus those that are considered a Simpson College policy violation.

Simpson College affirms the rights of its community members to live, study, and work in an environment free from all forms of sexual misconduct, including sexual harassment, sexual violence, rape, sexual assault, domestic violence, dating/relationship violence, sexual exploitation, sexual manipulation, and/or stalking. As a community we are committed to maintaining a standard of conduct that creates an environment of trust, care, and respect. Our community prohibits sexual misconduct and treats violations of this policy as serious violations of the standards of conduct, and sexual misconduct will not be tolerated. The College will take direct action to prevent and correct such behavior consistent with Title IX regulations, federal law, and state law. The College is also committed to providing institution-wide education to prevent sexual misconduct and to mitigate the impacts of any sexual misconduct on the community.



## **What is bystander intervention?**

Bystander intervention creates a safer campus community by encouraging appropriate action steps when you see possible harm or violence taking place.

There are many ways in which a person can engage in safe and positive bystander behaviors. Safe options include:

- **Direct:** Talk directly to the people involved and call out behavior. This type of intervention should only take place if you feel safe in the situation, and you know the person involved.
- **Delegate:** Bring a trusted or knowledgeable individual into a situation. This type of intervention can take place by inviting one of the parties' friends to help, talking to a location's staff members, or talking to campus staff or faculty.
- **Distract:** Create or locate an excuse for the person being harmed to leave the situation. This type of intervention is more effective for those who you know and/or are intoxicated.

Note: All campus personnel outside of the following individuals: Counseling Services, Health Services, Campus Chaplains, and Sexual Assault Response Advocates, are mandatory reporters and must report incidents of sexual violence or harassment to the appropriate parties.

However, there are many factors that may be a barrier to intervening as an active bystander. These can include:

- Social influences factors, such as, gender, status, and race
- Fear of embarrassment
- Fear of retaliation

## **Prevention/Bystander Intervention Programs**

Programming may include, but is not limited to:

- Mentors in Violence Prevention (MVP)

MVP workshops supply students, faculty, and staff with the knowledge and tools to recognize forms of harm and safely intervene in potentially harmful situations. This education includes teaching of the Iowa Code definitions of domestic violence, dating violence, sexual assault, and stalking. All incoming students take part in this workshop as well as open sessions that all students, faculty, and staff can attend.

- Coaching Leadership, Equity, and Responsibility (CLEAR)



CLEAR is a 12-week course tailored towards athletic programs. Teams have weekly 15-minute conversations about harmful behaviors, including lessons such as, Insulting Women, Understanding Consent, and Taking a Stand Against Relationship Abuse. This program is led by coaches and is available to any team.

- **Online Education**

All students, faculty, and staff complete an online course about domestic violence, dating violence, sexual assault, and stalking before their first year. In addition, this program includes bystander intervention options and Title IX reporting and overview. Employees are required to complete this training every two years.

### **Risk Reduction**

Risk reduction is options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Risk reduction includes, but is not limited to:

- **Consent Education**

Simpson College provides incoming student and ongoing programming on consent.

Incoming students receive this information in MVP, including defining consent, consensual behaviors, and practice. Ongoing consent programming includes, but is not limited to, flyers and resource handouts on consensual behaviors.

- **Toilet Talks**

Toilet Talks are educational flyers that are posted in campus bathrooms. These flyers highlight topics such as healthy relationships, active bystander tips, and red zone information.

## **Appendix A**

### **Iowa Legal Definitions**

#### **Domestic Violence:**



1. An assault between family or household members who resided together at the time of the assault.
2. The assault is between separated spouses or persons divorced from each other and no residing together at the time of the assault.
3. The assault is between persons who are parents of the same minor child, regardless of whether they have been married or have lived together at any time.
4. The assault is between persons who have been family or household members residing together within the past year and are not residing together at the time of the assault.
5. The assault is between persons who are in an intimate relationship or have been in an intimate relationship and have had contact within the past year of the assault. In determining whether persons are or have been in an intimate relationship, the court may consider the following nonexclusive list of factors:
  - a. The duration of the relationship
  - b. The frequency of interaction
  - c. Whether the relationship has been terminated
  - d. The nature of the relationship, characterized by either party's expectation of sexual or romantic involvement.

#### Sexual Assault:

1. The act is done by force or against the will of the other. If the consent or acquiescence of the other is procured by threats of violence toward any person or if the act is done while the other is under the influence of a drug inducing sleep or is otherwise in a state of unconsciousness, the act is done against the will of the other.
2. Such other person is suffering from a mental defect or incapacity which precludes giving consent, or lacks the mental capacity to know the right and wrong of conduct in sexual matters.
3. Such other person is a child.

#### Stalking:

1. When a person purposefully engages in a course of conduct\* directed at a specific person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened or to fear that the person intends to cause bodily injury to, or the death of, that specific person or a member of the specific person's immediate family.  
\* "Course of Conduct" – means repeatedly maintaining a visual or physical proximity to a person without legitimate purpose, repeatedly utilizing a technological device to locate, listen to, or watch a person without legitimate purpose, or repeatedly conveying oral or written threats, threats implied by conduct, or a combination thereof directed at or toward a person.



2. The person has knowledge or should have knowledge that a reasonable person would feel terrorized, frightened, intimidated, or threatened or fear that the person intends to cause bodily injury to, or the death of, that specific person or a member of the specific person's immediate family by the course of conduct.

Consent:

Affirmative, conscious, and voluntary authorization by an individual with legal capacity to give authorization.