

Definitions

What is sexual harassment and sexual assault?

- Sexual harassment can include unwelcome sexual advances; requests for sexual favors; and other verbal, nonverbal or physical conduct of a sexual nature including rape, sexual assault, sexual battery and sexual coercion.
- A violation of a person's physical and emotional well being.
- A crime prosecutable under Nebraska law.
- An act of power and control.
- Sexual assault is **NOT** an expression of love, passion, or sexual desire.
- Sexual assault is **NOT** your fault.

Sexual assault can happen to anyone, regardless of gender, race, class, age, size, appearance, or sexual orientation. Alcohol is the most common predatory (date rape) drug; in approximately 90% of cases, either the victim or the perpetrator was intoxicated. The assailant is an acquaintance in the majority of reported cases.

If you have experienced a sexual assault, you may be faced with many decisions to make about your own physical and emotional well-being, as well as filing reports through the College or law enforcement. The following information will provide a good overview; however, it may be helpful to speak with an advocate or counselor about your options.

Sexual Assault Statement

Students and staff at Northeast Community College have the right to live, work and learn in an academic environment that is free from all forms of sexual violence and misconduct. At Northeast, we aim to reduce the occurrence of sexual assault on campus by creating a community intolerant of sexual violence. We strive to empower students and staff to disclose sexual assault and to have access to medical, mental health and advocacy services.

Northeast's Sexual Misconduct Policy applies to students, staff, faculty, and other academic personnel and complies with the provisions outlined in the Title IX of the Education Amendments of 1972. Sexual harassment is a form of sex discrimination prohibited by Title IX.

For complete information about Northeast's Sexual Misconduct Policy, visit northeast.edu/About-Us/Title-IX/.

Northeast Community College Resources

Bright Horizons

24-Hour Confidential Support Line 1-877-379-3798
Information, Options, Support and Advocacy

Northeast Campus Security or Police

(402) 841-5163 (24-Hour Line) or 911

Northeast Counseling Services

Free, confidential counseling service for students
(402) 844-7277 | College Welcome Center 1234

Northeast Student Health Services

Free, confidential medical services for students
(402) 844-7176 | Student Center 216

Employee Assistance Program (EAP)

Free, confidential counseling services for employees
1-800-666-8606

Kurt Kohler, Dean of Student Life & Athletics

(402) 844-7722 | kurtk@northeast.edu
Burkhardt Hall Room 116

Maureen Baker, Director of Student Conduct

(402) 844-7258 | maureen@northeast.edu
College Welcome Center 123

Title IX Coordinator

Dr. Karen Severson, Interim AVP of Human Resources
(402) 844-7046 | karens@northeast.edu
Lifelong Learning Center, Suite 100

Title IX Deputy Coordinators

Amanda Nipp, VP of Student Services

(402) 844-7273 | amandan@northeast.edu
College Welcome Center 1236

Jessica Dvorak, Director of Human Resources, Talent and Human Resources Compliance

(402) 844-7045 | jessicad@northeast.edu
Lifelong Learning Center, Suite 100



Northeast Community College is committed to end sexual violence. For information about Northeast's policies and processes in regards to sexual misconduct, visit northeast.edu/about-us/title-IX and click on **What To Do** on the left side of the screen.

Compliance at Northeast

Northeast Community College has a duty to promptly respond to all complaints of sexual harassment and sexual violence, whether on- or off- campus incidents. The purpose is to prevent sex discrimination on campus, promptly address reported incidents, limit the effects of harassment on the educational environment, and prevent its recurrence. Northeast does not discriminate based upon any status protected by law or college policy. Please go to northeast.edu/nondiscrimination for details.



SUPPORT SERVICES
AND OPTIONS
In Case of Sexual Assault



What To Do If It Happens To You

If the assault just occurred:

- Get to a safe place as soon as possible.
- Try to preserve all the physical evidence (it may be possible to collect evidence of the offense up to 5 days following the assault).
 - Don't shower or bathe.
 - Don't brush your teeth.
 - Save the clothing that you were wearing in a brown paper bag.
- If the assault took place in your home, do not rearrange and/or clean up anything.
- Seek support.
 - Talk with someone you trust to get immediate support (friend, family, RA, advocate).
 - Bright Horizons has a 24-Hour Confidential Support Line (877) 379-3798. Trained advocates are available to talk with you about all your options and provide support.
- Seek medical attention.
 - Northeast Student Health Services has a nurse who can meet with you, check for injuries and Sexually Transmitted Infections (STI).
 - Faith Regional Health Services at 2700 Norfolk Avenue, Norfolk, NE.
 - Visit your primary care physician.
- Decide whether to report the crime.
 - Police Department, 911
 - Northeast Campus Security, (402) 841-5163 (Norfolk Campus)
 - Title IX Coordinator, (402) 844-7046



Counseling/Support Options

If you are dealing with an unwanted sexual experience, it may be useful to talk with someone who is knowledgeable about the issue. People in this situation may feel a wide variety of emotions, such as being confused, outraged, frightened, overwhelmed, scared, sad, anxious, and depressed.

Being assaulted can create a host of practical and emotional consequences. While you may want to talk to someone you trust, such as a friend or family member, there are also free, confidential resources available. Students can visit with the Counselor or the Nurse on campus; staff can contact EAP to visit with a counselor. All of these services are free and highly confidential, which can be an extremely important part of the healing process.

Many survivors seek out a supervisor, professor or individual in a position of trust to help provide support. Be advised: some of these people may have an obligation to report the incident.

When you seek help from professionals or co-workers, first ask what level of confidentiality they can provide and who they are required to tell if you were to disclose information regarding an incident. That way, you can make an informed decision.

Some things you might discuss:

- Figuring out what you feel and think about what is going on.
- Getting information that will help you assess the situation and figure out what you want to do.
- Talking about how to manage your academics or work given your situation.
- Getting help with changing your classes, working with your professors or modifying your work schedule.
- Talking about making a safety plan, if needed.
- Getting medical treatment if you have injuries or are worried about your health.
- Changing where you live to get some space or safety.
- Reporting to the police and/or campus security and to a Title IX Team Member or the Title IX Coordinator.

**Northeast Community College Counseling
Confidential and Free Counseling (402) 844-7277**

**Felicia Rath, Bright Horizons Campus Advocate
24-Hour Confidential Support Line 1-877-379-3798
(402) 992-3828 | campusadvocate@northeast.edu**

Medical Options

Especially in the first 72 hours, medical concerns like pregnancy, sexually transmitted infections (STIs) or injuries may be important to address. Even after 72 hours have passed, treatment is available and may put your mind at ease. There is a difference between getting treatment from a medical professional and having medical evidence collected for a possible investigation.

Evidence collection, often referred to as the "rape kit," is done at the Faith Regional Health Services Emergency Room. You can learn more about the forensic rape exam by calling the **24- Hour Bright Horizons Support Line at (877) 379-3798**. Advocates are available to meet you at the hospital to offer additional support and information.

If you think there is a possibility that you will decide to report the assault to the police, it is best to get the forensic exam done as soon as possible.

If you have injuries related to an assault and want treatment but no evidence collection, please go to the doctor. Keep in mind that if you are under the age of 18 or have significant physical injuries, doctors may be required to report the assault to the police. If you want, you can ask about reporting requirements before receiving treatment.

If you do not feel you want or need an emergency room visit or evidence collection, but are concerned about pregnancy or sexually transmitted infections (STIs), you have several options:

Northeast Student Health Services (402) 844-7176, or your primary care physician can provide emergency contraception and/or STI testing and treatment. The Norfolk Community Health Care Clinic offers services for those without insurance on a sliding fee scale **(402) 644-7314**.

Reporting Options

As a student or employee at Northeast, you have several options regarding reporting the crime to authorities.

College Judicial Procedures

If you were assaulted by a student, you can report the incident to any Title IX Team Member: the Dean of Health and Wellness (402) 844-7748; the Dean of Student Life (402) 844-7722; the Director of Student Conduct (402) 844-7258; the Director of Residence Life (402) 844-7151; or the Title IX Coordinator (402) 844-7046. Students may also report incidents of sex discrimination, sexual harassment (including sexual violence) or sexual misconduct to any College administrator, official or staff member, who is then responsible for promptly notifying any of the Title IX Team Members or the Title IX Coordinator of the reported incident.

The Title IX Team members, with oversight by the Title IX Coordinator (Associate Vice President of Human Resources), will review the information, take remedial measures and determine the best next steps; this could include an investigation and the assignment of sanctions or disciplinary actions. When allegations of sexual violence or misconduct are brought to the Title IX Team and a respondent is found to have violated the Code of Conduct or College policy, serious sanctions or disciplinary actions will be issued to help ensure that such actions are never repeated. Depending on the case, the Director of Student Conduct or Title IX Coordinator may impose sanctions or disciplinary actions that include, but are not limited to, no-contact orders, educational mandates, suspensions or dismissals from the College.

If you were assaulted by a faculty or staff member, you can report the incident to the Title IX Coordinator (Associate Vice President of Human Resources), who investigates infractions of College policy and violations of Title IX and the College's Sexual Misconduct Policy. Any student, employee or visitor with questions or concerns about sex discrimination or sexual harassment or who believes that he or she has been the victim of sex discrimination or sexual harassment may contact the Title IX Coordinator for assistance.

Criminal Investigation/Prosecution

Northeast encourages reporting the incident to the Police as soon as possible; but even if a victim chooses not to report it immediately, a report can be made later. Reporting an assault is not the same as pressing charges and does not mean you have to go to court.

If you make the decision to press charges, an investigation will occur and the County Attorney's Office will review the case and determine whether or not to file charges in the case. Investigations can take several weeks and/or months to complete before a decision may be made about whether or not to file charges. If charges are filed, a victim-advocate from the Attorney's Office will keep you notified of the case and assist you through the process.

If the assault happened a while ago, or if you are not sure you are ready to talk to a College employee or the Police, you can call **Bright Horizons 24-Hour Confidential Support Line 1-877-379-3798** and talk through the issues. If you would like to report, but are apprehensive about talking with the Police or a College employee, the **Counselor (402) 844-7277 or Nurse (402) 844-7176 at Northeast** can help schedule an interview in a comfortable setting.