
New Mexico Junior College

Student Resources and Reporting Options Related to Sex Based Harassment, Including Sexual Assault - Title IX

**If you have questions or would like to file a Title IX
complaint please go to the link or website below or
contact:**

Cathy Mitchell, NMJC Title IX Coordinator
Ben Alexander Student Learning Center
1 Thunderbird Circle, Hobbs, NM 88240
(575) 492-2761 cmitchell@nmjc.edu



Reporting QR code

Additional information regarding NMJC Title IX policy and procedures can be found at:
www.nmjc.edu/resource_service/safety_health_wellness

TO BETTER UNDERSTAND THE TITLE IX ADMINISTRATIVE / DISCIPLINARY PROCESSES

you are encouraged to contact the Title IX Coordinator or Dean of Students. The Title IX Coordinator oversees the investigation of all reports of discrimination, sexual assault and relationship violence, including the provision of interim measures and final administrative remedies. The role of the Dean is to promote mutual responsibility of members of the NMJC community to uphold the Student Code of Conduct.

In certain rare circumstances where it is necessary to ensure your safety and that of the College community, the College may be obligated to investigate known incidents of sexual assault and relationship violence, even if you may not feel ready. Such a decision would be discussed with you in advance, however, and the College would ensure that you have a support person throughout the process.

Key items:

- NMJC will take prompt and effective action to end any prohibited sex discrimination that has occurred in our educational program or activity, prevent its recurrence, and remedy its effects.
- Supportive and interim measures are available to both the complainant and/or the respondent to the extent necessary to restore or preserve that person's access to NMJC's educational program or activity.
- Both complainants and respondents may have an advisor of their choice at any meeting or proceeding.
- NMJC will provide equitable treatment of complainants and respondents that is both timely and impartial.
- NMJC operates under the presumption that the respondent is not responsible until a determination is made at the conclusion of the grievance procedure.
- NMJC will take reasonable steps to protect the privacy of parties and witnesses.
- Equal opportunity will be provided for all parties to present relevant facts, witnesses, and other evidence.

New Mexico Junior College (NMJC) does not discriminate on the basis of race, color, religion, national origin, ancestry, sex (including pregnancy, childbirth, and related medical conditions), sexual orientation (including perceived sexual orientation), gender identity, marital status, spousal affiliation, disability (physical or mental), serious medical condition, age, genetic information or veteran status or any other legally protected categories, classes or characteristics. NMJC is committed to ensuring persons of all these protected classes will have access to NMJC's programs, facilities, and employment.

EMERGENCY ASSISTANCE

Call 911 or Campus Safety and Security (575) 492-2530

NON-CONFIDENTIAL RESOURCES & REPORTING OPTIONS

NMJC Title IX Coordinator - (575) 492-2761

Campus Safety & Security - (575) 399-2033 or (575) 492-2530

Housing 24-hour on-call phone - (575) 399-4681

Dean of Students - (575) 492-2575

Coaches and Sponsors

Students who wish to report a concern may seek assistance from staff listed as "Non-Confidential". These staff will protect your privacy by limiting the people with whom they share what you tell them; however, they cannot guarantee you confidentiality, as they must notify the Title IX Coordinator. They also will explain your options and resources and attend to your immediate needs for safety and supportive measures (such as no contact orders, housing and academic accommodations, counseling, escorts, etc.).

CONFIDENTIAL COUNSELING RESOURCES

These resources will keep your identity and information private and anonymous. They are available to both the complainant and respondent.

NMJC Counselors

- Kelly Rueda - (575) 492-2576
- Cyndi Stephenson - (575) 492-2574

TimelyMD - www.nmjc.edu/resource_service/personal_counseling

Nor-Lea Behavioral Health - (575) 396-6611

Guidance Center of Lea County - (575) 393-3168

Suicide & Crisis Lifeline - Call or text 988

RAINN National Sexual Assault Hotline - (800) 656-4673

Confidential Resources can provide you with support and provide you with basic information about your options and available resources.

MEDICAL RESOURCES

The Phoenix House - call or text (575) 942-1911

Nor-Lea Hospital - 1600 N. Main Street, Lovington, NM 88260

Covenant Hospital Hobbs - (575) 492-5000

The medical centers off-campus provide treatment of injuries, STD screenings and pregnancy tests. If possible, in the case of sexual assault, do not shower, brush your teeth, urinate, eat, drink or change clothes.

Terms to Know

Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment or retaliation for engaging in a protected activity.

Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment or retaliation for engaging in a protected activity under this Policy.

Consent is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed-upon sexual activity. Consent must be informed and freely given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs, both voluntarily or involuntarily consumed, may not give consent. Past consent of sexual activity does not imply ongoing future consent.

Sexual Harassment, as an umbrella category, includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking, and is defined as "conduct on the basis of sex, or that is sexual in nature, that satisfies one or more of the following:

- ***Quid Pro Quo*** An employee of NMJC conditions the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct.
- ***Sexual Harassment*** unwelcome conduct, determined by a reasonable person, to be so severe, and pervasive, and, objectively offensive, that it effectively denies a Complainant equal access to the Recipient's education program or activity.
- ***Sexual Assault***, defined as any of the following: A.) any sexual act directed against a Complainant, without their consent, or instances in which the Complainant is incapable of giving consent. B.) Incest: Non-forcible sexual intercourse, between persons who are related to each other, within the degrees wherein marriage is prohibited by New Mexico law. C.) Statutory Rape: Non-forcible sexual intercourse, with a person who is under the statutory age of consent of New Mexico.
- ***Dating Violence***, defined as violence, on the basis of sex, committed by a person, who is in or has been in a social relationship of a romantic or intimate nature with the Complainant. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- ***Domestic Violence***, defined as violence, on the basis of sex, committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, or by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner.
- ***Stalking***, defined as engaging in a course of conduct, on the basis of sex, directed at the Complainant, that would cause a reasonable person to fear for the person's safety, or the safety of others or suffer substantial emotional distress.
- ***Hostile Environment***, defined as unwelcome sex-based conduct that denies or limits a person's ability to participate in, or benefit from, the recipient's educational program or activity.