



Student Affairs Policy

Northshore Technical Community College

Campus Sexual Violence Prevention Program

Overview

Northshore Technical Community College is committed to creating an environment free of sexual violence. The College strives to achieve this goal through prevention and promotion, awareness, survivor support, due process procedures, and referrals to law enforcement. In accordance with the Campus Sexual Violence Elimination Act (Campus SaVE Act) and 2013 Violence Against Women Reauthorization Act, the College is actively working to increase transparency about the scope of sexual violence on campus, guarantee survivors enhanced rights, and provide College-wide prevention educational programming.

The College implements relevant policies in such a manner to ensure that all students and employees have equal access to the information and services related to sexual violence, regardless of race, color, religious or political affiliation, gender, sexual orientation, citizenship, national origin, age, disability/ handicap, marital status or veteran's status, gender, race, sexual orientation, nation of origin, religion, age, disability, pregnancy, childbirth and related medical conditions, and the sickle cell trait. Applicable services are available to any student or employee, whether the alleged assault occurred on or near campus, or elsewhere.

Definitions

Sexual violence is defined by the U.S. Department of Education Office of Civil Rights as physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent (*e.g.*, due to the student's age or use of drugs or alcohol, or because an intellectual or other disability prevents the student from having the capacity to give consent). A number of different acts fall into the category of sexual violence, including rape, sexual assault, intimate partner abuse/domestic violence, dating violence, sexual battery, sexual abuse, sexual coercion, and stalking. Sexual violence can be carried out by College employees, other students, or third parties. All such acts of sexual violence are forms of sex discrimination prohibited by Title IX.

In this policy, the person reporting the incident is referred to as a "survivor" to acknowledge those who have experienced sexual violence as individuals who have survived these experiences. While in other contexts, the term "victim" or "patient" may be used; however, "survivor" is used as term of respect to acknowledge that people who experience sexual violence have survived an event or events that can be life-changing.

Rights

It is the survivor's right to decide how to cope with and report the experience. All individuals who report an incident of sexual violence have specific rights whether or not they pursue any formal complaint.

Northshore affords anyone who reports alleged sexual violence, either on or off-campus, with the following information and rights:

- Procedures that should be followed in the event of an incident of sexual violence including to whom the offense should be reported.
- Options for reporting to law enforcement including the right to be assisted by campus authorities, as well as the right to decline to report to law enforcement.



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- The right to a prompt, fair and impartial investigation and resolution.
- Changes to the academic, transportation and working situations if requested and reasonably available whether or not a formal report is made.
- Possible sanctions or protective measures that may result from an institutional disciplinary proceeding.
- Notification that that the College is obligated to follow up on all allegations and that confidentiality will be ensured to maintain the survivor's safety, provided that doing so does not interfere with the College's ability to investigate and take appropriate corrective action.
- Reasonable safeguards to prohibit retaliation.
- Notification about existing counseling, health, mental health, survivor advocacy, legal assistance and other services available on and off-campus.

Reporting to Police and/or Sheriff Department

The Local Police and/or Sheriff Department is the primary investigative agency for crimes that occur on Northshore property owned or leased. An individual who has experienced an incident of sexual violence may report this to the police by calling 9-1-1 or the Local Police or Sheriff Department.

Reporting a crime is the process of officially documenting what has occurred with the Law Officials. Following the report, an investigation may occur. During the investigation the Local Police or Sheriff Department may use discretion in informing survivors regarding the investigation's progress; however, survivors may contact the Local Police or Sheriff Department for updates.

Following an investigation, a charge may be filed and/or the matter forwarded to be prosecuted. An arrest of a suspect may or may not occur at any point in the process. The Local Police or Sheriff Department has specialized training in the investigation of sex offenses and shall conduct all investigations of sexual offense incidents.

Reporting to the Office of Student Affairs

If the alleged perpetrator of sexual violence is a student, survivors may report to the Office of Student Services, which administers the Student Judicial Code of Conduct. NTCC has a student judicial process for incidents of misconduct involving NTCC students.

Complaints of sexual violence and harassment may also be submitted to any one of the following Office of Student Services for Students, and Human Recourse for Employees, and/or Campus Security Staff. Staff may not be "Professionally Trained."

If there is enough evidence to go forward, a student judicial hearing may result. If a student is found in violation of the Student Judicial Code, possible sanctions range from an official reprimand to expulsion. However, when students are found in violation of sexual misconduct, more common sanctions involve possible suspension, probation and "no contact" directives. Depending on the facts of the case, sanctions are designed to address the behaviors and are both educational and punitive in nature.

Reporting to the Office of Human Resources/Equal Access Equal Opportunity Officer/ College



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Confidential Advisors

Incidents of sexual violence allegedly committed by an employee of the College may be reported to the Office of Human Resources or the Equal Access Equal Opportunity Officer.

The Office of Human Resources and the Equal Access Equal Opportunity Officer may be consulted about situations, take reports/complaints, initiate investigations/proceedings, and make recommendations/determinations. Depending on the outcome of the investigation/proceedings, if corrective action needs to be imposed, the Office of Human Resources or Equal Access Equal Opportunity Officer will advise College leadership on appropriate action.

These offices take steps to protect the confidential nature of reports and to resolve the matter as discreetly as possible, while remaining attentive to any concerns regarding retaliation during the process.

Annual Crime Reporting

Northshore's Facilities Management is responsible for meeting Clery Act reporting requirements, including reporting and publishing annually the number of sexual assaults reported on each campus/site and the number of sexual assault investigations conducted on each campus/site.

NTCC Campus Security Staff are responsible for reporting crimes stat reports to the Facility Manager for meeting Clery Act reporting requirements, including reporting and publishing annually the number of sexual assaults reported on each campus/site and the number of sexual assault investigations conducted on each campus/site.

Education and Prevention

Northshore provides education about sexual assault through orientation and follow-up programs for students, faculty, and staff. Northshore is in compliance with LCTCS Harassment policy # 6.011. In fall 2014, all supervisors will receive appropriate training to take leadership in implementing the policy. They will inform people under their direction of this policy and assume leadership in implementing the procedures. In spring 2015, Northshore will implement a comprehensive education program for students in conjunction with all LCTCS institutions. This program will encompass all legally required education components as set by the Campus SaVE Act.

Review Process:

X	Reviewing Entity	Review Date	Effective Date
X	NTCC Chancellor/Appointing Authority	10/22/2014	
X	College Leadership Committee	10/22/2014	
X	Academic Affairs Committee	09/25/2014	
X	Enrollment Services and Student Affairs Committee	10/28/2014	

Distribution:

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