

DEFINITIONS

SEXUAL HARASSMENT

- Is unwelcome, sexual or gender-based verbal, written, online and/or physical conduct.
- Anyone experiencing sexual harassment in any college program is encouraged to report it immediately to any college officials.

Sexual harassment creates a hostile environment, and may be disciplined when it is:

- Sufficiently severe, persistent/pervasive and objectively offensive that it:
- Has the effect of unreasonably interfering with, denying or limiting employment opportunities or the ability to participate in or benefit from the university's educational, social and/or residential program, and is
- Based on power differentials (quid pro quo), the creation of a hostile environment or retaliation.

NON-CONSENSUAL SEXUAL INTERCOURSE

Defined as:

- Any sexual penetration of intercourse (anal, oral or vaginal)
- However slight
- With any object
- By a person upon another person
- That is without consent and/or by force

Sexual penetration includes vaginal or anal penetration by a penis, tongue, finger or object, or oral copulation by mouth to genital contact or genital to mouth contact.

NON-CONSENSUAL SEXUAL CONTACT

Defined as:

- Any intentional sexual touching
- However slight
- With any object
- By a person upon another person
- That is without consent and/or by force

Sexual touching includes any bodily contact with the breasts, groin, genitals, mouth or other bodily orifice of another individual, or any other bodily contact in a sexual manner.

APPLICABLE SCOPE

The core purpose of our MPCC policy is the prohibition of all forms of discrimination. Sometimes, discrimination involves exclusion from or different treatment in activities, such as admission, athletics, or employment. At other times, discrimination takes the form of harassment or, in the case of sex-based discrimination, it can encompass sexual harassment, sexual assault, stalking, sexual exploitation, dating violence, or domestic violence. When an alleged violation of this nondiscrimination policy is reported, the allegations are subject to resolution.

SEXUAL EXPLOITATION

Sexual Exploitation refers to a situation in which a person takes non-consensual or abusive sexual advantage of another, and situations in which the conduct does not fall within the definitions of Sexual Harassments, Non-Consensual Sexual Intercourse or Non-Consensual Sexual Contact.

Examples of Sexual Exploitation include, but are not limited to:

- Sexual voyeurism (such as watching a person undressing, using the bathroom or engaged in sexual acts without the consent of the person observed)
- Taking pictures or video or audio recording another in a sexual act, or in any other private activity without the consent of all involved in the activity.
- Prostitution
- Sexual exploitation also includes engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or other sexually transmitted disease (STD) without informing the other person of the infection administering alcohol or drugs to another person without his or her knowledge or consent.

CONSENT

Consent is knowing, voluntary and clear permission by word or action, to engage in mutually agreed upon sexual activity. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has consented before engaging in the activity. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct.

A person cannot consent if he or she is unable to understand what is happening or is disoriented, helpless, asleep or unconscious for any reason, including due to alcohol or other drugs. An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated this policy.

OPTIONS FOR VICTIMS OF DISCRIMINATION HARASSMENT & SEXUAL ASSAULT



PRIVATE VS FORMAL REPORTING

CONFIDENTIAL REPORTING

If a reporting party would like the details of an incident to be kept confidential, the reporting party may speak with the school counselor, off-campus local rape crisis counselors, domestic violence resources, and local or state assistance agencies who will maintain confidentiality except in extreme cases of immediacy of threat or danger or abuse of a minor. The campus counselors are available to help free of charge and can be seen on an emergency basis during normal business hours. These employees will submit anonymous statistical information for Clery Act purposes unless they believe it would be harmful to their client, patient or parishioner.

FORMAL REPORTING

You are encouraged to speak to College officials, such as the Title IX/ADA Coordinator, Dean of Students, Resident Advisors (RAs), and other supervisors to make formal reports of incidents of sexual misconduct. You have the right, and can expect, to have grievances taken seriously by MPCC when formally reported, and to have those incidents investigated and properly resolved through these procedures. Formal reporting still affords you privacy, and only a small group of officials who need to know will be told. Information will be shared as necessary with investigators, witnesses and the responding party. The circle of people with this knowledge will be kept as tight as possible to preserve your rights and privacy. Additionally, safe and anonymous reports, which do not trigger investigations, can be made by victims and/or third parties using the online reporting form posted at: mpcc.edu/current-students/report-an-incident.php

MPCC Official Non-Discrimination/ADA Statement

MPCC adheres to all federal and state civil rights laws banning discrimination in public institutions of higher education. MPCC will not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of race, religion, hearing status, personal appearance, color, sex, pregnancy, political affiliation, source of income, place of business, residence, creed, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, family responsibilities, sexual orientation, gender, gender identity or expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristic information and testing, domestic violence victim status, Family Medical Leave or any other protected category under applicable local, state or federal law, including protections for those opposing discrimination or participating in any grievance process on campus or within the Equal Employment Opportunity Commission or other human rights agencies. The following person has been designated to handle inquiries regarding the non-discrimination policies: Director of Human Resources, Mid-Plains Community College-North Campus, 1101 Halligan Dr., North Platte, NE 69101, 308-535-3679 or toll free 800-658-4308, Ext. 3679. Inquiries involving McCook Campus students should be directed to the Dean of Student Life in McCook at 1205 East Third Street, McCook, NE 69001, 308-345-8108, or toll free 800-658-4348, Ext. 8108, or, for North Platte Campus inquiries, the Associate Dean of Student Life in North Platte, 1101 Halligan Drive, North Platte, NE 69101, 308-535-3635 or toll-free 800-658-4308, Ext. 3635. If you have a disability and require an accommodation while attending Mid-Plains Community College, please contact Robin Rankin, North Campus, 308-535-3637 or 800-658-4308, Ext. 3637, rankin@mpcc.edu; Chris Turner, South Campus, 308-535-3715 or 800-658-4308, Ext. 3715, turnerc@mpcc.edu; or Brandon Lenhart, McCook Community College, 308-345-8128 or 800-658-4348, Ext. 8128, lenhart@mpcc.edu, or disabilityservices@mpcc.edu. For the latest version of this statement, visit <http://www.mpcc.edu/about/non-discrimination-policy.php>

OPTIONS FOR STUDENTS

CRISIS SUPPORT & COUNSELING

Whether you need support now or years after experiencing sexual assault or dating violence, help is available 24 hours a day.

RAPE/DOMESTIC ABUSE PROGRAM OF NORTH PLATTE

414 East A Street
North Platte, NE 69103
308-532-0624

WWW.NPRDAP.ORG

24-Hour Crisis Line Hotline
308-534-3495

DOMESTIC ABUSE/SEXUAL ASSAULT SERVICES (MCCOOK)

322 Norris Avenue, 2nd Floor
P.O. Box 714
McCook, NE 69001
308-345-1612 | www.dasas.net

24-HOUR CRISIS LINE

1-877-345-5534

MEDICAL SERVICES

Getting a head-to toe wellness check, pregnancy testing, and/or STI screening and treatment can be part of your healing process.

Great Plains Health
601 W. Leota
North Platte, NE 69101
308-696-8000
www.gprmc.com

McCook Community Hospital
1301 East H Street
P. O. Box 1328
McCook, NE 69001
308-344-2650
www.chmccook.org

CONTRACTED COUNSELOR INFORMATION

McCook Office
1205 East Third Street
Student Life Office,
McMillen Hall
308-345-8189

North Platte South Campus Office
601 West State Farm Road
Rm 109 McDonald-Belton
308-535-3722

REPORTING OPTIONS

All reports will be taken seriously and investigated thoroughly. Sexual assault, intimate partner violence, and stalking are forms of gender discrimination and violations of the Title IX, state law, and MPCC policy. For more information, go to mpcc.edu/about/students-right-to-know-policy.php

Dean of Students Office

The Dean of Students Office is designated to receive and investigate allegations of student misconduct. Upon receiving a report, the Dean of Students Office will also ensure that victims are provided with assistance and referrals.

Dr. Brian Obert
1205 East Third Street
McCook, NE 69001
308-345-8109
obertb@mpcc.edu

Jason Osmotherly
1101 Halligan Drive
North Platte, NE 69101
308-535-3635
osmotherlyj@mpcc.edu

OTHER REPORTING CONTACTS

VICE PRESIDENT OF STUDENT AFFAIRS

Kelly Rippen
1205 East Third Street
McCook, NE 69001
308-345-8119
rippenk@mpcc.edu

HUMAN RESOURCES

Rebecca Wrage
Title IX Coordinator
1101 Halligan Drive
North Platte, NE 69101
308-535-3679
wrage@mpcc.edu

LAW ENFORCEMENT SERVICES

North Platte Police NP Police Department
701 S. Jeffers Street
North Platte, NE 69101
308-535-6789
www.cinorth-platte.ne.us

McCook McCook Police Department
526 W B Street
McCook, NE 69001
308-345-3450
www.cityofmccook.com