

## COMPLIANCE AT NORTHEAST

Northeast Community College, is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities, that are free from discrimination and harassment based on a protected category, and retaliation for engaging in a protected activity.

To ensure compliance with federal, state, and local civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity, the College has developed internal procedures that provide a prompt, fair, and impartial process for those involved in an allegation of discrimination or harassment on the basis of protected class status, and for allegations of retaliation.

The College values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in its procedures during what is often a difficult time for all those involved.

Questions regarding Title IX or the College's procedures, including its application and/or concerns about noncompliance, should be directed to the Title IX Coordinator. All complaints or any concerns about conduct that may violate this policy and retaliation should be filed with:

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.

## REPORTING OPTIONS

Any individual may make a report of an allegation of discrimination, harassment, or retaliation to the Title IX Coordinator. Upon notice by a third party, the Title IX Coordinator will engage in outreach to the identified Complainant to discuss the availability of supportive measures, consider the Complainant's wishes with respect to supportive measures, inform the Complainant of the availability of supportive measures with or without the filing of a formal Complaint, and explain to the Complainant the process for filing a formal Complaint.

Regardless of where the conduct occurred, the College will address notice/complaints to determine whether the conduct occurred in the context of its employment or educational program or activity and/or has continuing effects on campus or in an off-campus sponsored program or activity.

### Mike Walkowiak

Title IX Coordinator  
Vice President of  
Human Resources  
(402) 844-7046  
[complianceofficer@northeast.edu](mailto:complianceofficer@northeast.edu)

# TITLE IX COMPLIANCE



Students, faculty, staff, and visitors 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>



## 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**

Initially drafted to ensure equal opportunities for women in sports, today Title IX applies to all forms of sexual harassment and assault, domestic violence, dating violence, and stalking.

Title IX is important because the law requires universities to respond promptly and effectively to address any report of sexual harassment or sexual misconduct and actively take steps to prevent it. Sexual violence on campus is viewed as a hostile environment and thus discrimination since enduring harassment and victimization prohibits students from equal access to education.

## DEFINITIONS

**Sexual Harassment:** The umbrella category including the offenses of sexual harassment, sexual assault, stalking, and dating violence and domestic violence as set forth in Title IX regulations (34 C.F.R. § 106.30) and identified in detail in College procedures.

**Discrimination:** Conduct on the basis of protected class status that excludes an individual from participation, denies the individual the benefits of, treats the individual differently or otherwise adversely affects a term or condition of an individual's employment, education, living environment or participation in a College program or activity.

## WHY IS TITLE IX IMPORTANT?

Title IX doesn't just apply to students — faculty, graduate students, staff, and visitors are also protected under the law.

The antidiscrimination law also applies to public and private elementary schools, secondary schools, and school districts. An investigation by the Associated Press uncovered 17,000 reports of sexual assaults over a four-year period at schools across the U.S., including reports from victims as young as five.

The law also does not just apply to female students. It also prohibits discrimination based on gender identity and sexual orientation, which is important for students who identify as lesbian, gay, bisexual, and transgender (LGBT). Support of LGBT students is critical because a national campus climate survey conducted by the Association of American Universities found LGBT students face an increased risk of sexual assault.

## WHO MUST COMPLY WITH TITLE IX?

- Faculty, staff and administrators
- Students
- Visitors
- 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



## CONFIDENTIALITY AND REPORTING

In order to make informed choices when consulting campus resources, college members 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 Counselling 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

All College employees (including student employees), with the exception of those who are designated as Confidential Resources, are Mandated Reporters and must promptly share with the Title IX Coordinator all known details of a report of discrimination, harassment, or retaliation made to them in the course of their employment. Employees must also promptly share all details of behaviors under these procedures that they observe or have knowledge of, even if not reported to them by a Complainant or third-party. Complainants may want to carefully consider whether they share personally identifiable details with non-confidential Mandated Reporters, as those details must be shared with the Title IX Coordinator.