

or the Vice President for Student Services. The College strongly recommends that all victims seek immediate medical assistance. A victim may have internal or external injuries and may need treatment for disease or infection. Additionally, the College strongly recommends that all victims seek counseling and emotional assistance. A full range of support services can be initiated through the office of the Title IX Coordinator or the Vice President for Student Services.

The lead investigator for any sexual misconduct issues will typically be the college's Title IX Coordinator/Vice President for Instruction. If circumstances arise where it is inappropriate for this person or this person is unable to serve as the lead investigator, the responsibility will be assigned to the Vice President for Student Services or another campus official trained in issues of sexual misconduct. For student and employee grievances against a student of the College, results of the investigation and/or the subsequent hearing will be referred to the Vice President for Student Services for consideration of possible disciplinary action against an accused student using the list of possible sanctions below. For student and employee grievances against an employee of the College, results of the investigation and/or the subsequent hearing will be referred to the Vice President for Business Operations for consideration of possible disciplinary action against an accused employee using the list of possible sanctions below.

IX. Student and Employee Rights

ECCC takes all claims of sexual misconduct seriously and will afford certain rights to individuals involved in such conduct, whether they are a grievant or the accused. The rights for a grievant and an accused include:

- The right to an investigation and appropriate resolution of all credible complaints or grievances of sexual misconduct made in good faith to college administrators;
- The right to have complaints or grievances of sexual misconduct responded to quickly and with sensitivity;
- The right to be treated with respect by College officials;
- The right to preservation of confidentiality to the extent possible and allowed by law;
- The right to a grievance hearing closed to the public;
- The right to have complaints or grievances filed with and investigated by employees who have received sexual misconduct adjudication training;
- The right to be fully informed of any hearing policies and procedures as well as the nature and extent of all alleged violations contained within the grievance;
- The right to bring an advisor (a student, faculty member, other adult, etc.) to all phases of the investigation and hearing proceeding. The advisor may not speak without permission but may only advise;
- The right to present relevant witnesses to any hearing proceeding;
- The right not to have irrelevant prior sexual history admitted as evidence in a campus hearing;
- The right to appeal the finding of the Hearing Committee according to established procedures for student due process or employee due process as determined by the College; and
- The right to be informed (simultaneously for the grievant and the accused) verbally and in writing of the outcome of the investigation and/or hearing proceeding and applicable appeal procedures.

XI. Sanctions

Examples of possible sanctions for sexual misconduct include, but are not limited to: