

**Policy Title:** Sexual Harassment, Sexual Assault, Sexual Misconduct, Relationship (Dating) Violence, Harassment and Stalking Policy

**Purpose:** Compliance with Violence Against Women Reauthorization Act of 2013, Title IX of the Education Amendments of 1972, Campus SaVE Act, The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and other applicable education and labors laws.

**Scope:** This policy is applicable to Students, Employees, Visitors and Contractors.

**Policy Statement:** The College Menominee Nation (CMN) prohibits discrimination based on sex in employment and education programs and activities both on and off campus. This policy applies to all students, employees visitors and contractors; to conduct on campus, off-campus, and at college-sponsored activities; and, through technology resources provided by or used at CMN.

Title IX of the Education Amendments of 1972 and other laws, prohibit discrimination on the basis of sex in employment and education programs and activities. Title IX protects all persons from sex discrimination, which includes sexual harassment and sexual violence. CMN will process all sex discrimination complaints it receives, including complaints of sexual harassment and sexual violence, regardless of where the conduct occurred, to determine whether the conduct occurred in the context of an employment or education program or activity, or had continuing effects on campus. If alleged off-campus sexual harassment or sexual violence occurred in the context of an education program or activity or had continuing effects on campus, the complaint will be treated the same as a complaint involving on-campus conduct. This includes complaints of sexual assault or harassment by students, employees, visitors, and contractors.

**Procedures Title:** Sexual Harassment, Sexual Assault, Sexual Misconduct, Relationship (Dating) Violence, Harassment and Stalking Reporting and Investigation Procedures

**Policy status:** New/Revised, Replacing Harassment Policy in located in The Personnel Policies and Procedures Manual

**Legal Review**

**Posted**

**Approval Body:**

**Date Effective:** *TBD*

**Next Review Date:** *TBD*

**Author:** Nicole Fish, Dean of Student Services, Rachel Tuma, Director of Human Resources, Shannon Wilber, Director of Campus Support

**Contact:** Nicole Fish, Dean of Student Services, Rachel Tuma, Director of Human Resources, Shannon Wilber, Director of Campus Support

**Title of Parent Policy:** Sexual Harassment, Sexual Assault, Sexual Misconduct, Relationship (Dating) Violence, Harassment and Stalking Policy

**Title of Supporting Procedures:** Sexual Harassment, Sexual Assault, Sexual Misconduct, Relationship (Dating) Violence, Harassment and Stalking Reporting and Investigation Procedures

## Definitions

**Acquaintance Rape** is a form of sexual violence committed by an individual known to the victim. This includes a person the victim may have just met, such as at a party, been introduced to through a friend, or met on a social networking website.

**Consent** means intelligent, knowing, and voluntary consent and does not include coerced submission. “Consent” shall not be deemed or construed to mean the failure by the alleged victim to offer physical resistance to the offender. Once consent is withdrawn or revoked, the sexual activity must stop immediately.

- Consent must be *voluntary* and given without coercion, force, threats, or intimidation.
- Consent can be *withdrawn or revoked*. Consent to one form of sexual activity (or one sexual act) does not constitute consent to other forms of sexual activity (or other sexual acts). Consent to sexual activity given on one occasion does not constitute consent to sexual activity on another occasion. The fact that two people are or were in a dating or sexual relationship does not constitute consent to engage in sexual activity.
- Consent cannot be given by a person who is *incapacitated*. A person cannot give consent if s/he is unconscious or coming in and out of consciousness. Examples of incapacitation include unconsciousness, sleep and blackouts. Whether an *intoxicated* person (due to using alcohol or other drugs) is *incapacitated* depends on the extent to which the person’s decision-making capacity, awareness of consequences, and ability to make fully informed judgments is impaired.
- Being intoxicated by drugs or alcohol does not diminish a person’s responsibility to obtain consent from the other party before engaging in sexual activity. Factors to be considered when determining culpability include whether the person knew, or whether a reasonable person in the accused’s position should have known, that the victim could not give, did not give, or revoked, consent; was incapacitated; or was otherwise incapable of giving consent.

**Cyber stalking** means engaging in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.

**Domestic Violence** is a form of sexual violence and means any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member. “Family

or household member” means spouse, former spouse, person related by blood or marriage, persons who are presently residing together as if a family or who have resided together in the past as if a family, and persons who are parents of a child in common regardless of whether they have been married. With the exception of persons who have a child in common, the family or household members must be currently residing or have in the past resided together in the same single dwelling unit.

**Dating Violence** is a form of sexual violence, and means violence between individuals who have or have had a continuing and significant relationship of a romantic or intimate nature.

**Harassment** is the act of systematic and/or continued unwanted and annoying actions of one party or a group, including threats and demands. The purposes may vary, including racial prejudice, personal malice, an attempt to force someone to quit a job or school, or merely gain sadistic pleasure from making someone fearful or anxious.

**Hostile Educational / Work Environment.** Harassment creates a hostile environment when the conduct is sufficiently severe, pervasive, or persistent to interfere with or limit a student’s ability to participate in or benefit from the services, activities, or opportunities offered by a school.

**Incapacitated** means the victim is temporarily incapable of appraising or controlling his/her conduct due to the influence of a narcotic, anesthetic or other substance administered without consent or due to any other act committed upon the victim without consent.

**Rape** is a form of sexual violence that may or may not involve force or a threat of force, coercion, violence, or immediate bodily injury, threats of future retaliation, or duress. Rape means nonconsensual sexual intercourse or sexual penetration, which, in addition to intercourse, means nonconsensual oral or anal intercourse, or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal openings of another person's body. Any sexual penetration is sufficient to constitute rape. Sexual acts are considered non-consensual when they involve a person who is physically incapacitated, physically helpless, incapable of giving consent because s/he is incapacitated from alcohol and/or drugs, is under 18 years old, or due to a mental or physical disability is incapable of giving consent.

**Sex Discrimination** is an adverse action taken against an individual because of sex, including sexual harassment, sexual violence, domestic violence, dating violence, and stalking as prohibited by Title IX, Title IV, VAWA/Campus SaVE Act, and other laws and regulations. Both men and women can be victims of sex discrimination.

**Sexual Harassment** is any unwelcome conduct of a sexual nature. This includes unwelcome verbal, nonverbal or physical conduct including but not limited to unwelcome sexual advances; requests for sexual favors; and other verbal, nonverbal, or physical conduct of a sexual nature, such as sexual violence, sexual advances, requests for sexual favors, and indecent exposure, where:

- a. Submission to, or rejection of, the conduct is explicitly or implicitly used as the basis for any decision affecting a student’s academic status or progress, or access to benefits and services, honors, programs, or activities available at or through CMN; *or*
- b. Such conduct is unwelcome; *or*

- c. Submission to, or rejection of, the conduct by a CMN employee is explicitly or implicitly used as the basis for any decision affecting a term or condition of employment, or an employment decision or action; *or*
- d. Such conduct is sufficiently severe or pervasive to create a hostile educational or employment environment.

**Sexual Harassment** also includes acts of verbal, non-verbal (e.g., written) and physical aggression, intimidation or hostility based on sex or gender stereotyping, even if these acts are not sexual in nature.

**Sexual Violence** is a form of sexual harassment and means physical sexual acts, such as unwelcome sexual touching, sexual assault, sexual battery, rape, domestic violence, dating violence, and stalking (if based on sex), taken against an individual against his or her will and without consent or against an individual who is incapable of giving consent due to the use of drugs or alcohol, being a minor, or an intellectual or other disability. Sexual violence includes acts of physical force, violence, threats, and intimidation, ignoring the objections of the other person, causing the other person's intoxication or incapacitation through drugs or alcohol, or taking advantage of another person's incapacitation, including voluntary drug or alcohol intoxication.

Sexual violence can be carried out by school employees, other students, visitors or contractors. All such acts of sexual violence are forms of sex discrimination prohibited by Title IX. Both men and women can be victims of sexual violence.

**Sexual Assault** is a form of sexual violence and means (1) forcing or coercing an individual to engage in any non-consensual sexual contact or sexual penetration; or (2) an attempt to commit an unlawful act that places another person in reasonable apprehension of immediate, non-consensual physical contact for sexual purposes.

**Sexual Battery** is a form of sexual violence and means oral, anal, or vaginal penetration by, or union with, the sexual organ of another or the anal or vaginal penetration of another by any other object.

**Stalking** means a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress. For purposes of this definition,

- i. "Course of conduct" means a pattern of conduct composed of a series of acts over a period of time, however short, evidencing a continuity of purpose.
- ii. "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- iii. "Reasonable person" means a reasonable person under similar circumstances and with similar identities to the victim.

**Statutory rape** is unlawful sexual intercourse with a minor under 18 years old, even if the intercourse is consensual.

## **A. Title IX Coordinators**

Complaints of sexual assault, sexual harassment or other conduct prohibited under this policy and inquiries concerning the application of Title IX and its regulations should be directed to the CMN Title IX Coordinator or the co-Coordinators listed below:

### **Title IX Coordinator (For Students)**

Dean of Student Services  
Ph: 715-799-5600 X3039

### **Title IX Co-Coordinator (For Employees)**

Director of Human Resources  
Ph: 715-799-5600 X3037

### **Title IX Co-Coordinator (For Visitors and Contractors)**

Director of Campus Support  
Ph: 715-799-5600 X3424

The Title IX Coordinators' responsibilities include investigating or overseeing the investigation of all incidents of alleged sexual assault or harassment; ensuring that consistent standards and practices apply to all investigations; being available to meet with employees, students, visitors or contractors who believe sexual assault or harassment has occurred; and assisting law enforcement as needed. Students may also contact the U.S. Department of Education, Office for Civil Rights, (800)421-3481 or [ocr@ed.gov](mailto:ocr@ed.gov).

## **B. Prohibited Conduct**

Any conduct by an employee, student, visitor or contractor that denies or limits the ability of a student, employee or visitor to participate in or receive the benefits, services, or opportunities of employment or any CMN program or activity based on sex is prohibited. This includes any circumstance where:

1. An employment or educational decision or benefit is conditioned on submission to unwelcome sexual advances or conduct;
2. Submission to, or rejection of, unwelcome sexual conduct is used as a basis for denying employment or an opportunity to participate in or benefit from any school program or activity;
3. Conduct has the purpose or effect of unreasonably interfering with, denying or limiting a student's, employee's, or visitor's ability to participate in or benefit from any college program or activity or a term, condition or benefit of employment;
4. Conduct alters the educational or work environment to the degree that it adversely affects the student's, employee's, or visitor's ability to participate in or benefit from any college program whether or not that student, employee or visitor is the target of the harassment;

5. There is a pattern and practice of sexual harassment;
6. A faculty member, administrator or other person in a position of authority engages in sex discrimination or sexual harassment of a student, employee, or visitor; and/or
7. A employee, student, visitors or contractor or a group of employees, students, visitors or contractors engages in sexual harassment of another person or persons.

The following are examples of behaviors that are prohibited under this policy. This is not intended to be an exhaustive list:

- a. Unwelcome sexual flirtations, advances or propositions;
- b. Derogatory, vulgar or graphic written or oral statements regarding one's sexuality;
- c. Unwanted touching, patting, pinching, or other attention to an individual's body;
- d. Attempted or actual physical assault;
- e. Any nonconsensual sexual act, including but not limited to, rape, sexual assault, sexual battery and sexual coercion;
- f. Unwelcome sexual comments, innuendoes, suggestions or jokes;
- g. Display of sexually suggestive pictures or objects;
- h. Domestic violence, dating violence, sexual violence, and stalking, including cyberstalking;
- i. Sending text messages, e-mails, or other electronic communications with nude or sexually suggestive photos, videos, or other images; and
- j. Sharing or sending nude or sexually suggestive images over the Internet.

This policy specifically includes electronic communications, including but not limited to phone calls, text messages, e-mail, and communications using social media such as Instagram, Snapchat, Twitter, and Facebook.

### **C. Reporting sexual misconduct or filing a Complaint**

**Where to report.** Sexual assault, sexual harassment and other behavior prohibited by this policy should be reported to:

#### **Title IX Coordinator (For Students)**

Dean of Student Services  
Ph: 715-799-5600 X3039

#### **Title IX Co-Coordinator (For Employees)**

Director of Human Resources  
Ph: 715-799-5600 X3037

### **Title IX Co-Coordinator (For Visitors and Contractors)**

Director of Campus Support  
Ph: 715-799-5600 X3424

A complaint or report may be verbal or written and does not need to take a particular form.

Students may also report any incident of sexual violence or sexual harassment that may create or contribute to the creation of a hostile environment to any faculty member or college employee. Students, staff and faculty may notify the head of their department, their supervisor, or any member of the administration with whom they are comfortable. Visitors and Contractors may notify the Director of Campus Support. Any faculty member or other employee receiving such a report is responsible for reporting it to the Title IX Coordinator. Failure to comply with this policy shall be grounds for disciplinary action, up to and including termination.

**What to expect.** Upon receipt the applicable Title IX Coordinator, will meet with the Complainant, give the Complainant a copy of this policy, and explain:

1. The importance of seeking immediate medical attention for sexual assaults;
2. The importance of preserving evidence;
3. The right to report a crime to campus or local law enforcement;
4. The right to *not* report a crime to law enforcement or file criminal charges;
5. The right to simultaneously file both a criminal complaint with campus security or local law enforcement and an institutional Title IX complaint;
6. The right to assistance from College officials with filing a criminal complaint, if assistance is requested;
7. Internal options, including informal and formal resolution;
8. Available health care, victim advocacy, academic support, mental health, legal assistance resources and counseling services available off campus, sexual assault resource centers, and pastoral counselors, which can be found in the [CMN Family Resource listing](#).
9. Even if a Complainant asks CMN not to take any action, the college is obligated to investigate the complaint;
10. Prohibitions against retaliation;
11. Interim measures that may be put in place, including a no-contact order pending the outcome of the investigation, providing support services, assignments, changing course schedules or tests, and temporary removal of the Respondent from the campus community pending the outcome of an investigation; and,
12. Options for avoiding contact with the Respondent(s), including being allowed to change academic and extracurricular activities and working situations as appropriate.

When implementing interim protective measures and taking steps to separate Complainants from Respondents, CMN will attempt to minimize the burden on the Complainant.

**Confidentiality.** CMN will make reasonable and appropriate efforts to preserve the Complainants' and the Respondents' privacy and to protect the confidentiality of information. CMN will only disclose information regarding complaints under this policy on a need to know basis, primarily to persons who are responsible for its investigation and any reporting requirements.

CMN strongly supports a Complainant's interest in confidentiality in cases involving sexual violence. If a Complainant requests confidentiality, the Title IX Coordinator will determine whether CMN can honor this request while providing a safe and nondiscriminatory environment for all, including the Complainant who reported the sexual violence. A request for confidentiality could preclude a meaningful investigation; therefore, CMN will consider whether there are circumstances present that demonstrate a risk that the Respondent may commit additional acts of sexual violence or other violence. These include whether other sexual violence complaints have been received about the same Respondent; whether the Respondent has a history of arrests; whether the Respondent has records from a prior educational institution indicating a history of violence; whether the Respondent threatened further sexual violence or other violence against the Complainant or others; and whether the sexual violence was committed by multiple perpetrators. Other factors include whether the sexual violence was perpetrated with a weapon, and the age of the student subjected to the sexual violence.

If the Complainant asks that the complaint not be pursued, CMN will take reasonable steps to investigate and respond to the complaint consistent with the request not to pursue an investigation.

Even when an employee, student, visitor or contractor asks that a complaint not be pursued or that information be kept confidential, if necessary, CMN will take action to protect the complainant. This includes providing support services and schedules, assignments, or tests as appropriate.

#### **D. Investigation**

Complaints under this policy will be investigated by the Title IX Coordinators. Other College officials may assist in gathering facts during the investigation and information from local law enforcement officials may be considered. Both parties will be given the same opportunity to present relevant evidence and witnesses, including character witnesses. If the Respondent is allowed to review the Complainant's statement, the Complainant may also review any statement by the Respondent. No other witness statements or documents will be available for review by the parties during the investigation. In cases of alleged domestic violence, dating violence, sexual assault, or stalking, proceedings under this policy shall provide a prompt, fair, and impartial investigation and resolution; and be conducted by College Officials and law enforcement who receive annual training on the issues related to domestic violence, dating violence, sexual assault, and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

**Relevant Information for Investigation.** At the onset of an investigation, the Title IX Coordinator/Investigator will notify the Respondent of the allegations against him or her and



request a written response. In addition, the Title IX Coordinator/Investigator may collect and consider the following types of information:

1. Statements by the Complainant and Respondent about the alleged incident(s);
2. Statements by witnesses to the alleged incident(s);
3. Evidence about the credibility of the alleged victim and the alleged harasser;
4. Evidence that the alleged harasser has been found to have harassed other victims;
5. Evidence that the alleged victim has made false allegations against other individuals;
6. Evidence as to whether the alleged victim filed a complaint or took other action to protest the conduct soon after the incident occurred; and
7. Other evidence of the harassment (*e.g.*, reporting conduct to parents, counselors or friends, or medical records)
8. The fact of a current or previous consensual dating or sexual relationship between the parties will not imply consent or preclude a finding of sexual violence.

**Evidentiary/Fact Determinations.** The Title IX Coordinator/Investigator has broad discretion in determining whether a proffered witness or documentary information would be relevant or helpful to a determination.

**Evidentiary Standard.** A “preponderance of the evidence” standard will be used.

**Time Frame for Investigation and Completion of Report.** An investigation and report should normally be completed within 60 calendar days after notice of a complaint. This time may be extended for good cause, including breaks or the unavailability of the Complainant or Respondent. A written decision should be completed and provided to the parties at the conclusion of the investigation.

**Cooperation.** All employees, students, visitors and contractors are required to cooperate in the investigation process. Refusal to cooperate will result in disciplinary action based on failure to cooperate in an official College investigation for employees and disciplinary action potentially leading to dismissal.

**Notice of Investigation.** At the outset of an investigation, the IX Coordinator/Investigator will advise the Respondent of the allegations against him or her in writing.

**Opportunity to Participate.** Both the Complainant and the Respondent will have the same opportunity to meet with the IX Coordinator/Investigator, to submit relevant documentary or other evidence, including character evidence, and to request that the Investigator speak with relevant witnesses and evaluate written documents and statements. The IX Coordinator/Investigator may exclude any third party (including legal counsel, family members, or character witnesses) from such meetings and interviews.

**Pending Criminal Matters.** The internal investigation will proceed whether a related criminal matter is pending or not. If there is an ongoing criminal investigation, CMN will *not* wait for the conclusion of the criminal investigation or criminal proceeding to begin its own Title IX investigation. However, CMN may temporarily delay the fact-finding portion of a Title IX investigation while law enforcement officials are gathering evidence.

**E. Hearings.**

The hearing process will protect the safety of victims and promote accountability. When the complaint involves students, the IX Coordinator/Investigator final report will be submitted to the Chief Academic Officer for review and determination as to proceeding with a hearing before the Hearing Board. If a hearing is called, both the Complainant and Respondent will be given the opportunity to present evidence and witnesses, as well as have an advisor of their choice present, though that advisor may not participate in any of the proceedings. The Hearing Board shall have no authority to compel the attendance of witnesses. The following applies:

1. The Hearing Board will consist of three (3) members selected by the Chief Academic Officer.
2. Both parties will be given similar and timely access to information that will be used at the hearing.
2. Any conflicts of interest between a party and the fact-finder or decision-maker at a hearing must be disclosed.
3. Both parties will be given the same opportunity to present relevant evidence and witnesses, including character witnesses.
4. If the Respondent is allowed to review the Complainant's statement, the Complainant may also to review the Respondent's statement.
5. The parties are prohibited from personally questioning each other at hearings.
6. If the institution allows attorneys to attend the disciplinary hearings, the attorneys for both sides must have the same opportunity to speak and participate.
7. If attorneys are allowed to attend in an advisory capacity both sides must have the same opportunity to provide advice.
8. CMN will maintain documentation of all disciplinary hearing proceedings, including written findings of facts, transcripts, and any audio recordings.
9. The fact of a current or previous consensual dating or sexual relationship between the parties does not itself imply consent or preclude a finding of sexual violence.

The Hearing Board will then determine whether it is more likely than not that a violation of policy occurred and issue a written decision. The written decision will include, but not be limited to, whether the allegations were substantiated, and if so, recommended disciplinary sanctions and remedial measures. The hearing decision will be provided to both parties, although the content of each letter may be modified subject to the limitations of FERPA and other federal or state privacy laws. In cases of alleged sexual assault, the result of the

hearing and any sanction imposed will be disclosed to both parties regardless of whether the hearing concludes an assault was committed.

The Complainant and Respondent will both be notified of the Hearing Board's findings in writing within the same 24-hour period. The Title IX Coordinator will carry out the recommendations of the Hearing Board.

Any person who serves on a Hearing Board related to sexual misconduct will receive annual training on the College's policies and procedures related to sexual harassment and sexual violence.

## **F. Appeals**

A request for an appeal may be submitted to the President. The appeal must be submitted in writing within five business days of receiving written notification of hearing outcome.

**Basis for Appeal.** The President will determine the appeal bases on one or more of the following:

1. Improper hearing procedures that materially affected the outcome of the hearing;
2. New evidence (not available at time of original hearing) has surfaced; or
3. Imposition of an inappropriate sanction for the offense in question.

The accused and accuser may file an appeal. Appeals filed after the deadline will not be considered.

The President will issue a decision in writing to the appellant no later than 30 days after the request for an appeal has been submitted. This deadline may be extended in the event of complex or unusual circumstances. If this deadline is extended, the President shall notify the appellant of the delay in writing.

## **G. Sanctions and protective measures**

If a violation of this policy is proven by a preponderance of the evidence (*i.e.*, that it is more likely than not that sexual harassment occurred), immediate action, including protective measures, will be implemented to end the harassment and prevent its reoccurrence. The recommended action will depend on the degree of control the college has over the harasser and the nature, frequency and severity of the substantiated harassment. In all instances, the applicable Title IX Coordinator will follow up and communicate with the Complainant at the conclusion of the investigation.

Depending on whether the alleged harasser is a student, employee, contractor or visitor, sanctions can include a verbal warning, written reprimand, a no-contact order, short-term or long-term suspension, expulsion, or dismissal/termination, etc. In addition, the following protective measures may be imposed following a final determination of rape, acquaintance rape, domestic violence, dating violence, sexual assault, harassment, or stalking:

**Protective or Remedial Measures.** Available protective and remedial measures include, but are not limited to:

1. Providing an escort to ensure that the Complainant can move safely between classes and activities;
2. Ensuring the Complainant and perpetrator do not share classes, offices, extracurricular activities, etc.;
3. Providing comprehensive, holistic victim services including medical, counseling and academic support services, such as tutoring;
4. Arranging for the Complainant to have extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty; and
5. Reviewing any disciplinary actions taken against the Complainant to see whether there is a causal connection between the sexual violence and the misconduct that may have resulted in the Complainant being disciplined

Any sanction imposed on the perpetrator of sexual assault or harassment that relates directly to the victim, such as a “no contact” order, transfer to different classes, or a suspension will be disclosed to the Complainant. The perpetrator will not be notified of the individual remedies offered or provided to the Complainant other than no-contact orders. In cases of alleged sexual violence, the result of the hearing and any sanction imposed with disclosed to both parties regardless of whether the hearing concludes an assault was committed

#### **H. Alleged student perpetrator’s rights under the Family Educational Rights and Privacy Act (FERPA)**

Under FERPA, an alleged student perpetrator may ask to inspect and review information about the allegations against him or her if the information directly relates to the Respondent and is maintained as an education record. In such a case, CMN will either redact the Complainant’s name and all identifying information before allowing the Respondent to inspect and review the sections of the complaint that relate to him or her, or notify the Respondent of the specific information in the complaint that is about the Respondent. *See* 34 C.F.R. § 99.12(a).

#### **I. Non-retaliation**

Retaliation against a student, employee, visitor or contractor who reports or complains about sex discrimination to an appropriate college official or participates in a report, investigation or proceeding involving a claim or allegation under this policy because he or she made a complaint, testified, or participated in an investigation or proceedings is prohibited.

#### **J. Dissemination of policy**

The Sexual Harassment, Sexual Assault, Sexual Misconduct, Relationship (Dating) Violence, Harassment and Stalking Policy is distributed as an electronic link to all active College of Menominee Nation email accounts of students, faculty and staff. The policy is also posted in a public location on the College of Menominee Nation’s website.

Prospective employees may obtain a copy of the policy upon request to the Human Resources Office. Prospective students may obtain a copy of the policy upon request to Student Services.

**K. Health care, victims' advocacy, support and related services and providers.**

<http://www.menominee.edu/pdfs/CMN%20Family%20Resource%20Listing.pdf>

*References:*

The [Violence against Women Reauthorization Act of 2013](#), (VAWA), also known as the Campus Sexual Violence Elimination Act (Campus SaVE Act).

[Title IX of the Education Amendments of 1972](#), as amended.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as amended. October 26, 2010 Dear [Colleague Letter](#) on harassment and bullying, issued by the U.S. Department of Education

April 4, 2011 [Dear Colleague Letter](#) on sexual violence, issued by the U.S. Department of Education

April 24, 2013 [Dear Colleague Letter](#) on Title IX retaliation, issued by the U.S. Department of Education;

April 29, 2014 [Questions and Answers on Title IX and Sexual Violence](#), issued by the U.S. Department of Education.

[Title IX Legal Manual](#), U.S. Department of Justice Civil Rights Division.

**Approval Details**

- **Pending Policy Committee Approval**

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**Date Effective:** TBD

**Next Review Date:** TBD

**Policy Author and Department:** Nicole Fish, Dean of Student Services, Rachel Tama Director of Human Resources, Shannon Wilber, Director of Campus Support

**Contact Person:** Nicole Fish, Dean of Student Services, Rachel Tuma Director of Human Resources, Shannon Wilber, Director of Campus Support