

# SEXUAL HARASSMENT AND SEXUAL ASSAULT INFORMATION GUIDE



## What is Sexual Harassment?

Sexual harassment is unwanted sexual remarks or behaviors. It can be verbal, physical, or visual. Here are a few examples of sexual harassment.

### Verbal:

- Making sexual jokes, comments, or spreading rumors targeted at someone (in person or online)
- Making sexual jokes or comments about students’ bodies or how they look or act
- Making jokes or comments about students’ masculinity or femininity and/or who they are attracted to or love



### Physical:

- Pulling at or touching someone’s clothing in a sexual manner (like pulling down someone’s pants or snapping a bra strap)
- Touching, pinching, or grabbing someone in a sexual way
- Brushing up against someone’s body on purpose



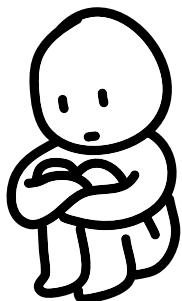
### Visual:

- Posting or sharing sexual comments, pictures, or videos
- Pressuring someone to take or send sexual pictures or videos (“nudes”)



### **Sexual harassment can make someone feel many emotions**

You may feel scared, uncomfortable, upset, embarrassed or angry.



When it comes to sexual harassment, what matters is how the action makes a person think or feel--not the intention of the person who did it.

Sexual harassment can happen anywhere or to anyone. It can take place in person or online. But no matter where sexual harassment happens, it is never OK. It is wrong and it is against the law.



# What is Sexual Assault?

Sexual assault is any sexual act that one person chooses to do to another person without consent (permission) through physical force, threats, or pressure (verbal or emotional).

Here are a few examples of sexual assault:

- Touching someone's genitals, breast, or butt without their permission (consent) over or under clothes
- Unwanted kissing
- Physically forcing someone to perform a sexual act
- Threatening or pressuring a person to do any sexual act
- Unwanted vaginal, oral, or anal penetration with a body part or object (also known as rape)

**Sexually assaulting another person is wrong and it is against the law. In Michigan statute, this is called “Criminal Sexual Conduct.”**

## About Consent

- Consent means that each person agrees or gives permission.
- Anyone can change their mind at any time.
- Consent means each person understands what is going on and agrees to all of it.
- Someone needs to get consent every single time.
- Just because someone said “yes” before, does not mean “yes” now.
- It is not OK to use threats, emotional pressure, or the fact that another person is drunk or high to get what you want.

**If someone doesn't consent to sexual acts it is sexual assault.**



# What if This is Happening to Me?

It is not your fault. You are not alone.

- No one has the right to sexually harass or assault anyone else.
- You have the right to feel safe and respected.
- If you feel like you won't be harmed, tell them this is not okay and to stop.
- Consider telling a trusted adult if any of these behaviors happen to you. If the trusted adult is a teacher, coach, or school staff, they may have to tell someone else (like a principal, parents, etc.). If you're not sure if you are ready or want to tell a trusted adult at your school, you can talk to them without saying it happened to you ("I have a friend who...").
- If the first person isn't helpful, keep trying until you find someone who is.
- Speaking up is a brave thing to do. Don't be afraid to seek help from someone you trust.
- Resources listed on page 4 are available 24/7 to support you.

Scientific research tells us that people who experience traumatic events like sexual harassment and sexual assault have many different responses in their brains, bodies, feelings, and behaviors. However YOU respond to trauma is OK and is normal.

# What if This is Happening to Someone I Know?

Believe. Listen. Support.



- Believe them! If someone tells you that someone has sexually harassed or assaulted them, know that it is very hard to tell someone about this and that person trusts and respects you enough to share this information. Let them know that what happened is not their fault and you are there to support them.
- Listen without judgment. Give them space and time to tell you what they feel comfortable sharing.
- Ask how you can support them. What you would need might differ from what your friend needs, so always ask. Let your friend decide who else can know.



# Resources

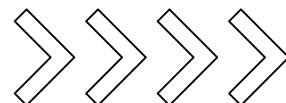
## There is Help.

You can call or chat with any of the resources below 24/7. People who are trained are there to listen and support you no matter what. **You don't have to tell them your name.** They can connect you with people and organizations nearby who can help you with questions or needs.

### Michigan's Sexual Assault Hotline (VOICES4)

**Text:** 866-238-1454 **Call:** 855-864-2374

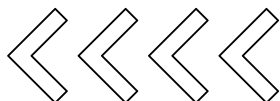
**Chat:** <https://mcedsv.org/sexual-violence-hotline-chat/>



### Michigan's Domestic/Dating Violence Hotline (VOICEDV)

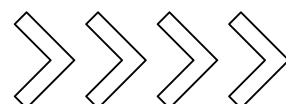
**Text:** 877-861-0222 **Call:** 866-864-2338

**Chat:** <https://mcedsv.org/hotline-domestic-violence/>



### Youth Resources Web Page

<https://mcedsv.org/resources>



### School Title IX Coordinator

If someone sexually assaulted or sexually harassed you at school or at a school event, you can choose to talk to your School District's Title IX Coordinator. Part of their responsibilities is to prevent and respond to sexual assault, sexual harassment, and discrimination based on sex and gender. Note: If you report to a Title IX Coordinator, they are required by law to follow up and may conduct an investigation.

If you report a sexual assault or sexual harassment incident, the policies forbid someone from retaliating or doing something to get back at you. See page 5 for your school's Title IX information and other related policies.

# Sexual Harassment and Sexual Assault Information Guide

Kalamazoo Covenant Academy



## **District Title IX Coordinator**

Kares Johnson  
400 W. Crosstown Pkwy.  
Kalamazoo, MI, 49001  
269-888-2700  
[kares.johnson@kalamazooprepacademy.org](mailto:kares.johnson@kalamazooprepacademy.org)

## **District Policies Related to Sexual Harassment and Sexual Assault:**

Kalamazoo Covenant Academy is committed to providing and maintaining an environment free from unlawful discrimination or unwanted harassment of any kind, including sexual harassment. Any discrimination and/or harassment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, height, weight, marital status, veteran status, disability, genetic characteristic, or any other protected characteristic will not be tolerated. To report any violation of this policy students or their parents/guardians should contact Kares Johnson ([kares.johnson@kalamazooprepacademy.org](mailto:kares.johnson@kalamazooprepacademy.org)). If a student experiences discrimination or harassment based on sex (including on the basis of sexual orientation and gender identity or expression), that student and/or their parents/guardians should refer to the Kalamazoo Covenant Academy Title IX policy and report to the Title IX Coordinator. Kalamazoo Covenant Academy also maintains an anti-retaliation policy, and no student, employee, or other school community member will be retaliated against for filing a complaint made in good faith or participating in an investigation of a violation of this policy. However, individuals who knowingly submit false, inaccurate, or otherwise misleading information in connection with a report of alleged harassment or discrimination, or the investigation of an alleged incident of harassment or discrimination, may be subject to discipline. Reports of suspected retaliation can be reported to the Title IX Coordinator, Kares Johnson, at [kares.johnson@kalamazooprepacademy.org](mailto:kares.johnson@kalamazooprepacademy.org).

For the complete policies on these topics, visit the district's nondiscrimination/Title IX webpage at <https://kalamazooprepacademy.org/title-ix/>.

*The policies prohibit adverse action against a person for reporting sexual harassment and sexual assault.*