

Northeast Community College

Sexual Harassment & Title IX Compliance Report

Mike Walkowiak,
Title IX Coordinator
September 1, 2025

Report Subject to §85-608

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

Sexual Harassment and Title IX Compliance

- A. Results of any campus climate survey related to sexual harassment: Northeast Community College, hereinafter, “Northeast” completed its last Campus Climate Survey for students during the 2025 spring semester and an employee survey in October 2025. The results are available in Appendices A and B.
- B. Information related to the training provided to Title IX coordinators and decisionmakers regarding sexual harassment:
 - 1. Northeast provides Title IX training to the Title IX Coordinator, Deputy Title IX Coordinators, and other Title IX team members such as investigators, hearing officers, decision makers, and advisors. These trainings are attended bi-annually or prior to the certification expiration dates. Northeast is a member of the Association of Title IX Administrators (ATIXA) and the National Association of Student Personnel Administrators (NASPA), who provide virtual and in-person training options for Northeast Title IX team members to complete for compliance. Multiple Title IX team members are dual trained in more than one role for added versatility for investigations and the grievance processes. Current certifications held by the Title IX Team include:
 - a. Title IX Coordinator & Administrator Level One Certification
 - b. Civil Rights Investigator Level One Certification
 - c. Civil Rights Investigator Level Two Certification
 - d. Title IX Compliance & Athletics Certification
 - e. Title IX Decision-Making for Higher Education Certification
 - f. Title IX Hearing Advisors Certification
 - g. Title IX Hearing Officer & Decision-Maker Certification
 - 2. The Title IX Team meets regularly to review policy and procedure, to conduct tabletop exercises, and to discuss relevant topics and definitions.
- C. Policies, initiatives, or grievance procedures adopted to address sexual harassment: In 2020 and 2021, Northeast developed and implemented revised, comprehensive policies and procedures that outline how Northeast addresses sexual harassment. Northeast is prepared for potential policy changes once the proposed Title IX Regulations are implemented. Northeast follows its current policies to comply with current Title IX regulations. Specifically, through the following:
 - a. Administrative Procedure (AP-1010.0) Nondiscrimination
 - b. Administrative Procedure (AP-1010.1) Harassment
 - c. Harassment and Nondiscrimination for all Faculty Students, Employees, and Third-Parties procedures
 - d. All Northeast policies and procedures are accessible at

<https://northeast.edu/about-us/policies/>

- D. Information on where students and employees may receive immediate emergency assistance to address instances of sexual harassment: Information related to Northeast's emergency assistance to address instances of sexual harassment may be found at <https://northeast.edu/about-us/policies/title-ix/what-to-do>
- a. Students and Employees may also contact anyone on the Title IX team or Campus Security – Sioux City Night Patrol.
 - b. Northeast has separate Title IX and Support Services Brochures ([Appendices C and D](#))
- E. Information on how students and employees may report concerns of sexual harassment: Students and Employees may report concerns of sexual harassment in multiple ways:
- a. Any individual may make a report of an allegation of discrimination, harassment, or retaliation to the Title IX Coordinator. Upon notice by a third party, the Title IX Coordinator will engage in outreach to the identified Complainant to discuss the availability of supportive measures, consider the Complainant's wishes with respect to supportive measures, inform the Complainant of the availability of supportive measures with or without the filing of a formal Complaint, and explain to the Complainant the process for filing a formal Complaint. Maxient Software for managing student and employee misconduct, harassment, or discrimination reports was purchased and implemented in the summer of 2022. This tool provides an effective, efficient process when responding to reports. There is increased awareness of prohibited forms of conduct and information about how to use the College's reporting system.
 - b. The Title IX team has communicated to the College employees and students the new reporting process https://cm.maxient.com/reportingform.php?NortheastCC&layout_id=3
 - c. All athletic teams participated in bystander intervention training during the Fall 2024 semester. Topics include definition of sexual harassment, Title IX regulations and obligations, grievance procedures, and critical bystander intervention techniques. The Title IX team also received formal, in-person Maxient Software training in July 2022.
 - d. There is a general student complaint form available for students or visitors who may wish to report concerns: <https://northeast.edu/about-us/policies/student-rights-and-responsibilities/student-complaint-process>
 - e. Emailing, calling, or meeting with a member of the Title IX team member for the purpose of reporting concern of sexual harassment.
 - f. Submitting an email to the Title IX Coordinator's office at complianceofficer@northeast.edu
 - g. The College has determined that the following administrators are Officials with Authority to address and correct harassment, discrimination, and/or retaliation. In addition to the Title IX Team members listed above, these Officials with Authority listed below may also accept notice or complaints on behalf of the College. Officials with Authority are:
 - i. Vice President of Human Resources (Title IX Coordinator)
 - ii. Vice President of Educational Services
 - iii. Vice President of Administrative Services and General Counsel
 - iv. Vice President of Student Services
 - v. Vice President of Technology Services
 - vi. Vice President of Development & External Affairs
 - vii. Athletic Director
 - viii. Dean of Students
 - ix. Executive Director of Student Success
 - x. Director of Extended Campus – South Sioux City

- xi. Director of Extended Campus – West Point
- xii. Director of Extended Campus – O’Neill
- xiii. Director of Advising Services
- xiv. Director of Risk Management
- xv. Director of Residence Life and Student Conduct
- xvi. Residence Life Coordinators
- xvii. Campus Security: (402) 841-5163 (available 24/7/365)
- xviii. Local Law Enforcement: Norfolk Police Department, call 911

F. Information on resources, programs and support available to students and employees to address concerns of sexual harassment: Northeast provides a list of resources and support available to its employees and students. Resources include:

- a. Counseling Center (Monday-Friday from 8:00 a.m. – 5:00 p.m.):
402-844-7277 - counseling@northeast.edu Norfolk Campus / Union 73 Building
- b. Faith Regional Health Services provides part-time, free health services for students on the Norfolk campus.
- c. Bright Horizons Campus Advocate
(402) 379-2026
Norfolk Campus / Union 73 Building
- d. Faith Regional Health Services/Hospital (402) 371-4880 (Norfolk)
- e. Franciscan Healthcare (402) 372-2404 (West Point)
- f. Avera St. Anthony’s Hospital (402) 336-2611 (O’Neill)
- g. MercyOne Siouxland Medical Center (712) 279-2010 (Sioux City)
- h. UnityPoint Health – St. Luke’s Regional Medical Center (712) 279-3500 (Sioux City)
- i. Bright Horizons- Resources for survivors of Domestic Violence and Sexual Assault (877) 379-3798
- j. National Sexual Assault Hotline (800)-656-HOPE (4673)
- k. Local clergy and attorneys are also included as confidential resources
- l. BestCare Employee Assistance Program (800) 801-4182 (For employees only)
- m. Local clergy and attorneys are also included as confidential resources.
- n. The College will offer and implement appropriate and reasonable supportive measures to the parties upon notice of discrimination, harassment, 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 College’s educational programs or activities, including measures designed to protect the safety of all parties or the College’s educational environment, and/or deter harassment and/or retaliation.
- o. 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, the College will inform the Complainant, in writing, that they may file a formal Complaint with the College either at that time or in the future if they have not done so already.
- p. The Title IX Coordinator works with the Complainant to ensure that their wishes are considered with respect to the supportive measures that are planned and implemented. The College will maintain the privacy of the supportive measures if privacy does not impair the College’s ability to provide the supportive measures and will act to ensure as minimal an academic or occupational impact on the parties as possible.
- q. The College will implement supportive measures in a way that does not unreasonably burden the other party. These actions may include, but are not limited to:
 - i. Referral to counseling, medical, and/or other healthcare services
 - ii. Referral to the Employee Assistance Program • Referral to community-based service providers

- iii. Student financial aid counseling
- iv. Altering work arrangements for employees or student-employees
- v. Safety planning
- vi. Providing Campus Security escorts
- vii. Implementing contact limitations (no contact orders) between the parties
- viii. Academic support, extensions of deadlines, or other course/program-related adjustments
- ix. Timely warnings as required under the Clery Act
- x. Class schedule modifications, withdrawals, or leaves of absence
- xi. Increased security and monitoring of certain areas of the College's property
- xii. 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.
- xiii. Emergency Removal: The College can act to remove a student Respondent entirely or partially from its educational programs or activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any student or other individual justifies removal. This risk analysis is performed by the Title IX Coordinator in conjunction with the Campus Assessment, Response and Evaluation (CARE) Team using its standard objective violence risk assessment procedures.
- xiv. In all cases in which an emergency removal is imposed, the student will be given notice of the action and the option to request to meet with the Title IX Coordinator prior to such action/removal being imposed, or as soon thereafter as reasonably possible, to show cause why the action/removal should not be implemented or should be modified. This meeting is not a hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate.
- xv. When this meeting is not requested in a timely manner, objections to the emergency removal will be deemed waived. A Complainant and their Advisor may be permitted to participate in this meeting if the Title IX Coordinator determines it is equitable to do so. This section also applies 11 to any restrictions that a coach or athletic administrator may place on a student-athlete arising from allegations related to Title IX. There is no appeal process for emergency removal decisions. A Respondent may be accompanied by an Advisor of their choice when meeting with the Title IX Coordinator. The Respondent will be given access to a written summary of the basis for the emergency removal prior to the meeting to allow for adequate preparation.
- xvi. The Title IX Coordinator has sole discretion under these procedures to implement or stay an emergency removal and to determine the conditions and duration of the removal during the period of the investigation and final determination. Violation of an emergency removal under these procedures will be grounds for discipline, which may include expulsion.
- xvii. The College will implement the least restrictive emergency actions possible in light of the circumstances and safety concerns. As determined by the Title IX Coordinator, these actions could include, but are not limited to restricting a student's access to or use of facilities or equipment, allowing a student to withdraw or take grades of incomplete without financial penalty, authorizing a leave, and/or suspending a student's participation in extracurricular activities, student employment, student organizational leadership, or intercollegiate/intramural athletics. At the discretion of the Title IX Coordinator, alternative coursework options may be pursued to ensure as minimal an academic impact as possible on the parties.
- xviii. Where the Respondent is an employee, existing provisions for interim action are

applicable, as outlined in Administrative Procedures AP-7015.0, Workplace Threats and Violence Reporting, and Board Policy BP- 7327 Suspension, Demotion and Termination for Cause.

- G. Information on any student or employee-led organizations engaged in supporting victims of sexual harassment: Northeast does not have a student-led organization engaging in support for victims of sexual harassment. Northeast utilizes its CARE team which provides faculty, staff, students, families, or any other individual a resource to contact if they have concerns about a student's well-being. The primary goal of the CARE team is to provide consultation, advocacy, resources, and education to help facilitate individual success and cultivate a safe campus environment.
- a. Any concerned individual can refer a student who may be experiencing academic or emotional challenges or who may be demonstrating concerning or disruptive behavior to the CARE Team by submitting a CARE referral form. Submitting a referral simply means you have a concern about a student's well-being. Receipt of this form initiates the CARE outreach process.
 - b. CARE referrals are reviewed during normal business hours by people trained to assess and act. The CARE Team conducts an initial assessment of every CARE referral. In many cases, the outcome is to offer support and resources to either the individual who reports the concern, the student of concern or both. In most cases, the student of concern will be contacted and invited to meet with a CARE team member. During the meeting, student, and CARE member collaborate to determine what resources, referrals or services might best meet the student's needs and goals. Each situation is different and requires an individualized approach. Team members typically meet with a student several times in person and check-in with a student periodically throughout the academic year.
 - c. JED Campus workshop at the 2023 fall in-service for all employees. Northeast has been focusing on creating a community of care, which is the first step in creating a positive mental health landscape for students, and it allows the institution to help students stay on their path and ensure they are learning while at Northeast. JED experts led break-out sessions at the in-service that were designed to help faculty and staff identify signs of distress in students, learn how to engage in a conversation with a student in distress, and connect them to mental health resources if additional support is needed.
- H. Agreement with local law enforcement agency or county attorney related to addressing instances of sexual harassment: Northeast does not have any formal agreements with local law enforcement agencies or county attorney related to addressing instances of sexual harassment. However, the College works closely and has an excellent working relationship with all law enforcement agencies regarding the prevention and investigation of instances of sexual harassment.
- I. This report does not include any personally identifiable 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

Student Campus Climate Survey

Select Filters

Survey Year


2025

Dashboard Information

The Student Campus Climate Related to Sexual Assault Survey is sent out to all Northeast students every other year. It contains the following sections:

- Demographics
- School Connectedness
- Campus Police and Faculty
- School Leadership
- Prevention and Response
- Participation in Training
- Awareness and Perceived Fairness
- Likelihood of Reporting
- Bystander Behavior
- Student Misconduct

To export table:

- Select "More options"  located at the top right of the table.
- "Export data"
- Save file to desired location.

If you experience any issues or have questions please contact data@northeast.edu



Filter Selection

Survey Year

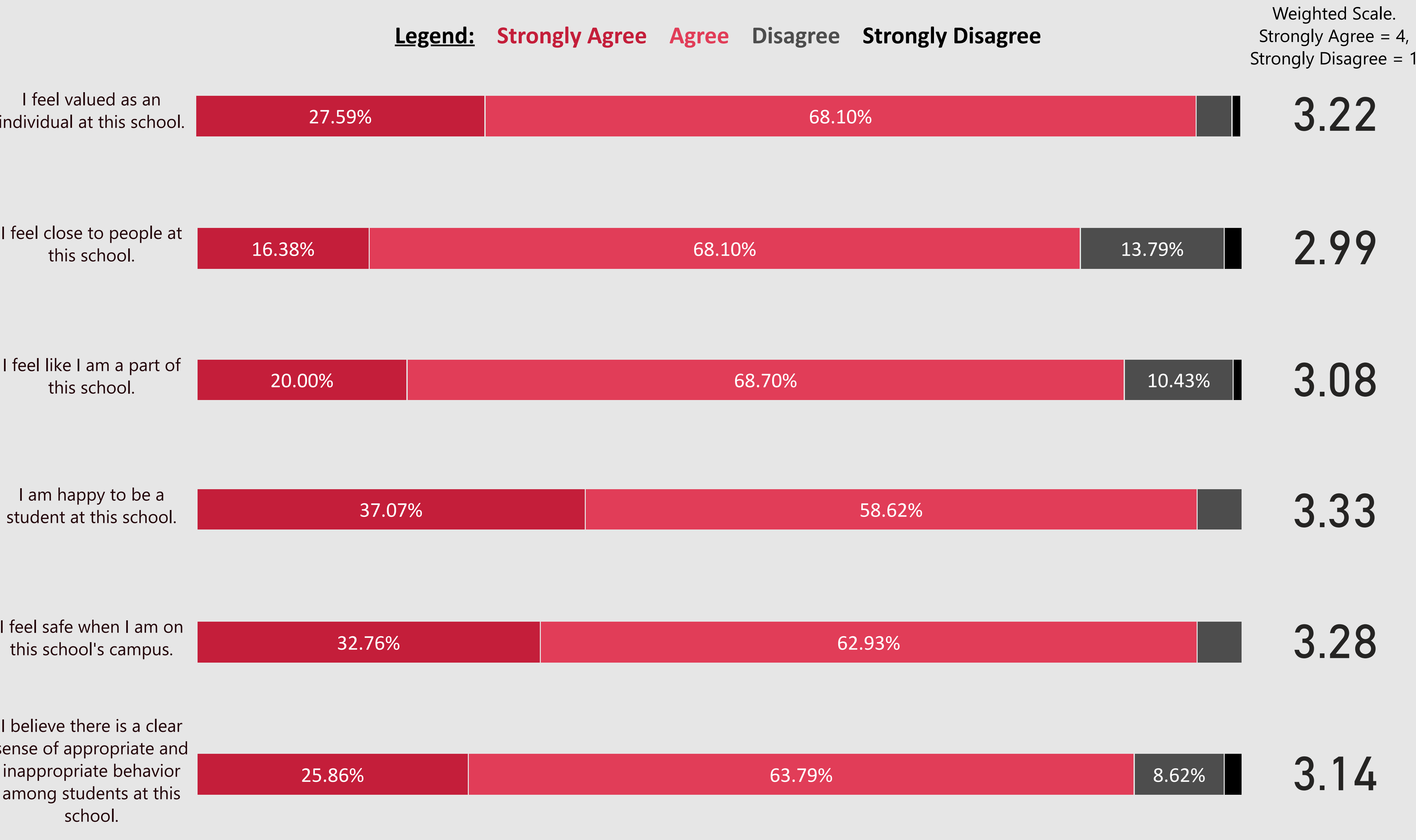
2025

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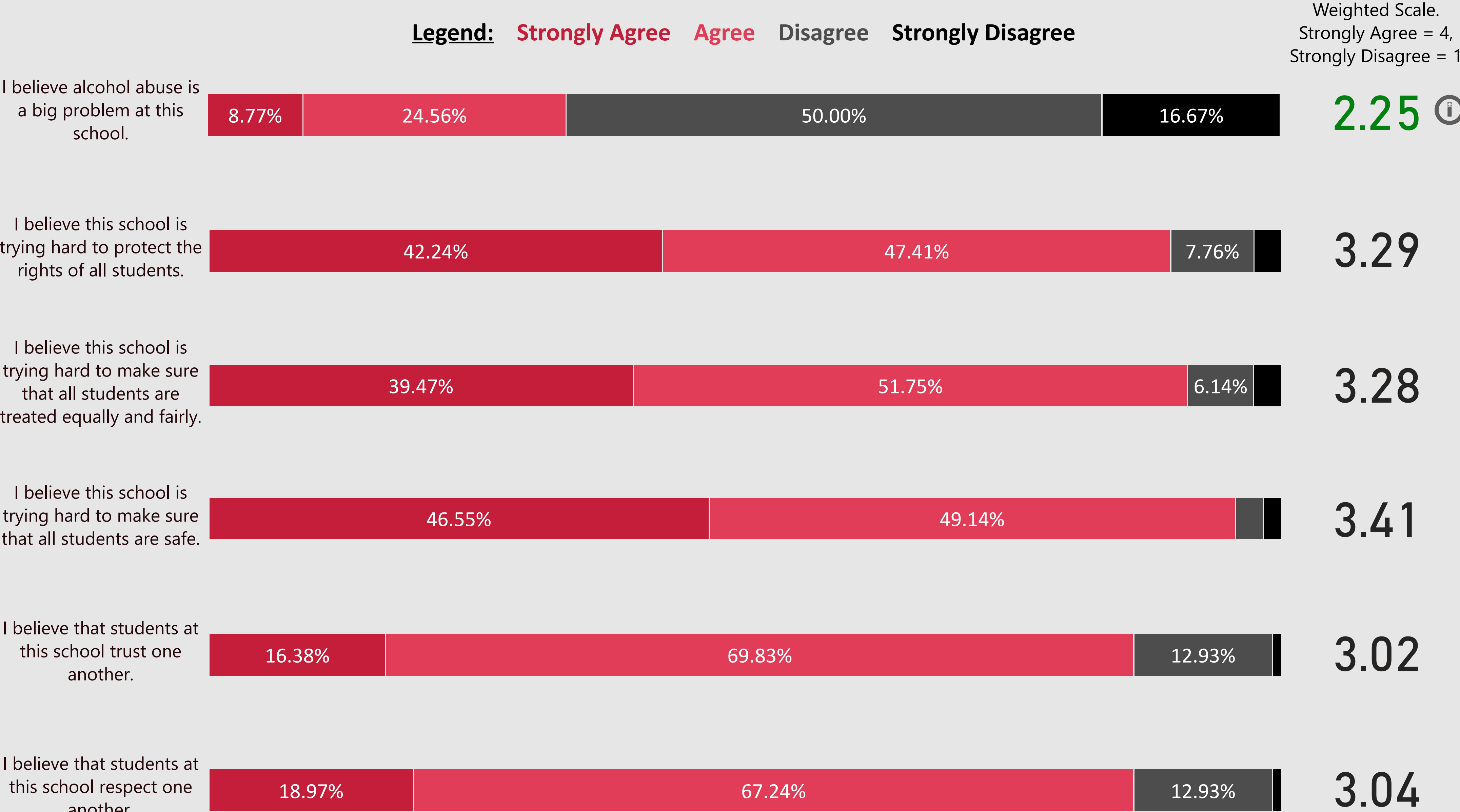
Survey Year

2025

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Filter Selection

Survey Year

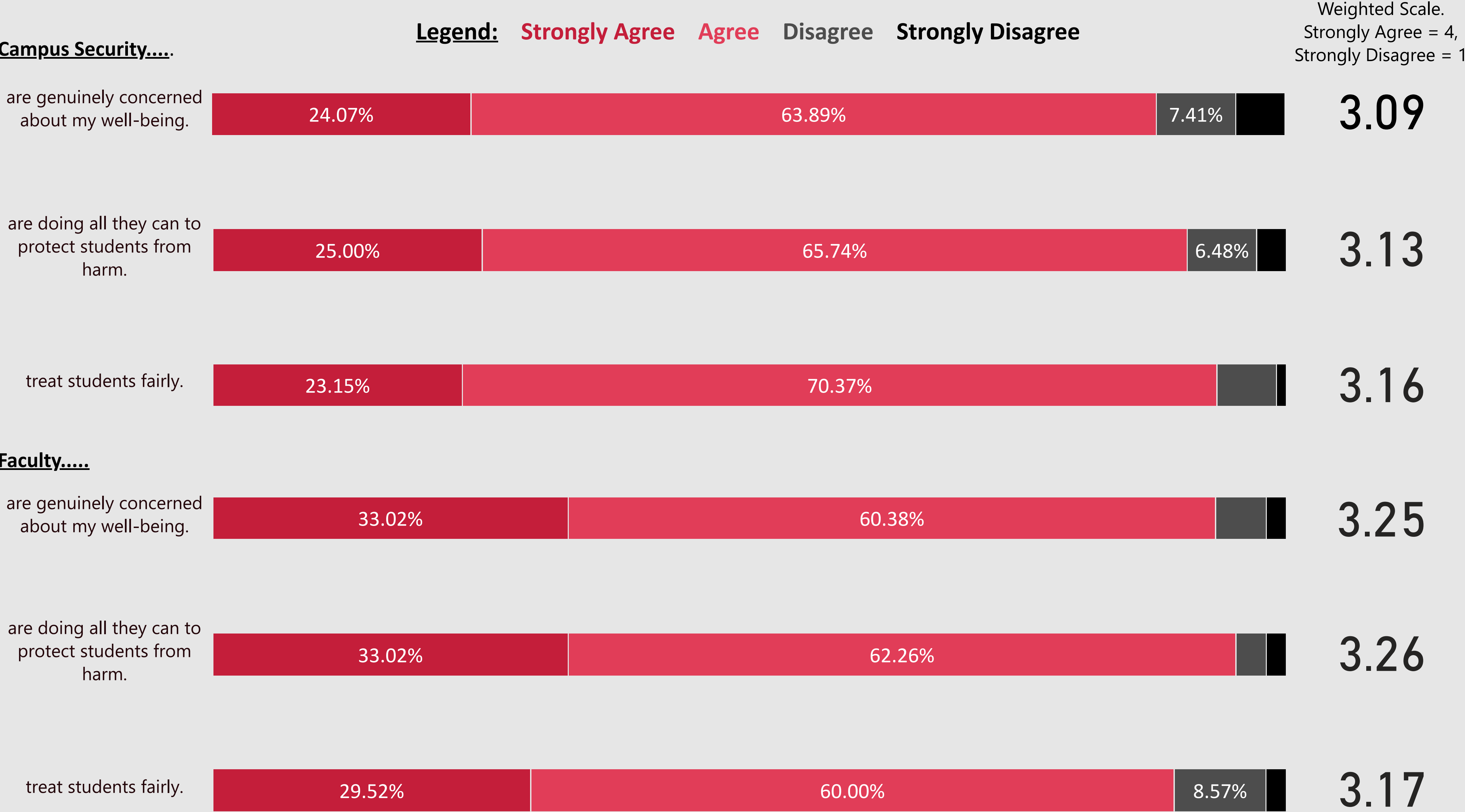
2025

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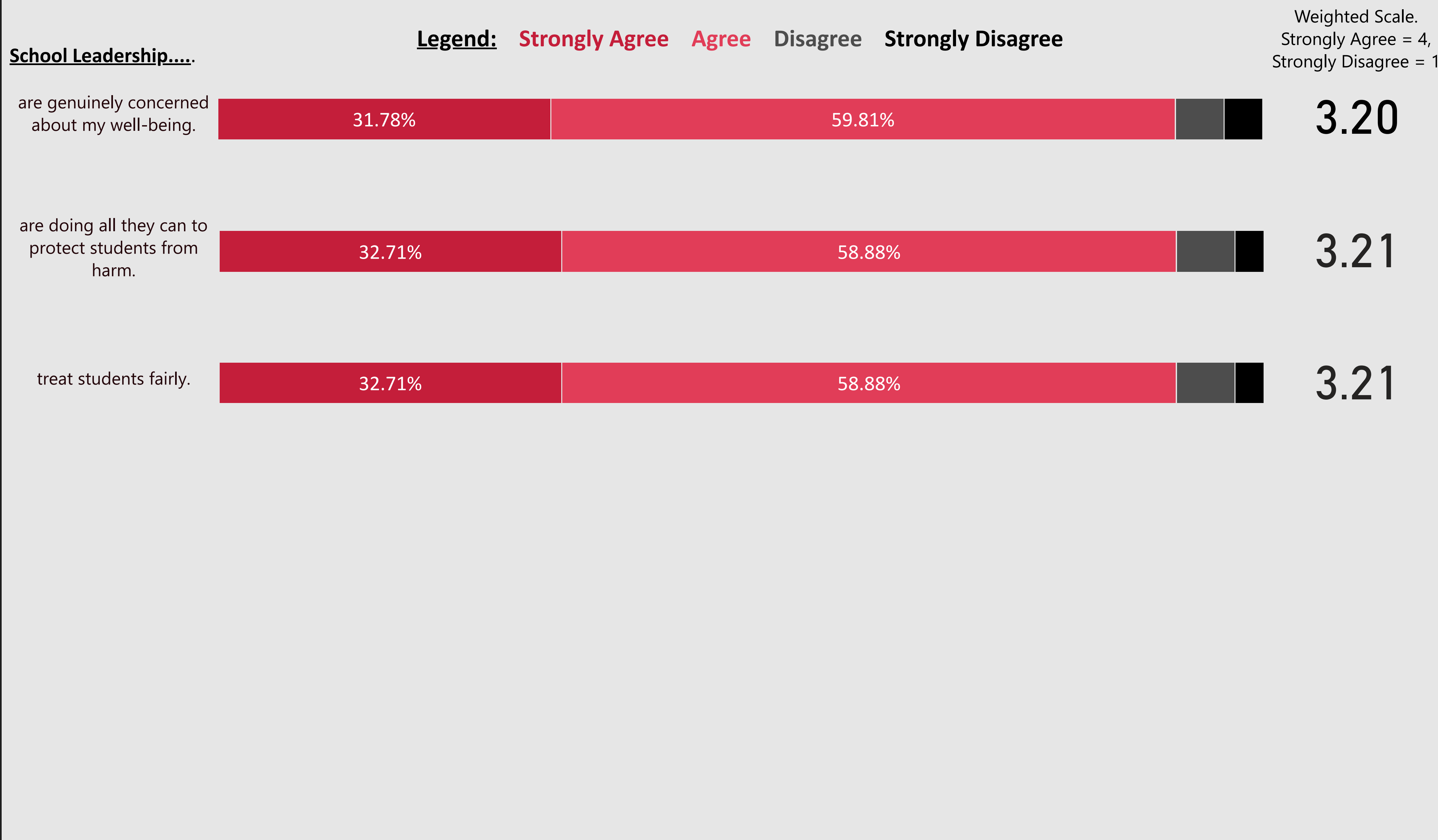
Filter Selection

Survey Year

2025

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Page Navigation



Filter Selection

Survey Year

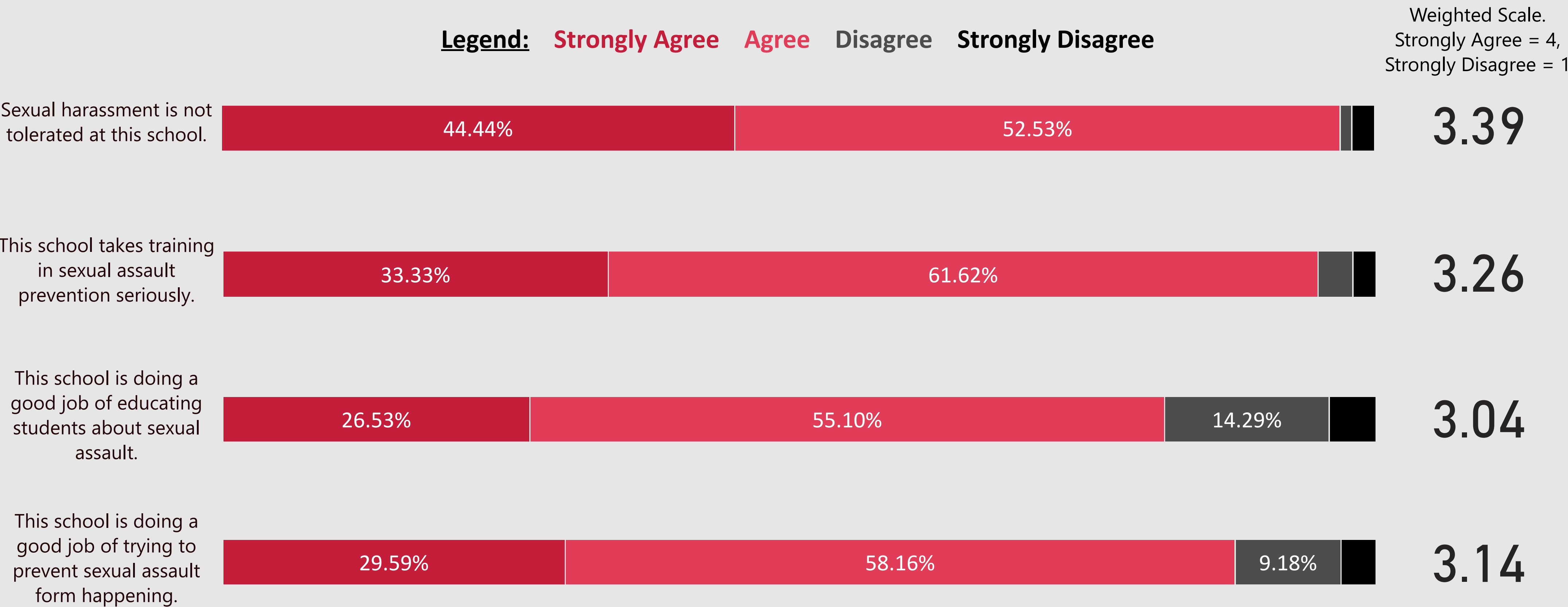
2025

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Page Navigation

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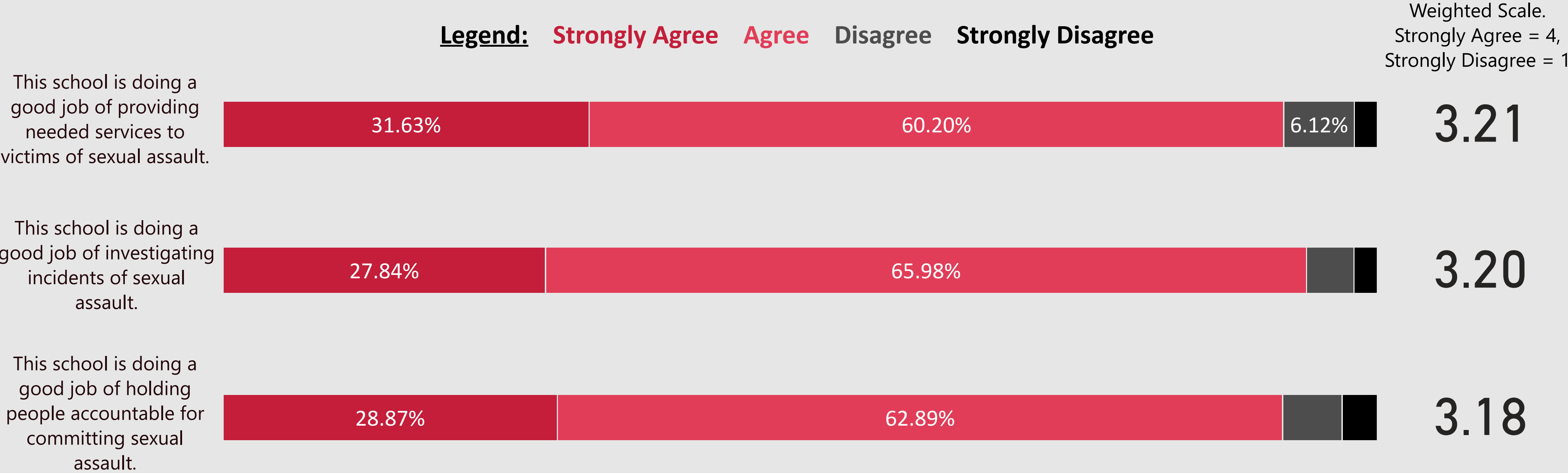


Filter Selection

Survey Year

2025

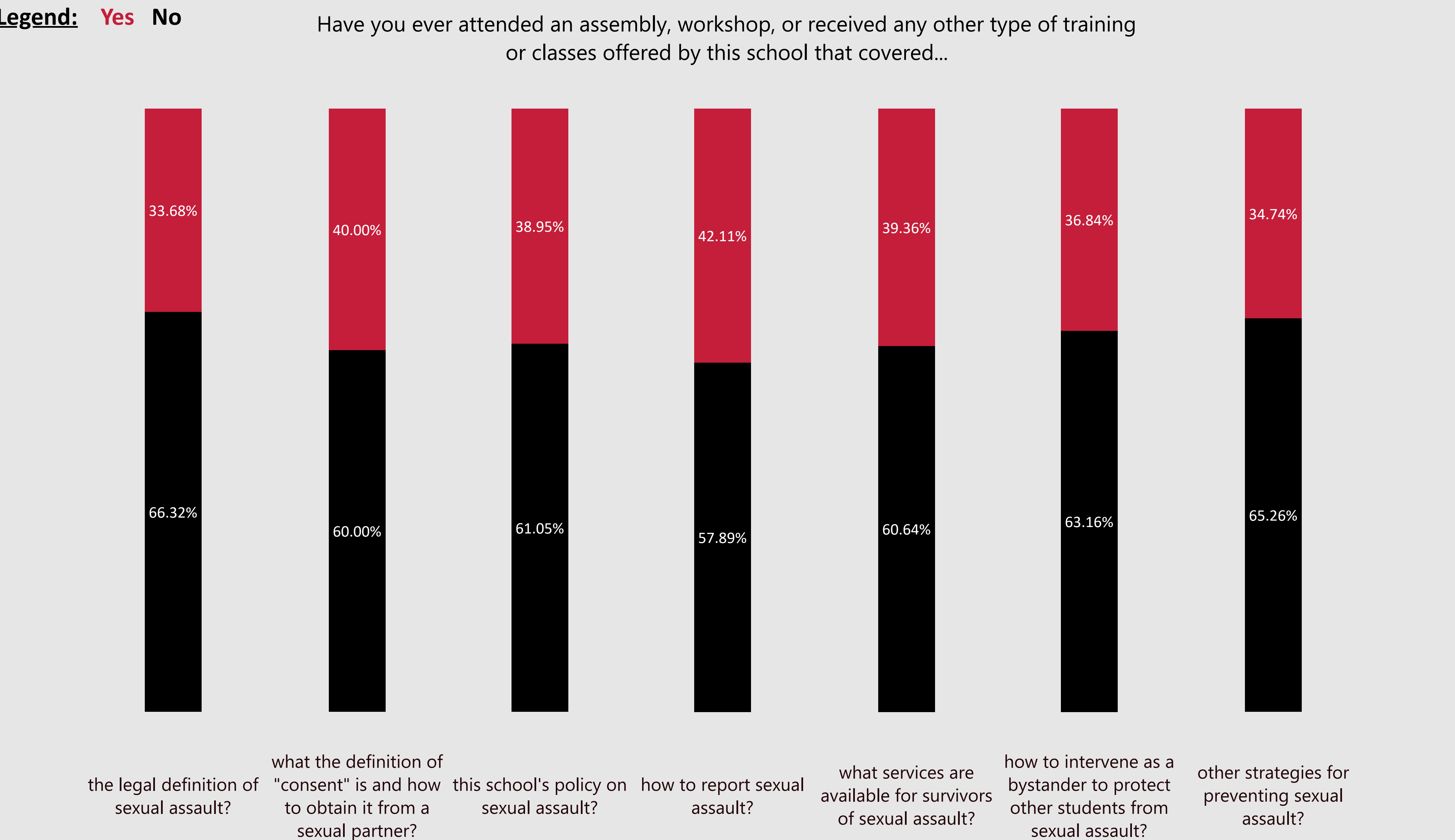
Clear Filters



Filter Selection

Survey Year

2025



Clear Filters

Filter Selection

Survey Year

2025

Clear Filters

Page Navigation

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Legend: Strongly Agree Agree Disagree Strongly Disagree Don't Know					Weighted Scale. Strongly Agree = 4, Strongly Disagree = 1
I am aware of and understand this school's procedures for dealing with reported incidents of sexual assault.	22.22%	42.22%	6.67%	27.78%	3.18
I know what services are available for people who experience sexual assault.	22.22%	37.78%	12.22%	27.78%	3.14
If a friend of mine were sexually assaulted, I know where to take my friend to get help.	23.33%	44.44%	11.11%	20.00%	3.13
At this school, students who are accused of perpetrating a sexual assault are treated fairly.	16.85%	37.08%		39.33%	3.15
At this school, when it is determined that sexual assault has happened, the perpetrator is held accountable as necessary or appropriate.	23.60%	31.46%		38.20%	3.24

Filter Selection

Survey Year

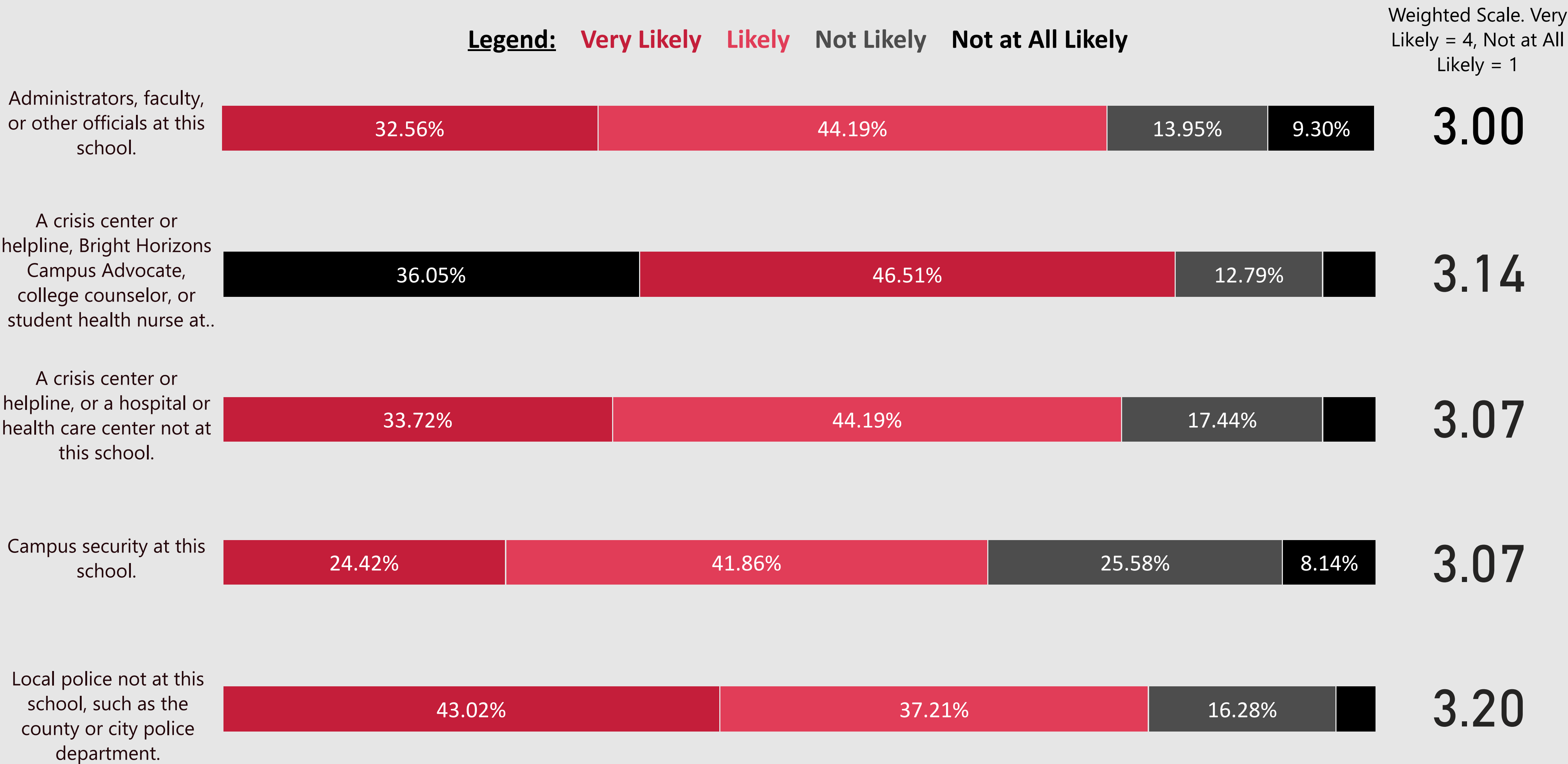
2025

How likely or unlikely would you be to go to or get in touch with the following groups or organizations at your school if you were sexually assaulted?

Clear Filters

Page Navigation

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Filter Selection

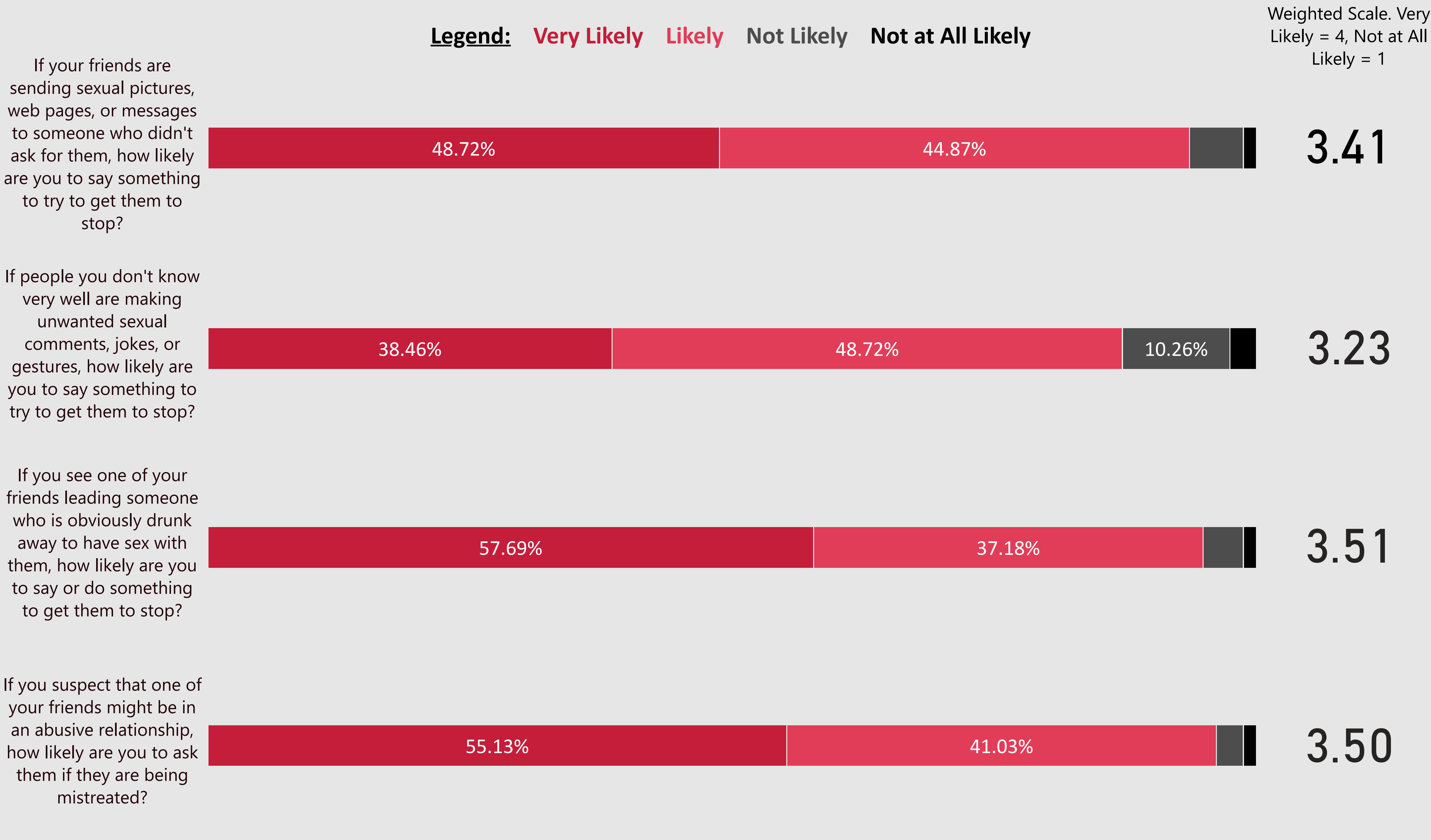
Survey Year

2025

Please indicate how likely or unlikely you are to do each of the following things. Please think about the situation and answer as best as you can.

Clear Filters

Page Navigation



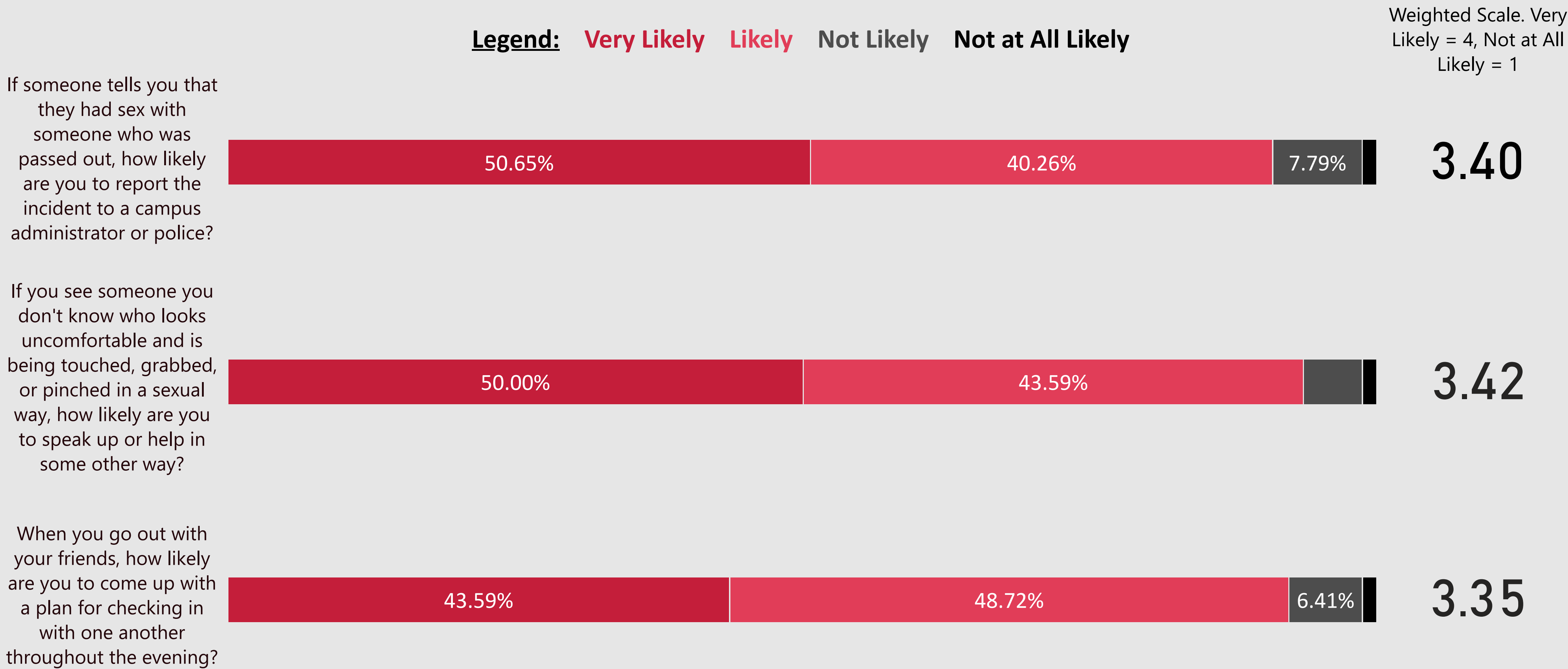


Filter Selection

Survey Year

2025

Please indicate how likely or unlikely you are to do each of the following things. Please think about the situation and answer as best as you can.



Clear Filters

Filter Selection

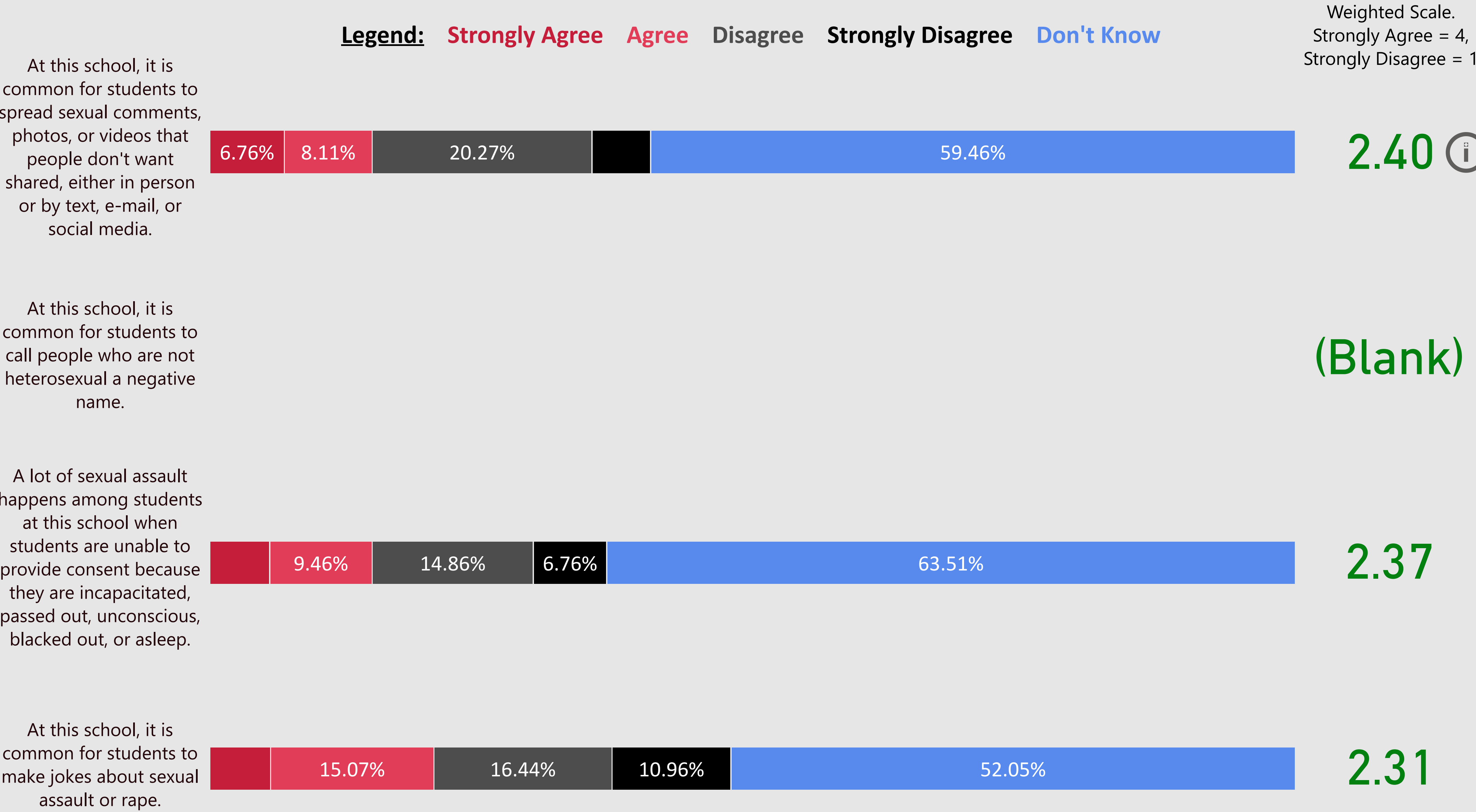
Survey Year

2025

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Filter Selection

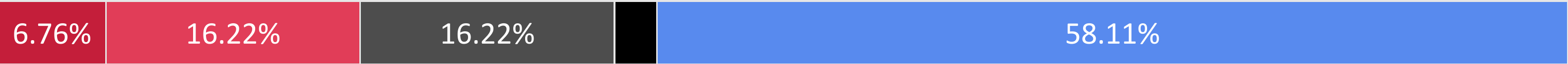
Survey Year

2025

Weighted Scale.
Strongly Agree = 4,
Strongly Disagree = 1

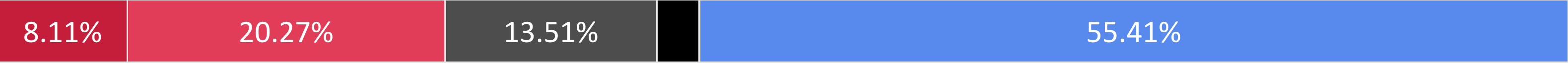
Legend: Strongly Agree Agree Disagree Strongly Disagree Don't Know

At this school, when students make sexual comments, jokes, or gestures, other students stand up to them.



2.65

Many students at this school initiate or lead campus efforts to raise awareness about sexual assault.



2.76

Most students at this school are knowledgeable about the topic of sexual assault, including how it is defined, how often it occurs, and what the legal consequences are.



3.03

At this school, if students see someone trying to have unwanted sexual contact with someone, they will try to stop them.



2.89

Clear Filters

Appendix B

Employee Title IX and Safety Survey

Dashboard Title Page

Select Filters

Year

2025-2026

▼

I am happy to be an employee.

All

▼

Gender

All

▼

There is respect among employees.

All

▼

I feel valued.

All

▼

Dashboard Information

The Northeast Title IX and Safety Survey is a survey provided to employees every two years. The number of respondents per fiscal year is as follows:

- 2021-2022: 202
- 2023-2024: 133
- 2025-2026: 233

The survey is broken into the following sections:

- Sexual Harassment Victimization and Coerced Sexual Contact.
- Sexual Assault Victimization.
- School Connectedness.
- General Perception of Campus Security.
- School Leadership Climate for Sexual Harassment & Sexual Assault Prevention & Response.
- Participation in Training.
- Awareness and Perceived Fairness of School Sexual Assault Policy and Resources.
- Likelihood of Reporting.
- Likelihood of Bystander Behavior to Prevent Sexual Misconduct.
- Additional Feedback.

How to Export Table Data

To export a table:

Select “More options” (three-dot icon) in the top-right corner of the table.

Choose “Export data.”

Save the file to your desired location as an Excel or CSV file.

Update Schedule

Last Updated: December 8th, 2025

Refresh Frequency: Annually

Need Help?

If you have any questions or encounter issues, please contact the Analytics team at:

data@northeast.edu

Filter Selection

Year

2025-2026

▼

Gender

All

▼

I feel valued.

All

▼

I am happy to be ...

All

▼

There is respect a...

All

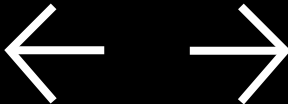
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Number of Responses

233

Clear Filters

Page Navigation



Legend: Strongly agree Agree Disagree Strongly disagree

Weighted Averages (Scale 1-4)
Strongly agree = 4

I feel valued as an individual at this school.	<div><div>31%</div><div>52%</div><div>14%</div><div>3%</div></div>	3.11
I feel close to people at this school.	<div><div>25%</div><div>59%</div><div>15%</div><div></div></div>	3.09
I feel like I am a part of this school.	<div><div>30%</div><div>57%</div><div>12%</div><div></div></div>	3.15
I am happy to be an employee at this school.	<div><div>42%</div><div>52%</div><div>5%</div><div></div></div>	3.34
I feel safe when I am on this school's campus.	<div><div>45%</div><div>53%</div><div></div><div></div></div>	3.43
I believe there is a clear sense of appropriate behavior among all students and employees at this school.	<div><div>32%</div><div>56%</div><div>11%</div><div></div></div>	3.19

Filter Selection

Year

2025-2026

Gender

All

I feel valued.

All

I am happy to be ...

All

There is respect a...

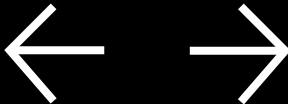
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Number of Responses

233

Clear Filters

Page Navigation



Legend: Strongly agree Agree Disagree Strongly disagree

Weighted Averages (Scale 1-4)
Strongly agree = 4

I believe alcohol abuse is a big problem at this school.



2.17

I believe this school is trying hard to protect the rights of all students and employees.



3.22

I believe this school is trying hard to make sure that all students and employees are treated equally and fairly.



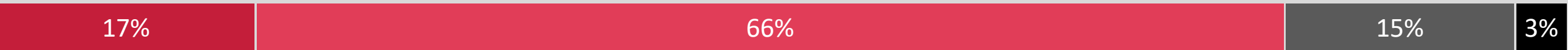
3.05

I believe this school is trying hard to make sure that all students and employees are safe.



3.35

I believe that students and employees at this school trust one another.



2.95

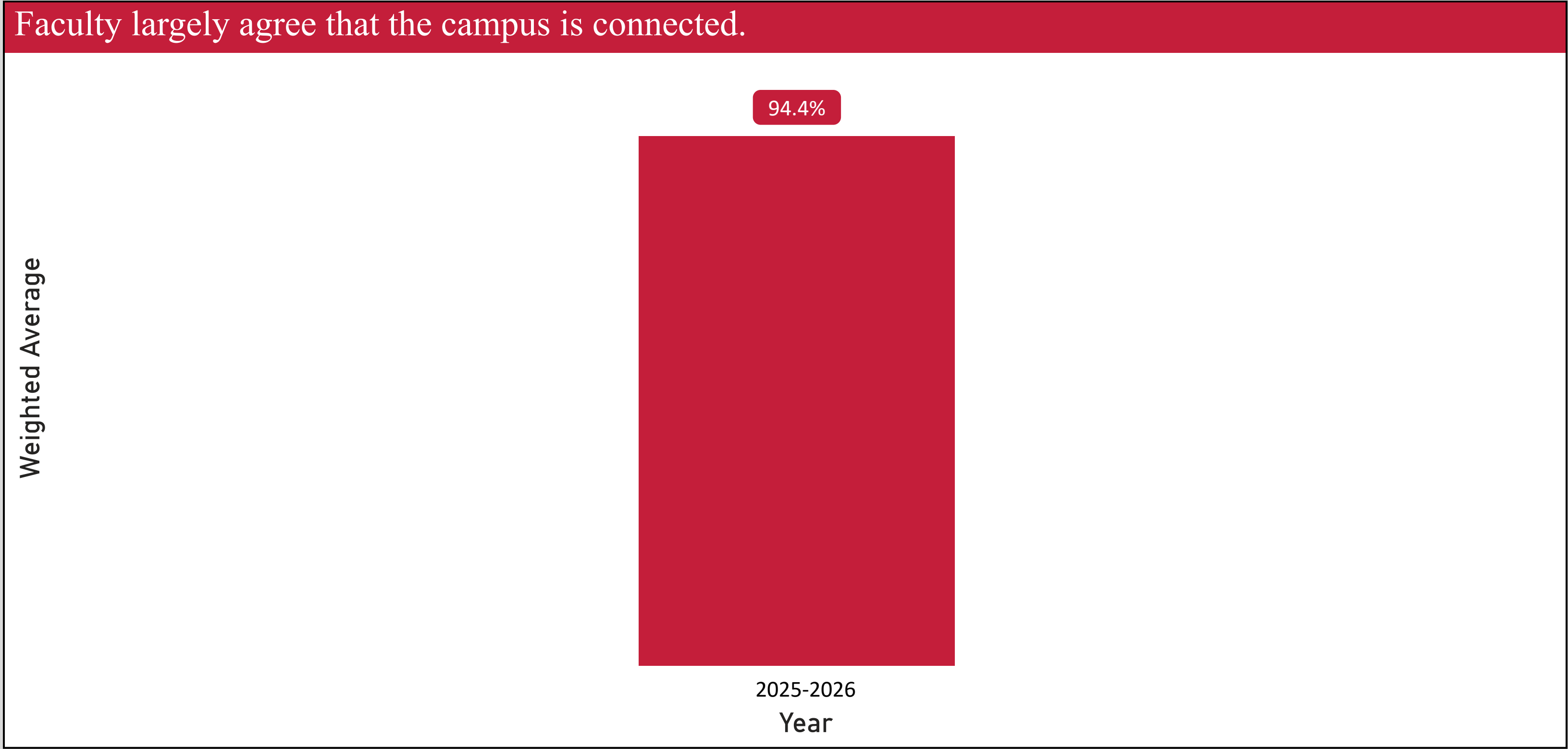
I believe that students and employees at this school respect one another.



3.02

Weighted Averages (Scale 1-4) Strongly agree = 4

Survey Year	I feel valued as an individual at this school.	I feel close to people at this school.	I feel like I am a part of this school.	I am happy to be an employee at this school.	I feel safe when I am on this school's campus.	I believe there is a clear sense of appropriate and inappropriate behavior among all students and employees at this school.	I believe this school is trying hard to make sure that all students and employees are treated equally and fairly.	I believe this school is trying hard to make sure that all students and employees are safe.	I believe that students and employees at this school trust one another.	I believe that students and employees at this school respect one another.
2022	2.94	2.99	3.03	3.25	3.42	3.13	2.88	3.25	2.65	2.78
2024	3.19	3.17	3.19	3.28	3.32	3.24	3.01	3.24	2.89	2.93
2025	3.11	3.09	3.15	3.34	3.43	3.19	3.05	3.35	2.95	3.02



Percentage of Responses that marked "Agree" or "Strongly Agree" (for all questions above).

For more detailed question summaries, please refer to the Appendix at the end of this dashboard.

Filter Selection

Year

2025-2026

Gender

All

I feel valued.

All

I am happy to be ...

All

There is respect a...

All

Number of Responses

233

Clear Filters

Page Navigation

←

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Filter Selection

Year

2025-2026

▼

Gender

All

▼

I feel valued.

All

▼

I am happy to be ...

All

▼

There is respect a...

All

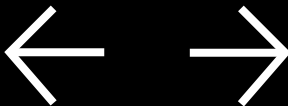
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Number of Responses

233

Clear Filters

Page Navigation



Legend: Strongly agree Agree Disagree Strongly disagree

Weighted Averages (Scale 1-4)
Strongly agree = 4

Campus Security...



3.12



3.17



3.23

School Leadership...*



(Blank)



(Blank)



(Blank)

*School leadership questions were only present in the 2022 survey, thus filtering for 2024 and 2025 will not show any results.

Filter Selection

Year

2025-2026

▼

Gender

All

▼

I feel valued.

All

▼

I am happy to be ...

All

▼

There is respect a...

All

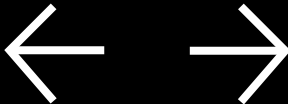
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Number of Responses

233

Clear Filters

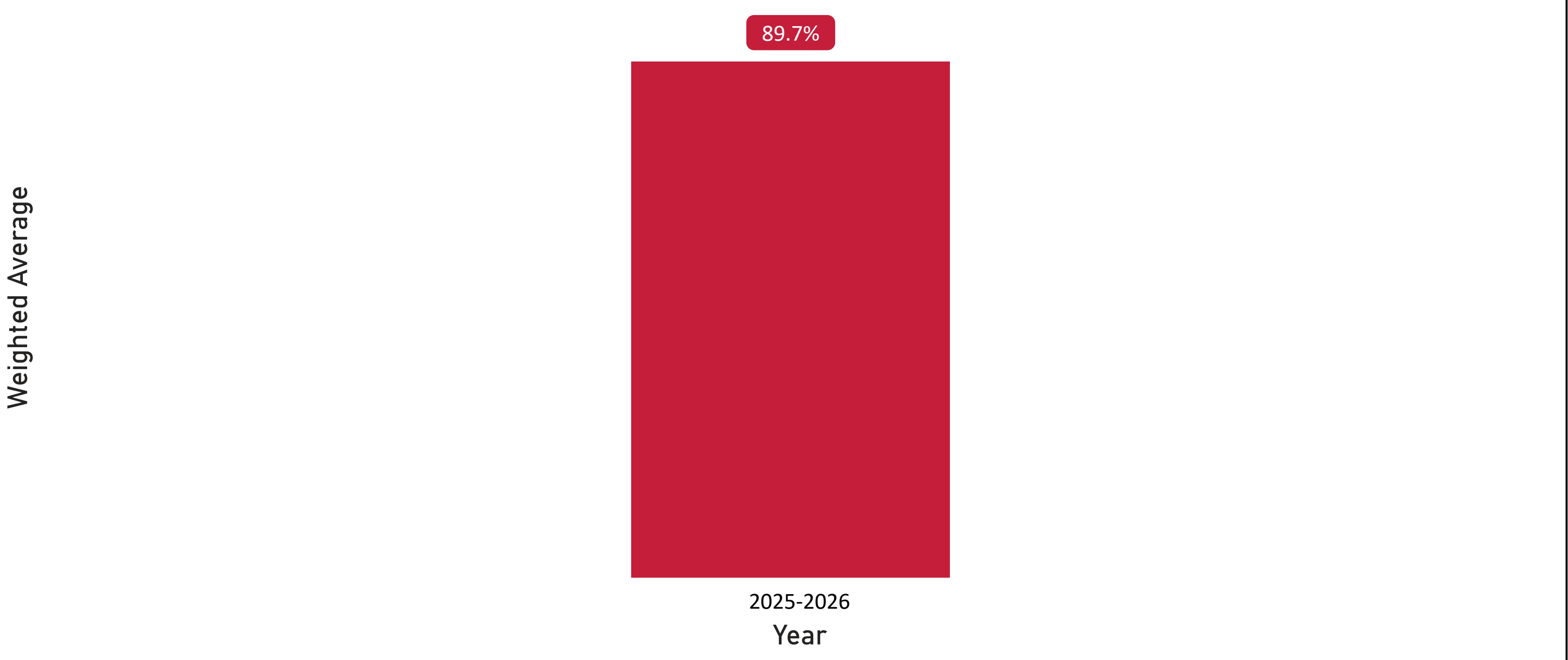
Page Navigation



Weighted Averages (Scale 1-4) Strongly agree = 4

Survey Year	Campus security is doing all they can to protect students and employees from harm.	Campus security is genuinely concerned about my well-being.	Campus security treats students and employees fairly.
2022	2.95	2.95	3.11
2024	3.00	3.05	3.11
2025	3.17	3.12	3.23
Total	3.05	3.05	3.16

Faculty largely agree that campus security protects the community, supports their well-being, and treats people fairly.



Percentage of Responses that marked "Agree" or "Strongly Agree" (for all questions above).

For more detailed question summaries, please refer to the Appendix at the end of this dashboard.

Year

2025-2026

Gender

A11

I feel valued.

A11

I am happy to be ...

A11

There is respect a...

A11

Number of Responses

233

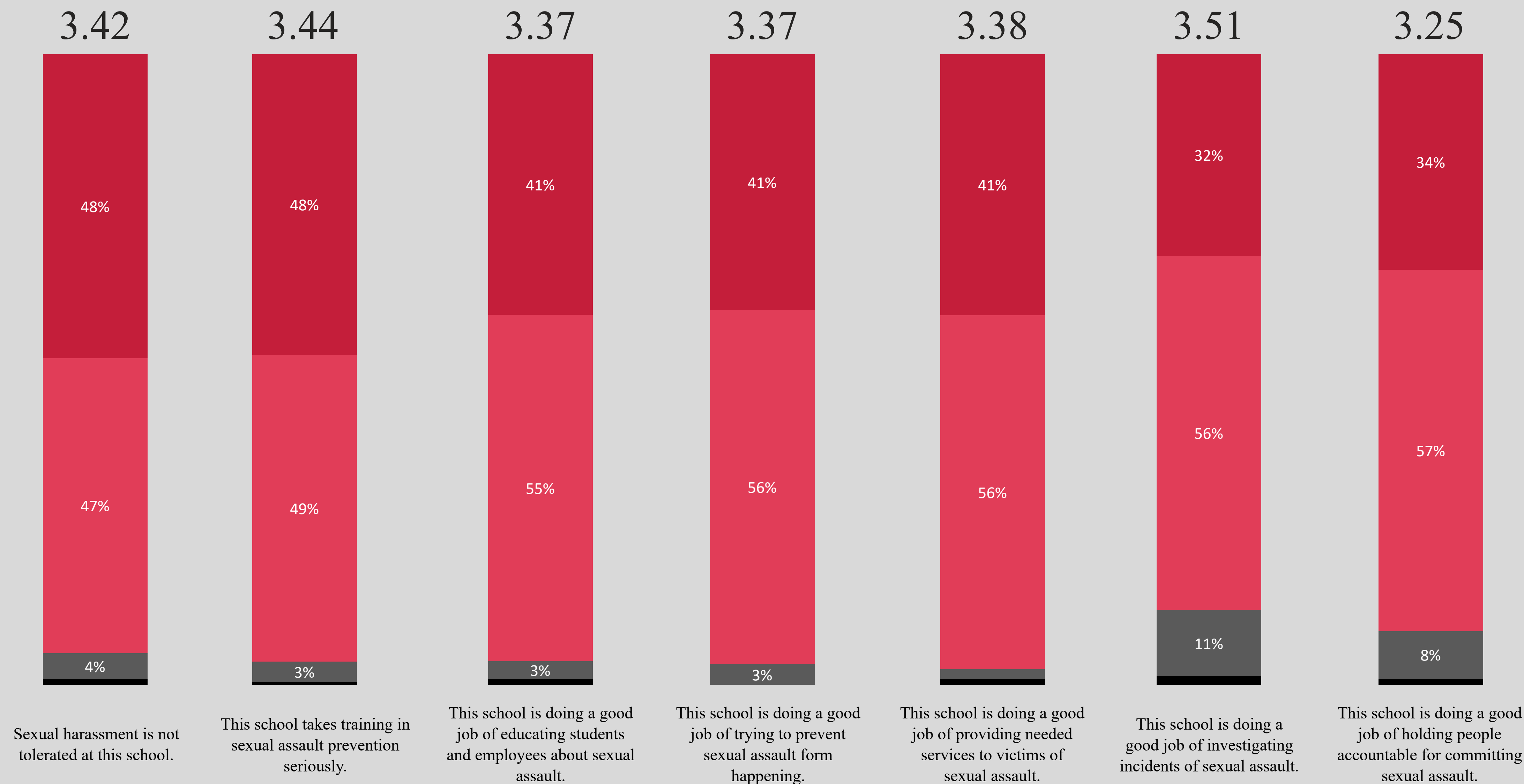
Clear Filters

Page Navigation



Legend: **Strongly agree** **Agree** **Disagree** **Strongly disagree**

Weighted Averages (Scale 1-4)
4) Strongly agree = 4



Filter Selection

Year

2025-2026

▼

Gender

All

▼

I feel valued.

All

▼

I am happy to be ...

All

▼

There is respect a...

All

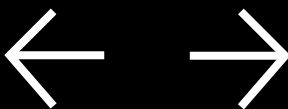
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Number of Responses

233

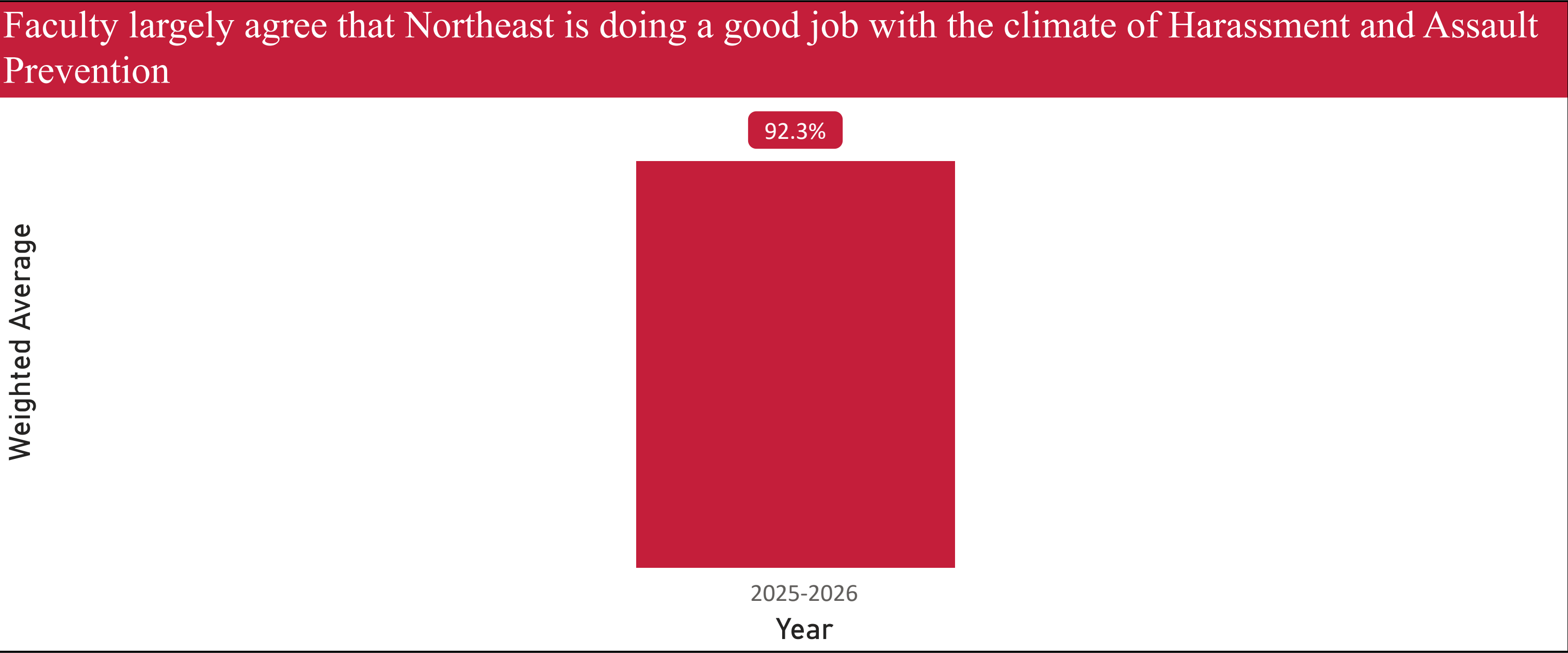
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Page Navigation



Weighted Averages (Scale 1-4) Strongly agree = 4

Survey Year	Sexual harassment is not tolerated at this school.	This school takes training in sexual assault prevention seriously.	This school is doing a good job of educating students and employees about sexual assault (e.g., what consent means, how to define sexual assault, how to look out for one another).	This school is doing a good job of trying to prevent sexual assault form happening.	This school is doing a good job of providing needed services to victims of sexual assault.	This school is doing a good job of investigating incidents of sexual assault.	This school is doing a good job of holding people accountable for committing sexual assault.
2022	3.35	3.20	3.05	3.18	3.16	3.16	3.12
2024	3.40	3.30	3.11	3.21	3.23	3.24	3.21
2025	3.42	3.44	3.37	3.37	3.38	3.29	3.25
Total	3.39	3.32	3.20	3.27	3.27	3.23	3.20



Percentage of Responses that marked "Agree" or "Strongly Agree" (for all questions above).

For more detailed question summaries, please refer to the Appendix at the end of this dashboard.

Filter Selection

Year

2025-2026

▼

Gender

All

▼

I feel valued.

All

▼

I am happy to be ...

All

▼

There is respect a...

All

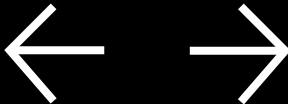
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Number of Responses

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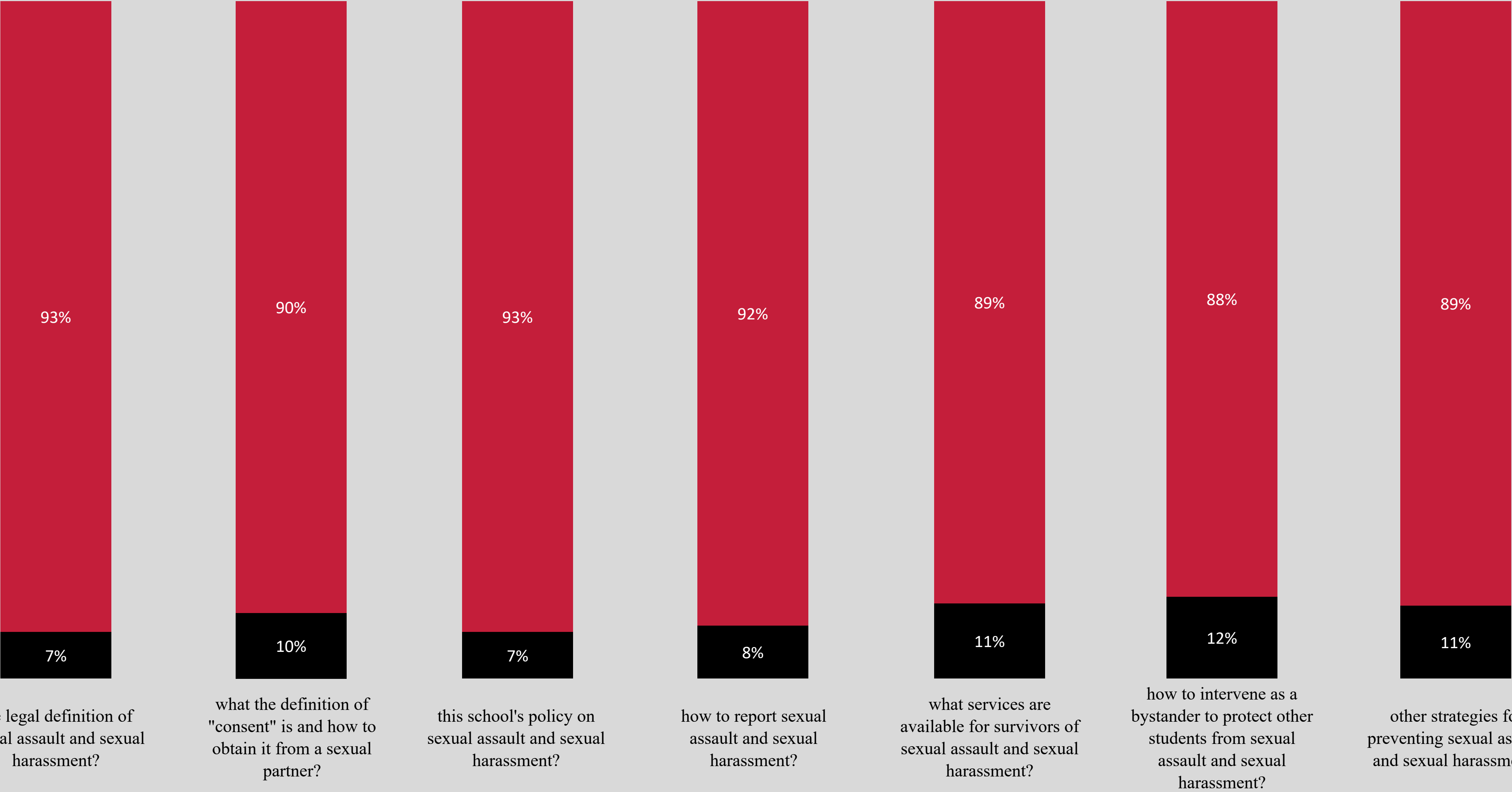
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Page Navigation



Have you ever attended an assembly, workshop, or received any other type of training or classes offered by this school that covered...

Legend: Yes No



Filter Selection

Year

2025-2026

Gender

All

I feel valued.

All

I am happy to be ...

All

There is respect a...

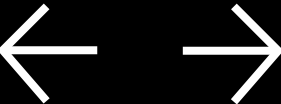
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Number of Responses

233

Clear Filters

Page Navigation



Legend: Strongly agree Agree Disagree Strongly disagree Don't Know

Weighted Averages (Scale 1-4)
4) Strongly agree = 4

I am aware of and understand this school's procedures for dealing with reported incidents of sexual assault and sexual harassment.



3.01

I know what services are available for people who experience sexual assault and sexual harassment.



3.04

If an employee or student were sexually assaulted or is sexually harassed, I know where to take them to get help.



3.09

At this school, students or employees who are accused of perpetrating a sexual assault or sexual harassment are treated fairly.



2.31

Filter Selection

Year

2025-2026

Gender

All

I feel valued.

All

I am happy to be ...

All

There is respect a...

All

Number of Responses

233

Clear Filters

Page Navigation

←

→

Weighted Averages (Scale 1-4) Strongly agree = 4

Survey Year	I am aware of and understand this school's procedures for dealing with reported incidents of sexual assault and sexual harassment.	I know what services are available for people who experience sexual assault and sexual harassment.	If an employee or student were sexually assaulted or is sexually harassed, I know where to take them to get help.	At this school, students or employees who are accused of perpetrating a sexual assault or sexual harassment are treated fairly.
2022	2.63	2.54	2.83	1.71
2024	3.10	2.98	3.07	2.12
2025	3.01	3.04	3.09	2.31
Total	2.90	2.85	2.99	2.06

Faculty largely agree that the college explains what to do, provides help, and treats everyone fairly in matters involving sexual misconduct.

Weighted Average

87.6%

2025-2026

Year

Percentage of Responses that marked "Agree" or "Strongly Agree" (for all questions above).

For more detailed question summaries, please refer to the Appendix at the end of this dashboard.

Filter Selection

Year

2025-2026

▼

Gender

All

▼

I feel valued.

All

▼

I am happy to be ...

All

▼

There is respect a...

All

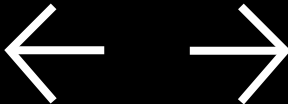
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Number of Responses

233

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Page Navigation



Legend:

Very likely

Likely

Not Likely

Not at All Likely

Weighted Averages (Scale 1-4)
Very Likely = 4

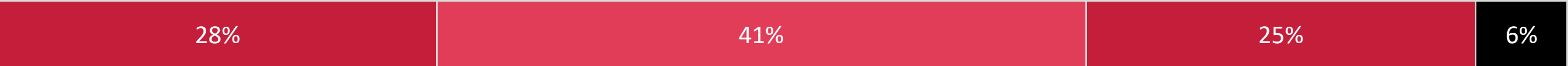
How likely or unlikely would you be to go to or get in touch with the following groups or organizations at your school if you were sexually assaulted?

Administrators, faculty, or other officials at this school.



3.00

A crisis center or helpline, Bright Horizons Campus Advocate, Employee...



2.91

A crisis center or helpline, or a hospital or health care center not at this school.



3.06

Campus Security at this school.



2.61

Local police not at this school, such as the county or city police department.



3.21

Filter Selection

Year

2025-2026

▼

Gender

All

▼

I feel valued.

All

▼

I am happy to be ...

All

▼

There is respect a...

All

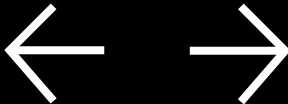
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Number of Responses

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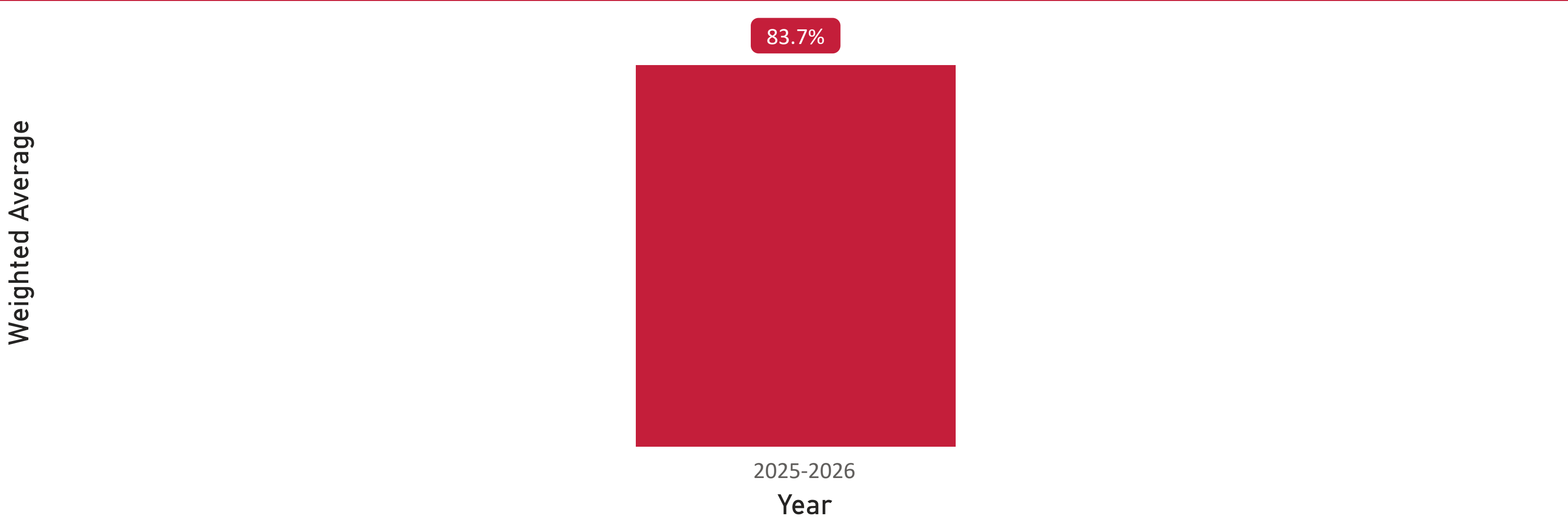


Weighted Averages (Scale 1-4) Very Likely = 4

How likely or unlikely would you be to go to or get in touch with the following groups or organizations at your school if you were sexually assaulted?

Survey Year	Administrators, faculty, or other officials at this school.	A crisis center or helpline, Bright Horizons Campus Advocate, Employee Assistance Program	A crisis center or helpline, or a hospital or health care center not at this school.	Campus security at this school.	Local police not at this school, such as the county or city police department.
2022	2.83	2.84	2.98	2.40	3.29
2024	3.01	3.01	3.13	2.49	3.19
2025	3.00	2.91	3.06	2.61	3.21
Total	2.94	2.91	3.05	2.51	3.23

While most faculty remain committed to reporting sexual misconduct, the overall likelihood has decreased each survey year.



Percentage of Responses that marked "Likely" or "Very Likely" (for all questions above).

For more detailed question summaries, please refer to the Appendix at the end of this dashboard.

Filter Selection

Year

2025-2026

▼

Gender

All

▼

I feel valued.

All

▼

I am happy to be ...

All

▼

There is respect a...

All

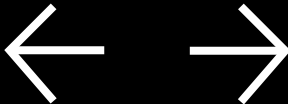
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Number of Responses

233

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Page Navigation



Legend: Very likely Likely Not Likely Not at All Likely

Weighted Averages (Scale 1-4)
Very Likely = 4

If any individuals are sending sexual pictures, web pages, or messages to someone who didn't ask for them, how likely are you to say something to try to get them to stop?



3.37

If people you don't know very well are making unwanted sexual comments, jokes, or gestures, how likely are you to say something to try to get them to stop?



3.19

If you see any individuals leading someone who is obviously drunk away to have sex with them, how likely are you to say or do something to get them to stop?



3.54

If you suspect that one of your colleagues or students might be in an abusive relationship, how likely are you to ask them if they are being mistreated?



3.28

If someone tells you that they had sex with someone who was passed out, how likely are you to report the incident to a campus administrator or police?



3.42

If you see someone you don't know who looks uncomfortable and is being touched, grabbed, or pinched in a sexual way, how likely are you to speak up or help in some other way?



3.51

Filter Selection

Year

2025-2026

▼

Gender

All

▼

I feel valued.

All

▼

I am happy to be ...

All

▼

There is respect a...

All

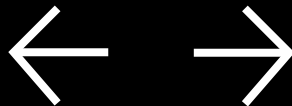
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Number of Responses

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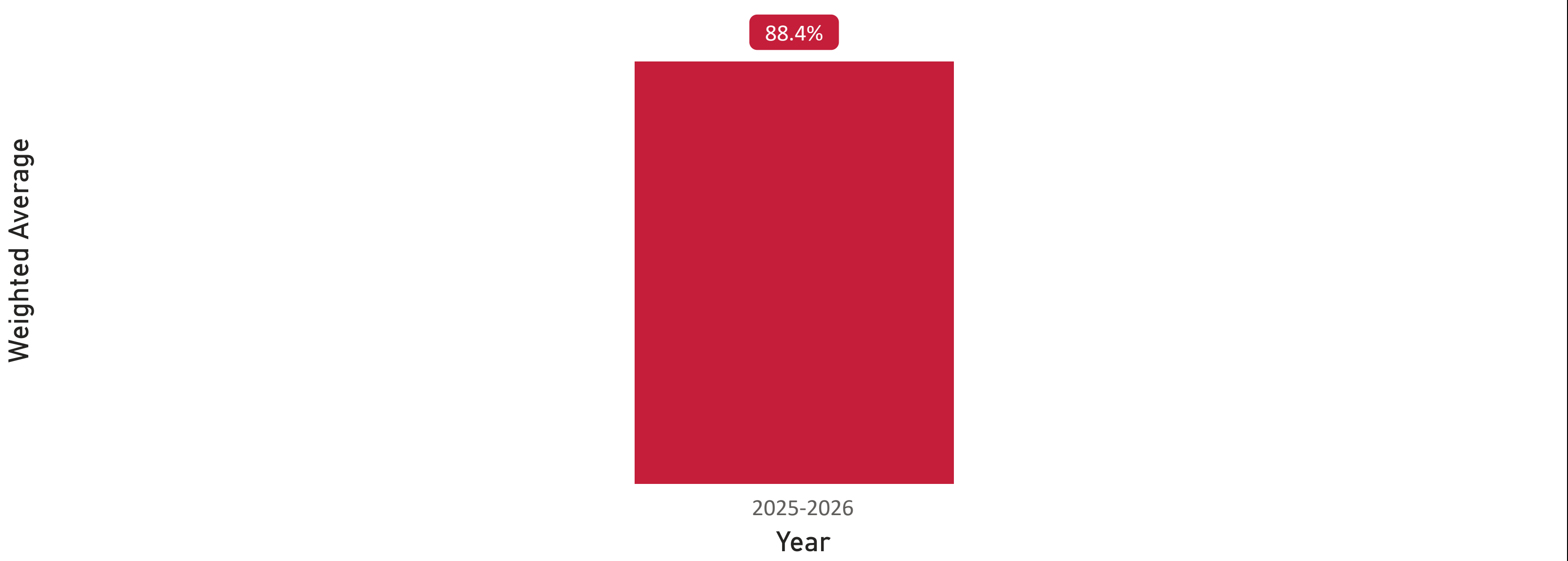
Page Navigation



Weighted Averages (Scale 1-4) Very Likely = 4

Survey Year	If any individuals are sending sexual pictures, web pages, or messages to someone who didn't ask for them, how likely are you to say something to try to get them to stop?	If people you don't know very well are making unwanted sexual comments, jokes, or gestures, how likely are you to say something to try to get them to stop?	If you see any individuals leading someone who is obviously drunk away to have sex with them, how likely are you to say or do something to get them to stop?	If someone tells you that they had sex with someone who was passed out, how likely are you to report the incident to a campus administrator or police?	If you see someone you don't know who looks uncomfortable and is being touched, grabbed, or pinched in a sexual way, how likely are you to speak up or help in some other way?
2022	3.47	3.29	3.53	3.40	3.49
2024	3.54	3.39	3.65	3.50	3.66
2025	3.37	3.19	3.54	3.42	3.51
Total	3.44	3.27	3.56	3.43	3.53

Most faculty are likely to speak up or take action when encountering sexual misconduct.



Percentage of Responses that marked "Likely" or "Very Likely" (for all questions above).

For more detailed question summaries, please refer to the Appendix at the end of this dashboard.

Filter Selection

Year

2025-2026

Gender

All

I feel valued.

All

I am happy to be ...

All

There is respect a...

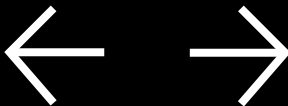
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Number of Responses

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Page Navigation

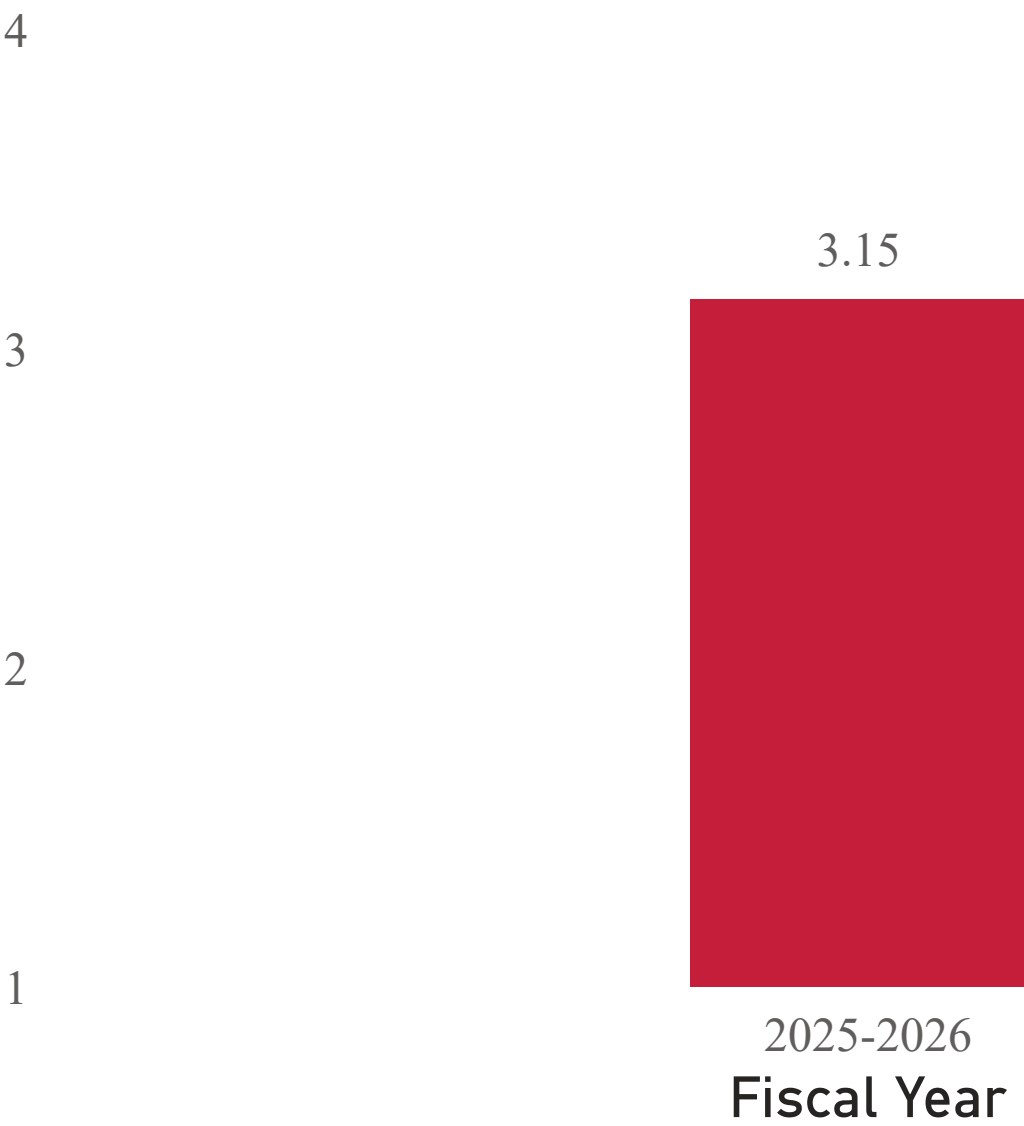


Category	
<input type="checkbox"/> Awareness and Fairness of Policies and Resources	
At this school, students or employees who are accused of perpetrating a sexual assault or sexual harassment are treated fairly.	
I am aware of and understand this school's procedures for dealing with reported incidents of sexual assault and sexual harassment.	
I know what services are available for people who experience sexual assault and sexual harassment.	
If an employee or student were sexually assaulted or is sexually harassed, I know where to take them to get help.	
<input type="checkbox"/> Bystander Prevention	
If any individuals are sending sexual pictures, web pages, or messages to someone who didn't ask for them, how likely are you to say something to try to get them to stop?	
If people you don't know very well are making unwanted sexual comments, jokes, or gestures, how likely are you to say something to try to get them to stop?	
If someone tells you that they had sex with someone who was passed out, how likely are you to report the incident to a campus administrator or police?	
If you see any individuals leading someone who is obviously drunk away to have sex with them, how likely are you to say or do something to get them to stop?	
If you see someone you don't know who looks uncomfortable and is being touched, grabbed, or pinched in a sexual way, how likely are you to speak up or help in some other way?	
If you suspect that one of your colleagues or students might be in an abusive relationship, how likely are you to ask them if they are being mistreated?	
<input type="checkbox"/> Campus Security and Leadership	
Are doing all they can to protect students and employees from harm.	
Are genuinely concerned about my well-being.	
Treat students and employees fairly.	
<input type="checkbox"/> Climate for Prevention	
Sexual harassment is not tolerated at this school.	
This school is doing a good job of educating students and employees about sexual assault (e.g., what consent means, how to define sexual assault, how to look out for one another).	
This school is doing a good job of holding people accountable for committing sexual assault.	
This school is doing a good job of investigating incidents of sexual assault.	

Response	Value	Total Responses
Don't Know	5	66
Strongly Agree	4	163
Very Likely	4	160
Agree	3	208
Likely	3	175

Year	Average Response Weight
2025-2026	3.15
Total	3.15

Average Response by Year by Fiscal Year



Appendix C

Northeast Title IX Brochure

5 Things You May Not Know About Title IX

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

Title IX requires that men and women be given equal opportunities in career and technical education programs, particularly in traditionally male-dominated fields. Women still face barriers and a lack of encouragement in the fields of science, technology, engineering, and math (STEM). Title IX has expanded opportunities for a number of women and girls.

2. Protection for pregnant & parenting students.

Title IX requires that pregnant and parenting students have equal access to education and activities. Schools must excuse absences due to pregnancy or childbirth for as long as it is deemed medically necessary.

3. Protection against harassment and bullying.

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

4. Protection for survivors of sexual assault or rape.

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

5. On Campus effects of off-campus violence.

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

Reporting Options

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

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

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

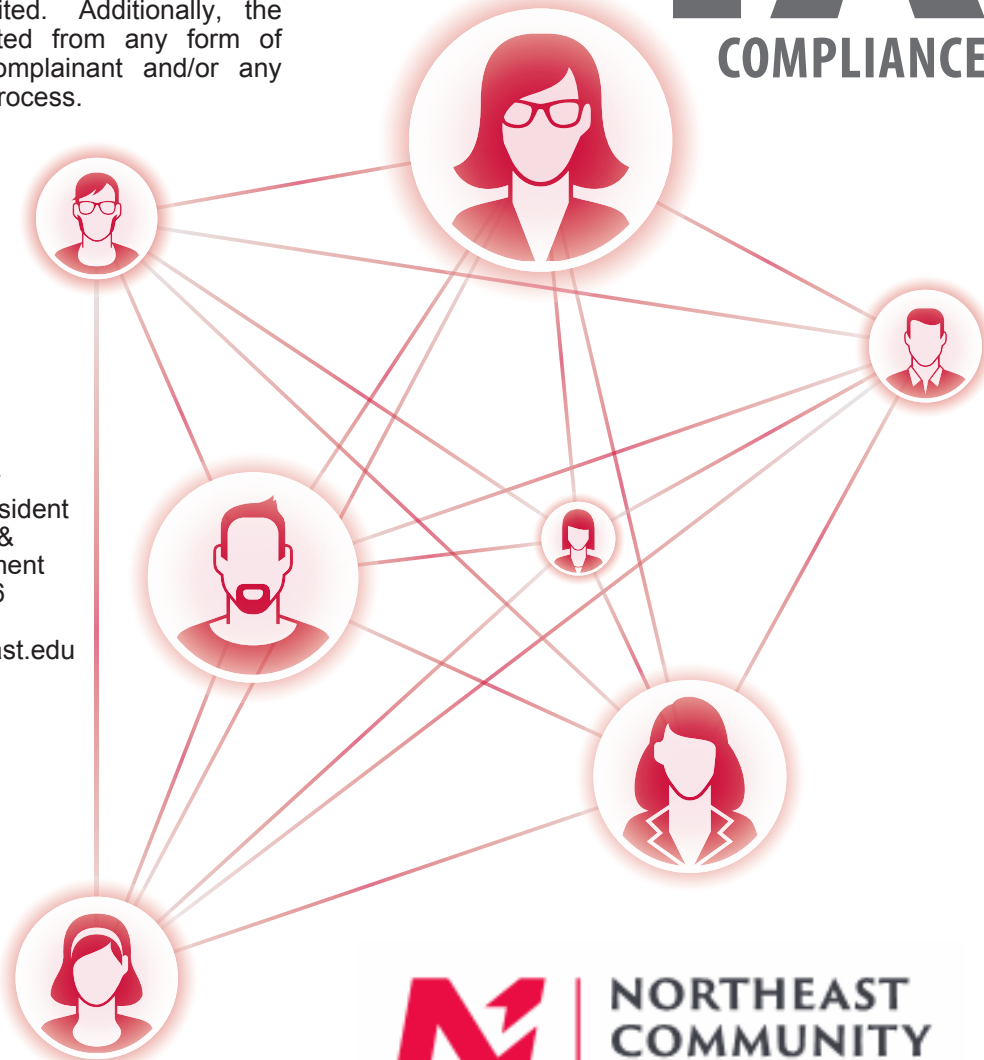
Title IX Coordinator
Mike Walkowiak, Vice President
of Human Resources &
Organizational Development
Phone: 402-844-7046
Email:
complianceofficer@northeast.edu

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

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

July 2024

TITLE IX COMPLIANCE



What is Title IX?

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

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal Financial Assistance.”

20 U.S.C. § 1681 & 34 C.F.R. Part 106

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

Definitions

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

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



Title IX Programs are imperative because:

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

Who must comply with Title IX?

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

Activities Covered under Title IX

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

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

Confidentiality & Reporting

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

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

Confidential Reporting Options

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

Non-Confidential Reporting Options

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



Compliance at Northeast

The College has a duty to promptly respond to all complaints of sexual harassment and sexual violence, whether on-or-off campus incidents. The purpose is to prevent sex discrimination on campus, promptly address reported incidents, limit the effects of harassment on the educational environment, and prevent its recurrence.

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

Appendix D

Northeast Support Services Brochure

DEFINITIONS

What is sexual harassment and sexual assault?

- Sexual Harassment: The umbrella category including the offenses of sexual harassment, sexual assault, stalking, and dating violence and domestic violence as set forth in Title IX regulations (34 C.F.R. § 106.30) and identified in detail in these procedures.
- A violation of a person's physical and emotional well being.
- A crime prosecutable under Nebraska law.
- An act of power and control.
- Sexual assault is NOT an expression of love, passion, or sexual desire.
- Sexual assault is NOT your fault.

Sexual assault can happen to anyone, regardless of gender, race, class, age, size, appearance, or sexual orientation. Alcohol is the most common predatory (date rape) drug; in approximately 90% of cases, either the victim or the perpetrator was intoxicated. The assailant is an acquaintance in the majority of reported cases.

If you have experienced a sexual assault, you may be faced with many decisions to make about your own physical and emotional well-being, as well as filing reports through the College or law enforcement. The following information will provide a good overview; however, it may be helpful to speak with an advocate or counselor about your options.

SEXUAL ASSAULT STATEMENT

Students and staff at Northeast Community College have the right to live, work and learn in an academic environment that is free from all forms of sexual violence and misconduct. At Northeast, we aim to reduce the occurrence of sexual assault on campus by creating a community intolerant of sexual violence. We strive to empower students and staff to disclose sexual assault and to have access to medical, mental health and advocacy services.

Northeast's harassment and nondiscrimination procedures apply to students, staff, faculty, and visitors and complies with the provisions outlined in the Title IX of the Education Amendments of 1972. Sexual harassment is a form of sex discrimination prohibited by Title IX.

For complete information about Northeast's Title IX procedures, visit northeast.edu/About-Us/Title-IX/.

NORTHEAST COMMUNITY COLLEGE RESOURCES

Bright Horizons

24-Hour Confidential Support Line 1-877-379-3798
Information, Options, Support and Advocacy

Northeast Campus Security or Police

(402) 841-5163 (24-Hour Line) or 911

Northeast Counseling Services

Free, confidential counseling service for students
(402) 844-7277 | Union 73 Room 215

Northeast Student Health Services

Free, confidential medical services for students
(402) 844-7176 | Union 73 Room 219

Employee Assistance Program (EAP)

Free, confidential counseling services for employees
1-800-666-8606

Lai-Monte' Hunter, Dean of Students

(402) 844-7722 | lhunter@northeast.edu
College Welcome Center, Office #1234

Title IX Coordinator

Mike Walkowiak, Vice President of HR & Organizational Development
(402) 844-7046 | mwalkowiak@northeast.edu
Lifelong Learning Center, Suite 100

Title IX Deputy Coordinator

Carly Krause, Director of Compensation and HR Compliance
(402) 844-7045 | ckrause5@northeast.edu
Lifelong Learning Center, Suite 100



Northeast Community College is committed to end sexual violence.

For information about Northeast's policies and processes in regard to harassment and nondiscrimination, visit northeast.edu/about-us/title-ix

COMPLIANCE AT NORTHEAST

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

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



July 2024

SUPPORT SERVICES AND OPTIONS

In Case of Sexual Assault



WHAT TO DO IF IT HAPPENS TO YOU

IF THE ASSAULT JUST OCCURRED:

- Get to a safe place as soon as possible
- Try to preserve all the physical evidence (it may be possible to collect evidence of the offense up to 5 days following the assault)
 - Don't shower or bathe
 - Don't brush your teeth
 - Save the clothing that you were wearing in a brown paper bag

IF THE ASSAULT TOOK PLACE IN YOUR HOME, DO NOT REARRANGE AND/OR CLEAN UP ANYTHING.

- Seek support
 - Talk with someone you trust to get immediate support (friend, family, RA, advocate)
 - Bright Horizons has a 24-Hour Confidential Support Line (877) 379-3798. Trained advocates are available to talk with you about all your options and provide support
- Seek medical attention
 - Northeast Student Health Services has a nurse who can meet with you, check for injuries and Sexually Transmitted Infections (STI)
 - Faith Regional Health Services at 2700 Norfolk Avenue, Norfolk, Nebraska
 - Visit your primary care physician
- Decide whether to report the crime
 - Police Department, 911
 - Campus Security, (402) 841-5163 (Norfolk Campus)
 - Title IX Coordinator, Jessica Dvorak (402) 844-7046



COUNSELING AND SUPPORT OPTIONS

If you are dealing with sexual harassment or sexual assault, it may be useful to talk with someone who is knowledgeable about the issue. People in this situation may feel a wide variety of emotions, such as being confused, outraged, frightened, overwhelmed, scared, sad, anxious, and depressed.

Being assaulted, harassed, abused, stalked, etc. can create a host of practical and emotional consequences. While you may want to talk to someone you trust, such as a friend or family member, there are also free, confidential resources available. Students can visit with the Counselor, Nurse, or Bright Horizons Campus Advocate on campus; staff can contact EAP to visit with a counselor. All of these services are free and highly confidential, which can be an extremely important part of the healing process.

Many survivors seek out a supervisor, professor or individual in a position of trust to help provide support. Be advised: some of these people may have an obligation to report the incident.

When you seek help from professionals or co-workers, first ask what level of confidentiality they can provide and who they are required to tell if you were to disclose information regarding an incident. That way, you can make an informed decision.

Some things you might discuss:

- Figuring out what you feel and think about what is going on.
- Getting information that will help you assess the situation and figure out what you want to do.
- Talking about how to manage your academics or work given your situation.
- Getting help with changing your classes, working with your professors or modifying your work schedule.
- Talking about making a safety plan, if needed.
- Getting medical treatment if you have injuries or are worried about your health.
- Changing where you live to get some space or safety.
- Reporting to the police and/or campus security and to a Title IX Team Member or the Title IX Coordinator.

Northeast Community College Counseling

Confidential and Free (402) 844-7277

Bright Horizons Campus Advocate 24-Hour

Confidential Support Line 1-877-379-3798 | (402) 992-3828
campusadvocate@northeast.edu

Student Nurse

Confidential and Free STI (402) 844-7176

MEDICAL OPTIONS

Especially in the first 72 hours, medical concerns like pregnancy, sexually transmitted infections (STIs) or injuries may be important to address. Even after 72 hours have passed, treatment is available and may put your mind at ease. There is a difference between getting treatment from a medical professional and having medical evidence collected for a possible investigation.

Evidence collection, often referred to as the "rape kit," is done at the Faith Regional Health Services Emergency Room. You can learn more about the forensic rape exam by calling the **24-Hour Bright Horizons Support Line at (877) 379-3798**. Advocates are available to meet you at the hospital to offer additional support and information.

If you think there is a possibility that you will decide to report the assault to the police, it is best to get the forensic exam done as soon as possible.

If you have injuries related to an assault and want treatment but no evidence collection, please go to the doctor. Keep in mind that if you are under the age of 18 or have significant physical injuries, doctors may be required to report the assault to the police. If you want, you can ask about reporting requirements before receiving treatment.

If you do not feel you want or need an emergency room visit or evidence collection, but are concerned about pregnancy or sexually transmitted infections (STIs), you have several options:

Northeast Student Health Services (402) 844-7176, or your primary care physician can provide emergency contraception and/or STI testing and treatment. The **Norfolk Community Health Care Clinic** offers services for those without insurance on a sliding fee scale (402) 644-7314.

REPORTING OPTIONS

As a student, visitor, or employee at Northeast, you have several options regarding reporting the crime to authorities. The College has determined that the following administrators are Officials with Authority to address and correct harassment, discrimination, and/or retaliation. In addition to the Title IX Team members listed, these Officials with Authority listed below may also accept notice or complaints on behalf of the College. Officials with Authority are:

Vice President of Educational Services, Vice President of Administrative Services and General Counsel, Vice President of Student Services, Vice President of Technology Services, Associate Vice President of Human Resources, Vice President of Development & External Affairs, Athletic Director, Dean of Students, Dean of Student Success, Dean of Workforce Development, Director of Extended Campuses (O'Neill/West Point), Director of Advising Services, Director of Safety & Emergency Preparedness, Director of Residence Life and Student Conduct, Associate Director of Residence Life, Campus Security: (402) 841-5163 (available 24/7/365), or Local Law Enforcement: Norfolk Police Department, call 911

PROCESS AND RESOLUTION

When a report is received which indicates a behavior may have involved a Title IX violation, the Title IX Coordinator or designee will review the information to determine if the described behavior constitutes violations or concerns regarding Title IX. If there is not a potential Title IX Violation, it will be determined if other processes/procedures apply and determine the best next steps.

This could include an investigation and the assignment of sanctions or disciplinary actions. When allegations of sexual violence or misconduct are brought to the Title IX Coordinator and a respondent is found to have violated the Code of Conduct or College policy or procedures, serious sanctions or disciplinary actions will be issued to help ensure that such actions are never repeated. Depending on the case, the Director of Residence Life & Student Conduct or Title IX Coordinator or designee, may impose sanctions or disciplinary actions that include, but are not limited to, no-contact orders, educational mandates, suspensions or dismissals from the College.

If you were assaulted by a faculty or staff member, you can report the incident to the Title IX Coordinator (Associate Vice President of Human Resources), who investigates infractions of College policy or procedures and violations of Title IX and the College's Harassment and Nondiscrimination Procedures. Any student, employee, or visitor with questions or concerns about sex discrimination or sexual harassment or who believes that they have been the victim of sex discrimination or sexual harassment may contact the Title IX Coordinator for assistance.

CRIMINAL INVESTIGATION/PROSECUTION

Northeast encourages reporting the incident to the Police as soon as possible; but even if an individual chooses not to report it immediately, a report can be made later. Reporting an assault is not the same as pressing charges and does not mean you have to go to court.

If you make the decision to press charges, an investigation will occur and the County Attorney's Office will review the case and determine whether or not to file charges in the case. Investigations can take several weeks and/or months to complete before a decision may be made about whether or not to file charges. If charges are filed, a victim-advocate from the Attorney's Office will keep you notified of the case and assist you through the process.

If the assault happened a while ago, or if you are not sure you are ready to talk to a College employee or the Police, you can call Bright Horizons 24-Hour Confidential Support Line 1-877-379-3798 and talk through the issues. If you would like to report, but are apprehensive about talking with the Police or a College employee, the Counselor (402) 844-7277 or Nurse (402) 844-7176 at Northeast can help schedule an interview in a comfortable setting.