

**NORTH COUNTRY  
COMMUNITY COLLEGE**

The State University of **New York**

SARANAC LAKE . MALONE . TICONDEROGA

**NCCC Policies on Sexual Violence Prevention and Response**

# **NCCC Policies on Sexual Violence Prevention and Response**

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## **Introduction**

North Country Community College is committed to providing an exceptional learning and community building experience. To that end, the College expressly prohibits the sexually aggressive behavior noted below or acts of discrimination. Students found to be engaging in these behaviors will be subject to criminal charges and prosecution under local and state law, and adjudicated per the College's Student Code of Conduct.

Sexual misconduct can include nonconsensual sexual intercourse, nonconsensual sexual contact, sexual exploitation, and sexual harassment. The term "sexual violence" can include several kinds of crimes including rape, incest, sexual harassment, child molestation, marital rape, exposure, and voyeurism.

North Country Community College will not tolerate sexual harassment. The College observes the New York State Policy on sexual harassment which states that discrimination on the basis of gender is a violation of Section 703 of Title VII of the Civil Rights Act of 1964 and will not be tolerated.

For detailed information on the definitions of sexual offenses including misconduct and abuse refer to Article 130-New York Penal Law.

### **Facts:**

- Sexual assaults are acts of violence committed primarily out of anger and/or a need to feel powerful by controlling, dominating, or humiliating the victim.
- Victims of sexual violence are forced, coerced or manipulated to participate in unwanted sexual activity.
- Victims of sexual violence do not cause their assaults and are not to blame. Offenders are responsible for the violence.
- Most perpetrators know their victims and plan their violence.
- More violence occur at or in the victim's home than at other locations.
- Sexual violence are crimes and should be reported to the police.

### **Examples of Sexual Harassment:**

- Any behavior that is sexual in nature and creates an intimidating, hostile or offensive environment. Such behavior can include, but not limited to, sexting, obscene phone calls; unwanted physical contact of breasts, buttocks, or genitalia; insults relating to one's gender.

## **Definition of Affirmative Consent**

Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression

- a) Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to any other sexual act.
- b) Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
- c) Consent may be initially given but withdrawn at any time.
- d) Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.
- e) Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm.
- f) When consent is withdrawn or can no longer be given, sexual activity must stop.

## **Policy for Alcohol and/or Drug Use Amnesty in Sexual and Interpersonal Violence Cases**

The health and safety of every student at North Country Community College is of utmost importance. NCCC recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. The College strongly encourages students to report incidents of domestic violence, dating violence, stalking, or sexual assault to institution officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to North Country Community College officials or law enforcement will not be subject to the College's student code of conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault.

### **Informing Campus Community on Security Procedures:**

North Country Community College notifies students of sexual violence awareness and prevention concerns in a number of ways. Most importantly, in a pro-active manner, students are reminded during orientation, the residential check-in process, and over the course of each semester of the importance of good choices and personal security as they go about their daily lives. Social media, electronic communication and hard copied information are utilized to maximize student exposure to safety information. Students and parents are encouraged to investigate and ask questions about campus crime statistics which are maintained by the Office of Campus Life and Student Life.

### **Sexual Assault Statistics:**

- One in four women report being sexually assaulted.
- It's estimated that 60% of sexual assaults are not reported to police.
- Approximately 2/3 of assaults are committed by someone known to the victim.
- 80% are under the age of 30.
- Every 2 minutes, another American is sexually assaulted

*Source: Rape Abuse & Incest National Network ([www.rainn.org](http://www.rainn.org))*

**You Don't Have To Be A Victim But If You Are, You Don't Have To Be Alone.**

### **WHAT SHOULD I DO IF I THINK I'VE EXPERIENCED SEXUAL VIOLENCE?**

- Get to a Safe Place
- Take care of your body. Tell a friend for support and go to the hospital whether you plan to press charges or not.
- If there is any chance you do want to report the assault, you should not shower, bathe, douche, change clothes, or straighten up the area until medical and legal evidence is collected because these actions will destroy evidence.

- If you think you've been drugged, tell the nurse at the hospital. Every hour matters. Chances of getting proof are best when the sample is obtained soon after the substance has been ingested.

**For immediate support, call the Sexual Assault Hotline: 1-877-212-2323 and/or call your local police department, or call 911.**

Saranac Lake Police: 518-891-4422

Malone Police: 518-483-2424

Ticonderoga Police: 518-585-3456

NCCC Office of Campus and Student Life: 518-891-2915 ext. 1205

Office Hours: 8:30 AM – 4:30 PM Monday through Friday

Students may also seek support and assistance by initiating a conversation with a friend, Resident Assistant, the Residential Director on the Saranac Lake Campus, the Director of Campus and Student Life, an academic advisor, faculty, Human Resources, or a support staff in any office about any concern or incident regarding a sexual violence.

Through the Office of Campus and Student Life or Human Resources, North Country Community College can refer students reporting individuals to counseling service agencies in the community.

Reporting individuals and students charged with sexual violence can also receive support throughout any investigation, disciplinary process and/or criminal process.

As a community, we will not tolerate any allegations or acts of sexual violence involving any of our employees or students. North Country Community College will apprehend and prosecute persons responsible for bias-related crimes committed against any member of our community.

We encourage anyone who witnesses or is a reporting individual of sexual violence to come forward for support and to seek justice.

**Your safety and wellbeing is a priority to North Country Community College.**

**Note: It's important to read and become familiar with the information now as opposed to after the fact.**

**Don't assume sexual violence can't happen to you or a friend. Be prepared.**

#### **Anonymous Reporting:**

North Country Community College also encourages anonymous reporting of sexual assault to the Director of Campus Life and Student Life (518-891-2915 ext. 1205) or click [HERE](http://form.jotform.us/form/43564163148153) (<http://form.jotform.us/form/43564163148153>) Anonymous reporting helps North Country Community College collect valuable information and may help in any investigation current or in the future.

#### **Campus Disciplinary Sanction:**

Sexual violence offenses may lead to penalties up to and including expulsion from the college. Students charged disciplinarily (refer to the Student Code of Conduct) and found responsible will be sanctioned accordingly.

We know that the responsibility for sexual violence offenses, as true for other acts of violence, rest squarely on the perpetrator. North Country Community College is dedicated to your safety and will vehemently pursue those who are responsible for acts of misconduct, especially those acts of sexual assault (and any other form of violence). Students need to understand that they are responsible for their individual and group conduct. North Country Community College expects members of its community to exercise not only safe habits, but self-control and civil respect for the dignity of others.

#### **THE FOLLOWING PREVENTION GUIDELINES ARE RECOMMENDED FOR THE COLLEGE COMMUNITY:**

- Tell someone where you are going and when you expect to return.
- Examine your own desires and feelings about sex and set sexual limits.
- Be assertive and communicate your limits clearly.
- Do not hitchhike. By doing so, you forfeit the ability to change directions to control your movement.
- Alcohol and drugs can compromise your ability to make responsible decisions and are often related to date rape situations.

#### **CAMPUS SAFETY**

- Study or work with a friend in buildings at night. Use stairs in well-lit and populated sections of a building. Keep personal belongings in view while in class, the lab or social areas.
- When in an elevator, position yourself next to the controls.
- Report any concerns to the Office of Campus and Student Life (518-891-2915 ext. 1205). To file a report, whether anonymously or not, go to click [HERE \(http://form.jotform.us/form/43564163148153\)](http://form.jotform.us/form/43564163148153).
- All incidents will be reviewed and addressed per the college Student Code of Conduct, available in the College Catalog and online at [www.nccc.edu](http://www.nccc.edu). The College will work closely with local authorities to manage events as necessary.

#### **RESIDENCE HALL SAFETY**

- Lock your doors at all times.
- Keep cash, jewelry and medications secured and out of sight.
- Keep all doors, especially fire doors, closed at all times.
- Clear visitors with an RA, Residence Hall Director or Security before entering the dorm.
- Keep your blinds closed to ensure privacy.
- Leave a voicemail message that does not include your name or address.
- Make sure key chains do not have personal identification on them.

#### **APARTMENT/HOME SAFETY**

- Lock your doors at all times.
- List only your first initial with your phone number in the phone book.
- List only your initials and last name on the mailbox.
- Open doors only for people you know.
- Keep shrubbery trimmed so as not to provide a cover for a burglar.
- Have a phone in each room so that help is always within reach.
- Turn lights on in several rooms when you are home alone.
- Get to know your neighbors.

## **PROTECTING YOUR HOME WHILE AWAY**

- Make sure all doors and windows are secured.
- Tell only good friends you will be out of town.
- Make sure your answering machine message doesn't say you are out of town and/or when you will be back.
- Leave a radio set to a talk show station.
- Set interior lights on a timer.
- Stop mail and newspaper delivery

## **ATM & NIGHT DEPOSIT SAFETY**

- Use indoor ATM machines whenever possible.
- Bring a friend when using the ATM, especially at night.
- Be alert and cautious of anyone loitering around the ATM/night deposit.
- Complete your transaction quickly and leave immediately.
- Protect the Personal Identification Number (PIN) for your ATM by covering the screen while you enter the numbers.

## **EXERCISE SAFETY**

- Always exercise with a friend when outdoors at night.
- Stay in well-lit and populated areas at all times.
- Reserve Public Park and use for daylight hours. Carry a personal safety device, such as a sound siren, mace or red pepper gas.

## **STALKING TIPS**

- If you think you are being stalked, seek safety.
- Document the time and dates and contact the Office of Campus and Student Life and/or the Police.

## **ON THE STREET**

- Accept rides only from people you know. Take a friend with you for late night excursions.
- Walk on the part of the sidewalk closest to the street, as far away as possible from shrubs, trees and doorways.
- Stay near people. Whenever possible, appear to be with a group of people. Stay in well-lit areas.
- Avoid shortcuts through unpopulated areas.
- Walk in a steady pace, appear confident and purposeful.

## **Sexual Violence is a Major Life Crisis**

**It interrupts normal life at home, at work, or at school, with friends, family or co-workers. Women of color, lesbians, gay or straight males must often deal with cultural stereotypes and prejudice as they cope with their victimization.**

Some common emotional and physical responses to sexual assault may include:

- Inability to express emotions
- Sleeplessness and/or nightmares
- Sexual dysfunction
- Stress-related illnesses
- Denial
- Drug/alcohol abuse
- Displaced anger
- Lack of concentration and loss of self-confidence
- Appetite loss/overeating
- Feeling of grief and despair
- Problems with authority figures, suicide attempts, and offending behaviors

Recovering from sexual violence is often a slow and confusing process, which can be aided by trained advocates. Contact:

Office of Campus and Student Life (1-518-891-2915 ext. 1205)

Or call

Sexual Assault Hotline (1-877-212-2323)

Clinton, Essex, Franklin Counties' Domestic Violence Hotline 24/7 (1-888-563-6904) ([www.bhsn.org/stop-domestic-violence.php](http://www.bhsn.org/stop-domestic-violence.php))

Online sources for additional information:

Sexual Assault Support Services: [www.sassnh.org](http://www.sassnh.org)

After Silence Message Board: <http://www.aftersilence.org>

## Campus Climate Assessment Policy

Climate assessments afford North Country Community College the opportunity to better understand the campus and to make informed decisions when it comes to providing a safe educational environment. Beginning in the 2015-2016 academic year, each State University of New York State-operated and community college will conduct a uniform climate survey that ascertains student experience with and knowledge of reporting and college adjudicatory processes for sexual harassment, including sexual violence, and other related crimes.

The survey will address at least the following:

- Student and employee knowledge about:
  - The Title IX Coordinator's role;
  - Campus policies and procedures addressing sexual assault;
  - How and where to report sexual violence as a victim/survivor or witness;
  - The availability of resources on and off campus, such as counseling, health, academic assistance;
  - The prevalence of victimization and perpetration of sexual assault, domestic violence, dating violence, and stalking on and off campus during a set time period (for example, the last two years);
  - Bystander attitudes and behavior;
  - Whether victims/survivors reported to the College/University and/or police, and reasons why they did or did not report.
  - The general awareness of the difference, if any, between the institution's policies and the penal law; and
  - The general awareness of the definition of affirmative consent.

North Country Community College shall take steps to ensure that answers remain anonymous and that no individual is identified. Results will be published on the campus website providing no personally identifiable information shall be shared.

## Students' Bill of Rights

The North Country Community College is committed to providing options, support and assistance to victims/survivors of sexual violence, domestic violence, dating violence, and/or stalking to ensure that they can continue to participate in college-wide campus programs, activities, and employment. All victims/survivors of these crimes and violations, regardless of race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction, have the following rights, regardless of whether the crime or violation occurs on campus, off campus, or while studying abroad:

All students have the right to:

1. Make a report to local law enforcement and/or state police;
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure from the institution;
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;
6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
7. Describe the incident to as few institutional representatives as practicable and not to be required to unnecessarily repeat a description of the incident.
8. Be free from retaliation by the institution, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution;
9. Access to at least one level of appeal of a determination
10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process;
11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the College.

### **Options in Brief:**

Victims/survivors have many options that can be pursued simultaneously, including one or more of the following:

- Receive resources, such as counseling and medical attention. Contact the Office of Campus and Student Life on your campus for support.
- Anonymously disclose a crime or violation at click [HERE](#) or go to (<http://form.jotform.us/form/43564163148153>).
- For detailed information on confidentiality and privacy, visit <http://www.nccc.edu/campus-safety/>

### **Make a Report to:**

ON CAMPUS - Office Hours: 8:30 AM – 4:30 PM, Monday through Friday, or by appointment

- Director of Campus and Student Life—All Campuses
  - [bkarp@nccc.edu](mailto:bkarp@nccc.edu) ; 518-891-2915 ext. 1205
- Bruce Kelly, Coordinator of Campus and Student Life—Malone
  - [bkelly@nccc.edu](mailto:bkelly@nccc.edu) ; 518-891-2915 ext. 3226
- Bella Doolittle, Coordinator of Campus and Student Life—Ticonderoga
  - [bdoolittle@nccc.edu](mailto:bdoolittle@nccc.edu) ; 518-891-2915 ext. 2203
- Tara Smith, Human Resources/Title IX Coordinator—All Campuses
  - [Tara.smith@nccc.edu](mailto:Tara.smith@nccc.edu); 518-891-2915 ext. 1209

### LOCAL LAW ENFORCEMENT

- Saranac Lake Police Department, 518-891-4422
- Malone Police Department, 518-483-2424
- Ticonderoga Police Department, 518-585-3456
- New York State Police, 518-897-4000

## Sexual Violence Response Policy

In accordance with the Students' Bill of Rights reporting individuals shall have the right to pursue more than one of the options below at the same time, or to choose not to participate in any of the options below:

### **I. Reporting:**

- North Country Community College will work very carefully to ensure privacy. In addition, we will work with individuals to direct them to confidential support resources in the community.
- **Anonymous reporting of sexual violence is possible at North Country Community College.** Anyone can *anonymously report to the College* by going to <http://form.jotform.us/form/43564163148153> or by contacting the following offices from 8:30 AM – 4:30 PM, Monday through Friday, or by appointment:
  - Director of Campus and Student Life, Bobbie Karp, [bkarp@nccc.edu](mailto:bkarp@nccc.edu), 518-891-2915 ext. 1205
  - Human Resources/Title IX Coordinator, Tara Smith at [tara.smith@nccc.edu](mailto:tara.smith@nccc.edu) or 518-891-2915 ext. 1209

Based on the information provided, the College will initiate an investigation. Those reporting are encouraged to provide as much detail as possible to facilitate a thorough investigation.

- To disclose the incident to one of the following college officials who can offer *privacy* and can provide information about remedies, accommodations, evidence preservation, and how to obtain resources. Those officials will also provide the information contained in the Students' Bill of Rights, including the right to choose when and where to report, to be protected by the institution from retaliation, and to receive assistance and resources from the institution. These college officials will disclose that they are private and not confidential resources, and they may still be required by law and college policy to inform one or more college officials about the incident, including but not limited to the Title IX Coordinator. They will notify reporting individuals that the criminal just process uses different standards of proof and evidence than internal procedures, and questions about the penal law or the criminal process should be directed to law enforcement or district attorney,:
- To disclose with the College of sexual assault, domestic violence, dating violence, and/or stalking, contact the any of the following offices from 8:30 AM – 4:30 PM, Monday through Friday, or by appointment:
  - Director of Campus and Student Life, 518-891-2915 ext. 1205
  - Human Resources/Title IX Coordinator, Tara Smith at [tara.smith@nccc.edu](mailto:tara.smith@nccc.edu) 518-891-2915 ext.1209or, file an electronic report at <http://form.jotform.us/form/43564163148153>.

Reports will be investigated in accordance with North Country Community College's policies and procedures.

- To file a criminal complaint contact your local law enforcement and/or state police call:
  - ✓ Saranac Lake Police: 518-891-4422
  - ✓ Malone Police: 518-483-2424
  - ✓ Ticonderoga Police: 518-585-3456

- ✓ State police 24-hour hotline to report sexual assault on a NY college campus: 1-844-845-7269.
- To confidentially disclose the incident and obtain services from the New York State or county hotlines, go to: <http://www.opdv.ny.gov/help/dvhotlines.html> . Additional disclosure and assistance options are catalogued by the Office for the Prevention of Domestic Violence and presented in several languages: <http://www.opdv.ny.gov/help/index.html> (or by calling 1-800-942-6906), and assistance can also be obtained through:
  - SurvJustice: <http://survjustice.org/our-services/civil-rights-complaints/>
  - Legal Momentum: <https://www.legalmomentum.org/>
  - NYSCASA: <http://nyscasa.org/responding>
  - NYSCADV: <http://www.nyscadv.org/>
  - Pandora's Project: <http://www.pandys.org/lgbtsurvivors.html>
  - GLBTQ Domestic Violence Project: <http://www.glbtqdv.org/>
  - RAINN: <https://www.rainn.org/get-help>
  - Safe Horizons: <http://www.safehorizon.org/>

\*(note that these hotlines are for crisis intervention, resources, and referrals, and are not reporting mechanisms, meaning that disclosure on a call to a hotline does not provide any information to the campus. Victims/survivors are encouraged to additionally contact a campus resource so that the campus can take appropriate action in these cases).

- To receive assistance in initiating legal proceedings in family court or civil court contact North Country Community College's Office of Campus and Student Life at 518-891-2915 ext. 1205 or the Title IX Coordinator at [titleixcoordinator@nccc.edu](mailto:titleixcoordinator@nccc.edu) or call 518-891-2915 ext. 1264.
- Individuals may file a report of sexual assault, domestic violence, dating violence, and/or stalking, and/or talk to the Title IX Coordinator and receive information and assistance. Reports will be investigated in accordance with North Country Community College policy and the reporting individual's identity shall remain private at all times if said reporting individual wishes to maintain privacy. If a reporting individual wishes to keep his/her identity anonymous, a person may call the Office of Campus and Student Life at 518-891-2915 ext. 1205 or the Title IX Coordinator at [titleixcoordinator@nccc.edu](mailto:titleixcoordinator@nccc.edu) or call 518-891-2915 ext. 1264. anonymously to discuss the situation and available options.
- When the accused is an employee, a reporting individual may also report the incident to the [College/University Office of Employee Relations or Office of Human Resources] or may request that one of the above referenced confidential or private employees assist in reporting to Employee Relations or Human Resources. Disciplinary proceedings will be conducted in accordance with applicable collective bargaining agreements. When the accused is an employee of an affiliated entity or vendor of the college, college officials will, at the request of the reporting individual, assist in reporting to the appropriate office of the vendor or affiliated entity and, if the response of the vendor or affiliated entity is not sufficient, assist in obtaining a persona non grata letter, subject to legal requirements and college policy.

Contact Human Resources Office at 518-891-2915 ext. 1209  
North Country Community College  
23 Santanoni Avenue  
PO Box 89  
Saranac Lake, NY 12983

Contact Human Resources, Tara Smith/Title IX Coordinator at [tara.smith@nccc.edu](mailto:tara.smith@nccc.edu) or call 518-891-2915 ext. 1209 Monday through Friday from 8:30am – 4:30pm or by appointment.

- You may withdraw your complaint or involvement from the North Country Community College process at any time.
- Every college shall ensure that, at a minimum, at the first instance of disclosure by a reporting individual to a college representative, the following information shall be presented to the reporting individual: “You have the right to make a report to University Police or Campus Security, local law enforcement, and/or State Police or choose not to report; to report the incident to your institution; to be protected by the institution from retaliation for reporting an incident; and to receive assistance and resources from your institution.

## **II. Resources:**

To obtain intervention services.

- Office of Campus and Student Life (1-518-891-2915 ext. 1205)
- Sexual Assault Hotline (1-877-212-2323)
- Clinton, Essex, Franklin Counties’ Domestic Violence Hotline 24/7 (1-888-563-6904)  
([www.bhsn.org/stop-domestic-violence.php](http://www.bhsn.org/stop-domestic-violence.php))

Online sources for additional information:

- Sexual Assault Support Services: [www.sassnh.org](http://www.sassnh.org)
- After Silence Message Board: <http://www.aftersilence.org>
- Within 96 hours of an assault, you can get a Sexual Assault Forensic Examination (commonly referred to as a rape kit) at a hospital. While there should be no charge for a rape kit, there may be a charge for medical or counseling services off campus and, in some cases, insurance may be billed for services. You are encouraged to let hospital personnel know if you do not want your insurance policyholder to be notified about your access to these services. The New York State Office of Victim Services may be able to assist in compensating victims/survivors for health care and counseling services, including emergency funds. More information may be found here: [http://www.ovs.ny.gov/files/ovs\\_rights\\_of\\_cv\\_booklet.pdf](http://www.ovs.ny.gov/files/ovs_rights_of_cv_booklet.pdf), or by calling 1-800-247-8035. Options are explained here: <http://www.ovs.ny.gov/helpforcrimevictims.html>.
- To best preserve evidence, victims/survivors should avoid showering, washing, changing clothes, combing hair, drinking, eating, or doing anything to alter physical appearance until after a physical exam has been completed.

### **III. Protection and Accommodations:**

- When the accused is a student, the College can issue a “No Contact Order,” consistent with college policy and procedure. This means that continuing to contact the protected individual is a violation of College policy subject to additional conduct charges. If the accused and a protected person observe each other in a public place, it is the responsibility of the accused to leave the area immediately and without directly contacting the protected person. Both the accused/respondent and reporting individual may request a prompt review of the need for and terms of a No Contact Order, consistent with North Country Community College policy. Parties may submit evidence in support of their request.
- Assistance can be provided from North Country Community College officials in initiating legal proceedings in family court or civil court, including but not limited to obtaining an Order of Protection or, if outside of New York State, an equivalent protective or restraining order.
- The College will provide an explanation of the consequences for violating these orders, including but not limited to arrest, additional conduct charges, and interim suspension.
- Assistance from the College can be obtained in contacting law enforcement to respond when an individual violates an Order of Protection.
- When the accused is a student and presents a continuing threat to the health and safety of the community, to have the accused subject to interim suspension pending the outcome of a conduct process. Parties may request a prompt review of the need for and terms of an interim suspension.
- When the accused is not a student but is a member of the college community and presents a continuing threat to the health and safety of the community, to subject the accused to interim measures in accordance with applicable collective bargaining agreements, employee handbooks, and North Country Community College policies and rules.
- When the accused is not a member of the college community, the North Country Community College can ban an individual from the campus and affiliated properties or issue a persona non grata letter which, if violated, may result in an arrest per legal requirements and College policy.
- Victims/Survivors may obtain reasonable and available interim measures and accommodations that effect a change in academic, housing, employment, or other applicable arrangements in order to ensure safety, prevent retaliation, and avoid an ongoing hostile environment. Parties may request a prompt review of the need for and terms of any interim measures and accommodations that directly affect them. While reporting individuals may request accommodations through any of the offices referenced in this policy, the following office can serve as a point to assist with these measures
  - Director of Campus and Student Life, 518-891-2915 ext. 1205
  - Human Resources/Title IX Coordinator, Tara Smith at [tara.smith@nccc.edu](mailto:tara.smith@nccc.edu) or 518-891-2915 ext. 1209Office hours are from 8:30 AM – 4:30 PM, Monday through Friday, or by appointment.

#### **IV. Student Conduct Process:**

- To request that student conduct charges be filed against the accused. Conduct proceedings are governed by the procedures set forth in the [Student Code of Conduct](#) as well as federal and New York State law, including the due process provisions of the United States and New York State Constitutions.
  - Throughout conduct proceedings, the respondent and the reporting individual will have:
    - ✓ The same opportunity to be accompanied by an advisor of their choice who may assist and advise the parties throughout the conduct process and any related hearings or meetings. Participation of the advisor in any proceeding is governed by federal law and the Student Code of Conduct;
    - ✓ The right to a prompt response to any complaint and to have their complaint investigated and adjudicated in an impartial, timely, and thorough manner by individuals who receive annual training in conducting investigations of sexual violence, the effects of trauma, impartiality, the rights of the respondent, including the right to a presumption that the respondent is “not responsible” until a finding of responsibility is made, and other issues related to sexual assault, domestic violence, dating violence, and stalking.
    - ✓ The right to an investigation and process conducted in a manner that recognizes the legal and policy requirements of due process (including fairness, impartiality, and a meaningful opportunity to be heard) and is not conducted by individuals with a conflict of interest.
    - ✓ The right to receive advance written or electronic notice of the date, time, and location of any meeting or hearing they are required to or are eligible to attend. Accused individuals will also be told the factual allegations concerning the violation, a reference to the specific code of conduct provisions alleged to have been violated, and possible sanctions.
    - ✓ The right to have a conduct process run concurrently with a criminal justice investigation and proceeding, except for temporary delays as requested by external municipal entities while law enforcement gathers evidence. Temporary delays should not last more than 10 days except when law enforcement specifically requests and justifies a longer delay.
    - ✓ The right to offer evidence during an investigation and to review available relevant evidence in the case file (or otherwise held by North Country Community College).
    - ✓ The right to present evidence and testimony at a hearing, where appropriate.
    - ✓ The right to a range of options for providing testimony via alternative arrangements, including telephone/videoconferencing or testifying with a room partition.
    - ✓ The right to exclude prior sexual history with persons other than the other party in the conduct process or their own mental health diagnosis or treatment from admittance in college disciplinary stage that determines responsibility. Past findings of domestic violence, dating violence, stalking, or sexual assault may be admissible in the disciplinary stage that determines sanction.
    - ✓ The right to ask questions of the decision maker and via the decision maker indirectly request responses from other parties and any other witnesses present.
    - ✓ The right to make an impact statement during the point of the proceeding where the decision maker is deliberating on appropriate sanctions.
    - ✓ The right to simultaneous (among the parties) written or electronic notification of the outcome of a conduct proceeding, including the decision, any sanctions, and the rationale for the decision and any sanctions.
    - ✓ The right to written or electronic notice about the sanction(s) that may be imposed on the accused based upon the outcome of the conduct proceeding. For students found responsible for sexual assault,<sup>1</sup> the available sanctions are suspension with additional requirements and expulsion/dismissal.
    - ✓ Access to at least one level of appeal of a determination before a panel, which may include one or more students, that is fair and impartial and does not include individuals with a conflict of interest.
-

- ✓ The right to have access to a full and fair record of a student conduct hearing, which shall be preserved and maintained for at least five years.
- ✓ Student Judicial/Conduct Office, phone number, and address:
  - North Country Community College
  - Office of Campus and Student Life
  - 23 Santanoni Avenue
  - PO Box 89
  - Saranac Lake, NY 12983
  - 518-891-2915 ext. 1205
- ✓ The right to choose whether to disclose or discuss the outcome of a conduct hearing.
- ✓ The right to have all information obtained during the course of the conduct or judicial process be protected from public release until the appeals panel makes a final determination unless otherwise required by law.

## Options for Confidentially Disclosing Sexual Violence

The North Country Community College wants you to get the information and support you need regardless of whether you would like to move forward with a report of sexual violence to campus officials or to police. You may want to talk with someone about something you observed or experienced, even if you are not sure that the behavior constitutes sexual violence. A conversation where questions can be answered is far superior to keeping something to yourself. Confidentiality varies, and this document is aimed at helping you understand how confidentiality applies to different resources that may be available to you.

### **In this Policy:**

- Privileged and Confidential Resources
- Non-Professional Counselors and Advocates
- Privacy versus Confidentiality
- Requesting Confidentiality: How North Country Community College Will Weigh the Request and Respond
- Public Awareness/Advocacy Events
- Anonymous Disclosure
- Institutional Crime Reporting

### **Privileged and Confidential Resources:**

Individuals who are *confidential* resources will not report crimes to law enforcement or college officials without your permission, except for extreme circumstances, such as a health and/or safety emergency.

Off-campus options to disclose sexual violence *confidentially* include (note that these outside options do not provide any information to the campus):

- Off-campus counselors and advocates. Crisis services offices will generally maintain confidentiality unless you request disclosure and sign a consent or waiver form. More information on an agency's policies on confidentiality may be obtained directly from the agency.
  - Sexual Assault Prevention Services
    - 1-877-212-2323
  - Sexual Assault Support Services
    - 1-866-387-4086
  - New York State Hotline for Sexual Assault and Domestic Violence
    - 1-800-942-6906
  - SurvJustice: <http://survjustice.org/our-services/civil-rights-complaints/>
  - Legal Momentum: <https://www.legalmomentum.org/>
  - NYSCASA: <http://nyscasa.org/responding>
  - NYSCADV: <http://www.nyscadv.org/>
  - Pandora's Project: <http://www.pandys.org/lgbtsurvivors.html>
  - GLBTQ Domestic Violence Project: <http://www.glbtqdv.org/>
  - RAINN: <https://www.rainn.org/get-help>
  - Safe Horizons: <http://www.safehorizon.org/>

\* (note that these hotlines are for crisis intervention, resources, and referrals, and are not reporting mechanisms, meaning that disclosure on a call to a hotline does not provide any information to the

campus. Victims/survivors are encouraged to additionally contact a campus resource so that the campus can take appropriate action in these cases).

- Off-campus healthcare providers
  - Note that medical office and insurance billing practices may reveal information to the insurance policyholder, including medication and/or examinations paid for or administered. The New York State Office of Victim Services may be able to assist in compensating victims/survivors for health care and counseling services, including emergency compensation. More information may be found here: [http://www.ovs.ny.gov/files/ovs\\_rights\\_of\\_cv\\_booklet.pdf](http://www.ovs.ny.gov/files/ovs_rights_of_cv_booklet.pdf), or by calling 1-800-247-8035. Options are explained here: <http://www.ovs.ny.gov/helpforcrimevictims.html>.

\*\*Note that even individuals who can typically maintain confidentiality are subject to exceptions under the law, including when an individual is a threat to him or herself or others and the mandatory reporting of child abuse.

### **Non-Professional Advocates:**

Non-professional advocates can also assist you without sharing information that could identify you. At North Country Community College, they include:

- Director of Campus and Student Life (All Campuses)
  - [bkarp@nccc.edu](mailto:bkarp@nccc.edu) ; 518-891-2915 ext. 1205
- Human Resources/Title IX Coordinator (All Campuses)
  - [Tara.smith@nccc.edu](mailto:Tara.smith@nccc.edu) ; 518-891-2915 ext. 1209

Office hours are from 8:30 AM – 4:30 PM, Monday through Friday, or by appointment.

These individuals will report the nature, date, time, and general location of an incident to North Country Community College's Title IX Coordinator, but will consult with you to ensure no personally identifying details are shared without your consent. These individuals are not considered confidential resources as discussed above.

### **Privacy versus Confidentiality:**

North Country Community College offices and employees who cannot guarantee *confidentiality* will maintain your *privacy* to the greatest extent possible. The information you provide to a non-confidential resource will be relayed only as necessary to investigate and/or seek a resolution and to notify the Title IX Coordinator or designee, who is responsible under the law for tracking patterns and spotting systemic issues. North Country Community College will limit the disclosure as much as possible, even if the Title IX Coordinator determines that the request for confidentiality cannot be honored.

## **Requesting Confidentiality - How North Country Community College Will Weigh the Request and Respond:**

If you disclose an incident to a North Country Community College employee who is responsible for responding to or reporting sexual violence or sexual harassment, but wish to maintain confidentiality or do not consent to the institution's request to initiate an investigation, the Title IX Coordinator must weigh your request against our obligation to provide a safe, non-discriminatory environment for all members of our community, including you.

We will assist you with academic, housing, transportation employment, and other reasonable and available accommodations regardless of your reporting choices. While reporting individuals may request accommodations through several college offices, the following offices can serve as a primary point of contact to assist with these measures:

- Bobbie Karp, Director of Campus and Student Life (All Campuses)
  - [bkarp@nccc.edu](mailto:bkarp@nccc.edu) ; 518-891-2915 ext. 1205
- Bruce Kelly, Coordinator of Campus and Student Life (Malone Campus)
  - [bkelly@nccc.edu](mailto:bkelly@nccc.edu) ; 518-891-2915 ext. 3226
- Bella Doolittle, Coordinator of Campus and Student Life (Ticonderoga Campus)
  - [bdoolittle@nccc.edu](mailto:bdoolittle@nccc.edu) ; 518-891-2915 ext. 2203
- Tara Smith, Human Resources/Title IX Coordinator (All Campuses)
  - [Tara.smith@nccc.edu](mailto:Tara.smith@nccc.edu) ; 518-891-2915 ext. 1209

Office hours are from 8:30 AM – 4:30 PM, Monday through Friday, or by appointment.

We also may take proactive steps, such as training or awareness efforts, to combat sexual violence in a general way that does not identify you or the situation you disclosed.

We may seek consent from you prior to conducting an investigation. You may decline to consent to an investigation, and that determination will be honored unless North Country Community College's failure to act does not adequately mitigate the risk of harm to you or other members of the college community. Honoring your request may limit our ability to meaningfully investigate and pursue conduct action against an accused individual. If we determine that an investigation is required, we will notify you and take immediate action as necessary to protect and assist you.

When you disclose an incident to someone who is responsible for responding to or reporting sexual violence or sexual harassment, but wish to maintain confidentiality, North Country Community College will consider many factors to determine whether to proceed despite that request. These factors include, but are not limited to:

- Whether the accused has a history of violent behavior or is a repeat offender;
  - Whether the incident represents escalation, such as a situation that previously involved sustained stalking,
  - The increased risk that the accused will commit additional acts of violence;
  - Whether the accused used a weapon or force;
  - Whether the reporting individual is a minor; and
- Whether we possess other means to obtain evidence such as security footage, and whether the report reveals a pattern of perpetration at a given location or by a particular group.

If North Country Community College determines that it must move forward with an investigation, the reporting individual or victim/survivor will be notified and the College will take immediate action as necessary to protect and assist them.

### **Public Awareness/Advocacy Events:**

If you disclose a situation through a public awareness event such as “Take Back the Night,” candlelight vigils, protests or other public event, North Country Community College is not obligated to begin an investigation. The College may use the information you provide to inform the need for additional education and prevention efforts.

### **Anonymous Disclosure:**

The hotlines below are for crisis intervention, resources and referrals and are not reporting mechanisms.

- Sexual Assault Prevention Services
  - 1-877-212-2323
- Sexual Assault Support Services
  - 1-866-387-4086
- New York State Hotline for Sexual Assault and Domestic Violence
  - 1-800-942-6906

### **Institutional Crime Reporting:**

Reports of certain crimes occurring in certain geographic locations will be included in the North Country Community College’s Clery Act Annual Security Report in an anonymized manner that neither identifies the specifics of the crime or the identity of the reporting individual or victim/survivor

Reporting can be made to the Title IX Coordinator by calling 518-891-2915 ext. 1285 or emailing [titleixcoordinator@nccc.edu](mailto:titleixcoordinator@nccc.edu) or the Office of Campus and Student Life at 518-891-2915 ext. 1205 or emailing [studentlife@nccc.edu](mailto:studentlife@nccc.edu).

North Country Community College is obligated to issue timely warnings of Clery Act crimes occurring within relevant geography that represent a serious or continuing threat to students and employees (subject to exceptions when potentially compromising law enforcement efforts and when the warning itself could potentially identify the reporting individual or victim/survivor). A reporting individual will never be identified in a timely warning.

The Family Educational Rights and Privacy Act allows institutions to share information with parents when (1) there is a health or safety emergency, or (2) when the student is a dependent on either parents’ prior year federal income tax return. Generally, North Country Community College will not share information about a report of sexual violence with parents without the permission of the reporting individual.

## Student Introduction and Ongoing Education Guide

North Country Community College believes that sexual violence prevention training and education cannot be accomplished via a single day or a single method of training. To that end, we continue to educate all new and current students using a variety of best practices aimed at educating the entire College community in a way that decreases violence and maintaining the culture where sexual assault and acts of violence are not tolerated.

All new first year and transfer students will, during the course of their ongoing education, receive training on the following topics, using a method and manner appropriate to our institutional culture:

- North Country Community College prohibits sexual harassment, including sexual violence, domestic violence, dating violence, stalking, other violence or threats of violence, and will offer resources to any victims/survivors of such violence while taking administrative and conduct action regarding any accused individual within the jurisdiction of the institution.
- Relevant definitions including, but not limited to, the definitions of sexual violence and affirmative consent.
- Policies apply equally to all students regardless of sexual orientation, gender identity, or gender expression.
- The role of the Title IX Coordinator and other relevant offices that address violence prevention and response.
- Awareness of violence, its impact of victims/survivors and their friends and family, and its long-term impact.
- The Students' Bill of Rights and Sexual Violence Response Policy, including:
  - ✓ How to report sexual violence and other crimes confidentially, and/or to College officials and local law enforcement.
  - ✓ How to obtain services and support.
- Bystander Intervention and the importance of taking action, when one can safely do so, to prevent violence.
- The protections of the Policy for Alcohol and/or Drug Use Amnesty in Sexual and Interpersonal Violence Cases.
- Risk assessment and reduction, but not limited to, steps that potential victims/survivors and potential assailants and bystanders to violence can take to lower the incidence of sexual violence.
- Consequences and sanctions for individuals who commit these crimes.

The education process is not limited to a single day of orientation, but recognizes that students enroll at different times. NCCC will conduct these trainings through various programming methods, for all new students, whether first-year or transfer. The College uses multiple methods to educate students about sexual violence prevention. NCCC shares information on sexual violence prevention with parents of enrolling students.

Students attending North Country Community College shall be offered general and specialized training in sexual violence prevention. The College will conduct a campaign, compliant with the requirements of the Violence

Against Women Act, to educate the student population including online learners. Further, NCCC requires training to include, but not limited to, student leaders such as student government officers, club leaders, resident assistants, athletes and various student representatives. The College will also provide specific training to members of groups identified as likely to engage in high-risk behavior.

The College will require that student leaders and officers of registered/recognized student organizations and those seeking recognition complete training on domestic violence, dating violence, sexual assault, or stalking prevention as part of the approval process and require student-athletes to complete training in domestic violence, dating violence, sexual assault, or stalking prior to participating in intercollegiate athletics.

Methods of training and educating students may include, but are not limited to:

- President's welcome message
- Peer theater and peer educational programs
- Online training
- Social media outreach
- Seminars
- Course syllabi
- Faculty teach-ins
- Posters, bulletin boards, and other targeted print and email materials
- Programming surrounding recurring campus events
- Partnering with neighboring colleges to offer training and education
- Partnering with State and local community organizations that provide outreach, support, crisis intervention, counseling and other resources to victims/survivors of crimes to offer training and education. Partnerships can also be used to educate community organizations about the resources and remedies available on campus for students and employees seeking services
- Outreach and partnering with local business those attract students to advertise and educate about these policies.

Each SUNY campus must report back to the Chancellor on or before March 31, 2015 on their plan to comply with this policy. Each institution must engage in a regular assessment of their programming and policies to determine effectiveness. The institution may either assess its own programming or conduct a review of other campus programming and published studies to adapt its programming to ensure effectiveness and relevance to students.

During the 2014-2015 academic year, the College has offered/will offer the following programs:

#### **New Student Orientation**

- **Sexual Trauma & Recovery Services**

Students attending the New Student Orientation were provided with information about sexual assault services they provide. Discussion revolving safety were held and contact information was provided for should students need services.

- **NCCC Community Scavenger Hunt**

During the first weekend of the semester, students were invited to participate in a scavenger hunt that was intended to introduce them to the community and the available resources. Students ventured into

the Saranac Lake Community to take photos at various locations or events that were taking place at the time. The list of locations included the Saranac Lake Police Station and Planned Parenthood Sexual Assault Prevention Services in an attempt to familiarize the students with the whereabouts of crucial community resources in the event that they need them. When students stopped at Planned Parenthood Sexual Assault Prevention Services, they were provided with free condoms and information about safe sex behaviors.

- **Sexual Assault Prevention Program for New Students:**

Within the first two weeks of classes, North Country Community College hosts a program to address sexual assault. Representatives from the College, local police department, and local support services serve on a panel to inform the students about the following: the definition of sexual assault, consent, legal rights, legal consequences, college rights and responsibilities, hotline support, bystander intervention, and safety tips. The workshop is separated by gender with each program lasting one hour. The program is mandatory for all athletes and residential students and is open to the College community.

- **Walk a Mile in Her Shoes®:** Paul Smith's College hosted the event and NCCC students were invited and encouraged to attend. The walk intends to remind everyone that, "sexualized violence does not just affect women. It affects the men who care about them, their families, their friends, their coworkers, and their communities. Sexualized violence is epidemic." A Walk a Mile in Her Shoes® Event is an opportunity for men to raise awareness in their community about the serious causes, effects and remediation to men's sexualized violence against women.

- **Shine the Light on Domestic Violence NYS:**

Governor Cuomo declared that October would be Domestic Violence Awareness month in New York State and encouraged all state organizations to participate in a day to 'turn the state purple' in support of domestic violence awareness and prevention. At North Country Community College, we decorated railings, building entrances, and bulletin boards with purple streamers and balloons and hung up informational signs explaining the purple to the campus community. We provided students with resources and materials sponsored by Stop Domestic Violence NYS and had a table set up where students, faculty, and staff could paint their nails purple in support.

- **"It's On Us":**

The Student Government Association joined other colleges and universities throughout the country in taking the 'It's On Us' pledge to support domestic violence and sexual assault prevention on our campus. The profile pictures on the NCCC Campus & Student Life Facebook page and Twitter page were changed to the customized 'It's On Us' logo and the logo was posted on flyers and bulletin boards around campus with information on the campaign and how students could get involved. NCCC students, faculty, and staff were encouraged to take the 'It's On Us' pledge online and were given the opportunity to sign a poster that will be displayed on campus for all to see. Throughout the campaign, flyers with facts about domestic violence and sexual assault prevention were posted throughout

campus and shared via social media and email.

- **Healthy Relationships Program:**

Stop Domestic Violence NYS presented on healthy relationships which included how to identify “red flags” of dating and domestic violence, a review of the Power and Control Wheel, healthy communication, defining consent, and identifying thought patterns that may lead to unhealthy behaviors. Safety planning information was distributed to all participants.

- **Take Back the Night:**

North Country Community College partnered with Paul Smith’s College to host a Take Back the Night event. Students, faculty, and staff from NCCC attended the event. As guests arrived, they were able to learn about the ‘It’s on Us’ campaign and sign the campus poster. They were also provided with materials and giveaways from the Stop Domestic Violence NYS organization which included information about available resources, definitions of the different types and degrees of violence, and more. A representative from Stop Domestic Violence served as a keynote speaker at the event and began by reinforcing the definitions of consent and the various forms of inappropriate and illegal sexual contact and violence. Guests were able to ask questions and received clarifications as needed. After the presentation, attendees were given the opportunity to share personal experiences. The event concluded with a moment of silence to remember and support all victims of domestic violence and sexual assault.

- **Haunted Hallway:**

In collaboration with the Chamber of Commerce, students, faculty, and staff decorated the campus and invited children and members of the community to walk through the campus and trick-or-treat. Along with the Halloween-themed festivities, Planned Parenthood Sexual Assault Prevention Services attended and distributed materials regarding safe relationships, same sex relationships, and additional related information.

- **‘Anatomy of Hate’ Film:**

Students watched the film, “Anatomy of Hate” which addresses various issues stemming from hate and their ramifications. Though not directly related to sexual assault and violence, the film presents information behind why certain individuals or perpetrators act out in ways that they do.

- **What is your sex animal?**

Planned Parenthood Sexual Assault Prevention Services conducted research and created quizzes for male and female students to take which asked questions about their social and personal behaviors. Based on their responses, the students could determine which type of animal exhibits similar behaviors when interacting socially and romantically with each other. Students were also provided with free condoms and informational materials from Planned Parenthood Sexual Assault Prevention Services.

- **Got Consent? Programming:**

Throughout the fall semester, Planned Parenthood Sexual Assault Services partnered with Campus and Student Life to bring a variety of fun and educational activities to the students.

- ✓ Communicating Consent Worksheet – Individuals completed the worksheet which required them to think about what they enjoy and are comfortable with in their personal and sexual relationships. Students marked whether they liked giving or receiving different acts and which they were not comfortable with. The worksheet was for their personal use, but they were encouraged to discuss the information with their partner to increase the communication between them and prevent non-consensual events from occurring.
- ✓ Award Ribbons – Students could receive an award ribbon to wear in exchange for sharing an example of how they could give effective consent (saying yes, asking if he/she could do something, etc.). The ribbons were humorous (bedtime champ, #1 coach, I'm a Big Boy, etc.) and the students were able to provide a long list of ways to give effective consent.
- ✓ Where do you like it? – Another activity to encourage students to get comfortable with talking about consent and what they are comfortable with. Students could use a rubber stamp shaped like a pair of lips to show where they liked to be kissed on their bodies by stamping a blank model. The papers were anonymous and displayed on the wall to show the degree of differences between individuals in regards to what is deemed comfortable and what is not.

- **Verizon Wireless Hopeline:**

Verizon Wireless has created a program that allows individuals to donate their old phones to support domestic violence victims and survivors while disposing of their old devices in an environmentally sound way. The donated phones “complete with 3000 minutes of wireless service and text-messaging service are provided to local domestic violence agencies or local government agencies for use with their domestic violence clients. Donated phones can help victims of abuse feel safer and less isolated by giving them a way to call emergency or support services, family, or friends in a time of need.” North Country Community College will be placing Hopeline Donation boxes at public locations on campus to encourage the faculty, staff, and students to participate in the campaign.

(<http://www.verizonwireless.com/aboutus/hopeline/>)

- **Sexual Assault Prevention Bulletin Board:**

A large bulletin board on the Saranac Lake campus was used to display important information related to sexual assault and violence prevention and awareness. The board features safety tips, the Bill of Rights, information about Title IX, and resources for students who may have been sexually assaulted.

- **World Condom Day/Valentine's Day:**

Planned Parenthood Sexual Assault Prevention Services will provide free condoms to students along with information about safe and healthy sex. Tips will also be provided to “spice it up” in the bedroom (safely). The program is intended to promote effective communication.

- **“I Love the Female Orgasm”:**

In February 2015, NCCC will be hosting the “I Love the Female Orgasm” presentation on our campus. The event will include the following information: individuals making sexual decisions that are right for them, body image, learning to say no to sex, anatomy, tips for partners about being patient and respectful, and the messages that females often receive from the media, religion, their family, etc. The event takes a humorous approach to discussing important information and has had success in drawing students’ attention at NCCC in previous years.

(<http://www.sexualityeducation.com/femaleorg/index.php>)

- **“The Hook-Up” Program:**

On March 5, 2015, Bass & Schuler Entertainment will be providing our students with the “Hook-Up” program – an interactive presentation based on the following objectives: gender stereotypes and how they contribute to rape culture, the differences between a healthy hook-up, regrettable sex, and sexual assault, the necessity of consent, social norms (i.e. alcohol) and how perpetrators use them to mask intentions, techniques for bystander intervention, and more. Campus and Student Life will be partnering with faculty members to incorporate the program into the class requirements or materials.

(<http://bass-schuler.com/the-hook-up/>)

- **Sex Olympics in the Residence Hall:**

Planned Parenthood Sexual Assault Prevention Services will return to offer a fun and competitive program for students that will teach them about healthy sex and relationships, contraception knowledge, and important decision making.

**Board of Trustees Approved 3-11-16**