

A Resource Guide for Students on Sexual Misconduct: Alamo Colleges District Policies, Procedures and Victim Services



The Alamo Colleges District does not discriminate on the basis of race, color, religion, gender, national origin, age, veteran status, genetic information, sexual orientation or disability with respect to access, employment, programs, or services.

WARNING: This Student Guide contains content and subject matter concerning sexual assault and relationship violence that may be sensitive and upsetting. Resources are available on and off campus to provide support. Confidential support is available through your college counseling center and 24 hours through:

National Rape Crisis Hotline 1-800-656-HOPE (4673)

National Domestic & Dating Violence Hotline 1-800-799-SAFE (7233) Teletype 1-800-787-3224



Office of the Chancellor

MEMORANDUM

TO: Alamo Colleges District Family

FROM: Dr. Mike Flores, Chancellor *Mike Flores*

RE: **Affirmation of the Alamo Colleges District Commitment to Title IX, the Campus SaVE Act, VAWA and other Civil Rights Protections**

DATE: September 10, 2021

The Alamo Colleges District is committed to maintaining an environment that is free of sex-based discrimination, sex-based misconduct, and other forms of discrimination, harassment or retaliation prohibited by law. Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in educational programs and activities at colleges receiving federal financial assistance. Title IX prohibits all forms of sex-based discrimination, including sexual harassment, sexual violence, and other forms of sexual misconduct. The Campus SaVE Act of 2014 and the 2014 Reaffirmation of the Violence Against Women Act (VAWA) serve to reinforce our need to focus on ensuring a safe learning environment.

This affirmation of our Civil Rights policies, to include Title IX, is sent to all members of the Alamo Colleges District for their awareness and commitment. The referenced policies are located at [H.1.1 Equal Employment and Education Opportunity](#) & [H.1.2 Civil Rights Discrimination, Harassment and Retaliation](#).

Any student, staff, or faculty member who has concerns regarding sex discrimination and/or sexual misconduct is encouraged to seek the assistance of the Title IX/VII/ADA/504 Coordinator, as listed below. This team is prepared to help you understand your options if you think you may have witnessed or been a victim of sex discrimination, sexual misconduct, or any other form of Civil Rights based discrimination, harassment or retaliation. A complaint of harassment may be made to the Civil Rights Coordinators or filed online using our [Title IX Complaint Form](#).

With the beginning of the academic year, this is also a reminder to complete the Title IX training, which may be located in Alamo Talent as "Civil Rights and Title IX for Employees and Students."

Thank you for your attention to this important commitment.

Title IX/VII/IV/ADA/504 Coordinator Contact List

A complaint of certain or potential discrimination, harassment or retaliation may be made to any of the following Coordinators or Deputies, or with Alamo Colleges District Police Department (ACPD) or filed online at www.alamo.edu/TitleIXCoordinator/

Alamo Colleges District- District Title IX/VII/IV/ADA/504 Coordinator

Linda Boyer-Owens

Associate Vice Chancellor for Human Resources & Organizational Development

2222 N. Alamo Street, 230A-West Wing

San Antonio, TX 78215

210-485-0230

lboyer-owens@alamo.edu

Title IX/VII/IV/ADA/504 Coordinator for Employees

Edward Contreras

Director of Talent, Advocacy and Solutions - Human Resources

2222 N. Alamo Street, 230A-West Wing

San Antonio, TX 78215

210-485-0216

econtreras@alamo.edu

Title IX Coordinator for Students

Patricia B. Parma

Associate Vice Chancellor for Student Success and Success Initiatives

Office of the Vice Chancellor for Student Success

2222 N. Alamo Street, Room E331

San Antonio, TX 78215

210-485-0452

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College Title IX Coordinator-Northeast Lakeview College

Dr. Tangila Dove

Vice President for Student Success

Northeast Lakeview College

1201 Kitty Hawk Road

Universal City, TX 78148

twatts@alamo.edu

College Title IX Coordinator-Northwest Vista College

Debi Gaitan

Vice President for Student Success

Northwest Vista College

3535 N. Ellison Drive

San Antonio, TX 78251 210-486-4454

dgaitan@alamo.edu

College Title IX Coordinator-Palo Alto College

Gilbert Becerra Jr.

Vice President for Student Success

Palo Alto College

1400 W. Villaret Blvd

San Antonio, TX 78224

210-486-3930

gbecerra8@alamo.edu

College Title IX Coordinator-St. Philip's College

Dr. Paul Machen

Interim Vice President for Student Success

St. Philip's College

1801 Martin Luther Drive

San Antonio, TX 78203 210-486-2252

pmachen@alamo.edu

College Title IX Coordinator-San Antonio College

Dr. Tiffany Hernandez-Cox

Interim Vice President for Student Success

San Antonio College

1819 N. Main Avenue

San Antonio, TX 78212

tcx29@alamo.edu

IF YOU HAVE EXPERIENCED SEXUAL MISCONDUCT

Go to a safe location as soon as you are able. Seek immediate medical attention if you are injured, or believe you may have been exposed to an STI/STD or potential pregnancy. Contact any of the resources listed in the Directory at the end of this brochure.

Note that College officials may contact on-call staff from other departments when their offices are closed or they are otherwise unavailable to assist immediately. If you are off-campus and experiencing an emergency situation, you can call local police by dialing 911(V/TTY). If you are on campus and experiencing an emergency situation you can call Alamo Colleges District Police by dialing 911 or 485-0099. You may also call the local police department's non-emergency line at **210-207-7273 (V/TTY)**.

You may pursue whatever combination of options is best for you. If you wish to have an incident investigated and resolved by the Alamo Colleges District, students should contact the Title IX Coordinator on campus. Employees should contact the Title IX/VII Coordinator or Coordinator in HR.

Alamo Colleges District procedures will be explained. Those who wish incidents to be handled criminally should contact Alamo Colleges District Police Department or local police where the assault occurred. A college official is available to accompany students in making such reports, if desired. Contact a Title IX Coordinator for more information.

It is important to preserve physical evidence that may include tissue and fluid samples, evidence of violence, sheets, towels, clothing, etc. You may choose to avoid washing, bathing, urinating, etc., until after being examined at the hospital, if possible. Because evidence of a sexual assault can deteriorate quickly, you may choose to seek a medical exam as soon as possible.

Evidence collection should be completed within 120 hours of an assault, but fluids, hair samples, and DNA can be collected for a long time thereafter. Even if you have washed, evidence can often still be obtained. After 120 hours, it may still be helpful to have medical attention, even if you are not trying to obtain evidence of an assault.

Sexual assault nurse examiners (SANE) are trained in the collection of forensic evidence, and can check for injuries and exposure to sexually transmitted diseases. If you are still wearing any clothes worn during the assault, wear them to the hospital, but bring a change of clothes, as the hospital will keep the clothes you are wearing as evidence. If you have changed clothes, bring the ones you were wearing during the assault to the hospital in a clean paper (not plastic) bag or a wrapped in a clean sheet.

Leave sheets/towels at the scene of the assault. Police will collect them. Typically, police will be called to the hospital to take custody of the rape kit, but it is up to you whether you wish to speak with them or file a criminal complaint. See the last page of this brochure to contact **Medical Resources** with SANE support.

ABOUT CONFIDENTIALITY

To make informed choices, all parties should be aware of confidentiality and privacy issues, as well as institutional mandatory reporting requirements.

CONFIDENTIAL REPORTING

The Title IX Coordinator will maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the College District or Colleges to provide the supportive measures. The applicable Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures for a student or employee.

All initial contacts will be treated with the maximum possible confidentiality, but due process requires disclosure of the allegations and complainant to the respondent. Confidentiality cannot be guaranteed if the complaint becomes the subject of an administrative, arbitral, or court proceeding, including a subpoena.

Students enrolled at one or more of the Colleges may speak confidentially concerning sexual harassment, sexual assault, dating violence, and stalking with a counselor at the college at which they are enrolled. A Personal Counselor- or an Employee Assistance Program Counselor with whom the student or employee speaks confidentially may not disclose any communication made by the student to the employee unless the student consents to the disclosure or the employee is required to make the disclosure under state or federal law.

If a reporting students wish that details of an incident be kept confidential, they should speak with a **Personal Counselor** on campus and/or a medical provider in the community. College **Personal Counselors** are available to help on an emergency basis. Their service is free of charge. Members of the clergy, chaplains, and off-campus rape crisis center staff can maintain confidentiality. Local resources such as crisis centers are also confidential and have no duty to report your information to the Alamo Colleges District.

Except as otherwise provided by the Title IX regulations and H.1.2.1 (Procedure) Civil Rights Complaints and Resolution Procedure, the College District and Colleges will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of the new Title IX regulations at 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

MANDATED REPORTING

All Alamo Colleges District and College employees who are not employed as a **Personal Counselor** or designated as a Confidential Employee are **Mandated Reporters** for all the details of which they are aware about an incident. They share this information with the Title IX Coordinator. Giving a **Mandated Reporter** notice of an incident constitutes official notice to the institution. Incidents of sexual misconduct will be taken seriously when official notice is given to the institution. Such incidents of sexual misconduct will be investigated and resolved in a prompt and equitable manner under the **Alamo Colleges District Civil Rights/Title IX Policies and Procedures**, which are discussed in a later section of this brochure.

You may request confidentiality and/or that the Title IX Coordinator advise you of remedies and resources without initiating a formal resolution process. The Title IX Coordinator will weigh requests for confidentiality against the institutional need to address and remedy discrimination under Title IX. Generally, the Alamo Colleges District will be able to respect your wishes, unless it believes there is a threat to the community based on the use of weapons, violence, pattern, predation, or threatening conduct by the person being accused.

In cases where your request for confidentiality is granted, the Alamo Colleges District will offer you available resources, supports, and remedies. You are not obligated to pursue formal resolution in order to access the resources that are available. If the Alamo Colleges District decides that it is obligated to pursue a formal resolution based on the notice you have given, you are not obligated to participate in the resolution process. However, the ability of the Alamo Colleges District to enforce its policies or provide some remedies may be limited as a result of your decision not to participate.

INCIDENTS INVOLVING MINORS

Please be aware that institutional duties with respect to minors (those under the age of 18) may require reporting sexual misconduct incidents to state agencies and/or local law enforcement. As a result, confidentiality cannot be guaranteed in sexual misconduct incidents involving minors.

Parents and guardians of minor students retain their legal rights to act on behalf of the minor as complainant or respondent in Title IX matters, including filing a formal complaint for the minor student child.

POLICY

Sexual misconduct, including sexual harassment, sexual violence, sexual exploitation, intimate partner violence, and stalking are violations of Alamo Colleges District ***Student Code of Conduct*** and its ***Civil Rights/Title IX Policies and Procedures***. A number of federal laws and regulations, including Title IX, the Violence Against Women Act, and the Clery Act mandate how institutions respond to such allegations. Many types of sexual misconduct also constitute violations of Texas law.

Members of the campus community, guests, and visitors have a right to be free from sexual misconduct. All members of the community must conduct themselves in a way that does not infringe upon the rights of others. The Alamo Colleges District Civil Rights/Title IX Policies and Procedures are intended to define expectations for appropriate conduct and outline resolution processes to address conduct that does not meet these expectations. When individuals accused of sexual misconduct are found to be in violation of the policy, the Alamo Colleges District will impose serious sanctions, as noted on the next page.

All members of the campus community, guests, and visitors are protected by this policy regardless of their sexual orientation or gender identity. The Alamo Colleges District has jurisdiction over all acts of sexual misconduct involving members of the Alamo Colleges District and College community, no matter where they occur, whether on-campus or off-campus. For more details on the policies and procedures, please visit [Alamo Colleges District Civil Rights/Title IX Policies and Procedures](#).

Additional information about campus crime, state laws, and disclosures related to sexual misconduct can be found online in the campus Annual Security Report. Access it here: [Alamo Colleges District Annual Security Report](#).

SEXUAL MISCONDUCT VIOLATIONS

The following are the definitions of conduct prohibited by the Alamo Colleges District Civil Rights/Title IX Policies. Sanctions range from warning through expulsion/termination.

SEXUAL HARASSMENT

Sexual harassment is: Unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, educational environment, or academic status, (2) submission to or rejection of such conduct by an individual is used as the basis of employment, educational, or academic decisions affecting such individual, or (3) such conduct is sufficiently severe or pervasive that it has the effect of unreasonably interfering with an individual's work environment or severe, pervasive and objectively offensive that it has the effect of interfering with the educational environment or access to educational programs and activities.

HOSTILE ENVIRONMENT

A hostile environment is created when sexual harassment is:

- sufficiently severe, or
 - persistent or pervasive, and
 - objectively offensive,
- that it:
- Unreasonably interferes with, denies, or limits someone's ability to participate in or benefit from the institution's educational, employment and/or social programs.

NON-CONSENSUAL SEXUAL CONTACT

Non-consensual sexual contact is:

- any intentional sexual touching,
- however slight,
- with any object,
- by a person upon another person, that is without consent and/or by force.

NON-CONSENSUAL SEXUAL INTERCOURSE

Non-consensual sexual intercourse is:

- any sexual intercourse
- however slight,
- with any object,
- by a person upon another person, that is without consent and/or by force.

SEXUAL EXPLOITATION

Sexual Exploitation occurs when:

- one person takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and
- that behavior does not otherwise constitute one of other sexual misconduct offenses.

INTIMATE PARTNER VIOLENCE

Intimate partner violence is: violence or emotional and/or psychological abuse between those in an intimate relationship toward each other.

STALKING

Stalking 1:

- a course of conduct,
- directed at a specific person,
- on the basis of actual or perceived membership in a protected class,
- that is unwelcome, and,
- would cause a reasonable person to feel fear.

Stalking 2:

- repetitive and menacing
- pursuit, following, harassing,

RETALIATION

Retaliation is:

- any adverse action, taken against a person participating in a protected activity,
- because of that person's participation in that protected activity
- subject to limitations imposed by the First Amendment and/or academic freedom. and/or interfering with the peace and/or safety of another.

CONSENT

Consent is knowing, voluntary, and clear permission, through word or action, to engage in mutually agreed upon sexual activity or contact.

Since different people may experience the same interactions differently, each party is responsible for making sure that partners have provided ongoing, clear consent to engaging in any sexual activity or contact.

A person may withdraw consent at any time during sexual activity or contact through words or actions. If that happens, the other party must immediately cease the activity or contact. Pressuring another person into sexual activity can constitute coercion, which is also considered to be sexual misconduct.

Silence or the absence of resistance alone does not constitute consent. A victim is not required to resist or say "no" for an offense to be proven.

Consent to some forms of sexual activity (e.g., kissing, fondling, etc.) should not be construed as consent for other kinds of sexual activities (e.g., intercourse).

Being or having been in a dating relationship with the other party does not mean that consent for sexual activity exists.

Previous consent to sexual activity does not imply consent to sexual activity in the future.

FORCE

Force is defined as direct or indirect use of physical violence and/or imposing physically on someone to gain sexual access. Force, unless part of mutually-permissible kink, is a clear demonstration of a lack of consent.

INCAPACITATION

Incapacitation is defined as a state in which individuals are unable to make rational, reasonable decisions because they lack the capacity to understand the “who, what, when, where, why, or how” of a situation or interaction. Individuals cannot give sexual consent if they can’t understand what is happening, or if they are disoriented, helpless, asleep, or unconscious for any reason. That applies even if it is because they voluntarily consumed alcohol or drugs. Unless consent is “knowing,” it is not valid. Those engaging in sexual activity who know or should have known that the other party is incapacitated are engaging in sexual misconduct. The possession, use, distribution, and/ or administration of any incapacitating substances is prohibited.

The fact that a responding party was intoxicated, and thus did not realize the reporting party was incapacitated, does not excuse sexual misconduct.

YOUR RIGHTS

Alamo Colleges District strives to provide members of the Alamo Colleges District community with fair and equitable resolution processes that include both formal and informal options.

REPORTING

- Reporting parties have the right to notify law enforcement of incidents and to receive assistance from campus personnel in doing so.
- Reporting parties may decline to report to law enforcement if they so wish.
- Reporting parties have the right to have their allegations investigated and resolved internally by the Alamo Colleges District.

FAIRNESS

- All members of the Alamo Colleges District community have the right to have reported incidents addressed according to the published Alamo Colleges District Policies and Procedures.
- All parties have equal opportunities to have a support person of their choosing or offered by the institution present throughout all resolution proceedings (including intake, interviews, hearings, etc.). This person can be an advisor, advocate, attorney, family member, friend, faculty member, etc.
- All parties have the right to written notice of the outcome of sexual misconduct resolution proceedings.
- Reporting parties and witnesses will receive amnesty for minor infractions (e.g., alcohol and drug violations) that are secondary to incidents of sexual misconduct.
- Reporting parties, their supporters, witnesses and Title IX Coordinators and Deputies have a right to be free from retaliation.

SUPPORT

- Students have a right to be notified of their ability to access College Counseling Services.
- Students and employees have a right to be notified of on-campus and off-campus supportive resources.
- All parties involved in sexual misconduct allegations will receive the information and assistance needed to effectively participate in all proceedings.
- Reporting parties have the right to seek orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by the Alamo Colleges District Police Department, criminal, civil, or tribal courts, and may seek the help of the Alamo Colleges District Police Department in requesting and/or enforcing.

REMEDIES

The Alamo Colleges District may take whatever steps are deemed necessary to appropriately respond to allegations of sexual misconduct, protect students' rights, and keep members of the campus community safe from further harm. Measures include, but are not limited to:

- Issuing interim suspensions and administrative leave pending investigation and/or a hearing.
- Reporting incidents to local police and/or prosecutors.
- Referring to counseling and health services.
- Referring to the Employee Assistance Program.
- Providing education to the community.
- Altering work arrangements for employees.
- Providing campus escorts.
- Providing transportation assistance.
- Implementing contact limitations between the parties.
- Offering adjustments to academic deadlines, course schedules, etc.

These measures are available regardless of whether a reporting party seeks formal resolution or makes a crime report.

PROCEDURES

The Alamo Colleges District procedures are fully detailed at:
[Alamo Colleges District Civil Rights/Title IX Policies and Procedures](#)

GENERAL REPORTING

Any person may report discrimination or harassment based on any protected criteria (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute discrimination or harassment, including sexual harassment) by mail, telephone, or electronic mail; using a College District or College electronic portal; using the contact information listed for a Title IX Coordinator; or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report, including the electronic portal for Title IX complaints. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, by mail to the office address listed for Title IX Coordinator [here](#).

PRELIMINARY INQUIRY

At any time prior to reaching a determination regarding responsibility and provided that no allegations that an employee sexually harassed a student are involved, the District Title IX Coordinator for Employees or College IX Coordinator and Title IX Lead handling the complaint may offer an informal resolution process, such as mediation, that does not involve a full investigation and adjudication.

INVESTIGATIONS

An investigative model is used to resolve allegations. Trained investigators will provide an investigation that is prompt, thorough, reliable, equitable, fair, and impartial. They will interview reporting and responding parties and witnesses. Information about all the steps in the investigative process is available at [Alamo Colleges District Civil Rights / Title IX Policies and Procedures](#).

LIVE HEARING

The College District is required to conduct a live hearing of evidence to determine any responsibility (i.e., hear the merits of the complaint or allegations).

Live hearings may be conducted with all parties physically present in the same geographic location or, at the College District's or College's discretion or at the request of either party, any or all parties, witnesses, and other participants may appear at the live hearing in separate rooms with technology enabling participants simultaneously to see and hear each other answering questions.

STANDARD OF EVIDENCE

The Alamo Colleges District uses a preponderance of evidence standard. Decision-makers consider whether, given the available credible evidence, it is more likely than not that a violation occurred.

PAST HISTORY

The past sexual history or character of an individual is not considered unless it is determined to be highly relevant. All such information sought to be entered for consideration by a party or the Alamo Colleges District will be presumed irrelevant until evidence of its relevance is offered. The existence of a pattern of behavior by a responding party may be relevant to the finding and sanction imposed. Both parties will be notified in advance if such information has been deemed relevant and will be considered during the process.

DETERMINATION

The decision-maker, who cannot be the same person as the District Title IX Coordinator for Employees, College Title IX Coordinator, Title IX Lead, or the investigator, must issue a written determination regarding responsibility based on the preponderance of evidence standard. The decision-maker is required to objectively evaluate all evidence and apply the preponderance of the evidence standard. Any finding of unwelcomed conduct in a determination must have met the standard that “unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College District’s or College’s education program or activity.”

APPEAL OF DETERMINATION

An appeal must be submitted to the District Title IX Coordinator for Employees or College Title IX Coordinator and Title IX Lead handling the complaint within ten (10) calendar days from the date the determination was issued by the decision-maker after the conclusion of a live hearing. The determination regarding responsibility becomes final on the 11th day after the date of the determination decision if no appeal is filed or on the date of the appeal decision if an appeal was filed.

After the appeal time has expired, whether or not an appeal was filed and determined, the District Title IX Coordinator for Employees handling the complaint will forward the determination to the employee’s immediate Administrator for a determination of any discipline of the employee-respondent, and the College Title IX Coordinator handling the complaint will forward the determination to the College Student Conduct Officer for processing to determine disciplinary sanctions against a student-respondent. The District Title IX Coordinator for Employees or College Title IX Coordinator and Title IX Lead handling the complaint will send notification to the parties of the discipline or sanctions being imposed, with a copy to the Student Conduct Officer at the College if the respondent was a student or to Records in Human Resources if the respondent was an employee.

SANCTIONS, DISCIPLINE

If it is determined that a student has violated a Civil Rights/Title IX Policy or Procedure, a sanction will be issued in accordance with the Student Code of Conduct. If it is determined that an employee has violated a Civil Rights/Title IX Policy or Procedure, progressive discipline will be issued in accordance with the Alamo Colleges District Progressive Discipline Policy and Procedure. The Student Code of Conduct allows for appeal of a sanction that is issued. The Employee Complaint procedure provides grievance opportunities for regular status employees who have been issued progressive discipline.

RISK REDUCTION

RISK REDUCTION FOR INTIMATE PARTNER VIOLENCE, STALKING, SEXUAL HARASSMENT, AND SEXUAL VIOLENCE

While victim-blaming is never appropriate and Alamo Colleges District fully recognizes that only those who commit sexual misconduct are responsible for their actions, provides the suggestions that follow to help individuals reduce their risk of being victimized and their risk of committing acts of sexual misconduct.

REDUCING THE RISK OF VICTIMIZATION

- Make any limits/boundaries you may have known as early as possible.
- Clearly and firmly articulate consent or lack of consent.
- Remove yourself, if possible, from an aggressor's physical presence.
- Reach out for help, either from someone who is physically nearby or by calling someone.
- People around you may be waiting for a signal that you need help.
- Take affirmative responsibility for your alcohol and/or drug consumption. Alcohol and drugs can increase your vulnerability to sexual victimization.
- Look out for your friends, and ask them to look out for you. Respect them, and ask them to respect you, but be willing to challenge each other about high-risk choices.

REDUCING THE RISK OF BEING ACCUSED OF SEXUAL MISCONDUCT

- Show your potential partner respect if you are in a position of initiating sexual behavior.
- If a potential partner says "no," accept it and do not push. If you want a "yes," ask for it, and do not proceed without clear permission.
- Clearly communicate your intentions to your potential sexual partners, and give them a chance to share their intentions and/or boundaries with you.
- Respect personal boundaries. If you are unsure what's OK in any interaction, ask.
- Avoid ambiguity. Do not make assumptions about consent, about whether someone is attracted to you, how far you can go with that person, or if the individual is physically and mentally able to consent. If you have questions or are unclear, you do not have consent.
- Do not take advantage of the fact that someone may be under the influence of drugs or alcohol, even if that person chose to become that way. Others' loss of control does not put you in control.
- Be on the lookout for mixed messages. That should be a clear indication to stop and talk about what your potential partner wants or does not want to happen. That person may be undecided about how far to go with you, or you may have misread a previous signal.
- Respect the timeline for sexual behaviors with which others are comfortable, and understand that they are entitled to change their minds.
- Recognize that even if you do not think you are intimidating in any way, your potential partner may be intimidated by or fearful of you, perhaps because of your sex, physical size, or a position of power or authority you may hold.
- Do not assume that someone's silence or passivity is an indication of consent. Pay attention to verbal and non-verbal signals to avoid misreading intentions.
- Understand that consent to one type of sexual behavior does not automatically grant consent to other types of sexual behaviors. If you are unsure, stop and ask. Understand that exerting power and control over another through sex is unacceptable conduct.

PROGRAMS

AlamoCARES

The Alamo Colleges District is committed to providing a supportive learning environment and to fostering, safe, healthy relationships within our community. In this effort, Alamo Colleges District has initiated AlamoCARES, a prevention, education and support program regarding dating violence, domestic violence, sexual assault, and stalking. Events and training are offered monthly bringing awareness to difficult issues and creating opportunities to engage in discussions and activities. An [Alamo Cares](#) website provides information on rights granted by Title IX and resources to help educate and assist students and employees in making well-informed decisions about life issues. The site also lists contact information for medical and crisis services, counseling, law enforcement, emergency housing and other support assistance available within the Alamo Colleges District service area.

Title IX/VAWA/CLERY TRAINING

Incoming students are provided with education and training on awareness and risk reduction of sexual violence, dating violence, domestic violence, stalking, and consent in compliance with the Violence Against Women Act, the Clery Act and Title IX.

BYSTANDER INTERVENTION

The Alamo Colleges District offers bystander intervention training to all new students in an effort to ensure that each member of the campus community is invested in creating a safe campus environment for themselves and others. Program participants are instructed on safe options for preventing harm and intervening when a risk of sexual misconduct exists.

ONGOING CAMPAIGNS

Ongoing awareness and prevention campaigns are provided throughout the school year to students, faculty, and staff.

RESOURCE DIRECTORY **Denotes that this resource is confidential.*

EMERGENCY RESOURCES

- **Dial 911 if you are experiencing an emergency.**
- **The Alamo Colleges District Police Department can be reached at 485-0099 or by dialing 911 from a campus phone.**

KEY CONTACTS

These resources can assist you with reporting and information. They will protect your privacy by limiting the people with whom they share what you tell them; however, they cannot guarantee you confidentiality.

- Title IX/VII/ADA/504 Coordinator for Students and Employees 210-485-0230
- Title IX/ADA/504 Coordinator for Students 210-485-0452
- Title IX/VII/504/ADA Coordinator for Employees 210-485-0216
- Title IX/ADA/504 Coordinator for Students at Northeast Lakeview College 210-486-5421
- Title IX/ADA/504 Coordinator for Students at Northwest Vista College 210-486-4454
- Title IX/ADA/504 Coordinator for Students at Palo Alto College 210-486-3930
- Title IX/ADA/504 Coordinator for Students at San Antonio College 210-486-0835
- Title IX/ADA/504 Coordinator for Students at St. Philip's College 210-486-2252

CONFIDENTIAL COUNSELING RESOURCES

These resources will keep your identity and information private and anonymous. The College Counseling Centers are open from 8:30 am to 5:00 pm. Monday through Friday:

- *Northeast Lakeview Student Counseling Center: 210-486-5487, Student Commons (STCM) 210
- *Northwest Vista Student Counseling Center: 210-486-4357, Huisache Hall (HH) 101
- *Palo Alto Student Counseling Center: 210-486-3750, Student Center (SC) 101
- *San Antonio College Student Counseling Center: 210-486-1111, Student Advocacy Center
- *St. Philip's College Student Counseling Center: 210-486-2333 or 486-2117, Sutton Learning Center 102

The following counseling resources can be reached 24/7:

- *FOR EMPLOYEES: Deer Oaks Employee Assistance Program 866-327-2400
- *Rape Crisis Center 24- hour hotline: 210-349-7273
- *El Rape Crisis Center En Espanol: Linea telefónica para crisis 210-349-7273
- *Center for Health Care Services Crisis Line: 210-223-7233
- *Family Violence Prevention Services: 210-733-8810
- *Family Violence Prevention Services Crisis Hotline: 210-733-8810
- *National Domestic Violence Hotline: 800-799-7233
- *National Sexual Assault Hotline: 800-656-4673
- *Crisis Text Line: Text START to 741-741

MEDICAL RESOURCES

San Antonio Hospital Emergency Rooms with Sexual Assault Nurse Examiner (SANE) Programs for Adults & Adolescents who have gone through puberty:

- *Methodist Specialty and Transplant Hospital: 210-575-8168 (ER), 8026 Floyd Curl, San Antonio, Texas, 78229
- *Methodist Hospital Sexual Assault Nurse Examiners (SANEs) provide care to patients 13 years old and older: 210-575-8343

For children and adolescents under the age of 17

- *Center for Miracles at the Children's Hospital of San Antonio: 210-704-3800, 315 North San Saba, Suite 201, San Antonio, Texas 78207

MORE INFORMATION AND RESOURCES

- Visit [AlamoCARES](https://www.alamo.edu/about-us/compliance/title-ix/) <https://www.alamo.edu/about-us/compliance/title-ix/> To file a complaint online, access policies and information, or contact a Title IX Coordinator.