

NMNC



ADDITIONAL SUPPORT AND RESOURCES

For Students

- Short-term counseling services as well as referral services: Student Life Office, (231) 995-1118
- Safety concerns on NMC’s campuses: Campus Safety and Security, (231) 995-1111
- Health concerns: Student Health Services, (231) 995-1255

For Employees

- Employees with health insurance have mental health coverage available to them—contact your provider

- NMC’s Employee Assistance Program: (231)947-8387
- *For Everyone* (24 hour phone numbers and services)
- Traverse City Police Department: 911 or (231) 995-5150
- Women’s Resource Center: (231) 941-1210
- Northern Lakes Community Mental Health 24-hour emergency services: (231) 922-4850
- Munson Medical Center SANE (Sexual Assault Nurse Examiner Program for Rape Survivors): (231) 935-6333

1701 E. Front Street | Traverse City, MI 49686-3061
(231) 995-1000 | (800) 748-0566 | www.nmc.edu

NON-DISCRIMINATION POLICY NOTICE

Northwestern Michigan College is committed to a policy of equal opportunity for all persons and does not unlawfully discriminate on the basis of race, color,

national origin, religion, disability, genetic information, height, weight, marital status or veteran status in employment, educational programs and activities, and admissions. nmc.edu/nondiscrimination

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» WHAT IS SEXUAL MISCONDUCT?

Those examples listed in the policy statement: rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence, and domestic violence.

Other specific examples include, but are not limited to:

- Unwelcome physical contact such as touching
- Persistent, unwelcome requests for sexual contact
- Requests for sexual contact from someone who grades, advises, or supervises you
- Sex-related behavior accompanied by promise of reward or threat of harm
- Unwelcome sexual remarks about a person’s clothing, body, sexuality, or sexual orientation
- Offensive sexual questions, jokes, and stories
- Display of sexually offensive posters, pictures, words or messages
- Introduction of sexually explicit material into the classroom or workplace without an educational or work-related purpose
- Retaliation for making a complaint of sexual misconduct

POLICY STATEMENT

Northwestern Michigan College (NMC) prohibits sexual misconduct, which includes, but is not limited to: rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence, and domestic violence.

Sexually violent acts, termed sexual misconduct by NMC, are violations of NMC's Student Rights and Responsibilities and can be crimes as well.

REPORTING SEXUAL MISCONDUCT

NMC has jurisdiction over all acts of sexual misconduct involving members of the campus community, whether on- or off-campus. Options under Title IX for addressing harm include: reasonable accommodations, informal resolution, and/or formal investigation and a live hearing. You may report sexual violence, sexual assault, sexual harassment or stalking to the Dean of Students, the local police department or to any college employee who provides direct services to students. You also may report to any college employee whose role you reasonably believe indicates an authority or responsibility to take action.

If you are a student, or a legal guardian of a minor student, and report your concern to a college employee, employees have a responsibility to inform the Title IX Coordinator that the incident occurred, even if you are choosing to remain anonymous.

If you are an employee and report your concern to your supervisor, your supervisor is required to report the information to the Title IX Coordinator.

REPORTING OPTIONS

E-mail: sexual-misconduct@nmc.edu

Online: nmc.edu/sexual-misconduct-form

Title IX Coordinator:
(231) 995-1144

Additional option for students:

Dean of Students
(231) 995-1118

Additional option for all employees, applicants, board members, volunteers, or contractors:

Associate Vice President of Human Resources
(231) 995-1342

PROCEDURES FOR ADDRESSING SEXUAL MISCONDUCT

When the complainant chooses to file a formal complaint, the Title IX Coordinator will initiate an impartial investigation as part of the resolution process, which may lead to the imposition of sanctions, based on a preponderance of evidence (what is more likely than not), upon an accused individual.

An investigation will normally include conferring with the parties involved, as well as any named or possible witnesses. The investigation will involve collecting information to determine if a hostile environment was present for the complainant, as evidenced by

sexual misconduct or harassment that is sufficiently severe, persistent, pervasive, and objectively offensive that it unreasonably interferes with someone's ability to participate in or benefit from NMC's education, programs and services. Sanctions range from warning through expulsion/termination as determined by NMC's live hearing process. The Title IX Coordinator shall be responsible to ensure that the process is conducted fairly, promptly, and thoroughly. Complaints of discrimination and/or harassment will be treated as confidentially as possible. All parties will receive amnesty for minor infractions (e.g. alcohol/drug violations) that are secondary to incidents of sexual misconduct.

Procedures detailing the investigation and resolution processes of NMC can be found online: nmc.edu/policies

D-702.01 - Discrimination and Harassment Complaint Procedure

D-602.04 - Sexual Harassment—Students

D-602.05 - Student Sexual Assault

If the complainant wishes to access local community agencies and/or law enforcement for support, NMC will assist the complainant in making these contacts. The Title IX Coordinator will offer assistance to complainants in the form of opportunities for academic accommodations, changes in housing for the complainant or the respondent and other assistance as may be appropriate and available (such as no contact orders, campus escorts, targeted interventions, etc.).

In any complaint of sexual misconduct or other behavior covered under Title IX, both the complainant and the respondent are entitled to the same opportunities for an advisor of their choice throughout the process. All parties have a right to be free from retaliation. If any party provides false information, they could face sanctions or other disciplinary actions.

Once the resolution process is complete, the parties will be informed, in writing, of the outcome. All parties will be informed of the NMC appeal processes, and their rights to exercise a request for appeal. Should any change in outcome occur prior to finalization, all parties will be timely informed in writing, and will be notified when the results of the resolution process become final. Incident reporting to the Department of Education, Office for Civil Rights (OCR) is an option for resolution of discrimination. Visit nmc.edu/ocr for more information.

PRIVACY

Information received by NMC in connection with the filing, investigation, and resolution of allegations will be treated as private. NMC will disclose your information on a limited basis and only as needed to properly and thoroughly conduct an investigation, for the purposes of addressing conduct or practices that are in violation of the policy, or when required to do so by state or federal laws.