

MEMORANDUM FOR Corps of Cadets

SUBJECT: Policy Letter #7, Sexual Harassment & Sexual Misconduct

1. **Sexual misconduct** includes intentional touching, either of the victim or when the victim is forced to touch, directly or through clothing, another person's genitals, breasts, thighs, or buttocks. Sexual misconduct covers a wide range of actions, including rape, attempted rape, sodomy, sexual assault, unwanted physical contact or non-consensual sexual intercourse. All reports/allegations of sexual misconduct will be investigated by the Commandant's Office in full coordination with the Office of Public Safety. The University has a policy on sexual misconduct on page 51 of the current NGCSU Student Handbook. This policy, along with the Sexual Assault Victims Bill of Rights will be enforced by members of the Cadet Chain of Command.

2. **Sexual harassment is a form of sexual misconduct** and is against the law. Similarly, sexual harassment is a Class I Blue Book violation and the Student Code of Conduct. It carries a maximum punishable by suspension or expulsion.

3. Sexual harassment is defined as a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

a. Submission to such conduct is made, either explicitly or implicitly, as a term or condition of a cadet's personal status or academic standing.

b. Submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual.

c. The conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive environment in which a cadet trains, works, studies, or socializes.

d. It is important for cadets to recognize that sexual harassment may destroy reputations, harm others, or cause much grief and despair in students and their families. Sexual harassment frequently does not involve physical contact of any sort. Instead, it may involve the misuse of photographs, imagery, gestures, body language, and words, either written or spoken.

4. We must protect the rights of every cadet at NGCSU. Each case must be weighed upon its own merits, considering all relevant facts, and no decision concerning disposition will be made until a thorough and fair investigation is completed. All allegations of sexual misconduct, including sexual harassment, will be investigated in accordance with the Discrimination and Harassment Policy or the Sexual Misconduct Policy found in the NGCSU Student Handbook.

5. All cadets have the right to complain when they feel they have been sexually harassed or have experienced or observed acts of sexual misconduct. While cadets should complain first to their cadet chain of command, I recognize that some individuals would prefer to come directly to the Commandant's Staff Chaplain or to their ROTC Faculty Advisor. Regardless, cadets are encouraged to report alleged violations of the university's sexual misconduct policy **to a professional counselor as quickly as possible** after the incident takes place.

6. Finally, professional counselors are available both on campus and off-campus to assist cadets: Cadets may contact me or my secretary for a referral. Or, if cadets wish to talk to a counselor anonymously, they may call or visit the Office of Student Counseling and Development in Barnes Hall, Room 210, phone, (706) 864-1819. Cadets who wish to speak directly to a professional chaplain may contact Chaplain Forrester by calling (706) 429-5142 anytime, night or day.

JAMES T. PALMER
COL, USA (Retired)
Commandant of Cadets

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