



## **TITLE IX - Sexual Misconduct and Prevention Policy**

### **Ashland Theological Seminary**

#### **I. Sexual Misconduct Policy**

This policy describes prohibited conduct, explains what to do if you wish to make a complaint of gender based discrimination and/or sexual misconduct, sets forth the procedures to be followed for promptly and equitably investigating and resolving such complaints, and identifies available resources.

This policy applies to members of the University community, regardless of sexual orientation or gender identity, including international and undocumented persons as well as all students, faculty, staff and other employees. It also applies to guests, contractors, and other third parties within the University's control.

#### **II. Types of Sexual Misconduct**

- |                                      |   |
|--------------------------------------|---|
| a. Sexual Harassment                 | e. Stalking   |
| b. Non-Consensual Sexual Contact     | f. Dating Violence                                      |
| c. Non-Consensual Sexual Intercourse | g. Domestic Violence                                    |
| d. Sexual Exploitation               | h. Retaliation in connection with any of these offenses |

#### **III. Report**

- a. Submitting a Complaint/Report
  - i. **Hannah Clayborne**, Vice President for Student Affairs, [hclaybor@ashland.edu](mailto:hclaybor@ashland.edu), 419.289.5324: All complaints in which a student or student group (as the reporting party or responding party), not involving a faculty or staff member.
  - ii. **Josh Hughes**, Title IX Coordinator/Director of Human Resources and Legal Affairs, 106 Founder Hall, [jhughe11@ashland.edu](mailto:jhughe11@ashland.edu), 419.289.5034 for complaints not involving students or faculty or staff members.
  - iii. **Wendy Hall**, Title IX Coordinator, Seminary/Senior Admissions Counselor and Coordinator of Student Life, [whall4@ashland.edu](mailto:whall4@ashland.edu), 419.289.6977 for complaints involving a faculty or staff member.
  - iv. For immediate assistance: **Safety Services**, 419.207.5555, on the main Ashland University Campus Hawkins Conard Student Center, main floor.

#### **IV. Disciplinary Procedures**

- a. Determination of Disciplinary Action
  - i. Every complaint reported will be handled with priority and respect.
  - ii. The University reserves the right to take whatever measures it deems necessary in response to an allegation of sexual misconduct in order to protect individual rights and personal safety. It is the University's obligation under federal law to stop sexual misconduct that falls under its purview, remedy its effects, and prevent its recurrence.

**V. Title IX Committee:**

Hannah Clayborne, Ph.D.  
 Vice President, Student Affairs  
 244 Hawkins-Conard Student Center  
 hclaybor@ashland.edu, 419.289.5324

Josh Hughes, J.D.  
 Director, Human Resources & Legal Affairs  
 106 Founders Hall  
 jhughe11@ashland.edu, 419.289.5034

**Deputy Coordinators**

Adam Bracken  
 Assistant Director, Athletics and  
 Compliance Coordinator  
 106 Kates Gymnasium  
 abracken@ashland.edu, 419.289.5297

Wendy Hall  
 Senior Admissions Counselor and Coordinator  
 of Student Life  
 313 Ashland Theological Seminary  
 whall4@ashland.edu, 419.207.6977

Andrew Havrisko  
 Assistant Director, Programs, Rec. Services  
 217 Recreation Center  
 ahavrisk@ashland.edu, 419.207.6174

Dr. Craig Hovey  
 Associate Professor of Religion  
 11 Rinehart Center for Religious Studies  
 chovey@ashland.edu, 419.289.5208

Cindy Hudnut, Safe Haven  
 Program Coordinator, Rape Crisis Domestic  
 Violence Center, 419.289.8085  
 programcoordinator@safehavenofashland.org

Kim Lammers  
 Director, Residence Life  
 232 Hawkins-Conard Student Center  
 klammers@ashland.edu, 419.289.5306

Sherma LeVeck  
 Student Services Coordinator, Mansfield Campus  
 133 Dwight Schar College of Nursing  
 sleveck@ashland.edu, 419.521.6878

Jonathan Locust, Jr.  
 Director, Student Conduct and Diversity  
 Hawkins-Conard Student Center  
 jlocust@ashland.edu, 419.207.5504

Dave McLaughlin  
 Director, Safety Services  
 1<sup>st</sup> floor, Hawkins-Conard Student Center  
 dmclaugh@ashland.edu, 419.289.5555

Rachel O'Connor  
 Director, Marketing, Athletics  
 101 Kates Gymnasium  
 roconno3@ashland.edu, 419.289.5442

Scott Parillo  
 Director, International Student Services  
 230 Hawkins-Conard Student Center  
 sparillo@ashland.edu, 419.289.5631

Dr. Deborah Sullivan  
 Director, Campus Wellness  
 259 Rybolt Sport Sciences Center  
 dsulliv@ashland.edu, 419.289.5290

**FOR MORE INFORMATION**

<https://www.ashland.edu/student-affairs/document/title-ix/sexual-misconduct>.