

NORTHWOOD TECHNICAL COLLEGE



ADMINISTRATIVE POLICY: 114

TITLE: Sexual Violence Elimination Commitment

CROSS-REFERENCE(S):

112 (Administrative Policy – Non Discrimination/Non Harassment Compliance)

113 (Administrative Policy – Unlawful Discrimination/Harassment/Sexual Harassment/Sexual Misconduct/Sexual Violence Complaints)

113A (Administrative Procedure – Unlawful Discrimination/Harassment/Sexual Harassment/Sexual Misconduct/Sexual Violence Complaints)

113B (Administrative Procedure - Unlawful Discrimination/Harassment/Sexual Harassment/Sexual Misconduct/Sexual Violence Complaints Grievance Procedure)

115 (Administrative Policy – Timely Warning Notice and Immediate Notification)

115A (Administrative Procedure – Timely Warning Notice and Immediate Notification)

Clery Act, as amended, Sexual Violence Elimination Act (SaVE Act) as authorized by Violence Against Women Reauthorization Act Report Sexual Harassment/Misconduct/Violence and/or Unlawful Harassment/Discrimination at NorthwoodTech.edu/Report

Northwood Technical College (College) is committed to providing a safe learning and working environment in compliance with federal law, specifically Title IX, Jeanne Clery Act (the Clery Act), as amended, Sexual Violence Elimination Act (SaVE Act) as authorized by Violence Against Women Reauthorization Act. In keeping with this commitment, the College has adopted policies and procedures to prevent and respond to incidents of sexual misconduct, sexual assault, domestic violence, dating violence, stalking, sexual harassment, and other unwelcome conduct which may deny a person equal access to the College's education programs or activities. These policies, procedures and guidelines apply to all members of the College community, students, employees, and visitors as well as contractors and vendors.

The College will not tolerate sexual assault, sexual harassment, domestic violence, dating violence, stalking, or such similar unwelcome conduct as defined in related procedures, in any form. Such acts of violence are prohibited by College policy, as well as state and federal laws. Individuals who the College determines to have more likely than not have engaged in these types of behaviors are subject to penalties up to and including dismissal or separation from the College, regardless of whether they are also facing criminal or civil charges in a court of law. Retaliation against any individual for reporting sexual violence, participating in an investigation, or opposing discrimination practices is strictly prohibited and constitute a separate and serious violation of College policy and federal law.

The following position has been designated to oversee compliance with federal and state statutory and regulatory requirements related to equal employment and equal educational opportunities including Title VII of the Civil Rights Act of 1964, Section 504 and Section 508 of the Rehabilitation Act of 1973, Title II of The Americans with Disabilities Act of 1990, as amended, and The Americans with Disabilities Act Amendments Act of 2008, Clery Act, as amended, Sexual Violence Elimination Act (SaVE Act) as authorized by Violence Against Women Reauthorization Act, Higher Education Act of 1965, §485(f) (20 U.S.C. 1092 (f)) and the guidance supplied by Department of Education, Office of Civil Rights and to handle inquiries, investigations and resolve complaints regarding the College's equal opportunity and non-discrimination/non-harassment policies for students, employees and student/employee applicants:

Amanda Gohde, Vice President, Talent & Culture, 1900 College Drive, Rice Lake WI 54868, 715.645.7042, amanda.gohde@NorthwoodTech.edu.

Reference: This policy requires **Board approval** per Wisconsin Technical College System Methods of Administration requirements and the regulations promulgated by the authority of Title VI and VII of the Civil Rights Act of 1964

Title IX of the Education Amendments of 1972, as amended

Section 504 of the Rehabilitation Act of 1973

Title II of The Americans with Disabilities Act of 1990, as amended

The Americans with Disabilities Act Amendments Act of 2008

Higher Education Act of 1965, §485(f) (20 U.S.C. 1092 (f))

Clery Act, as amended, Sexual Violence Elimination Act (SaVE Act) as authorized by Violence Against Women Reauthorization Act

Questions on this policy should be directed to the Vice President, Talent & Culture.

Policy Reviewed: August 15, 2022
August 21, 2024

Policy Revised: August 17, 2020 (revisions made in conjunction with legal counsel on 8/3/20)
August 16, 2021
August 16, 2023
August 20, 2025 (Revisions made in conjunction with Legal Counsel)

A handwritten signature in black ink, appearing to read "J. E. Hill", is positioned above a horizontal line.

PRESIDENT
NORTHWOOD TECHNICAL COLLEGE