



St. John's College Policies and Procedures

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SYSTEM: HSHS	MANUAL(S): HSHS St. John's College Policies
TITLE: Sexual Misconduct Policy	ORIGINATING DEPARTMENT: St. John's College
EFFECTIVE DATE: 06/01/2025	REVISION DATE(S):
SUPERCEDES: Local ministry handbooks/catalogs/policies adopted prior to the effective date of this policy.	

Purpose:

St. John's College is committed to maintaining a learning and working environment free from sexual misconduct, including sexual harassment, sexual assault, dating violence, domestic violence, and stalking. Such conduct undermines the values of our academic community and will not be tolerated. This policy outlines the College's expectations, definitions, reporting options, investigation procedures, and support resources.

Policy:

1. SCOPE

- This policy applies to all members of the St. John's College community, including students, faculty, staff, administrators, clinical instructors, contractors, and third parties. It governs conduct on campus, off campus (e.g., clinical sites), and in virtual environments when such conduct may affect the college learning or working environment.

2. DEFINITIONS

- Sexual Harassment: Unwelcome conduct of a sexual nature that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's programs or activities.
- Sexual Assault: Non-consensual sexual contact or penetration, including rape, fondling, incest, or statutory rape.
- Dating Violence: Abuse or violence by someone who is or has been in a romantic or intimate relationship with the victim.
- Domestic Violence: Abuse or violence by a current or former spouse or intimate partner, or another person under domestic or family laws.
- Stalking: Repeated conduct directed at a person that would cause a reasonable person to feel fear or suffer substantial emotional distress.
- Consent: A knowing, voluntary, and mutual agreement to engage in sexual activity. Consent must be communicated clearly, be free of coercion, and can be withdrawn at any time.

3. POLICY STATEMENT

- St. John's College strictly prohibits all forms of sexual misconduct. The College is committed to addressing all allegations promptly, supporting affected individuals, and taking appropriate corrective action. All community members are expected to contribute to a respectful and safe



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academic environment. Retaliation for reporting or participating in investigations is also prohibited.

4. PROCEDURES

- a. Reporting Sexual Misconduct
 - i. Any person may report sexual misconduct. Reports may be made in person, via email, or by phone to the Title IX Coordinator.
 - ii. Title IX Coordinator:
Dean Hannah Jugan
St. John's College of Nursing
421 North 9th Street, Springfield, IL 62702
Phone: 217-814-5440
Email: hannah.jugan@sics.edu
- b. Mandatory Reporting
 - i. All faculty, staff, and administrators are required to report suspected sexual misconduct involving students to the Title IX Coordinator, unless they are designated confidential resources (e.g., counselors, clergy).
- c. Emergency and Support Resources
 - i. Immediate Assistance
 - 1. Call 911 if you are in danger.
 - 2. Non-emergency: Springfield Police Department: (217) 788-8325
 - ii. On-Campus Support
 - 1. Dean of Students Office
 - iii. Off-Campus Support
 - 1. [Prairie Center Against Sexual Assault](#): 1-217-753-8081
 - 2. [Illinois Coalition Against Sexual Assault](#): 1-217-753-4117
- d. Response and Investigation
 - i. The Title IX Coordinator will provide supportive measures to all parties.
 - ii. Initial assessment determines if a formal investigation or informal resolution is appropriate.
 - iii. Formal investigations are conducted by trained investigators using a preponderance of the evidence standard.
- e. Informal Resolution
 - i. May be used with voluntary written consent from both parties.
 - ii. Not permitted for employee-student sexual assault allegations.
- f. Disciplinary Sanctions
 - i. Possible outcomes include:
 - ii. Warning or reprimand
 - iii. Probation
 - iv. Suspension or expulsion (students)
 - v. Termination or reassignment (employees)
 - vi. No-contact orders
- g. Retaliation
 - i. Strictly prohibited and subject to disciplinary action.



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- h. Training and Prevention
 - i. The College provides annual training to:
 - 1. New students and employees
 - 2. Title IX personnel
 - 3. Faculty, student leaders, and clinical staff
 - 4. Topics include consent, bystander intervention, and institutional policies.
 - i. Recordkeeping and Policy Review
 - i. Records of sexual misconduct cases are maintained for at least seven years
 - ii. The policy is reviewed annually and revised as needed to comply with legal and institutional updates.

5. RELATED DOCUMENTS

- a. Title IX Grievance Procedures
- b. Student Handbook
- c. Faculty & Staff Handbook
- d. Clery Act Compliance Requirements
- e. College Bylaws
- f. HSHS Code of Conduct