

NWU – Title IX, Sexual Harassment- Sexual Misconduct, and Clery Compliance Training

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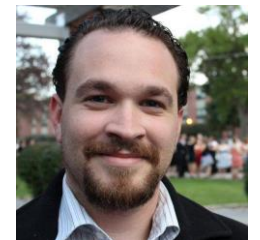




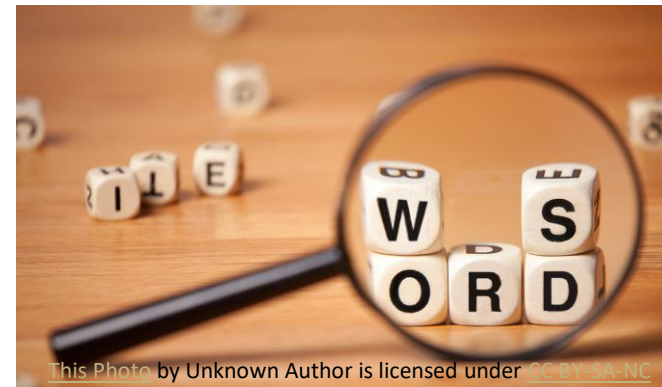
University Title IX Team



- Sarah Kelen
- Janelle Andreini
- Dani Jurgens
- Toni Jensen
- Rachel Pokora
- Rebecca Czaja-Stevens
- Wendy Hunt
- Raisa (Advocate from Voices of Hope)
- Jon (Advocate from Voices of Hope)



Understanding of Terminology



Title IX

- Harmed Party
- Complainant / Respondent
- Potential Harm

Clery

- Victim
- Accused/Perpetrator
- Offense

Third Party

- Can file reports
- Cannot file complaints

What Is Sexual Misconduct?



Two Federal Laws – Two Sets of Requirements

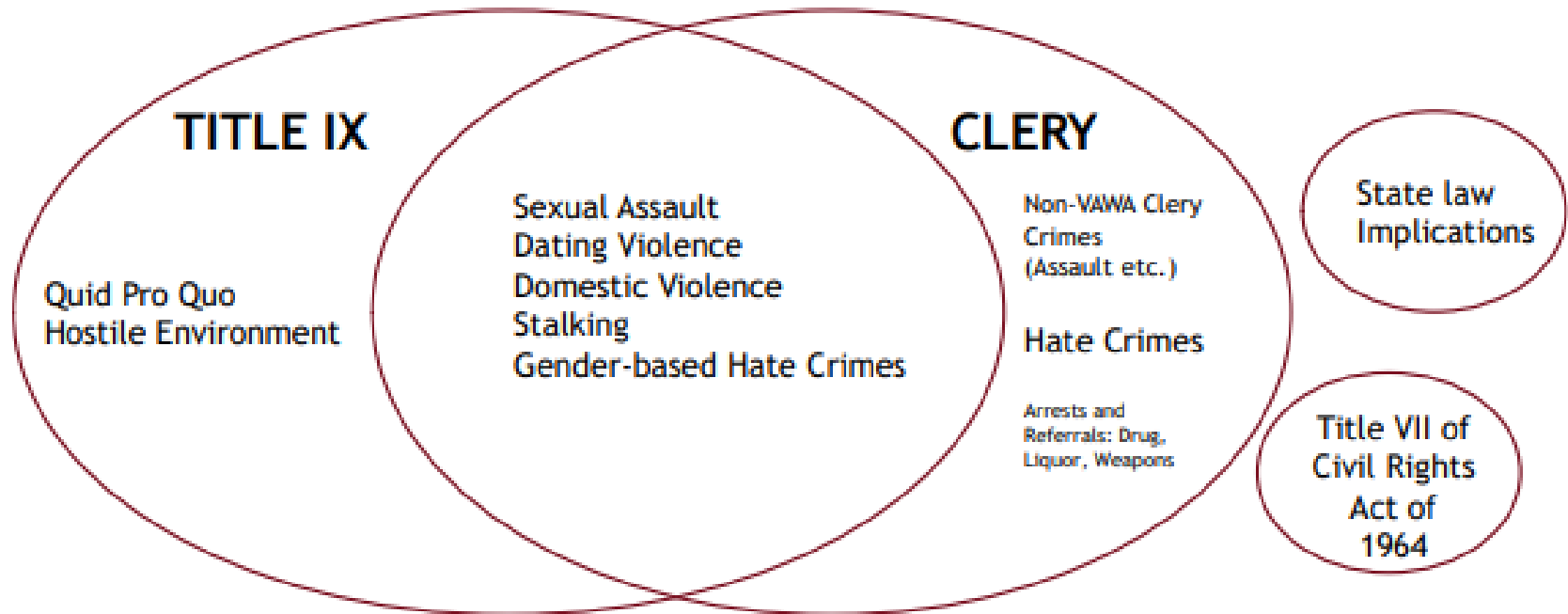
Title IX

- Anti-Discrimination Law

The (Jeanne) Clery Act

- Consumer Reporting Law

Intersectional Implications



Title IX

Title IX of the Education Amendment of 1972

“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 educational program or activity receiving federal financial assistance.”

Sexual Misconduct Under Title IX and Outside of Title IX

Sexual Assault
Dating Violence
Domestic Violence
Stalking
Gender Based Hate Crimes

Quid Pro Quo
Hostile Environment

TITLE IX

Incident details meets jurisdiction for:

- 1) Location,
- 2) Persons, and
- 3) Program / Activity

OUTSIDE OF TITLE IX

Incident details does not meet

jurisdiction for:

- 1) Location,
- 2) Persons, and
- 3) Program / Activity

NWU – Policies and Procedures for addressing Sexual Misconduct Under Title IX and Outside of Title IX

TITLE IX – One Policy and Procedure for ALL Faculty, Staff and Students

Sexual Harassment and Sexual Misconduct Policy addressed under the 2020 Final Rule for Federal Title IX Regulations

- Resolution Procedures for Addressing Complaints of Sexual Harassment and Sexual Misconduct under the 2020 Final Rule for Federal Title IX Regulations

OUTSIDE OF TITLE IX – One Policy and two sets of Procedures (For Employees and Students)

Sexual Harassment and Sexual Misconduct Policy Outside of the 2020 Final Rule for Federal Title IX Regulations

- Resolution Procedures for Addressing Sexual Harassment and Sexual Misconduct Outside of the 2020 Final Rule for Federal Title IX Regulations when Employees are the Respondent
- Resolution Procedures for Addressing Complaints of Student Sexual Harassment and Sexual Misconduct Outside of the 2020 Final Rule for Federal Title IX Regulations

Who is responsible to report? **OLD—Responsible Employee**

A school has notice if a responsible employee “knew, or in the exercise of reasonable care should have known,” about the harassment. A responsible employee would include any employee who has the authority to take action to redress the harassment, who has the duty to report to appropriate school officials sexual harassment or any other misconduct by students or employees, or an individual who a student could reasonably believe has this authority or responsibility.

2001 Revised Sexual Harassment Guidance of Students by School Employees, Other Students, or Third Parties

This was a much larger group of people.

Who is responsible to report?

NEW—Actual Knowledge §106.30

Actual knowledge means notice of sexual harassment or allegations of sexual harassment to a recipient's Title IX Coordinator or any official of the recipient who has authority to institute corrective measures on behalf of the recipient, or to any employee of an elementary and secondary school. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the recipient with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform a student about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the recipient. "Notice" as used in this paragraph includes, but is not limited to, a report of sexual harassment to the Title IX Coordinator.

Title IX Gives Flexibility for Universities to Define Reporting Structures – “Actual Knowledge Requirement”

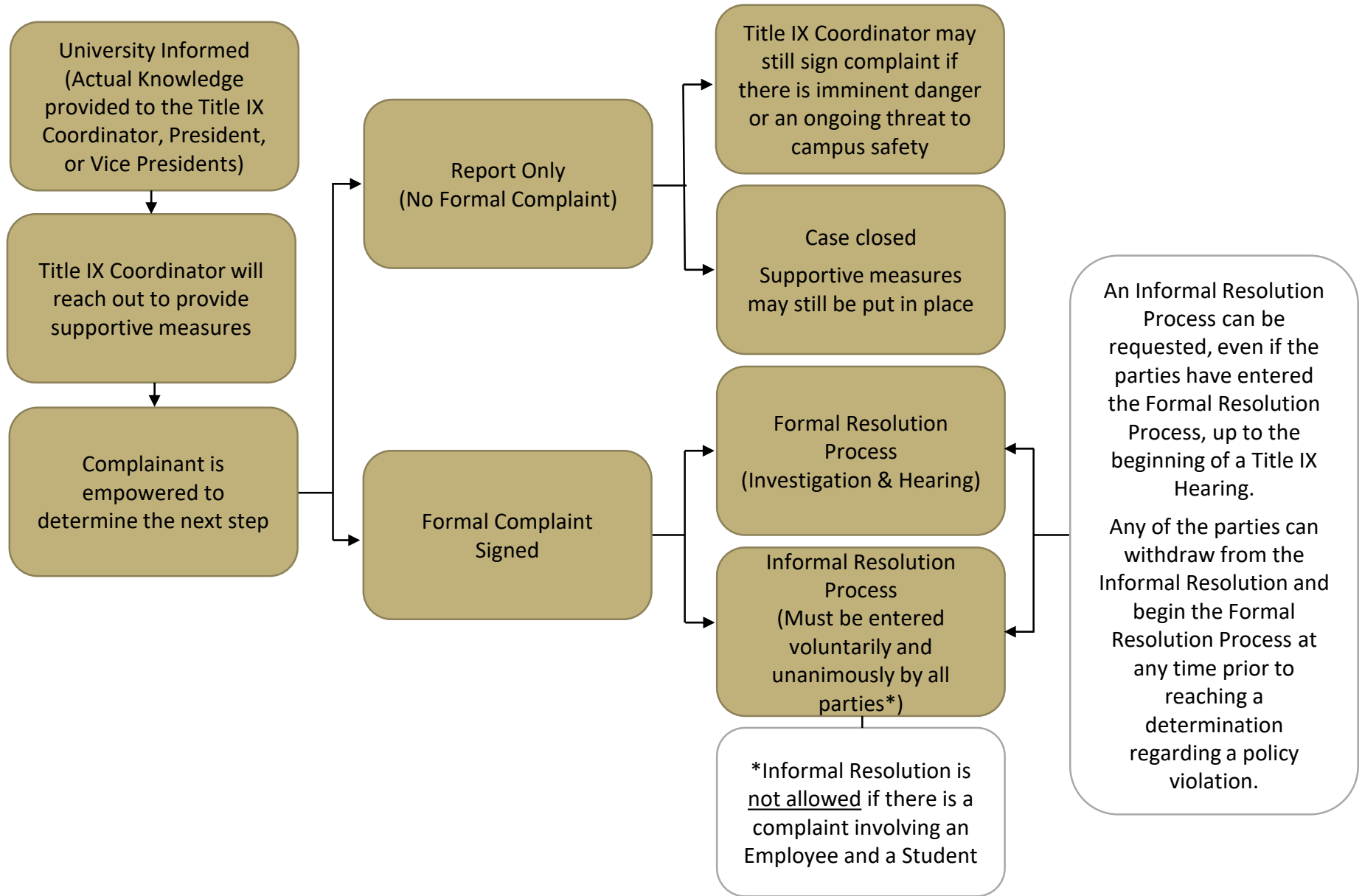
Title IX Coordinator

Officials with Authority to Institute Corrective Measures on Behalf of the Recipient

*Other Employees as Designated by the Institution (CSAs)
(also pulls in any requirements of your State law)

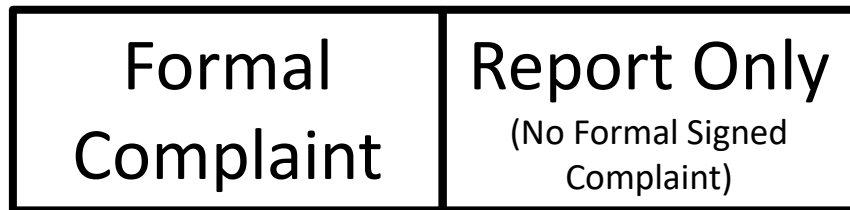
All Employees are Encouraged to Report...
If you See Something, Say Something.

Sexual Misconduct Resolution Flowchart



REPORT

TIX Reporting



Clery Responsibility



Complainants and Respondents must **both** receive:

- Supportive Measures (Non-punitive/ Non Disciplinary)
- Written Explanation of Rights and Options

Supportive Measures



- Mutual No Contact Orders
- Changes in Class / Work Schedule
- Change in Housing / Office Locations
- Increased Security / Use of Escort System
- Academic Accommodations
- Withdrawal without penalty
- Modified activities or campus access without being punitive

Written Explanation of Rights and Options



1. **The importance of preserving evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order**
 - Not required but recommended: Where to obtain forensic exams, contact info, does not require police report and can have exam now, decide later
2. **How and to whom the alleged offense should be reported**
 - List any person or organization that can assist the victim
 - Recommended: Also include community organizations
3. **Notification of the victim's option to**
 - Notify proper law enforcement authorities, including on-campus and local police;
 - Be assisted by campus authorities in notifying law enforcement authorities if the victim so chooses; and
 - Decline to notify such authorities
4. **The rights of victims and the institution's responsibilities for**
 - Orders of protection;
 - "No contact" orders;
 - Restraining orders; or
 - Similar lawful orders issued by a criminal, civil, tribal, or institutional

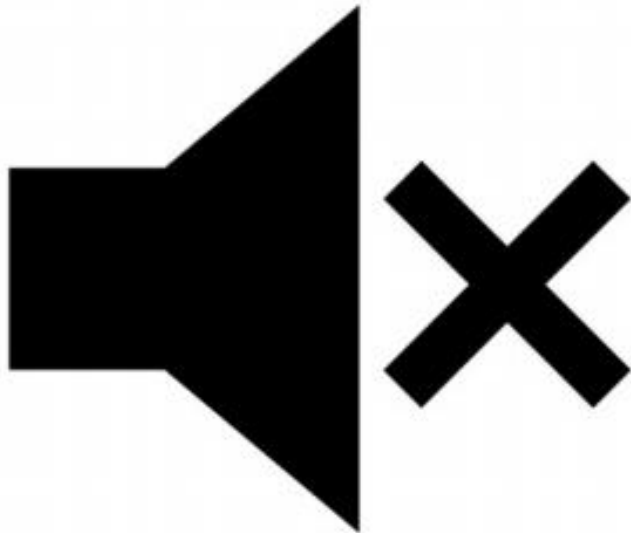
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Written Explanation of Rights and Options



5. **To students AND employees about existing:**
 - Counseling
 - Health
 - Mental Health
 - Victim Advocacy
 - Legal Assistance
 - Visa and Immigration Assistance
 - Student Financial Aid
 - Other services available for victims
6. **Options for, available assistance in, and how to request changes to (if requested and reasonably available)**
 - Academic, Living, Transportation, Working
7. **Confidentiality**
 - Publicly available recordkeeping has no personally identifying information about the victim. (not required for respondent but best practice in most cases)
 - Accommodations and protective measures are confidential (to the extent they can be without impairing the ability to provide them)
8. **Disciplinary Procedures**
 - An explanation of the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, as required by paragraph (k)

Confidentiality vs. Privacy



- Clearly define who and what is confidential
- Expand beyond counseling or pastoral
- Remember Clery requirements

Determining Jurisdiction to Proceed under TIX or Outside of TIX



Determining Jurisdiction to Proceed under TIX or Outside of TIX

Title IX Jurisdiction (Location)

When the Prohibited Conduct occurs:

- On University grounds, or property owned or controlled by
- On property owned or in buildings controlled by any officially recognized student organizations
- Conduct happened within the U.S.

Title IX Jurisdiction (Persons)

- The University has substantial control over the Complainant and Respondent in that they are attempting to access NWU programs, activities, or employment

Outside of TIX Jurisdiction (Location)

When the Prohibited Conduct occurs:

- At a location not owned or controlled by the University
- Conduct happened outside of the U.S.

Outside of TIX Jurisdiction (Persons)

- The Complainant or Respondent are:
 - Not current students/employees
 - Is an alum or former employee

Title IX Jurisdiction (Program / Activity)

- In the context of University employment or education program or activity

Definition includes:

- Quid Pro Quo Harassment by any University Employee;
- Any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal employment or educational access;
 - Sexual exploitation
 - Failure to comply with a No Contact/Limited Contact Order
 - Retaliation
- Any instance of sexual assault, dating violence, or stalking as defined by Violence Against Women Act

Outside of TIX Jurisdiction (Program / Activity)

- Outside of the context of University employment or education program or activity

Definition includes:

- Quid Pro Quo by a Student;
- Any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal employment or educational access;
 - Sexual exploitation
 - Failure to comply with a No Contact/Limited Contact Order
 - Retaliation
- Any instance of sexual assault, dating violence, or stalking as defined by Violence Against Women Act outside of TIX

Does the Misconduct Meet the Jurisdiction Under TIX?



Must Dismiss:

Behavior does not constitute sexual harassment

Did not occur in educational program or activity, not in the United States



May Dismiss

Complainant withdraws formal complaint

Respondent no longer enrolled/employed

Insufficient evidence



Notification and appeal

Application of Appropriate Policy



- If dismissed because the complainant doesn't want to proceed, it is STILL a Title IX complaint and cannot be remanded to a different policy or procedure.

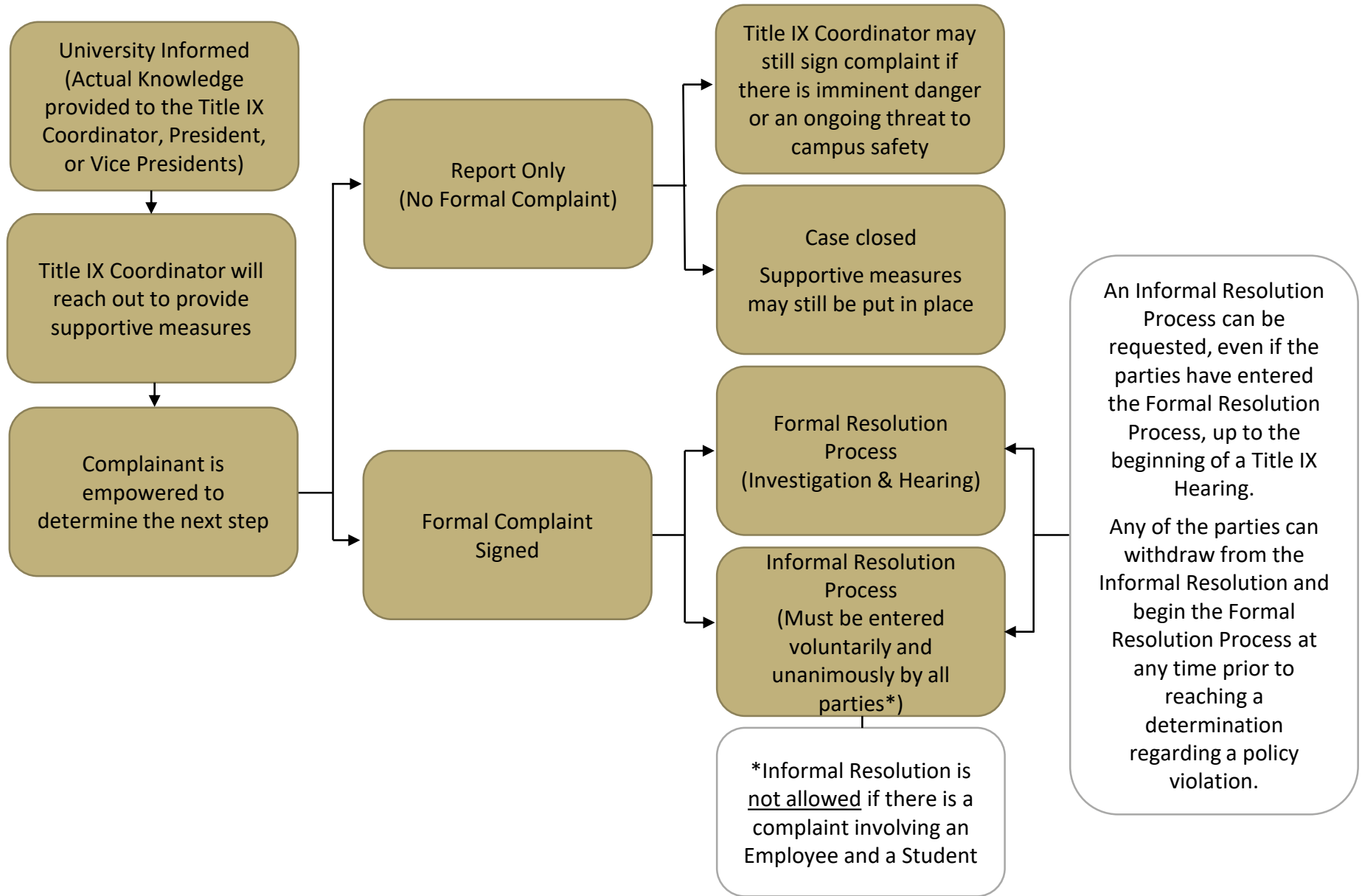
- Once something is determined to be Title IX; it remains Title IX all day long.

- If dismissed because it did not rise to the level of a sexual harassment as defined by Title IX, the complaint may be referred to another policy/procedure.

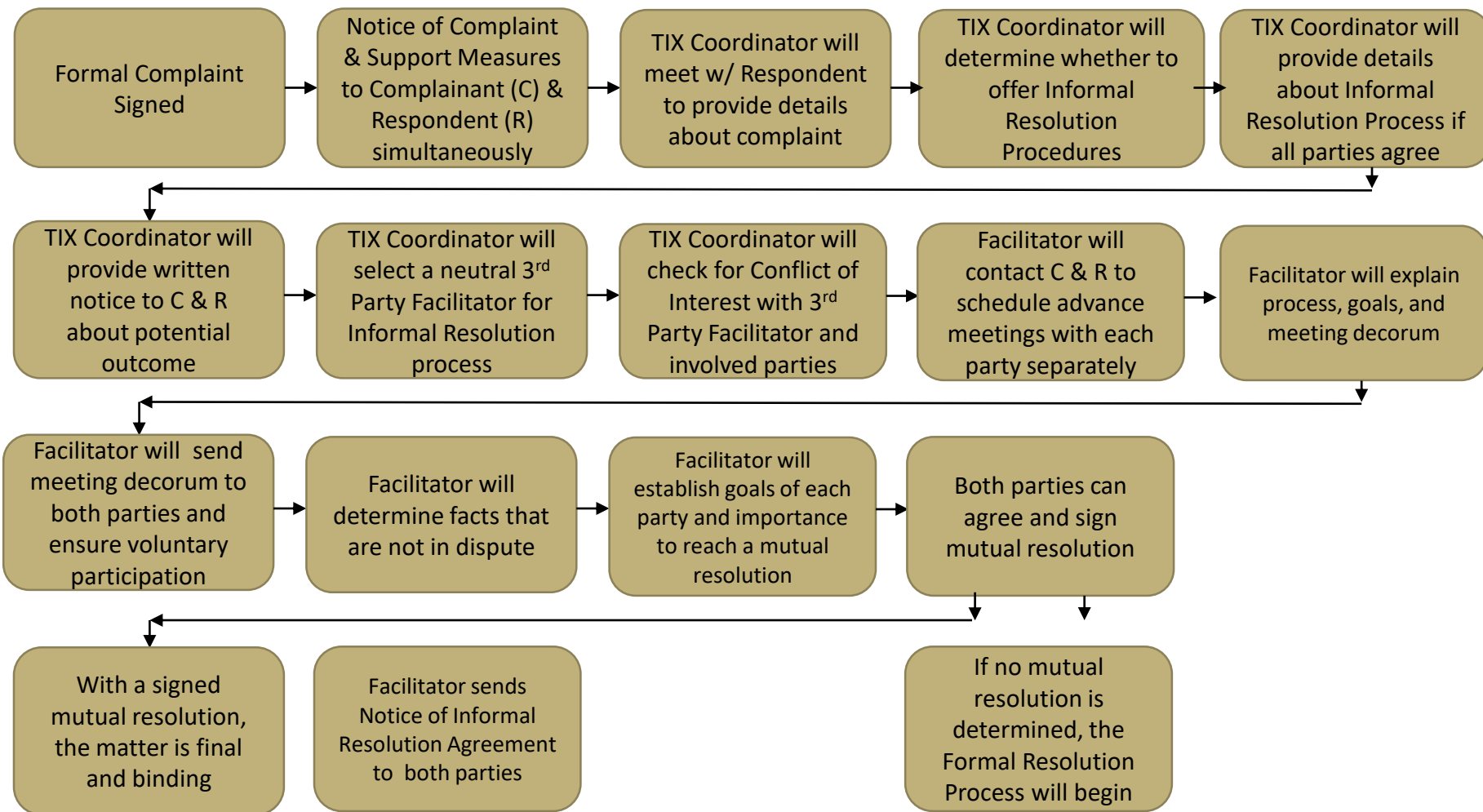
- Outside of TIX Policy/Procedures
- Student Conduct
- HR – Employee Conduct
- Others potentially

(Based on demographic of Respondent)

Sexual Misconduct Resolution Flowchart



Title IX Process – Formal Complaint Signed – Informal Resolution Process



- An Informal Resolution Process can be requested at any point, even if the parties have entered the Formal Resolution process, up to the beginning of a Title IX Hearing.
- Any of the parties can withdraw from the Information Resolution Process and resume the Formal Resolution Process at any time prior to reaching a determination/agreement.
- Information obtained during an Informal Resolution process cannot be used in a subsequent investigation or Hearing if moved to a Formal Resolution process.

Formal Complaint Signed – Informal Resolution

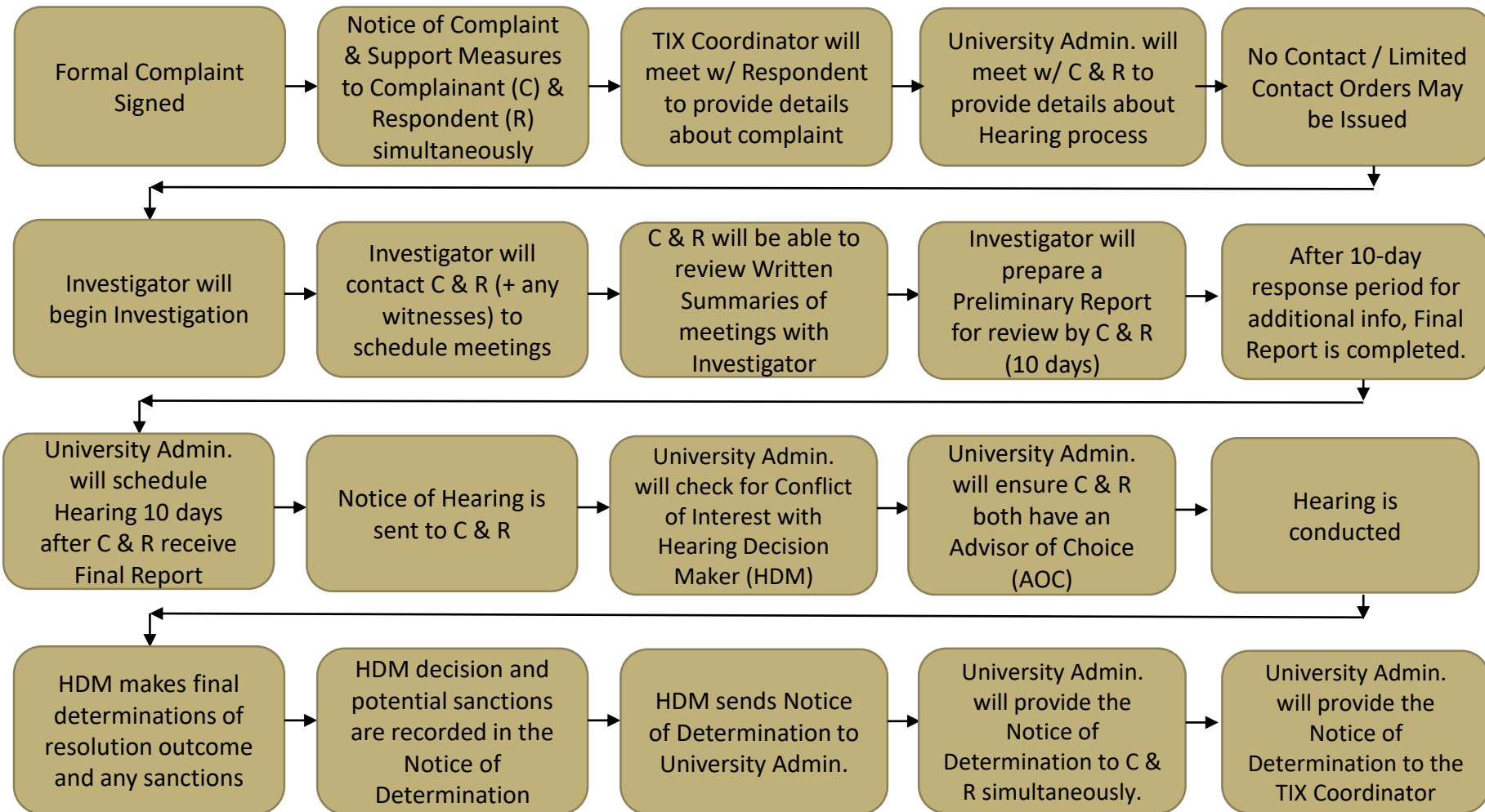
1. School must determine that informal resolution is the appropriate means to resolve
2. Both parties must agree
3. Cannot resolve employee on student complaints in this way (must go formal)
4. Either party can stop at any time prior to written agreement
5. Parties who have proceeded to formal process can change their minds and shift back to informal any time prior to conclusion of hearing



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Title IX Process –

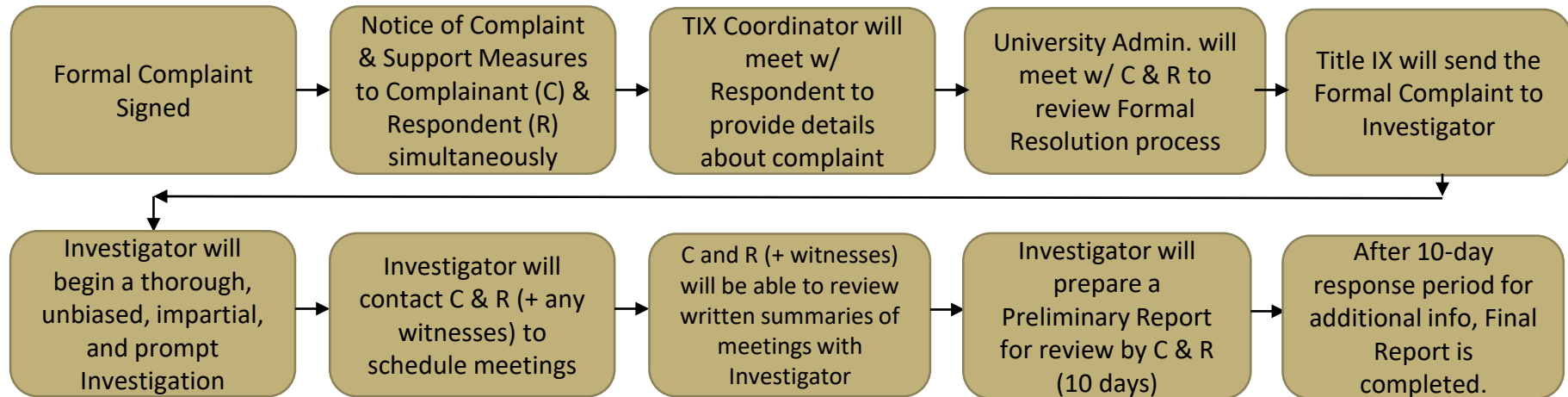
Formal Complaint Signed – Formal Resolution Process



TIX Coordinator is responsible for ensuring timely completion of remedies or sanction outcomes.

OUTSIDE Title IX –

Formal Complaint Signed – Formal Resolution Process



- Review Panel makes a determination based on the preponderance of the evidence, meaning “more likely than not”
 - Review Panel involving only students-3 Staff and Faculty members from the Student Conduct Board
 - Review Panel involving Staff/Faculty-The respondent’s Vice President
- Hearing Panel – only when the Review Panel involving students does not reach a unanimous decision, or more information needs to be gathered
 - Five (5) Staff and Faculty members from the Student Conduct Board
- The Title IX Coordinator is responsible for ensuring timely completion of remedies or sanction outcomes.
- No Contact / Limited Contact Orders may be issued at any point in the process.
- A Complainant or Respondent can select up to one Support Person and one Advisor of Choice to assist them during any part of the Formal Resolution process.
- Both the Complaint and Respondent will have access to the appeals process. Appellate Panel deliberates and is reviewed by University President. University President’s determination for appeal is final and binding.

Standard of Evidence



Preponderance of the Evidence

- More likely than not
- 50% and a feather

***Law enforcement investigation is not determinative of whether your institutional policy was violated**

Concurrent Investigations: Considerations





Live Hearings



- Required element for all post-secondary grievance procedures
- “Single investigator” now prohibited
- In person or virtual
- Must be recorded or transcribed, with recording or transcript available to parties for inspection and review

Formal Complaint - Appeal Process

Appeals by either Complainant or Respondent must be submitted electronically within 7 days of receipt of Notice of Determination for one of 4 reasons listed in the Procedures document.

University Administrator will submit Notice of Appeal and link to Appeal Response Form to Complainant and Respondent allowing 7 days for either party to respond.

Following the 7-day response period, University Administrator will forward Appeal to University President or delegatee for review.

University President will review matter and write Final Determination of Appeal with decision which is final and binding and provide to University Administrator.

University Admin. will communicate decision to Complainant and Respondent simultaneously. University Admin. will also communicate decision to TIX Coordinator and Investigator.

TIX Coordinator is responsible for ensuring timely completion of remedies or sanction outcomes.

The Jeanne Clery Act



On April 5, 1986, in the spring of her freshman year, Jeanne Clery was **raped and murdered in her Residence Hall at Lehigh University** by Joseph M. Henry, who was also a student. Clery was awakened by Henry while he was in the process of burglarizing her room. He then beat, cut, raped, sodomized, and strangled her.



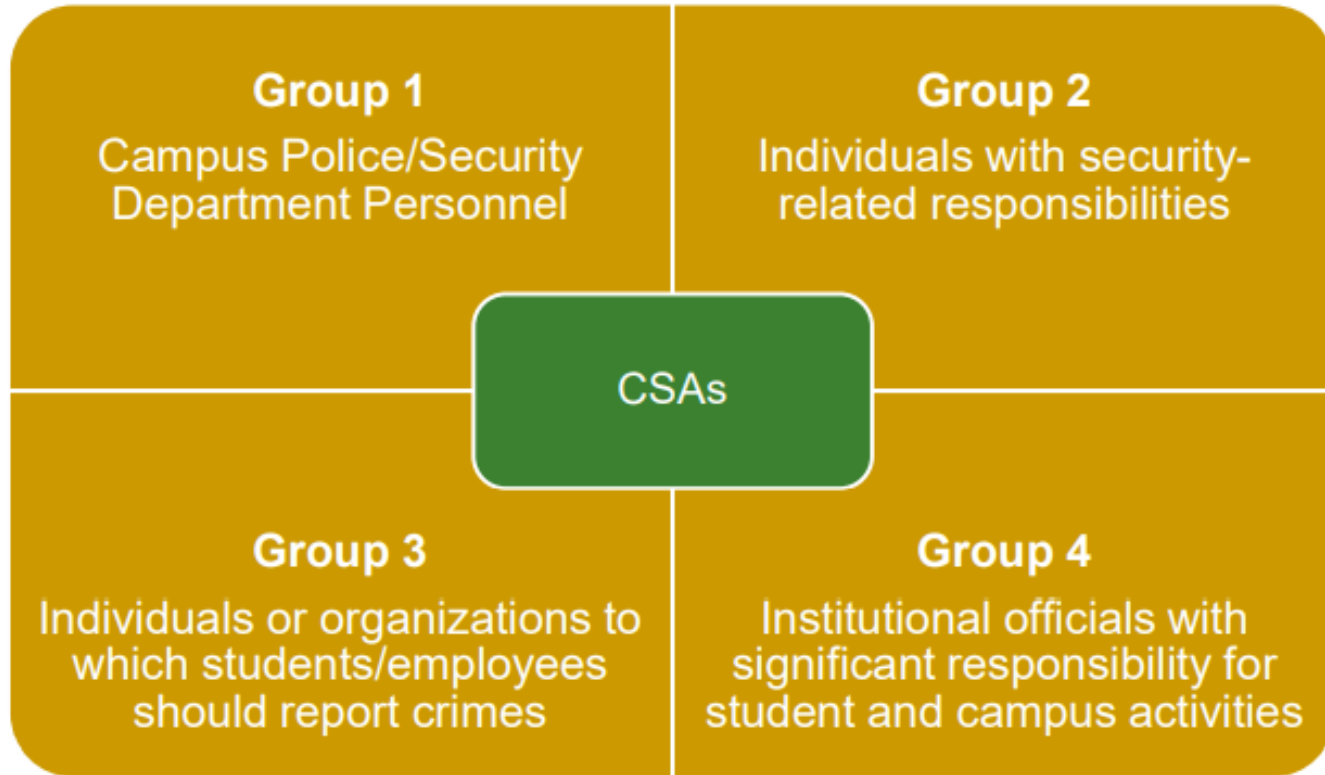
The murder of Jeanne Clery occurred in 1986, in Bethlehem, Pennsylvania, at Lehigh University. Clery, who was a freshman at the time of her death, was raped and killed in her campus dormitory. Clery's parents, who believed the University had failed to share vital information with its students regarding

campus safety, campaigned for legislative reform for several years following their daughter's death. Their efforts resulted in the passage in 1990 of the Clery Act, a federal law requiring all universities and colleges receiving federal student financial aid programs to report crime statistics, alert campus of imminent dangers, and distribute an Annual Campus Security Report to current and prospective students and employees, or face fines.

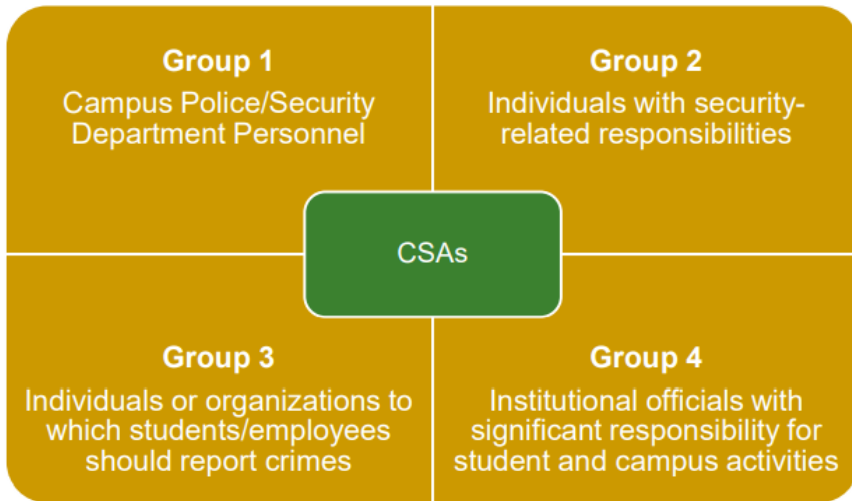
Clery Crimes Categories to Report

- Murder/Non-negligent Manslaughter
- Negligent Manslaughter
- Sex Offenses (Rape/Fondling)
- Sex Offenses (Incest/SR)
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Arrests and Disciplinary Referrals for:
 - Liquor
 - Drugs
 - Weapons
- Domestic Violence
- Dating Violence
- Stalking
- Hate Crimes
 - Larceny-Theft
 - Simple Assault
 - Intimidation
 - Vandalism

Campus Security Authorities



Campus Security Authorities



Group 4 is the largest and most inclusive:

- **Student Affairs Professionals**
 - Dean (Assistant Dean) of Students
 - Directors/Coordinators of Student Housing
 - Resident Assistant/Hall Director
 - Student Conduct Officers
 - Coordinator of Fraternity/Sorority Life
- **Director/Assistant Directors of Athletics and all athletic coaches (including part-time employees and graduate assistants)**
- **Athletic Trainers**

■ Others you should include:

- Administrators who oversee separate campuses
- A student who monitors access to dormitories or buildings that are owned by recognized student organizations
- Title IX Coordinator
- Study abroad coordinators and off-site trip coordinators
- Faculty or staff advisors to student organizations

Note: whether or not your institution pays an individual is not a factor in determining whether that individual is a CSA.

■ Additional officials who generally are CSAs:

- the director of a campus health or counseling center;
- an ombudsperson (including student ombudspersons);
- victim advocates or others who are responsible for providing victims with advocacy services, such as assisting with housing relocation, disciplinary action or court cases, etc.;
- members of a sexual assault response team (SART) or other sexual assault advocates; and
- officers from local law enforcement who are contracted by the institution to provide campus safety-related services.

Campus Security Authorities – **Primary Responsibility**

To report allegations made in good faith to the reporting structure established by the institution.

Clery Compliance Officials
Title IX Coordinators
University President
Vice Presidents

Campus Security Authorities – Primary Responsibility

CSAs are responsible for reporting allegations of *Clery Act* crimes that are reported to them in their capacity as a CSA.

This means that CSAs are **not** responsible for investigating or reporting incidents:

- they overhear students talking about in a hallway conversation
- that a classmate or student mentions during an in-class discussion
- that a victim mentions during a speech, workshop, or any other form of group presentation
- that the CSA otherwise learns about in an indirect manner

Campus Security Authorities – Reporting Recommendations for Clery Crimes

- Should focus on reporting facts as a minimum expectation
- Should include sufficient details in reports
- Always include Date, Time, and Location if known
- May include Personally Identifying Information (PII) when appropriate
 - If you are reporting on Sexual Misconduct, this is required, if known.

CSAs are Crucial for Reporting Accurately

Daily Crime Log: Required Elements

- Include all Required Elements:

- ❑ Nature
- ❑ Location
- ❑ Date and Time Occurred
- ❑ Date Reported
- ❑ Disposition

DAILY CRIME LOG

Nature (Classification)	Date Reported	Date/Time Occurred	General Location	Disposition

Mandatory Reporters Must Report:

- Abuse and/or Neglect of:
 - Minors
 - Differently-abled
 - Elderly



University Goals



- Capture reports
- Respond appropriately
- Timely response to reports
- Harmed Party is empowered to determine process
- Complete Investigations as required in University processes
- Due Process and Supportive Measures for both parties

Sexual Assault



- ***Sexual assault*** means an offense that meets the definition of Rape, Fondling, Incest, or Statutory Rape as used in the FBI's UCR program and included in Appendix A of this subpart.
- Sexual assault, a.k.a. Sex Offenses, involves “any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.”

Consent

Consent is an **affirmative and willing agreement** to engage in specific forms of sexual contact with another person. Consent **requires an outward demonstration**, through mutually understandable words or actions, indicating that an individual has freely chosen to engage in sexual contact. Consent **cannot be obtained** through the **use of coercion or force or by taking advantage of the incapacitation** of another individual.

Silence, passivity, or the absence of resistance does not constitute consent for sexual activity. If confusion or ambiguity arises during a sexual interaction, it is essential that each participant stop and clarify the other's willingness to continue.

Consent can be withdrawn at any time. When consent is withdrawn, sexual activity must cease. Prior consent does not imply current or future consent; **even in the context of an ongoing relationship**, consent must be sought and freely given for each instance of sexual contact.

Consent is not present when there is sexual contact with someone who is known, or should have been known, to be **incapacitated** or otherwise mentally or **physically incapable of resisting** or appraising the nature of conduct. Likewise, consent is not present if the **use of force or coercion** of another person **to engage in sexual contact against their will has occurred.**

Rape

Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This definition includes any gender of victim or perpetrator.

Fondling

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

Incest

Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law

Statutory Rape

Sexual intercourse with a person who is under the statutory age of consent

- If force or threat of force exists, count as Rape
- Count only the victims that fit the state's statutory age limit

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.

- i. The existence of such a relationship shall be 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.
- i. ii. 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. (i.e., Do not double count Dating Violence if you already counted incident as Domestic Violence).

Domestic Violence

A felony or misdemeanor crime of violence committed by:

- a) 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 from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking

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

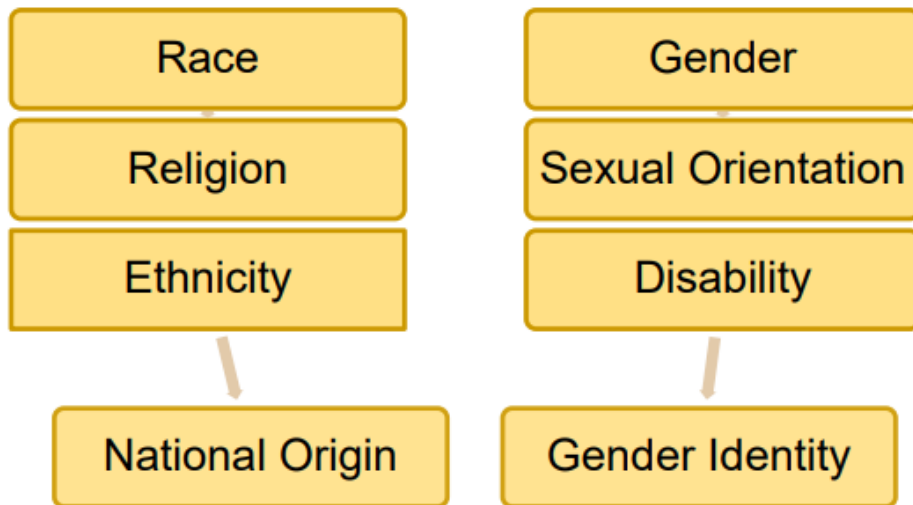
- A. Fear for the person's safety or the safety of others; or
- B. Suffer substantial emotional distress.

For the purposes of this definition—

- A. Course of conduct means two or more acts, including, but not limited to, acts 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.
- B. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- C. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Hate Crimes

- Include the required crimes that manifest evidence that the victim was intentionally selected because of the perpetrator's bias.
- Was the perpetrator motivated to commit the crime, in whole or in part, by his/her bias?
- Must be collected and reported according to category of prejudice for all Clery Act Primary Crimes (except Manslaughter by Negligence) as well as:
 - Larceny-Theft
 - Simple Assault
 - Intimidation
 - Destruction/damage/vandalism of property
- Hate crimes are not reported for: Liquor, Drug or Weapons Law Violations, Dating Violence, Domestic Violence or Stalking



Campus Reporting Methods

- Emergency Contact - 911
- Campus Security through the Physical Plant
- On-call REC in Residence Halls
- To the University
 - Confidential Employees – Employees protected by law to keep reports confidential
 - Title IX Coordinator
 - Campus Security Authority (CSA) – Employees or officials identified by the University to have significant responsibilities for student and campus activities and will be required to report to a TIX Coordinator
 - Anonymously – “Report a Concern” on NWU’s website
- Confidential Resources in the Community
 - Voices of Hope – Lincoln, University Minister, University Counseling Center
- Law Enforcement
 - Make a non-emergency report or file an anonymous report

Scenario

On May 3, 2021, Student A contacted the a PA because she was worried about her friend (“VW”) and thinks that her friend was raped last month. She also reports that several snaps have been flying around calling VW a “whore” and saying that she cheated on her boyfriend. The snaps also claim that she wasn’t “raped” and is now just regretting a “bad hook up”). Specifically, Student A stated the following:

Around 5pm on the evening of Thursday, April 22, 2021, VW reported to Student A that at approximately 3:45pm that day, VW’s boyfriend, PS, accused VW of cheating on him. PS shoved VW near her car in Parking Lot “X”. VW did not sustain any injuries, but was very shaken by PS “putting his hands on VW.”

On the same evening as the incident in Parking Lot “X”, Student B reported to Student A that at approximately 8:20pm, Student B, went to the bathroom in a common area in a residence hall and she found VW in one of the bathroom stalls sitting on the toilet naked. It was further reported that VW was “very intoxicated” and was complaining that her “private areas” hurt. Student B told Student A that VW’s eyes were “going in opposite directions” and that she wasn’t sure if she was “just wasted” or was really in pain.....

Scenario

Students A and B got VW up and put Student A's bathrobe on her and took her back to her room.

When they entered VW's room, there was blood on the bed and several used condoms on the floor.

Student C, the third suite mate, joined her suitemates in VW's room and contacted Campus Security at approximately 8:25pm. Campus Security responded, and the students reported to Campus Security that they believed their friend may have been sexually assaulted.

VW refused to speak to Campus Security (her friends said she feared she would lose her RA position for drinking if she spoke to Security.)

Campus Security contacted the RD on duty, who responded and interviewed everyone present except VW, who would not speak to him.

Student C, a nursing student and EMT, took VW to the hospital. VW received a rape kit.

Scenario

Two days following the incident, Students E, F and G posted on social media specifically that VW is a “whore”, that she “had a bad hookup” and filed a “fake rape charge” and encouraged others to post about VW. They also intentionally asked for others to exclude her from social events. Students E and F posted approximately 20-25 times each on social media and people shared these with VW. Student G only posted once. VW first saw these social media posts while in her bedroom in her housing facility. VW contacted Campus Security on April 24, 2021 at approximately 10:00am to report these postings since they were very upsetting to her.

Campus Security forward the report of a possible Sexual Assault to the Title IX Coordinator.

Subsequently, Campus Security forward the report of the social media posts to the Title IX Coordinator.

Scenario

Signed Formal Report Provided to Institution's Title IX Coordinator

On May 4, 2021, VW (now referred to as the “Complainant”) submitted a signed formal complaint to the institution’s Title IX Coordinator. She alleges that JJ had sex with her and that she was not able to consent to the sex due to her level of intoxication. VW also reported that PS shoved her in the parking lot during their argument.

Notes

The age of legal possession and consumption of alcohol in this state is 21. (In this jurisdiction, underage consumption is not expressly prohibited, and drunkenness does not establish internal possession).

This state includes dating partners in the definition of domestic violence. Dating partners extends to those who are currently dating or have dated, been intimate, or romantic in the previous 12 months.

Daily Crime Log

1 Rape

1 Domestic Violence

2 Stalking incidents

Nature (Classification)	Date Reported	Date/Time Occurred	General Location	Disposition
Domestic Violence & Simple Assault	5/4/2021	4/22/2021 3:45pm	Parking Lot X	Closed: Reported by Title IX
Stalking (x2)	4/24/2021	4/24/2021 (Unknown Time)	Stafford Hall	Closed: Referred to Title IX
Rape	4/22/2021	4/22/2021 (7:45pm-8:20pm)	Stafford Hall	Closed: Referred to Title IX



How would you be impacted by this scenario?



- As a Faculty member who had this student in class
- As a Student Life Professional
- As a Student Health Counselor
- As a Student Health Nurse
- As an Advocate
- As an Official of the University with Actual Knowledge
- As a CSA

Check In - Questions and Answers



- Do I report the conduct I became aware of?
- How can I support the student?
- How can I support my colleague?
- My student/colleague wants me to keep their story confidential and not report it. Can I?
- Other situations you want to know about?

All Employees – at NWU

If you see something, Say Something.

Questions

