



St. John's College of Nursing Policies and Procedures

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

Purpose:

The purpose of this policy is to ensure compliance with Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex in education programs and activities. St. John's College of Nursing is committed to maintaining an environment that is free from sexual harassment, sexual assault, and other forms of sexual misconduct. This policy establishes procedures for addressing complaints, providing support to individuals, and ensuring prompt and equitable resolution of complaints.

Policy:

- I. Scope:
 - a. St. John's College of Nursing prohibits all forms of sex discrimination, including sexual harassment, sexual violence, and gender-based harassment by employees, students, or third parties affiliated with the College.
 - b. This policy applies to all College programs and activities, both on and off campus, and includes clinical placements and educational events.
- II. Definitions:
 - a. Sexual Harassment: Unwelcome conduct of a sexual nature that is so severe, pervasive, and objectively offensive that it denies or limits a person's ability to participate in or benefit from the College's education programs or activities.
 - b. Complainant: An individual who is alleged to be the victim of conduct that could constitute sexual harassment or discrimination.
 - c. Respondent: An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment or discrimination.
 - d. Title IX Coordinator: The College official designated to ensure compliance with Title IX, including overseeing complaint resolution and prevention efforts.
- III. Reporting:
 - a. Any student, employee, or third party may report sexual harassment or misconduct to the Title IX Coordinator, the Dean, or any responsible employee.
 - b. Reports may be made in person, by mail, by telephone, or by email.
- IV. Title IX Coordinator Contact Information:
 - a. Dean of Students
 - i. Hannah Jugan
 - ii. hannah.jugan@sjcs.edu
 - iii. Phone: 217-814-5440
 - iv. Office: 137



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- V. Confidentiality:
 - a. The College will respect the confidentiality of all parties to the extent permitted by law and College policy.
 - b. Reports will be handled discreetly, and only those with a need to know will be informed.
- VI. Response and Investigation:
 - a. Upon receiving a report, the Title IX Coordinator will assess the complaint and determine the appropriate steps. This may include:
 - i. Offering supportive measures to the complainant and respondent
 - ii. Conducting an initial inquiry and, if necessary, a formal investigation
 - iii. Ensuring a fair, impartial, and timely resolution
 - b. Investigations will be conducted by trained individuals. Both parties will have equal opportunities to present evidence, identify witnesses, and receive written notice of findings and outcomes.
- VII. Retaliation:
 - a. Retaliation against anyone involved in a Title IX complaint, whether as a complainant, respondent, witness, or investigator, is strictly prohibited and will result in disciplinary action.
- VIII. Disciplinary Action:
 - a. Students and employees found to have violated this policy may be subject to disciplinary measures, up to and including dismissal or termination of employment.
- IX. Training and Education:
 - a. The College provides regular training to all faculty, staff, and students regarding Title IX rights and responsibilities, prevention strategies, and complaint resolution procedures.