

# 4 Things You May Not Know About Title IX

1. Equal opportunities in career and technical programs in traditionally male-dominated fields.

Title IX requires that men and women be given equal opportunities in career and technical education programs, particularly in traditionally male-dominated fields. Getting more women in these fields may be the key to closing the gender wage gap, since predominately female occupations pay lower wages than predominately male ones. Women still face barriers and a lack of encouragement in the fields of science, technology, engineering, and math (STEM). Title IX has expanded opportunities for a number of women and girls.

2. Protection for pregnant and parenting students.

Title IX requires that pregnant and parenting students have equal access to schools and activities, that all separate programs are completely voluntary, and that schools excuse absences due to pregnancy or childbirth for as long as it is deemed medically necessary.

3. Protection against harassment and bullying.

Sexual harassment is a form of prohibited sex discrimination in schools under Title IX, and much of what we call "bullying" is actually prohibited harassment.

4. Protection for survivors of sexual assault or rape.

Title IX grants protection for survivors of sexual assault and rape by requiring universities and colleges to provide a prompt and equitable resolution of sexual violence complaints; investigate those complaints regardless of whether or not law enforcement is involved; provide alternate housing a comfortable distance from attacker; and provide counseling, medical, and academic support.

5. On-campus effects of off-campus violence.

Title IX grants protection for survivors of sexual assault and rape by requiring universities and colleges to provide a prompt and equitable resolution of sexual violence complaints; investigate those complaints regardless of whether or not law enforcement is involved; provide alternate housing a comfortable distance from attackers; and provide counseling, medical, and academic support.

# Reporting Options

Anyone who has witnessed, knows about, or has experienced sexual harassment or other sex discrimination is encouraged to seek help and report their concerns – the sooner, the better. There are a number of ways to report concerns and to get needed information, assistance, and resources.

Retaliation against *any* participants in the process – accused, victim, witnesses, reporting individuals – is prohibited. Additionally, the College is strictly prohibited from any form of retaliation towards the complainant and/or any participant involved in the process.

Faculty, staff and student employees who receive complaints of sexual harassment or sexual violence are obligated to report complaints to their supervisor or department head and/or the Title IX Coordinator.

**Dr. Karen Severson**  
**Title IX Coordinator**  
Interim Associate Vice President of  
Human Resources  
Phone: 402-844-7046  
Email: [karens@northeast.edu](mailto:karens@northeast.edu)

Students, faculty and staff can file a Title IX sex discrimination complaint directly with Office of Civil Rights, Department of Education's webpage:

<http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>

# TITLE IX COMPLIANCE



**Northeast**  
community college

## What is Title IX?

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs and activities.

**“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.”**

20 U.S.C. § 1681 & 34 C.F.R. Part 106

- Sex discrimination encompasses all forms of sexual harassment, including verbal sexual harassment and sexual violence by employees, students, or third parties against employees, students, or third parties.
- Sexual harassment and sexual violence can threaten a student’s physical and emotional well-being, and may impact how a student performs academically.
- Title IX compliance involves having a clear and functional reporting channel to the Title IX Coordinator and training the campus community about how to recognize and report sex discrimination.

### Definitions

**Sexual harassment** is unwelcome conduct of a sexual nature that is sufficiently severe, persistent or pervasive that it unreasonably interferes with, denies, or limits someone’s ability to participate in or benefit from a program or activity. Unwelcome advances or inappropriate touching are examples of sexual harassment.

**Sexual violence** is defined as physical sexual acts perpetrated without consent or where a person is incapable of giving consent due to the use of drugs or alcohol. Sexual violence is defined in the Student Code of Conduct as non-consensual sexual contact and non-consensual sexual intercourse. Sexual assault and rape are examples of sexual violence.



### Title IX Programs are imperative because:

- Nearly 1 in 5 women surveyed said they had been raped or had experienced an attempted rape at some point, and 1 in 4 reported having been beaten by an intimate partner (National Intimate Partner and Sexual Violence Survey, 2011). Almost 2/3 of rapes were perpetrated by someone known to the victim (RAINN, 2013).
- 6% of men reported an attempted or completed sexual assault (CDC, 2013).
- 74% of perpetrators and 55% of rape victims were intoxicated (Abbey, 2002).

## Who must comply with Title IX?

- Faculty, staff and administrators
- Students
- All members of the college community

### Activities Covered under Title IX

- College events
- College athletic programs
- Classroom instruction
- Any activities associated with Northeast Community College

REMEMBER - Any person who behaves in violation of Title IX so that protected persons are unable to enjoy the programs and/or activities of Northeast Community College could violate the statute on behalf of the college system.

## Confidentiality & Reporting

In order to make informed choices when consulting campus resources, victims need to be aware of confidentiality and mandatory reporting.

*If you are unsure of someone’s duties and their ability to maintain your privacy, ask them before you talk to them.*

### Confidential Reporting Options

- If you would like to speak with a campus professional who is obligated by law to keep your information confidential, you can go to Student Health Services at (402) 844-7176 and/or the Counseling Office at (402) 844-7277.
- There are also off-campus professionals who will maintain confidentiality such as Bright Horizons and can be reached at their 24-hour hotline at (877) 379-3798.

### Non-Confidential Reporting Options

- You are encouraged to speak to College officials, such as Campus Security officers and/or the Title IX Coordinator to make formal reports of your victimization.
- You can expect to have your complaint be taken seriously by the College, when reported, and to have the incident investigated and properly resolved through administrative and conduct procedures and through the legal system if you so choose.



## Compliance at Northeast

The 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 Community College does not discriminate on the basis of race, gender, religion, national or ethnic origin, military veteran status, political affiliation, marital or family status, age, disability, sexual orientation, gender expression or identity in educational programs, admissions policies, employment policies, financial aid or other College administered programs and activities. It is the intent of Northeast Community College to comply with both the letter and the spirit of the law in making certain discrimination does not exist in its policies, regulations and operations. Inquiries may be addressed to the Northeast Compliance Officer for Title IX, ADA, Section 504; Associate Vice President of Human Resources, 801 East Benjamin Avenue, P.O. Box 469, Norfolk, NE 68702-0469; phone: (402) 844-7046; email: [complianceofficer@northeast.edu](mailto:complianceofficer@northeast.edu); or mail: U.S. Department of Education, Office for Civil Rights, 10220 North Executive Hills Boulevard, 8th Floor, Kansas City, MO 64153-1367.