

TITLE IX

SEXUAL HARASSMENT

What you need to know –

Obtaining information, support and assistance, and filing a complaint

The term sexual harassment is an umbrella category that includes:

- **Sexual Harassment**
- **Sexual Assault**
- **Stalking**
- **Dating Violence**
- **Domestic Violence**

OPTIONS IMMEDIATELY AFTER INCIDENT

Seek emergency medical attention for healthcare like medications to prevent infections or pregnancy. To learn more about obtaining a Sexual Assault Collection Kit, contact the SANE Nurse at Regional West Medical Center.

ALLIANCE

- **Box Butte General Hospital | 308.762.6660 or 911**

SCOTTSBLUFF

- **Regional West Medical Center | 308.635.3711 or 911**

SIDNEY

- **Sidney Regional Medical Center | 308.254.5825 or 911**

Seek confidential crisis counseling for advice, support and information

- **WNCC Counseling Center | 308.635.6050 or 6090**
- **The DOVES Program | 635.436.HELP (4257)**

Seek protective services such as a court-ordered Protective Order or a WNCC issued no-contact order. The Title IX Coordinator can assist with support whether a formal complaint is filed or not. The DOVES Program can help with a Protective Order.

HOW TO REPORT SEXUAL HARASSMENT

Those who have been subjected to sexual harassment are encouraged to report, using the contact information on the back of this form, and may utilize any or all of the following options:

- Make a formal complaint to the Title IX Coordinator. This begins an administrative process that could result in College-related sanctions. This is not a criminal process.
- Make a report to the appropriate law enforcement agency. This could result in criminal action being taken, such as criminal charges. If you choose to, WNCC will provide you with support throughout the process.
- Engage with confidential resources such as advocacy and counseling. This will not result in any criminal charges or College-related sanctions. This does not limit your ability to report to law enforcement or Title IX in the future.
- You may choose not to file a report immediately; however, it is important to preserve any evidence of the incident.

CONFIDENTIALITY & DISCLOSURES

If reporting parties wish that the details of an incident be kept confidential, they should speak with resources that can maintain confidentiality. This typically includes victim and survivor advocates, counseling, health service providers, clergy, chaplains, and rape crisis center staff. These individuals have no duty to report your information to WNCC.

Employees of the College are expected to report disclosures of sexual harassment to the Title IX Coordinator. Upon receiving notice of sexual harassment, the Title IX Office will provide resources, reporting options, and offer support.

While a reporting party may request confidentiality or anonymity with the Title IX Office at WNCC, the College may be obligated to pursue an investigation depending on the circumstances. In addition, the decision to remain anonymous may limit or hinder the College's response to any allegations of sexual harassment.

Disclosure of unreported abuse or neglect of a minor will result in a call to the Department of Health and Human Services as a part of Nebraska's mandatory reporting law (Statute 28-711).

SUPPORTIVE MEASURES

The College will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged Sexual Harassment. Supportive measures are those services, accommodations, and other assistance the College puts in place after receiving notice of Prohibited Conduct, but before any final outcomes (investigatory, disciplinary, or remedial) have been determined. They include individualized services reasonably available to the College, and without fee or charge to the complainant or respondent, that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party while designed to ensure equal educational access, protect safety, or deter sexual harassment. Contact the Title IX Coordinator for information.

IN CASE OF EMERGENCY

If you have experienced sexual or domestic violence, get to a safe place, call 911 and seek medical attention at the nearest hospital.



HOSPITALS

ALLIANCE:

Box Butte General Hospital
308.762.6660

SCOTTSBLUFF:

Regional West Medical Center
308.635.3711

SIDNEY:

Sidney Regional Medical Center
308.254.5825

POLICE

ALLIANCE

308.762.4955

SCOTTSBLUFF

Police - 308.632.6261
After Hours - 308.632.7176

Scotts Bluff County Sheriff

308.436.6667

SIDNEY

308.254.5515

TITLE IX CONTACT INFORMATION & RESOURCES

TITLE IX COORDINATOR - MAIN CONTACT

Kathy Ault | aultk@wncc.edu
Human Resources | 308.635.6350
1601 E 27th Street | Scottsbluff Campus
Additional Title IX Deputy Coordinators and their contact information are listed at wncc.edu on the Title IX Compliance page.

TO REPORT A CONCERN/INCIDENT ONLINE

go.wncc.edu/incidentreport

WNCC CONFIDENTIAL SUPPORT RESOURCES

Norman J. Stephenson, M.S., LADC, LMHP, CPC, LIMHP
WNCC Counseling Director
stephens@wncc.edu
Phone: 308.635.6090
Fax: 308.635.6023
To schedule an appointment, call 308.635.6050 or email counseling@wncc.edu

COMMUNITY CONFIDENTIAL RESOURCES

The DOVES Program
Phone: 308.436.HELP (4357)

RELEVANT POLICIES & PROCEDURES

Additional information can be found at wncc.edu on the Title IX Compliance page and the Board Policies & Administrative Procedures page.

Please see Board Policy BP-721: Sexual Harassment Policy (Regulatory Policy Standards) and Administrative Procedure AP-721: Sexual Harassment Grievance and Investigation Procedure for specific information about the Title IX process.