

September 15, 2023

Central Community College

Report Subject to State Statue: 85-608

Submitted to: Clerk of the Legislature and the Education Committee of the Legislature

Subject: Sexual Harassment and Title IX Compliance

- (a) Central Community College's last Campus Climate Survey was in 2022. See attached Appendix A for the survey summary results. Central Community College administered the climate survey over a 3-week time span with several promotions to encourage participation. Examples of such promotion included drawings for Visa gift cards, hosting tables with CCC swag and snack/candy incentives for survey completion, hanging flyers college wide, and sending several email reminders for survey completion. We utilized QR codes for easy scanning access through mobile devices to encourage participation as well. Central Community College will conduct their next Campus Climate Survey in the Spring of 2024. Central Community College plans to utilize the survey slated to be provided by the U.S. Department of Education by the end of 2023. If this survey is not complete, CCC will work to develop their own survey template similar to the one conducted in Spring 2022.
- (b) Training provided to Title IX Coordinator, Deputy Title IX Coordinators and Title IX Resolution Pool members (investigators, hearing officers, decision makers, advisors, appeal officers):
 - a. All Central Community College Title IX resolution pool members receive annual training related to Title IX laws, compliance, investigations and due process. Central Community College is a member of the Association of Title IX Administrators (ATIXA) who regularly conducts trainings that CCC Title IX pool members attend. Trainings for pool member is based upon their designated role/s within the institution. Several resolution pool members serve in different capacities depending on the case which allows for cross-training and certification. CCC's resolution pool typically has between 10-15 members annually.
 - b. The most recent list of trainings provided through ATIXA for certification from 2020-2023 of Title IX resolution pool members are listed below:
 - i. 504 Coordinator
 - ii. Investigator Level 1
 - iii. Investigator Level 2
 - iv. Investigator Level 3
 - v. Investigator Skills & Report Writing for Higher Education
 - vi. Title IX Compliance and Athletics
 - vii. Title IX Coordinator Level 1
 - viii. Title IX Coordinator Level 2

- ix. Title IX Coordinator Level 3
 - x. 2020 Hearing Officer and Decision Maker
 - xi. 2020 Regulations Implementation Materials
 - xii. DEI Practitioner: Foundations
 - xiii. Title IX Higher Education Decision Maker
 - xiv. Title IX Hearing Advisors
 - xv. Informal Resolution Foundations for Higher Education
- c. Additionally, Central Community College's Title IX Coordinator and Equity and Compliance Manager also annually attend the Stetson Higher Ed Law conference and attend sessions related to Title IX compliance.
- d. Central Community College's Title IX Pool members meet quarterly to review current policies and procedures, role play through example cases, and review additional training videos provided through ATIXA's 20 minutes to trained modules. Examples of these modules includes: *Keeping Up with the Courts, No Contact Orders Pt 1 and 2, Addressing Inappropriate Employee Behaviors, Due Process, Assessing Credibility and Equitable Remedies within Civil Rights Grievances.*
- (c) Central Community College has adopted a thorough Civil Rights Policies and Procedures document that outlines the college's processes and policies addressing sexual harassment. Specifically, the institution's Equal Opportunity, Harassment and Nondiscrimination Policy defines sexual harassment and outlines the resolution process for violations of the college policy which can be found at [Civil Rights Policies and Procedures](#)
- (d) Students and employees are able to receive immediate emergency assistance to address instances of sexual harassment by contacting the Title IX coordinator, a member of the Title IX resolution pool or college public safety. All students and employees receive the [Student and Employee Sexual Misconduct Resource Guide](#) upon contacting one of these individuals or submitting a report of sexual misconduct, including sexual harassment, to the college. Within this guide are also community resources such as local crisis shelters, hotlines and medical facilities and steps to follow for preserving evidence and making a report to the law enforcement.
- (e) Students and employees may report concerns or sexual harassment in many ways including:
- a. Submitting a report via the college website at [Sexual Misconduct Reporting Form](#)
 - b. Emailing, calling or meeting with a member of the Title IX pool member for the purpose of reporting concern of sexual harassment
 - c. Submitting an email to the Title IX Coordinator's office at titleixcoordinator@cccneb.edu
 - d. Additionally, CCC has designated members of the college's cabinet as Officials with Authority and all CCC employees as mandated reporters. Reports made to these individuals will immediately be sent over to the institution's Title IX Coordinator.
- (f) Central Community College provides a list of resources and support available to all CCC employees and students to address concerns of sexual harassment in the Civil Rights Policies and Procedures as well as the Sexual Misconduct Resource Guide. A list and explanation of those resources and supports is below:

- a. Central Community College will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged harassment, discrimination, and/or retaliation.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the Central Community College's education program or activity, including measures designed to protect the safety of all parties or the Central Community College's educational environment, and/or deter harassment, discrimination, and/or retaliation.

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. At the time that supportive measures are offered, Central Community College will inform the Complainant, in writing, that they may file a formal complaint with Central Community College either at that time or in the future, if they have not done so already. The Title IX Coordinator or designee works with the Complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented.

Central Community College will maintain the privacy of the supportive measures, provided that privacy does not impair Central Community College's ability to provide the supportive measures. Central Community College will act to ensure as minimal an academic impact on the parties as possible. Central Community College will implement measures in a way that does not unreasonably burden the other party.

These actions may include, but are not limited to:

- Referral to the Employee Assistance Program (EAP)
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Implementing contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Trespass, Persona Non Grata (PNG), or Be-On-the-Lookout (BOLO) orders
- Referral to counseling, medical, and/or other healthcare services
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

- (g) Central Community College does not have any student or employee-led organization engaged in supporting victims of sexual harassment. Central Community College provides all parties an advisor during the resolution process as well as refers students to victim advocacy resources in the community when they are available.
- (h) Central Community College does not have any formal agreements with local law enforcement agencies or the county attorney related to addressing instances of sexual harassment.

2. This report does not include any personally identifiable information, information that is subject to a privilege arising under state or federal law, or records that may be withheld from disclosure under section 84-712.05

Appendix A- 2022 Campus Climate Survey

“



Central
COMMUNITY
COLLEGE

Central Community College's

CAMPUS CLIMATE *Survey*

Join us in taking a survey to voice your opinion on how CCC can do better and improve the climate at our college. *Responses are anonymous.**

April 18 – 29, 2022



Scan to take survey.

<https://www.surveymonkey.com/r/JHQQCV3>

Less than 10 minutes to complete

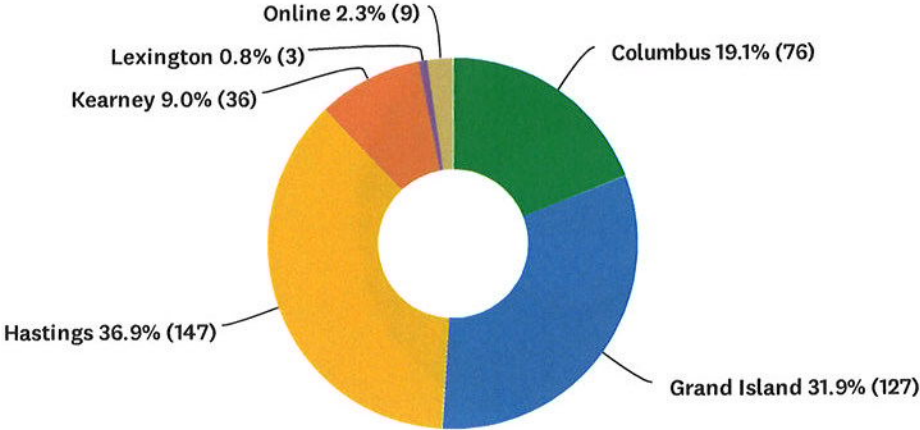
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*Option to include name and phone number for your chance to be entered into one of 10 giveaways for a Amazon gift card.

Affirmative Action/Equal Opportunity Institution

Q1 Which do you consider as your main CCC location? (mark only one)

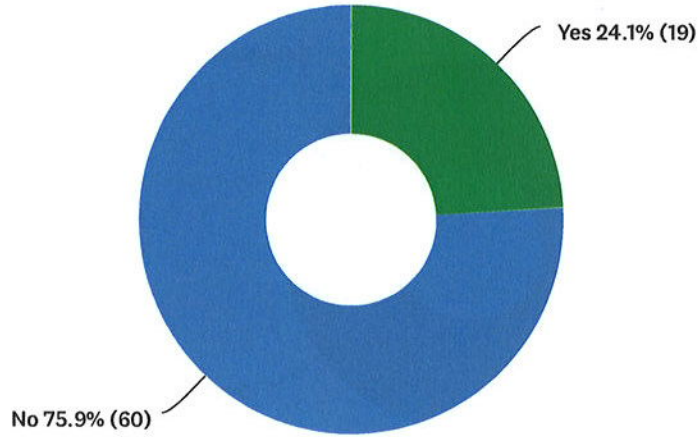
Answered: 398 Skipped: 4



ANSWER CHOICES	RESPONSES	
Columbus	19.1%	76
Grand Island	31.9%	127
Hastings	36.9%	147
Holdrege	0.0%	0
Kearney	9.0%	36
Lexington	0.8%	3
Ord	0.0%	0
Online	2.3%	9
TOTAL		398

Q2 Do you participate in college athletics?

Answered: 79 Skipped: 323



ANSWER CHOICES	RESPONSES	
Yes	24.1%	19
No	75.9%	60
TOTAL		79

Climate Survey

Q3 Please write in the name of the groups or activities you participate in at CCC?

Answered: 222 Skipped: 180

#	RESPONSES	DATE
1	PTK	5/9/2022 8:37 AM
2	None	5/6/2022 12:39 AM
3	Trio	5/4/2022 11:09 AM
4	Just classes in Business	5/2/2022 4:02 PM
5	None	5/2/2022 7:29 AM
6	Car Show, Ram Run, SkillsUSA	4/29/2022 12:25 PM
7	Support Staff Association	4/29/2022 10:43 AM
8	womens soccer	4/29/2022 8:13 AM
9	n/a	4/28/2022 11:58 PM
10	Ed Services Faculty Senate	4/27/2022 4:10 PM
11	NSLS and looking into the PTK.	4/27/2022 1:11 PM
12	N/A	4/27/2022 7:34 AM
13	Bible study	4/26/2022 4:57 PM
14	Residence life	4/26/2022 12:42 PM
15	Pool, intermural sand bolleyball	4/26/2022 12:42 PM
16	None	4/26/2022 12:40 PM
17	None	4/26/2022 12:39 PM
18	Automotive technology	4/26/2022 12:36 PM
19	Automotive	4/26/2022 12:36 PM
20	RA. Judicial Board	4/26/2022 12:30 PM
21	None	4/26/2022 12:29 PM
22	Skills USA, intermural sports, leapfrog village,	4/26/2022 12:24 PM
23	Judicial board Tutoring Trio	4/26/2022 12:23 PM
24	Intermurals, bible study, Resident Assistant	4/26/2022 12:21 PM
25	Bible study	4/26/2022 12:21 PM
26	Sand Volleyball	4/26/2022 12:16 PM
27	None	4/26/2022 12:12 PM
28	Intramural , judicial board	4/26/2022 12:11 PM
29	Pool league	4/26/2022 12:10 PM
30	Sand Volleyball, Prom, dodgeball	4/26/2022 12:08 PM
31	Skills USA, RA	4/26/2022 11:54 AM

Climate Survey

32	Prism, TRiO	4/26/2022 11:52 AM
33	None	4/26/2022 11:52 AM
34	Skills usa	4/26/2022 11:45 AM
35	None	4/26/2022 11:44 AM
36	Sponsor the ram run	4/26/2022 11:28 AM
37	Trio	4/26/2022 11:26 AM
38	Volleyball, Basketball, Pool League	4/26/2022 11:26 AM
39	Class	4/26/2022 11:20 AM
40	Pool league	4/26/2022 11:19 AM
41	Intermural sports	4/26/2022 11:19 AM
42	Abby Elstermeier Volleyball	4/26/2022 11:18 AM
43	Archery Club	4/26/2022 11:09 AM
44	Adjunct instructor	4/26/2022 10:27 AM
45	I play a lot of pool	4/26/2022 9:17 AM
46	Student Ambassadors Resident Assistant	4/26/2022 8:51 AM
47	Tutoring, RA, student ambassadors	4/26/2022 8:51 AM
48	None	4/25/2022 6:58 PM
49	CNA classe	4/25/2022 6:03 PM
50	CNA class	4/25/2022 6:02 PM
51	CNA	4/25/2022 5:58 PM
52	CNA	4/25/2022 5:54 PM
53	None	4/25/2022 5:54 PM
54	CNA	4/25/2022 5:54 PM
55	None	4/25/2022 3:27 PM
56	Crusader for Christ	4/25/2022 1:16 PM
57	None	4/25/2022 1:06 PM
58	None	4/25/2022 12:53 PM
59	None	4/25/2022 12:46 PM
60	Workstudy	4/25/2022 12:44 PM
61	NSLS Student Ambassador FOCUS	4/25/2022 12:35 PM
62	NA	4/25/2022 9:27 AM
63	Welding Tech.	4/22/2022 4:20 PM
64	Committees	4/22/2022 11:40 AM
65	trio	4/21/2022 9:30 PM
66	Welding tech	4/21/2022 12:55 PM
67	Welding Tech	4/21/2022 11:44 AM
68	None	4/21/2022 10:57 AM
69	N/A	4/21/2022 8:17 AM

Climate Survey

70	Faculty Association, Faculty Senate, Student Services	4/20/2022 6:58 PM
71	some college committees occasionally enroll in a Community Ed course	4/20/2022 6:27 PM
72	Support Staff Committee Registration Days	4/20/2022 3:12 PM
73	Employee	4/20/2022 12:20 PM
74	VMRC	4/20/2022 11:55 AM
75	Committees, Advisory board, recruiting trips.	4/20/2022 11:50 AM
76	Phi Theta Kappa, bingo at beginning of year,	4/20/2022 11:44 AM
77	Phi Theta Kappa, prize bingo at beginning of year	4/20/2022 11:40 AM
78	Staff, Kearney Center, Student Services	4/20/2022 11:35 AM
79	Registration, New Student Orientation and STS signing days, Student Veterans of America, Student Success Advisory Committee, Graduation support group	4/20/2022 11:35 AM
80	N/A	4/20/2022 11:19 AM
81	Various campus activities	4/20/2022 11:02 AM
82	None	4/20/2022 11:00 AM
83	Support Staff Interview Committees	4/20/2022 10:57 AM
84	Nursing Assistant & Medication Aide Classes	4/20/2022 10:56 AM
85	none	4/20/2022 10:48 AM
86	ALL	4/20/2022 10:43 AM
87	None	4/20/2022 10:34 AM
88	N/A	4/20/2022 10:27 AM
89	Women's Basketball	4/20/2022 10:15 AM
90	Trio, Focus, MRC	4/20/2022 8:49 AM
91	Golf	4/19/2022 4:10 PM
92	TRIO	4/19/2022 3:55 PM
93	I don't do any extra curriculums or anything.	4/19/2022 3:31 PM
94	safety, fire drills, staff trainings, wellness,	4/19/2022 3:26 PM
95	faculty meetings and committees	4/19/2022 1:31 PM
96	Help with and watch athletic games and fine arts performances	4/19/2022 1:27 PM
97	None - I am an employee	4/19/2022 11:24 AM
98	None yet	4/19/2022 10:43 AM
99	ASL committee	4/19/2022 10:16 AM
100	Wellness Committee Leading with Excellence Support Staff	4/19/2022 9:48 AM
101	Judicial Board, intramurals, student activities, cheer	4/19/2022 9:24 AM
102	All College Faculty Senate, GI/K Faculty Senate, G2C	4/19/2022 9:19 AM
103	volleyball student ambassadors GPS	4/19/2022 9:19 AM
104	auto tech	4/19/2022 8:09 AM
105	Extended Learning Services	4/19/2022 7:50 AM
106	Nonw	4/18/2022 9:23 PM
107	Student Recognition Ceremony New Student Advising	4/18/2022 9:08 PM

Climate Survey

108	Culinary Club	4/18/2022 6:03 PM
109	n/a	4/18/2022 5:09 PM
110	Safety Committee	4/18/2022 4:29 PM
111	Volleyball PTK	4/18/2022 3:44 PM
112	VCAC WELCOME COMMITTEE	4/18/2022 3:35 PM
113	New Student Orientation Poverty Committee	4/18/2022 3:17 PM
114	none, I'm a FT employee	4/18/2022 2:11 PM
115	Ag club, going to all the sports, bible study	4/18/2022 2:06 PM
116	NA	4/18/2022 1:28 PM
117	Trio, campus food pantry	4/18/2022 1:11 PM
118	ELS, Ed Services, advisory groups for internal and external committees.	4/18/2022 1:07 PM
119	Multicultural group	4/18/2022 1:06 PM
120	None	4/18/2022 12:47 PM
121	Volleyball, Project GPS	4/18/2022 12:45 PM
122	TRIO	4/18/2022 12:45 PM
123	Basketball	4/18/2022 12:35 PM
124	Womens Basketball, Phi Theta Kappa, and I'm an RA.	4/18/2022 12:12 PM
125	Volleyball PTK	4/18/2022 11:56 AM
126	Title IX team Hiring committees EAC Graduation committee Registration Day Campus Cabinet NSO Student activities events ERT	4/18/2022 11:42 AM
127	Supervisory capacity	4/18/2022 11:09 AM
128	Multiculture club	4/18/2022 11:02 AM
129	none	4/18/2022 11:01 AM
130	Academic Success Center, Commencement, New Student Orientation, REG Days, etc.	4/18/2022 10:16 AM
131	Ram Run, Alumni Weekend, Actions Day, FFA Day, Graduation	4/18/2022 10:12 AM
132	employee	4/18/2022 9:46 AM
133	Employee - occasionally attend student activities open to employees	4/18/2022 9:31 AM
134	Support Staff	4/18/2022 9:28 AM
135	None	4/18/2022 9:08 AM
136	I participate in many activities around campus. Any activity that involves the halls or student activities, I usually attend.	4/18/2022 8:46 AM
137	GI Book Club Student Activities Campus Open Forums and Meetings Late Night Bite	4/18/2022 8:34 AM
138	N/A	4/18/2022 8:29 AM
139	Wellness Committee Building Captian	4/18/2022 8:18 AM
140	CARE	4/18/2022 8:17 AM
141	EHA Wellness challenges, Grand Island campus activities, pollinator festival, Earth Month - Grand Island campus, Dia de los Muertos festival	4/18/2022 8:16 AM
142	Wellness Committee, Technology Advisory Committee	4/18/2022 8:13 AM
143	Student, Staff, Phi Theta Kappa	4/18/2022 8:04 AM

Climate Survey

144	EAC	4/18/2022 8:03 AM
145	none	4/17/2022 10:03 PM
146	Sand and indoor volleyball	4/17/2022 9:33 PM
147	Na	4/17/2022 8:49 PM
148	PTK, FOCUS, Multicultural Center, NSLS	4/17/2022 8:41 PM
149	Classes only	4/17/2022 3:21 PM
150	nursing clinicals	4/17/2022 11:50 AM
151	None	4/17/2022 9:37 AM
152	Women's soccer	4/16/2022 8:47 PM
153	Student in Medical Assistant program	4/16/2022 5:08 PM
154	None	4/16/2022 3:22 PM
155	n/a	4/16/2022 2:45 PM
156	Pool League, Volleyball, Dodgeball, Prayer Group, Spray paint activity	4/16/2022 10:09 AM
157	None	4/16/2022 9:02 AM
158	None at this time	4/16/2022 3:11 AM
159	NSLS and various events posted around campus	4/16/2022 2:21 AM
160	Softball	4/15/2022 8:40 PM
161	None	4/15/2022 8:37 PM
162	Jazzlyn Nava - none	4/15/2022 8:01 PM
163	PRISM and Leapfrog Village	4/15/2022 7:14 PM
164	Classroom	4/15/2022 6:52 PM
165	NONE.	4/15/2022 6:15 PM
166	None	4/15/2022 5:40 PM
167	None	4/15/2022 5:16 PM
168	None	4/15/2022 5:02 PM
169	None	4/15/2022 4:35 PM
170	None	4/15/2022 4:30 PM
171	This information would potentially identify the respondent, so I am not answering this question	4/15/2022 4:30 PM
172	Faculty Senate, CCCNEA	4/15/2022 4:27 PM
173	Movie night	4/15/2022 4:16 PM
174	PRISM	4/15/2022 3:55 PM
175	volleyball	4/15/2022 3:32 PM
176	Virtual Campus Action Committee Presidents Quality Action Council	4/15/2022 3:24 PM
177	Shelby Jarvis	4/15/2022 3:11 PM
178	ELS, T&D, ASC	4/15/2022 3:02 PM
179	Interview committee	4/15/2022 2:52 PM
180	None - student at HC, take Ag classes via CCC	4/15/2022 2:50 PM
181	Students 4 Sustainability, Earth Month, Groundwater Festival, Merit Badge University	4/15/2022 2:49 PM

Climate Survey

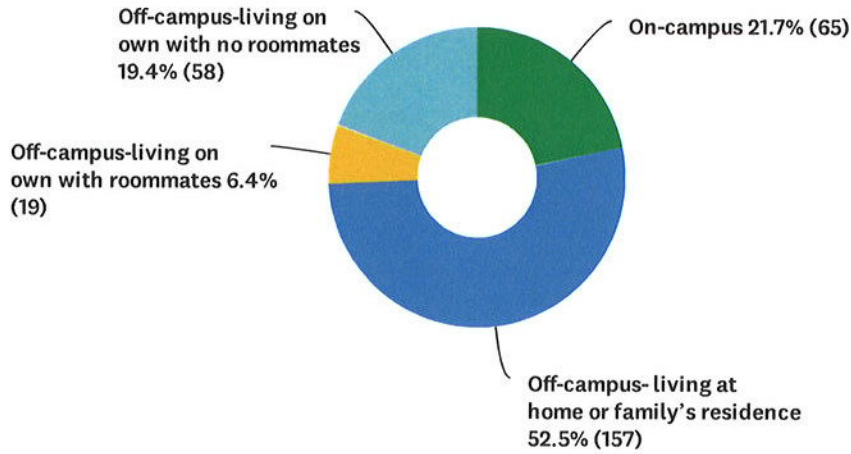
182	HR Selection Committees	4/15/2022 2:35 PM
183	Leading with Excellence, Support Staff Committee	4/15/2022 2:32 PM
184	Student activities, meet the dean.	4/15/2022 2:18 PM
185	ASL, Scholarship review	4/15/2022 2:02 PM
186	hiring committees	4/15/2022 1:50 PM
187	none	4/15/2022 1:38 PM
188	none	4/15/2022 1:37 PM
189	A private gym group. Plus pool league people.	4/15/2022 1:35 PM
190	Support Staff	4/15/2022 1:10 PM
191	Diesel tech	4/15/2022 1:05 PM
192	NA	4/15/2022 1:03 PM
193	None	4/15/2022 12:55 PM
194	Men's Soccer	4/15/2022 12:54 PM
195	Staff member. Participate in department meetings, NSO, support staff committee mtgs, graduation committee meetings,	4/15/2022 12:53 PM
196	Union , Ed Services, Gen Ed committee	4/15/2022 12:46 PM
197	Scholarship	4/15/2022 12:45 PM
198	SADHA	4/15/2022 12:44 PM
199	Kearney Wellness Committee Kearney Welcome Committee Individual Development Plan Committee Care Team	4/15/2022 12:43 PM
200	Enrollment Management committee, strategic planning committee,	4/15/2022 12:43 PM
201	Support Staff	4/15/2022 12:40 PM
202	I am part of the staff at CCC	4/15/2022 12:34 PM
203	None	4/15/2022 12:31 PM
204	CARE	4/15/2022 12:30 PM
205	Multiple college-wide committees Faculty Senate CCCEA	4/15/2022 12:29 PM
206	Committees	4/15/2022 12:28 PM
207	Support Staff, PTK advisor	4/15/2022 12:25 PM
208	work	4/15/2022 12:24 PM
209	None, I just go to class.	4/15/2022 12:23 PM
210	None at this time.	4/15/2022 12:22 PM
211	NSLS	4/15/2022 12:22 PM
212	None	4/15/2022 12:21 PM
213	CARE Team Scholarship Review	4/15/2022 12:16 PM
214	I really do not participate in any. I just attend the Columbus Campus.	4/15/2022 12:09 PM
215	support staff	4/15/2022 12:06 PM
216	RA activities	4/15/2022 12:04 PM
217	N/A	4/15/2022 12:04 PM
218	Leading with Excellence	4/15/2022 12:04 PM

Climate Survey

219	Nursing Program	4/15/2022 12:02 PM
220	TRIO	4/15/2022 12:01 PM
221	volunteering for student and staff activities from time to time. Christmas, Meals at Woodlands	4/15/2022 12:01 PM
222	Volleyball	4/13/2022 11:44 PM

Q4 Which of the following best describes your living situation?

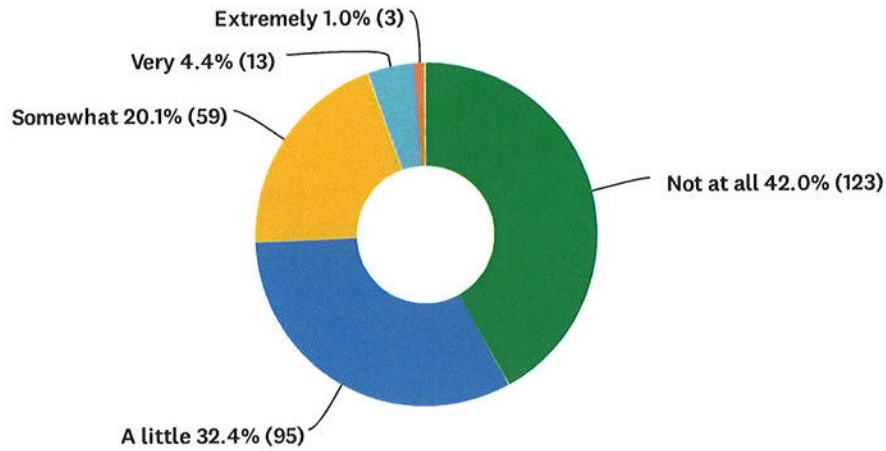
Answered: 299 Skipped: 103



ANSWER CHOICES	RESPONSES	
On-campus	21.7%	65
Off-campus- living at home or family's residence	52.5%	157
Off-campus-living on own with roommates	6.4%	19
Off-campus-living on own with no roommates	19.4%	58
TOTAL		299

Q5 How significant of a problem do you believe sexual misconduct/sexual assault is at CCC?

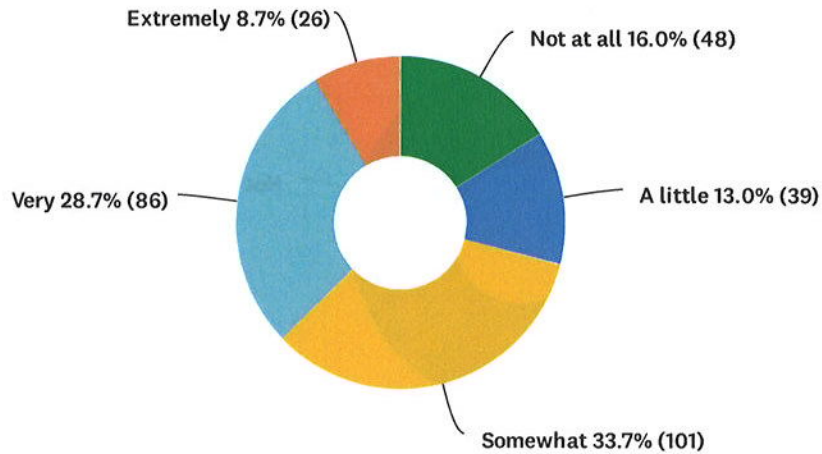
Answered: 293 Skipped: 109



ANSWER CHOICES	RESPONSES	
Not at all	42.0%	123
A little	32.4%	95
Somewhat	20.1%	59
Very	4.4%	13
Extremely	1.0%	3
TOTAL		293

Q6 How knowledgeable are you about how sexual assault or sexual misconduct are defined at CCC

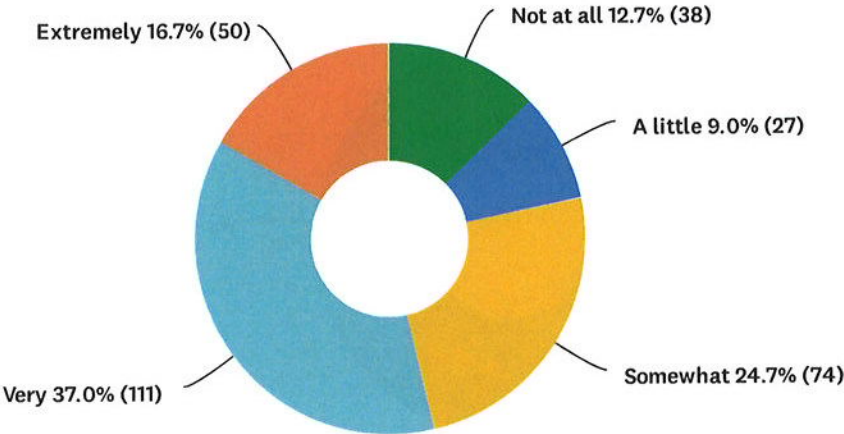
Answered: 300 Skipped: 102



ANSWER CHOICES	RESPONSES	PERCENTAGE
Not at all	16.0%	48
A little	13.0%	39
Somewhat	33.7%	101
Very	28.7%	86
Extremely	8.7%	26
TOTAL		300

Q7 How knowledgeable are you about where to get help or make a report at CCC if you or a friend experienced sexual assault or sexual misconduct?

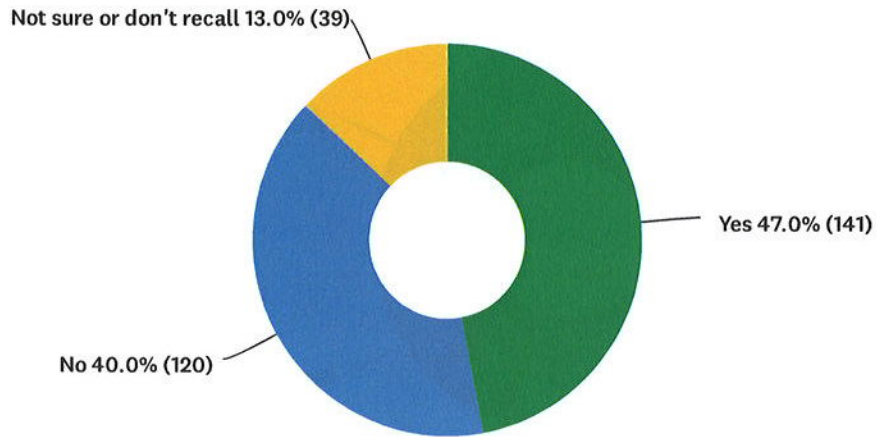
Answered: 300 Skipped: 102



ANSWER CHOICES	RESPONSES	
Not at all	12.7%	38
A little	9.0%	27
Somewhat	24.7%	74
Very	37.0%	111
Extremely	16.7%	50
TOTAL		300

Q8 Have you attended any training or campus events about sexual assault, domestic violence, dating violence, healthy relationships, bystander intervention, stalking, sexual exploitation, or sexual harassment?

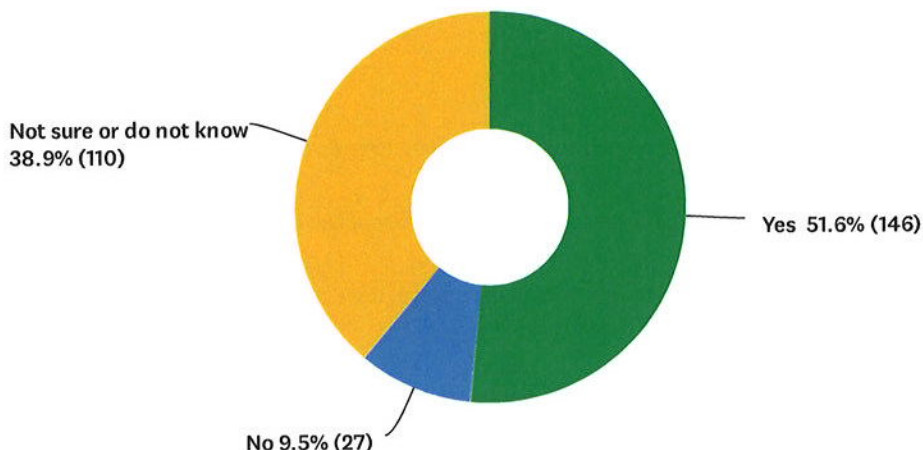
Answered: 300 Skipped: 102



ANSWER CHOICES	PERCENTAGE	RESPONSES
Yes	47.0%	141
No	40.0%	120
Not sure or don't recall	13.0%	39
TOTAL		300

Q9 In your opinion, does CCC do enough to encourage victims to report sex/ gender discrimination?

Answered: 283 Skipped: 119



ANSWER CHOICES	RESPONSES	
Yes	51.6%	146
No	9.5%	27
Not sure or do not know	38.9%	110
TOTAL		283

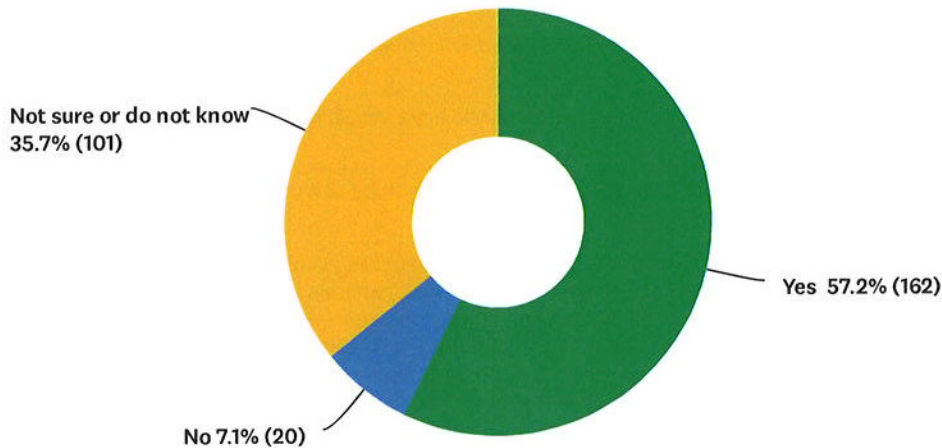
#	IF YOU INDICATED NO, WHAT COULD/ SHOULD THE COLLEGE BE DOING TO IMPROVE THE PROCESS	DATE
1	There should be a spot that addresses the issue on the main website or location webpage.	5/6/2022 12:43 AM
2	I think at the very least send out an email with some of the information describing what is sexual assault and where I can report it at your campus.	4/25/2022 3:30 PM
3	I only hear about the counseling a lot I think it would be good to talk about a place to go to talk about those things.	4/25/2022 1:07 PM
4	Have more posters of resources and what numbers to call or staff to go to	4/20/2022 10:50 AM
5	more employee and faculty training, administration culture change	4/19/2022 3:30 PM
6	Anything more than the required safety training once a year.	4/19/2022 9:21 AM
7	Sending weekly emails/surveys to students asking them how their week went? Asking if CCC upheld their safety and non-discriminatory policies, if their instructors upheld them, and if their peers upheld them.	4/18/2022 6:07 PM
8	CCC should use several languages to encourage to report.	4/18/2022 1:50 PM
9	I would like to see the program Faculty take a more active role in modeling appropriate reporting. I am not saying that it is an issue I just feel we could improve and have a stronger culture of reporting and advocacy.	4/18/2022 11:45 AM
10	I think there needs to be more awareness for the title IX process. That will just take spreading	4/18/2022 8:49 AM

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	the word more and doing more trainings to help acknowledge the process on campus.	
11	CCC offers the correct outlets to bring concerns to, victims are still afraid to come forward. Many offenses come close to crossing a line, but the offender understands where the line is and does not cross it directly.	4/18/2022 8:24 AM
12	I have been attending CCC for two years and not once have I heard anything about sex/gender discrimination conversations. I believe that this college needs better inclusion about this topic in order for people to feel more comfortable.	4/17/2022 10:12 PM
13	Be talking to all students about the process	4/16/2022 9:06 AM
14	I don't know	4/15/2022 8:39 PM
15	Follow up and report misconduct when it occurs	4/15/2022 5:35 PM
16	I just think making students more aware or have more events geared towards these topics would be great.	4/15/2022 3:59 PM
17	Flyers in the bathroom, or making it a subject that's regularly talked about between staff and students.	4/15/2022 2:21 PM
18	advertise how to do it on the digital display boards around the college, don't be afraid to talk about it, just because it is talked about doesn't make it a bad thing. Give students the knowledge they need.	4/15/2022 1:59 PM
19	I don't think you can ever do enough, so we should always be seeking ways to improve. I believe that as processes are put into place, violators are always looking for ways around the system. Asking victims what they need and how we could have assisted sooner may be one way to help. Ongoing training for employees and students, so more can be aware of warning signs.	4/15/2022 1:16 PM
20	For people who do want to report (specifically, women) I think that there is a lot of fear about what will happen after a report is filled. Maybe giving some reassurance that filling out a report won't cause someone to lose their job or be retaliated against would help.	4/15/2022 12:43 PM
21	HR should answer the phone. It is difficult enough for employees to report this type of thing. The SOP for HR seems to be let it go to voicemail and return the at some point. Actually hold people who and / or bully others accountable. EX: we know there is a male faculty member who (prior to Title 9) had a child with student. His behavior has not changed. He still treats women poorly, sends drunk emails to various distribution lists etc. WHY DOES HE STILL WORK HERE?	4/15/2022 12:42 PM
22	The RAs get training on reporting but the non-RAs don't. They have to do an online training course that no one pays attention to, they just do it because they have to. Somehow, even if it's posters in bathroom stalls or in resident halls that say, here's who to contact if you want to discuss your options. Because at first, it's likely they don't want to report. But once they talk it over, That may seem more comfortable to them because someone is on their side. DONT just have it say, this is how to contact if you want to report. Because like I said, they probably don't want to report initially and so they would just ignore the flyer. Don't waste your time unless it's going to say, " if you or someone you know has experienced sexual misconduct, here is a contact you can reach out to for support without it being reported unless that is something you want to pursue." I could go on and on about this.	4/15/2022 12:22 PM
23	I feel like I see a lot of signage related to other things, but not this. Printing it out and posting it around campus puts the information on how to report sex/gender discrimination right in front of people. If the information goes out via email, it's too easy for recipients to leave unread and delete.	4/15/2022 12:10 PM

Q10 In your opinion, does CCC effectively prevent and address discrimination on the basis of sexual orientation/ gender identity.

Answered: 283 Skipped: 119



ANSWER CHOICES	RESPONSES	
Yes	57.2%	162
No	7.1%	20
Not sure or do not know	35.7%	101
TOTAL		283

#	IF YOU INDICATED NO, WHAT COULD/ SHOULD THE COLLEGE BE DOING TO IMPROVE THE PROCESS	DATE
1	Create an organizations like UNL's "Spectrum" or "oSTEM" for students that are part of the LGBTQA+ community.	4/21/2022 10:12 AM
2	I believe microaggressions are occuring based on lack of training, education or knowledge by employees.	4/20/2022 11:25 AM
3	It's in the break rooms for the students and every bathroom stall.	4/20/2022 10:58 AM
4	Thankfully I've yet to have issues with this as long as I've worked here and I'm a transgender woman.	4/18/2022 5:10 PM
5	Yes when reported.	4/18/2022 11:45 AM
6	Educating people.	4/18/2022 9:57 AM
7	I feel like we have a good process for reporting, but when it comes to holding those accountable for doing the harassing, there are not consequences.	4/18/2022 8:49 AM
8	Many of our questionairs still only address "male" and "female". Supervisors questioning employees on family issues and why they need time off. I would suggest training. There is no, onboarding or training for those in supervisory roles.	4/18/2022 8:24 AM
9	I believe that some instructors need more training when it comes to this topic. I hear more discrimination come from them than the students.	4/17/2022 10:12 PM

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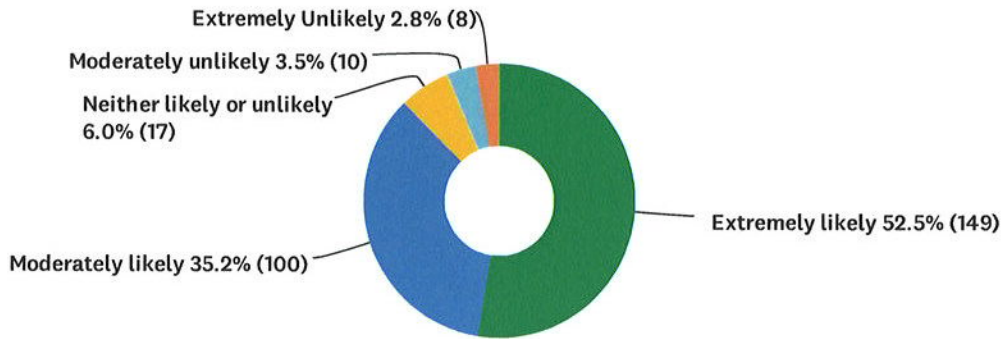
10	More information	4/15/2022 8:39 PM
11	This survey is an example of overlooking the importance of LGBTQ+ issues. No questions are addressed or potential multiple choice answers provided for LGBTQ+ responses. Derogatory comments or disrespectful comments and behaviors associated with sexual orientation are not included in this survey. Sexual orientation can be weaponized to intimidate or harass Non-LGBTQ+ members of campus, such as "gay" jokes implying that being "gay" is bad or undesired. This college needs to openly acknowledge the existence of LGBTQ+ members and support them openly and without reservation. Because this is the right thing to do to maximize student and community success.	4/15/2022 4:43 PM
12	I've experienced this first hand and am not sure where to go. Also it seems students have gotten away without serious repercussions.	4/15/2022 3:59 PM
13	We do a decent job, but it is still something that I see many who have visible reactions and treat people differently.	4/15/2022 1:16 PM
14	Effective is very difficult to judge. So I'm not sure. This is a question that I don't think anyone can really answer.	4/15/2022 12:54 PM
15	in 2019 when a guest speaker discussed marginalized populations, including LGBTQ+ folks, two students yelled and swore at the speaker -- in an IP class - it was recorded. There was NO DISCIPLINARY ACTION TAKEN AT ALL. One student had to talk to student services (GI) and one was never even talked to by anyone besides the instructor (C). There was ZERO support for the instructor on how to deal with it AND admin blamed the guest speaker for talking about trans individuals. When incidents of bias and flat out intolerance / hatred happen -- address it. Support the employees involved (punish / train as appropriate if they are the problem) and reprimand students who engage in hateful / hurtful behavior. If this happened at another institution there would have been a student conduct violation AND a more focused effort to address the attitudes toward trans individuals. This was a disgusting display by the students and a disgusting response by the college. Regardless of what anyone thinks of LGBTQ+ individuals - NO ONE - should end up feeling hated or part of an out-group because anyone (student or employee) insulted them in some way.	4/15/2022 12:42 PM
16	Again, they train the RAs really well about this! Great work! However, learning about different sexual orientations and genders is really only discussed if you seek it out as a student. For example, by joining a club. So that means that the students who don't want to learn about this, are potentially the ones who could fall into discriminating since they aren't educated on the subject. Somehow you need to find a way for everyone to learn the material. It is difficult, I get that. Because even if you had an educational CCC event about it, the crowd that needs to hear this information may not attend. Honestly though at this campus, the students seem very welcoming to and no discriminatory towards those of varying sexual orientations and genders so don't stress out too much about trying to figure out the best way to go about this. Maybe if there was an event that was very generic and not necessarily centered around these topics, then you could attract all kinds of students, even the ones not interested, and then just incorporate some of that learning about gender and LGBTQI at the event along with other things, then they may get some exposure to the knowledge. Maybe have a, get to know your neighbor event or something that sounds less corny and there could be games and activities and maybe a poll. Like you could have a projector that displays the results, and students can use their phone to answer like a 5-7 question survey and the results would show on the screen ANNONYMOUSLY so you could see like how many students said they are first year. How many identify as a gender that's different than their sex. How many are living on campus. How many identify with LGBTQI. Or even have it broken up and they could pick which of the letters in the acronym they identify with. How many are over 21 yrs old. How many are from Ne. Ext. So it would show the bars increase as students submitted their answers and you could view the scree in real time and watch to see how your neighbors relate to you. There's websites for this.	4/15/2022 12:22 PM
17	I indicated "not sure or do not know" because I've never seen discrimination on the basis of sexual orientation/gender identity while I've been here, but that doesn't mean it's not happening.	4/15/2022 12:10 PM
18	I think the college needs to promote the diversity and inclusion on the company website. I feel we as an institution is too afraid to step on tax payers toes when it comes to this subject, so we don't openly advertise it. Change doesn't happen when people just sit back and wait, we need to be the leader in this area for change, we work in education, lets educate people on the	4/15/2022 12:08 PM

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subject. Women right to vote, and Civil rights didn't just happen people stood up for what the believe in and fought for those freedoms.

Q11 In your opinion, if someone were to report sexual assault or sexual misconduct to an official at CCC, how likely do you believe that official would take the report seriously?

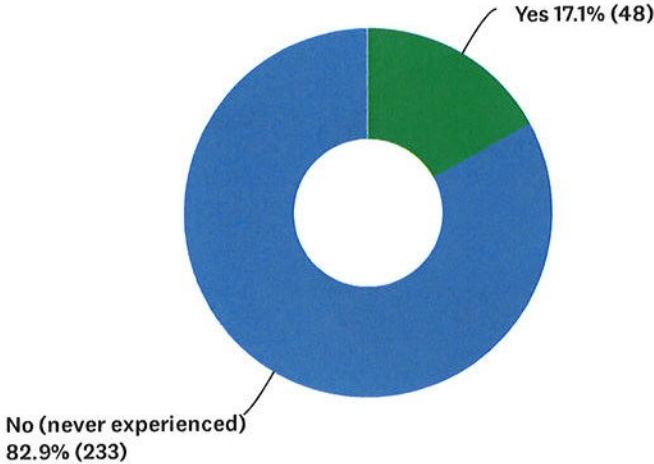
Answered: 284 Skipped: 118



ANSWER CHOICES	RESPONSES	
Extremely likely	52.5%	149
Moderately likely	35.2%	100
Neither likely or unlikely	6.0%	17
Moderately unlikely	3.5%	10
Extremely Unlikely	2.8%	8
TOTAL		284

Q12 In your time at CCC, has a student, employee, or anyone otherwise associated with CCC made sexual remarks or comments that were insulting or offensive to you in any form of communication?

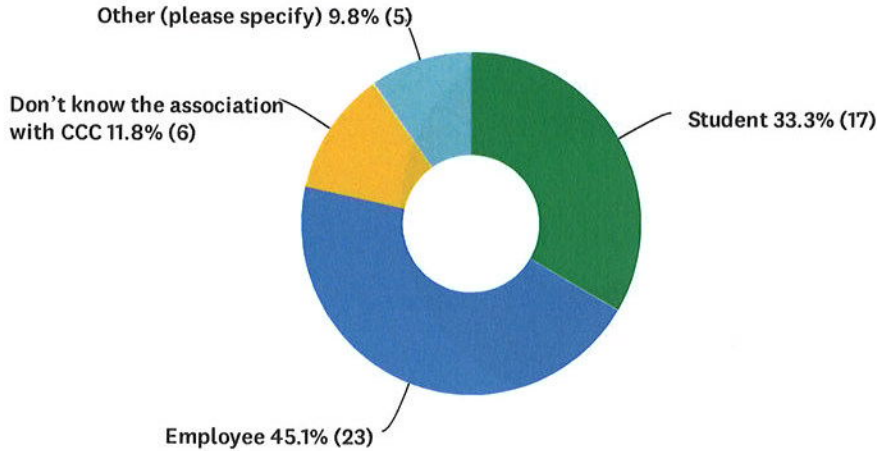
Answered: 281 Skipped: 121



ANSWER CHOICES	RESPONSES	
Yes	17.1%	48
No (never experienced)	82.9%	233
TOTAL		281

Q13 As you indicated in the prior question that you had experienced this type of behavior, please tell us how was the person, or persons, who behaved this way associated with CCC?

Answered: 51 Skipped: 351

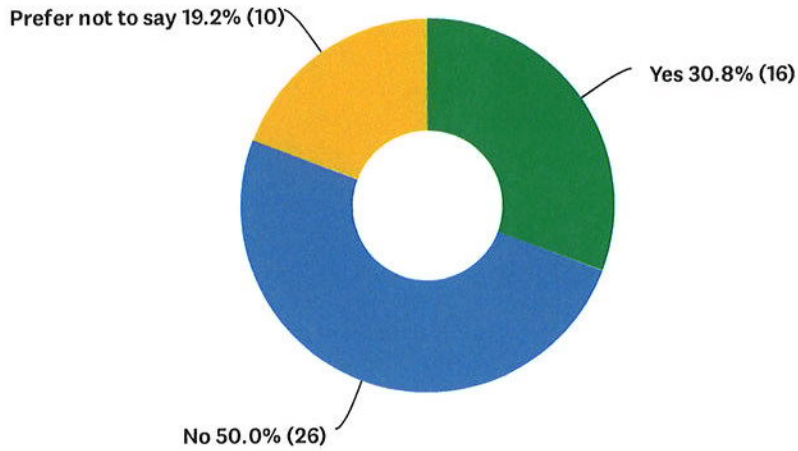


ANSWER CHOICES	RESPONSES	
Student	33.3%	17
Employee	45.1%	23
Don't know the association with CCC	11.8%	6
Other (please specify)	9.8%	5
TOTAL		51

#	OTHER (PLEASE SPECIFY)	DATE
1	Combination of Employee and other association with CCC	4/15/2022 2:38 PM
2	Both	4/15/2022 2:05 PM
3	Both students and employees	4/15/2022 12:42 PM
4	Person hired as a workshop instructor	4/15/2022 12:40 PM
5	Many female employees have said positive things about my physical appearance; these comments were not inappropriate in society in general, they were just inappropriate to hear from coworkers at work. Many students have sexually harassed me ranging from very minor to fairly extreme, but I did not report any of it. As a male, the true worry is that I would then be falsely accused of something. I take many steps to prevent that like recording myself sitting at my computer with WebEx if I am a room alone with a student for an extended period of time.	4/15/2022 12:37 PM

Q14 As you indicated in the prior question you had experienced this type of behavior, did you report the incident, or incidents, to someone at the college?

Answered: 52 Skipped: 350

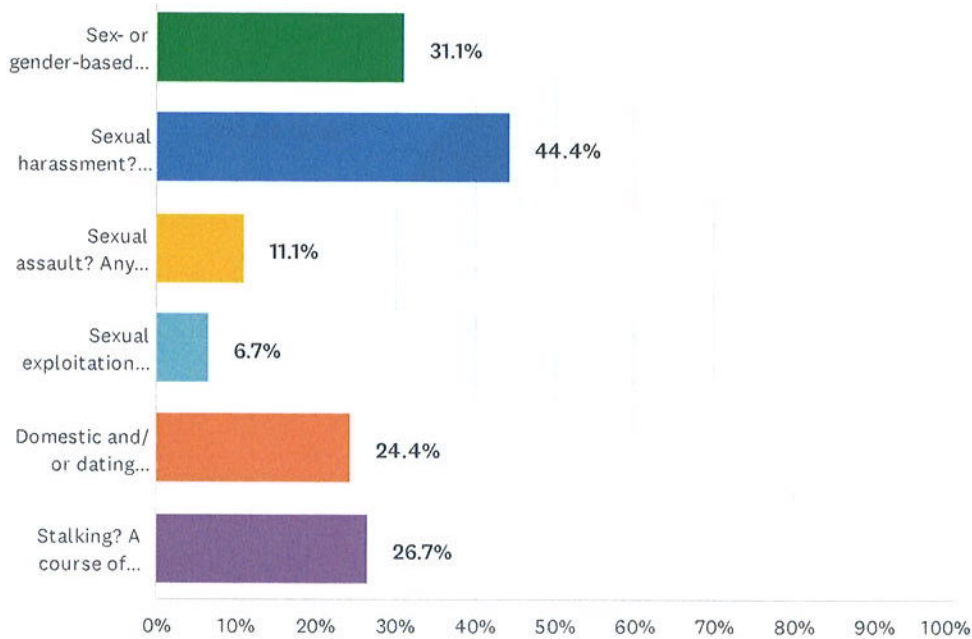


ANSWER CHOICES	RESPONSES	
Yes	30.8%	16
No	50.0%	26
Prefer not to say	19.2%	10
Other (please specify)	0.0%	0
TOTAL		52

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q15 Within the last 12 months have you experienced any of the following behaviors (check all that apply)

Answered: 45 Skipped: 357



ANSWER CHOICES

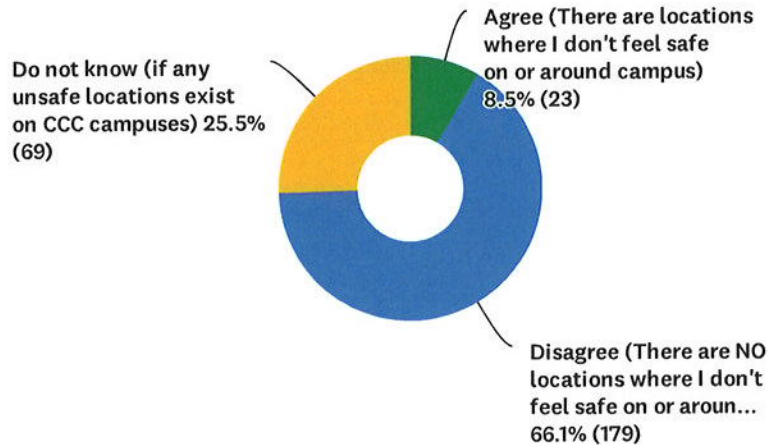
RESPONSES

Sex- or gender-based discrimination? Denying, depriving or limiting the educational benefits and opportunities on the basis of a person's sex and/ or gender.	31.1%	14
Sexual harassment? Unwelcome, sexual or gender-based verbal, written, online and/ or physical conduct that creates a hostile environment.	44.4%	20
Sexual assault? Any sexual act directed against another person, without consent of the other person, including instances when the individual is incapable of giving consent. Including forcible rape, sodomy and fondling.	11.1%	5
Sexual exploitation? A person takes non-consensual or abusive sexual advantage of another, such as watching or taking pictures/ videos without consent.	6.7%	3
Domestic and/ or dating violence? Violence between those in an intimate relationship to each other. It can include the use of physical and sexual violence, threats and intimidation, emotional abuse and economic deprivation.	24.4%	11
Stalking? A course of conduct directed at a specific person that would cause a reasonable person to feel fear.	26.7%	12

Total Respondents: 45

Q16 In your experience are there are locations where you feel unsafe on or around campus?

Answered: 271 Skipped: 131



ANSWER CHOICES	RESPONSES	
Agree (There are locations where I don't feel safe on or around campus)	8.5%	23
Disagree (There are NO locations where I don't feel safe on or around campus)	66.1%	179
Do not know (if any unsafe locations exist on CCC campuses)	25.5%	69
TOTAL		271

#	IF YOU AGREE, PLEASE DESCRIBE WHICH CAMPUS, THE LOCATION ON CAMPUS, AND WHAT MAKES YOU FEEL UNSAFE IN THE SPACE PROVIDED BELOW.	DATE
1	If there was an active shooter that showed up on the Hastings Campus, I would not feel safe at most of the buildings. Too many windows, need more shades? This goes for front entrances, classrooms, offices.	4/29/2022 12:35 PM
2	CCC is fine during the day; at night time - not so much. I feel unsafe down in the 200 wing and 500 wings. It is very, very isolated. While there is a security desk by the Student Center, almost no one is around campus after 5:00 p.m. except for security, the Service Center, and the library. Security isn't always around when they have to leave their stations for building checks. I don't think I even know the protocol or administrator on duty or who to contact if there is an emergency at nighttime - be it safety, janitorial, or otherwise. Even finding things at night is terrible - classes are held, people are lost, and classroom schedules and events are hardly publicly posted anywhere for easy access. There are no publicly posted numbers for a "HelpDesk" at nighttime - be it for staff, students, or faculty. The isolated spaces combined with the lack of people or communicated procedures for emergencies worries me. I've never, ever seen communications from HR, college staff, or the president's off about CCC safety or reporting procedures for the evenings or visitors on campus.	4/29/2022 10:55 AM
3	South side of campus in pm	4/26/2022 12:13 PM
4	Class's that are later in the afternoon without a campus officer on site or visable.	4/25/2022 3:31 PM
5	Every Building on Hastings Campus.	4/22/2022 4:20 PM
6	I would share that I am occasionally concerned about the security at the Lexington Center. I	4/20/2022 6:35 PM

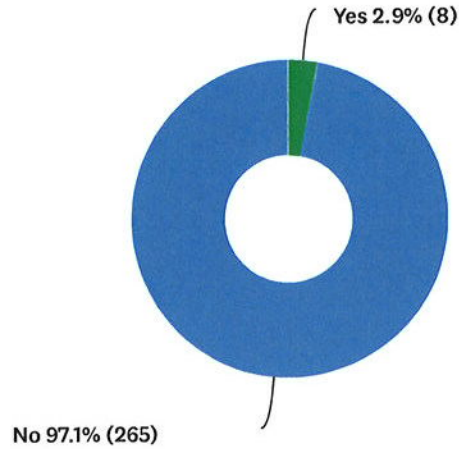
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realize this response will identify me. But, over the years there have been instances where we have had concerning situations. We have been fortunate to have avoided serious outcomes. But the open nature of the lobby of our building is a unique situation compared to other CCC locations. We are also in a high traffic area of town, and near I-80. On a day to day basis, we generally feel safe, but there have been situations of concern.

7	Parking lots after dark. I never see security. They are always inside the buildings.	4/20/2022 11:02 AM
8	The walk way to go to south/west. Sometimes the light is out.	4/18/2022 3:46 PM
9	I do not like the dark hallways. The lights are on energy saving timers and I consider this unsafe, even during daylight hours. Even though the lights turn on when I walk into the dark, it still bothers me and I am very uncomfortable walking into a dark area.	4/18/2022 9:23 AM
10	There are certain maintenance people that I do not feel comfortable around, same with certain people in the Adams building.	4/18/2022 8:52 AM
11	I do online schooling only	4/17/2022 9:45 AM
12	Dorm rooms, Student Union, Dawson Building	4/16/2022 10:14 AM
13	Just being in a place alone is always dangerous	4/16/2022 9:06 AM
14	The parking lot	4/15/2022 5:03 PM
15	The cafeteria	4/15/2022 4:02 PM
16	One on one meetings with certain individuals, regardless of location. these people's words and behaviors make me feel unsafe. I avoid areas of campus where I feel these people may approach me without others presence.	4/15/2022 2:05 PM
17	Anywhere after dark.	4/15/2022 2:00 PM
18	The Adam's Building Also, some of the maintenance staff can be unsettling to be around	4/15/2022 12:45 PM
19	I try to avoid the administration building to avoid verbal and emotional harassment. I am physically safe everywhere on campus.	4/15/2022 12:39 PM
20	I feel safe on and around Columbus campus, but I have not spent enough time at other campuses to know what it's like there.	4/15/2022 12:11 PM

Q17 Have you experienced sex- or gender-based discrimination in the last 12 months at CCC? (Denying, depriving or limiting the educational benefits and opportunities on the basis of a person's sex and/ or gender.)

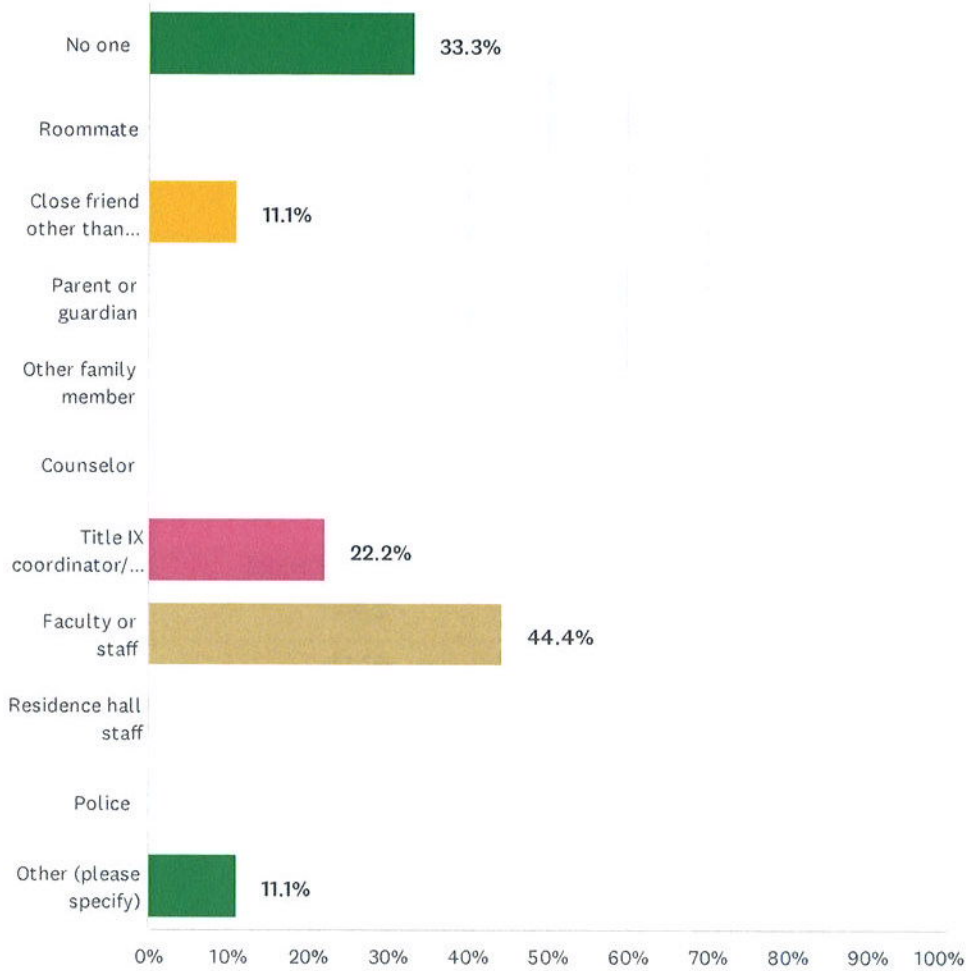
Answered: 273 Skipped: 129



ANSWER CHOICES	RESPONSES	
Yes	2.9%	8
No	97.1%	265
TOTAL		273

Q18 As you indicated you experienced sex- or gender-based discrimination in the prior question, please tell us who did you tell about the incident(s)? (mark all that apply)

Answered: 9 Skipped: 393



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ANSWER CHOICES	RESPONSES	
No one	33.3%	3
Roommate	0.0%	0
Close friend other than roommate	11.1%	1
Parent or guardian	0.0%	0
Other family member	0.0%	0
Counselor	0.0%	0
Title IX coordinator/ team member	22.2%	2
Faculty or staff	44.4%	4
Residence hall staff	0.0%	0
Police	0.0%	0
Other (please specify)	11.1%	1
Total Respondents: 9		

#	OTHER (PLEASE SPECIFY)	DATE
1	hr person	4/15/2022 1:47 PM

Q19 As you indicated in the prior question you did not tell anyone about the incident, please indicate what of the factors below kept you from telling someone about the incident? (mark all that apply)

Answered: 3 Skipped: 399

Feeling of being ashamed...

It is a private matt...

Concerned others would...

Didn't want the person w...

Fear of retribution...

Fear of not being believed

I thought I would be bla...

Didn't think what happene...

Didn't think others would...

Thought people would try to...

Would feel like an...

Didn't think others would...

Didn't have time to deal...

Didn't know reporting..

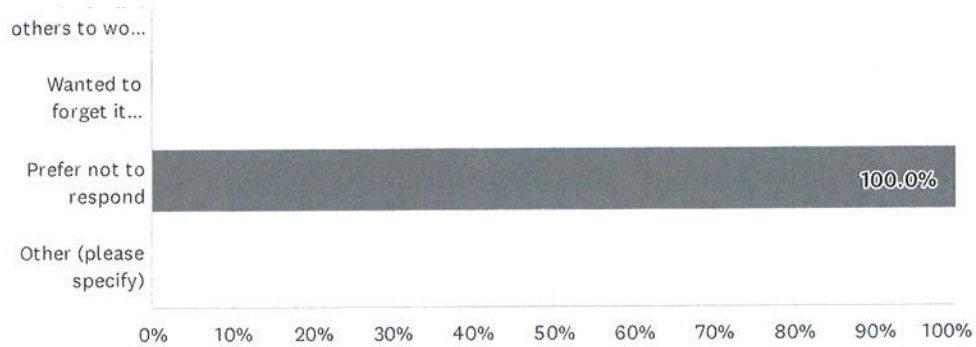
Feared I or another woul...

I did not feel the college...

I feared others would...

Didn't want

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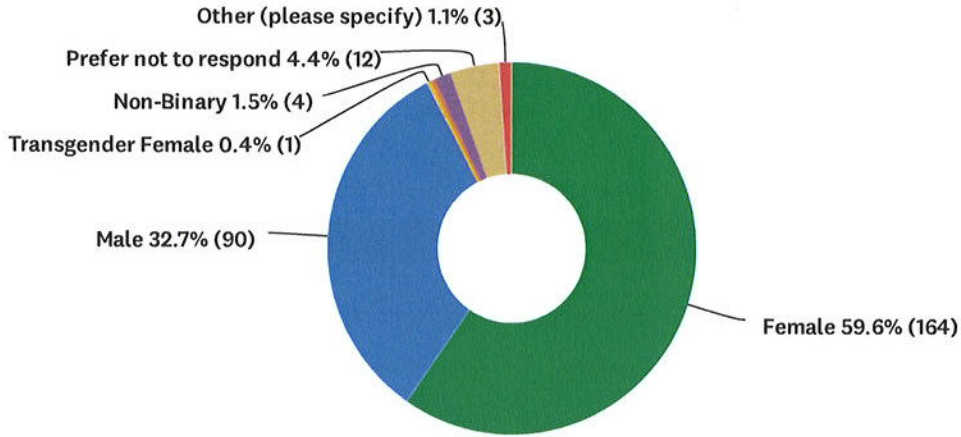


ANSWER CHOICES	RESPONSES	
Feeling of being ashamed/ embarrassed	0.0%	0
It Is a private matter – wanted to deal with it on my own	0.0%	0
Concerned others would find out	0.0%	0
Didn't want the person who did it to get in trouble	0.0%	0
Fear of retribution from the person who did it	0.0%	0
Fear of not being believed	0.0%	0
I thought I would be blamed for what happened	0.0%	0
Didn't think what happened was serious enough to talk about	0.0%	0
Didn't think others would think it was serious/important	0.0%	0
Thought people would try to tell me what to do	0.0%	0
Would feel like an admission of failure	0.0%	0
Didn't think others would understand	0.0%	0
Didn't have time to deal with it due to academics, work, etc.	0.0%	0
Didn't know reporting procedure	0.0%	0
Feared I or another would be punished for infractions or violations (such as underage drinking)	0.0%	0
I did not feel the college staff and leadership would or could help solve my problems	0.0%	0
I feared others would harass me or react negatively toward me	0.0%	0
Didn't want others to worry about me	0.0%	0
Wanted to forget it happened	0.0%	0
Prefer not to respond	100.0%	3
Other (please specify)	0.0%	0
Total Respondents: 3		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q20 Which term best describes your gender identity?

Answered: 275 Skipped: 127

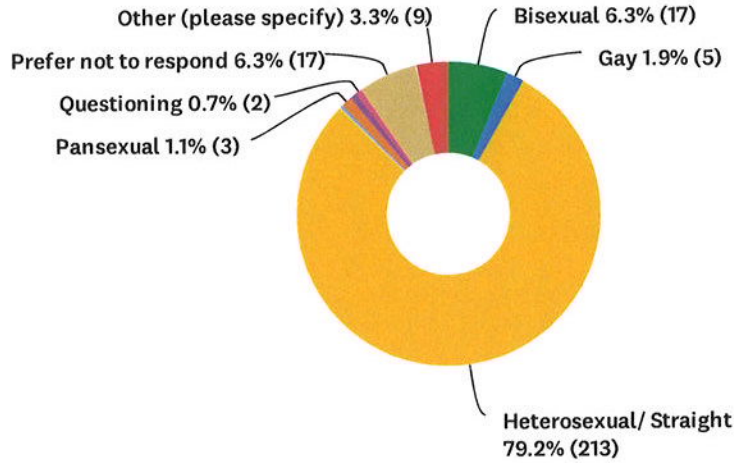


ANSWER CHOICES	RESPONSES	
Female	59.6%	164
Male	32.7%	90
Transgender Female	0.4%	1
Transgender Male	0.0%	0
Genderqueer/ Gender-nonconforming	0.4%	1
Non-Binary	1.5%	4
Intersex	0.0%	0
Prefer not to respond	4.4%	12
Other (please specify)	1.1%	3
TOTAL		275

#	OTHER (PLEASE SPECIFY)	DATE
1	I identify as a Peterbilt	4/22/2022 4:20 PM
2	WHY?	4/20/2022 3:18 PM
3	I don't adhere to the current social labeling system thanks.	4/15/2022 6:21 PM

Q21 What term best describes your sexual orientation?

Answered: 269 Skipped: 133



ANSWER CHOICES	RESPONSES	
Bisexual	6.3%	17
Gay	1.9%	5
Heterosexual/ Straight	79.2%	213
Lesbian	0.4%	1
Pansexual	1.1%	3
Asexual	0.7%	2
Questioning	0.7%	2
Prefer not to respond	6.3%	17
Other (please specify)	3.3%	9
TOTAL		269

#	OTHER (PLEASE SPECIFY)	DATE
1	Demisexual	4/26/2022 11:58 AM
2	Horny	4/22/2022 4:20 PM
3	WHY?	4/20/2022 3:18 PM
4	Straight	4/19/2022 8:14 AM
5	straight	4/18/2022 8:21 AM
6	Demisexual	4/15/2022 7:20 PM
7	I do what I want... why does this even matter?	4/15/2022 6:21 PM
8	I'm	4/15/2022 12:55 PM

Appendix B- Sample Prevention Resource Materials for Title IX Education

4 SAFETY APPS

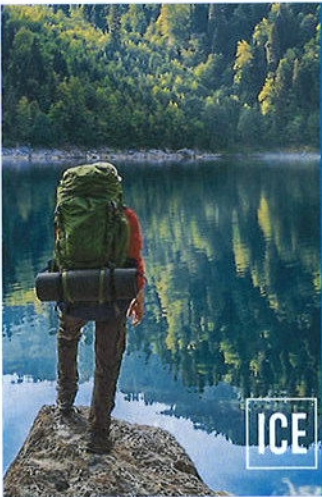
EVERY PERSON SHOULD REVIEW AND DOWNLOAD

RED PANIC BUTTON

THE APPLICATION ENABLES USERS TO PUSH A CENTRAL BUTTON AND ALLOW IMMEDIATE CONTACT WITH VARIOUS EMERGENCY SERVICES, PROVIDING INSTANT DETAILS OF YOUR LOCATION.



PANIC BUTTON



ICE CONTACT

SEND AN INSTANT MESSAGE FOR EMERGENCY SITUATIONS OR CREATE A DELAYED MESSAGE AND WE'LL DELIVER IT ANYTIME YOU WANT (EVEN IF YOUR PHONE DIES OR LOSES SERVICE).



ICE CONTACT

4 SAFETY APPS

EVERY PERSON SHOULD REVIEW AND DOWNLOAD



CIRCLE OF 6

IT'S THE MOBILE WAY TO LOOK OUT FOR EACH OTHER ON CAMPUS OR WHEN YOU'RE OUT FOR THE NIGHT. A SIMPLE TOOL TO PREVENT VIOLENCE BEFORE IT HAPPENS.



BSAFE

YOU CAN ACTIVATE THE SOS BUTTON WITH YOUR VOICE, EVEN IF YOUR PHONE IS IN YOUR POCKET, JACKET, OR PURSE. WHEN ACTIVATING THE SOS ALARM, PRESET GUARDIANS (SUCH AS FRIENDS AND FAMILY) WILL RECEIVE AN AUDIO ALARM AND A NOTIFICATION WITH YOUR CURRENT LOCATION/ADDRESS. VOICE ACTIVATION, LIVE STREAMING, AND AUTOMATIC RECORDING WILL HELP YOU STAY SAFE. \$20 ANNUAL FEE, 30 DAY FREE TRIAL.



WHAT DOES

CONSENT

LOOK LIKE?

DO ALL PEOPLE AGREE TO
ANY KIND OF SEX ACT?

Are all people
able to consent?

- X DRUGS?
- X ALCOHOL?
- X ASLEEP?

YES

to one activity one
time does **not mean**
consent to all activities

The best way to get consent is to ask

only





Bystander Intervention

What Is It and Things You Didn't Know

Bystander

someone who is present in a situation and they choose not to react or get involved (passive).

On average, 24 people per minute are victims of rape, physical violence or stalking by an intimate partner in the United States — more than 12 million women and men over the course of a year.



Every 68 seconds, an American is sexually assaulted. ²

Bystander effect

when people are in the presence of others, they are less likely to offer help than when they are alone.

More than 50% of college sexual assaults occur in either August, September, October, or November. ²

Active Bystander

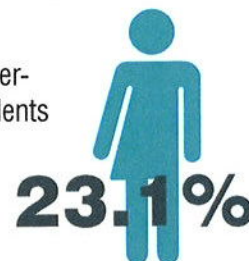
people who are aware of an abusive or dangerous situation, and choose to speak up and say/do something without putting their own safety at risk.



More than 1 in 3 women (35.6%) and more than 1 in 4 men (28.5%) in the United States have experienced rape, physical violence and/or stalking by an intimate partner in their lifetime. ¹

Among undergraduate students, **26.4% of females** and **6.8% of males** experience rape or sexual assault through physical force, violence, or incapacitation. ²

23.1% of TGQN (transgender, gender-queer, nonconforming) college students have been sexually assaulted. ²



Sources:

¹ The National Domestic Violence Hotline <https://www.thehotline.org/resources/statistics/>

² National Sexual Assault Hotline <https://www.rainn.org/statistics/campus-sexual-violence>

CONSENT

Ways to say

Yes

Ways to say

NO

**I'm
sure**

I know

**I don't
know**

**I'm not
sure**

**I feel
good
about this**

**I want
to, but...**

Stop

**I
want to**

Absolutely

**I don't know
how I feel
about this**

**I feel
worried about**

**Maybe
later**

GO

**I'm not
worried**

**I don't want to
do this anymore**

**I want to do
this right now**

**Heck
Yeah**

**Not
today**



Domestic Violence Awareness Month



of college women report knowing a friend who's experienced violent and abusive dating behaviors including physical, sexual, digital, verbal, or other controlling abuse.



of college students say they don't know what to do to help someone who is a victim of dating abuse.



Over half of all college students, say it's difficult to identify dating abuse.

Know the signs of abusive behavior:

- Being jealous of your friends or time spent away from your partner
- Discouraging you from spending time away from your partner
- Embarrassing or shaming you
- Controlling all financial decisions
- Making you feel guilty for all the problems in the relationship
- Preventing you from working
- Intentionally damaging your property
- Threatening violence against you, your pets or someone you love to gain compliance
- Pressuring you to have sex when you don't want to
- Intimidating you physically, especially with weapons

Local resources:

Hastings

enCourage

220 S Burlington Ave # 4, Hastings, NE
402-463-5810

Grand Island

Willow Rising

2251 N Webb Rd, Grand Island, NE
308-382-8250

Columbus

Center for Survivors

3103 13th Street, Columbus, NE
402-564-2155

Kearney

S.A.F.E. Center

620 E. 25th Suite 14, Kearney, NE
308-237-2599

National Domestic Violence Hotline

Free. Confidential. 24/7.

1-800-799-7233

Text "START" to 88788

English, Spanish and 200+ languages
through interpretation service

Community Mental Health Resources

National Suicide and Crisis Lifeline

988

National, Free, Confidential Crisis Text Line

Text HELLO to 741741

Columbus Area | Call Crisis Response

866-758-4749

Grand Island/Ord Area | Call Mid-Plain's Center

308-380-5973

Hastings Area | Call South Central Behavioral Services

402-463-5684

Kearney/Holdrege Area | Call South Central Behavioral Services

308-237-5951

Lexington Area | Call Heartland Counseling 24-Hour Crisis Hotline

877-269-2079

CCC Counseling Services

College Wide, In-person and/or Telehealth

Available Monday- Friday 8 am - 5 pm

402-562-1244 or counselingservices@cccneb.edu





**A RESOURCE GUIDE FOR STUDENT & EMPLOYEES ON SEXUAL MISCONDUCT:
CAMPUS POLICIES, PROCEDURES AND VICTIM SERVICES**

IF YOU HAVE EXPERIENCED SEXUAL MISCONDUCT

1. Go to a safe location as soon as you are able.
2. Seek immediate medical attention if you are willing. Medical attention would ensure help with injuries and/or risk reduction from possible STI exposure or pregnancy.
3. Contact any of the following for immediate assistance:
 - a. Title IX Coordinator at 402-562-1284. Regular business hours, M-F.
 - b. Counseling Services at 402-562-1244. 8am – 5pm, M-F.*
 - c. National Sexual Assault Hotline at 1-800-656-4673. 24 hours/7 days a week.*
 - d. National Domestic Violence Hotline at 1-800-799-7233. 24 hours/7 days a week.*
 - e. Línea de Crisis en Español: 1-877-215-0167. 24 hours/7 days a week.*

Columbus

- f. Campus Security at 402-910-6665. 24 hours/7 days a week.
- g. Center for Survivors, College Advocate at 402-942-3653. Regular business hours, M-F.*
- h. Center for Survivors at 1-800-658-4482. 24 hours/7 days a week.*

Grand Island

- i. Campus Security at 308-398-7598. 24 hours/7 days a week.
- j. Crisis Center at 308-381-0555. 24 hours/7 days a week.*

Hastings

- k. Campus Security at 402-705-1389. 24 hours/7 days a week.
- l. SASA Crisis Center at 877-322-7272. 24 hours/7 days a week.*

Holdrege/Kearney

- m. S.A.F.E. Center at 308-237-2599. 24 hours/7 days a week.*
- n. Línea de Crisis en Español: 1-877-215-0167.

Lexington

- o. Parent-Child Center at 1-800-215-3040. 24 hours/7 days a week.
- p. Línea de Crisis en Español: 1-866-351-9594.

Ord

- q. Healing Hearts and Families at 308-872-2420. 24 hours/7 days a week.
- r. Línea de Crisis en Español: 1-877-215-0167.

Note that campus officials may contact on-call staff from other departments when their offices are closed or they are otherwise unavailable to assist immediately.

If you are off-campus and experiencing an emergency situation, you can call local police by dialing 911. You may also call the local police department's non-emergency line at:

- a. Columbus Police Department: 402-564-3201
 - b. Grand Island Police Department: 308-385-5400
 - c. Hastings Police Department: 402-461-2380
 - d. Holdrege Police Department: 308-995-4407
 - e. Kearney Police Department: 308-237-2104
 - f. Lexington Police Department: 308-324-2341
 - g. Ord Police Department: 308-728-5771
4. It is important to preserve physical evidence that may include tissue and fluid samples, evidence of violence, sheets, towels, clothing, etc. You may choose to avoid washing, bathing, urinating, etc., until after being examined at the hospital. Because evidence of a sexual assault can deteriorate quickly, you may choose to seek a medical exam as soon as possible. Evidence collection should be completed within 120 hours of an assault, but fluids, hair samples, and DNA can be collected for a long time thereafter. Even if you have washed, evidence can often still be obtained. After 120 hours, it may still be helpful to have medical attention, even if you are not trying to obtain evidence of an assault. Sexual assault nurse examiners (SANE) are trained in the collection of forensic evidence, and can check for injuries or exposure to sexually transmitted diseases. If you are still wearing any clothes worn during the assault, wear them to the hospital, but bring a change of clothes, as the hospital will keep the clothes you are wearing as evidence. If you have changed clothes, bring the ones you were wearing during the assault to the hospital in a clean paper (not plastic) bag or wrapped in a clean sheet. Leave sheets/towels at the scene of the assault. Police will collect them. Typically, police will be called to the hospital to take custody of the sexual assault kit, but it is up to you whether you wish to speak with them or file a criminal complaint.
 5. Choose how to proceed. You have options, and are encouraged to contact the Title IX Coordinator to discuss your options:
 - a. Do nothing until you are ready;
 - b. Pursue resolution by the College; and/or
 - c. Initiate criminal proceedings; and/or
 - d. Initiate a civil process against the perpetrator.
 6. You may pursue whatever combination of options is best for you. If you wish to have an incident investigated and resolved by the College, students and employees should contact the Title IX Coordinator. College procedures will be explained. Those who wish incidents to be handled criminally should contact local police where the assault occurred. A campus official is available to accompany students in making such reports, if desired. Contact the Title IX Coordinator for more information.

* Denotes that this resource is confidential.

KEY CONTACTS

Title IX Coordinator
402-562-1284
titleixcoordinator@cccneb.edu

Title IX Deputy Coordinators
Athletic Director
402-562-1492

Senior Director of Human Resources
Resources 308-398-7325

ABOUT CONFIDENTIALITY

To make informed choices, all parties should be aware of confidentiality and privacy issues, as well as institutional mandatory reporting requirements

CONFIDENTIAL REPORTING

If reporting students wish that details of an incident be kept confidential, they should speak with campus mental health practitioners CCC counseling services. Employees that wish to report confidentiality should contact the Employee Assistance Program. Members of the clergy, chaplains, and off-campus sexual assault crisis center staff can maintain confidentiality and have no duty to report your information to the College.

MANDATED REPORTING

All College employees are mandated reporters for all the details of which they are aware about an incident. They share this information with the Title IX Coordinator. Incidents of sexual misconduct will be taken seriously by the college. Such incidents of sexual misconduct will be investigated and resolved in a prompt and equitable manner under the College's resolution procedures, which are discussed in a later section of this brochure.



INCIDENTS INVOLVING MINORS

Please be aware that institutional duties with respect to minors (those under the age of 19) may require reporting sexual misconduct incidents to state agencies and/or local law enforcement. As a result, confidentiality cannot be guaranteed in sexual misconduct incidents involving minors.

POLICY

Sexual misconduct, including sexual harassment, sexual violence, sexual exploitation, intimate partner violence, and stalking are violations of the College's Civil Rights Policies and Procedures and its sexual misconduct policy. A number of federal laws and regulations, including Title IX, the Violence Against Women Act, and the Clery Act mandate how institutions respond to such allegations. Many types of sexual misconduct also constitute violations of Nebraska law.

Members of the campus community, guests, and visitors have a right to be free from sexual misconduct. All members of the community must conduct themselves in a way that does not infringe upon the rights of others. The College's policy is intended to define expectations for appropriate conduct and outline resolution processes to address conduct that does not

meet these expectations. When individuals accused of sexual misconduct are found to be in violation of the policy, the College will impose sanctions, as noted on the next page.

All members of the campus community, guests, and visitors are protected by this policy regardless of their sexual orientation or gender identity. The College has jurisdiction over all acts of sexual misconduct involving members of the campus community. For more details on this policy, please visit www.cccneb.edu/What-is-Title-IX

Additional information about campus crime, state laws, and disclosures related to sexual misconduct can be found online in the campus Annual Security Report. Access it here www.cccneb.edu/StudentPoliciesandProcedures

SEXUAL MISCONDUCT VIOLATIONS

Sexual Harassment, as an umbrella category, includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking, and is defined as:

QUID PRO QUO:

- an employee of the Central Community College,
- conditions the provision of an aid, benefit, or service of the Central Community College,
- on an individual's participation in unwelcome sexual conduct; and/or

SEXUAL HARASSMENT:

- unwelcome conduct,
- determined by a reasonable person,
- to be so severe, and
- pervasive, and,
- objectively offensive,
- that it effectively denies a person equal access to Central Community College's education program or activity

SEXUAL ASSAULT

Sexual assault is defined as:

1. Sex Offenses, Forcible:
 - a. Any sexual act directed against another person,
 - b. without the consent of the Complainant,
 - c. including instances in which the Complainant is incapable of giving consent.
2. Forcible Rape:
 - a. Penetration,
 - b. no matter how slight,
 - c. of the vagina or anus with any body part or object, or
 - d. oral penetration by a sex organ of another person,
 - e. without the consent of the Complainant.
3. Forcible Sodomy:
 - a. Oral or anal sexual intercourse with another person,
 - b. forcibly,
 - c. and/or against that person's will (non-consensually), or
 - d. not forcibly or against the person's will in instances

in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

4. Sexual Assault with an Object:

- a. The use of an object or instrument to penetrate,
- b. however slightly,
- c. the genital or anal opening of the body of another person,
- d. forcibly,
- e. and/or against that person's will (non-consensually),
- f. or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

5. Forcible Fondling:

- a. The touching of the private body parts of another person (buttocks, groin, breasts),
- b. for the purpose of sexual gratification,
- c. forcibly,
- d. and/or against that person's will (non-consensually),
- e. or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

6. Sex Offenses, Non-forcible:

- a. Incest:
 - i. Non-forcible sexual intercourse,
 - ii. between persons who are related to each other,
 - iii. within the degrees wherein marriage is prohibited by Nebraska law.

7. Statutory Rape:

- i. Non-forcible sexual intercourse,
- ii. with a person who is under the statutory age of consent of 16 years old, per Nebraska law.

DATING VIOLENCE

Dating Violence is defined as:

1. violence,
2. on the basis of sex,
3. committed by a person,
4. who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.
 - c. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
 - d. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - e. Dating violence does not include acts covered under the definition of domestic violence.

DOMESTIC VIOLENCE

Domestic Violence is defined as:

1. violence,
2. on the basis of sex,
3. committed by a current or former spouse or intimate partner of the Complainant,
4. by a person with whom the Complainant shares a child in common, or
5. by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or
6. by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Nebraska.

**To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more*

than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

STALKING

Stalking is defined as:

1. engaging in a course of conduct,
2. on the basis of sex,
3. directed at a specific person, that
 - a. would cause a reasonable person to fear for the person's safety, or
 - b. the safety of others; or
 - c. Suffer substantial emotional distress.

For the purposes of this definition—

- i. Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- ii. Reasonable person means a reasonable person under similar circumstances
- iii. and with similar identities to the Complainant.
- iv. Substantial emotional distress means significant mental suffering or
- v. anguish that may but does not necessarily require medical or other professional
- vi. treatment or counseling.

RETALIATION

Retaliation is:

1. any adverse action,
2. taken against a person participating in a protected activity,
3. because of their participation in that protected activity
 - d. subject to limitations imposed by the First Amendment and/or academic freedom.

Sanctions range from warning through expulsion/termination.

CONSENT

Consent is knowing, and voluntary, and clear permission by word or action to engage in sexual activity.

Since individuals may experience the same interaction in different ways, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to being kissed back.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable time.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse).

A current or previous intimate relationship is not sufficient to constitute consent.

Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on the Central Community College to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Consent in relationships must also be considered in context. When parties consent to BDSM or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying “no” may be part of the kink and thus consensual, so Central Community College’s evaluation of communication in kink situations will be guided by reasonableness, rather than strict adherence to policy that assumes non-kink relationships as a default.

FORCE

Force is the use of physical violence and/or physical imposition to gain sexual access.

Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent (e.g., “Have sex with me or I’ll hit you,” “Okay, don’t hit me, I’ll do what you want.”).

Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

INCAPACITATION

A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep, or unconscious, for any reason, including by alcohol or other drugs. As stated above, a Respondent violates this policy if they engage in sexual activity with someone who is incapable of giving consent.

It is a defense to a sexual assault policy violation that the Respondent neither knew nor should have known the Complainant to be physically or mentally incapacitated. "Should have known" is an objective, reasonable person standard which assumes that a reasonable person is both sober and exercising sound judgment.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the

capacity to give knowing/informed consent (e.g., to understand the "who, what, when, where, why, or how" of their sexual interaction).

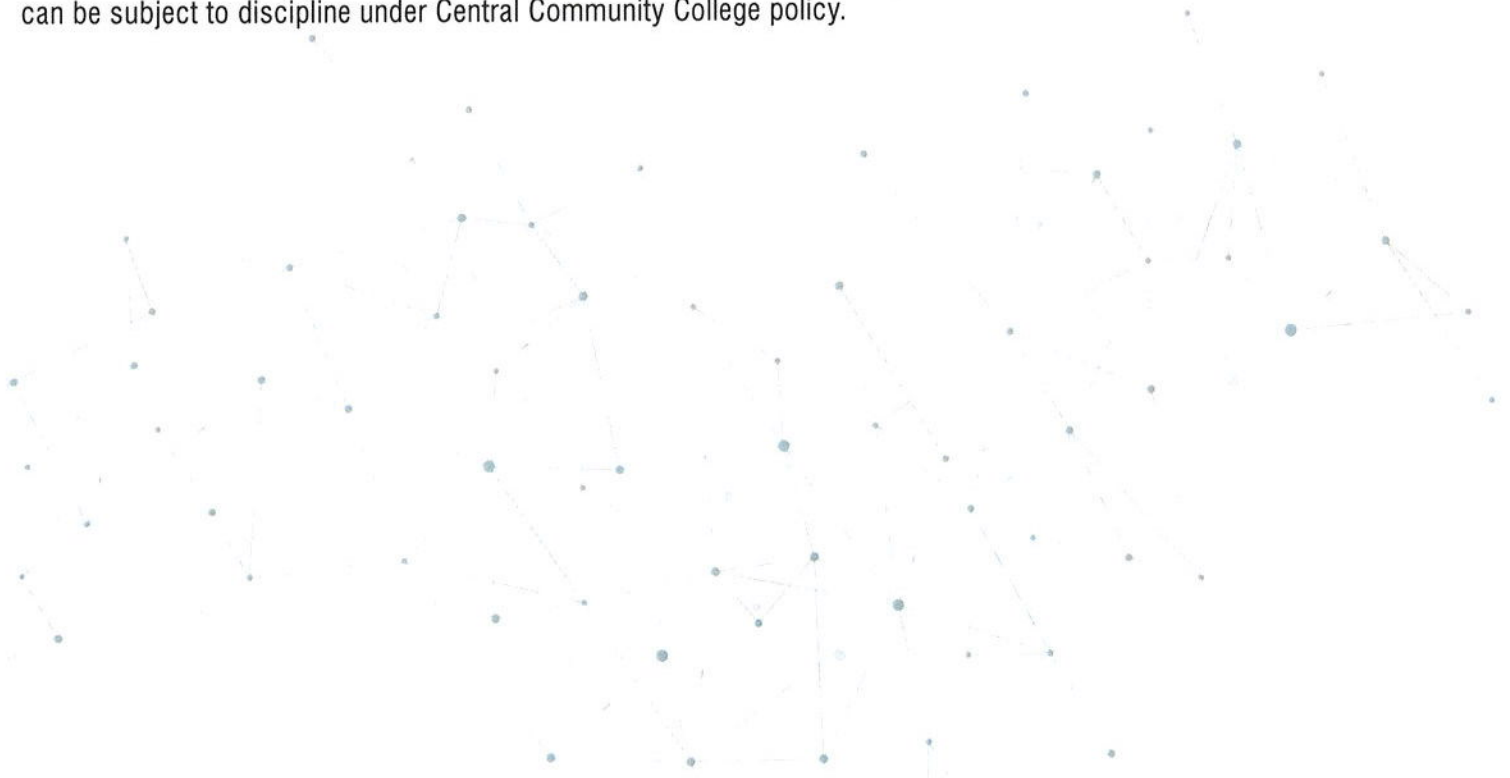
Incapacitation is determined through consideration of all relevant indicators of an individual's state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

This policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs.

FALSE ALLEGATIONS AND EVIDENCE

Deliberately false and/or malicious accusations under this policy, as opposed to allegations which, even if erroneous, are made in good faith, are a serious offense and will be subject to appropriate disciplinary action.

Additionally, witnesses and parties knowingly providing false evidence, tampering with or destroying evidence after being directed to preserve such evidence, or deliberately misleading an official conducting an investigation can be subject to discipline under Central Community College policy.



YOUR RIGHTS

The College strives to provide members of the campus community with fair and equitable resolution processes that include both formal and informal options.

FAIRNESS

- All members of the campus community have the right to have reported incidents addressed according to the published College procedures.
- All parties have equal opportunities to have a support person of their choosing or offered by the institution present throughout all resolution proceedings (including intake, interviews, etc.). This person can be an advisor, advocate, attorney, family member, friend, faculty member, etc.
- All parties have the right to written notice of allegations, notice of investigation and notice of the outcome of sexual misconduct resolution proceedings.
- All parties have the right to receive clear and consistent due process protections consistent with CCC policy & procedure and federal & state law.
- Reporting parties and witnesses will receive amnesty for minor infractions (e.g. alcohol and drug violations) that are secondary to incidents of sexual misconduct.
- All parties have a right to be free from retaliation.

SUPPORT

- Students and employees have a right to be notified of their ability to access counseling and health services.
- Students and employees have a right to be notified of on- and off-campus supportive resources.
- All parties involved in sexual misconduct allegations will receive the information and assistance needed to effectively participate in all proceedings.
- All parties have the right to seek orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by criminal, civil, or tribal courts, and may seek the help of Campus Security in requesting and/or enforcing.



SUPPORTIVE MEASURES

Central Community College will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged harassment, discrimination, and/or retaliation.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the Central Community College's education program or activity, including measures designed to protect the safety of all parties or the Central Community College's educational environment, and/or deter harassment, discrimination, and/or retaliation.

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. At the time that supportive measures are offered, Central Community College will inform the Complainant, in writing, that they may file a formal complaint with Central Community College either at that time or in the future, if they have not done so already. The Title IX Coordinator or designee works with the Complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented.

Central Community College will maintain the privacy of the supportive measures, provided that privacy does not impair Central Community College's ability to provide the supportive measures. Central Community College will act to ensure as minimal an academic impact on the parties as possible. Central Community College will implement measures in a way that does not unreasonably burden the other party.

These actions may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to the Employee Assistance Program (EAP)
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Implementing contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Trespass, Persona Non Grata (PNG), or Be-On-the-Lookout (BOLO) orders
- Timely Warnings
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

Violations of no contact orders will be referred to appropriate student or employee conduct processes for enforcement.

PROCEDURES

The College's procedures are detailed fully at: www.cccneb.edu/What-is-Title-IX

NOTICE/COMPLAINT

A College official will assist the reporting party with making choices and accessing resources. Assuming the reporting party chooses to move forward with a campus resolution, the next step is a preliminary inquiry.

All resolutions will be conducted by campus officials who receive annual training on issues related to sexual harassment, intimate partner violence, dating violence, sexual assault, and stalking. This training also includes how to conduct an investigation that protects the safety of all parties and promotes accountability and due process.

The institution will protect the confidentiality of victims, consistent with federal law. Title IX-related resolutions are not subject to publicly available record keeping provisions. Any release of information about a resolution will be accomplished without the inclusion of identifying information about the victim, to the extent permissible by law.

PRELIMINARY INQUIRY

An initial assessment is conducted by the Title IX Coordinator of the alleged policy violations to determine the next steps the college needs to take. These three responses will be considered if there is a likelihood of policy violation:

- Offer support measures because complainant doesn't wish to proceed
- Informal resolution
- Formal grievance process including an investigation and live hearing

INFORMAL RESOLUTION

- Parties agree to resolve issue through an alternate resolution mechanism (i.e. mediation)
- Respondent accepts responsibilities for policy violations and accepts sanction
- Title IX Coordinator can solve informally through providing support measures to remedy the situation.

INVESTIGATIONS

An investigative model is used to resolve allegations that are rendered to the formal grievance process. Trained investigators will provide an investigation that is prompt, thorough, reliable, equitable, fair, and impartial. They will interview the complainant, respondent and witnesses, gather any available evidence and prepare reports with their findings. Both parties will have full access to review the investigators final report.

STANDARD OF EVIDENCE

The College uses a preponderance of evidence standard. Decision-makers consider whether, given the available credible evidence, it is more likely than not that a violation occurred.

HEARING

After parties have had the opportunity to review and respond to the investigators report, it will be referred on to a three person hearing panel. The live hearing will allow for indirect cross examination. The hearing panel will make findings and sanctioning determinations. Parties will be notified in writing without significant delay between parties.

FINAL DETERMINATION

This notice will include the procedures for appealing the decision, any change to the results that occurs prior to the time that such results become final, and when results are considered to be final.

APPEALS

Students involved in sexual misconduct proceedings may appeal decisions. All parties are included in any appeal reconsideration and have equal rights of participation. CCC utilizes a one person appellate process.



PROGRAMS

PRIMARY PREVENTION

The college offers students educational opportunities and training on awareness and risk reduction of sexual violence, dating violence, intimate partner violence, stalking and consent in compliance with the Violence Against Women Act and the Clery Act.

BYSTANDER INTERVENTION

The College offers bystander intervention programming in an effort to ensure that each member of the campus community is invested in creating a safe campus environment for themselves and others. Program participants are instructed on safe options for preventing harm and intervening when a risk of sexual misconduct exists.

ONGOING CAMPAIGNS

Ongoing awareness and prevention campaigns are provided throughout the school year to students, faculty, and staff.

REDUCE YOUR RISK

While victim-blaming is never appropriate and Central Community College fully recognizes that only those who commit sexual misconduct are responsible for their actions, CCC provides the suggestions that follow to help individuals reduce their risk of being victimized and their risk of committing acts of sexual misconduct.

BYSTANDERS

- ✓ Don't mind your own business
- ✓ Explore the following types of abuse so you can better identify it: emotional, verbal, stalking, financial, physical, sexual, and digital abuse
- ✓ Look for warning signs of abuse
- ✓ Err on the side of caution
- ✓ Alert authority figure/police as needed
- ✓ Put yourself in their shoes
- ✓ Reach out, be supportive, listen & acknowledge their feelings
- ✓ Connect them with resources

VICTIMS

- ✓ Create a safety plan www.loveisrespect.org/for-yourself/safety-planning/
- ✓ Build a support system at home, work, school, and your community
- ✓ Know your social networks
- ✓ Update your privacy settings
- ✓ Set boundaries
- ✓ Recognize the cycle of violence:
tension > incident > reconciliation > calm > tension
- ✓ Keep detailed documentation
- ✓ Explore the following types of abuse so you can better identify it: emotional, verbal, stalking, financial, physical, sexual, and digital abuse

ABUSERS

- ✓ Explore the following types of abuse so you can better identify it: emotional, verbal, stalking, financial, physical, sexual, and digital abuse
- ✓ Recognize the cycle of violence:
tension > incident > reconciliation > calm > tension
- ✓ Admit the behavior is wrong
- ✓ Take responsibility for the problem and get help
- ✓ With help, you can learn how to treat others with respect
- ✓ Always ask for consent

RELATIONSHIP RIGHTS

- ✓ Right to live free from violence & abuse
- ✓ Right to feel safe and respected
- ✓ Right to say NO
- ✓ Right to privacy, online and offline
- ✓ Right to do things you enjoy
- ✓ Right to end a relationship

OBSTACLES TO SEEKING HELP

Shame, embarrassment, fear, believing abuse is normal, low self-esteem, lack of money, nowhere to go, pregnancy/parenting, distrust of police, language barriers/immigration status, social/peer pressure, and cultural/religious reasons.

Central Community College (CCC) does not discriminate on the basis of race, color, ethnicity, religion, sex, age, marital status, national origin, veteran status, sexual orientation, disability, or other factors prohibited by law, in matters of employment, admissions, financial aid, or other activities and opportunities as set forth in compliance with federal and state statutes and regulations.

Any person having inquiries concerning Central Community College compliance with Title II, Title IV, Title VI, Title IX, the Age Discrimination Act, and/or Section 504 should contact: Vice President of Student Success and Enrollment Management, 3134 W Highway 34, PO Box 4903, Grand Island NE 68802-4903, 402-562-1284, titleXcoordinator@cccneb.edu.

Persons seeking further information concerning career and technical education offerings at Central Community College and any specific pre-requisite criteria for the various programs of study should contact the College Communications department at 3134 W Highway 34, PO Box 4903, Grand Island NE 68802-4903, 308-398-4222, prdirector@cccneb.edu.

To obtain this information in a language other than English or in an alternative format email prdirector@cccneb.edu or call 308-398-7355.