

## DDH Interpersonal Conduct Policy and Procedure

Residents and non-resident members of the Disciples Divinity House (DDH) at Vanderbilt form a unique community seeking to reflect the Spirit of God. Therefore, community members covenant to cultivate and sustain an environment that is emotionally, physically, and spiritually safe. To ensure such safety and to promote the well-being of the community and its members, participants in this community are expected to maintain healthy and respectful sexual conduct. Community members are expected to communicate this policy to invited guests and ensure that their guests abide by the policy.

### POLICY

Healthy sexual conduct begins with honoring and respecting each person's body. To show such regard for others, members of the community will:

- 1) Demonstrate respect for a person's privacy with regards to their personal space and property and with regards to information about anything of a sexual nature. This means that members of the community will not enter another's space or share another's personal information without explicit permission.
- 2) Acquire "effective consent" before contact, including sexual contact, with another's body. This means that though consent for contact of a sexual nature may have been given in the past or consent may have been given for a particular form of contact or behavior, members of this community will always seek renewed consent before engaging in physical and sexual contact with others. If a person is incapacitated in any way, they are considered unable to give consent and consent cannot be assumed.

For the health of this community, all residents will respect and adhere to a person's expression of a boundary or voicing of "no" or "stop." Members of the community are expected to respect one another's stated boundaries with regard to sexual contact and behaviors and also with regard to any relationships. Continuing to ask or pressure someone to date is, for example, a form of harassment and disrupts the safety of the community.

- 3) Affirm the sexuality of every resident and guest regardless of gender or sexual identification or orientation. Therefore, members of the community will refrain from conversation, jokes, and any potentially negative commentary about a person's or population's physicality and sexuality.
- 4) Refrain from harassment or deliberate intimidation. For the purposes of this policy, harassment includes but is not limited to offensive comments or behaviors related to race, color, ethnicity, national origin, age, gender, gender identity, gender

expression, sexual orientation, disability, physical appearance, body size, religion or political affiliation. Intimidation includes but is not limited to verbal threats, stalking, inappropriate video or recording of others, and sustained disruption of talks or events.

5) Refrain from violence or the threat of violence that is sexual, psychological, or physical in nature be it with a spouse, date, or member or guest of the community. Such violence includes unwanted hitting, slapping, biting, pinching, etc. of a sexual nature or otherwise. It also includes coercion and/or the exertion of control over the other person, whether physical or psychological in nature.

Personal disagreements and differences of opinion, even if strongly worded, will not be considered inappropriate conduct under this policy.

#### Fairness Statement from the Board of Trustees

Fairness in the application of our interpersonal conduct policy is a very important and critical piece to the success of this policy. As a diverse community we need to ensure that those conducting any sexual harassment investigation at the DDH do not bring any racial, ethnic or cultural biases into their investigation or decision making.

The students of color at the DDH need to be confident that any investigation and any decisions made after an investigation into a report of sexual harassment were done free of any personal biases pertaining to race, ethnicity and culture.

Though we may be confident that any investigation done by staff was free of any racial biases, we must do all we can to make certain that every student has the assurance that any and all investigations were conducted justly.

#### PROCEDURE

The entire DDH community shares the responsibility for maintaining the health of the community. If any resident sees or hears actions that are concerning, it is the responsibility of the resident to speak up about the issue. If you see something, say something. The person who has been harmed will be provided with appropriate support as determined by the Dean.

#### Reporting

If a resident or non-resident guest is in immediate danger, contact local law enforcement immediately.

If a resident or non-resident guest believes that they are being subjected to inappropriate conduct, or believes that someone else is being subjected to inappropriate conduct, or has any other concerns, the person should report this issue, either verbally or in writing, to the Dean, the Assistant Dean, the Chair of the Board, or the chair of the Student Support Committee. The resident can either bring a written report or the report can be written at the time of the discussion with one of the above-named individuals. All reports will ultimately be referred to the Dean, except in the case in which the Dean is the object of the report. In that case the report will be referred to the Executive Committee of the Board of DDH.

Anonymous reports are non-actionable.

### Exploration

On receiving a report of a concern, the Dean and at least one other available board member or another appropriate professional will interview the alleged perpetrator. Initial conversations will be completed within 48 hours, unless unusual circumstances make this timeline impossible (for example, a complaint is made at the beginning of vacation or at the end of a school year). Every effort will be made to complete exploration of the concerns within seven days from the date of the complaint.

The Dean is authorized to make a temporary decision regarding asking an alleged perpetrator to leave the House during the investigation. If this is needed, the resident who is asked to leave will be provided appropriate alternative housing, paid for by DDH, while the issue is being considered. If circumstances require it, the alleged victim will be offered the opportunity to have a victim advocate present during discussions about the concern or incident.

Discussion will be held with all the parties involved. A thorough examination will take place to make sure all information is available.

### Findings and Accountability

DDH has sole discretion to determine the nature of the resident or non-resident guest conduct that warrants corrective action and has sole discretion as to the corrective action to be taken.

Corrective action may take, but is not limited to, any of the following forms:

1. Verbal or written warning

2. Suspension or expulsion from DDH
3. Barred from DDH property and/or attending DDH events

However, DDH has no obligation to use any one or more of these forms of corrective action prior to expulsion from DDH; any and all of these actions can be omitted as DDH deems appropriate, in its discretion.

### Criminal Conduct

Sexual assault or other such conduct which rises to the level of criminality will be immediately referred to the Metro Police Department or other appropriate law enforcement agency. In such instances, residents will also be subject to the consequences as outlined above.

Detailed definitions of sexual assault, sexual harassment, sexual exploitation, stalking, dating violence, domestic violence, retaliation, effective consent, force, and coercion are defined in full detail in the Vanderbilt University Student Handbook. Questions regarding these expectations and responsibilities of participants in the DDH community can be addressed in conversation with the Dean of the Disciples Divinity House at Vanderbilt.

### RESOLUTION

Upon completion of discussions with all involved parties, the Dean will write a report regarding the issue and will make a recommendation to the Executive Committee of DDH. The dean will advise the complainant and the alleged perpetrator of the contents of the report and of the recommendation made.

The Chair of the Board and the other members of the Executive Committee will make the final decision as to acceptance of the recommendation from the Dean. Upon acceptance by the Executive Committee, the Dean will initiate the consequences outlined in the recommendation. If the Executive Committee does not accept the Dean's recommendation, the Chair of the Board will contact both the victim and the alleged perpetrator to convey the committee's decision. In either case, the victim and alleged perpetrator will both be notified of the Executive Committee's decision immediately.

Should either the victim or the alleged perpetrator wish to appeal the Dean's recommendation, the Executive Committee will review the matter a second time. They will base their review only on the written documentation presented to the Executive Committee. Both parties may write additional statements for the Executive Committee to consider as part of the appeal. Such statements must be given to the committee in a

timely manner. The Executive Committee will return a decision on the appeal as quickly as possible. The decision of the Executive Committee is final.