

## **BMA Seminary Sexual Offense Policy**

### **SEXUAL OFFENSE POLICY**

BMA Seminary is committed to maintaining an atmosphere where students, faculty, staff, administration, and visitors to the campus can interact free from any form of sexual harassment, intimidation, or exploitation. BMA Seminary will take whatever action may be needed to prevent, correct, and discipline behavior which violates this policy.

### **DEFINITIONS OF SEXUAL OFFENSE**

#### **Definitions of Sexual Harassment**

1. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when
  - a. Submission or rejection may have an effect on a student's academic evaluations.
  - b. Submission or rejection is a condition of employment of a person or the basis of employment decisions regarding such person; or
  - c. Such conduct has the effect of interfering with a person's work or school performance; or
  - d. The conduct creates an intimidating, hostile, or offensive work or study environment.
2. Both men and women may be victims of sexual harassment.
3. Totality of the circumstances, including context, will be considered when determining whether sexual harassment has occurred.

#### **Definitions of Sexual Assault**

1. Sexual assault is defined as sexual contact or intercourse with a person:
  - a. Without the person's consent; or
  - b. Against the person's will; or
  - c. In a situation in which the person is incapable of consenting to sexual contact or intercourse.
2. Both men and women may be victims of sexual assault.
3. Totality of the circumstances, including context, will be considered when determining whether sexual assault has occurred.

#### **Definitions of Other Sexual Offenses**

1. Dating violence is defined as the abuse or violence, or threat thereof, against a person with whom he or she has had a social relationship of a romantic or intimate nature.
2. Stalking is defined as a course of conduct directed toward a person that would cause a reasonable person to fear for his or her safety or to suffer substantial emotional distress.
3. Totality of the circumstances, including context, will be considered when determining whether sexual assault has occurred.

## **BMA Seminary Sexual Offense Policy**

### **STANDARDS OF CONDUCT**

BMA Seminary prepares students for a variety of ministries in church and church-related institutions. To encourage such professionalism and demonstrate Christian character in all areas of life, every student is expected to adhere to certain standards. The emphasis is on the importance of being obedient to the commands and principles of the Word of God, the Bible. Almost all of our standards of conduct are based on scriptural commands or principles. In addition to sexual harassment, sexual assault, and other sexual offenses, unacceptable conduct for BMA Seminary students and employees include, but are not limited to: inappropriate dating, homosexuality, and the use of pornography, premarital sex, and marital infidelity.

### **REPORTING SEXUAL OFFENSES**

#### **Reporting Procedures for Sexual Offense**

1. Students should report alleged sexual harassment or offense in writing to the Academic Dean or the President if the Dean is involved. Grievance procedure as stated in the *Student Handbook* will be followed.
2. Employees, faculty, and staff will follow grievance procedures as stated in the *General Employees Manual* and *Faculty Handbook*. Employees should report alleged sexual offenses in writing to the Academic Dean or the President if the Dean is involved.

#### **Contact Information for Reporting to the Dean and Title IX Coordinator**

BMA Seminary's Academic Dean serves as the institution's chief disciplinary officer and Title IX Coordinator. Students and employees may report sexual harassment or offenses to the Dean:

BMA Seminary  
Dean's Office  
P.O. Box 670 / 1530 East Pine St  
Jacksonville, Texas 75766

Phone: 903-586-2501  
Email: [bmats@bmats.edu](mailto:bmats@bmats.edu)  
(Please put "Confidential Offense Report" in subject line)

#### **Anonymous Reporting Option for Sexual Offense**

BMA Seminary students and employees may report anonymously to the Seminary Dean and President any sexual offenses (assault, dating violence, harassment, stalking) committed against them or witnessed by them by using the "Anonymous Reporting Option for Sexual Offense" link that appears on the seminary's homepage ([www.bmats.edu](http://www.bmats.edu)) or at the website's "Sexual Offense Policy" page ([www.bmats.edu/sexual](http://www.bmats.edu/sexual)).

#### **Crisis Center Confidential Hotline: 1-800-232-8519**

Students may contact the local Crisis Center's 24-hour confidential hotline for help regarding domestic violence, sexual assault or child abuse at 1-800-232-8519.

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### **CONSEQUENCES OF SEXUAL OFFENSE**

Upon completion of the investigation, if it is determined that sexual harassment or offense did occur, corrective and disciplinary action will be promptly put into effect, including the possibility of dismissal or removal of the offending person. Both accuser(s) and accused are entitled to the same opportunities during disciplinary investigation of an offense. Such an offense may require reasonable adjustment to a student's academic or living situations. Both accuser(s) and accused will be informed of the outcome of any institutional disciplinary proceeding that is brought alleging a sex offense. The outcome means only the seminary's final determination with respect to the alleged sex offense and any sanction that is imposed against the accused.

Upon the determination that an accusation necessitates the involvement of law enforcement, the seminary will seek immediately to inform and comply with appropriate legal authorities throughout their entire investigation process before conducting its own investigation. In the event that such is warranted, an individual found guilty of criminal offense may face both legal (i.e., the law) and institutional (i.e., the seminary) consequences.

### **SEMINARY SUPPORT FOR ALLEGED VICTIMS**

Alleged victims may request assistance from seminary personnel, particularly the Dean, in contacting appropriate *law enforcement* authorities.

Assistance may also be given to help victims of sexual offense contact organizations capable of providing for their *emotional/mental-health* issues related to the offense. Victims should contact the Dean's office.

### **NEW STUDENT ORIENTATION**

All students new to BMA Seminary must participate in and complete New Student Orientation. The seminary hosts this orientation online. The seminary automatically enrolls all new students in the orientation course. Students must view the presentation and complete the Orientation Quiz. The orientation presentation includes detailed definitions of sexual harassment/offense and reporting procedures along with general explanation of consequences of sexual harassment.

### **SEX OFFENDER REGISTRY**

Students and employees may view the Texas Department of Public Safety Sex Offender Registry to gain information related to sex offenders in the Jacksonville area by going to the following website:  
<https://records.txdps.state.tx.us/SexOffender>.

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