2022

Annual Security and Fire Safety Report

January 1, 2019- December 31, 2021

Publication of the Clery Team and College Security Office
Central Community College
3134 W highway 34, PO Box 4903, Grand Island, NE 68802-4903

All efforts have been made to ensure the accuracy and inclusion of policies and statistics. We regret any errors or omissions.

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Introduction

Central Community College (CCC) is committed to the goal of providing a safe environment for its students, faculty, staff, employees, and guests. It is the purpose of the College to provide safety and security measures on all campuses and properties which will allow the students to experience a college environment conducive to a positive learning experience and void of threats of criminal activity. Our goal is to provide an experience which is free of crime and substance abuse for all students, faculty, staff, employees, and guests.

The College is firmly committed to complying with all applicable laws and governmental regulations. This commitment applies to all educational programs and activities, including admissions, financial aid, and college programs. The College seeks compliance with all statutes prohibiting discrimination in education, including Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Age Discrimination in Employment Act of 1967, the Jeanne Clery Disclosure of Campus Security Act (as amended by the Violence Against Women Reauthorization Act of 2013), the Americans with Disabilities Act of 1990 and the Americans with Disabilities Act Amendment Act of 2008. Further, in compliance with Section 504, the College provides reasonable accommodation for students and applicants with disabilities. This good-faith effort and commitment to comply is made even when such laws and regulations conflict with each other.

Purpose and Preparation of Report

The Clery Act is a landmark federal law, originally known as the Campus Security Act. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires that postsecondary educational institutions participating in federal Title IV student financial assistance programs to disclose certain crime statistics, safety related policies and procedures, fire safety information and fire statistics by October 1st each year.

These publicized statistics are meant to inform students, faculty, staff, employees, and guests of the nature and number of crimes that occur on and around CCC property.
Prospective students are provided notification and how to access the Annual Security and Fire Safety Report (ASFSR) on the college admissions website. Prospective employees are provided notification and how to access the Annual Security and Fire Safety Report (ASFSR) on the college employment opportunities website

The College Campus Security Office, in cooperation with several other offices at the College, publishes this Report. The Central Community College Security Director is responsible for requesting and collecting the annual crime statistics from several sources, including records of crimes reported to and in the possession of CCC's Security Office, local law enforcement including the Grand Island Police Department, Hastings Police Department, Adams County Sheriff Office, Columbus Police Department, Platte County Sheriff Office, Kearney Police Department, Ord Police Department, Holdrege Police Department and Lexington Police Department, abroad law enforcement jurisdictions and Campus Security Authorities. The fire statistics for on-campus student housing locations are collected by the Environmental Health & Safety Director who is responsible for investigating and preparing reports for fires which occur in on-campus student housing and other CCC owned locations.

Several campus partners have contributed information related to the policy disclosures in this Report. These partners include the College Campus Security Office, Student and Enrollment Services, Human Resources, Care Team, Title IX Team, Allied Security Universal, Facilities' Management, Environmental Health and Safety, Equity and Compliance, and Training and Development. All statistical incidents reported to the College Campus Security Director are provided to the Director of Research and College Effectiveness and Institutional Research Coordinator who prepares the statistical tables found within this report.

The Annual Security & Fire Safety Report (ASFSR) is prepared by the College Campus Security Director and is reviewed by CCC's Vice-President of Administrative Services, College Dean of Student Success, Vice-President of Human Relations, and the Title IX Coordinator. In prior years on or before October 1st annually, CCC disseminates a Notice of the Availability of the ASFSR, with a direct link to the report, through a mass email sent to all current students, faculty, and staff. The ASFSR is published on the Consumer Information page on the College web site at https://www.cccneb.edu/consumerinfo

The 2022 The Annual Security & Fire Safety Report (ASFSR)reflecting years 2019-2020-2021 will be distributed on or before October 1, 2022.

Prospective students are provided notice of the ASFSR's availability through the posting of a Notice of Availability of the ASFSR, with a direct link to the Report on the admissions website for degree, diploma and certificate and programs. http://www.cccneb.edu/annualsecurityreport

Prospective employees are provided notification of how to access the ASFSR through a Notice of Availability of the ASFSR and with a direct link on the CCC employment website https://centralcc.peopleadmin.com/

The report contains numerous required disclosures pertaining to CCC policy and procedure related to:

- Campus safety,
- Title IX (sexual harassment, dating violence, domestic violence, sexual assault, bullying and stalking)
- Procedures to follow
- Explanation of disciplinary procedures
- Programs to prevent
- Security and access to campus facilities
- Law enforcement and jurisdiction policy statements
- Information about timely warnings
- Drug, alcohol and substance abuse policy statements
- The missing student notification policy

Students and employees must be given crime reports that include statistics on criminal homicide, murder and non–negligent manslaughter, manslaughter by negligence, dating violence, domestic violence, sexual assault, stalking, robbery, aggravated assault, burglary, motor vehicle theft and fires. The Annual Security Report must also describe numerous safety and security procedures and how to report crimes and emergencies on the campuses.

A copy of this report along with notification of availability on the CCC website is emailed to students, faculty, staff and administration before October of each year. You may request a free paper copy ofthe Annual Security and Fire Safety Report for 2022 (calendar years 2019, 2020, 2021) through any of the following means:

- In person at Associate Dean of Students Offices on the Grand Island, Hastings and Columbus campuses and the Learning Center Managers Office in Lexington, Holdrege, Kearney and Ord;
- By written request addressed to: Lauri Shultis, Security Director, Central Community College, PO Box 4903, Grand Island, NE 68802;
- By email to Lauri Shultis, Security Director at lshultis@cccneb.edu or
- By calling (308) 398-7440

An online copy of the 2022 report can be accessed on the Central Community College web site. https://www.cccneb.edu/annualsecurityreport

The document is presented in a Portable Document Format (pdf) and can be viewed and or printed using Adobe Acrobat Reader, which is free and can be downloaded. https://get.adobe.com/reader/

Important Contact Information, Documents and Web Links

Campus and Learning Centers

Grand Island Campus
3134 US 34
Grand Island, NE 68801
308-398-4222

Hastings Campus
550 S Technical Blvd
Hastings, NE 68901
402-463-9811

Columbus Campus
4500 63rd Street
Columbus, NE 68601
402-564-7132

Kearney Learning Center
1215 30th Ave
Kearney, NE 68845
308-338-4000

Lexington Learning Center
1501 Plum Creek Pkwy #1
Lexington, NE 68850
308-324-8480

Holdrege Learning Center
1308 2nd Street
Holdrege, NE 68949
308-995-8133

Ord Learning Center
1514 K Street
Ord, NE 68862
308-728-3299

Law Enforcement

Emergency 9-1-1

Non-Emergency Law Enforcement Phone #'s

Grand Island Police Department	308-385-5400
Hastings Police Department	402-461-2380
Columbus Police Department	402-564-3201
Platte County Sheriff Office	402-564-3229
Kearney Police Department	308-237-2104
Lexington Police Department	308-324-2317
Holdrege Police Department	308-995-4407
Ord Police Department	308-728-5771

College Security

Go to the web page College Security for a list of security measures, security reports, forms and links to related college web pages.
https://www.cccneb.edu/security

Grand Island Campus
Allied Universal Security: 308-258-4342
Hastings Campus
Allied Universal Security: 402-705-1389
Columbus Campus
Allied Universal Security: 402-910-6665
Kearney Learning Center
Front Desk: 308-338-4000
Lexington Learning Center
Front Desk: 308-324-8480
Holdrege Learning Center
Front Desk: 308-995-8133
Ord Learning Center
Front Desk: 308-728-3299

Associate Dean of Students

Columbus Campus and Ord Learning Center
402 562-1405
joshuayork@cccneb.edu

Grand Island Campus and Kearney, Lexington and Holdrege Learning Centers
308-398-7541
ashleyweets@cccneb.edu

Hastings Campus
402-460- 2185
seangriffin@cccneb.edu

Counseling Services

Columbus Campus and Lexington,Holdrege and Ord Centers
Luz Colón-Rodriguez, LIMHP, LPC
Director of Counseling and Prevention Education Services
402-562-1281
luzcolonrodriguez@cccneb.edu

Grand Island and Kearney Center
Mallory Swantek, LIMHP, LADC
Counselor and Prevention Education Coordinator
308-398-7516
Malloryswantek@cccneb.edu

Hastings Campus
Alyson Wolfe Nelson, PLMHP, PLADC,
Counselor and Prevention Education Coordinator
402-461-2456
alysonwolfenelson@cccneb.edu

Title IX

Title IX Coordinator/ Deputy Coordinators
CCC Title IX /ADA Coordinator
Christopher Waddle J.D.
Hastings Campus President/Division Vice President
402-461-2400
cwaddle@cccneb.edu

Title IX Deputy Coordinator for HR
Angela Davidson
Human Resources Benefits Manager308-398-7326
angeladavidson@cccneb.edu

Title IX Deputy Coordinator for Athletics
Mary Young, Athletic Director
402-562-1234
myoung@cccneb.edu

Title IX Deputy Coordinator for Students
Beth Przymus-Klitz
College Dean of Student Success
402-562-1284
bprzymus@cccneb.edu

Title IX Deputy Coordinator
Marcie Kemnitz
Grand Island Campus President/Division Vice President
308-398-7400
mkemnitz@cccneb.edu

Important Documents and Web Links

Annual Security and Fire Safety Reports
http://www.cccneb.edu/annualsecurityreport

Care Team Web Link
The CARE Team is available for consultation with campus community members regarding students whose behaviors are of concern because they may pose a threat to themselvesor others.
https://www.cccneb.edu/care

Civil Rights Policies and Procedures Document
https://www.cccneb.edu/globalassets/documents/student-life/policies-and-procedures/civil-rights-polices-and-procedures.pdf

Complaints and Concerns Web Links
A formal complaint is a request for the resolution of a problem, conflict, concern or issue that negatively impacts a student or students. This page has links for reporting:

Title IX, CARE Team, Student Conduct, Accessibility, Crimes and Incident, and Formal Complaints.
https://www.cccneb.edu/studentcomplaintprocess

Consumer Information Web Link
https://www.cccneb.edu/consumerinfo

Daily Crime and Fire Log Web Link
As required by the Clery Act the College has made available to the public all criminal and alleged criminal incidents that are reported to campus security and fall within the college geography. The College is also required to create, maintain, and make available a Fire Log for all on-campus student housing. This log records all reported fires, including arson, in on-campus student housing facilities.
https://www.cccneb.edu/dailycrimelog

Drug Free Schools and Communities Act and Workplace Act Web Link
https://www.cccneb.edu/drugfreeschoolsact

Due Process Procedures Web Link
https://www.cccneb.edu/dueprocessprocedures

Student Conduct and Community Standards Web Link
https://www.cccneb.edu/studentcodeofconduct

Emergency CCC Alerts Web Link
CCC uses this system to make announcements for weather closings as well as other campus emergencies through text messaging, emails and automated voice calling. This system is automatically enabled on your account after registering for a course.
https://www.cccneb.edu/cccalerts

Get Rave Web Link
Register for approved Central Community College emergency communications and otherimportant information via text message and email.
https://www.getrave.com/login/cccneb

Missing Student Procedure Web Link
The College has developed procedures in order to assist in locating CCC students living in on-campus housing who, based on the facts and circumstances known to the College, are determined to be missing.
https://www.cccneb.edu/MissingStudentProcedure

Reporting a Crime or Security Incident Web Link
On this site is the form designed to provide students, employees; faculty, vendors, visitors, or others with an on-line method to report any crimes committed on CCC property or during CCC sponsored student overnight trips.
https://cm.maxient.com/reportingform.php?CentralCCNeb&layout_id=5

Student Conduct and Community Standards 2020 Document
https://www.cccneb.edu/globalassets/documents/student-life/policies-and-procedures/codeofstudentconduct.pdf

Student Handbook 2020-2021 Document
https://www.cccneb.edu/globalassets/documents/student-life/policies-and-procedures/studenthandbook.pdf

Student Policies and Procedures Web Link
On this page students will find links to 22 web pages and documents.
https://www.cccneb.edu/studentpoliciesandprocedures

Student Services Web Link
On the page are links to 14 services provided tostudents of CCC.
https://www.cccneb.edu/student-life/student-services/

Title IX: Harassment, Discrimination, SexualMisconduct, and Retaliation Web Link
https://www.cccneb.edu/what-is-title-ix

Student and Employee Sexual Misconduct Guide
https://www.cccneb.edu/TitleIXHandbook

Public Safety Overview

Facility and Housing Availability, Usage and Security

In academic year 2021-2022, 19,380 unduplicated credit and non-credit students attended Central Community College. The College employed 482 people full-time on the three campuses and the affiliated learning centers these individuals are, at various times, moving about the different college locations as students, faculty, staff, employees, and guests. This diverse population needs access, at one time or another, to most of our campus facilities.

CCC campuses and other facilities of the College are restricted to students, faculty, staff, employees, guests, and invitees of the College, except when part or all of the campus, buildings, or facilities, are open to the general public for an approved and designated time and purpose. All persons on the campuses and centers of the College, including faculty, staff, guests, and invitees, shall be subject to all rules and regulations of the Board of Governors and the State of Nebraska which are applicable to the conduct of students on campus, and to all applicable federal and state laws and regulations. For security reasons, not all CCC buildings are open to the public. Campuses and centers are closed for most holidays. The college assigns Allied Universal Security personnel to provide security coverage at the Grand Island, Hastings and Columbus campuses during most non-business hours.

With the exception of the residence halls all Central Community College campuses and most buildings are open to the public during regular business hours and when classes are in session. Buildings which do not have classrooms are locked after normal business hours. Access to these buildings by employees after hours can be made by use of an ID key card and 4 digit password.

College residence halls on the Hastings and Columbus campuses use an electronic card-key-access system that limits entry to residents and other users permitted by the College. Allied Universal Security, personnel have access to the residential facilities and perform scheduled walk throughs. With the exception of the main entrances to residential housing all exits doors are equipped with alarms that sound if opened. Security personnel respond to such alarms to determine the cause of activation and to take action, where appropriate, to protect the well-being and safety of CCC campus community.

Each fall and spring CCC provides specialized training in security, concerning behaviors and conflict solution for new and returning resident assistants on the Hastings and Columbus campuses. This training aims to help resident assistants develop knowledge and tools they may use to facilitate their own basic crime prevention discussions with students living in the residence.

Facilities Management on the Grand Island, Kearney, Hastings and Columbus campuses and Center Managers on the Kearney, Lexington, Holdrege and Ord Learning Centers regularly monitor campus facilities for necessary safety and security-related repairs, such as lighting, walkway and parking hazards and partners closely with the Security Office, the Environmental and Safety Office and Allied Universal Security, to assist in creating a safer campus community. To request service or to report a security concern contact the following:

Grand Island Campus

Allied Universal Security: 308-258-4342

Hastings Campus

Allied Universal Security: 402-705-1389

Columbus Campus

Allied Universal Security: 402-910-6665

Kearney Learning Center

Front Desk: 308-338-4000

Lexington Learning Center

Front Desk: 308-324-8480

Holdrege Learning Center

Front Desk: 308-995-8133

Ord Learning Center

Front Desk: 308-728-329

Campus Security and Relationships with Local Law Enforcement

The College entered into a contract with Allied Universal Security USA now Allied Universal Security, the leading global integrated security company, specializing in the provision of security products, services and solutions in early 2015. Allied Universal Security, employees provide 24/7 365 security services on the three CCC campuses, Columbus, Grand Island, and Hastings which includes all buildings and on-campus geographic property. Allied Universal Security Officers do not have the authority to make arrests. Allied Universal Security works closely with local law enforcement to coordinate securityneeds and to provide arrest services when warranted. At the College Learning Centers located in Kearney, Lexington, Holdrege and Ord security is provided by contacting local law enforcement for assistance.

The College supports the enforcement of law by governmental agencies and rules by officials of the College. All persons on the campuses and learning centers are subject to these laws and rules at all times. Law enforcement officers may enter the campuses and centers to conduct business as needed. Additionally, the officers are invited to patrol the campuses and centers to assist CCC in deterring crime. CCC maintains a close working relationship with the Grand Island Police Department, the Hastings Police Department, the Platte County Sheriff, the Kearney Police Department, the Lexington Police Department, the Holdrege Police Department, the Ord Police Department and the Nebraska State Patrol. CCC has established Memorandums of Understanding (MOUs) with the Platte County Sheriffs' Department and the City of Grand Island, which applies to the Grand Island Police Department. The College does not have MOU's with lawenforcement in the cities of Hastings, Kearney, Lexington, Holdrege or Ord. Through these relationships CCC monitors on campus criminal activity through local police agencies. The College does not have any off- campus student organizations locations which must be monitored for criminal activity.

College personnel are responsible for maintaining a safe environment for students and to respond to reports of criminal action taking place on-campus and the learning centers. College personnel do not have arrest authority, but will call for county or city police assistance should they determine the situation merits such action. Open communication is maintained by campus authorities with the local/county/state law enforcement agencies. All college personnel have the authority to ask students to show their current campus identification.

Crime Prevention and Reporting

Student Responsibility

The cooperation and involvement of students in a campus safety, security, and substance awareness program is important to the success of the program. Students must assume responsibility for their own personal safety, the security of their belongings, and assist in the security of others by taking prudent precautions. Student awareness of their environment and surroundings is of the utmost importance. All students who attend New Student Orientation receive information on Title IX, Allied Universal Security, the Student Assistant Program and the Student Code of Conduct. Residence hall students on the Columbus and Hastings Campuses attend First Year Residential Experience (FYRE) and are provided information on safety and security issues, conflict resolution, bystander intervention and mental health awareness. This is provided at the beginning of the Fall Semester and is offered to all resident life students.

Safety Tips: Be Aware Basics

- Do keep only small sums of cash in your room or office or with you.
- Do lock your car doors when you leave your vehicle unattended, and place packages and other items out of sight—preferably in the trunk.
- Don't attach personal ID information to your keys.
- Don't bring irreplaceable property and heirlooms to the campus.
- Don't go out at night or away for the weekend without telling a roommate, family member, or friend where you are going, with whom, and when you will return.
- Don't hitchhike—and be wary of giving a stranger a ride. Controlling a situation inside a moving vehicle can be difficult.
- Don't leave books, jackets, purse, backpacks, or other personal items of value unattended anywhere on campus.
- Don't leave your unoccupied residence unlocked—and don't prop exterior building doors open. Most thefts in college residence halls occur when outer and inner doors are left open. Lock your door even if you will be gone only briefly.
- Don't lend your keys, your ID, or your credit cards to anyone, including a friend or roommate.
- Do advise Allied Universal Security or a CCC employee immediately of any: Emergency, suspiciousperson, or circumstance

Reporting a Criminal Offense on CCC Property

Keep the emergency numbers in this report handy and add the appropriate numbers to your smartphone contacts list. If the situation is an emergency dial 9-1-1 or seek out the nearest college employee for assistance. Reporting a crime is important, and CCC needs your help apprehending criminals and, at times, in issuing notification of an incident to affected and relevant members of our community. The College encourages accurate and prompt reporting of all crimes to Allied Universal Security or local law enforcement when the victim of a crime elects to, or is unable to, make such a report. The odds of making an arrest decrease quickly as the minutes pass. If you witness a serious crime, immediately go to a safe place and then call 9-1-1. Stay on the line and tell the dispatcher everything you can remember about the suspect (his/her clothing and appearance, physical description, vehicle, direction of travel, and anything else that may be helpful to police in their effort to apprehend the suspect). Reporting crimes helps in preventing them from happening again and it assists the College to track crime and related trends to develop specific ways to combat crime.

If the crime is not of a serious nature, such as theft, criminal mischief, etc. students, faculty, staff, and guests of the college should accurately and promptly report the offenses via telephone or in person, to the Allied Universal Security office on the Grand Island, Hastings and Columbus campuses and tothe front desk at the Kearney, Lexington, Holdrege and Ord Learning Centers.

All reports of criminal activity on CCC campuses will be investigated and evaluated by a Allied Universal Security officer or a designated administrator on the campus or learning center, contact phone numbers are listed below. Appropriate action, including referral to local law enforcement authorities, will be taken to address criminal activity and record the information in the College Daily Crime and Fire Log. Follow-up activitiesinclude College action to identify and prosecute criminals, recover stolen property, and to encourage restitution, when possible. Any crime involving a CCC student off-campus should be reported directly to the law enforcement agency having jurisdiction for that area. CCC also exercises jurisdiction over CCCstudents related to specific off campus conduct, per the procedures outlined in the CCC Student Codeof Conduct, in these cases reports should be made to CCC and to the law enforcement agency having jurisdiction

for that area. To report a crime, **in an emergency dial 9-1-1**. For non-emergency CCC Security may be reached at the following phone numbers:

Grand Island Campus
Allied Universal Security:
308-258-4342

Hastings Campus
Allied Universal Security
402-705-1389

Columbus Campus
Allied Universal Security:
402-910-6665

Kearney Learning Center
Front Desk: 308-338-4000

Lexington Learning Center
Front Desk: 308-324-8480

Holdrege Learning Center
Front Desk: 308-995-8133

Ord Learning Center
Front Desk: 308-728-3299

Students may also contact the individuals listed below to report a crime:

Columbus Campus and Ord Learning Center
Associate Dean of Student Services,
402-562-1405
joshuayork@cccneb.edu

Grand Island Campus and Kearney, Lexington and Holdrege Learning Centers
Associate Dean of Student Services,
308-398-7541
ashleyweets@cccneb.edu

Hastings Campus
Associate Dean of Student Services
402-460- 2185
seangriffin@cccneb.edu

Emergency Telephones

A Blue light emergency phone is located on the Hastings Campus (the pathway between the Sherman Building and Hall Student Union) and Columbus Campus (exterior athletic court by the west Residence Hall). The phones are connected to the Hastings and Columbus 24-hour 9-1-1 communications centers and identify the location of the phone which is used to place a call should the caller be unable to speak. The phones can be used to request assistance in an emergency.

Daily Crime and Fire Log

CCC publishes the Daily Crime and Fire Log on line. https://www.cccneb.edu/dailycrimelog The log contains information entered by the College Security Office, Allied Universal Security, and Associate Deans of student services following receipt of a crime or fire report. The report includes: the date and time the report wasreceived, the date and time the crime or fire occurred, the location of the crime or fire reported, the type of crime reported and the disposition of the report to the extent it can be ascertained.

Limited information may be temporarily withheld from the Daily Crime and Fire Log if, in consultation with local law enforcement and CCC personnel it is determined by clear and convincing evidence that the release of the information would jeopardize an ongoing investigation or the safety ofan individual, would cause a suspect to flee or evade detection, or would result in the destruction of evidence.

The College Annual Security Report is different from the Daily Crime and Fire Log in that the ASR reflects crime statistics concerning Clery Act crimes which occurred on defined Clery geography, rather than specific incident information concerning matters reported to CCC personnel.

The Daily Crime and Fire Log reflects all incidents, which occurred both on and off campus, that are reported to CCC employees and Allied Universal Security within the 60-day period immediately preceding the date on which the Log is published. The Daily Crime and Fire Log is updated by CCC personnel each business daywith information concerning reports of crime or fires made to CCC the prior day. Reports received on weekends and college holidays are recorded in the log on the next business day. Entries made on thelog within the last sixty days are updated as new information becomes available.

Reporting Hate Crime

Under federal, state, and local laws, a bias/discrimination complaint calls for action in response to the alleged bias/ discriminatory activity directed against an individual because of that individual's actual or perceived age, color, creed, disability, ethnicity, ex-offender status, gender, gender identity or expression, marital status, national origin, race, religion, sexual orientation, veteran status, or any combination of these factors. Regulations require institutions to report as hate crimes any occurrence of criminal homicide, sexual assault, robbery, aggravated assault, burglary, motor vehicle theft, and arson reported to local law enforcement agencies or a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias. A hate related crime is not a separate, distinct crime, but is the commission of a criminal offense, which was motivated by the offender's bias.

For example, a subject assaults a victim, which is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of their bias against the victim's race, sexual orientation, etc., then the assault is also classified as a hate crime. Anyone who directly witnesses, experiences, finds evidence of, or hears of bias activity on a CCC campus or center—or in an area that impacts the CCC community—should immediately report the incident.

Voluntary Confidential Reporting

If you are the victim of a crime and do not want to pursue action, or are unable to report, within the College or the criminal justice system, you may still want to consider making a confidential report. With your permission, a counselor with CCC Counseling Services can file a report on the details of the incident or offense without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the College can keep an accurate record of the number of incidents or offenses involving students, determine where there is a pattern of crime regarding a particular location, method, or assailant and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

Voluntary confidential reports should be made to the counselor on one of the three CCC Campuses or Learning Centers:

Columbus Campus and Kearney, Lexington, Holdrege and Ord Centers
Luz Colón-Rodriguez, LIMHP, LPC
Director of Counseling and Prevention Education Services
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Voluntary confidential reporting does not relieve counselors of the duty to exercise reasonable care to protect a foreseeable victim from danger posed by the person being counseled. When speaking to a victim or witness to a crime, counselors are encouraged to inform the individual of voluntary confidential reporting procedures.

Please understand: No College employee can guarantee confidentiality in every case. If a person (complainant) making a report of a crime that involves an ongoing threat to safety, an alleged civil rights violation or a discriminatory act and the complainant continues to ask that his/her name or other identifiable information not be revealed, the College will evaluate the request in the context of its responsibility to provide a safe and nondiscriminatory environment for all students. The College will inform the complainant if it cannot ensure confidentiality. All CCC employees are responsible employees and required to report any sexual misconduct or discriminatory complaints.

Crisis Prevention and Security Awareness Programs

Central Community College performs annual emergency operations drills and exercises, which consists of tabletop exercises, field exercises and tests of the emergency notification systems on campus are practiced and reviewed semiannually. Emergency response and evacuation procedures are posted in building hallways and classrooms. Each exercise is documented and includes a description of the scenario. See the table to follow.

Methods used to evaluate effectiveness of emergency exercise may include but are not limited to, after action reviews with local emergency responders, all campus surveys, and action items for improvement. Information gathered from emergency exercises is used to evaluate and improve existing emergency response procedures. Several methods may be used to notify the college community for emergency response drills that impact the entire campus such as emails, signage, CCC alerts, etc. For exercises that may affect the surrounding residential community, mailers, news releases for television and newspaper and signage are used.

Safety & Emergency Response Related Drills 2021

Due to the pandemic the building captain training was provided to the Grand Island campus, Columbus campus, Hastingscampus and Kearney, Lexington, Holdrege and Ord Learning Centers via video through Biz Library. There were 165 employees who attended the building captain training which included directions on how to assist employees, students and guests inan emergency including: CPR/AED, Fire Extinguisher Use and Safety, Shelter in Place, Behaviors of Concern, Lockdown and Active Killer.

Date	Content/Purpose	Location	How Announced
April-October 2021	Safety Training, 501 employees completed the training on the topics of: ALICE (run, hide, fight) Health Emergencies (Seizures), Title IX and Sexual Harassment, Fire Prevention, Campus SaVE Act, Implicit Bias	All campuses locations via Biz Library	Sent out via email to all college employees, staff and faculty

	and Microaggression, Diversity and Inclusion		
6-29-2021	Tabletop Active Shooter	Columbus Campus	Email sent to all who were required to attend
6-30-2021	Tabletop Active Shooter	Grand Island Campus	Email sent to all who were required to attend
7-7-2021	Tabletop Active Shooter	Hastings Campus	Email sent to all who were required to attend
7-13-2021	Residence Assistant and G4S Security CSA Training, Online	Hastings Campus	Email sent to all who were required to attend
8-9-2021	Residence Assistant and G4S Security CSA Training, Online	Columbus Campus	Email sent to all who were required to attend
8-9-2021	Residence Assistant Training which includes drug and alcohol education, safe space, fire safety, de-escalation and emergency procedures.	Columbus Campus	Email sent to all who were required to attend
8-12-2021	Residence Assistant Fire and Safety Training which includes drug and alcohol education, safe space, fire safety, de-escalation and emergency procedures.	Hastings Campus	Email sent to all who were required to attend
8-26-2021	Residence Directors Training which includes drug and alcohol education, safe space, fire safety, de-escalation and emergency procedures.	Columbus Campus	Email sent to all who were required to attend
Oct 21- Nov 2021	Building Captain Training, 165 employees completed	All campuses locations via Biz Library	Sent out via email to all college building captain employees, staff and

	the training on the topics of: CPR/AED, Fire Extinguisher Use and Safety, Shelter in Place, Behaviors of Concern, Lockdown and Active Killer		faculty

Educational Programs Promoting the Awareness of Sex Crimes, Safety andPrevention (2019-2021)

The College provides many activities and functions for students to foster their awareness of sex crimes, safety, and security as well as risk-reduction initiatives. These are developed by using evidence-based research and/or are assessed for their effectiveness to increase awareness and prevention of dating and/or domestic violence, sexual assault, stalking, and other sexual misconduct as outlined in the policies of the College. CCC risk reduction initiatives promote positive and healthy behaviors that foster mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions. Risk reduction programming centers around increasing victim empowerment, promoting safety strategies on and off campus, and how to navigate the reporting process. Some specific examples include using a buddy system, the emergency blue light emergency notification system, ways to practice self-defense, creating a safety plan, and creating safe spaces to share experiences.

Upstander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, using intervention- based apps, identifying allies, and/or creating distractions. Upstander empowerment training highlights the need for those who intervene to ensure their own safety in the intervention techniques they choose and motivates them to intervene as stakeholders for the safety of the community when others might choose to be bystanders. We want to promote a culture of community accountability at CCC where bystanders become upstanders that are actively engaged in the prevention of violence, realizing that we are all responsible for each other in addition to ourselves. Students are taught the Five D's of intervention: Direct, Delegate, Distract, Document, and Delay. Training over these areas is completed in conjunction with areas such as dating and/or domestic violence, sexual assault, stalking, and other sexual misconduct policies of the college.

While not all CCC's training courses are required for all students and employees to attend, materials such as bathroom stall stories, fliers, wallet cards, emails, and other forms of advertisements are provided college wide. This ensures that information and resources around these topics are available throughout the year to reach as many students and employees as possible.

Program	Delivery	Content/Purpose	Year(s) Completed
Spring Formal & Halloween Dance	Student Activities	Alternative evening programming for students is designed to ensure that students remain on campus and substance free.	2019, 2021, 2022-Columbus

Alcohol Awareness Week	Student Activity	Provide students statistics on alcohol use and abuse and provide local and national resources for help.	Annually
Pizza & Consent	Student Activity	Participants paired up and negotiated decorating a fruit pizza, while Residence Life staff connected the experience to consent in sexual/intimate situations.	2019 Hastings Campus
Denim Day	Staff, Faculty, Students, Community Activity	Rape prevention education campaign asking our staff, faculty, students, and community members to make a social statement with their fashion by wearing jeans on this day as a visible means of protest against the misconceptions that surround sexual assault.	Annually, all campuses
Human Trafficking Awareness	Training for students and staff	"Set Me Free" Project and Salvation Army presented on the fight to end human trafficking. Human trafficking is a form of modern-day slavery and is happening more often and more places than you can begin to imagine. In this presentation, we learned about vulnerable populations, ways victims are groomed, identified, isolated and controlled, current statistics, information specifically related to the medical field, and how to report a trafficking tip.	2019 – Grand Island Campus
Suicide Prevention Awareness	Training for students and staff	Participants will gain an increased knowledge and understanding of suicide, suicide risk factors, warning signs, and protective factors. Participants will learn major barriers to recognizing suicide. Participants will gain increased ability and probability of identifying, intervening, and referring a suicidal person to appropriate help.	Annually

Courageous Conversations	Student Activity	The Courageous Conversation event hosts roundtables that cover topics from consent, LGBTQ, healthy relationships to choosing to wait and kink. Program has a strong emphasis on how we can all partner together to make our own decisions about relationships and sex. It is gender neutral and Title IX compliant.	2019- Hastings Campus
Awareness Posters and Bulletin Boards	Posters on Campus	Upstander infographics on restroom stalls and bulletin boards. Consent door hangers on Residence Hall room doors. Stall flyers for risk reduction safety apps. Information regarding healthy relationships, Domestic violence awareness, etc.	Annually, Area wide
Title IX Training at New Student Orientation	Orientation Training Session for students & parents/support adults	Overview of Student Rights and Responsibilities Under Title IX. How to report and procedures. Understand definitions of Title IX violations.	Annually, Area wide
Title IX SHARE Presentations	Classroom and event Presentations	Overview of Student Rights and Responsibilities Under Title IX. How to report and procedures. Understand definitions of Title IX violations. Upstander intervention techniques.	Annually
Residence Life Orientation for Resident Students	Training Session	Overview of Student Rights and Responsibilities Under Title IX. How to report and procedures. Understand definitions of Title IX violations. Upstander intervention techniques.	Annually, Columbus and Hastings Campus
Area Substance and Alcohol Abuse Prevention	Informational table and signage	Largely information on alcohol abuse, referral sources and some state and national statistics. Challenging College Alcohol Abuse social norming campaign collects and puts current local usage statistics in front of students and community.	Annually- Hastings Grand Island and Columbus Campus
Wear Purple	Domestic Violence Awareness	Spreading awareness about domestic violence.	2019 Hastings and Columbus Campus
SafeColleges	Title IX and SAVE Act Modules	Video platform from Vector Solutions forall full-time college employees. Required.	Annually

Title IX Presentations-Employees-Academic Focus	Presentations for Academic Divisions	Overview of Student and Employee Rights and Responsibilities Under Title IX. How to report and procedures. Understand definitions of Title IX violations. Upstander intervention techniques. Procedures on supporting Pregnant and Parenting Students. Identifying Title IX issues in classroom environment.	2019, 2020, 2021
Title IX and Bystander Intervention	Presentation for athletes and coaches	Overview of Student Rights and Responsibilities Under Title IX. How to report and procedures. Understand definitions of Title IX violations. Upstander intervention techniques to prevent bystander inaction. Equity in athletic programs.	Annually, Columbus Campus
Title IX and Campus Safety	Allied Universal Security Presentation	Overview of Student Rights and Responsibilities Under Title IX. How to report and procedures. Understand definitions of Title IX violations. Upstander intervention techniques. How to provide escort services, response to sexual misconduct reports, implementing safe campus environments.	Annually
Residence Assistant Orientation	Presentation	Conflict resolution, fire safety, emergency response, blood borne pathogens	Annual Fall Semester Hastings and Columbus Campus
First Year Residential Experience	Student Activity	Alcohol safety, date rape, theft, social media, driving on campus, title Ix, counseling services for incoming students.	Fall 2019, 2020, 2021 Hastings Campus 2019, 2020, 2021 Columbus Campus
Resident Assistant Orientation	Presentation	Clery and CSA	Fall Semester Hastings and Columbus Campus
Allied Universal Security		Title IX, Clery, and CSA	Spring All Campus
October Fire Safety Month		Fire simulator	All Campus 2018, 2019, 2021

Late Night @ Central	Student Activity	Alcohol alternative student programming that usually correlates to a high-risk holiday or night of the week.(Thursday Nights, Mardi Gras, Halloween, End of Semester)	2019, 2020, 2021 Hastings Campus
Safe Spring Break	Student Activity	A pre-spring break event to provide general information about alcohol and personal safety issues related to springtime activities and spring break	2019, 2021, 2022 Hastings Campus, 2020 Cancelled due to COVID-!9
Domestic Violence Awareness	Information Table and signs	Pamphlets and posters regarding current trends. Also provided ways to stay safe and local crisis center information.	October 2020, Grand Island Campus October 2021 Hastings, Grand Island, and Columbus Campus Campus
Implicit Bias and Microaggression Awareness	Employee Training	SafeColleges prevention module. Required for all full-time employees.	Fall 2020, 2021- College wide
Sexual Violence Awareness for Employees (Campus SAVE Act)	Employee Training	SafeColleges prevention module. Required for all full-time employees.	Fall 2020, 2021- College Wide
Examining Unconscious Bias: How Bias Impacts Engagement	Employee Training	Optional Employee training	Fall 2020-College Wide
Diversity and Inclusion: Faculty and Staff	Employee Training	SafeColleges prevention module. Required for all full-time employees.	Fall 2020- College Wide
Health Screening Day	Student Activity	Local health clinic offers free STD, HIV testing, safe sex and healthy relationships information.	Annually Hastings, Columbus, and Grand Island Campus 2021- Kearney Center
Boundaries SHARE Session	Presentation	Focused on tips for healthy boundaries and conflict resolution skills needed when coping with the dynamics of a variety of relationships.	Spring 2020- Grand Island Fall 2021-Hastings

Stall Stories	Flyers with facts and assistance phone numbers in Bathroom Stalls	Suicide Awareness, Domestic Violence Awareness, Alcohol & Sexual Assault Awareness, Dating Violence & Substances, Impaired Driving	2020, 2021 College Wide
Establishing and Maintaining an Inclusive Work Environment	Presentation/Training for employees (optional)	Diversity, implicit and explicit bias awareness, bystander intervention response at work	Spring 2021 College Wide
Racial Justice 101	Optional Employee Training	Racial Justice issues in the new era, addressing stigma, implicit bias, communication around difficult issues, signs to look for and improve upon	Fall 2021 College Wide
See Something...Say Something	Optional Employee Training	Addressed towards college safety issues and response	Spring 2021 College Wide
The ABC's of LGBTQ+	Optional Employee Training	Introduction to LGBTQ+ community, gender inclusion, college expectations	Fall 2021 College Wide
CCC Annual Safety/Compliance Training	All full-time employees required to complete	Title IX: Regulations and Roles Overview, Workplace Bullying: Awareness and Prevention, Making Campus Safe for LGBTQ+ Students	Summer/Fall 2021 College Wide
Alcohol EDU Trivia Night	Student Activity	Hosted by Counseling and Prevention Education, Student Activities, and Athletics. Alcohol education basics, harm reduction practices, and safety were presented.	Fall 2021
Suicide Prevention	Informational Table	Provided information regarding suicide prevention efforts, suicide lifeline materials, and coping skills foldout.	Fall 2021 College wide
International Pronoun Day	Student Activity	Provided information regarding use of pronouns and students were able to make their own pronoun pin.	Fall 2021 Grand Island, Hastings, Kearney, Columbus
"Life's a Drag" Presentation	Student Activity	History of drag from Elizabethan times to the present and a demo where the person goes from "typical guy on the street" to "stage-ready drag queen." The presenter walked through the process and showed the transformation. Participants were encouraged to ask questions. Activity highlighted DEI initiatives as well as self-care.	2021- Spring Grand Island
"Drag in a Bag"	Student Activity	Students invited to try to create a fantasy look while being informed of drag life. Event focused on inclusion.	2021 Fall College wide

Substance Abuse	Presentation/ Student Activity	Students learned about substance use, harm reduction strategies, and resources for help.	Spring 2021 Grand Island

Timely Warnings, Emergency Notifications and Evacuation Procedures

The Clery Act requires colleges to issue a "timely warning" to the campus community regarding any Clery Act crime that is reported to campus security authorities (or to local law enforcement authorities where local law enforcement informs CCC of the incident); occurs within the College Clery geography; and is deemed to represent a serious or continuing threat to College community. Central Community College policy requires compliance with this Clery Act requirement, at CCC timely warnings are called "Campus Timely Warning Notice".

The Clery Act also requires colleges to immediately issue an "emergency notification" to the campus community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus. Central Community College policy requires compliance with this Clery Act requirement, at CCC emergency warnings are called "Emergency Notification."

Emergency Notification System

The CCCAlerts Emergency Notification System is an integrated communication system used in event of an emergency or critical incident on any Central Community College campus or learning center. The system allows customized messages to be delivered by phone, e-mail, and/or text message. CCCAlerts is one tool in the multi-media incident communication guidelines outlined in the Campus Specific Emergency Response Plan. CCCAlerts is hosted remotely by the Rave Mobile Safety communications service, through a contract with Central Community College. Students and employee contact information is added to the Rave System at the time of registration and or hire. In order to have a redundant emergency notification system, one or more of the following may also be used, intercom systems, CCC webpage, email, call trees, television monitors, and personnel runners.

Notifications for every possible event have been prepared for distribution by the Environmental Health and Safety Director, reviewed and approved by College leadership and are housed within the CCCAlerts system for eventual use. Once an emergency has been confirmed by law enforcement, a public notification system, or the media the administrative personnel at the College location impacted by the emergency will utilize the College Emergency Notification System and will tailor and edit the prepared announcement for incident specific information. If the emergency impacts the larger community Director of College Communications will contact the media outlets in the area impacted including television, radio and print with information about the emergency and the Colleges response.

Individuals Responsible for Determining if an Emergency or Dangerous Situation Exists

Each campus president delegates administrative personnel who are responsible for notification of an emergency for their respective campus and center. Below is a list of these individuals by campus:

- Area Office
  - Dr. Matt Gotschall - College President
  - Dr. Candace Walton - Vice President Innovation and Instruction
  - Joel King - Vice President of Administrative Services
  - Christopher Waddle, J.D., TitleIX/Equity/AA/ADA/504 Coordinator
- Columbus Campus and Ord Learning Center:
  - Dr. Kathy Fuscher - Campus President
  - Ron Kluck - Dean of Extended Learning Services
  - Dr. Beth Przymus – College Dean of Student Success
  - Kim Garretson- Facilities Management Director
- Grand Island Campus and Kearney, Lexington and Holdrege Learning Centers:
  - Dr. Marcie Kemnitz - Campus President
  - Janel Walton - Dean of Enrollment Management
  - Ashley Weets - Associate Dean of Students
  - Robert Briseno - Physical Plant Director
- Hastings Campus:
  - Christopher Waddle - Campus President
  - Nathan Allen - Dean of STS/Business
  - Sean Griffin - Associate Dean of Students
  - Brad Dobesh - Physical Plant Director

Timely Warnings

It is the policy of Central Community College CCC to issue Campus Timely Warning Notices whenever a serious criminal incident is reported and deemed to pose a serious and ongoing threat to the campus community. These efforts help keep the college/campus community safe and empowered to protect itself from harm. The Clery Act defines specific crimes that require the issuance of Timely Warning Notices when crimes are reported to Campus Authorities (individuals with significant responsibility for student and campus activities), Campus Security, or local law enforcement and for crimes that are believed to have occurred on campus property, public property immediately adjacent to campus property, or in/on non-campus buildings or property. Clery crime classifications include criminal offenses: aggravated assault, arson, burglary, criminal homicide, dating violence, domestic violence, motor vehicle theft, robbery, sex offences, and stalking; hate crimes: any of the aforementioned crimes and any incident of larceny-theft, simple assault, intimidation, alcohol, drug and weapons law violations, or destruction/damage/vandalism of property that is motivated by bias.

The College President, Vice President of Human Resources or their designee are responsible for issuing a timely warning if a crime or potential crime constitutes a serious or continuing threat to the college/campus community and would consult with the appropriate administrative personnel to make such a determination. This consultation is typically conducted in person or via telephone, email, or text messaging, and is undertaken for the purpose of discussing relevant facts, the level of threat to the community, whether a Campus Timely Warning Notice will be issued, and if so, the content of the Notice. The decision to issue a timely warning (and the content of the warning) is decided on a case-by-case basis, considering all the facts, including the nature of the crime, the continuing danger to the college/campus community, the promotion of safety, and the possible risk of compromising law

enforcement efforts.

Timely warnings may be issued in a variety of methods, depending on the circumstances of the crime/emergency. The CCC Alerts are placed on the college website and distributed through text, email and voice messaging. Based upon the specifics of the case and where relevant the College may post Campus Timely Warning Notice on doors, buildings and in other areas. When a Campus Timely Warning Notice is issued, CCC withholds the names of victims to preserve confidentiality. The College will follow up with notification of additional relevant information as itbecomes available.

Emergency Notifications

Central Community College administration, physical plant directors and Allied Universal Security on the GrandIsland, Hastings and Columbus campuses, along with staff from the Environmental Health & Safetyoffice, receive information from employees and on-campus departments, local municipal law enforcement, public notification systems, and the media when there is an emergency or dangerous situation that poses an immediate threat to the health or safety of the CCC campus or learning centers.

In the event of a substantiated serious safety concern, either on Central Community College property or in the near vicinity of a campus or center, numerous and diligent efforts are made to advise members of the campus community unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency. In determining an appropriate communication, CCC will consider several factors, including, but not limited to, the building or segment of the population threatened, the nature of the threat, and the credibility of the information. This information will then be used for the administrative personnel to determine who will receive the emergency notification.

Following issuance of a timely warning or emergency notification, the College will communicate updates and revised health and/or safety guidance, as necessary, throughout the duration of the incident. Once emergency conditions abate, theCollege will distribute a final notification confirming that emergency conditions have abated. If necessary, additional health or safety instructions will accompany any final notification.

The College takes its duty seriously to inform students and campus community members of threatening situations and how they can best protect themselves from harm. As a result, information related to the criminal incident and/or other potentially threatening situations are provided in an accurate and timely fashion. The College will release information which can be used by students and other College community members to reduce their chances of being harmed or injured and will provide additionalinformation as it becomes available. These notices will be issued as a means of a “Campus Timely Warning Notice” or an “Emergency Notification”.

Every effort is made to keep the College apprised, on a timely basis, of crime problems or emergencies confronting the campus community. If an incident arises, either on or off- campus, that, in the judgment of administrative personnel, constitutes an ongoing or continuing threat to faculty, staff, students and campus visitors, depending on the circumstances either a “Campus Timely Warning Notice” or “Emergency Notification” will be issued, utilizing the CCC Alerts emergency warning systems.

Anyone who believes they have information that may justify issuance of a Campus Timely Warning Notice or Emergency Notification to the CCC community should report that information as soon as possible to Allied Universal Security on the Grand Island, Hastings and Columbus campuses and the center managersat Kearney, Lexington, Holdrege and Ord. The information will then be shared with the administrative personnel responsible for determining if an emergency or dangerous situation exists.

Emergency Response, Notification and Evacuation Procedures

CCC's complete "all hazards" emergency plan consists of two components:

- The College Emergency Response Plan
- Campus Specific Emergency Plan

The College Emergency Response Plan establishes and outlines the College's response to an emergency and sets the standards for the creation of individual campus emergency plans. Campus Emergency Response teams were formed and trained in accordance with the National Incident Management System (NIMS) and Incident Command Structure (ICS) developed by Homeland Security. As part of the Emergency Response Plan, "Building Captains" are trained to assist with building specific emergency response procedures, evacuations, or to assist the College or Campus Emergency Response Teams in an emergency. All Emergency Response Teams and Building Captains are AED/CPR certified.

While these procedures do not cover every conceivable contingency solution, they do providethe basic administrative guidelines necessary to cope with most campus emergencies.

CCC will immediately notify the campus/college community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. The College will use its emergency notification system, known as CCC Alerts, which provides text, voice and email messages to all members of the CCC community. CCC Alerts is one tool in the multi-media incident communication guidelines outlined in the Campus Specific Emergency Response Plan. CCC Alerts is hosted remotely by the Rave Mobile Safety communications service, through a contract with Central Community College. In order to have a redundant emergency notification system, one or more of the following may also be used: intercom systems, CCC webpage, email, call trees, TV monitors, and runners. CCC students, faculty and staff are automatically enrolled in the college emergency notification system, with the information the college has on record. The students, faculty, or staff can update their contact information or manage their CCC Alerts preferences online.

Lockdowns and Shelter-In-Place Instructions

LOCKDOWNS: A lockdown occurs when occupants of the facility are directed to remain confined to a room/area with specific procedures to follow regarding locking of doors, closing of windows/shades, seeking cover, etc. This procedure is implemented when a criminal element is believed to be on the premises or in the area and officials expect that these measures will minimize risk exposure of the occupants to the criminal element. Lockdowns necessitate a law enforcement response and immediate intervention.

SHELTER IN PLACE: Sheltering in place is like lockdown in that the occupants are to remainon the premises but may require that they be moved to a different part of the facility due to an environmental event taking place outside of the facility, for example a tornado or the release of a chemical cloud from a nearby plant. To evacuate the occupants may put them at greater risk than sheltering them within the facility.

Safety Guidelines for Armed Subjects, Active Shooter Situations

An active shooter is a person who appears to be actively engaged in killing or attempting to kill people in a populated area; in most cases shooters use firearm(s) and there is no pattern or method to their selection of victims. These situations are dynamic and evolve rapidly, demanding immediate

deployment of law enforcement resources to stop the shooting and mitigate harm to innocent victims. This document provides guidance to faculty, staff, and students who may be caught in an active shooter situation and describes what to expect from responding police officers.

Guidance to faculty, staff, and students: In general, how you respond to an active shooter will be dictated by the specific circumstances of the encounter, bearing in mind there could be more than one shooter involved in the same situation. If you find yourself involved in an active shooter situation, try to remain calm and use these guidelines to help you plan a strategy for survival.

If an active shooter is outside your building, proceed to a room that can be locked, close, lock and barricade doors, and turn off all the lights; silent phones and stay quiet. One person in the room should call 911, advise the dispatcher of what is taking place, and inform him/her of your location; remain in place until the police, or a campus administrator known to you, gives the “all clear”. Unfamiliar voices may be the shooter attempting to lure victims from their safe space; do not respond to any voice commands until you can verify with certainty that they are being issued by a police officer.

If an active shooter is in the same building as you are, try to determine if there is a path to escape,remember the phrase Run, Hide, Fight! If your room cannot be locked, determine if there is a nearby location that can be reached safely and secured, or if you can safely exit the building. If there is not a safe path, follow the same procedure described in the previous paragraph. If you decide to move from your current location, be sure to follow the instructions outlined below.

If an active shooter enters your office or classroom, try to remain calm. Dial 9-1-1, if possible, and alert the police to the shooter’s location; if you cannot speak, leave the line open so the dispatcher can listen to what’s taking place. Normall the location of a 9-1-1 call be determined without speaking. If there is absolutely no opportunity for escape or hiding, attempting to overpower the shooter with force should be considered, after all other options have been exhausted. If the shooter leaves the area, proceed immediately to a safer place, and do not touch anything that was in the vicinity of the shooter.

No matter what the circumstances, if you decide to flee during an active shooting situation, make sure you have an escape route and plan in mind. Do not attempt to carry anything while fleeing; move quickly, keep your hands visible, and follow the instructions of any police officers you may encounter. Do not attempt to remove injured people; instead, leave wounded victims where they are and notify authorities of their location as soon as possible.

What to expect from responding police officers: Police officers responding to an active shooter are trained to proceed immediately to the area in which shots were last heard; their purpose is to stop the shooting as quickly as possible. The first responding officers will normally be in teams of four (4); they may be dressed in regular patrol uniforms, or they may be wearing external bulletproof vests, Kevlar helmets, and other tactical equipment. The officers may be armed with rifles, shotguns, or handguns, and might be using pepper spray or tear gas to control the situation. Regardless of how they appear, remain calm, do as the officers tell you, and do not be afraid of them. Put down any bags or packages you may be carrying and keep your hands visible at all times; if you know where the shooter is, tell the officers. The first officers to arrive will not stop to aid injured people; rescue teams composed of other officers and emergency medical personnel will follow the first officers into secured areas to treat and remove injured persons. Keep in mind that even once you have escaped to a safer location, the entire area is still a crime scene; police will usually not let anyone leave until the situation is fully under control and all witnesses have been identified and questioned. Until you are released, remain at whatever assembly point authorities designate.

The College has MOUs with organizations for the use of their facilities as reunification centers on the Grand Island, Hastings, Columbus Campuses and Kearney Center. At the time of this report there

are no MOUs in place for the Lexington, Holdrege or Ord learning centers.

Tornado or Severe Thunderstorm Procedures

In the event of a tornado or severe weather warning, the following procedure shall be put into effect. The administrator or supervisor on duty will initiate a CCC Alert as needed. A college official or the Facilities Management Director will initiate an alert via the CCCAlert System. Once informed, building captains will aid building occupants, perform a final check in their area and then proceed to the building tornado shelter. The tornado warning siren is a steady wail, it sounds whenthere is a tornado in the area. If you hear the siren please move to the designated safe assembly area, such as the lowest level of your building without windows. (i.e., a restroom, center stairwell, hallway, or office) Close the door. If you are outside when you hear the siren, take cover in a building close by. The siren typically sounds for five minutes. Stay sheltered until the all-clear is given by the National WeatherService or college official.

Blizzard/Inclement Weather

Decisions on closings and/or delays will be made by Senior College Officials. Every effort will be made to reach decisions to allow time for adequate notification to the news media, and through CCC Alerts.

Student Services, Policies and Procedures

Missing Student

Central Community College takes student safety very seriously. To this end, the following policy and procedures have been developed in order to assist in locating CCC students living in on-campus housing who, based on the facts and circumstances known to the College, are determined to be missing.This policy is in compliance with the federal Higher Education Opportunity Act of 2008, section 485 (j).

Each CCC student residing on-campus will identify with the campus Housing Office an individual tobe contacted by the College if the student is determined to be missing:

- Students have the option of identifying an individual to be contacted by the college no later than 24 hours after the time the student has been determined to be missing. Students can identify their preferred contact person on the CCC housing application. Students will provide this confidential emergency contact information to the campus Housing Office.
- Students are informed that their missing person contact information is registered and confidential, accessible only to authorized campus officials, and may not be disclosed except to law enforcement personnel in furtherance of a missing person's investigation.
- If the student is under 18 years of age, and not an emancipated individual, the college is required to notify a custodial parent or guardian no later than 24 hours after the time that the student is determined to be missing.
- The college will notify the appropriate law enforcement agency no later than 24 hours after the time that the student is determined to be missing.

Central Community College will follow the following notification procedure for a missing student who resides in on-campus housing:

- A student is determined to be missing when a report comes to the attention of the college and the college official receiving the report determines the report to be credible. The college official receiving the report will collect and document the following information at the time of thereport:
    - The name and relationship of the person making the report.
    - The date, time and location of the missing student was last seen.
    - The general routine or habits of the suspected missing student (i.e.—visiting friends who live off-campus, working a job away from campus, etc.) including any recent changes in behavior or demeanor.
    - The missing student's cell phone number and email address if known by the reporter.
- The campus housing department staff is required to immediately begin a search for the missing student by:
    - Initiating an investigation to determine the validity of the report of the missing student.
    - Immediately forward the report of the missing student to the appropriate campus administrators and campus security.
    - Locate the missing student. The Housing Department may use any or all of the following resources to assist in locating the student: check the student's room; talk to the student's roommate(s), Resident Assistants, and floor mates to determine if anyone can confirm the missing student's whereabouts and/or confirm the date, time, and location the student was last seen; call and text the student's cell phone and call any other numbers on record; send the missing student an email; contact any on or off-campus known friends of the missing student; etc.
    - Decide as to the status of the missing student.
      Contacting the individual identified by the missing student as the emergency contact within 24 hours of making the determination that the student is missing.
    - If the missing student is under the age of 18, notify the student's custodial parent or guardian within 24 hours of the determination that the student is missing.
- If a student living in campus housing is missing for more than 24 hours, the campus housing staff (or any other CCC employee who is the first person to learn of a missing student) is required to immediately refer the missing student report to CCC Campus Security - or, inthe absence of Campus Security, to local law enforcement officials. In addition, the employee who first learns of a missing student must make an official report to the Dean of Student Success.
- Furthermore, the campus Housing Department staff (or other CCC employee who first learns of a missing student) will make a report to the College Dean of Student Success and the Associate Dean of Students of the missing student as soon as possible, within 12hours of the initial determination that the student is missing.
- Within 24 hours of a determination that a student is missing, the College Dean of Student Success or the Associate Dean of Students will notify the appropriate law enforcement agency to report the missing student.
- Documentation concerning the missing student reported to the appropriate law enforcement agency will be kept in the office of the College Dean of Student Success.

CARE Team

The CARE Team will be available for consultation with campus community members regarding students whose behaviors are of concern because they may pose a threat to themselves or others. Behaviors of concern may include suicidal ideation, family issues, poor class attendance, substance abuse, and other behaviors of concern. CCC Care Teams meet as needed but at least weekly to assess and recommend actions to help CCC students maximize their success. CARE Teams are made up of faculty,CCC Counseling Services, Associate Deans of Students, Disability Support Services Directors, and

other professional Student Affairs Staff.

Team functions include:

Consultation

- Address concerns regarding the safety and well-being of students by drawing upon professional expertise within the campus community.
- Facilitate consistent communication among all CCC staff, faculty, and offices.

Assessment

- Determine referred student's need for emotional, psychological or physical support and refer to appropriate resources.
- Assess and determine the safety of and/or the risk of harm to the campus community.

Resources

- Identify resources available both on campus and in the community and foster positive collaborative relationships with them.
- Promote our campus resources to students.

Education

- Provide professional development and training opportunities for faculty/staff to ensure response to students in distress (ex: suicide prevention).
- Promote and advocate for students' overall mental wellbeing.

Referrals to the CARE Teams may be made anonymously, understand anonymous reporting will limit the ability of Team members to address the reported situation because they will not be able to ask questions and gather more information from the person making the report.

CARE Team members will sometimes approach students, faculty and staff to ask questions about behaviors that they observed or about an incident. It is imperative that students, faculty and staff work with CARE Team members to ensure that prompt assistance and resources are delivered to students who may be in need or in distress.

An online form is available to make a care team report.
https://cm.maxient.com/reportingform.php?CentralCCNeb&layout_id=2

During regular business hours, students may contact CCC Counseling Services to schedule with a counselor.Office locations:

Columbus- Faculty Center, 438
Grand Island- Room 203
Hastings- E421 Student Success Center

Students can call 402-562-1244 to be connected with a counselor, by phone, if they are not physically at a specific campus or center location.

The CCC Counseling Services counselors are a confidential resource, and they are not campus security authorities under the Clery Act. After regular business hours, or in any situation where a victim wishes, local resources are also available and may be able to provide confidential assistance. See Counseling Services within this report.

Counseling Services

Counseling Services at CCC are designed with a flexible appropriate to help students address barriers to their learning that stem from emotional and personal issues. Our solution-focused sessions allow students to get the most from their treatment experience while maximizing their educational potential. Counseling services are confidential and protected by state law and professional counseling ethics.

Counseling services are available to all currently enrolled students. The services are free to all students.

CCC Counseling Services offers a variety of services available to students:

Outreach- Collaboration with campus partners to provide outreach programs that focus on educatingthe campus community about mental health, substance use, Title IX and other prevention topics. Thesafety of our students is important and having these conversations with a counselor helps remove barriers and increase awareness.

Individual Counseling- Solution-Focused Brief Therapy is available to students experiencing personal concerns. Individual counseling is beneficial in exploring one's feelings, attitudes, behaviors,and lifestyle. Some, but not all, of the types of concerns individual counseling can assist with are academic concerns, interpersonal violence/domestic abuse, anxiety, depression, trauma, stress management, adjusting to college, and substance use/abuse.

Group Counseling- Group counseling is an opportunity to connect with others in a safe, confidential, and supportive space. Groups allow students to share their experiences with others whocan understand and relate, while learning new perspectives and experimenting with new ideas and behaviors. Group counseling addresses many issues including, but not limited to depression, anxiety,grief, low self-esteem, and confidence.

Consultation- Consulting and working cooperatively with all members of the CCC community are important functions of Counseling Services. Counselors are available to meet with faculty/staff and students who have concerns but are unsure of what services may be best for success.

Crisis Intervention- A counselor will be available during business hours to speak tostudents exhibiting extreme emotional or behavioral disturbance.

To receive additional information or to schedule an appointment, students can contact our central scheduling office by phone at 402-562-1244 and email at counselingservices@cccneb.edu. We also provide contact information on our Counseling Services webpage at www.cccneb.edu/counseling

Voluntary Confidential Reporting

If you are the victim of a crime and do not want to pursue action, or are unable to report, within the College or the criminal justice system, you may still want to consider making a confidential report. With your permission, a counselor with CCC Counseling Services can file a report on the details of the incident or offense without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the College can keep an accurate record of the number of incidents or offenses involving students, determine where there is a pattern of crime regarding a particular location, method, or assailant and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

Voluntary confidential reports can be made to any of the following counselors.

Columbus Campus and Lexington, Holdrege and Ord Centers
Luz Colón-Rodriguez, LIMHP, LPC
Director of Counseling and Prevention Education Services
402-562-1281
luzcolonrodriguez@cccneb.edu

Grand Island and Kearney Center
Mallory Swantek, LIMHP, LADC
Counselor and Prevention Education Coordinator
308-398-7516
Malloryswantek@cccneb.edu

Hastings Campus
Alyson Wolfe Nelson, PLMHP, PLADC,
Counselor and Prevention Education Coordinator
402-461-2456
alysonwolfenelson@cccneb.edu

Voluntary confidential reporting does not relieve counselors of the duty to exercise reasonable care to protect a foreseeable victim from danger posed by the person being counseled. When speaking to a victim or witness to a crime, counselors are encouraged to inform the individual of voluntary confidential reporting procedures.

Weapons Possession and Possession of Firearms Policy

A college campus is no place for a weapon. The possession, use, or sale of firearms, ammunition, fireworks, major or minor explosives, or any lethal weapon is forbidden, against the law, and subject to college discipline as well as to criminal sanctions.

On page 9 of the Student Code of Conduct it states: Possession, use, or distribution of explosives (including fireworks and ammunition), guns (including airsoft, BB, paintball, facsimile weapons, and pellet guns), or other weapons or dangerous objects (such as arrows, axes, machetes, nunchucks, throwing stars, tasers, or knives with a blade of longer than 3 inches), including the storage of any item that falls within the category of a weapon in a vehicle parked on Central Community College property. This definition is not intended to include tools of a trade which are necessary for completion of CCC coursework or participation in a CCC recognized student organization where such items are a part of organization activities.

The College weapons policy states possession of firearms, fireworks, gun powder weapons, air rifles, bows, sling shots, knives with blades greater than 3", tasers, paintball guns, or other similar devices, materials, explosive devices, or chemicals which may reasonably be presumed to endanger health and safety of employees, students, or the public, on any property under the control of the College or in connection with any College sponsored activity, is strictly forbidden and subject to College discipline procedures, as well as criminal sanctions. Permitted exceptions include the use in conjunction with approved instructional demonstrations or by peace officers, persons summoned by peace officers,

or members of the armed forces under orders.

The Nebraska State Statute NRS-28-1204.04 reads, “(1) Any person who possesses a firearm in a school, on school grounds, in a school-owned vehicle, or at a school-sponsored activity or athletic event is guilty of the offense of unlawful possession of a firearm at a school. Unlawful possession of a firearm at a school is a Class IV felony. This subsection shall not apply to (a) the issuance of firearms to or possession by members of the armed forces of the United States, active or reserve, National Guard of this state, or Reserve Officers Training Corps or peace officers or other duly authorized law enforcement officers when on duty or training, (b) the possession of firearms by peace officers or other duly authorized law enforcement officers when contracted by a school to provide school security or school event control services, (c) firearms which may lawfully be possessed by the person receiving instruction, for instruction under the immediate supervision of an adult instructor, (d) firearms which may lawfully be possessed by a member of a college or university firearm team, to include rifle, pistol, and shotgun disciplines, within the scope of such person's duties as a member of the team, (e) firearms which may lawfully be possessed by a person employed by a college or university in this state as part of an agriculture or a natural resources program of such college or university, within the scope of such person's employment, (f) firearms contained within a private vehicle operated by a nonstudent adult which are not loaded and (i) are encased or (ii) are in a locked firearm rack that is on a motor vehicle, (g) firearms which may lawfully be possessed by a person for the purpose of using them, with the approval of the school, in a historical reenactment, in a hunter education program, or as part of an honor guard, or (h) a handgun carried as a concealed handgun by a valid holder of a permit issued under the Concealed Handgun Permit Act in a vehicle or on his or her person while riding in or on a vehicle into or onto any parking area, which is open to the public and used by a school if, prior to exiting the vehicle, the handgun is locked inside the glove box, trunk, or other compartment of the vehicle, a storage box securely attached to the vehicle, or, if the vehicle is a motorcycle, other than an auto cycle, a hardened compartment securely attached to the motorcycle while the vehicle is in or on such parking area, except as prohibited by federal law. For purposes of this subsection, encased means enclosed in a case that is expressly made for the purpose of containing a firearm and that is completely zipped, snapped, buckled, tied, or otherwise fastened with no part of the firearm exposed.” Full text of this statute is available online. https://nebraskalegislature.gov/laws/statutes.php?statute=28-1204.04

Alcohol and Drug Education and Assistance

The Employee Assistance Program through Continuum EAP is available at no cost to full-time CCC employees. Counseling assistance is available via face-to-face meetings, telephone, and email. All Continuum assistance is confidential. In addition to alcohol and drug use, Continuum helpsin other areas such as anxiety or depression, change, conflict, depression, anxiety, financial/legal challenges, grief, marital/family difficulties, and stress. Employees may obtain information about the EAP through the Human Resource Office, and/or contacting them directly at 402-476-0186 or Employee Assistance Continuum Care https://www.4continuum.com/

Until June 30, 2020, students were provided 12 free counseling sessions per year through the Student Assistance Program (SAP). Services offered through the SAP include counseling, time management, alcohol, drug, andsubstance abuse counseling. Students may contact the Student Assistance Program offered throughFamily Resources of Greater Nebraska, PC. via phone, email or designated on-campus hours. Beginning July 1, 2020, CCC instituted internalized services through a newly created office of Counseling Services and Prevention Education. Enrolled students are able to

access services free of charge with no session limit. All events and activities hosted on CCC premises are alcohol free. Postersannually displayed in designated areas around campuses promote awareness of local and campus resources and increase awareness of the risks associated with drug and alcohol consumption. The Annual Security and Fire Report is made available online and on each campus. Many area hospitals and community agencies are available to provide drug and alcohol treatment and rehabilitation. For further information, access the website http://www.211iowa.org/ or dial 2-1-1.

Description of Health Risks Associated with the Use of Illicit Drugs and Abuse of Alcohol

Serious health risks are associated with the use of illicit drugs and alcohol. The National Institute on Drug Abuse states that most drugs of abuse can alter a person's thinking and judgment, leading to health risks, including addiction, drugged driving, and infectious disease. Most drugs could potentially harm an unborn baby; pregnancy-related issues are listed for drugs where there is enough scientific evidence to connect the drug use to specific negative effects. The following are some important facts to know:

1. Alcohol: Alcohol consumption causes several marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an alcohol related crash. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including intimate partner and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described. Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and intellectual disability. In addition, research indicates that children of alcoholic parents are at greater risk of becoming alcoholics.

2. Drugs: With drugs, it has been shown that while initial use may have been voluntary, drugs of abuse alter gene expression and brain circuitry, which affects human behavior and becomes an addiction. Once addiction develops, the brain changes interfere with one's ability to make voluntary decisions, leading to compulsive drug craving, seeking and use. The long-term use of drugs can be far reaching and affect cardiovascular disease, stroke, cancer, HIV/AIDS, hepatitis, and lung disease. Drugs use has respiratory effects, gastrointestinal effects, musculoskeletal effects and can damage kidneys, the liver, the brain and lead to premature death. In addition, the changes that occur in the brain through long-term drug use can lead to paranoia, depression, aggression, and hallucinations. These issues affect not only the individual, but loved ones, fellow students, and the public in general.

The health risks of alcohol and substance abuse are more thoroughly described by the National Institute on Drug Abuse through charts. https://www.drugabuse.gov/drug-topics/commonly-used-drugs-charts

Drug and Alcohol Policy

The Central Community College Board of Governors requires strict compliance with Neb. Rev. Stat. § 53-186 and §53-124.15, as the same may from time to time be amended.

Drug Free Schools and Community Act and Related Legislation

The college complies with federal, state, and local laws including those which regulate the possession, use, and sale of alcoholic beverages and controlled substances as required under section 1213 of the Higher Education Act of 1965, as amended. CCC Student Conduct Officials contact and collaborate with local law enforcement officials for enforcement of such laws. To comply with the Drug Free Schools and Communities Act of 1989 (DFSCA) and subsequent amendments, students and employees of Central Community College (CCC) are informed that strictly enforced policies are in place which prohibit the possession, use or distribution of any illicit drugs on CCC property or as part of any College-sponsored activity. Students and employees are also subject to all applicable legal sanctions under local, state and federal law for any offenses involving illicit drugs on CCC property or at College sponsored activities. CCC affirms that illegal drug use is unlawful and harmful. The use of illegal drugs and alcohol abuse by students and employees could result in cognitive deficits, loss of productivity, and other health risks. These risks include an increased risk of accidents, which may result in death or permanent injury. Free, confidential counseling for alcohol and other drug abuse issues is available to students and employees. Students may contact CCC Counseling Services to schedule an appointment. Employees may contact the Employee Assistance Program through Continuum. Other resources may include assessment, individual counseling, educational programs, materials, and referral and case management through community agencies, all of which might include a fee.

Laws Governing Possession, Use, and Sale of Illegal Drugs

Colleges and universities are required to inform students, faculty and staff of the laws governing possession, use, and sale of illegal drugs. Below is a listing of relevant Nebraska laws.
Controlled Substances—Prohibited Acts: (28-416)

1. Unlawful Distribution and Manufacture

Elements:

- Except when legally authorized (i.e., when distributor is registered or when it is pursuant to aproper prescription), it is unlawful for any person knowingly or intentionally.
    - To manufacture, distribute, deliver, dispense, or possess with intent to manufacture, distribute deliver or distribute, deliver, or dispense a counterfeitcontrolled substance.

Classification:

- Violation of this section with respect to controlled substances classified in Schedule I, II and or III which is an exceptionally hazardous drug—Class II Felony.
- Violation of this section with respect to any other controlled substance classified in Schedule I, II or III—Class III Felony.
- Violation of this section with respect to a controlled substance classified in Schedule IV or V—Class IV Felony.

2. Possession of Controlled Substance

Elements:

- Any person who knowingly or intentionally possesses a controlled substance, except marijuana.
- Unless such substance was obtained directly from or pursuant to a prescription from a physician while acting in his professional practice; or otherwise, authorized.

Classification: Class IV Felony.

3. Possession of Marijuana—more than one pound

4. Elements:

- Any person knowingly or intentionally possessing marijuana weighing more than one pound.

Classification: Class IV Felony.

5. Possession of Marijuana—more than one ounce but less than one pound

Elements:

- Any person knowingly or intentionally possessing marijuana weighing more than one ounce but less than one pound.

Classification: Class IIIa Misdemeanor.

6. Possession of Marijuana—one ounce or less.

Elements:

- Any person knowingly or intentionally possessing marijuana weighing one ounce or less.

Classification:

- First Offense: An Infraction, receive a citation, $100 fine, and at the Court's discretion, be required to attend a course of instruction relating to the effects of drug abuse.
- Second Offense: Class IV Misdemeanor, receive a citation, $200 fine and imprisonment for up to 5 days.
- Third and Subsequent Offenses: Class IIIa Misdemeanor, receive a citation, $300 fine and imprisonment for up to 7 days.

If a person is placed on probation as a condition of probation, he or she shall satisfactorily attend and complete appropriate treatment and counseling on drug abuse.

7. Delivering Imitation Controlled Substance (28-445)

Elements:

- Any person who knowingly and intentionally manufactures, distributes, delivers, or possesses with intent to distribute or deliver an imitation controlled substance.

Classification:

- First Offense: Class III Misdemeanor
- Second and all Subsequent Offenses: Class II Misdemeanor

Note: In determining whether a substance is an imitation controlled substance, the following are relevant factors:

- Similar packaging, quantity, appearance, and effect to the controlled substance;
- A per dosage unit price which is excessive;
- Representations made in deceptively similar terminology, and,
- Whether the substance is distributed to persons who represent it as a controlled substance, under circumstances which indicate the distributor knows, intends, or should know that the distribute is making or will make such representations.

Unlawful Acts by a Registrant: (28-417)

Elements: It is unlawful for any person who is a registrant, i.e., any person who manufactures, prescribes, distributes, administers or dispenses any controlled substance within this state or who proposes to engage in the manufacture, prescribing, administering, distribution or dispensing of any controlled substance within this state, who obtains annually a registration issued by the Bureau of Examining Boards in accordance with the rules and regulations promulgated by the department:

- To manufacture a controlled substance not authorized by his registration or to distribute or

dispense a controlled substance not authorized by his registration to another registrant or other authorized person;

- To omit, remove, alter or obliterate a symbol required by the Federal Controlled Dangerous Substances Act or required by the laws of this state;
- To alter, deface or remove any label affixed to a package of narcotic drugs;
- To refuse or fail to make, keep, or furnish any record, notification, order form, statement,
- invoice or information required under this article;
- To refuse any entry into any premises for inspection authorized by the provisions of this article;
- To keep or maintain any store, shop, warehouse, dwelling, house, building, vehicle, boat, aircraft or any place whatever, which is resorted to by persons using controlled substances in violation of the provisions of this article for the purpose of using such substances or which is used for the keeping or selling of the same in violation of the provisions of this article; to whom or for whose use any controlled substance has been prescribed, sold or dispensed by a practitioner or the owner of any animal for which any such substance has been prescribed, sold or dispensed by a veterinarian to possess it in a container other than which it was delivered to him by the practitioner; or
- To be under the influence of any controlled substance for a purpose other than the treatment of a sickness or injury as prescribed or administered by a person duly authorized by law to treat sick and injured human beings.

Classification: Class III Misdemeanor.

<u>Controlled Substances—Intentional Violations: (28-418)</u>

Elements:

It is unlawful for any person knowingly or intentionally:

- To use a false or revoked registration number in the manufacture or distribution of a controlled substance;
- To acquire or obtain or attempt to acquire or obtain a controlled substance by misrepresentation, fraud, forgery, or deception;
- To omit or give false information in any report required by this Act; To falsify any trade name or mark on any drug or container which would render such a drug a counterfeit controlled substance;
- Who is a registrant to distribute Schedule I or II controlled substances unless pursuant to an order form as defined in the Code.

Classification: Class IV Felony.

<u>Causing to be Used or Delivering Prohibited Compounds or Liquids: (28-419)</u>

Elements:

- No person shall induce or entice any person to breathe, inhale or drink any compound, liquid or chemical as defined by this Code.
- (b) No person shall knowingly sell or offer for sale, deliver or give to any person any compound, liquid or chemical or any other substance which will induce an intoxicated condition as defined in this Code, when the seller, the individual who offers or delivers the substance knows or has reason to know that such compound is intended for use to induce such condition.

Classification: Class III Misdemeanor.

Standards of Conduct/Disciplinary Sanctions Related to Drug and Alcohol Violations

Central Community College's standards of conduct clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its officially recognized activities. There is one exception to this rule; CCC's Board of Governors has authorized faculty and staff working with the Hospitality and Culinary Arts program to purchase alcohol for the purposes of students using it as an ingredient for cooking and for serving at specified events.

The laws of the State of Nebraska pertaining to the possession and use of illicit drugs and alcoholic beverages on public property shall be followed. Specifically, this means that it is a violation of the drug and alcohol policy for students or employees to purchase, manufacture, possess, consume, or sell such items on the campus. It is the policy of the College that the use, possession, or presence of alcoholic beverages or illegal drugs by employees while on duty and by students, in a vehicle or on propertyowned or used by the College, is prohibited. Employees or students shall not report for duty, be on College controlled property, or at a College activity under the influence of any alcoholic beverage or illegal drugs. Violations of this policy will be governed by the CCC Code of Student Conduct and the College Drug and Alcohol Testing Procedure. An employee violating this procedure or convicted of a criminal drug offense in the workplace issubject to appropriate personnel or disciplinary action to include satisfactory participation in a drug rehabilitation program and/or termination.

The laws of the State of Nebraska related to underage drinking as well as drug laws on both the federal and state level shall be followed and enforced with CCC students and employees. Students found in violation of Nebraska's underage drinking laws or any state or federal drug laws while on college property (and in certain situations off-campus in which the College has jurisdiction) will be referred to the Student Conduct Process for investigation and disciplinary proceedings and/or to local law enforcement. Employees found in violation of Nebraska's underage drinking laws or any state or federal drug laws while on college property will be referred to the Vice President of Human Resources in conjunction with employee's direct supervisor for employee disciplinary action.

Student violations of the drug and alcohol standards listed above shall result in any one or a combination of the following disciplinary sanctions: warning, disciplinary probation, suspension, referral to an appropriate drug/alcohol treatment program, and referral to law enforcement agencies.

Definitions and accompanying procedures of the CCC Student Conduct Process may be found in the CCC Code of Student Conduct and Community Standards at
https://www.cccneb.edu/studentcodeofconduct

A. Sanctions imposed upon students: One or more of the following sanctions may be imposed upon anystudent for any single violation of the Code of Student Conduct:

- One or more of following sanctions may be imposed upon any student for any single violation of the Code of Student Conduct regarding forcible or non-forcible sex offenses:
- Warning: An official written notice that the student has violated Central Community College policies and/or rules and that more severe conduct action will result should the student be involved in other violations while the student is enrolled at the College.
- Loss of Privileges: The student will be denied specified privileges for a designated period of time.
- Behavioral Requirement: This includes required activities including, but not limited to, seeking academic counseling or substance abuse screening, writing a letter of apology, seeking counseling from a licensed professional counselor etc.
- Educational Program: Requirement to attend, present and/or participate in a program related to the violation. It may also be a requirement to sponsor or assist with a program for others on campus to aid them in learning about a specific topic or issue related to the violation for which

the student or organization was found responsible. The audience may be restricted.

- Restriction of Visitation Privileges: May be imposed on a resident or nonresident student. The parameters of the restriction will be specified.
- Housing Disciplinary Probation: Official notice that, should further violations of Residence Life or policies occur during a specified probationary period, the student may immediately be removed from housing. Regular probationary meetings may also be imposed.
- Housing Reassignment: Reassignment to another housing facility.
- Housing Expulsion: The student's privilege to live in, or visit, any housing structure is revoked indefinitely. This sanction may be enforced with a trespass action if deemed necessary
- College Probation: The student is put on notice that, should further violations of Central Community College policies occur during a specified probationary period, the student may face additional sanctions, which may include suspension or expulsion. Regular probationary meetings may also be imposed.
- College Suspension: Separation from Central Community College for a specified minimum period of time, after which the student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. The student is required to vacate the campus within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the Associate Dean of Students. During the suspension period, the student is banned from College property, functions, events, and activities without prior written approval from the Associate Dean of Students. This sanction may be enforced with a trespass action, as necessary. Violation of the terms of suspension may result in the student's expulsion from CCC
- College Expulsion: This sanction results in the student's permanent separation from the College. The student is banned from college property and the student's presence at any College sponsored activity or event is prohibited. This action may be enforced with a trespass action, as necessary. This sanction will be noted as a Non-Academic Conduct Expulsion on the student's official academic transcript.

Substance Abuse Awareness

The College provides many activities and functions for students to foster their awareness of substance abuse matters. The following is a partial listing that may be used to inform students and employees:

- Posters located in designated areas throughout the year.
- Awareness sessions at new student orientation
- Speakers addressing specific issues, such as alcoholism
- Residence Hall and Student Handbooks.
- Annual Safety and Security Reports (available online and on each campus)
- Substance abuse brochures and posters

A summary of programs related to substance abuse prevention may be found in CCC's Drug and Alcohol Abuse Prevention Program policy at https://www.cccneb.edu/drugfreeschoolsact

Drug and Alcohol Centers

There are numerous drug and alcohol counseling, treatment, and rehabilitation centers located within the 25-county area served by Central Community College.

Any of the facilities listed in Appendix B can also provide information and assessment relating to

drug and alcohol abuse. In addition, they can furnish schedules for local and area meetings of Alcoholics Anonymous, Narcotics Anonymous, Alanon, Adult Children of Alcoholics, Alateen, and Alatot. Both residential and outpatient centers offer help for the entire family of the alcoholic or drug user.

College Procedure Regarding Dating Violence, Domestic Violence, Stalking, Sexual Assault Misconduct and Harassment

The College provides programs to prevent dating violence, domestic violence, sexual assault, andstalking. These consist of comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns that are intended to end dating violence, domestic violence, sexual assault, and stalkingIthat are culturally relevant. Additionally, programs are inclusive of diverse communities and identities, sustainable, responsive to community needs, informed by research, and assessed for value and effectiveness of outcome. Furthermore, the College considers environmental risk and protective factors as they occur on the individual, institutional, community, and societal levels when developing these programs.

- Primary Prevention Programs: Programming, initiatives and strategies intended to stop dating violence, domestic violence, sexual assault and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions. CCC requires all employees to receive annual training around sexual misconduct prevention. CCC provides new employees with information regarding sexual misconduct during their onboarding process. In addition, the College requires all Residence Life professional staff and Residence Life student staff as well as student athletes to complete annual training in these areas. Other students are offered opportunities throughout the year to receive and/or attend training in these areas.
- Awareness Programs: Community-wide or audience specific programming, initiatives and strategies that increase audience knowledge, and share information and resources to prevent violence, promote safety and reduce perpetration.

Sexual misconduct to include sexual harassment, sexual assaults including sexual offenses, forcible, forcible rape, forcible sodomy, sexual assault with an object, forcible fondling, non-forcible sex offenses, dating violence, domestic violence and stalking are strictly prohibited activities by all Central Community College employees and students. To reduce the risk of sexual misconduct as wellas the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, and domestic violenceoccurring among its students, the College utilizes a range of campaigns, strategies, and initiatives to promote awareness, educational, risk reduction, and prevention programming. Central Community College strictly prohibits crimes of dating violence, domestic violence, sexual assault, sexual harassment, and stalking which is explained at all prevention programs as well as in prevention marketing materials and the Student Sexual Misconduct Resource Guide. Examples of risk reduction programs include but are not limited to, Safe Person, Safe Space, See Something, Say Something, Consent Culture, Outside Looking In: Stalking, Break the Cycle: Interpersonal Violence, Healthy Relationships: What's Your Status?safety on campus, Red Flag campaign, Red Sand Project, Keeping Safe Boundaries, Safe College's Sexual Misconduct Prevention platforms (employee and student) and Intervene bystander training.

Risk reduction programming centers around increasing victim empowerment, promoting safety strategies on and off campus, and how to navigate the reporting process. Some specific examples include using a buddy system, the emergency blue light emergency notification system, ways to practice self-defense, utilizing safety/tracking notification apps, and creating safe spaces to share experiences by words as well as actions. This programming is provided college wide through at minimum Stall Stories or other infographic for current students and employees. Optional programs are provided for current students and employees through Student Activities, Residence Life, and Counseling and Prevention Education Services.

It is the policy of the College to offer programming to identify and prevent domestic violence, dating violence, sexual assault (including stranger and known offender assaults), and stalking each year. Educational programs are offered to raise awareness for all incoming students and employees and are often conducted during new student and new employee orientation and throughout an incoming student's first semester. All new college employees are required to complete training in these topics within their first 90 days at the college. New students receive information at New Student Orientations over the college's policies prohibiting sexual misconduct including dating violence, domestic violence, sexual assault, stalking, sexual exploitation and sexual harassment in addition to where to report such issues. New employees are required to complete the college's onboarding process which includes training and information on CCC's Sexual Misconduct Policy, where to report violations or concerns and who to contact at the college for additional information. Programs and other campaigns offered throughout the year to all students andemployees include strong messages regarding not just awareness, but also primary prevention (including normative messaging, environmental management, and bystander intervention), and discuss institutional policies on sexual misconduct as well as the state of Nebraska definitions of domestic violence, dating violence, sexual assault, stalking, and consent in reference to sexual activity.

Programs also offer information on risk reduction that strives to empower victims, how to recognize warningsignals and how to avoid potential attacks and do so without victim-blaming approaches.

If sexual misconduct, gender-based violence, and/or the crimes of sexual assault,stalking, dating violence, or domestic violence do occur, CCC takes the matter very seriously. The College employs interim protection measures such as interim suspensions and/or no contact orders in any case where a student's behavior represents a risk of violence, threat, pattern, or predation. If a student is accused of sexual misconduct, other gender-based violence, and/or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence, s/he is subject to action in accordance with the Student Code of Conduct in the student handbook.
https://www.cccneb.edu/globalassets/documents/student-life/policies-and-procedures/codeofstudentconduct.pdf

Title IX and Violence Against Women Act (VAWA)

Title IX is a landmark 1972 federal civil rights law that prohibits sexual harassment, gender-based discrimination, and sexual violence. Title IX provides that "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." Under Title IX, Congress can withhold federal funds from colleges or universities that allow sexual discrimination or fail to take appropriate measures in response to such discrimination.

Although Title IX is best known for its mission to achieve gender equity in athletic programming, Title IX's protections are much broader in scope. It applies to all forms of sexual discrimination, including sexual harassment, sexual misconduct, and sexual violence. It also applies to all forms of gender-based harassment. Title IX recognizes three general types of prohibited discrimination: (1) disparate treatment, (2) disparate impact, and (3) retaliation. Title IX applies equally to students, staff, and faculty. It protects students and employees at educational institutions from sexual harassment by any school employee, student, or nonemployee third party.

The Violence Against Women Act (VAWA) is a landmark piece of legislation that sought to improve criminal justice and community-based responses to domestic violence, dating violence, sexual assault and stalking in the United States. The passage of VAWA in 1994 and its reauthorization in 2000, 2005 and 2013, has changed the landscape for victims who once suffered in silence. Victims of domestic violence, dating violence, sexual assault and stalking have been able to access services, and a new generation of families and justice system professionals has come to understand that domestic violence, dating violence, sexual assault and stalking are crimes that our society will not tolerate.

Zero Tolerance for Gender and Sex-based Discrimination

Members of the CCC community, guests and visitors have the right to be free from all forms of gender and sex-based discrimination, examples of which can include acts of sexual violence, sexual harassment, domestic violence, dating violence, and stalking. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. CCC believes in a zero-tolerance policy for gender-based misconduct. When an allegation of misconduct is brought to an appropriate administrator's attention, and a respondent is found to have violated this policy, serious sanctions will be used to reasonably ensure that such actions are never repeated.

Sexual Misconduct

CCC's complete set of Civil Rights Policies and Procedures https://www.cccneb.edu/globalassets/documents/student-life/policies-and-procedures/civil-rights-polices-and-procedures.pdf related to Title IX is available online. CCC's Code of Student Conduct and Community Standards https://www.cccneb.edu/globalassets/documents/student-life/policies-and-procedures/codeofstudentconduct.pdf prohibits sexually violent acts, termed "Sexual Misconduct" by the College, which can be crimes as well. Sexual misconduct sexual assault, sexual exploitation, sex/gender-based stalking, and sexual harassment. While CCC utilizes different standards and definitions than the NE Code, sexual misconduct often overlaps with the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, and domestic violence. Victims of these behaviors are protected by federal laws, specifically Title IX https://www.cccneb.edu/What-is-Title-IX and the Clery Act, which mandates the contents of this report.

Notification to Local Law Enforcement

It is the policy of the College not to notify local/campus law enforcement when sexual misconduct occurs unless a victim wishes or there is an emergency threat to health or safety. Victims have the option to notify law enforcement directly, or to be assisted in doing so by campus authorities. CCC informs victims they have the right to decline notification of authorities regarding sexual misconduct claims in the CCC Civil Rights Policies and Procedures, Student and Employee Sexual Misconduct Guide and in person during preliminary inquiries. Students receive hard copies of both the Civil Rights Policies and Procedures and Sexual Misconduct Guides during their initial meeting. If

requested, trained campus officials can facilitate reporting to campus or local law enforcement but may also respect a victim's request not to do so. The contact information below is listed in the Sexual Misconduct Resource guide.

Local Law Enforcement Phone Numbers

- Columbus Police Department 402-564-3201
- Platte County Sheriff Office 402-564-3229
- Grand Island Police Department 308-385-5400
- Hastings Police Department 402-461-2380
- Holdrege Police Department 308-995-4407
- Kearney Police Department 308-237-2104
- Lexington Police Department 308-324-2317
- Ord Police Department 308-728-5771

Reporting Sex Crimes, Sexual Misconduct and Civil Rights Violations

Information on where to report is in CCC's Civil Rights Policies and Procedures, Studentand Employee Sexual Misconduct Resource Guide, all course syllabi and online via the Concerns and Complaints webpage https://www.cccneb.edu/studentcomplaintprocess and Title IX webpage https://www.cccneb.edu/what-is-title-ix All individuals, including students, employees and community members, that inquire or report to the college about a Title IX related report receive a hard or electronic (depending on individual preference) copy of the Student and Employee Sexual Misconduct Resource Guide. https://www.cccneb.edu/TitleIXHandbook

In addition, each student receives the link of where to report in each class syllabi that they haveeither hard copies or electronic copies of depending on faculty course set up. Students additionally receive a copy of the Student Code of Conduct annually which includes where tofile a report. Once a report is received, the Title IX Coordinator or designee will contact the reporting party to take next steps to determine if they would like to move forward with a formal disciplinary complaint.

Any member of the community, guest or visitor who believes that the CCC policy on Equal Opportunity, Harassment and Nondiscrimination has been violated, which includes acts of sexual harassment, sexual assault, sexual exploitation, bullying or intimidation, stalking, indecent exposure, domestic or dating violence is encouraged to immediately or as soon as is possible report the incident to:

Title IX Team

CCC Title IX /ADA Coordinator
Christopher Waddle J.D., Vice President of Human Resources
308-398-7325
titleixcoordinator@cccneb.edu

Title IX Deputy Coordinator for HR
Angela Davidson, Human Resources Benefits Manager
308-398-7326
angeladavidson@cccneb.edu

Title IX Deputy Coordinator for Athletics
Mary Young, Athletic Director
402-562-1234
myoung@cccneb.edu

Title IX Deputy Coordinator for Students
Beth Przymus, College Dean of Student Success
402-562-1284
bprzymus@cccneb.edu

Title IX Deputy Coordinator College Wide
Marcie Kemnitz, Grand Island Campus President
308-398-7999
mkemnitz@cccneb.edu

Title IX Investigators
Lauren Slaughter, Equity and Compliance Manager
Title IX Pool Member
Certified ATIXA Civil Rights Investigator and Hearing Officer

Michelle Lubken
Title IX Pool Member
Certified ATIXA Civil Rights Investigator and Hearing Officer

Gerald Dunn
Title IX Pool Member
Certified ATIXA Civil Rights Investigator

Kelly Christensen Title IX Pool Member
Certified ATIXA Civil Rights Investigator and Hearing Officer

Jason Davis
Title IX Pool Member
Certified ATIXA Civil Rights Investigator and Hearing Officer

Lenore Koliha
Title IX Pool Member
Certified ATIXA Civil Rights Investigator

Sean Griffin
Title IX Pool Member
Certified ATIXA Civil Rights Investigator and Hearing Officer

External Resources for Reporting and Assistance Related to Title IX

- Office of Civil Rights, Department of Education's webpage https://www2.ed.gov/about/offices/list/ocr/complaintintro.html
- National Sexual Assault Hotline - 1.800.656.HOPE
- National Sexual Assault Online Hotline https://hotline.rainn.org/online
- National Domestic Violence Hotline 800-799-7233 TTY 800-787-3224
- National Resource Center on Domestic Violence 800-537-2238 TTY 800-553-2508

A complete explanation of CCC's policy and procedures related to gender-based misconduct is inCCC's Civil Rights Policy and Procedure: Equal Opportunity, Harassment and Nondiscrimination for All Faculty, Students, Employees and Third Parties which of these documents are available at all campuses at the Associate Dean of Student offices and online. https://www.cccneb.edu/globalassets/documents/student-life/policies-and-procedures/civil-rights-polices-and-procedures.pdf

Employee and Staff VAWA and Title IX Training

Program	Delivery	Content/Purpose	Year(s) Completed
Resident Assistant Title IX Training	Training of Resident Assistants	Focused on Definitions of Title IX violations, how to report an incident, Upstander intervention techniques and empowering RA's to positively affect the culture in the halls.	Annually 2019, 2020, 2021
Athletics Title IX Training	Training over Title IX regulations, definitions and impact on athletics for all full-time coaches and athletic director	Review of Title IX equity in athletics regulations, college sexual misconduct policies, reporting process, investigation process	2019, 2020, 2021
New Faculty Orientation	Training over Title IX regulations, College's Sexual Misconduct Policies, Reporting, Pregnancy Accommodation procedures	Definitions of Title IX violations, CCC sexual misconduct policies, how to file a report, confidential reporting, case examples, mandated reporter training	2019, 2020,2021 Annually
Examining Unconscious Bias: A Discussion on How Bias Impacts Engagement	Online Optional Training for all Employees	Focused on the impact bias has in our daily interaction with students and employees. Strategies for confronting bias and examining its role in the work you do.	2020

Diversity and Inclusion	Employee Required Safety Training	Overview of different types of diversity and strategies for building inclusion at the workplace	2020, 2021
Mental Health Awareness	Optional online employee training	Training of different types of mental health issues, how to respond to students with high mental health needs, where to report concerns regarding mental health, self care tools	2020
Title IX and Campus SaVE Act- Sexual Violence Awareness for Employees	Required Training for All Employees	CCC has partnered with SafeColleges/Vector Solutions, whose mission is to help students and employees to address critical life skills such as sexual assault prevention in higher education institutions across the country. CCC mandates employees to complete training.	Annually
See Something....Say Something	Online optional employee training	Positive bystander intervention strategies, risk reduction strategies, communicating effectively and having difficult conversations	2020
Establishing and Maintaining an Inclusive Work Environment	Online optional employee training	Creating a welcoming work place, strategies to make others feel safe	2020

Why Report an Incident?

Anyone with knowledge about sexual misconduct, gender-based violence, or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence are encouraged to report immediately to CCC's Title IX Coordinator. Protective measures for victims are available from the campus whether a victim chooses to report to local and/or campus law enforcement, and irrespective of whether a victim pursues a formal complaint through the College's resolution process if the victim requests them and if they are reasonably available and appropriate.

If you are the victim of sexual misconduct, gender-based violence, or the crimes of rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence, some or all these safety suggestions may guide you after an incident has occurred:

1) Go to a safe place and speak with someone you trust. Tell this person what happened. If there is any immediate danger, contact Allied Universal Security Secure Solutions if you are on campus or call 911 if you are off campus.

2) Consider securing immediate professional support (e.g., counseling, victim advocacy, medical services, etc.) to assist you in the crisis.

3) If you are on campus during regular business hours, you may contact the central scheduling office for counseling services at 402-562-1244 or email CCC counselors: counselingservices@cccneb.edu

Columbus Campus and Lexington, Holdrege and Ord Centers
Luz Colón-Rodriguez, LIMHP, LPC
Director of Counseling and Prevention Education Services
402-562-1281
luzcolonrodriguez@cccneb.edu

Grand Island and Kearney Center
Mallory Swantek, LIMHP, LADC
Counselor and Prevention Education Coordinator
308-398-7516
Malloryswantek@cccneb.edu

Hastings Campus
Alyson Wolfe Nelson, PLMHP, PLADC,
Counselor and Prevention Education Coordinator
402-461-2456
alysonwolfenelson@cccneb.edu

CCC counselors are a confidential resource. After regular business hours, or in any situation where a victim wishes, local resources are also available and may be able to provide confidential assistance. See Counseling Services within this document that are also listed and provided to students and employees in the Student and Employee Sexual Misconduct Resource Guide. https://www.cccneb.edu/TitleIXHandbook
In addition to counseling options listed in the resource guide, information on the importance of preserving evidence and seeking medical care is also provided in the guide which all students and employees receive a hard copy of and are informed of where to locate electronically on the college's website. https://www.cccneb.edu/TitleIXHandbook

4) For your safety and well-being, immediate medical attention is encouraged. Further, being examined as soon as possible, ideally within 120 hours, is important in the case of rape or sexual assault. The hospital will arrange for a specific medical examination at no charge or can work with you to arrange state reimbursement.

5) To preserve evidence, it is recommended that you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate, or change clothes before receiving medical attention. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care, and evidence may still be recoverable.

6) Typically, if police are involved or will be involved, they will obtain evidence from the scene, and it is best to leave things undisturbed until their arrival. They will gather bedding, linens or unlaundered clothing, and any other pertinent articles that may be used for evidence. It is best to allow police to secure items in evidence containers, but if you are involved in transmission of items of evidence, such as to the hospital, secure them in a clean paper bag or clean sheet to avoid contamination.

7) If you have physical injuries, photograph or have them photographed, with a date stamp on the photo.

8) Record the names of any witnesses and their contact information. This information may be helpful as proof of a crime, to obtain an order of protection, or to offer proof of a campus policy violation.

9) Try to memorize details (e.g., physical description, names, license plate number, car description, etc.), or even better, write notes to remind you of details, if you have time and the ability to do so.

10) If you obtain external orders of protection (e.g., restraining orders, injunctions, protection from abuse), please notify Christopher Waddle, Title IX Coordinator so that those orders can be observed on campus.

11) Even after the immediate crisis has passed, consider seeking support from the resources listed above.

12) Contact Christopher Waddle, Title IX Coordinator if you need assistance with related concerns on campus, such as no-contact orders or other protective measures. The Title IX Coordinator (or designee) will also assist in any needed advocacy for students who wish to obtain protective or restraining orders from local authorities. The Title IX Coordinator works alongside the Title IX Investigator team/conduct officials to ensure that no contact and protection orders are enforced on campus. Title IX Coordinator (or designee) completing the preliminary inquiry with a victim provides victims with a CCC handout with information about how to obtain protection orders in the given area. The informational resource includes definitions of types of protection orders and steps to follow to obtain a protection order in the local community. A list of the information provided is below:

- A Domestic Abuse Protection Order is for people who have been in close relationships (relatives, spouses or former spouses, people who have lived or are living together, etc.). It is granted because someone attempted, threatened, caused bodily injury, or intimidated the other person by credible threat, or engaged in sexual contact or sexual penetration without consent.
- The second type of protection order is a Harassment Protection Order. It does not depend upon relationships but requires several telephone or personal contacts that seriously terrify, threaten, or intimidate the victim and serve no legitimate purpose.
- The third type of protection order is a Sexual Assault Protection Order. It does not depend upon relationships and is granted because someone subjected or attempted to subject the other person to sexual contact or sexual penetration without consent.
- Note: None of these types of protection orders are for the purpose of protecting property.
- To obtain a protection order, individuals can go to the local county clerk to request an application or go to the Nebraska Supreme Court website https://supremecourt.nebraska.gov/forms?title=&field_form_number_value=&field_form_type_tid=All&field_language_tid=All for an on-line application.
- For assistance in completing the application, individuals are provided with local crisis center information where they can go for help. This information is in the Student and EmployeeSexual Misconduct Guide given to victims.
- Once the protection order application is complete, individuals return the application to the countyclerk who will give it to a judge.
- After a judge signs the protection order, the order is not in effect until a sheriff or deputy gives a copy of it to the person from whom you are requesting protection. That person will be given a copy of all the papers that you have filled out. However, you may request a confidential address if you are afraid to reveal it. The restrained person can ask the judge in writing for a hearing so that both sides can tell the judge their side of the story. You must appear for this hearing. If you do not appear, the judge will likely dismiss the protection order. If the judge sets a hearing, the clerk will let you know the time and date. It is important that the clerk knows how to get in

touch with you. Domestic abuse prevention agencies or Victim Witness agencies can help you plan to remain safe while making sure that the clerk can find you.

The College can offer reasonable academic supports, changes to living arrangements, changes in work duties/assignments/office location, transportation resources or modifications, escorts, no contact orders, counseling services access, and other supports and resources as needed by a victim or respondent involved in a sexual misconduct case.Victims and respondents can request support measures through the Title IX investigator they areworking with or directly through the Title IX Coordinator via their phone or email contact which is provided to victims and respondents in the Student and Employee Sexual Misconduct Guide and Civil Rights Policies and Procedures. CCC is also able to offer information about legal assistance, visa/immigration assistance, and student financial aid considerations for victims.

Legal Definitions of Title IX Offenses

Rape is generally defined by states as forced sexual intercourse. It may also include situations where the victim is incapable of giving consent due to incapacitation by means of disability or alcohol or other drugs. Many rapes are committed by someone the victim knows, such as a date or friend.

Under Nebraska law, rape sexual assault is defined as subjecting another person to sexual penetration or sexual contact: [Example: sexual intercourse against the will of the victim that can occur under a variety of circumstances, including]:

- Without the consent of the victim,
- Where the actor knew or should have known that the victim was mentally or physically incapable of resisting or appraising the nature of his or her conduct, or
- When the actor is nineteen years of age or older and the victim is at least twelve but less than sixteen years of age [Neb. Rev. Stat. §§ 28-319-320].
- Where the victim is prevented from resisting due to alcohol or drugs.
- Where the assailant uses physical force or the threat of force to overpower and control the victim.
- Where the victim fears that s/he or another will be injured if the victim does not submit.
- Where the victim is at the time unconscious of the nature of the act, and this is known to the assailant.
- Where the victim is incapable of giving legal consent due to a mental disorder or developmental or physical disability, and this is known or reasonably should be known to the assailant.
- Where the act is accomplished by threatening to use the authority of a public official to incarcerate, arrest, or deport the victim or another person.
- Where the assailant uses duress, such as a direct or implied threat of hardship or retribution, to coerce the victim.
- Where the assailant uses force, fear, or threats to accomplish sexual intercourse against the will of the spouse. This provision of the law is known as the “spousal rape law.”

The complete Nebraska rape and sexual assault offense definitions are:

- Actor means a person accused of sexual assault;
- Intimate parts mean the genital area, groin, inner thighs, buttocks, or breasts;
- Past sexual behavior means sexual behavior other than the sexual behavior upon which the sexual assault is alleged;
- Serious personal injury means great bodily injury or disfigurement, extreme mental anguish or

mental trauma, pregnancy, disease, or loss or impairment of a sexual or reproductive organ;

- Sexual contact means the intentional touching of the victim's sexual or intimate parts or the intentional touching of the victim's clothing covering the immediate area of the victim's sexual or intimate parts. Sexual contact shall also mean the touching by the victim of the actor's sexual or intimate parts or the clothing covering the immediate area of the actor's sexual or intimate parts when such touching is intentionally caused by the actor. Sexual contact shall include only such conduct which can be reasonably construed as being for the purpose of sexual arousal or gratification of either party. Sexual contact shall also include the touching of a child with the actor's sexual or intimate parts on any part of the child's body for purposes of sexual assault of a child under sections 28-319.01 and 28-320.01;
- Sexual penetration means sexual intercourse in its ordinary meaning, cunnilingus, fellatio, anal intercourse, or any intrusion, however slight, of any part of the actor's or victim's body or any object manipulated by the actor into the genital or anal openings of the victim's body which can be reasonably construed as being for nonmedical or non-health purposes. Sexual penetration shall not require emission of semen;
- Victim means the person alleging to have been sexually assaulted;
- Force or threat of force means (a) the use of physical force which overcomes the victim's resistance or (b) the threat of physical force, express or implied, against the victim or a third person that places the victim in fear of death or in fear of serious personal injury to the victim or a third person where the victim reasonably believes that the actor has the present or future ability to execute the threat [Neb. Rev. Stat. § 28-318].

Other Sexual Misconduct

Other sexual misconduct includes the following: intruding upon any other person without his or herconsent or knowledge in a place of solitude or seclusion, and photographing, filming, recording, or live broadcasting an image of the intimate area of any person without his or her knowledge and consent.

Sodomy (forced anal intercourse); oral copulation (forced oral-genital contact); rape by a foreign object(forced penetration by a foreign object, including a finger); and sexual battery (the unwanted touching of an intimate part of another person for the purpose of sexual arousal).

In Nebraska, sexual contact or intercourse without consent is defined as:

- The victim was compelled to submit due to the use of force or threat of force or coercion, or (ii) the victim expressed a lack of consent through words, or (iii) the victim expressed a lack of consent through conduct, or (iv) the consent, if any was actually given, was the result of the actor's deception as to the identity of the actor or the nature or purpose of the act on the part of the actor;
- The victim need only resist, either verbally or physically, so as to make the victim's refusal to consent genuine and real and so as to reasonably make known to the actor the victim's refusal to consent; and
- A victim need not resist verbally or physically where it would be useless or futile to do so [Neb. Rev. Stat. § 28-318].

Domestic Assault Definition

- A person commits the offense of domestic assault in the third degree if he or she:
    - Intentionally and knowingly causes bodily injury to his or her intimate partner;
    - Threatens an intimate partner with imminent bodily injury; or
    - Threatens an intimate partner in a menacing manner.

- A person commits the offense of domestic assault in the second degree if he or she intentionally and knowingly causes bodily injury to his or her intimate partner with a dangerous instrument.
- A person commits the offense of domestic assault in the first degree if he or she intentionally and knowingly causes serious bodily injury to his or her intimate partner.

For purposes of this section, an intimate partner means a spouse; a former spouse; people who have a child in common whether they have been married or lived together at any time; and people who are or were involved in a dating relationship. For purposes of this subsection, dating relationship means frequent, intimate associations primarily characterized by the expectation of affectional or sexual involvement, but does not include a casual relationship or an ordinary association between persons in a business or social context [Neb. Rev. Stat. § 28-323].

Stalking Definition

Any person who willfully harasses another person or a family or household member of such person with the intent to injure, terrify, threaten, or intimidate commits the offense of stalking [Neb. Rev. Stat. § 28-311.03].

- Harass means to engage in a knowing and willful course of conduct directed at a specific person which seriously terrifies, threatens, or intimidates the person and which serves no legitimate purpose;
- Course of conduct means a pattern of conduct composed of a series of acts over a period of time, however short, evidencing a continuity of purpose, including a series of acts of following, detaining, restraining the personal liberty of, or stalking the person or telephoning, contacting, or otherwise communicating with the person;
- Family or household member means a spouse or former spouse of the victim, children of the victim, a person presently residing with the victim or who has resided with the victim in the past, a person who had a child in common with the victim, other persons related to the victimby consanguinity or affinity, or any person presently involved in a dating relationship with thevictim or who has been involved in a dating relationship with the victim. For purposes of this subdivision, dating relationship means frequent, intimate associations primarily characterized by the expectation of affectional or sexual involvement but does not include a casual relationship or an ordinary association between persons in a business or social context [Neb. Rev. Stat. § 28-311.02].

College Definitions of Sexual Offenses

Acts of sexual misconduct are defined as an action committed by any person upon any other person, regardless of the sex, gender, sexual orientation, and/or gender identity of those involved. Use of alcohol or other drugs will never function to excuse any behavior. Violations are defined below:

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

Conduct on the basis of sex that satisfies one or more of the following:

1) Quid Pro Quo:
    a. an employee of the Central Community College,
    b. conditions the provision of aid, benefit, or service of the Central Community College,
    c. on an individual's participation in unwelcome sexual conduct; and/or

2) Sexual Harassment:
    a. unwelcome conduct,
    b. determined by a reasonable person,
    c. to be so severe, and
    d. pervasive, and,
    e. objectively offensive,
    f. that it effectively denies a person equal access to Central Community College's education program or activity.[1]

3) Sexual assault, defined as:

    a) Sex Offenses, Forcible:
        i) Any sexual act directed against another person,
        ii) without the consent of the Complainant,
        iii) including instances in which the Complainant is incapable of giving consent.
    b) Forcible Rape:
        i) Penetration,
        ii) no matter how slight,
        iii) of the vagina or anus with any body part or object, or
        iv) oral penetration by a sex organ of another person,
        v) without the consent of the Complainant.

[1] Unwelcomeness is subjective and determined by the Complainant (except when the Complainant is below the age of consent). Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances ("in the shoes of the Complainant"), including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

    c) Forcible Sodomy:
        i) Oral or anal sexual intercourse with another person,
        ii) forcibly,
        iii) and/or against that person's will (non-consensually), or
        iv) not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age[2] or because of temporary or permanent mental or physical incapacity.
    d) Sexual Assault with an Object:
        i) The use of an object or instrument to penetrate,
        ii) however slightly,
        iii) the genital or anal opening of the body of another person,
        iv) forcibly,
        v) and/or against that person's will (non-consensually),
        vi) 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.
    e) Forcible Fondling:
        i) The touching of the private body parts of another person (buttocks, groin, breasts),
        ii) for the purpose of sexual gratification,
        iii) forcibly,

iv) and/or against that person's will (non-consensually),
v) 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.

f) Sex Offenses, Non-forcible:
i) Incest:
1) Non-forcible sexual intercourse,
2) between people who are related to each other,
3) within the degrees wherein marriage is prohibited by Nebraska law.
ii) Statutory Rape:
1) Non-forcible sexual intercourse,
2) with a person who is under the statutory age of consent of 16 years old, per Nebraska law.

4) Dating Violence, defined as:
a. violence,
b. based on sex,
c. committed by a person,
d. who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.
i. 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—

[2] Per Nebraska state law.

ii. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
iii. Dating violence does not include acts covered under the definition of domestic violence.

5) Domestic Violence, defined as:
a. violence,
b. based on sex,
c. committed by a current or former spouse or intimate partner of the Complainant,
d. by a person with whom the Complainant shares a child in common, or
e. by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or
f. 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.

6) Stalking, defined as:
a. engaging in a course of conduct,

b. based on sex,
c. directed at a specific person, that
    i. would cause a reasonable person to fear for the person's safety, or
    ii. the safety of others; or
    iii. 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) A reasonable person means a reasonable person under similar circumstancesand with similar identities to the Complainant.

(iii) Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

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.

Coercion:

Coercion is unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

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, if 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 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[3] or other forms of kink, non-consent may be shown using a safe word. Resistance, force, violence, oreven 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.

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.

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ion Timeline

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.

CCC's complete policy and procedures related to these definitions are located online. https://www.cccneb.edu/globalassets/documents/student-life/policies-and-procedures/civil-rights-polices-and-procedures.pdf

Sex Offender Notification

In accordance with the Campus Sex Crimes Prevention Act of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, CCC is providing a link to the Nebraska Sex Offender Registry https://sor.nebraska.gov/

Unlawful use of the information for purposes of intimidating or harassing another person is prohibited is punishable under the law.

All sex offenders are required to register in the state of Nebraska and to provide notice of each institution of higher education in Nebraska at which the person is employed, carries out a vocation, or is a student.

In addition to the above notice to the State of Nebraska, all sex offenders are required to deliver written notice of their status as a sex offender to the Associate Dean of Students at any CCC Campus:

Associate Dean of Student Success
Columbus Campus and Ord Learning Center Associate Dean of Student Services
402-562-1405
joshuayork@cccneb.edu

Grand Island Campus and Kearney, Lexington and Holdrege Learning Centers
Associate Dean of Student Services
308-398-7541
ashleyweets@cccneb.edu

Hastings Campus
Associate Dean of Student Services
402-460- 2185
seangriffin@cccneb.edu

Sex offenders are required to deliver written notice to one of the Associate Dean of Students listed above no later than three (3) business days prior to their enrollment in, employment with, volunteering at CCC. Such notification may be disseminated by the College too, and for the safety and well-being of the College community and may be considered by the College for enrollment and discipline purposes.

Sexual and Gender Based Misconduct

1. Sexual Misconduct

For offenses including sexual misconduct or other gender-based violence, which typically include the crimes of domestic violence, dating violence, sexual harassment, sexual misconduct, and stalking, sanctions range from warning to expulsion. Serious and violent incidents and acts of non-consensual sexual intercourse (the policy equivalent to the crime of rape) usually result in suspension, expulsion, or termination of employment. Lying to investigators (and/or failing to participate in an investigation) can result in additional consequences under the College Student Code of Conduct.

Procedurally, when the College receives a report of sexual misconduct, gender-based violence, or other sex or gender discrimination, the campus Title IX Coordinator is notified. If the victim wishes to access local community agencies and/or law enforcement for support, the College will assist the victim in making these contacts. The Title IX Coordinator will provide assistance to victims in the form of interim or long-term measures such as opportunities for academic accommodations; changes in housing for the victim or the responding student; visa and immigration assistance; changes in working situations; and other assistance as may be appropriate and available on campus or in the community (such as no contact orders, campus escorts, transportation assistance, targeted interventions, etc.). If the victim so desires, that individual will be connected with a counselor on- or off-campus, as well as an on-or off-campus victim's advocate. No victim is required to take advantage of these services and resources, but

the College provides them in the hopes of offering help and support without conditions or qualification. Acomplete list of rights, options, supports, and procedures, in the form of Central Community College's Civil Rights Policies and Procedures, is provided to all students and employees electronically annually as well as directly in the Sexual Misconduct Resource Guide when a report/complaint is received.

When appropriate, upon receipt of notice, the Title IX Coordinator will initiate a prompt, fair, and impartial process, commencing with an investigation and hearing, which may lead to the imposition of sanctions based upon a preponderance of evidence (what is more likely than not), upon a responding student or other accused individual to the final result. Procedures detailing the investigation, hearing and resolution processes of the College are outlined below. The College utilizes the same disciplinary proceedings and investigation procedures for both student and employee matters.

Central Community College will act on any formal or informal notice/complaint of violation of the policy on Equal Opportunity, Harassment, and Nondiscrimination ("the Policy") that is received by the Title IX Coordinator[4] or any other Official with Authority by applying these procedures.

The procedures below apply to qualifying allegations of sexual harassment (including sexual assault, dating violence, domestic violence, and stalking, as defined above) involving students, staff, administrator, or faculty members.

[4] Anywhere this procedure indicates "Title IX Coordinator," Central Community College reserves the right to substitute a trained designee.

The procedures below apply to all allegations of harassment or discrimination based on protected class status involving students, staff, administrators, or faculty members. A set of technical dismissal requirements within the Title IX regulations may apply as described below, but when a technical dismissal under the Title IX allegations is required, any remaining allegations will proceed using these same grievance procedures, clarifying which policies above are applicable. While the effect of the Title IX regulations can be confusing, these grievance procedures apply to all policies above.

The procedures below may be used to address collateral misconduct arising from the investigation of or occurring in conjunction with reported misconduct (e.g., vandalism, physical abuse of another). All other allegations of misconduct unrelated to incidents covered by the Policy will be addressed through procedures elaborated in the Student Code of Conduct and other College-wide policies.

2. <u>Notice/Complaint</u>

Upon receipt of a complaint or notice to the Title IX Coordinator of an alleged violation of the Policy, Central Community College initiates a prompt initial assessment to determine the next steps the College needs to take.

Central Community College will initiate at least one of three responses should a likelihood of policy violation exist:

1) Offering supportive measures because the Complainant does not want to proceed formally; and/or

2) An informal resolution; and/or

3) A Formal Grievance Process including an investigation and a hearing.

The investigation and grievance process will determine whether or not the Policy has been violated. If so, the College will promptly implement effective remedies designed to ensure that it is not deliberately indifferent to harassment or discrimination, their potential recurrence, or their effects.

3. Initial Assessment

Following receipt of notice or a complaint of an alleged violation of this Policy, the Title IX Coordinator[5] engages in an initial assessment, which is typically one to five business days in duration. The steps in an initial assessment can include:

- If notice is given, the Title IX Coordinator seeks to determine if the person impacted wishes to make a formal complaint, and will assist them to do so, if desired.
    - If they do not wish to do so, the Title IX Coordinator determines whether to initiate a complaint because a violence risk assessment indicates a compelling threat to health and/or safety.
- If a formal complaint is received, the Title IX Coordinator assesses its sufficiency and works with the Complainant to make sure it is correctly completed.
- The Title IX Coordinator reaches out to the Complainant to offer supportive measures.
- The Title IX Coordinator works with the Complainant to ensure they are aware of the right to have an Advisor.

[5] The College President or Title IX Coordinator will designate another person to oversee the process below should an allegation be made about the TIX Coordinator, or the TIX Coordinator be otherwise unavailable or unable to fulfill their duties/role at the time the report is received.

- The Title IX Coordinator works with the Complainant to determine whether the Complainant prefers a supportive and remedial response, an informal resolution option, or a formal investigation and grievance process.
    - If a supportive and remedial response is preferred, the Title IX Coordinator works with the Complainant to identify their wishes and then seeks to facilitate implementation. No Formal Grievance Process is initiated, though the Complainant can elect to initiate one later, if desired.
    - If an informal resolution option is preferred, the Title IX Coordinator assesses whether the complaint is suitable for informal resolution and may seek to determine if the Respondent is also willing to engage in informal resolution.
    - If a Formal Grievance Process is preferred, the Title IX Coordinator determines if the misconduct alleged falls within the scope of Title IX:
        - If it does, the Title IX Coordinator will initiate the formal investigation and grievance process, directing the investigation to address:
            - an incident, and/or
            - a pattern of alleged misconduct, and/or
            - a culture/climate issue, based on the nature of the complaint.
        - If it does not, the Title IX Coordinator determines that Title IX does not apply (and will "dismiss" that aspect of the complaint, if any), assesses which policies may apply and which resolution process is applicable. Dismissing a complaint under Title IX is just procedural and does not limit Central Community College's authority to address a complaint with an appropriate process and remedies.

a. Violence Risk Assessment

In many cases, the Title IX Coordinator may determine that a Violence Risk Assessment (VRA) should be conducted by the CARE Team/College Counselor as a part of the initial assessment. A VRA can aid in ten critical and/or required determinations, including:

- Emergency removal of a Respondent based on immediate threat to physical health/safety;
- Whether the Title IX Coordinator should pursue/sign a formal complaint absent a willing/able Complainant;
- Whether to put the investigation on the footing of incident and/or pattern and/or climate;
- To help identify potential predatory conduct;
- To help assess/identify grooming behaviors;
- Whether it is reasonable to try to resolve a complaint through informal resolution, and what modality may be most successful;
- Whether to permit a voluntary withdrawal by the Respondent;
- Whether to impose transcript notation;
- Assessment of appropriate sanctions/remedies (to be applied post-hearing); and/or
- Whether a Clery Act Timely Warning/Trespass Order/ Persona-non-grata is needed.

Threat assessment is the process of evaluating the actionability of violence by an individual against another person or group following the issuance of a direct or conditional threat. A VRA is a broader term used to assess any potential violence or danger, regardless of the presence of a vague, conditional, or direct threat.

A VRA authorized by the Title IX Coordinator should occur in collaboration with the CARE Team. Where a VRA is required by the Title IX Coordinator, a Respondent refusing to cooperate may result in a charge of failure to comply within the appropriate student or employee conduct process.

b. Dismissal (Mandatory and Discretionary)[6]

Central Community College must dismiss a formal complaint or any allegations therein if, at any time during the investigation or hearing, it is determined that:

1) The conduct alleged in the formal complaint would not constitute sexual harassment as defined in the Policy hereinabove, even if proved; and/or

2) The conduct did not occur in an educational program or activity controlled by Central Community College and/or Central Community College does not have control of the Respondent; and/or

3) The conduct did not occur against a person in the United States; and/or

4) At the time of filing a formal complaint, a complainant is not participating in or attempting to participate in the education program or activity of the College.

Central Community College may dismiss a formal complaint or any allegations therein if, at any time during the investigation or hearing:

1) A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal complaint or any allegations therein; or

2) The Respondent is no longer enrolled in or employed by the Central Community College; or

3) Specific circumstances prevent Central Community College from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon any dismissal, Central Community College will promptly send written notice of the dismissal and the rationale for doing so simultaneously to the parties.

This dismissal decision is appealable by any party under the procedures for appeal below. The decision not to dismiss is also appealable by any party claiming that a dismissal is required or appropriate. A Complainant who decides to withdraw a complaint may later request to reinstate it or refile it.

4. Counterclaims

Central Community College is obligated to ensure that the grievance process is not abused for retaliatory purposes. The College permits the filing of counterclaims but uses an initial assessment, described above, to assess whether the allegations in the counterclaim are made in good faith. Counterclaims by the Respondent may be made in good faith, but are, on occasion, also made for purposes of retaliation. Counterclaims made with retaliatory intent will not be permitted.

[6] These dismissal requirements are mandated by the 2020 Title IX Regulations, 34 CFR Part 106.45.

Counterclaims determined to have been reported in good faith will be processed using the grievance procedures below. Investigation of such claims may take place after resolution of the underlying initial allegation, in which case a delay may occur.

Counterclaims may also be resolved through the same investigation as the underlying allegation, at the discretion of the Title IX Coordinator. When counterclaims are not made in good faith, they will be considered retaliatory and may constitute a violation of this policy.

5. Right to an Advisor

The parties may each have an Advisor[7] of their choice present with them for all meetings and interviews within the resolution process, if they so choose. The parties may select whoever they wish to serve as their Advisor if the Advisor is eligible and available.[8]

Choosing an Advisor who is also a witness in the process creates potential for bias and conflict-of-interest. A party who chooses an Advisor who is also a witness can anticipate that issues of potential bias will be explored by the hearing Decision-maker(s).

a. Who Can Serve as an Advisor

The Advisor may be a friend, mentor, family member, attorney, or any other individual a party chooses to advise, support, and/or consult with them throughout the resolution process. The parties may choose Advisors from inside or outside of the Central Community College community.

The Title IX Coordinator will also offer to assign a trained Advisor for any party if the party so chooses. If the parties choose an Advisor from the pool available from Central Community College, the Advisor will be trained by Central Community College and be familiar with Central Community College's resolution process.

If the parties choose an Advisor from outside the pool of those identified by Central Community College, the Advisor may not have been trained by College and may not be familiar with Central Community College policies and procedures.

Parties also have the right to choose not to have an Advisor in the initial stages of the resolution process, prior to a hearing.

b. Advisors in Hearings/Central Community College-Appointed Advisor

Under U.S. Department of Education regulations applicable to Title IX, cross-examination is required during the hearing, but must be conducted by the parties' Advisors. The parties are not permitted to directly cross-examine each other or any witnesses. If a party does not have an Advisor for a hearing, Central Community College will appoint a trained Advisor for the limited purpose of conducting any cross-examination.

A party may reject this appointment and choose their own Advisor, but they may not proceed without an Advisor. If the party's Advisor does not conduct cross-examination, Central Community College will appoint an Advisor who will do so thoroughly, regardless of the participation or non-participation of the advised party in the hearing itself. Extensive questioning of the parties and witnesses will also be conducted by the Decision-maker(s) during the hearing.

[7] This could include an attorney, advocate, or support person. The law permits one Advisor for each party (witnesses are not entitled to Advisors within the process, though they can be advised externally).

[8] "Available" means the party cannot insist on an Advisor who simply doesn't have inclination, time, or availability. Also, the Advisor cannot have institutionally conflicting roles, such as being a Title IX administrator who has an active role in the matter, or a supervisor who must monitor and implement sanctions.

c. Advisor's Role

The parties may be accompanied by their Advisor in all meetings and interviews at which the party is entitled to be present, including intake and interviews. Advisors should help the parties prepare for each meeting and are expected to advise ethically, with integrity, and in good faith.

Central Community College cannot guarantee equal Advisory rights, meaning that if one party selects an Advisor who is an attorney, but the other party does not or cannot afford an attorney, Central Community College is not obligated to provide an attorney.

6. <u>Resolution Processes</u>

Resolution proceedings are private. All people present at any time during the resolution process are expected to maintain the privacy of the proceedings in accordance with Central CommunityCollege policy. While there is an expectation of privacy around what Investigators share with parties during interviews, the parties have discretion to share their own knowledge and evidence with others if they so choose. Central Community College encourages parties to discuss this with their Advisors beforedoing so.

a. Informal Resolution

Informal Resolution can include three different approaches:

- When the parties agree to resolve the matter through an alternate resolution mechanism [including mediation, restorative practices, etc.];
- When the Respondent accepts responsibility for violating policy, and desires to accept a sanction and end the resolution process; or
- When the Title IX Coordinator can resolve the matter informally by providing supportive measures to remedy the situation.

To initiate Informal Resolution, a Complainant needs to submit a formal complaint, as defined above. If a Respondent wishes to initiate Informal Resolution, they should contact the Title IX Coordinator to so indicate.

It is not necessary to pursue Informal Resolution first in order to pursue a Formal Grievance

Process, and any party participating in Informal Resolution can stop the process at any time and begin or resume the Formal Grievance Process.

Prior to implementing Informal Resolution, Central Community College will provide the parties with written notice of the reported misconduct and any sanctions or measures that may result from participating in such a process, including information regarding any records that will be maintained or shared by the Central Community College. This process aligns with other formal complaint proceedings and will be completed within the 60-day period, unless due cause for an extension of time is approved through the Title IX Coordinator.

Central Community College will obtain voluntary, written confirmation that all parties wish to resolve the matter through Informal Resolution before proceeding and will not pressure the parties to participate in Informal Resolution.

b. Alternate Resolution

Alternate Resolution is an informal process [including mediation or restorative practices, etc.] by which a mutually agreed upon resolution of an allegation is reached. All parties must consent to the use of Alternate Resolution.

The Title IX Coordinator may look to the following factors to assess whether Alternate Resolution is appropriate, or which form of Alternate Resolution may be most successful for the parties:

- The parties' amenability to Alternate Resolution;
- Likelihood of potential resolution, considering any power dynamics between the parties;
- The parties' motivation to participate;
- Civility of the parties;
- Cleared violence risk assessment/ongoing risk analysis;
- Disciplinary history;
- Whether an emergency removal is needed;
- Skill of the Alternate Resolution facilitator with this type of complaint;
- Complaint complexity;
- Emotional investment/intelligence of the parties;
- Rationality of the parties;
- Goals of the parties;
- Adequate resources to invest in Alternate Resolution (time, staff, etc.)

The ultimate determination of whether Alternate Resolution is available or successful is to be made by the Title IX Coordinator. The Title IX Coordinator maintains records of any resolution that is reached, and failure to abide by the resolution agreement may result in appropriate responsive/disciplinary actions. Results of complaints resolved by Informal Resolution or Alternate Resolution are not appealable.

c. Respondent Accepts Responsibility for Alleged Violations

The Respondent may accept responsibility for all or part of the alleged policy violations at any point during the resolution process. If the Respondent indicates an intent to accept responsibility for <u>all</u> the alleged misconduct, the formal process will be paused, and the Title IX Coordinator will determine whether Informal Resolution can be used according to the criteria in that section above.

If Informal Resolution is applicable, the Title IX Coordinator will determine whether all parties are able to agree on responsibility, sanctions, and/or remedies. If so, the Title IX Coordinator implements the accepted finding that the Respondent is in violation of Central Community College

policy and implements agreed-upon sanctions and/or remedies, in coordination with other appropriate administrator(s), as necessary.

This result is not subject to appeal once all parties indicate their written assent to all agreed upon terms of resolution. When the parties cannot agree on all terms of resolution, the Formal Grievance Process will resume at the same point where it was paused.

When a resolution is accomplished, the appropriate sanction or responsive actions are promptly implemented in order to effectively stop the harassment or discrimination, prevent its recurrence, and remedy the effects of the discriminatory conduct, both on the Complainant and the community.

d. Negotiated Resolution

The Title IX Coordinator, with the consent of the parties, may negotiate and implement an agreement to resolve the allegations that satisfies all parties and the College. Negotiated Resolutions are not appealable.

7. <u>Grievance Process Pool</u>

The Formal Grievance Process relies on a pool of administrators ("the Pool") to carry out the process. Members of the Pool are announced in an annual distribution of this policy to all students, parents/guardians of students, employees, prospective students, and prospective employees.

The list of Pool members and a description of the Pool can be found at https://www.cccneb.edu/what-is-title-ix

a. Pool Member Roles

Members of the Pool are trained annually, and can serve in in the following roles, at the direction of the Title IX Coordinator:

- To provide appropriate intake of and initial guidance pertaining to complaints
- To act as an Advisor to the parties
- To serve in a facilitation role in informal resolution or Alternate Resolution if appropriately trained in appropriate resolution modalities (e.g., mediation, restorative practices]
- To perform or assist with initial assessment
- To investigate complaints
- To serve as a hearing facilitator (process administrator, no decision-making role)
- To serve as a Hearing Panel/Decision maker regarding the complaint
- To serve as an Appeal Decision-maker

b. Pool Member Appointment

The Title IX Coordinator, in consultation with the College President, appoints the Pool, which acts with independence and impartiality. While members of the Pool are typically trained in a variety of skill sets and can rotate amongst the different roles listed above in different cases, Central Community College can also designate permanent roles for individuals in the Pool, using others as substitutes or to provide greater depth of experience when necessary. This process of role assignment may be the result of particular skills, aptitudes, or talents identified in members of the Pool that make them best suited to particular roles.

c. Pool Member Training

The Pool members receive annual training based on their respective roles and assigned duties. This training includes, but is not limited to:

- The scope of the College's Discrimination and Harassment Policy and Procedures
- How to conduct investigations and hearings that protect the safety of Complainants and Respondents, and promote accountability
- Implicit bias
- Disparate treatment and impact
- Reporting, confidentiality, and privacy requirements
- Applicable laws, regulations, and federal regulatory guidance
- How to implement appropriate and situation-specific remedies
- How to investigate in a thorough, reliable, and impartial manner
- How to uphold fairness, equity, and due process
- How to weigh evidence
- How to conduct questioning
- How to assess credibility
- Impartiality and objectivity
- How to render findings and generate clear, concise, evidence-based rationales
- The definitions of all offenses
- How to apply definitions used by Central Community College with respect to consent (or the absence or negation of consent) consistently, impartially, and in accordance with policy
- How to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes
- How to serve impartially by avoiding prejudgment of the facts at issue, conflicts of interest, and bias
- Any technology to be used at a live hearing
- Issues of relevance of questions and evidence
- Issues of relevance to create an investigation report that fairly summarizes relevant evidence
- How to determine appropriate sanctions in reference to all forms of harassment, discrimination, and/or retaliation allegations

Specific training is also provided for Appeal Decision-makers, intake personnel, Advisors (who are College employees), and Chairs. All Pool members are required to attend these training courses annually.The materials used to train all members of the Pool are publicly posted here: https://www.cccneb.edu/what-is-title-ix

8. <u>Formal Grievance Process: Notice of Investigation and Allegations</u>

The Title IX Coordinator will provide written notice of the investigation and allegations (the "NOIA") to the Respondent upon commencement of the Formal Grievance Process. This facilitates the Respondent's ability to prepare for the interview and to identify and choose an Advisor to accompany them. The NOIA is also copied to the Complainant, who is to be given advance notice of when the NOIA will be delivered to the Respondent.

The NOIA will include:

- A meaningful summary of all of allegations,
- The identity of the parties involved (if known),
- The precise misconduct being alleged,
- The date and location of the alleged incident(s) (if known),
- The specific policies implicated,
- A description of the applicable procedures,

- A statement of the potential sanctions/responsive actions that could result,
- A statement that Central Community College presumes the Respondent is not responsible for the reported misconduct unless and until the evidence supports a different determination,
- A statement that determinations of responsibility are made at the conclusion of the process and that the parties will be given an opportunity to inspect and review all directly related and/or relevant evidence obtained during the review and comment period,
- A statement about Central Community College's policy on retaliation,
- Information about the privacy of the process,
- Information on the need for each party to have an Advisor of their choosing and suggestions for ways to identify an Advisor,
- A statement informing the parties that Central Community College's Policy prohibits knowingly making false statements, including knowingly submitting false information during the resolution process,
- Detail on how the party may request disability accommodation during the interview process,
- A link to the Central Community College's VAWA Brochure,
- The name(s) of the Investigator(s), along with a process to identify, in advance of the interview process, to the Title IX Coordinator any conflict of interest that the Investigator(s) may have, and
- An instruction to preserve any evidence that is directly related to the allegations.

Amendments and updates to the NOIA may be made as the investigation progresses and more information becomes available regarding the addition or dismissal of various charges.

Notice will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address(es) of the parties as indicated in official College records, or emailed to the parties' Central Community College-issued email or designated accounts. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

9. Resolution Timeline

Central Community College will make a good faith effort to complete the resolution process within a sixty-to-ninety (60-90) business daytime period, including appeal, which can be extended as necessary for appropriate cause by the Title IX Coordinator, who will provide notice and rationale for any extensions or delays to the parties as appropriate, as well as an estimate of how much additional time will be needed to complete the process.

10. Appointment of Investigators

Once the decision to commence a formal investigation is made, the Title IX Coordinator appoints Pool members to conduct the investigation, using a team of two Investigators, usually within two (2) business days of determining that an investigation should proceed.

11. Ensuring Impartiality

Any individual materially involved in the administration of the resolution process including the Title IX Coordinator, Investigators, and Decision-makers may neither have nor demonstrate a conflict of interest or bias for a party generally, or for a specific Complainant or Respondent.

The Title IX Coordinator will vet the assigned Investigators to ensure impartiality by ensuring there are no actual or apparent conflicts of interest or disqualifying biases. The parties may, at any time during the resolution process, raise a concern regarding bias or conflict of interest, and the Title IX Coordinator will determine whether the concern is reasonable and supportable. If so, another Pool member will be assigned and the impact of the bias or conflict, if any, will be remedied. If the source of

the conflict of interest or bias is the Title IX Coordinator, concerns should be raised with the College President.

The Formal Grievance Process involves an objective evaluation of all relevant evidence obtained, including evidence which supports that the Respondent engaged in a policy violation and evidence which supports that the Respondent did not engage in a policy violation. Credibility determinations may not be based solely on an individual's status or participation as a Complainant, Respondent, or witness.

Central Community College operates with the presumption that the Respondent is not responsible for the reported misconduct unless and until the Respondent is determined to be responsible for a policy violation by the applicable standard of proof.

12. Investigation Timeline

Investigations are completed expeditiously, normally within thirty (30) business days, though some investigations may take weeks or even months, depending on the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc.

Central Community College will make a good faith effort to complete investigations as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation.

13. Steps in the Investigation Process

All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all relevant parties and witnesses; obtaining available, relevant evidence; and identifying sources of expert information, as necessary.

All parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence and expert witnesses, and to fully review and respond to all evidence on the record.

The Investigators typically take the following steps, if not already completed (not necessarily in this order):

- Determine the identity and contact information of the Complainant
- In coordination with campus partners (e.g., the Title IX Coordinator), initiate or assist with any necessary supportive measures
- Identify all policies implicated by the alleged misconduct and notify the Complainant and Respondent of all the specific policies implicated
- Assist the Title IX Coordinator with conducting a prompt initial assessment to determine if the allegations indicate a potential policy violation
- Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for all witnesses and the parties
- Meet with the Complainant to finalize their interview/statement, if necessary
- Prepare the initial Notice of Investigation and Allegation (NOIA). The NOIA may be amended with any additional or dismissed allegations
    - Notice should inform the parties of their right to have the assistance of an Advisor, who could be a member of the Pool, or an Advisor of their choosing present for all meetings attended by the party
- Provide each interviewed party and witness an opportunity to review and verify the Investigator's transcript of the relevant evidence/testimony from their respective interviews and meetings within 7 business days of the meeting.
- Make good faith efforts to notify the parties of any meeting or interview involving the other

party, in advance when possible

- When participation of a party is expected, provide that party with written notice of the date, time, and location of the meeting, as well as the expected participants and purpose
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary
- Allow each party the opportunity to suggest witnesses and questions they wish the Investigator(s) to ask of the other party and witnesses, and document in the report which questions were asked, with a rationale for any changes or omissions.
- Complete the investigation promptly and without unreasonable deviation from the intended timeline
- Provide regular status updates to the parties throughout the investigation.
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) with a list of witnesses whose information will be used to render a finding
- Write a comprehensive investigation report fully summarizing the investigation, all witness interviews, and addressing all relevant evidence. Appendices including relevant physical, or documentary evidence will be included
- The Investigators gather, assess, and synthesize evidence, but make no conclusions, engage in no policy analysis, and render no recommendations as part of their report
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) a secured electronic or hard copy of the draft investigation report as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the reported misconduct, including evidence upon which Central Community College does not intend to rely in reaching a determination, for a ten (10) business day review and comment period so that each party may meaningfully respond to the evidence. The parties may elect to waive the full ten days.
- The Investigators may elect to respond in writing in the investigation report to the parties' submitted responses and/or to share the responses between the parties for additional responses
- The Investigators will incorporate relevant elements of the parties' written responses into the final investigation report, include any additional relevant evidence, make any necessary revisions, and finalize the report. The Investigators should document all rationales for any changes made after the review and comment period
- The Investigators shares the report with the Title IX Coordinator and/or legal counsel for their review and feedback
- The Investigator will incorporate any relevant feedback, and the final report is then shared with all parties and their Advisors through secure electronic transmission or hard copy at least ten (10) business days prior to a hearing. The parties are also provided with a file of any directly related evidence that was not included in the report

14. <u>Referral for Hearing</u>

Provided that the complaint is not resolved through Informal Resolution, once the final investigation report is shared with the parties, the Title IX Coordinator will refer the matter for a hearing.

The hearing cannot be less than ten (10) business days from the conclusion of the investigation –when the final investigation report is transmitted to the parties and the Decision-maker–unless all parties <u>and</u> the Decision-maker agree to an expedited timeline.

The Title IX Coordinator will select appropriate Decision-makers from the Pool depending on whether the Respondent is an employee or a student. Allegations involving student-employees will be

directed to the appropriate Decision-maker depending on the context of the alleged misconduct.

15. Notice of Hearing

No less than ten (10) business days prior to the hearing, the Title IX Coordinator or the Chair will send notice of the hearing to the parties. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

The notice will contain:

- A description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable procedures, and a statement of the potential sanctions/responsive actions that could result.
- The time, date, and location of the hearing and a reminder that attendance is mandatory, superseding all other campus activities.
- Any technology that will be used to facilitate the hearing.
- Information about the option for the live hearing to occur with the parties located in separate rooms using technology that enables the Decision-makers and parties to see and hear a party or witness answering questions. Such a request must be raised with the Title IX Coordinator at least five (5) business days prior to the hearing.
- A list of all those who will attend the hearing, along with an invitation to object to any Decision-maker based on demonstrated bias. This must be raised with the Title IX Coordinator at least two (2) business days prior to the hearing.
- Information on how the hearing will be recorded and on access to the recording for the parties after the hearing.
- A statement that if any party or witness does not appear at the scheduled hearing, the hearing may be held in their absence, and the party's or witness's testimony and any statements given prior to the hearing will not be considered by the Decision-makers. For compelling reasons, the Chair may reschedule the hearing.
- Notification that the parties may have the assistance of an Advisor of their choosing at the hearing and will be required to have one present for any questions they may desire to ask. The party must notify the Title IX Coordinator if they do not have an Advisor, and the College will appoint one. Each party must have an Advisor present. There are no exceptions.
- A copy of all the materials provided to the Decision-makers about the matter, unless they have been provided already.
- An invitation to each party to submit to the Chair an impact statement pre-hearing that the Decision-makers will review during any sanction determination.
- An invitation to contact the Title IX Coordinator to arrange any disability accommodations, language assistance, and/or interpretation services that may be needed at the hearing, at least seven (7) business days prior to the hearing.
- Informing parties that they cannot bring mobile phones/devices into the hearing.

Hearings for possible violations that occur near or after the end of an academic term (assuming the Respondent is still subject to this Policy) and are unable to be resolved prior to the end of term will typically be held immediately after the end of the term or during the summer, as needed, to meet the resolution timeline followed by Central Community College and remain within the 60-90 business day goal for resolution.

In these cases, if the Respondent is a graduating student, a hold may be placed on graduation and/or official transcripts until the matter is fully resolved (including any appeal). A student facing charges under this Policy is not in good standing to graduate.

16. Hearing Procedures

At the hearing, the Decision-makers have the authority to hear and make determinations on all allegations of discrimination, harassment, and/or retaliation and may also hear and make determinations on any additional alleged policy violations that have occurred in concert with the discrimination, harassment, and/or retaliation, even though those collateral allegations may not specifically fall within the policy on Equal Opportunity, Harassment, and Nondiscrimination.

Participants at the hearing will include the Chair, any additional panelists, the hearing facilitator and/or Title IX Coordinator fulfilling this role, the Investigators who conducted the investigation, the parties, Advisors to the parties, any called witnesses, and anyone providing authorized accommodations or assistive services.

The Chair will answer all questions of procedure. Anyone appearing at the hearing to provide information will respond to questions on their own behalf.

The Chair will allow witnesses who have relevant information to appear at a portion of the hearing in order to respond to specific questions from the Decision-makers and the parties and will then be excused.

17. Deliberation, Decision-making, and Standard of Proof

The Decision-makers will deliberate in closed session to determine whether the Respondent is responsible or not responsible for the policy violation(s) in question. A simple majority vote is required to determine the finding. The preponderance of the evidence standard of proof is used. The hearing facilitator may be invited to attend the deliberation by the Chair, but is there only to facilitate procedurally, not to address the substance of the allegations.

When there is a finding of responsibility on one or more of the allegations, the Decision-makers may then consider the previously submitted party impact statements in determining appropriate sanctions.

The Chair will ensure that each of the parties has an opportunity to review any impact statement submitted by the other party(ies). The Decision-makers may – at their discretion – consider the statements, but they are not binding.

The Decision-makers will review the statements and any pertinent conduct history provided by the Vice President of Human Resources or Dean of Student Services and will determine the appropriate sanction(s) in consultation with other appropriate administrators, as required.

The Chair will then prepare a written deliberation statement and deliver it to the Title IX Coordinator, detailing the determination, rationale, the evidence used in support of its determination, the evidence disregarded, credibility assessments, and any sanctions or recommendations.

This report typically should not exceed three (3) to five (5) pages in length and must be submitted to the Title IX Coordinator within three (3) business days of the end of deliberations, unless the Title IX Coordinator grants an extension. If an extension is granted, the Title IX Coordinator will notify the parties.

18. Notice of Outcome

Using the deliberation statement, the Title IX Coordinator will work with the Chair to prepare a Notice of Outcome. The Title IX Coordinator will then share the letter, including the final determination, rationale, and any applicable sanction(s) with the parties and their Advisors within 7 business days of receiving the Decision-makers' deliberation statement.

The Notice of Outcome will then be shared with the parties simultaneously. Notification will be

made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official Central Community College records, or emailed to the parties' Central Community College-issued email or otherwise approved account. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

The Notice of Outcome will identify the specific policy(ies) reported to have been violated, including the relevant policy section, and will contain a description of the procedural steps taken by Central Community College from the receipt of the misconduct report to the determination, including any and all notifications to the parties, interviews with parties and witnesses, site visits, methods used to obtain evidence, and hearings held.

The Notice of Outcome will specify the finding on each alleged policy violation; the findings of fact that support the determination; conclusions regarding the application of the relevant policy to the facts at issue; a statement of, and rationale for, the result of each allegation to the extent the Central Community College is permitted to share such information under state or federal law; any sanctions issued which Central Community College is permitted to share according to state or federal law; and any remedies provided to the Complainant designed to ensure access to Central Community College's educational or employment program or activity, to the extent the Central Community College is permitted to share such information under state or federal law.

The Notice of Outcome will also include information on when the results are considered by Central Community College to be final, any changes that occur prior to finalization, and the relevant procedures and bases for any available appeal options.

19. <u>Sanctions</u>

Factors considered when determining a sanction/responsive action may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s)
- The Respondent's disciplinary history
- Previous allegations or allegations involving similar conduct
- The need for sanctions/responsive actions to bring an end to discrimination, harassment, and/or retaliation
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation
- The need to remedy the effects of discrimination, harassment, and/or retaliation on the Complainant and the community
- The impact on the parties
- Any other information deemed relevant by the Decision-makers

The sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested.

The sanctions described in this policy are not exclusive of, and may be in addition to, other actions taken, or sanctions imposed by external authorities.

20. <u>Appeals</u>

Any party may file a request for appeal, but it must be submitted in writing to the Title IX Coordinator within 5 days of the delivery of the Notice of Outcome.

As designated by the Title IX Coordinator, a single Appeal Decision-maker will conduct the appeal. No appeal Decision-maker will have been involved in the process previously, including any dismissal appeal that may have been heard earlier in the process.

The Request for Appeal will be forwarded to the Appeal Decision Maker for consideration to determine if the request meets the grounds for appeal (a Review for Standing).

This review is not a review of the merits of the appeal, but solely a determination as to whether the request meets the grounds and is timely filed.

a. Grounds for Appeal

Appeals are limited to the following grounds:

(A) Procedural irregularity that affected the outcome of the matter;

(B) New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and

(C) The Title IX Coordinator, Investigators, or Decision-makers had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter.

If any of the grounds in the Request for Appeal do not meet the grounds in this Policy, that request will be denied by the Appeal Decision Maker and the parties, and their Advisors will be notified in writing of the denial and the rationale.

If any of the grounds in the Request for Appeal meet the grounds in this Policy, then the Appeal Decision Maker will notify the other party(ies) and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigators and the original Decision-makers.

The other party(ies) and their Advisors, the Title IX Coordinator, and, when appropriate, the Investigators and/or the original Decision-makers will be mailed, emailed, and/or provided a hard copy of the request with the approved grounds and then be given 5 business days to submit a response to the portion of the appeal that was approved and involves them. All responses will be forwarded by the Appeal Decision Maker to all parties for review and comment.

The non-appealing party (if any) may also choose to raise a new ground for appeal at this time. If so, that will be reviewed for standing by the Appeal Decision Maker and either denied or approved. If approved, it will be forwarded to the party who initially requested an appeal, the Investigators and/or original Decision-makers, as necessary, who will submit their responses in 5 business days, which will be circulated for review and comment by all parties.

Neither party may submit any new requests for appeal after this time period. The Appeal Decision Maker will collect any additional information needed and all documentation regarding the approved grounds and the subsequent responses and the Decision Maker will render a decision in no more than 7 business days, barring exigent circumstances. Decision will reflect a preponderance of the evidence as the standard of proof.

A Notice of Appeal Outcome will be sent to all parties simultaneously including the decision on each approved ground and rationale for each decision. The Notice of Appeal Outcome will specify the finding on each ground for appeal, any specific instructions for remand or reconsideration, any sanctions that may result which Central Community College is permitted to share according to state or federal law, and the rationale supporting the essential findings to the extent Central Community College is permitted to share under state or federal law.

Notification will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official institutional records, or emailed to the parties' Central Community College-issued email or

otherwise, approved account. Once mailed, emailed and/or received in-person, notice will bepresumptively delivered.

The Coordinator is ultimately responsible for assuring in all cases that the behavior is ended, that the College acts to reasonably prevent its recurrence, and the effects on the victim and the community are remedied. The Coordinator is also responsible for assuring that training is conducted annually for all advocates, investigators, administrators, hearing officers and appeals officers that encompass an adjudication process that protects the safety of victims and promotes accountability. Training will focus on sexual misconduct, domestic violence, dating violence, sexual assault, stalking, sexual harassment, retaliation, and other behaviors that can be forms of sex and/or gender discrimination covered by Title IX and Clery Act. Training will help those decision-makers in the process of protecting the safety of victims, promoting accountability for those who commit offenses and ensuring both parties due process rights are met.

The investigation and records of the resolution conducted by the College are maintained confidentially. Information is shared internally between administrators who need to know, but a tight circle is kept. Where information must be shared to permit the investigation to move forward, the person bringing the accusation will be informed. Confidentiality of the records specific to the investigation is maintained in accordance with Nebraska law and the federal FERPA statute. Any public release of information needed to comply with the open crime logs or timely warning provisions of the Clery Act will not include the names of victims or information that could easily lead to a victim's identification. The college's crime tracking logs do not contain personally identifiable information. Any other requests for public release of information are approved through the Vice President of Human Resources and are held to the same standard of confidentiality and no release of personally identifiable information. Additionally, the College maintains privacy in relation to any accommodations or protective measures afforded to a victim, except to the extent necessary to provide the accommodations and/or protective measures. Typically, if faculty members or administrators are asked to provide accommodations for a specific student, they are told that such accommodations are necessary under Title IX or the Clery Act, but they are not given any details of the incident, or what kind of incident it is. Irrespective of state law or public records access provisions, information about victims is maintained privately in accordance with Title IX and FERPA.

In any complaint of sexual misconduct, sexual assault, stalking, dating violence, domestic violence, or other sex or gender-based discrimination covered under the federal law, Title IX, the person bringing the accusation and the responding party are entitled to the same opportunities for a support person of their choice throughout and to fully participate in the process, including any meeting, conference, hearing, appeal, or other procedural action. The role of advisors is described in detail in the Civil Rights Policies and Procedures. https://www.cccneb.edu/globalassets/documents/student-life/policies-and-procedures/civil-rights-polices-and-procedures.pdf

Once complete, the parties will be informed, in writing, simultaneously, of the outcome, including the finding, the sanctions (if any), and the rationale. Delivery of this outcome to the parties will occur simultaneouslyin writing. All parties will be informed of the College appeal processes, and their rights to exercise a request for appeal. Should any change in outcome occur prior to finalization, all parties will be simultaneously informed in writing, and will be notified when the results of the resolution process become final. If the alleged victim is deceased, theDean of Students, Title IX Coordinator or designee will share disciplinary results with victims next of kin upon request.

Both Title IX and the Clery Act provide protections for individuals who bring allegations of non-compliance with the Clery Act and/or Title IX to the attention of appropriate campus administrators. The College does not retaliate against those who raise concerns of non-compliance. Any concerns should be brought to the immediate attention of Christopher Waddle, J.D., CCC Title IX/Equity/AA/ADA/504 Coordinator, 308-398-7325 or cwaddle@cccneb.edu and/or to officials of the U.S. Department of Education.

Other Civil Rights Offenses, When the Act is Based upon the Status of a Protected Class

- Threatening or causing physical harm, extreme verbal abuse or other conduct which threatens or endangers the health or safety of any person based on their actual or perceived membership in a protected class
- Discrimination, defined as actions that deprive other members of the community of educational or employment access, benefits or opportunities based on their actual or perceived membership in a protected class
- Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another based on actual or perceived membership in a protected class
- Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the College community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity (as defined further in the hazing policy) based on actual or perceived membership in a protected class; hazing is also illegal under State law 28-311.06 and prohibited by College policy
- Bullying, defined as repeated and/or severe aggressive behavior, is likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally based on actual or perceived membership in a protected class
- Violence between those in an intimate relationship to each other based on actual or perceived membership in a protected class (this includes romantic relationships, dating, domestic and/or relationship violence)
- Stalking, defined as a course of conduct directed at a specific person based on actual or perceived membership in a protected class that is unwelcome and would cause a reasonable person to feel fear.
- Stalking includes the concept of cyber-stalking, a particular form of stalking in which electronic media such as the Internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used to pursue, harass, or to make unwelcome contact with another person in an unsolicited fashion.
- Any other College rules, when a violation is motivated by the actual or perceived membership of the victim [based on sex or gender or in a protected class], may be pursued using this policy and process.

What to do if you are a victim of a crime?

Any individual who believes he or she has been the subject of any civil rights or gender relatedmisconduct is encouraged to:

- Preserve any electronic evidence such as pictures, emails or chats and keep a written record of dates, times, places, witnesses, and nature of the incident. It is important to preserve evidence that could be helpful in proving that the alleged offense occurred or in obtaining a protection order.
- Follow the procedures in the “Reporting a Crime” section of this document and immediately or as soon as is possible report the incident to CCC Title IX/Equity/AA/ADA/504 Coordinator,

Christopher Waddle, J.D. 308-398-7325 or cwaddle@cccneb.edu .

- CCC personnel will assist aggrieved parties in contacting law enforcement to report sex crimes if the student requests assistance

Victims of sexual misconduct should be aware that College administrators must issue timely warnings for incidents reported to them that pose a substantial threat of bodily harm or danger to members of the campus community. The College will make every effort to ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions considering the potential danger.

A complete explanation of CCC's policy and procedures related to gender-based misconduct is in CCC's Policy and Procedure for Civil Rights Equity Grievance Resolution for all Faculty, Students and Employees, and CCC's Resource Guide for Students on Sexual Misconduct: Campus Policies, Procedures and Victim Services. Copies of these documents are available at all campuses at the Associate Dean of Student offices and online at https://www.cccneb.edu/what-is-title-ix

Who Should Report Sex Related Offenses?

Report if you are:

- The victim
- Witnessed someone being a victim, or
- Are aware of information that someone is or might be a victim

If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with law enforcement to preserve evidence if the victim changes his orher mind later.

In order to encourage students to report incidents of sexual misconduct, the college offers amnesty for individuals who file a complainant if they were involved with collateral alcohol and/or other non-violent violations of campus policy. This amnesty is also afforded to witnesses that participate in the investigation that also might have been involved with collateral alcohol and/or other non-violent violations of campus policy.

Students are referred to the Student Rights and Responsibilities section of the Student Handbook for more information on inappropriate non-academic conduct and disciplinary action. Employees are referred to the Affirmative Action Plan section of the Procedure Manual for Personnel.

What Happens After a Report of a Sex Crime

Relocation of Alleged Victim of a Sex Crime in Residence Halls

If an alleged victim of a sex crime lives in the CCC residence halls, that individual may request to move to a different room/location. If the request is reasonable and an alternate room is available, CCC will allow the relocation of the alleged victim to another room in the residence halls.

Notification of Results of Disciplinary Proceedings in cases of Sex Related Offenses

The Title IX/Equity/AA/ADA/504 Coordinator will inform the accused individual and the party bringing a grievance of the final determination within 3 business days of the resolution, without significant time delay between notifications. Notification will be made in writing and may be delivered by one or more of the following methods: in person; mailed to the local or permanent address of the parties as indicated in official College records; or emailed to the parties' College-issued email account. Once mailed, emailed and/or received in-person, notice will be presumptively delivered.

Upon request, the College will disclose the results of any disciplinary proceeding against a student who is the alleged respondent of any non-forcible sex offense, as well as for any crime of violence. The College will make such disclosures to the respondent, to the alleged victims, as well as to the next of kin, if an alleged victim is deceased.

Rights of a Party Bringing a Grievance and the Responding Party in cases of Alleged Sexual Misconduct

STATEMENT OF RIGHTS OF THE PARTIES- These rights are provided to the victim and respondent during the initial meeting with the Title IX Coordinator as a part of the copy of Civil Rights Policies and Procedures.

- The right to an equitable investigation and resolution of all credible allegations of prohibited harassment or discrimination made in good faith to Central Community College officials.
- The right to timely written notice of all alleged violations, including the identity of the parties involved (if known), the precise misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated policies and procedures, and possible sanctions.
- The right to timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional Complainants, unsubstantiated allegations) and any attendant adjustments needed to clarify potentially implicated policy violations.
- The right to be informed in advance of any public release of information regarding the allegation(s) or underlying incident(s), whenever possible.
- The right not to have any personally identifiable information released to the public without consent provided, except to the extent permitted by law.
- The right to be treated with respect by Central Community College officials.
- The right to have Central Community College policies and procedures followed without material deviation.
- The right not to be pressured to mediate or otherwise informally resolve any reported misconduct involving violence, including sexual violence.
- The right not to be discouraged by Central Community College officials from reporting sexual misconduct or discrimination to both on-campus and off-campus authorities.
- The right to be informed by Central Community College officials of options to notify proper law enforcement authorities, including on-campus and local police, and the option(s) to be assisted by Central Community College authorities in notifying such authorities, if the party so chooses. This also includes the right not to be pressured to report, as well.
- The right to have allegations of violations of this Policy responded to promptly and with sensitivity by Central Community College law enforcement and/or other Central Community College officials.
- The right to be informed of available interim actions and supportive measures, such as counseling; advocacy; health care; legal, student financial aid, visa, and immigration assistance; or other services, both on campus and in the community as noted in the Sexual Misconduct Resource Guide that all parties receive.
- The right to a Central Community College-implemented no contact order when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct that presents a danger to the welfare of the party or others.
- The right to be informed through the Sexual Misconduct Resource Guide of available assistance in changing academic, living, and/or working situations after an alleged incident of discrimination, harassment, and/or retaliation, if such changesare reasonably available. No formal report, or investigation, either campus or criminal, needs to occur before this option is available. Such actions may include, but are not limited to:

- Relocating an on-campus student's housing to a different on-campus location
- Assistance from Central Community College staff in completing the relocation
- Changing an employee's work environment (e.g., reporting structure, office/workspace relocation)
- Transportation accommodation
- Visa/immigration assistance
- Arranging to dissolve a housing contract and a pro-rated refund
- Exam, paper, and/or assignment rescheduling or adjustment
- Receiving an incomplete in, or a withdrawal from, a class (may be retroactive)
- Transferring class sections
- Temporary withdrawal/leave of absence (may be retroactive)
- Campus safety escorts
- Alternative course completion options.

- The right to have the Central Community College maintain such actions for as long as necessary and for supportive measures to remain private, provided privacy does not impair the Central Community College's ability to provide the supportive measures.
- The right to receive sufficiently advanced, written notice of any meeting or interview involving the other party, when possible.
- The right to ask the Investigator(s) and Decision-maker(s) to identify and question relevant witnesses, including expert witnesses.
- The right to provide the Investigator(s)/Decision-maker(s) with a list of questions that, if deemed relevant by the Investigator(s)/Chair, may be asked of any party or witness.
- The right to have inadmissible prior sexual history or irrelevant character evidence excluded by the decision-maker.
- The right to know the relevant and directly related evidence obtained and to respond to that evidence.
- The right to fair opportunity to provide the Investigators with their account of the alleged misconduct and have that account be on the record.
- The right to receive a copy of the investigation report, including all factual, policy, and/or credibility analyses performed, and all relevant and directly related evidence available and used to produce the investigation report, subject to the privacy limitations imposed by state and federal law, prior to the hearing, and the right to have at least ten (10) business days to review the report prior to the hearing.
- The right to respond to the investigation report, including comments providing any additional relevant evidence after the opportunity to review the investigation report, and to have that response on the record.
- The right to be informed of the names of all witnesses whose information will be used to make a finding, in advance of that finding, when relevant.
- The right to regular updates on the status of the investigation and/or resolution.
- The right to have reports of alleged Policy violations addressed by Investigators, Title IX Coordinators, and Decision-makers who have received at least 8 hours of relevant annual training.
- The right to a Hearing Panel that is not single sex in its composition, if a panel is used.
- The right to preservation of privacy, to the extent possible and permitted by law.
- The right to meetings, interviews, and/or hearings that are closed to the public.
- The right to petition that any Central Community College representative in the process be recused based on disqualifying bias and/or conflict of interest.
- The right to have an Advisor of their choice to accompany and assist the party in all meetings and/or

interviews associated with the resolution process.

- The right to have the Central Community College compels the participation of faculty and staffwitnesses.
- The right to the use of the appropriate standard of evidence, [preponderance of the evidence] to make a finding after an objective evaluation of all relevant evidence.
- The right to be present, including presence via remote technology, during all testimony given and evidence presented during any formal grievance hearing.
- The right to have an impact statement considered by the Decision-makers following a determination of responsibility for any allegation, but prior to sanctioning.
- The right to be promptly informed in a written Notice of Outcome letter of the finding(s) and sanction(s) of the resolution process and a detailed rationale therefor (including an explanation of how credibility was assessed), delivered simultaneously (without undue delay) to the parties.
- The right to be informed in writing of when a decision by Central Community College is considered final and any changes to the sanction(s) that occur before the decision is finalized.
- The right to be informed of the opportunity to appeal the finding(s) and sanction(s) of the resolution process, and the procedures for doing so in accordance with the standards for appeal established by Central Community College.
- The right to a fundamentally fair resolution is defined in these procedures.

Sanctions that may be Imposed

Student Sanctions

The following are the usual sanctions that may be imposed upon students or organizations singly or in combination[9]:

- *Warning:* A formal statement that the conduct was unacceptable and a warning that further violation of any Central Community College policy, procedure, or directive will result in more severe sanctions/responsive actions.
- *Required Counseling:* A mandate to meet with and engage in either Central Community College-sponsored or external counseling to better comprehend the misconduct and its effects.
- *Probation:* A written reprimand for violation of institutional policy, providing for more severe disciplinary sanctions if the student or organization is found in violation of any institutional policy, procedure, or directive within a specified period. Terms of probation will be articulated and may include denial of specified social privileges, exclusion fromco-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.
- *Suspension:* Termination of student status for a definite period not to exceed two yearsand/or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure as a student at Central Community College.
- *Expulsion:* Permanent termination of student status and revocation of rights to be on campus for any reason or to attend Central Community College-sponsored events. This sanction will be noted permanently as a Conduct Expulsion on the student's official transcript, [subject to any applicable expungement policies.]
- *Withholding Diploma*: Central Community College may withhold a student's diploma for a

[9] Subject to Central Community College's Employee and Student Code of Conduct/Policies.

specified period and/or deny a student participation in commencement activities if thestudent has an allegation pending or as a sanction if the student is found responsible for an alleged violation.

- *Revocation of Degree:* Central Community College reserves the right to revoke a degree previously awarded from Central Community College for fraud, misrepresentation, and/or other violation of Central Community College policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation.
- *Organizational Sanctions*: Deactivation, loss of recognition, loss of some or all privileges (including Central Community College registration) for a specified period.
- *Other Actions:* In addition to or in place of the above sanctions, Central Community College may assign any other sanctions as deemed appropriate.

Employee Sanctions

Responsive actions for an employee who has engaged in harassment, discrimination, and/or retaliation include:

- *Warning – Verbal or Written*
- *Opportunity for Improvement Plan*
- *Required Counseling*
- *Required Training or Education*
- *Probation*
- *Loss of Annual Pay Increase*
- *Loss of Oversight or Supervisory Responsibility*
- *Demotion*
- *Suspension with pay*
- *Suspension without pay*
- *Termination*
- *Other Actions:* In addition to or in place of the above sanctions, the College may assign any other sanctions as deemed appropriate.

Clery Act Crime and Disciplinary Statistic Definitions

There are some important definitions that will aid understanding of the statistical information that follows this section. The U.S. Department of Education has instructed colleges and universities to follow some guidance that might not be obvious to the reader unless explanation is provided (some categories may not be obvious in their meaning unless the reader possess a Criminal Justice background). This list of definitions is not exhaustive, but the definitions included are complete and will aid reader understanding of events reported in the crime statistics that follow. All definitions and are based on U.S. Department of Education guidance and the Violence Against Women Act of 1994.

Aggravated Assault: an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied using a weapon, or any other item not usually thought of as a weapon but becomes one in the commission of a crime, or by means likely to produce death or great bodily harm. Attacks using personal weapons, such as hands, arms, feet, fists and teeth that result in serious or aggravated injury should also be categorized as aggravated assaults. Aggravated assaults include assaults or attempts to kill or murder, poisoning including the use of date rape drugs to subdue a victim, assault with a dangerous or deadly weapon, maiming, mayhem, assault with explosives, intent of the assailant being to cause serious injury, and

assault with disease. Assault cases that might be categorized as assault and battery, disorderly conduct, domestic violence, or simple assault are also considered aggravated assaults in Clery Act reporting. Assaults offenses where injuries are not serious and only required first aid treatment are to be categorized as Simple Assaults.

Arrest: For the purposes of these reports, an event that is classified as an arrest includes persons processed by arrest, citation or summons, including:

- Those people arrested and released without a formal charge being placed against them. (An arrest has occurred when a law enforcement officer detains an adult with the intention of seeking charges against the individual for a specific offense(s) and a record is made of the detention.)
- Juveniles taken into custody or arrested but merely warned and released without being charged. A juvenile should be counted as "arrested" when the circumstances are such that if the individual were an adult, an arrest would have been counted.
- Any situation where a young person, in lieu of actual arrest, is summoned, cited or notified to appear before the juvenile or youth court or similar official for a violation of the law.
- Violations by young people where some police or official action is taken beyond a mere interview, warning or admonishment.

Arson: any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Awareness Programs: Community-wide or audience specific programming, initiatives and strategies that increase audience knowledge, and share information and resources to prevent violence, promote safety and reduce perpetration.

Burglary: unlawful entry of a structure with intent to commit a larceny, theft, or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking, and,

- Forcible Entry: Offenses where force of any kind is used to unlawfully enter a structure for the purpose of committing a theft or felony
- Unlawful Entry–No Force: The entry of a structure in this situation is achieved by use of an unlocked door or window. The element of trespass to the structure is essential in this category, which includes thefts from open garages, open warehouses, open or unlocked dwellings (such as dorm rooms) and open or unlocked common basement areas in apartment houses where entry is achieved by someone other than the tenant who has lawful access, or others whom the tenant allows to have free and regular access to the structure.
- Attempted Forcible Entry: A situation where a forcible entry into a locked structure is attempted but not completed. Possible indicators of an attempted burglary may include, but are not limited to, damage to a door or window, the presence of burglary tools, and/or proximity in time and place to a pattern of other similar crimes.

Campus Security Authority: A Clery Act specific term that encompasses groups of individuals and organizations associated with an institution: campus security, employees in which students should report crimes to, and officials of the institution who have significant responsibility for student and campus activities. CSA's are responsible for reporting allegations of Clery Act crimes that are reported tothen in their capacity as CSA.

Civil Rights Violations: Definitions of gender related (Title IX) and Civil Rights violations are in Legal and College Definitions of Sexual Offenses portion of this document.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

A) The existence of such a relationship shall be determined based on the reporting party'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.

B) For the purposes of this definition:

a) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

b) Dating violence does not include acts covered under the definition of domestic violence.

C) For the purposes of complying with the requirements of this section and § 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Destruction/Damage/Vandalism of Property: to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Disability: A preformed negative opinion or attitude toward a group of people based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Domestic Violence: A felony or misdemeanor crime of violence committed:

A) By a current or former spouse or intimate partner of the victim;

B) By a person with whom the victim shares a child in common;

C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;

D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or

E) By any other person against an adult or youth victim who is protected

Fire: Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

- Cause of Fire: The factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure, or act of nature.
- Fire-related Death: Any instance in which a person (1) is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire; or (2) dies within one year of injuries sustained as a result of the fire.
- Fire-related Injury: Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting rescue, or escaping from the dangers of the fire. The term “person” may include students, employees, visitors, firefighters or any other individuals.
- Intentional Fire: A fire that is ignited, or that results from a deliberate action, in circumstances where the person knows there should not be a fire.
- Overhaul: The practice of searching for a fire scene to detect hidden fires or sparks which mayrekindle, and to note the possible point of origin and cause of ignition.
- Undetermined Fire: A fire in which the cause cannot be determined.
- Unintentional Fire: A fire that does not involve an intentional human act to ignite or spread fire into an area where the fire should not be.
- Value of Property Damage: The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate should include contents damaged by fire, and related damage caused by smoke, water, and overhaul; however, it does not include indirect loss, such as business interruption.

Fire Drill: A supervised practice of a mandatory evacuation of a building for a fire.

Fire Safety System: Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire. This may include sprinkler systems or other fire extinguishing systems, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights; smoke-control and reduction mechanisms; and fire doors and walls that reduce the spread of a fire.

Hate Crime: A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Eight categories of bias are counted under the Clery Act: Race, Gender, Gender Identity, Religion, Sexual Orientation, Ethnicity, National Origin, and Disability.

Indecent Exposure: A person commits indecent exposure if that person exposes her/his genitals in any public place or in any place where others are present when one knows orshould know that this conduct is likely to offend, affront, or alarm.

Intimidation: to unlawfully place another person in reasonable fear of bodily harm by threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Liquor Law Violations: defined as the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

Manslaughter by Negligence: the killing of another person through gross negligence.

Motor vehicle theft: the theft or attempted theft of a motor vehicle.

Murder and Non-negligent Manslaughter: the willful (non-negligent) killing of one human being by another. Any death caused by injuries received in a fight, argument, quarrel, assault or the commission of a crime.

Official: Any person who has the authority and the duty to act or respond to issues on behalf of the institution.

Personally Identifying Information: Individually identifying information for or about an individual, including information likely to disclose the location of a victim of domestic violence, dating violence, sexual assault or stalking, regardless of whether the information is encoded, encrypted, hashed or otherwise protected, including a first and last name, home or other physical address, contact information (including a postal, email, or Internet protocol address, or telephone or facsimile number),and any other information, including date of birth, racial or ethnic background, or religious affiliation that would serve to identify any individual.

Primary Prevention Programs: Programming, initiatives and strategies intended to stop dating violence, domestic violence, sexual assault and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Professional Counselor: A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of the counselor's license or certification. They are not campus security authorities under the Clery Act.

Programs to prevent dating violence, domestic violence, sexual assault and stalking: Comprehensive, intentional and integrated programming, initiatives, strategies and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, informed

by research or assessed for value, effectiveness of outcome, and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Referred for disciplinary action: the referral of any person to any official who initiates a disciplinary action of which a record is kept, and which may result in the imposition of a sanction. If an individual was both arrested and referred for disciplinary action for an offense, colleges and universities are instructed only to count/disclose the arrest statistic.

Reported crime: Brought to the attention of a campus security authority, the institution's campus security officers, or local law enforcement personnel by a victim, witness, other third party, or even the offender.

Result: Any initial, interim and final decision by any official or entity authorized to resolve disciplinary matters within the institution. The result must include any sanctions imposed by the institution. Notwithstanding section 444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly referred to as the Family Educational Rights and Privacy Act (FERPA), the results must also include the rationale for the result and the sanctions.

Risk Reduction: Options designed to decrease perpetration and bystander inaction, increase empowerment for victims in order to promote safety, and help individuals and communities address conditions that facilitate violence.

Robbery: taking or attempting to take anything of value from the care, custody, or control ofa person or persons by force or threat of force or violence and/or by putting the victim in fear.

Sex Offenses: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

A) Fondling — The touching of the private body parts of another person for the purpose sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

B) Incest — Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Sexual Orientation: The term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Simple Assault: is an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness. Per U.S. Department of Education guidance, simple assaults should only be reported in Clery Act statistics if they are also hate crimes.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

A) Fear for the person's safety or the safety of others; or

B) Suffer substantial emotional distress.

C) For the purposes of this definition, course of conduct means two or more acts, including, but not limited to, acts in which the stalker 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.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Theft: the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Larceny and theft mean the same thing in the definitions that apply to this report.)

Unfounded crime: If a reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is "unfounded" and should not be included in Clery Report statistics. Only sworn or commissioned law enforcement personnel may "unfound" a crime.

Upstander Intervention: Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Upstander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

Weapon: Carrying, Possessing: defined as the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.

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Statistics for on-campus student housing facilities must be included in the on-campus statistics and disclosed separately in the on-campus student housing facility category. To disaggregate incidences on-campus you must subtract the on-campus student housing statistics from the on-campus statistics.

Criminal Offenses - Columbus Campus

Criminal offense	On Campus			On Campus Student Housing			Public Property Adjacent to Campus			Non campus Geography		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter By Negligence	0	0	0	0	0	0	0	0	0	0	0	0
*Sexual Assault- Rape	1	0	0	1	0	0	0	0	0	0	0	0
*Sexual Assault- Fondling	1	0	0	1	0	0	0	0	0	0	0	0
*Sexual Assault - Incest	0	0	0	0	0	0	0	0	0	0	0	0
*Sexual Assault – Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0

Hate Crimes - On campus - Columbus Campus

Criminal offense	Totals			Race			Religion			Sexual orientation			Gender			Gender Identity			Ethnicity/National Origin			Disability		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/ Non-negligent manslaughter	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Manslaughter By Negligence	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Sexual Assault- Rape	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Sexual Assault – Fondling	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Sexual Assault – Incest	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Sexual Assault – Statutory Rape	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Robbery	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Aggravated assault	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Burglary	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Motor vehicle theft	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Arson	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Simple assault	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Larceny-theft	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Intimidation	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Destruction/damage/ vandalism of property	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**

Hate Crimes - On Campus Student Housing Facilities - Columbus Campus

Criminal offense	Totals			Race			Religion			Sexual orientation			Gender			Gender Identity			Ethnicity/National Origin			Disability		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/ Non-negligent manslaughter	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Manslaughter By Negligence	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Sexual Assault - Rape	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Sexual Assault – Fondling	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Sexual Assault – Incest	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Sexual Assault– Statutory Rape	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Robbery	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Aggravated assault	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Burglary	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Motor vehicle theft	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Arson	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Simple assault	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Larceny-theft	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Intimidation	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**
Destruction/damage/ vandalism of property	**0**	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**	0	**0**	**0**

Hate Crimes - Public Property Adjacent to Columbus Campus

Criminal offense	Totals			Race			Religion			Sexual orientation			Gender			Gender Identity			Ethnicity/National Origin			Disability		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/ Non-negligent manslaughter	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Manslaughter By Negligence	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault- Rape	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault - Fondling	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault - Incest	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault– Statutory Rape	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Robbery	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Aggravated assault	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Burglary	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Motor vehicle theft	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Arson	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Simple assault	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Larceny-theft	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Intimidation	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Destruction/damage/ vandalism of property	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**

Arrests - Columbus Campus

Law Violation	On Campus			On-Campus Student Housing Facilities			Public Property Adjacent to Campus			Non campus Geography		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0	0	0	0	0
Drug abuse violations	1	0	1	1	0	0	0	0	0	0	1	0
Liquor law violations	2	0	0	2	0	0	0	0	0	0	0	0

Number of Persons Referred for Disciplinary Action - Columbus Campus

Violation	On Campus			On-Campus Student Housing Facilities			Public Property Adjacent to Campus			Non campus Geography		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0	0	0	0	0
Drug abuse violations	2	0	1	1	0	1	0	0	0	0	0	0
Liquor law violations	5	1	1	5	1	1	0	0	0	0	0	0

VAWA Offenses – Columbus Campus

This category is new, a part of the reauthorization of the Violence Against Women Act (VAWA) – the U.S. Department of Education has requested that institution begin their reporting in this area as of 2013.

	On Campus			On-Campus - Student Housing Facilities			Non campus Geography			Public Property Adjacent to Campus		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
***Domestic Violence**	0	0	0	0	0	0	0	1	0	0	0	0
***Dating Violence**	0	0	1	0	0	1	0	0	0	0	0	0
***Stalking**	0	0	0	0	0	0	0	0	0	0	0	0

- No reportable incidence at overnight off campus locations during this period

Central Community College Grand Island Campus
Crime and Safety Awareness Report 2019-2021

Statistics for on-campus student housing facilities must be included in the on-campus statistics and disclosed separately in the on-campus student housing facility category. To disaggregate incidences on-campus you must subtract the on-campus student housing statistics from the on-campus statistics.

Criminal Offenses – Grand Island Campus

Criminal offense	On Campus			On Campus Student Housing			Public Property Adjacent to Campus			Non campus Geography		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter By Negligence	0	0	0	0	0	0	0	0	0	0	0	0
*Sexual Assault- Rape	0	0	0	0	0	0	0	0	0	0	0	0
*Sexual Assault- Fondling	0	0	0	0	0	0	0	0	0	0	0	0
*Sexual Assault - Incest	0	0	0	0	0	0	0	0	0	0	0	0
*Sexual Assault – Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	1	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0

Hate Crimes - On campus - Grand Island Campus

Criminal offense	Totals			Race			Religion			Sexual orientation			Gender			Gender Identity			Ethnicity/National Origin			Disability		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/ Non-negligent manslaughter	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Manslaughter By Negligence	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault- Rape	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault – Fondling	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault – Incest	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault – Statutory Rape	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Robbery	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Aggravated assault	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Burglary	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Motor vehicle theft	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Arson	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Simple assault	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Larceny-theft	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Intimidation	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Destruction/damage/ vandalism of property	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**

Hate Crimes - On Campus Student Housing Facilities - Grand Island Campus

Criminal offense	Totals			Race			Religion			Sexual orientation			Gender			Gender Identity			Ethnicity/National Origin			Disability		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/ Non-negligent manslaughter	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Manslaughter By Negligence	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault - Rape	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault – Fondling	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault – Incest	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault– Statutory Rape	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Robbery	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Aggravated assault	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Burglary	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Motor vehicle theft	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Arson	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Simple assault	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Larceny-theft	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Intimidation	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Destruction/damage/ vandalism of property	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**

Hate Crimes - Public Property Adjacent to Grand Island Campus

Criminal offense	Totals			Race			Religion			Sexual orientation			Gender			Gender Identity			Ethnicity/National Origin			Disability		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/ Non-negligent manslaughter	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Manslaughter By Negligence	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault- Rape	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault - Fondling	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault - Incest	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault– Statutory Rape	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Robbery	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Aggravated assault	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Burglary	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Motor vehicle theft	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Arson	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Simple assault	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Larceny-theft	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Intimidation	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Destruction/damage/ vandalism of property	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**

Arrests - Grand Island Campus

Law Violation	On Campus			On-Campus Student Housing Facilities			Public Property Adjacent to Campus			Non campus Geography		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0	0	0	0	0	1	0
Liquor law violations	0	0	0	0	0	0	0	0	0	0	0	0

Number of Persons Referred for Disciplinary Action - Grand Island Campus

Violation	On Campus			On-Campus Student Housing Facilities			Public Property Adjacent to Campus			Non campus Geography		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0	0	0	0	0	0	0

VAWA Offenses – Grand Island Campus

This category is new, a part of the reauthorization of the Violence Against Women Act (VAWA) – the U.S. Department of Education has requested that institution begin their reporting in this area as of 2013.

	On Campus			On-Campus - Student Housing Facilities			Non campus Geography			Public Property Adjacent to Campus		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
***Domestic Violence**	0	0	0	0	0	0	0	0	0	0	0	0
***Dating Violence**	0	0	0	0	0	0	0	0	0	0	0	0
***Stalking**	0	0	0	0	0	0	0	0	0	0	0	0

- No reportable incidence at overnight off campus locations during this period

Central Community College Hastings Campus
Crime and Safety Awareness Report 2019-2021

Statistics for on-campus student housing facilities must be included in the on-campus statistics and disclosed separately in the on-campus student housing facility category. To disaggregate incidences on-campus you must subtract the on-campus student housing statistics from the on-campus statistics.

Criminal Offenses - Hastings Campus

Criminal offense	On Campus			On Campus Student Housing			Public Property Adjacent to Campus			Non campus Geography		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter By Negligence	0	0	0	0	0	0	0	0	0	0	0	0
*Sexual Assault- Rape	0	0	0	0	0	0	0	0	0	0	0	0
*Sexual Assault- Fondling	1	1	0	0	0	0	0	0	0	0	0	0
*Sexual Assault - Incest	0	0	0	0	0	0	0	0	0	0	0	0
*Sexual Assault – Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0

Hate Crimes - On campus - Hastings Campus

Criminal offense	Totals			Race			Religion			Sexual orientation			Gender			Gender Identity			Ethnicity/National Origin			Disability		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/ Non-negligent manslaughter	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Manslaughter By Negligence	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault- Rape	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault – Fondling	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault – Incest	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault – Statutory Rape	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Robbery	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Aggravated assault	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Burglary	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Motor vehicle theft	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Arson	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Simple assault	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Larceny-theft	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Intimidation	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Destruction/damage/ vandalism of property	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**

Hate Crimes - On Campus Student Housing Facilities - Hastings Campus

Criminal offense	Totals			Race			Religion			Sexual orientation			Gender			Gender Identity			Ethnicity/National Origin			Disability		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/ Non-negligent manslaughter	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Manslaughter By Negligence	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault - Rape	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault – Fondling	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault – Incest	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault– Statutory Rape	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Robbery	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Aggravated assault	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Burglary	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Motor vehicle theft	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Arson	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Simple assault	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Larceny-theft	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Intimidation	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Destruction/damage/ vandalism of property	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**

Hate Crimes - Public Property Adjacent to Hastings Campus

Criminal offense	Totals			Race			Religion			Sexual orientation			Gender			Gender Identity			Ethnicity/National Origin			Disability		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Murder/ Non-negligent manslaughter	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Manslaughter By Negligence	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault- Rape	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault - Fondling	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault - Incest	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Sexual Assault– Statutory Rape	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Robbery	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Aggravated assault	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Burglary	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Motor vehicle theft	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Arson	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Simple assault	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Larceny-theft	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Intimidation	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**
Destruction/damage/ vandalism of property	**0**	**0**	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**	0	0	**0**

Arrests - Hastings Campus

Law Violation	On Campus			On-Campus Student Housing Facilities			Public Property Adjacent to Campus			Non campus Geography		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0	0	0	0	0
Drug abuse violations	1	0	0	1	0	0	0	0	0	0	0	0
Liquor law violations	2	0	0	2	0	0	0	0	0	0	0	0

Number of Persons Referred for Disciplinary Action - Hastings Campus

Violation	On Campus			On-Campus Student Housing Facilities			Public Property Adjacent to Campus			Non campus Geography		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0	0	0	0	0	0
Drug abuse violations	3	0	2	3	3	2	0	0	0	0	0	0
Liquor law violations	15	2	6	15	2	6	0	0	0	0	0	0

VAWA Offenses – Hastings Campus

This category is new, a part of the reauthorization of the Violence Against Women Act (VAWA) – the U.S. Department of Education has requested that institution begin their reporting in this area as of 2013.

	On Campus			On-Campus - Student Housing Facilities			Non campus Geography			Public Property Adjacent to Campus		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
***Domestic Violence**	0	0	0	0	0	0	0	0	0	0	0	0
***Dating Violence**	0	0	1	0	0	0	0	0	0	0	0	0
***Stalking**	1	0	0	1	0	0	0	0	0	0	0	0

- No reportable incidence at overnight off campus locations during this period

Campus Fire Report and Statistics

Campus Fire Safety Systems Information

The College is required to publish information about the fire safety systems in the residence halls annually. This information is below by location:

Hastings Residence Halls:

Fire Alarm System:

Siemens Fire Finder XLS Control Panel, Make & Model: Notifier

Sprinkler System Type:

Colfax, Valley & Boone Residence Halls – wet with backflow

Franklin, Greeley & Clay Residence Halls – sprinkler systems, wet & dry with backflow

Columbus Residence Halls:

Fire Alarm System:

Both residence halls have a Notifier addressable fire alarm panel with smoke detection

Sprinkler System Type:

Both Columbus Campus residence halls have a wet hydraulic sprinkler system

Fire Safety Tracking and Disclosure for Log and Fire Safety Disclosure Statistics

CCC complies with the fire safety disclosure requirements of the Clery Act including the log and disclosure requirements. CCC's Fire Safety log is updated within 48 hours of a fire occurrence in a residence hall. CCC's Fire Safety log is kept on a secure SharePoint site on the College's servers. The log is maintained by the Directors of Residence Life on the Columbus and Hastings campuses, as these are the only campuses that have residence halls. A copy of the log is available upon request; to make a request, please contact the individuals listed below:

Columbus Campus

Associate Dean of Student Services, 402-562-1405, email: joshuayork@cccneb.edu

Hastings Campus

Associate Dean of Student Services, 402-460- 2185 email: seangriffin@cccneb.edu

The Director of Environmental Health and Safety utilizes the fire log and guidance from the US Department of Education to prepare this annual report to comply with Federal Regulation

Number of Fire Related Drills in 2021

Columbus Campus
South Residence Total # of Drills: 2
4-5-21 3:30 pm
11-4-21 1:00 pm
West Residence Total # of Drills: 2
4-5-21 3:45 pm
11-4-21 1:10 pm

Hastings Campus
Clay Hall Total # of Drills: 2
3-31-21 2:00 pm
11-3-21 3:00 pm
Boone Hall Total # of Drills: 2
3-31-21 2:20 pm
11-3-21 3:00 pm
Valley Hall Total # of Drills: 2
3-31-21 2:20 pm
11-3-21 3:00 pm
Greely Hall Total # of Drills: 2
3-31-21 2:30 pm
11-3-21 3:00 pm
Colfax Hall Total # of Drills: 2
3-31-21 2:30 pm
11-3-21 3:00 pm
Franklin Hal: Total # of Drills: 1l
11-3-21 3:00 pm

Grand Island Campus and the Kearney, Lexington, Holdrege and Ord Learning Centers do not have residence halls or student housing. Fire extinguishers (ABC type) are in all residence hallsand spaced in accordance with fire code.

Fires, 2019-2020-2021 for Campuses with Residence Halls

Summary of Fires Columbus Campus (4500 63rd Street, Columbus, NE)

2019

Facility	Fires	Injuries	Deaths	Cause	Value of Damage
South Residence	0	0	0	0	0
West Residence	0	0	0	0	0

2020

Facility	Fires	Injuries	Deaths	Cause	Value of Damage
South Residence	1	0	0	Bed Sheet, Smoking	$30
West Residence	0	0	0	0	0

2021

Facility	Fires	Injuries	Deaths	Cause	Value of Damage
South Residence	1	0	0	Microwave	$50
West Residence	0	0	0	0	0

Summary of Fires Hastings Campus (550 S. Technical Blvd. Hastings, NE)

2019

Facility	Fires	Injuries	Deaths	Cause	Value of Damage
Clay Hall	0	0	0	0	0
Boone Hall	0	0	0	0	0
Valley Hall	0	0	0	0	0
Greeley Hal	0	0	0	0	0
Colfax Hall	0	0	0	0	0
Franklin Hall	0	0	0	0	0

2020

Facility	Fires	Injuries	Deaths	Cause	Value of Damage
Clay Hall	1	1 Twisted Ankle	0	Pop Tart in Microwave	$1
Boone Hall	0	0	0	0	0
Valley Hall	0	0	0	0	0
Greeley Hall	0	0	0	0	0
Colfax Hall	0	0	0	0	0
Franklin Hall	0	0	0	0	0

2021

2021Facility	Fires	Injuries	Deaths	Cause	Value of Damage
Colfax Hall	0	0	0	Cooking in Room	$1
Clolfax Hall	1	0	0	Microwave	$50
Boone Hall	0	0	0	0	0
Valley Hall	0	0	0	0	0
Greeley Hal	1	0	0	Stove Melted Plastic	$1
Clay Hall	1	0	0	Microwave Food	$50
Clay Hill	1	0	0	Microwave Popcorn	$1
Franklin Hall	0	0	0	0	0

College Tobacco Policy

The use of tobacco products is prohibited on campus and all or any property owned by the college. Tobacco includes any product that contains tobacco, is derived from tobacco or contains nicotine or other similar substances that are intended for human consumption, or is likely to be consumed, whether smoked, heated, inhaled, chewed, absorbed, dissolved or ingested by any other means. This includes e-cigarettes and other electronic smoking devices, pipes and rolling papers, but does not include any product that is approved by the United States Food and Drug Administration for legal sale as a tobacco cessation product and is being marketed and sold solely for the approved purpose.

Residence Hall Rules for Smoking, Open Flames, and Portable Electrical Appliances

Detailed information on the residence hall rules for smoking, open flames and portable electrical appliances may be found in CCC's Residence Hall Handbook beginning on page 27.

Tobacco:

No smoking or tobacco products are allowed on campus. Central Community College prohibits the use of all smoke and smokeless tobacco products in all buildings, facilities, and vehicles. This includes e-cigarettes. This action follows Nebraska R.S.S. 28-1327 and 28-1328 and rule 58 and 59 of the State Department of Health.

Flammable Material:

Fire codes prohibit the use of candles, incense burners, and any open flame in the residence halls. Outlet plug-ins with heating elements, e.g., halogen bulbs, are not allowed. Plug-ins that do not rely on heating elements, e.g., Wallflowers, Glade, or similar products, are allowed, as are essential oil diffusers. Only candles that have never been burnt or that have had their wick removed are permitted in residence hall rooms.

Gasoline, ether, and other highly flammable products including spray paint may not be used or stored in students' rooms or anywhere inside the residence halls.

Appliances:

Appliances with heating elements may not be used in any resident's room, including (but not limited to) irons, coffee makers, hot pots or slow cookers, George Forman Grills, electric fry pans, ovens, and toasters. These items may only be stored in a resident's room when cool to the touch. Cooking and ironing should be done only in the designated areas of each hall.

Some appliances with enclosed heating elements and UL approved power cords are allowed in the residence halls, such as hair dryers. If you are unsure whether your appliance is approved, please contact Residence Life.

Hot plates, portable heaters, clamp lights, halogen lights, and electric blankets are not allowed in the residence halls.

Specific rules include:

- Use of grills is not allowed near or around the residence halls
- Candles, potpourri pots and any open flame, including incense burners are forbidden (candles that have never been burned or have had the wick trimmed off are allowed in residence halls)
- Outlet plug-ins by Scentsy and similar products are not allowed
- Flammable products like gasoline and spray paint are not to be brought or stored in the residence hall
- Hot plates, portable heaters, clamp lights and electric blankets are not allowed in the residence halls
- Appliances with heating units are not to be used in resident rooms, including but not limited to irons, hot pots, George Foreman Grills, electric fry pans, ovens, and toasters. These items may be used in residence hall communal kitchen, and these items must always be cool to the touch before storing in the resident room.

- Rented or personally owned refrigerators must not exceed the following specifications: power115 volts, 60 cycle AC, 50 watts, 6.0 amp, UL approved and approximately 5.2 feet.
-
- **Resident Assistant, Students and Employee Procedures for Evacuation in the Event of a Fire in the Residence Halls**

Evacuate the building upon seeing smoke/fire or hearing the fire alarm:

1) Verbally warn everyone in the immediate area (such as, yelling "FIRE!") and activate alarm upon discovery of smoke or fire. The signal for a building wide evacuation will be the sound of the fire alarm. All employees/residents are required to evacuate the building, unless otherwiseassigned or authorized to remain by the emergency agency in charge.

2) DIAL 9-1-1, to report the incident.

a) Give your name, building room number and type of emergency.

b) Stay on the line until you have been given all the necessary information.

3) CLOSE THE DOORS AS YOU LEAVE.

4) Use Stairways. When out, move away from building to a prearranged assembly area for a head count. Leave walks and drives open for fire and emergency responders.

5) If necessary for a safe, orderly evacuation, activate fire extinguishers. At the discretion of the individual, use an extinguisher if trained and assigned to do so.

6) Immediately notify firefighters if you suspect that someone may be trapped inside the building

7)Whom to notify of the event after dialing 9-1-1:

i) Notify Campus Security

ii) Notify Resident Life Director

Fire Safety Education and Training Programs

CCC promotes campus fire safety on an ongoing basis through various safety education and training programs.

Residence hall staff and employees receive orientation of their roles during a fire or fire drill. T*he College Dean of Student Success, Associate Dean of Student Services, resident assistants, resident life coordinators and resident life directors all receive general fire safety and fire extinguisher training during fall training.* Residence hall *students* attend a training at the start of the semester on fire safety and what to do in case of a fire or fire drill. Additional fire safety training is offered to *students* at events, such as FYRE First Year Residence Experience, Fall Festival and October Fire Safety Month. Further, all Building Captains and Emergency Response Team members receive fire extinguisher training using the BullEx - Fire Extinguisher Training Simulator during annual building captain training. All employees are encouragedto take part in fire extinguisher training, using the simulator, during October fire safety month at each campus. An "Emergency-Quick Flip Chart" is disseminated to all employees for desk reference listing emergency notification and protocol in the case of a fire emergency.

Procedures for Students to Follow in case of a Fire

In an emergency dial 911.

1) Know locations of fire extinguishers, exits and alarm systems and how to use them. Do not attempt to fight a fire unless trained to do so.

2) If an emergency exists, activate the buildings nearest red fire-alarm pull box.

3) IMMEDIATELY evacuate all rooms and close doors. DO NOT LOCK DOORS!

4) An evacuation alarm means an emergency exists. Walk quickly to the nearest exit and alert others to do the same.

5) If possible, assist any person with a disability in exiting the building. DO NOT USE ELEVATORS!

6) Once outside, move away from the building to a prearranged assembly area at least 200 yards from the affected building. Remain at the assembly area until a head count can be taken. Leave fire lanes, streets, hydrants and walkways clear for emergency vehicles.

7) DO NOT RETURN TO AN EVACUATED BUILDING unless told to do so by a College official.

8) Notify Emergency Responders if you suspect someone may be trapped inside the building.

Future Fire Safety Initiatives

Central Community College continually strives to improve campus fire safety. All new building construction and renovations are completed in accordance with applicable fire codes and the college is exploring opportunities to further expand its Network Fire Alarm Mass Notification System.

Nondiscrimination and Equal Opportunity Statement

Information contained in this publication was correct and complete when submitted to the printer. This publication should not be considered a contract between Central Community College and any student.

Central Community College adheres to all federal and state civil rights laws banning discrimination in public institutions of higher education. Central Community College will not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of race, religion, hearing status, personal appearance, color, sex, pregnancy, political affiliation, source of income, place of business, residence, creed, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, family responsibilities, sexual orientation, gender, gender identity, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status, or any other protected category under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any grievance process on campus or within the Equal Employment Opportunity Commission or other human rights agencies. This policy covers nondiscrimination in employment and in access to educational opportunities. Therefore, any member of the campus community, guest or visitor who acts to deny, deprive or limit the educational, employment, residential and/or social access, benefits and/or opportunities of any member of the campus community based on their actual or perceived membership in the protected classes listed above is in violation of the College policy on nondiscrimination. When brought to the attention of the College, any such discrimination will be appropriately remedied by the College according to established procedures.

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 Human Resources, 3134 W Highway 34, PO Box 4903, Grand Island NE 68802-4903, 308-398-7325, titleixcoordinator@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: Marketing and Public Relations Director, 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.

Clery Geography Definitions

The following definitions apply to the geographical locations of incidents disclosed in the crime statistics tables contained in this report:

On-Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to the property described above in this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

On-Campus Residence Halls: An institution that has on-campus student housing facilities must separately disclose two sets of on-campus statistics: the total number of crimes that occurred on campus, including crimes that occurred in student housing facilities, and the number of crimes that occurred in on-campus student housing facilities as a subset of the total. In other words, if a Clery Act crime is reported to have occurred in an on-campus residence hall, the incident is counted twice. It is reported in the overall on-campus statistics table and once in the on-campus residence hall statistics table.

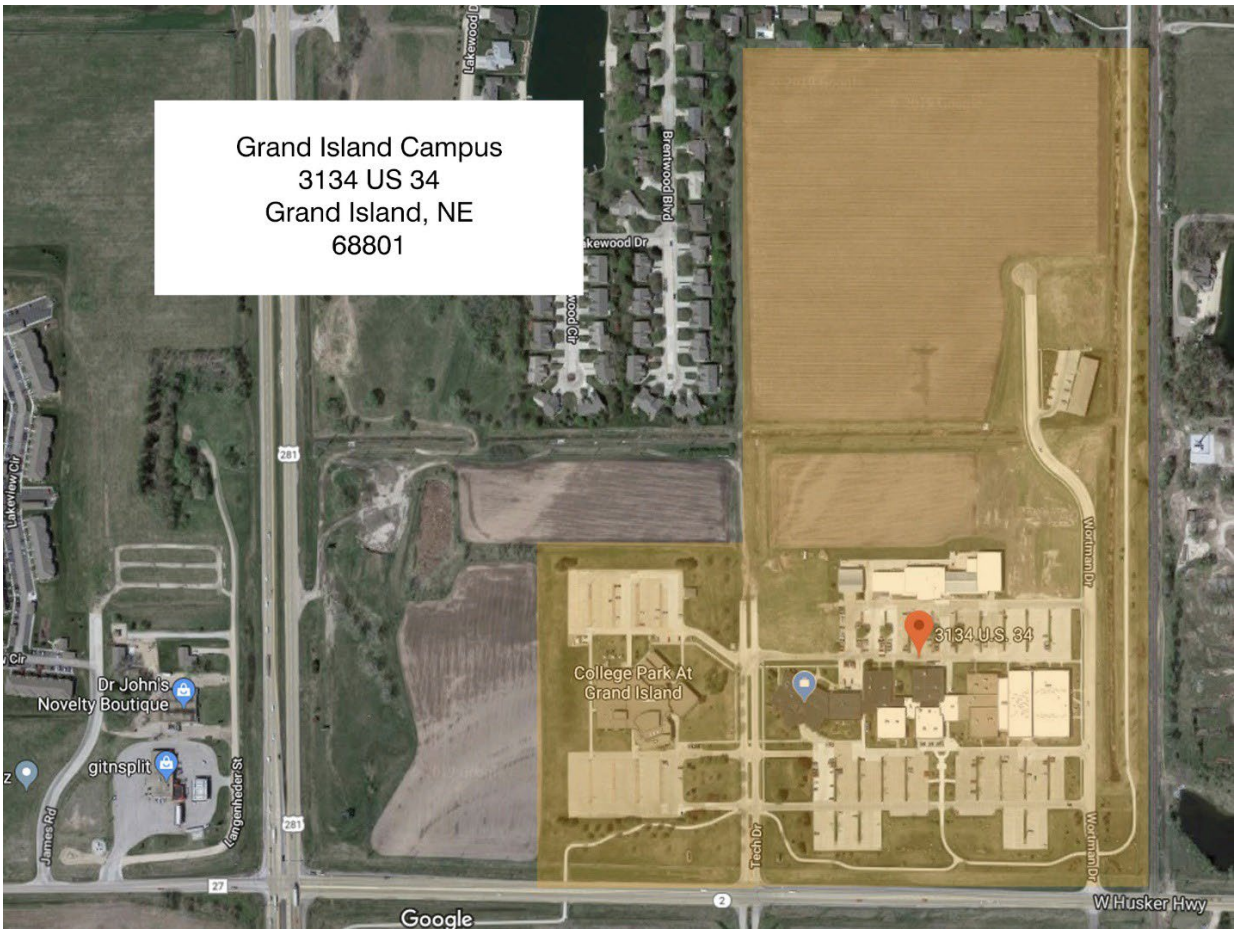
Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Non-Campus: Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

APPENDIX A COLLEGE GEOGRAPHY MAPS

Ramada Inn
265 53rd Ave
Columbus, NE 68601
Columbus Inn
Modest hotel with free breakfast
Columbus Inn
Sep 14 – 15
$85
31st Ave
30
81
Ramada by Wyndham Columbus Hotel &...
Unpretentious lodging...
Bistro on the Loup
Takeout
Pawnee Park Dr

Family Resource Center
3020 18th St
Columbus, NE
68601
19th St
32nd Ave
31st Ave
Platte Valley
Literacy Association
3020 18th Street
Centro Hispano
Comunitario de Nebraska
18th St
18th St
32nd Ave
31st Ave
30th Ave
Minno Mart


Grand Island Campus
3134 US 34
Grand Island, NE
68801
Lakewood Dr
Brentwood Blvd
Lakeview Cir
281
Dr John's
Novelty Boutique
gitnsplit
Langenheider St
James Rd
27
College Park At
Grand Island
3134 U.S. 34
Tech Dr
Workman Dr
W Husker Hwy
2
Google

Chief Ethanol Fuel
Consumers Service
Elks Country Club Golf Course
Naval Ammunition Depot Historical Marker
Whelan Energy
Hastings Campus
550 S. Technical Blvd
Hastings, NE
68901
Central Community College - Hastings
Downrange Manufacturing
Ben Pavelka Trucking Inc
E J St
E J St
Golden Triangle Lumber

Hampton Inn Hastings
4.4 ★ (177)
2-star hotel
Pioneer Trail Flats
31st St
31st St
31st St
3121 W Laux Dr,
Hastings, NE 68901
My Place
Hotel-Hastings, NE
4.5 ★ (78)
2-star hotel
3119 & 3121 W Laux
Hastings, NE 68901

3119 & 3121 W Laux
Hastings, NE 68901

Foundation Office
201 Foundation Place
Hastings, NE
68901
Central Community
College Foundation
281
34
34
W 42nd St
King Buffet
BYP
281

W 16th St
W 16th St
W 16th St
ChargePoint
Charging Station
Kearney Learning Center
1215 30th Ave
Kearney , NE 68845
Central Community
College - Kearney Center
30th Ave
W 11th St
W 11th St
W 11th St
27th Ave

Dollar General
Bob's True Value
Plum Creek Market Place
O'Reilly Auto Parts
Plum Creek Pkwy
283
283
283
Lexington Learning Center
1501 Plum Creek Parkway #1
Lexington, NE
68850

1308 2nd Street
2nd St
1st St
Holdrege Learning Center
1308 2nd St
Holdrege, NE
68949
IES Commercial, Inc
S Lincoln St
S Lincoln St

Sack Lumber - Ord
Ord Lpo
J St
J St
J St
J St
N 16th St
N 15th St
1514 K Street
Ord Learning Center
1514 K St
Ord, NE
68862
K St
K St
K St
K St
N 16th St
N 15th St
Google
Grocery

APPENDIX B COMMUNITY RESOURCES

National Helplines

Alcoholics Anonymous https://www.aa.org/

Childhelp National Child Abuse Hotline https://childhelphotline.org/
(800) 422-4453

Narcotics Anonymous https://na.org/

National Domestic Violence Hotline https://www.thehotline.org/
(800) 799-7233

National Sexual Assault Hotline https://www.rainn.org/
(800) 656-4673

National Suicide and Crisis Lifeline https://988lifeline.org/
988

Substance Abuse and Mental Health Services Administration National Helpline
(800) 662-4357

Statewide Helplines

Suicide Prevention Lifeline: 800-273-8255
This is a statewide lifeline operated by trained counselors for crisis intervention and resourcereferrals. The Lifeline is available 24 hours, 7 days a week.

Veteran's Suicide Prevention Lifeline: 800-273-8255, press 1
This is a statewide lifeline operated by trained counselors for crisis intervention with Veteran's.The Lifeline is available 24 hours, 7 days a week. The Veteran can also text START to 838255 forthe Veteran Text Line.

Trevor Lifeline: 866-488-7386
This is a statewide lifeline for individuals in need of a safe and judgment-free place to talk. The trained counselors are available 24 hours, 7 days a week. Text and online chat are also available.

Nebraska Family Helpline: 888-866-8660
This is a statewide helpline that connects Nebraska families to the help they need. The trainedcounselors are available 24 hours, 7 days a week.

Nebraska Adult and Child Abuse and Neglect Hotline: 800-652-1999
Nebraska state law requires any suspected physical or sexual abuse and/or neglect be promptlyreported to Nebraska Department of Health and Human Services. The hotline is available 24 hours, 7 days a week.

National Runaway Safeline: 800-786-2929
This national Safeline immediately connects you with a trained team member to share yourstory and build a plan together. This service is available 24 hours, 7 days a week.

National Drug Helpline: 866-236-1651
This national helpline has trained professionals available 24 hours, 7 days a week to providealcohol and drug help to people suffering from addiction.

Area Crisis Services

Columbus Rescue Mission
402-563-1096
1471 25th Avenue
Columbus, NE 68601
Columbus Rescue Mission https://www.columbusrescuemission.org/
The Rescue Mission provides shelter, food and guidance to those in crisis/need.

Center for Survivors
402-564-2155 or 800-658-4482
3103 13th Street
Columbus, NE 68601
Center for Survivors https://www.centerforsurvivors.org/
Center for Survivors provides 24 hour/7 days a week emergency/crisis services, safe shelter, emergency medical/legal/financial assistance for victims of domestic violence and/or sexual assault.

Central Nebraska Community Action Partnership, Inc. (CNCAP)

402-564-1124	308-385-5500	308-728-3086
3286 53rd Ave.	2525 W Old Lincoln Hwy	814 S 16th Street
Columbus, NE 68601	Grand Island, NE 68801	Ord, NE 68862

CNCAP https://centralnebraskacap.com/
CNCAP has a range of family outreach services that cover 21 counties in Nebraska. Services range from case management for financial and emergency assistance (housing), early head start, and head start programs, nutrition services, weatherization program and veteran support.

Willow Rising
866-995-4422
2251 N. Webb Rd. Grand Island, NE 68803
Willow Rising https://www.willowrising.org/
Willow Rising has 24 hours, 7 days a week crisis line, 308-381-0555. They assist with safe shelter for children and adult victims of domestic/sexual abuse. They also have many educational programs andsupport groups.

Crossroads Mission Avenue

308-675-1973	402-462-6460	308-236-5688
1910 W 9th St.	702 W 14th St.	1404 E 39th St.
Grand Island, NE 68803	Hastings, NE 68901	Kearney, NE 68847

Crossroads Mission Avenue www.crossroadsmission.com

Crossroads offers emergency housing to homeless individuals and families. They have community support workers available to assess and determine the needs. Crossroads also provides a 4-phase program to improve life skills and finances, set up evaluations and/or counseling and other mental health and substance use services, find and maintain employment, maintain a savings and acquire leadership. The Grand Island location is for males only.

Hope Harbor

308-385-5190

615 W. 1st Street Grand Island,NE 68801

Hope Harbor http://www.hopeharborgi.org/

Hope Harbor offers emergency and/or transitional shelter for families experiencing homelessness. Theyassist with meals and supportive case management until permanent housing is secured and family is self-sufficient. Donation supplies are provided: diapers, hygiene, household items, furniture.

Maryland Living Center

402-834-3180

724 W 7th Street Hastings, NE 68901

Maryland Living Center http://www.marylandlivingcenter.org/

Maryland Living Center is a transitional living facility for homeless individuals, 16-21 years of age. Theyoffer an independent living program that assists the individual in meeting goals for education, scholarships, life skills and finances.

enCourage Advocacy Center

877-322-7272

402-463-5810

220 S. Burlington Ave. Suite 4

Hastings, NE 68901

enCourage Advocacy Center https://www.encouragecenter.org/

EnCourage provides emergency transportation and shelter 24 hours, 7 days a week to individuals or families that leave their home due to intimate partner violence, sexual violence, stalking, dating violence and sex trafficking. enCourage has advocates for medical, legal, and ongoing support. They also have a Men's Education Group program and other Community Education programs for awareness and prevention efforts.

Parent Child Center

800-215-3040 English, 866-351-9594 Spanish

1001 N Washington

Lexington, NE 68850

Parent Child Center-Lexington https://www.parentchildcenterlex.com/

Parent Child Center provides crisis and emergency services to domestic violence victims and their families. Some services offered are: emergency shelter, safety planning, legal advocacy, medical advocacy, protection order assistance, emergency financial aid, emergency transportation, supportgroups and emotional support.

Inpatient Mental Health/Psychiatric Services

Each of our campus and center locations have a hospital with emergency services that will either provide a psychiatric assessment or arrange transportation to a psychiatric inpatient hospital near-by. Below are inpatient options we do have in the locations we serve:

Columbus Community Hospital
402-564-7118
4600 38th Street
Columbus, NE 68601
Columbus Community Hospital https://www.columbushosp.org/Default.aspx?
Columbus Community Hospital partners with emergency psychiatry telehealth to immediately evaluate an individual. If necessary, they will have the individual transported to inpatient treatment or they will provide wrap around services to provide the individual immediate mental health and psychiatric services at the hospital.

Richard Young Behavioral Health Center
308-865-2249
1755 Prairie View Pl
Kearney, NE 68845
Richard Young Behavioral Health Center https://www.chihealth.com/en/services/behavioral-care/richard-young.html
Richard Young inpatient services provide immediate mental health evaluation to identify presenting problems. Individuals consult with a psychiatrist and matched with an appropriate level of care within Richard Young or given community resources to follow up with. Individuals receive individual, group and family therapy and a safe environment until mental health is stable enough to transition to dailyenvironment. Staff to complete a crisis intervention assessment, in person or via telehealth, areavailable 24 hours, 7 days a week.

Mary Lanning Healthcare
402-463-4521
715 N St. Joseph Ave.
Hastings, NE 68901
Mary Lanning Behavioral Services Unit https://www.marylanning.org/our-services/behavioral
The Behavioral Services Unit in the hospital at Mary Lanning provides a medical evaluation with a thorough range of psychiatric services and daily programming to include individual and group therapy,psycho-educational groups, family education, etc. Discharge planning begins when individual is stable and ready to transition from inpatient care back to regular daily living. Mary Lanning has a crisis line available 24 hours, 7 days to assist with mental health needs. The line is staffed with trained professionals.

Residential Drug and Alcohol Treatment

The Bridge
402-462-4677
907 South Kansas Av
Hastings, NE 68901
The Hastings Bridge http://www.thehastingsbridge.com/
The Bridge offers long term residential treatment for substance abusing adult women. The program lasts approximately 12 months. Treatment focuses on relapse prevention, continued problems and/or continued use and promoting eventual reintegration into the community.

St. Francis Alcohol and Drug Treatment Center
308-398-5427
2112 W Faidley Ave.
Grand Island, NE 68803
St. Francis Alcohol and Drug Treatment Center https://www.chihealth.com/st-francis/services/behavioral-care.html
This Treatment Center offers residential and outpatient treatment services for substance use disorders. Programs involve individual, group, family and education sessions. Transition to Intensive, individualized and family outpatient treatment.

Horizon Recovery Center & Counseling
402-462-2066
835 South Burlington Ave. Suite 115
Hastings, NE 68901
Horizon Recovery Center https://reviveinc.org/
Horizon Recovery Center provides clean and sober living space for individuals participating in alcohol and drug rehabilitation and counseling treatment programs. They also provide intensive outpatient, outpatient individual counseling, relapse prevention outpatient program, life skills classes and substance abuse assessments.

Hastings Regional Center
402-462-1971
4200 West 2nd Street
Hastings, NE 68902
Hastings Regional Center
https://region3.ne.networkofcare.org/mh/services/agency.aspx?pid=DepartmentofHealthandHumanServicesHastingsRegionalCenter_2_837_1
Hastings Regional enter is a residential treatment facility for males 13-18. This program addresses a combination of chronic underlying mental health and behavior issues combined with substance abuse treatment needs.

Seekers of Serenity Place
402-564-9994
4432 Sunrise Place
Columbus, NE 68601
Seekers of Serenity
Seekers of Serenity Place provides detoxification and short-term residential substance abuse treatment.The program includes 24 hours of therapeutic interventions per week. Relapse prevention work is done with each individual and education is provided to the family and significant others about chemical dependency, tools for recovery and coping with challenges of having a loved one with an addiction.

Grand Island VA Medical Center
308-382-3660
2201 North Broadwell Avenue
Grand Island, NE 68803
Grand Island Veterans Assistance Medical Center https://www.va.gov/nebraska-western-iowa-health-care/locations/grand-island-va-medical-center/
The Grand Island VA Medical Center provides residential substance abuse treatment. The Clinic also has outpatient mental health and medical services available to veterans. There is a medical center in Holdrege that also offers veterans mental health and medical services.

Friendship House
308-382-0422
406 W Koenig St.
Grand Island, NE 68801
Friendship House https://www.thefriendshiphouse.net/residential-services
The Friendship House is a Halfway House that provides a therapeutic living environment for adult men recovering from substance abuse as they transition to the next phase of their recovery. The program includes room and board, weekly individual and group counseling, 24-hour on-site support and counseling and accountability to community-based supports. Friendship House also offers outpatient counseling services to individuals of all ages.

Community Action Partnership of Mid-Nebraska
308-865-5675
16 West 11 Street
Kearney NE 68848
Community Action Partnership of Mid Nebraska https://communityactionmidne.com/

Central Nebraska Community Action Partnership
308-385-5500
2525 West Lincoln Hwy
Grand Island NE 68803
Central Nebraska Community Action Partnership https://centralnebraskacap.com/
Community Action Partnership provides homeless prevention and emergency assistance, financial and budgeting assistance, information and referrals for their education services and programs: employment, health, housing, nutrition and transportation.

Outpatient Counseling Services

Mental and Behavioral Health, Inc.
402-564-9888
3314 26th Street Suite A
Columbus, NE 68601
Mental and Behavioral Health, Inc. https://www.mbhtherapy.com/
Mental and Behavioral Health provides outpatient substance abuse and mental health services to individuals of all ages.

Colegrove Counseling Center
402-562-6767
1460 35th Avenue
Columbus, NE 68601
Colegrove Counseling Center https://colegrovecounseling.com/
Colegrove Counseling Center provides outpatient substance abuse and mental health counseling to individuals of all ages. The office receives Region IV funding to allow for discounted or income-based services. Drug and alcohol classes are offered to youth and adults.

Goodlife Counseling and Support LLC
402-562-0400
2277 22 Ave
Columbus, NE 68601
Goodlife Counseling and Support http://www.goodlifecounseling.com/
Goodlife Counseling and Support LLC offers a variety of outpatient counseling services to individuals of all ages. They provide individual, family and group therapy for mental health and substance use. Drug and alcohol, parenting, and other classes are offered to youth and adults.

Mid-Plains Center
308-385-5250
914 Baumann Drive
Grand Island, NE 68803
Mid-Plains Center http://www.midplainscenter.org/
Mid-Plains Center provides outpatient mental health services to individuals of all ages. They also offer a Crisis Stabilization Unit that provides a safe, structured environment for mental health stabilization and/or medically assisted detoxification. Mid-Plains Center has a 24-hour crisis line, 800-515-3326, that connects an individual with a mental health professional that will provide de-escalation, safety planning and additional referrals for care.

Live Well Counseling Center

308-381-7487 option 1
3532 W Capital Ave.
Grand Island, NE 68803

308-381-7487
2315 W 39th St. Suite 104
Kearney, NE 68845

Live Well Counseling Center https://livewell-gi.com/
Offers outpatient mental health counseling to individuals of allages.

South Central Behavioral Services

308-237-5951	402-463-5684	308-237-5951
701 4th Ave Ste 11A	616 W 5th Street	3810 Central Avenue
Holdrege, NE 68949	Hastings, NE 68902-0050	Kearney, NE 68848-1715

South Central Behavioral Services https://www.scbsne.com/

South Central Behavioral Services offers a variety of outpatient counseling services to all individuals. They provide individual, family and group therapy for mental health and substance use. South Central also has a Crisis Response Service available 24 hours, 7 days a week. This will assist with risk assessment as well as safety planning and providing referrals for needed services.

Mary Lanning Healthcare- The Lanning Center

402-463-7711
835 S. Burlington Ave. Ste. 108
Hastings, NE 68901

The Lanning Center https://www.marylanning.org/medical-clinics/behavioral-services/lanning-center/

The Lanning Center provides comprehensive outpatient counseling services to individuals of all ages. Individual, couples, family and group therapy are all offered. Medication management and psychological testing are also provided by qualified staff.

Kroll Counseling, LLC.

308-995-6548
413 East Ave.
Holdrege, NE 68949

Holdrege Kroll Counseling http://www.holdregecounseling.com/

Kroll Counseling provides outpatient mental health and substance abuse services. Individual, couples, family and group therapy are offered. They also complete Substance Abuse Evaluations, Dual Diagnosis/Co-Occurring Evaluations, after care counseling and relapse prevention services.

CHI Health Richard Young Outpatient Clinic

308-865-2249
1755 Prairie View Pl
Kearney, NE 68845

Richard Young Outpatient Clinic https://www.chihealth.com/en/services/behavioral-care/richard-young-outpatient.html

Richard Young provides outpatient mental health treatment to children, adolescents and adults. The counselor works in collaboration with other services Richard Young provides, such as psychiatric evaluations and medication management.

Heartland Counseling and Consulting Clinic

308-324-6754
Region II Human Services 307 E 5th St.
Lexington, NE 68850

Heartland Counseling and Consulting https://www.r2hs.com/

Heartland Counseling and Consulting provides mental health and substance use counseling to individuals and families. They are also able to do psychological and substance use evaluations.

Lutheran Family Services
308-532-0587
200 W 7th Street
Lexington, NE 6885
Lutheran Family Services https://www.onelfs.org/
Lutheran Family Services offers outpatient mental health and substance use disorder treatment. They provide several different therapeutic approaches and individual, family and group therapy. They provide counseling to individuals who have used drugs and/or alcohol or have been diagnosed as chemically dependent. They also have drug and alcohol education classes. Sliding fees are offered to those without insurance.

Shelley Boyce, LIMHP, CPC and Nancy A. Puckett, LIMHP, CPC
308-728-9979
314 S 14th St. STE 101
Ord, NE 68862
Shelley and Nancy provide outpatient mental health counseling services to individuals of all ages. They assist with referrals for medication management, as well as substance abuse treatment. The local Valley County Health hospital is available in the event of an emergency.