



## Title IX Program Statement

*"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."*

— Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106 (Title IX)

Northeast Iowa Community College is dedicated to providing a learning and working environment that is free from sexual assault and sex discrimination. We are committed to ensuring a safe campus climate for all of our students and the entire college community. Through a comprehensive compliance program, we promote fundamental rights, advance individual and institutional integrity, and uphold the vital aims of Title IX.

This Program Statement, which is updated regularly, outlines the college's efforts to comply with Title IX through coordination that leverages the benefits of a diverse institution committed to educational excellence. Current information is also available through our website, [www.nicc.edu/titleix](http://www.nicc.edu/titleix), which serves as a streamlined point of contact for students, faculty and staff who need any type of Title IX assistance.

**Dedicated resources:** NICC been thoughtful and intentional in building a network of resources and offices involved in Title IX efforts to combat sexual harassment and violence:

- The College has assigned responsibility for Title IX coordination to the Executive Director for Risk Management. This administrator is the designated College official with primary responsibility for coordinating NICC's compliance with Title IX. They provide leadership for Title IX activities; direct consultation, education and training; and help to ensure that the College responds appropriately, effectively, and equitably to all Title IX issues.
  - Title IX Deputies include the Dean of Student Development and Human Resources Coordinator. These individuals work directly with the Title IX Coordinator to ensure compliance with Title IX by coordinating investigations, administering policies and procedures, and working with education and training.
  - The College has developed six teams charged with issues of campus safety and security, including the Title IX Team. The work of all of these teams contribute to Title IX efforts at NICC. These teams include:
    - **Behavioral Intervention Team**
- Responsibilities:**
- Education, training, and awareness
  - Review and monitor student behavior
  - Offer support for identified concerns

- ***Compliance Team***
  - Responsibilities:**
    - Education, training, and awareness
    - Policy and process development
    - Program drug/alcohol compliance monitoring
    - Random and planned testing
    - Student and employee background checks
  
- ***Conduct Team***
  - Responsibilities:**
    - Academic misconduct process
    - Crisis or emergency interventions for danger to campus community
    - Education, training and awareness
    - Maxient administration
    - Student conduct policy and processes
  
- ***Emergency Management Team***
  - Responsibilities:**
    - Campus safety and security
    - Campus emergencies
    - Clery reporting and compliance
    - Community partnerships
    - Education, training and awareness
    - Incident Command System (ICS)
    - PIO and table top training
    - Risk mitigation
  
- ***Equity Team***
  - Responsibilities:**
    - Americans with Disability Act Compliance
    - Affirmative Action
    - Civil Rights Complaint Process
    - Equal Employment Opportunity
    - Vocational Rehabilitation Act
  
- ***Title IX Team***
  - Responsibilities:**
    - Compliance and mandates
    - Discrimination and disability compliance
    - Education, training and awareness
    - Gender equity issues
    - Gender and sexual misconduct
    - Harassment
    - Title IX investigations
    - Violence Against Women Act (VAWA)

- As noted above, the College maintains a Title IX website, which contains comprehensive and accessible information about the law, sexual violence and harassment prevention, College policies, information for submitting a complaint or report, support services, and a range of other resources. Anyone can submit a complaint or report directly from the front page of the Title IX website.
- 

**Reporting and complaint procedures:** NICC encourages all community members to report sexual harassment or assault and makes the complaint process accessible to all community members on the Title IX web site, with all Title IX complaints ultimately reported up to the Title IX Coordinator.

- Students who are survivors of sexual assault are strongly encouraged to report the assault to the law enforcement. Survivors are advised that reporting an assault to law enforcement or campus security authorities does not require filing criminal charges, but provides the opportunity for collection of evidence helpful in prosecution and helps facilitate all support systems to be put in place for the survivor.
- Complaints, reports or other concerns can be submitted directly through our Title IX website. A “red button” submission tab labeled ‘**Report an Incident**’ on the Title IX homepage can be used to file any Title IX related complaint.

The Title IX Coordinator and Deputies also receive and respond to concerns and questions raised in person or via email or telephone.

---

**Policies:** NICC has clear and well---developed policies for combating sexual harassment and violence. The following are key examples:

- The Student Conduct Code explicitly prohibits stalking and all types of sexual misconduct, as well as endangering behavior, which can include relationship violence or intimate partner abuse.
  - Human Resources Policy 103, Equal Opportunity, Harassment, and Nondiscrimination, applies to all students, employees, and volunteers, and sets forth the College’s commitment to diversity and eliminating discrimination. The policy also provides that all members of the College community “are responsible for assuring that the College maintains an environment for work and study free from sexual harassment.” The policy includes instructions for reporting sexual harassment as well as investigation guidelines.
- 

**Education and training:** The College conducts sexual harassment training for students and employees. Training efforts address both key topics (e.g., sexual violence) and critical audiences and occur through diverse modalities (e.g., in person, online). The following are examples of NICC’s educational and training programs concerning Title IX issues:

- The College Experience class which is required of most students provides information on sexual violence, safety, alcohol, bystander intervention, relationships, and diversity

- Face-to-face trainings have been conducted for faculty, staff, and students and online training courses will also be made available to students, staff, and faculty.
  - In addition to trainings, the College distributes to students pamphlets and other materials regarding sexual harassment and assault, their rights, and available resources on campus.
- 

**Support services:** NICC provides support services for victims of sexual violence and harassment. These are detailed on the College's Title IX website, and include:

- NICC's Counseling Office provides confidential counseling and referral on a diverse array of concerns, including sexual assault and relationship violence.
- The College also provides information and maintains connections with a broad sexual assault response network outside the College, including survivor advocacy and assistance groups and regional, statewide, and federal law enforcement.

August 2016