

If you have questions or would like to file a Title IX complaint, please contact:

**Cathy Mitchell, NMJC Title IX Coordinator Ben Alexander Student Center  
1 Thunderbird Circle, Hobbs, NM 88240**

**Phone: (575) 492-2761, Email: [cmitchell@nmjc.edu](mailto:cmitchell@nmjc.edu)**

**On-campus resources:**

- Public Safety 24-hour Line – (575) 399-2033
- Title IX Coordinator – (575) 492-2761
- Housing 24-hour on-call phone – (575) 399-4681
- NMJC Counselors – (575) 492-2577

**Off-campus resources**

- Police/Emergency - 911
- The Guidance Center of Lea County – (575) 393-3168
- ARISE 24/7 Crisis Hotline – (575) 226-7263
- RAINN 24/7 Get Help Line – (800) 656-4673

New Mexico Junior College does not discriminate in its educational and employment policies and procedures with regard to race, color, religion, sex, sexual orientation, national origin, age, disability, genetic information, or veteran status.

Information related to sexual harassment, discrimination, and grievance policies can be found in the [student handbook](#) and employee handbook. This includes information related to the NMJC Sexual Harassment Policy, Compliance with Sex Discrimination Guidelines, Compliance with Guidelines on Discrimination Because of Religion or National Origin, and the Discrimination Grievance Procedure.



*NEW MEXICO JUNIOR COLLEGE*

Ben Alexander Student Center  
1 Thunderbird Circle, Hobbs, NM 88240

**STOP THE  
VIOLENCE  
NOW**

What can you do about sexual violence?

*New Mexico Junior College is committed to maintaining a positive learning, working and living environment and will not tolerate acts of sexual harassment or sexual violence or related retaliation against or by any employee or student. When sexual harassment or sexual violence has occurred and is brought to the attention of a Title IX official, NMJC will take steps to end the harassment or violence, prevent its re-occurrence and address its effects.*

# PREVENTION

College is a space for personal growth, learning, and new opportunity, but it is not absent certain dangers. You don't need to be overly concerned, but you should do your best to remain alert to your surroundings and anything that is out-of-the-ordinary.

## What can I do to help protect others?

**If you see or hear these things, tell someone in authority immediately:**

- Harassment, threats, or bullying, online or in-person
- "Hate speech" or threats made online or in-person
- Domestic or intimate partner abuse or violence
- Comments from a student about harming self or others
- Someone acting suspiciously or carrying a weapon

***Don't be a bystander!*** Students are often the first to become aware of problems on campus. However, due to a social phenomenon called the "bystander effect", sometimes problems are not addressed. The bystander effect happens when the presence of others (being in a group) discourages an individual from intervening in a situation in which there is an emergency. Researchers Bibb Latane and John Darley argued that it is the result of the belief that someone else will act so I don't need to, that is compounded by social influence (the fact that our behaviors are influenced by those around us).

## What can I do to help protect myself?

- Stay alert – Don't wear earbuds or headphones while walking! You may not hear someone behind you.
- Walk in high-traffic, well-lit areas at night.
- Request an escort when feeling unsafe.
- Keep your car and dorm apartments and windows closed and locked.
- Don't let strangers into housing facilities and do not prop doors.
- Don't lend out your ID.
- Take self-defense classes.
- In the event of a crisis, don't panic. Run if possible, hide if you can't run, and fight if you can't hide.

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***Reduce your risk:*** most sexual assaults involve people who know each other – and are using alcohol and/or other drugs. Staying sober is your best defense against sexual assault.

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## POLICY & DEFINITIONS

The crimes of dating violence, domestic violence, sexual assault, and stalking are strictly prohibited at New Mexico Junior College and at all College sponsored activities, events, and programs. NMJC prohibits sexual harassment and discrimination in all its forms.

**SEXUAL ASSAULT** is engaging in any physical act that is sexual in nature and which is committed under pressure, force, threat, or coercion, or without the full and informed consent of all persons involved. Any non-consensual contact of a sexual nature can be considered sexual assault.

**CONSENT** is the affirmative, unambiguous, and voluntary agreement to engage in a specific sexual activity during a sexual encounter. Under this definition, an individual who was asleep, or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason, or who was under duress, threat, coercion, or force, would not be able to consent. Further, one would not be able to infer consent under circumstances in which consent was not clear, including but not limited to the absence of “no” or “stop,” or the existence of a prior or current relationship or sexual activity.

**STALKING** is engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) fear for the person’s safety or the safety of others; or (2) suffer substantial emotional distress.

**DATING VIOLENCE** is violence committed by a person who is or has been in a social relationship of a romantic/intimate nature with the victim. The existence of such a relationship is based on the reporting party’s statement with consideration of the length and the type of relationship, and the frequency of interaction between the persons involved in the relationship.

**DOMESTIC VIOLENCE** includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the state of New Mexico, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the state of New Mexico.

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***If you are the victim of a sexual assault: It is not your fault, regardless of what you do before, during, or after the incident. Are you safe? If you do not feel safe, contact someone you trust or call 911.***

***You are not alone!***

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## HOW FRIENDS AND FAMILY CAN HELP THE VICTIM

Say something. Lend a listening ear. Show that you care and are willing to listen.

Do not force the issue but allow the individual to confide in you at his/her own pace. Never blame the person for what is happening or underestimate his/her fear of potential danger. Focus on supporting the individual's right to make his/her own decisions.

Guide victims to campus and community resources. Let him/her know they are not alone and people are available to help. Encourage him/her to seek sexual violence advocates and assure them that information will be kept confidential in most cases.

Do not judge victims. Tell the person that you are sorry that they have been hurt. No matter his/her behavior prior to the assault, no one deserves to be assaulted.

Find your own support. You cannot support someone else if you are not supported, however do not try to receive that support from the victim.



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*1 in 3 women—and 1 in 4 men—have been in abusive relationships. Women between the ages of 18 - 24 are most commonly abused by an intimate partner.*

*- NCADV*

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# WHAT TO DO IF YOU HAVE BEEN SEXUALLY ASSAULTED

It's hard to know what to do, how to feel, or what your options are after a sexual assault. Please know that you're not alone. Below are some things to keep in mind. If you are in immediate danger or seriously injured, call 911.

**Get to a safe place.** Get to a location where you can call for help, preferably a safe place where you are not alone. Consider reaching out to someone you trust or call 911.

**Call the crisis hotline** at (575)226-7263 to speak to a trained victim's advocate. An advocate will be able to walk you through the next steps and help you make an informed decision based on your wishes and consent for care.

**Seek medical attention.** Even if you do not want to report the assault immediately, still consider having a physical exam. Victims may or may not have physical injuries and it is best to be seen by a trained medical professional for evaluation. It is important to determine the risks of STIs and pregnancy and have the option of preventive medications. Forensic evidence can be collected and stored in case you decide to report at a later date.

**Seek free, confidential counseling.** NMJC counselors are here to help you. They are located in the Ben Alexander building or you can call (575)492-2577 to speak an NMJC counselor on the phone or to make an appointment. They are here to help, and can refer you to additional resources if needed. It's never too late to call; many victims do not realize they need counseling help until months or years later.

**Report to campus authorities.** Even if you do not wish to file a formal complaint, campus authorities can provide assistance and guidance related to interim measures for your safety and well-being.

## **On-campus resources:**

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RAINN 24/7 Get Help Line (800)656-4673

## **Examples of Interim Measures:**

- **Change in dorm room or roommate**
- **Change in course schedule**
- **Additional security patrols**
- **Escorts to and from classes**
- **Personal counseling**
- **Protective or no-contact orders**

# REPORTING OPTIONS

## Filing a Crime Report

Victims are not required to file a crime report, but are encouraged to do so and will be assisted by campus authorities in notifying law enforcement, if they choose. Regardless of whether a victim opts to file a crime report, interim or protective measures will be provided if the victim requests them and if they are reasonably available.

## Filing a Complaint with New Mexico Junior College

Many faculty and staff members of NMJC have been identified as Campus Security Authorities and are required to report when they become aware of actual or suspected instances of discrimination, harassment or sexual assault. Individuals who feel they have been the victim of discrimination, harassment, or sexual assault are encouraged to file an online complaint on the Campus Safety page of the NMJC website or to speak directly to one of the following campus authorities:

**V.P. for Student Services**, Title IX Coordinator, Ben Alexander Student Center, (575) 492-2761

**Executive Dir. of Admin. Services**, John Shepherd Administration Building, (575) 492-2791

**Dean of Students**, Ben Alexander Student Center, (575) 492-2624

**NMJC Public Safety**, Ben Alexander Student Center, (575) 399-2033

If a victim wishes to remain anonymous, does not wish for an investigation to take place, or does not want a formal resolution to be pursued, she/he may make such a request to the Title IX Coordinator, who will evaluate that request in light of the duty to ensure the safety of the campus and comply with federal law. In cases which indicate pattern, predation, threat, weapons and/or violence, NMJC will likely be unable to honor a request for confidentiality. In cases where the victim requests confidentiality and the circumstances allow NMJC to honor that request, interim supports and remedies will be offered the victim and community, but NMJC will not otherwise pursue formal action.

In all cases, both complainant and respondent are afforded due process, including the opportunity to have an advisor/support person present during any hearings.

## Confidential Reporting

If a reporting party would like the details of an incident to be kept confidential, he or she may speak with one of the NMJC personal counselors located in the Ben Alexander Student Center. Counselors will maintain confidentiality except in extreme cases of immediacy of threat or danger or abuse of a minor. Campus counselors are available to help free of charge and can be seen during normal business hours. The employees will submit anonymous statistical information for Clery Act purposes, unless they believe it would be harmful to their client.

## Q & A

### **What if the survivor does not want to file a complaint?**

A survivor of sexual assault is always encouraged to consult with trained counselors, regardless of whether the person elects to file a report with the police or other campus official. Counselors typically can maintain confidentiality and will discuss any limits so the individual can make an informed decision about talking about the abuse.

### **What if the survivor was under the influence of drugs or alcohol at the time of the sexual assault?**

Use of alcohol or drugs impacts an individual's ability to consent to a sexual act and does not put the person at blame. A student who is assaulted while under the influence of alcohol or drugs is encouraged to seek help and entitled to college and community assistance. Sexual misconduct is a major concern and NMJC does not want any of the circumstances (e.g. drug or alcohol use) to inhibit the reporting of sexual misconduct.

### **What is the process by which campus authorities investigate a complaint of sexual assault?**

If you file a report of sexual assault with the Title IX Coordinator or designee, you will be contacted by an office representative to schedule a meeting to collect the facts related to the incident. The purpose of the initial meeting will also be to assure that you have access to all necessary resources and that there will be no impact on your opportunity to continue your educational program. You should be prepared to discuss any changes to your college living arrangements or academic program that may be appropriate based on the circumstances. Once you have filed a complaint you will be updated regularly regarding the status and outcomes of the investigation.

### **What should I do if I witnessed a crime of sexual assault?**

If you are a witness to a crime of sexual violence you should report the incident to campus security or local police or speak to the Vice President for Student Services (the Title IX Coordinator) who can assist you with further reporting as appropriate.

### **What rights do I have if I am accused of sexual harassment or assault?**

In all cases, both complainant and respondent are afforded prompt, fair and impartial due process, including the opportunity to have an advisor/support person present during any hearings and access to free, confidential counseling services.