

Chapter 3: Dating Violence, Domestic Violence, Gender-Based Harassment, Retaliation, Sex Discrimination, Sexual Assault, Sexual Harassment, and Stalking Prohibited

To view the Board policies associated with this chapter, go to <https://pol.tasb.org/PolicyOnline/PolicyDetails?key=304&code=FFDA>.

This policy addresses complaints of dating violence, domestic violence, gender-based harassment, retaliation, sex discrimination, sexual assault, sexual harassment, and stalking targeting students participating in Collin College's education program or activity. For legally referenced material relating to this subject matter, see Board policies FA (LEGAL), FFDA (LEGAL), and FFDA (LOCAL) located at <https://pol.tasb.org/PolicyOnline/SearchResults/?key=304&query=ffda>.

For legally referenced material relating to discrimination, harassment, and retaliation targeting Collin College students, see [*Chapter 4: Discrimination, Harassment, and Retaliation Prohibited*](#) in this *Student Code of Conduct* as well as Board policies FA (LEGAL), FFDB (LEGAL), and FFDB (LOCAL) located at <https://pol.tasb.org/PolicyOnline/SearchResults/?key=304&query=ffdb>.

For legally referenced material relating to dating violence, domestic violence, gender-based harassment, retaliation, sex discrimination, sexual assault, sexual harassment, and stalking targeting Collin College employees, see Board policies DAA (LEGAL), DIAA (LEGAL), and DIAA (LOCAL) located at <https://pol.tasb.org/PolicyOnline/SearchResults/?key=304&query=diaa>.

Statement of Non-Discrimination

Collin College is an equal opportunity institution that provides educational and employment opportunities without discrimination, including harassment, on the basis of race, color, religion, sex, national origin, age, disability, veteran status, or other legally protected class.

Collin College prohibits discrimination, including harassment, against any student or employee on the basis of sex or gender. Retaliation against anyone involved in the complaint process is a violation of Collin College policy and is prohibited.

Definitions

The terms used throughout this section are defined below. These definitions comply with [*Clery Act, Title IX of the Education Amendments of 1972 \(Title IX\)*](#), as amended, and [*Violence Against Women Act \(VAWA\)*](#) regulations. In accordance with the *Clery Act, Title IX*, as amended, and *VAWA*, these definitions will be used when investigating complaints of dating violence, domestic violence, sexual assault, and stalking against a Collin College student or employee. These definitions, as well as State of Texas and jurisdictional definitions, are also included in primary and ongoing prevention and training programs.

Collin College's Definition of Consent to Sexual Activity

For purposes of this policy, sexual activity requires consent, which is defined as an informed, voluntary, affirmative, and mutual agreement between the participants to engage in a specific sexual act. The following guidelines will be used to determine whether consent was obtained when investigating a complaint of sexual assault against a Collin College student or employee:

1. Consent to sexual activity can be communicated in a variety of ways, but one should not presume consent has been given in the absence of a clear, positive agreement.
2. Consent can only be accurately gauged through direct communication about the decision to engage in sexual activity. The absence of the word "no" or the like (e.g., "stop") does not imply consent.
3. Although consent can be non-verbal, verbal communication is the most reliable form of asking for and obtaining consent. Discussing desires, needs, and limitations with sexual partners provides a basis for

positive sexual experiences shaped by mutual willingness and respect.

4. Presumptions based upon contextual factors (e.g., provocative clothing or dancing) are unwarranted and should not be considered grounds for consent.
5. As defined in the [State of Texas Penal Code §22.011 Sexual Assault](#), the age of sexual consent is 17. Therefore, consent cannot be obtained from someone who is under the age of 17, as that person is legally considered to be a minor.
6. Consent cannot be obtained from someone who is asleep, unconscious, or otherwise mentally or physically incapacitated, whether due to alcohol, drugs, or some other condition (e.g., an intellectual or other disability). A person is mentally or physically incapacitated when that person lacks the ability to make or act on considered decisions to engage in sexual activity. Engaging in sexual activity with a person whom you know – or reasonably should know – to be incapacitated constitutes sexual assault.
7. Consent to some sexual acts does not constitute consent to other sexual acts.
8. Consent must be ongoing throughout a sexual encounter and can be revoked at any time. If you proceed despite your partner’s verbal and/or non-verbal communication to stop, you have committed sexual assault.
9. Consent cannot be obtained by threat, coercion, or force. Agreement under such circumstances does not constitute consent.
10. A prior sexual encounter or pre-existing relationship does not indicate consent to current or future sexual activity.

Dating Violence

In accordance with the [Violence Against Women Act \(VAWA\)](#), the term “dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship will be determined based on the reporting party’s statement and a consideration of:

1. The length of the relationship,
2. The type of relationship, and
3. The frequency of interaction between the persons involved in the relationship.

Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence below.

Domestic Violence

In accordance with the [Violence Against Women Act \(VAWA\)](#), the term “domestic violence” includes felony or misdemeanor crimes of violence committed by:

1. A current or former spouse or intimate partner of the victim;
2. A person with whom the victim shares a child in common;
3. A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
4. Any other member of the victim’s family as defined by state law;
5. Any other current or former member of the victim’s household as defined by state law (i.e., a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, including, but not limited to, student housing roommates); or
6. Any other person who acts against the victim in violation of the family violence laws of this state or the jurisdiction where the conduct occurs (i.e., any other person against an adult or youth victim who is protected from that person’s actions under the domestic or family violence laws of the jurisdiction in which the violence occurred).

Gender-Based Harassment

Gender-based harassment includes physical, verbal, or non-verbal conduct based on the student's or employee's gender, the student's or employee's expression of characteristics perceived as stereotypical for the student's or employee's gender, or the student's or employee's failure to conform to stereotypical notions of masculinity or femininity. For purposes of this policy, gender-based harassment is considered prohibited harassment if the conduct is so severe, persistent, pervasive, and objectively offensive that the conduct limits or denies a student's or employee's ability to participate in or benefit from Collin College's educational program.

Acts of gender-based harassment may also be considered sex discrimination or sexual harassment.

Examples

Examples of gender-based harassment directed against a student or employee, regardless of the student's or employee's or the harasser's actual or perceived sexual orientation or gender identity, may include offensive jokes, name-calling, slurs, or rumors; physical aggression or assault; threatening or intimidating conduct; or other kinds of aggressive conduct such as theft or damage to property. Examples may also include forms of dating violence, domestic violence, or stalking.

Prohibited Conduct

In this policy, the term "prohibited conduct" includes dating violence, domestic violence, gender-based harassment, retaliation, sex discrimination, sexual assault, sexual harassment, and stalking, as defined in this policy, even if the behavior does not rise to the level of unlawful conduct.

Retaliation

Retaliation against anyone involved in the complaint process is a violation of Collin College policy and is prohibited. Neither Collin College nor any person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by applicable federal *Title IX* regulation; this policy; or because the individual has made a report or complaint, testified, assisted with, participated in, or refused to participate in a *Title IX* investigation, proceeding, or hearing.

Charging an individual with a violation(s) that does not involve sexual harassment, but arises out of the same facts or circumstances as a formal complaint of sexual harassment, for the purposes of interfering with any right or privilege secured by applicable federal *Title IX* regulations, constitutes retaliation.

In an effort to prevent acts of retaliation, Collin College will keep confidential and not disclose the identities of complainants, respondents, and witnesses, except as permitted by the [Family Educational Rights and Privacy Act of 1974 \(FERPA\)](#), required by law, or necessary to investigate and resolve a *Title IX* complaint.

The exercise of rights protected under the First Amendment does not constitute retaliation.

Charging an individual with a violation(s) for making a materially false statement in bad faith in the course of a *Title IX* complaint proceeding does not constitute prohibited retaliation. However, a determination regarding responsibility, alone, is not sufficient to conclude that any party made a bad faith materially false statement.

Complaints alleging retaliation in connection with a complaint or investigation of prohibited conduct as defined by this policy will be addressed in accordance with this policy.

Complaints alleging retaliation in connection with other policies or laws may be filed in accordance with Collin College's prompt and equitable grievance procedures. For more information, see Board policies DIAB (LOCAL) and FFDB (LOCAL), and the student and employee disciplinary processes. To view Board policies DIAB (LOCAL) and FFDB (LOCAL), go to <https://pol.tasb.org/PolicyOnline/SearchResults/?key=304&query=retaliation>. For more information on the student disciplinary process, see [Chapter 4: Discrimination, Harassment, and Retaliation](#)

[Prohibited](#) and [Chapter 13: Student Disciplinary Procedures](#) in this *Student Code of Conduct*, or contact the District Dean of Students Office at 972.881.5604 or dos@collin.edu. For more information on the employee disciplinary process, contact the Human Resources Department at 972.758.3856 or hr@collin.edu.

Examples

Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

Sex Discrimination

Sex discrimination against a student or employee is defined as conduct directed at a student or employee on the basis of sex or gender that adversely affects the student or employee.

Sexual Assault

Sexual assault is a form of sexual harassment. Sexual assault includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol or due to an intellectual or other disability. In accordance with the [Clery Act](#), sexual assault is any sexual act directed at another person, without consent of the victim, including instances where the victim is incapable of giving consent; and includes attempted sexual acts, fondling, incest, rape, and statutory rape.

Sexual Harassment

Title IX Definition

In accordance with [Title IX](#), as amended May 19, 2020, sexual harassment means conduct on the basis of sex that satisfies one (1) or more of the following:

1. A Collin College employee conditioning the provision of an aid, benefit, or service of Collin College on an individual's participation in unwelcome sexual conduct (i.e., quid pro quo sexual harassment);
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Collin College's education program or activity; or
3. Sexual assault, as defined in the [Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act \(Clery Act\)](#); and dating violence, domestic violence, or stalking as defined in the [Violence Against Women Act \(VAWA\)](#).

Sexual Harassment of a Student by an Employee

For purposes of this policy, sexual harassment of a student by a Collin College employee includes unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or non-verbal conduct; or other conduct or communication of a sexual nature when:

1. A Collin College employee causes the student to believe that the student must submit to the conduct in order to participate in a Collin College program or activity, or that the employee will make an educational decision based on whether or not the student submits to the conduct (i.e., quid pro quo harassment);
2. It is based on unwelcome conduct that a reasonable person would determine is so severe, persistent, pervasive, and objectively offensive that it limits or denies the student's educational access and/or ability to participate in or benefit from Collin College's educational program; or
3. Any instance of sexual assault, as defined in the [Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act \(Clery Act\)](#); and dating violence, domestic violence, or stalking as defined in the [Violence Against Women Act \(VAWA\)](#).

Sexual Harassment of a Student by Others

Sexual harassment of a student, including harassment committed by another student, includes unwelcome sexual advances; requests for sexual favors; or sexually motivated physical, verbal, or non-verbal conduct when the conduct is so severe, persistent, or pervasive, and objectively offensive that it limits or denies a student's ability to participate in or benefit from Collin College's educational program. Physical contact not reasonably construed as sexual in nature is not sexual harassment.

Sexual Harassment of an Employee

For purposes of this policy, sexual harassment is a form of sex discrimination defined as unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or non-verbal conduct; or other conduct or communication of a sexual nature when:

1. Submission to the conduct is either explicitly or implicitly a condition of an employee's employment, or when submission to or rejection of the conduct is the basis for an employment action affecting the employee;
2. It is based on unwelcome conduct that a reasonable person would determine is so severe, persistent, pervasive, and objectively offensive that it has the purpose or effect of unreasonably interfering with the employee's work performance or creates an intimidating, threatening, hostile, or offensive work environment; or
3. Any instance of sexual assault, as defined in the [Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act \(Clery Act\)](#); and dating violence, domestic violence, or stalking as defined in the [Violence Against Women Act \(VAWA\)](#).

Note

Quid pro quo sexual harassment, Clery Act, and VAWA offenses are not evaluated for severity, pervasiveness, offensiveness, or denial of equal educational access because such misconduct is considered sufficiently serious to deprive an employee of equal access.

Examples

Examples of sexual harassment may include sexual advances; touching intimate body parts; coercing or forcing a sexual act on another; jokes or conversations of a sexual nature; offensive or derogatory language of a sexual nature directed at another person; and other sexually motivated conduct, communication, or contact. Examples may also include forms of dating violence, domestic violence, or stalking.

Stalking

In accordance with the [Violence Against Women Act \(VAWA\)](#), the term "stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress.

For the purposes of this definition:

1. "Course of conduct" means two (2) or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
2. "Reasonable person" means a reasonable person under similar circumstances and with similar identities to the victim.
3. "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Reporting Incidents of Prohibited Conduct

In accordance with applicable federal *Title IX* regulations, Collin College utilizes a consistent, transparent grievance process for resolving formal complaints of prohibited conduct.

Student Report

Any student who believes they have experienced prohibited conduct or believes that another student has experienced prohibited conduct should immediately report the alleged act(s) to the appropriate Title IX coordinator, deputy Title IX coordinator, another Collin College employee, or, alternatively, submit the report electronically through Collin College's website at https://collin.guardianconduct.com/incident-reporting?incident_type=Title IX Formal Complaint Form.

Employee Report

Any Collin College employee who suspects or receives notice that a student or group of students has or may have experienced prohibited conduct will immediately notify the appropriate Title IX coordinator or deputy Title IX coordinator and take any other steps required by this policy. Additionally, a Collin College employee may submit the report electronically through Collin College's website at https://collin.guardianconduct.com/incident-reporting?incident_type=Title IX Formal Complaint Form or report it to the College District President or designee.

Reporting to the Appropriate Title IX Coordinator or Deputy Title IX Coordinator

Collin College students and employees can contact the appropriate Title IX coordinator or deputy Title IX coordinator to report incidents of prohibited conduct.

Note: Reporting to any individual other than the appropriate Title IX coordinator or deputy Title IX coordinator does not constitute filing a formal complaint for the purposes of initiating the *Title IX* complaint resolution process. To initiate the *Title IX* complaint resolution process, the complainant must submit a formal complaint to the appropriate Title IX coordinator or deputy Title IX coordinator listed below. Additionally, to initiate the *Title IX* complaint resolution process, complainants cannot remain anonymous.

For the purposes of this policy, the following persons are designated as Collin College's Title IX coordinators and deputy Title IX coordinators:

Title IX Coordinator for Students

Terrence Brennan
District Dean of Students
Collin Higher Education Center
3452 Spur 399
Suite 457
McKinney, Texas 75069
Phone: 972.881.5734
Email: tbrennan@collin.edu

Deputy Title IX Coordinator for Students

Amy Throop
Associate Dean of Title IX Compliance
Collin Higher Education Center
3452 Spur 399
Suite 128
McKinney, Texas 75069
Phone: 972.599.3126
Email: athroop@collin.edu

Title IX Coordinator for Employees

Floyd Nickerson
Chief Employee Success Officer
Collin Higher Education Center
3452 Spur 399
Suite 400
McKinney, Texas 75069
Phone: 972.599.3159
Email: fnickerson@collin.edu

Deputy Title IX Coordinator for Employees

Tonya Jacobson
Manager Employee Relations
Collin Higher Education Center
3452 Spur 399
Suite 339
McKinney, Texas 75069
Phone: 972.758.3856
Email: tjacobson@collin.edu

Online Reporting Form

To file a complaint with the appropriate Title IX coordinator or deputy Title IX coordinator electronically, Collin College students and employees can submit the online form available at https://collin.guardianconduct.com/incident-reporting?incident_type=Title IX Formal Complaint Form.

Reporting to the Appropriate Law Enforcement Official(s)

For immediate notification to local law enforcement, dial **911**. To report an incident that occurred on a Collin College campus or property owned or controlled by Collin College to the Collin College Police Department, call **972.578.5555** or dial extension **5555** from any campus phone.

Note: Reporting to the appropriate law enforcement official(s) does not constitute filing a formal complaint for the purposes of initiating the Title IX complaint resolution process. To initiate the Title IX complaint resolution process, the complainant must submit a formal complaint to the appropriate Title IX coordinator or deputy Title IX coordinator, as outlined in the [Reporting to the Appropriate Title IX Coordinator or Deputy Title IX Coordinator](#) section above.

If a complainant requests assistance with reporting to law enforcement, a Collin College official will help the complainant with that process. Additionally, complainants have the right not to report a crime or to decline to notify authorities, including law enforcement, if they so choose.

For more information on reporting to law enforcement and contact information for local law enforcement agencies, go to www.collin.edu/titleix/.

Counseling Services Office, TimelyCare, Human Resources Department, and Employee Assistance Program (EAP)

Note: Reporting to the Counseling Services Office, TimelyCare, Human Resources Department, or Employee Assistance Program (EAP) does not constitute filing a formal complaint for the purposes of initiating the Title IX complaint resolution process. To initiate the Title IX complaint resolution process, the complainant must submit a formal complaint to the appropriate Title IX coordinator or deputy Title IX coordinator, as outlined in the [Reporting to the Appropriate Title IX Coordinator or Deputy Title IX Coordinator](#) section above.

Personal and group counseling sessions are offered free of charge to all currently enrolled Collin College students. Counseling sessions are confidential and conducted by licensed mental health professionals. Additionally, the Counseling Services Office can provide appropriate referrals to on- and off-campus resources for Collin College students and employees. For more information, contact the Counseling Services Office at 972.881.5126 or personal_counseling@collin.edu.

Collin College provides telehealth services free of charge to currently enrolled Collin College students, adjunct faculty, and part-time staff through TimelyCare. Telehealth sessions are confidential and conducted by licensed physicians, nurse practitioners, physician assistants, and mental health providers. This benefit is available 24 hours a day, seven (7) days a week; and there is no charge for qualified individuals to utilize TimelyCare's services. For

more information, contact TimelyCare at 833.484.6359, email help@timely.md, or go to www.timelycare.com/collincollege.

Collin College employees can contact the Human Resources Department for advocacy and support. The Human Resources Department can assist employees with appropriate accommodations and reporting to law enforcement. Additionally, the Human Resources Department provides appropriate referrals to off-campus resources. For more information, contact the HR/Benefits team at 972.599.3152 or benefits@collin.edu.

Collin College provides confidential and voluntary assistance to full-time employees and their household members through the Employee Assistance Program (EAP). This benefit is available 24 hours a day, seven (7) days a week, and provides up to eight (8) sessions per service type per year. There is no charge for full-time employees and their household members to use the EAP's services. For more information, contact the EAP at 866.327.2400, email eap@deeroaks.com, or go to www.deeroakseap.com/.

Employee Mandatory Reporting Under State Law

Note: Submitting a Mandatory Reporting Form for Incidents of Dating Violence, Domestic Violence, Sexual Assault, Sexual Harassment, and Stalking does not constitute filing a formal complaint for the purposes of initiating the Title IX complaint resolution process. To initiate the Title IX complaint resolution process, the complainant must submit a formal complaint to the appropriate Title IX coordinator or deputy Title IX coordinator, as outlined in the [Reporting to the Appropriate Title IX Coordinator or Deputy Title IX Coordinator](#) section above.

In accordance with the [Texas Higher Education Code Section 51.252](#), a Collin College employee who, in the course and scope of employment, witnesses or receives information regarding the occurrence of an incident that the employee reasonably believes constitutes dating violence, sexual assault, sexual harassment, or stalking as defined in this policy, and is alleged to have been committed by or against a person who was a student enrolled at or an employee of Collin College at the time of the incident, will promptly report the incident to Collin College's Title IX coordinator or deputy Title IX coordinator. The report must include all information concerning the incident known to the reporting person that is relevant to the investigation and, if applicable, redress of the incident, including whether an alleged victim has expressed a desire for confidentiality in reporting the incident.

In accordance with the [Texas Higher Education Code Section 51.252](#), an employee who is designated by Collin College as a person with whom students may speak confidentially concerning dating violence, sexual assault, sexual harassment, or stalking as defined in this policy, or who receives information regarding such an incident under circumstances that render the employee's communications confidential or privileged under other law will, in making a report under this section, state only the type of incident reported and may not include any information that would violate a student's expectation of privacy. This requirement does not affect the employee's duty to report an incident under any other law.

Peace Officer

A Collin College peace officer who receives information regarding an incident from an alleged victim who chooses to complete a pseudonym form as described by law will, in making a report, state only the type of incident reported and may not include the victim's name, phone number, address, or other information that may directly or indirectly reveal the victim's identity.

Exceptions

A Collin College employee is not required to make a report concerning:

1. An incident in which the employee was a victim of dating violence, sexual assault, sexual harassment, or stalking; or
2. An incident in which the employee received information due to a disclosure made at a dating violence, sexual assault, sexual harassment, or stalking public awareness event sponsored by Collin College or by a student organization affiliated with Collin College.

Mandatory Reporting Form

Collin College employees can access the *Mandatory Reporting Form for Incidents of Dating Violence, Domestic Violence, Sexual Assault, Sexual Harassment, and Stalking* online at <https://collin.guardianconduct.com/incident-reporting> or under the “Crisis Response” channel on the My Workplace tab in CougarWeb (<https://cougarweb.collin.edu>).

False Reports and Claims

A Collin College student who intentionally submits a false report, makes a false claim, or offers false statements regarding dating violence, domestic violence, gender-based harassment, sex discrimination, sexual assault, sexual harassment, and/or stalking will be subject to appropriate disciplinary action. Charging an individual with a violation(s) for submitting a false report, making a false claim, or making a materially false statement in bad faith during the course of a *Title IX* investigation does not constitute retaliation. However, a determination regarding responsibility, alone, is not sufficient to conclude that any party submitted a false report, made a false claim, or made a bad faith materially false statement.

A Collin College employee who intentionally submits a false report, makes a false claim, offers false statements, or refuses to cooperate with a Collin College investigation regarding dating violence, domestic violence, gender-based harassment, sex discrimination, sexual assault, sexual harassment, and/or stalking is subject to appropriate discipline. Charging an employee with a violation(s) for submitting a false report, making a false claim, making a materially false statement, or refusing to cooperate during the course of an investigation regarding prohibited conduct does not constitute retaliation. However, a determination regarding responsibility, alone, is not sufficient to conclude that any party made a false claim or materially false statement.

Privacy and Confidentiality

To the greatest extent possible, Collin College will respect the privacy of the complainant, respondent, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation and comply with applicable law. Collin College will complete publicly available recordkeeping, including [Clery Act](#) reporting and disclosures, without inclusion of personally identifying information about the complainant. Additionally, Collin College must maintain as confidential any accommodations or supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality will not impair Collin College’s ability to provide the accommodations or supportive measures.

Collin College’s *Title IX* Complaint Resolution Procedures

Collin College has adopted complaint resolution procedures to comply with [Title IX of the Education Amendments of 1972 \(Title IX\)](#), as amended and published on May 19, 2020, the [Clery Act](#), and the [Violence Against Women Act \(VAWA\)](#). Collin College’s complaint resolution procedures provide for the prompt and equitable resolution of student and employee complaints alleging dating violence, domestic violence, gender-based harassment, retaliation, sex discrimination, sexual assault, sexual harassment, and stalking (i.e., prohibited conduct). These complaint resolution procedures include information on how to report or file a complaint of prohibited conduct and how Collin College will respond once it has actual notice of an allegation of prohibited conduct.

The complaint resolution procedures outlined in the current *Title IX Complaint Resolution Process Handbook for Collin College Students and Employees* located at www.collin.edu/titleix/ apply equally to all Collin College students

and employees who are participating in or attempting to participate in Collin College's education program or activity. Additionally, these complaint resolution procedures only apply to prohibited conduct that impacted a person in the United States.

For more information, see the current *Title IX Complaint Resolution Process Handbook for Collin College Students and Employees* located at www.collin.edu/titleix/.