

# Real Carls, Real Questions

## Gender & Sexuality Center

- *Where is the GSC located?*

The GSC is located in Clader House, 209 East Second Street.

- *Can people study in the GSC? How often? When?*

You can always study in the GSC. Our office is accessible from 7am-9am with OneCard access and again from 5pm-12pm. Our regular open hours are Monday - Friday 9am-5pm. Stop by anytime!

- *Does the GSC have dental dams?*

The GSC stocks many safer sex supplies including external condoms, internal condoms, dental dams, and a variety of lubricants.

## Gender & Sexuality

- *Where can I learn more about gender?*

The [Gender Spectrum](#) is an awesome resource!

- *What's the difference between "gay" and "queer"?*

This is a question that individuals can answer differently. Gay was an umbrella term used to speak about all things LGBT. As it has fallen out of favor for not encompassing the breadth of identities, queer is now sometimes used in the same way. Queerness does not recognize binary ways of thinking or existing. It disrupts the notion of gay or straight and creates a space where sexuality is understood as universal. Gay people generally experience attraction to people of the same sex/gender. Queer people may experience attraction to people without recognition of binary structures like man/woman and gay/straight.

- *Do people who don't label themselves or aren't outspoken and active about their sexuality still a part of the LGBTQIA+ community?*

YES! LGBTQIA+ people come from all walks of life and every corner of the globe. Some people's voices can be loud, but not everyone CAN do that. Sometimes it's a matter of personal safety and in other times people want to just live without having to defend their identities or people they love.

- *Would more men identify as bisexual if it was more culturally appropriate?*

More men may publicly identify as bisexual if it was more culturally acceptable. This notion is tied to male fragility and the vestiges of patriarchal-heteronormative culture. It's also important to remember that behavior and identity are two different things. So, some men may enjoy sex with other men but not identify as bi, gay, or queer.

- *Can someone's gender identity be different than their sex assigned at birth?*  
Yes - gender is a social construction we've been taught to police and perform can help us begin to understand the experiences of others.
- *Does someone's gender identity ever not align with their gender expression?*  
The work of gender can be invisible and arduous. So, yes, there may be LGBTQIA+ people whose gender expression does not align with their inner sense of gender identity. It's important to remember that these aspects of identity are fluid and evolving over time.
- *Is there an accepted definition of what "sex" entails?*  
We all have our own idea of what counts as "sex". For some people, "sex" includes finger or mouth play, for others "sex" exclusively means penetration. The ambiguity of what we mean by "sex" is one reason why communication with our sexual partners is so important!
- *What is the androgynous gender identity?*  
Androgyny is the combination of masculine and feminine traits into an ambiguous form. People who are androgynous may also identify as gender fluid, gender queer or nonbinary.
- *What is the difference between physical and emotional attraction?*  
Physical attraction can also be understood as "having chemistry" with another person. It is wrapped up in an appreciation of the body and desires for intimate or sexual interaction. Emotional attraction is when you're attracted to a person's mind or spirit, and it can be experienced without physical attraction to that person. Some might call emotional attraction "friendship with a little extra spark."
- *What do relationships look like for those who emotional attraction and sexual attraction don't align to the same gender?*  
Relationships where someone's emotional attraction and sexual attraction don't align to one gender are complex and varied. Often people don't know how to express this or if it is allowed based on how they have been exposed to ideas about gender and sexuality. Each person is different. Open and direct communication with any partner is important to the success of any relationship, emotional or sexual.
- *What resources are available for people who identify as asexual?*  
The [Asexual Visibility and Education Network](#) (AVEN) is a great resource for learning about asexuality.

- *When was the term “asexual” coined? Has the meaning changed significantly?*

In 1869, Karl-Maria Kertbeny coined the term “monosexual” to refer to a person who only masturbates but does and didn’t engage in sexual activity. It was not until 2001, when the Asexual Visibility Education Network (AVEN) was created that the term “asexual” was defined by David Jay. The meaning has changed over time as people who were asexual were often confused for being bisexual.

- *What resources are available for members of the LGBTQIA+ communities at Carleton?*

LGBTQIA+ people at Carleton can access services across campus. If you have specific questions about a resource on campus, please visit the GSC so we can help you connect.

- *My family isn’t supportive of the LGBTQIA+ community. What can I do to learn more? What are the best ways of easing myself into learning and then supporting LGBTQIA+ issues in my family?*

The journey of allyship is one of evolution. When you hold a culturally dominant identity, exploring and understanding those who fall outside the majority is not a necessity in the same way it is for those who are marginalized. Very often when people can personalize the idea of being LGBTQIA+ (meeting LGBTQIA+ people, having a loved one identify as LGBTQIA+), they begin to have a framework for how those people in their lives whose identities are marginalized make decisions about how to move through the world in order to survive and hopefully thrive.

- *As an ally, what can I do to help make trans and nonbinary people feel more welcome at Carleton?*

Create spaces that recognize a multiplicity of identities. Learning more about being nonbinary or transgender can help. Most importantly, ask trans and nonbinary people what they need to feel welcome and not just tolerated - and then follow through.

- *Where can straight allies access more information about how to best support members of the LGBTQIA+ communities?*

Here are [10 ways to be a good ally!](#) More information for people who want to be allies to LGBTQIA+ communities is widely available online through organizations like [Human Rights Campaign \(HRC\)](#), the [Trans Student Educational Resource Network \(TSER\)](#), and the [Gay and Lesbian Alliance Against Defamation \(GLAAD\)](#).

- *Where is the Title IX Office located?*

The Title IX Office is located on the second floor in Henry House.

- *How quickly does a Community Concern Form get answered?*

When we receive a report while classes are in session, we follow up with 24 hours. Immediate follow up is usually in the form of an email, with an invitation to meet with the Title IX Coordinator if the concern is about a student or with the Title IX Deputy for Faculty and Staff if the concern is about an employee.

- *If I experienced sexual misconduct before arriving at Carleton, can I still receive support from Title IX and other campus resources?*

Yes! If a student has experienced sexual misconduct before becoming a member of the Carleton community Carleton can still provide all supportive measures to the student who has been impacted. We can provide support no matter when a student was impacted. We encourage students to come forward so they may learn about the resources, remedies, and options Carleton College can provide.

- *If I experienced sexual misconduct but the person who caused the harm is not a member of the Carleton community, can I still receive support from the Title IX Office and other campus resources?*

Yes! If the responding party is not a member of the Carleton community, Carleton is typically unable to utilize a formal complaint process, but can still provide all supportive measures to the student who has been impacted. We can provide support no matter when a student was impacted. We encourage students to come forward so they may learn about the resources, remedies, and options Carleton College can provide.

- *Who is at fault in sexual assault if both parties are similarly intoxicated?*

This is a complicated question. Intoxication is not the same as incapacitation. Carleton's policy contains the following definitions:

**Consent** means the mutual understanding of words or actions freely and actively given by two informed people that a reasonable person would interpret as a willingness to participate in mutually agreed upon sexual activity.

- Consent is not effective when force, threat, or coercion is used
- Consent is not effective if the recipient party is incapacitated, asleep, or unconscious
- Silence or non-communication should never be interpreted as effective consent
- Consent to one type of sexual activity does not imply consent to other types of sexual activity
- Past consent is not future consent
- Consent can be withdrawn at any time

***Incapacitation*** is the physical and/or mental inability to make informed, rational judgments. A person is incapacitated if they lack the necessary judgment to give consent to sexual activity. For example, a person may be incapacitated when asleep or under the influence of alcohol or drugs to an extent that the person is not capable of making a knowing decision. Knowledge of incapacity is evaluated based on a reasonable person standard. Accordingly, if a person has sexual contact with someone whom that person knows to be, or whom a reasonable person would know to be, incapable of making a rational, reasonable decision, that contact violates this policy.

Being intoxicated or under the influence of any substance at the time of sexual contact is never an excuse for violating this Policy.

- *What happens when a mutual no-contact order is violated?*

Any violations of NCOs are subject to disciplinary action under the College's policies and will be reported to Director of Community Standards. Retaliation is strictly prohibited. A violation of a NCO by a student who requested it may result in revocation of the NCO.

If you need immediate help, please contact Security Services at 507-222-4444.

- *What are possible sanctions if someone is found in violation of Carleton's policy against sexual misconduct?*

If a policy violation is found in a Community Board of Sexual Misconduct (CBSM) hearing, the panel hears from both parties and may ask questions to make a decision about the sanctions to put in place. The panel considers their responsibility to balance the following: keep the campus safe, prevent recurrence, and remedy the effects of the behavior in violation.

### **Possible Sanctions Include:**

- Dismissal from the College
- Suspension for one or more terms, with or without conditions for return
- Disciplinary Probation
- No Contact or Limited Contact Order
- Chemical Health Assessment
- Restricted Campus Access
- Restricted Course Enrollment
- Change of Housing
- Warning and Censure
- Required education or training

## Title IX Cont.

- *If I am concerned about filing a Community Concern Form, what resources are available?*

You may always email Laura, the Title IX Coordinator, to schedule a time to meet with her. You can talk through options before deciding what you want to share. If you do fill out a community concern form, Laura meets with the reporter before reaching out to the student who was impacted.

- *Where did the name "Title IX" come from?*

"Title IX" is the shorthand for Title IX of the Education Amendments Act of 1972. It is a federal civil rights law that states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

To learn more about Title IX, check out the [Know Your IX](#) website.

## Consent

- *What can you do when you want to say "no" but do not want to hurt their feelings?*
  - Be confident in your decision.
  - Be clear and direct. You don't need to justify why you're saying "no", but you can explain your reasoning/feelings if you want to.
  - Telling them what you do want to do with them (e.g. kissing, watching a movie together, getting food, continuing talking to them, etc.)

Just like anything else, feeling comfortable saying "no" requires practice. It can be helpful to practice saying "no" in non-intimate situations, like:

- turning down social plans when you really aren't up for it
    - turning down extra projects or work that you really can't take on
  - *Can you ask for consent in non-verbal ways?*
- A lot of communication in intimate situations happens nonverbally. Nonverbal cues, or body language, are important because they can convey our thoughts and feelings, but they can also be misinterpreted. When we're talking about consent, body language is not enough. Consent is clear, coherent, ongoing, and willing, and the only way to know for sure that someone is giving clear consent is with their words.
- *Can someone give consent when they've been drinking?*

Being under the influence of alcohol is not the same as being incapacitated. Consuming any amount of alcohol does impact someone's ability to provide coherent consent. If someone is incapacitated -- whether it be from drugs, alcohol, or sleep -- they cannot give consent. It is possible for someone to give consent if they have been drinking and are not incapacitated. If you are at all concerned about someone's ability to provide clear, coherent, ongoing, and willing consent, it is best to wait.

## Consent Cont.

- *Can you receive consent from someone who has been drinking?*

If someone is incapacitated -- whether it be from drugs, alcohol, or sleep -- they cannot provide consent. Exploiting someone's impairment through the use of undue influence, pressure, coercion, or physical means, is not acceptable under any circumstances. It is possible to receive consent from someone who has been drinking **as long as they are not incapacitated and their consent is clear, coherent, ongoing, and willing**. If someone has been using alcohol and you are considering engaging in any intimate activity with them, it is your responsibility to check in, ask, and make sure they are providing clear, coherent, ongoing, and willing consent to all activities.

- *What if both parties have been drinking - can they have consensual sex?*

It is possible to engage in consensual sexual activity when both parties have been drinking, **as long as both parties provide and receive consent that is clear, coherent, ongoing, and willing, and neither party is incapacitated**. Being intoxicated or impaired by alcohol and/or other drugs does not mitigate responsibility for

## Healthy Relationships

- *What are signs of a healthy relationships?*

Every relationship looks a little different, but healthy relationships do share these qualities: they are all based on respect and communication. Some signs of a healthy relationship are:

- making decisions together -- like what movie you want to watch, when and where you want to eat, and how you spend your weekends
- openly and honestly communicating about what you're dealing with, including any problems in your relationship

You can learn more about healthy relationships and available trainings on [Carleton's Sexual Misconduct Response and Prevention website](#).

## Bystander Intervention

- *How can you create a safe space to share your concerns if you witness someone making inappropriate comments?*

If you choose to share concerns with someone about their behavior and there is no active threat to your and anyone else's safety, here are some things to consider:

- **Choose an appropriate time and place to have the conversation**
- **Identify the specific behavior that you are concerned about**
- **Use "I" statements**
- **Have the conversation when you are calm**
- **Come from a place of kindness and compassion**

## Bystander Intervention Cont.

- *How can I intervene in situations that feel unsafe?*

There are many different strategies you can use to be an effective bystander, including:

- Direct: directly address either the person causing harm (to let them know that you do not condone their behavior) or the person being harmed (to offer support and help).
- Delegate: ask someone else, who may be better equipped or better able to handle the situation, to get involved. This could be in the form of a peer who knows the people involved better than you do, informing a supervisor, submitting a community concern form, or calling security.
- Distract: divert the attention of the person causing harm. This can diffuse the situation or create an opportunity for the person being harmed to remove themselves from the situation.

**Remember: your safety is always important. Do not put yourself in a dangerous situation.**

**If you are witnessing violence, it may be safer to call Campus Security (507-222-4444) rather than attempting to diffuse the situation yourself.**

Intervening in a situation that makes you feel uncomfortable takes practice. One way to practice here at Carleton is to attend a [Green Dot Bystander Training!](#)

## Additional Campus Resources

<u>Office</u>	<u>Location</u>	<u>Resources</u>
Student Health and Counseling (SHAC)	Davis Hall, ground floor	<ul style="list-style-type: none"><li>• SHAC offers confidential medical services and counseling services, including birth control (education about methods, prescriptions, refills), annual exams, pregnancy testing and counseling, STI testing, and prescriptions for emergency contraception</li><li>• Condoms are available</li><li>• For more information, visit <a href="#">SHAC's website</a></li></ul>
Chaplain's Office	Skinner Memorial Chapel	<ul style="list-style-type: none"><li>• Confidential campus resource</li></ul>
Campus Advocates Against Sexual Harassment and Assault (CAASHA)		<ul style="list-style-type: none"><li>• CAASHA is a student organization dedicated to supporting and empowering Carleton students affected by — or with questions about — sexual harassment or assault</li><li>• For more information, visit <a href="#">CAASHA's website</a></li></ul>