

# Northwestern Michigan College

## Annual Title IX Report – 2016-2017

### INTRODUCTION

---

Northwestern Michigan College is a community college receiving financial aid, and as such, is subject to the provisions of Title IX. Northwestern Michigan College is committed to creating and maintaining a safe environment for the entire campus community. Northwestern Michigan College prohibits sexual misconduct, as well as gender-based violence, discrimination and/or harassment, and takes all complaints very seriously. The college is committed to addressing the prohibited behaviors to stop the current behavior, prevent its reoccurrence to the best of its ability, as well as provide accommodations and resources for the individuals effected. This annual report summarizes the reports that have been made for the 2016-2017 academic year, as well as opportunities for education and training for members of the campus community.

### INCIDENT REPORTING

---

During the 2016-2017 academic year, Northwestern Michigan College was put on notice for 7 different incidences of behavior that potentially fell under what is prohibited under Title IX (behavior that is harassing in nature based on one's sex or gender, gender or sex-based discrimination or violence that prevents a student from receiving their education). All 7 reports were made in person or by using our online reporting tool, in which students may choose to remain anonymous (<https://publicdocs.maxient.com/incidentreport.php?NorthwesternMichiganCollege>). To the college's knowledge, 3 individuals accessed services from the Traverse City Police Department; 2 individuals filed a formal police report.

### STATUS OF COMPLAINANT

---

In all (7) of the cases (100%) the complainant was a current student. Six of the seven cases included complainants who identified as female; one individual identified as male. Complainants were from all years of school (first year and beyond). All cases included incidents between persons of various genders.

## STATUS OF RESPONDING PARTY

---

Out of the seven cases where the college was put on notice, one involved an NMC employee (faculty/staff), two cases involved non-employees/ those not affiliated with NMC, three cases involved students as the responding party and no case included both students and employees (faculty/staff) as the responding party. In one case, the alleged identities were not affiliated with the college. In all of the cases, the responding parties were male.

## TYPE OF INCIDENT

---

Incidences under the purview of Title IX fell into four categories, including, instances of sexual harassment (1), gender-based discrimination/harassment (2), unwelcome touching of a sexual nature (1), sexual assault (3).

## INVESTIGATED AND INFORMALLY RESOLVED CASES

---

Of the seven cases investigated during the 2016-2017 academic year, one case involved sexual harassment. After a preliminary investigation, due to the status of the alleged who was not a Northwestern Michigan College student or employee, the college could not reprimand the individual for their behavior. The individual was a contracted employee through a program not affiliated with NMC and was removed from their position immediately. The college offered support, as well as on and off-campus resources to the complainants to support the students in receiving their education.

In the two cases that involved gender-based discrimination/harassment, in the first case the responding party was an adjunct faculty of the college; the case was investigated by the college. Due to the outcome of the investigation, the adjunct faculty's contract will not be renewed for future semesters. The college offered support, as well as on and off-campus resources to the complainants to support the students in receiving their education. In the other case that involved an incident of gender-based harassment, the case was unfounded due to a lack of communication from the complainant. The status of the alleged, was not a Northwestern Michigan College student or employee, therefore, the college could not reprimand the individual for their behavior.

In the case that involved unwelcome touching of a sexual nature, the responsible individual was a student of the college; the complainant wished to pursue an investigation and the college proceeded to move forward with an investigation. Due to the outcome of the investigation, the alleged student was not found in violation of NMC policy, state or federal law. Accommodations were offered to the complainant again in the meeting where the outcome of the investigation was stated.

Of the seven cases, three cases involved incidents of sexual assault. The first incident was investigated and the alleged was a student of the college. The outcome of the investigation found the responding party in violation of NMC policy; the student was sanctioned based on the severity of the violation. The college offered support, as well as on and off-campus resources to the complainant to support them in receiving their education. The second incident involving sexual assault, the college pursued an investigation and found the alleged in violation of NMC policy and Title IX. Due to the violation, the student was removed from campus housing and the college in its entirety. The third incident of sexual assault occurred off-campus. The college conducted a preliminary investigation and determined that the alleged were not students of the college, nor employees. Therefore, they could not be found in violation of NMC policy. The college offered the complainants support and resources on and off-campus.

## CASE FLOW

---

To the greatest degree possible, the college left how to proceed with a complaint up to the reporting party. None of the seven cases were investigated when the complainant wished not to proceed (with an investigation); all reports made were followed by a preliminary or full investigation. Refer to the table on page 6.

## EDUCATION AND TRAINING

---

Required Title IX and Campus SaVE Act Training was provided throughout the academic year. All new employees received the training at new employee orientation through Human Resources and new students received training through new student orientation. Training modules were offered to all students enrolled in any NMC course through Safe Colleges; the modules are housed on the student intranet (log-in) page. Human Resources also required that all employees complete Title IX training through Campus Clarity; the modules were mandatory for employees and had to be completed prior to the end of the academic year. Title IX and Campus SaVE Act Training was also provided on an as-needed basis to specific student groups, classrooms and academic programs. Title IX educational presentations were presented to all incoming Great Lakes Maritime Academy cadets during pre-fall and in the spring semester prior to summer sea projects (there were a total of nine presentations). A group of students, staff and faculty members took part in two workshops which focused on creating a peer-to-peer healthy sexuality, and sexual assault prevention education program. The Campus SaVE Act Advisory Board continues to develop the training program and plans to pilot it during Welcome Weekend of the 2017/2018 academic year. On Professional Development Day, Lisa Thomas held an educational session on the implications of Title IX for NMC faculty and staff. The

training gave a brief overview of Title IX, and the rest of the session covered information on Title IX protections for transgender students and pregnant students.

## SEXUAL ASSAULT CAMPUS CLIMATE SURVEY

---

NMC continues to utilize the 2016 Sexual Assault Campus Climate Survey data to develop programming and events for the campus community. We intend to enact the Sexual Assault Campus Climate Survey every two years, with the next campus climate survey taking place during the spring of 2018.

## OFFICE FOR CIVIL RIGHTS (OCR)

---

Incident reporting to the Department of Education, Office for Civil Rights (OCR), is an option for students, staff and employees as a resolution of discrimination. Information on how to access OCR is provided on [nmc.edu/OCR](http://nmc.edu/OCR), as well as Title IX and Campus SaVE Act-related pages. OCR information is also available in NMC's Sexual Misconduct Policy and Procedures brochure which are located across campus, and can also be found online.

## RESOURCES AND SUPPORT

---

The college is committed to supporting those who come forward with complaints of sexual misconduct. Even if the complainant desires not to pursue an investigation, the college wants to ensure that the student(s) does not face barriers to continuing their education. The college offers students resources both on and off-campus to seek and receive ongoing support. This may include counseling services, campus escorts, changes in housing and / or academic changes, changes in working situations, transportation assistance, targeted interventions, etc. Out of the seven total cases, 57% (4) of the reporting parties accessed resources/accommodations offered by the college.

*IF YOU NEED RESOURCES OR SUPPORT, PLEASE CONTACT ONE OF THE INDIVIDUALS OR ORGANIZATIONS LISTED BELOW:*

<b>For Students:</b>	<b>For Everyone:</b>
<ul style="list-style-type: none"><li>• Short-term counseling, advocacy and referral services: Student Life Office – (231) 995-1118</li><li>• Health concerns: Student Health Services- (231) 995-1255</li><li>• Safety Concerns on NMC’s Campus: Campus Safety &amp; Security – (231) 995-1111</li><li>• Title IX Coordinator at (231) 995-1144</li><li>• Email: <a href="mailto:Sexual-misconduct@nmc.edu">Sexual-misconduct@nmc.edu</a></li><li>• Online: <a href="http://nmc.edu/sexual-misconduct-form">nmc.edu/sexual-misconduct-form</a></li></ul>	<ul style="list-style-type: none"><li>• Women’s Resource Center: (231) 941-1210</li><li>• Traverse City Police Department: 911 or (231) 995-5150</li><li>• Third Level Crisis Center: (231) 922-4800</li><li>• RAINN: (800) 656-4673</li><li>• GLBT National Hotline: (888) 843-4564</li></ul>

**If you have any questions, comments or concerns about this report, please direct them to:**

Lisa Thomas  
Dean of Students  
Northwestern Michigan College  
[lthomas@nmc.edu](mailto:lthomas@nmc.edu)

<b>Title IX Reports</b>	<b>Case #1</b>	<b>Case #2</b>	<b>Case #3</b>	<b>Case #4</b>	<b>Case #5</b>	<b>Case #6</b>	<b>Case #7</b>
<b>Type:</b>	Sexual Assault	Sexual Assault	Sexual Assault	Gender-based Harassment	Gender-based Harassment	Unwelcome touching of a sexual nature	Sexual Harassment
<b>Proceedings:</b>	Investigation	Investigation	Investigation	Investigation	Preliminary investigation; not enough information	Investigation	Preliminary investigation; alleged not students or employees of the college
<b>Outcome:</b>	Investigation found alleged in violation of NMC policy; alleged was sanctioned to the following: counseling sessions, letter of apology and one calendar year of probation for the maritime academy	Investigation found alleged in violation of NMC policy and Title IX; alleged was sanctioned to the following: removal from campus housing and NMC it its entirety	Complainants accessed resources and accommodations on and off campus; Reporting parties not sanctioned due to non-NMC status	Adjunct faculty's contract will not be renewed for future semesters	N/A; preliminary investigation resulted in not enough information to move forward with larger investigation	Investigation did not find the alleged in violation of NMC policy, state of federal law; there was no sanction given to the alleged	Reporting party not affiliated with the college and could not be sanctioned; Complainants were offered resources/accommodations on and off campus