

September 13, 2021

Central Community College

Report Subject to [Laws 2020, LB534, § 1.](#)

Submitted to: Clerk of the Legislature and the Education Committee of the Legislature

Subject: Sexual Harassment and Title IX Compliance

- (a) Central Community College's last Campus Climate Survey for students only was in 2015. See attached Appendix A for the survey design and questions and Appendix B for the survey outcomes. Central Community College will have a Campus Climate Survey sent to employees and students Spring 2022. Development on the questions to be included in the 2022 survey are still in development.
- (b) Training provided to Title IX Coordinator, Deputy Title IX Coordinators and Title IX Pool members (investigators, hearing officers, decision makers, advisors):
 - a. All Central Community College Title IX pool members receive annual training related to Title IX laws, compliance, investigations and due process. Central Community College is a member of the Association of Title IX Administrators (ATIXA) who regularly conducts trainings that CCC Title IX pool members attend. Trainings for pool member is based upon their designated role/s within the institution.
 - b. The most recent list of trainings provided through ATIXA, 2018-2021 of Title IX pool members are listed below:
 - i. 504 Coordinator
 - ii. Investigator Level 1
 - iii. Investigator Level 2
 - iv. Investigator Level 3
 - v. Investigator Level 4
 - vi. Climate Surveys, VAWA Compliance, and Strategic Prevention Materials
 - vii. Title IX Compliance and Athletics
 - viii. Title IX Coordinator Level 1
 - ix. Title IX Coordinator Level 2
 - x. Title IX Coordinator Level 3
 - xi. 2020 Hearing Officer and Decision Maker
 - xii. 2020 Regulations Implementation Materials
 - c. Additionally, Central Community College's Title IX Coordinator and Equity and Compliance Manager also annually attend the Stetson Higher Ed Law conference and attend sessions related to Title IX compliance.
 - d. Central Community College's Title IX Pool members meet quarterly to review current policies and procedures, role play through example cases, and review additional training videos provided through ATIXA's 20 minutes to trained modules.
- (c) Central Community College has adopted a thorough Civil Rights Policies and Procedures document that outlines the college's processes and policies addressing sexual harassment. Specifically, the institution's Equal Opportunity, Harassment and Nondiscrimination Policy

defines sexual harassment and outlines the resolution process for violations of the college policy. The full policy and procedure can be found [Civil Rights Policies and Procedures](#) .

- (d) Students and employees are able to receive immediate emergency assistance to address instances of sexual harassment by contacting the Title IX coordinator, a member of the Title IX team pool or college public safety. Students and employees receive the [Student and Employee Sexual Misconduct Resource Guide](#) upon contacting one of these individuals or submitting a report of sexual misconduct, including sexual harassment, to the college. Within this guide are also community resources such as local crisis shelters, hotlines and medical facilities and steps to follow for preserving evidence and making a report to the law enforcement.
- (e) Students and employees may report concerns or sexual harassment in many ways including:
 - a. Submitting a report via the college website at [Sexual Misconduct Reporting Form](#)
 - b. Emailing, calling or meeting with a member of the Title IX pool member for the purpose of reporting concern of sexual harassment
 - c. Submitting an email to the Title IX Coordinator's office at titleixcoordinator@cccneb.edu
 - d. Additionally, CCC has designated members of the college's cabinet as Officials with Authority and all CCC employees as mandated reporters. Reports made to these individuals will immediately be sent over to the institution's Title IX Coordinator.
- (f) Central Community College provides a list of resources and support available to all CCC employees and students to address concerns of sexual harassment in the Civil Rights Policies and Procedures as well as the Sexual Misconduct Resource Guide. A list and explanation of those resources and supports is below:
 - a. Central Community College will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged harassment, discrimination, and/or retaliation.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the Central Community College's education program or activity, including measures designed to protect the safety of all parties or the Central Community College's educational environment, and/or deter harassment, discrimination, and/or retaliation.

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. At the time that supportive measures are offered, Central Community College will inform the Complainant, in writing, that they may file a formal complaint with Central Community College either at that time or in the future, if they have not done so already. The Title IX Coordinator or designee works with the Complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented.

Central Community College will maintain the privacy of the supportive measures, provided that privacy does not impair Central Community College's ability to provide the supportive measures. Central Community College will act to ensure as minimal an

academic impact on the parties as possible. Central Community College will implement measures in a way that does not unreasonably burden the other party.

These actions may include, but are not limited to:

Referral to counseling, medical, and/or other healthcare services

- Referral to the Employee Assistance Program (EAP)
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Implementing contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Trespass, Persona Non Grata (PNG), or Be-On-the-Lookout (BOLO) orders
- Timely Warnings
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

(g) Central Community College does not have any student or employee-led organization engaged in supporting victims of sexual harassment. Central Community College provides all parties an advisor during the resolution process as well as refers students to victim advocacy resources in the community when they are available.

(h) Central Community College does not have any formal agreements with local law enforcement agencies or the county attorney related to addressing instances of sexual harassment.

2. This report does not include any personally identifiable information, information that is subject to a privilege arising under state or federal law, or records that may be withheld from disclosure under section [84-712.05](#)

Appendix A

CLIMATE SURVEY

Population

Survey will be for Fall 2015 credit students, excluding dual credit students taking courses at the high schools. Will pre-populate survey with the following student data from Colleague: intended program of study, race/ethnicity, and if they reside in a residence hall.

Launch Email Invitation

From: cwaddle@cccneb.edu

Subject line: **CCC Campus Safe Environment Survey**

Dear Students,

Central Community College is committed to providing the safest possible environment for all of our students. I am writing to ask for your help in preventing and addressing sexual harassment and sexual violence.

An important step for our college is to assess the campus climate and culture in relation to sexual harassment and sexual violence. The survey found below is part of this effort. Your participation will support our work to ensure a safe, healthy, and nondiscriminatory environment for our students and help keep all students safe.

Sincerely,

Christopher Waddle, JD

Title IX Coordinator

Survey

This is a survey of the incidence of certain types of sexual and physical experiences in relationships on campus. The questionnaire takes about 15 minutes to complete. Your participation is voluntary, however, your cooperation would be greatly appreciated and would contribute to our understanding of a very important aspect of student life at Central Community College. We are committed to ensuring a safe, healthy, and nondiscriminatory environment for our students and your participation in this survey will help us in our work to keep all students safe.

If you agree to participate, you can be assured that your responses are completely confidential. Your responses will be reported in terms of groups of students rather than as individual cases. You may stop your participation at any time, or choose not to answer particular questions. Some of the questions will ask about sexual and personal information. Some individuals might experience emotional discomfort while answering some of the questions. At the end of the survey you will be given information about resources should you wish to talk with someone further.

1. Which Central Community College do you consider as your main location? (mark only one)
 - a. Columbus

- b. Grand Island
- c. Hastings
- d. Holdrege
- e. Kearney
- f. Lexington
- g. Ord
- h. Online

2. COLUMBUS ONLY STUDENTS: Do you participate in intercollegiate athletics?
- a. Yes
 - b. No

3. What activities do you participate in at CCC? (mark all that apply)

3C Conversation

Ag Club

Business Club

Campus Crusade for Christ

Computer Repair Club

Culinary Arts

Dance Team

Entrepreneurship Club

F.O.C.U.S.

Fellowship of Christian Athletes

Fine and Performing Arts

Heartland Toastmasters Club

Intramurals

Media Arts

Multicultural Club

National Society of Leadership and Success

Phi Theta Kappa

Skills USA

Society of Freethinkers

Student Activities/ Advisory Committee

Student American Dental Hygienists' Association

Student Senate

Student Veterans of America

Students for Financial Independence

TRiO Student Success Club

4. What is your current gender identity?

Female

Male

Transgender Female

Transgender Male

Genderqueer/ Gender-nonconforming

Prefer not to respond

a. Other (please specify) _____

5. Which term best describes your sexual orientation?

a. Bisexual

b. Gay

c. Heterosexual/ Straight

d. Lesbian

e. Questioning

f. Prefer not to respond

g. Other (please specify) _____

6. Have you received training in:

	Yes	No
the policies and procedures regarding incidents of sexual assault (e.g. what is defined as sexual assault, how to report an incident, confidential resources procedures, for investigating)?		
the prevention of sexual assault, domestic and/ or dating violence, or stalking?		

If yes, how useful did you think the training was?

<input type="checkbox"/>	Not at all useful
<input type="checkbox"/>	Slightly useful
<input type="checkbox"/>	Somewhat useful
<input type="checkbox"/>	Very useful
If not at all useful or only slightly useful, what could have made the training more useful?	

7. Central Community College does enough to encourage victims to report sex/ gender discrimination.

- a. Agree/ Disagree/ Do not know
- b. If you disagree, what could/ should the college be doing to improve the process? _____

8. The college effectively prevents and addresses discrimination on the basis of sexual orientation/ gender identity.

- a. Agree/ Disagree/ Do not know
- b. If you disagree, what could/ should the college be doing to improve the process? _____

9. The college adequately accommodates pregnant students.

- a. Agree/ Disagree/ Do not know
- b. If you disagree, what could/ should the college be doing to improve the process? _____

10. There are locations where I feel unsafe on or around campus.

- a. Agree/ Disagree/ Do not know
- b. If you agree, please describe which campus, the location on campus, and what makes you feel unsafe.

Campus: _____

Location on campus: _____

Unsafe condition: _____

11. Within the last 12 months have you experienced any of the following behaviors while a CCC student:

sex- or gender-based discrimination? Denying, depriving or limiting the educational benefits and opportunities on the basis of a person's sex and/ or gender.
sexual harassment? Unwelcome, sexual or gender-based verbal, written, online and/ or physical conduct that creates a hostile environment.
non-consensual sexual contact? Any intentional sexual touching that is without consent and/ or by force.
non-consensual sexual intercourse? Any sexual penetration or intercourse that is without consent and/ or by force.
sexual exploitation? A person takes non-consensual or abusive sexual advantage of another, such as watching or taking pictures/ videos without consent.
domestic and/ or dating violence? Violence between those in an intimate relationship to each other. It can include the use of physical and sexual violence, threats and intimidation, emotional abuse and economic deprivation.
stalking? A course of conduct directed at a specific person that would cause a reasonable person to feel fear.

<input type="checkbox"/>	Yes (CONTINUE TO QUESTION 12)
<input type="checkbox"/>	No (SKIP TO FINAL PAGE)

12. Have you experienced sex- or gender-based discrimination in the last 12 months?
(Denying, depriving or limiting the educational benefits and opportunities on the basis of a person's sex and/ or gender.)
- Yes (ASK QUESTIONS 13-16)
 - No (SKIP TO QUESTION 17)

NOTE: QUESTIONS 13-16 WILL BE ASKED FOR EACH OF THE 7 AREAS SEPARATELY

13. Which semester(s)? (mark all that apply)

Fall 2014

Spring 2015

Summer 2015

Fall 2015

14. Which campus(es)? (mark all that apply)

Columbus

Grand Island

Hastings

Holdrege

Kearney

Lexington

Ord

Off campus

15. Who did you tell about the incident(s)? (mark all that apply)

- a. No one (ASK QUESTION 16; OTHERWISE SKIP TO NEXT AREA)
- b. Roommate
- c. Close friend other than roommate
- d. Parent or guardian
- e. Sibling
- f. Other family member
- g. Counselor
- h. Title IX coordinator/ team member
- i. Faculty or staff
- j. Residence hall staff
- k. Police
- l. Romantic partner (other than the one who did this to you)
- m. Other (please specify) _____

16. What kept you from telling someone about the incident? (mark all that apply)

- a. Ashamed/ embarrassed
- b. Is a private matter – wanted to deal with it on own
- c. Concerned others would find out
- d. Didn't want the person who did it to get in trouble
- e. Fear of retribution from the person who did it
- f. Fear of not being believed
- g. I thought I would be blamed for what happened
- h. Didn't think what happened was serious enough to talk about
- i. Didn't think others would think it was serious
- j. Thought people would try to tell me what to do
- k. Would feel like an admission of failure
- l. Didn't think others would think it was important
- m. Didn't think others would understand
- n. Didn't have time to deal with it due to academics, work, etc.
- o. Didn't know reporting procedure on campus
- p. Feared I or another would be punished for infractions or violations (such as underage drinking)
- q. I did not feel the campus leadership would solve my problems
- r. I feared others would harass me or react negatively toward me
- s. I thought nothing would be done
- t. Didn't want others to worry about me
- u. Wanted to forget it happened
- v. Had other things I needed to focus on was concerned about (classes, work, etc.)
- w. Didn't think the school would do anything about my report
- x. Prefer not to respond

y. Other (please specify) _____

17. Have you experienced **sexual harassment** in the last 12 months?

(Unwelcome, sexual or gender-based verbal, written, online and/ or physical conduct that creates a hostile environment.)

- a. Yes (ASK QUESTIONS 13-16)
- b. No (SKIP TO QUESTION 18)

18. Have you experienced **non-consensual sexual contact** in the last 12 months?

(Any intentional sexual touching that is without consent and/ or by force.)

- a. Yes (ASK QUESTIONS 13-16)
- b. No (SKIP TO QUESTION 19)

19. Have you experienced **non-consensual sexual intercourse** in the last 12 months?

(Any sexual penetration or intercourse that is without consent and/ or by force.)

- a. Yes (ASK QUESTIONS 13-16)
- b. No (SKIP TO QUESTION 20)

20. Have you experienced **sexual exploitation** in the last 12 months?

(A person takes non-consensual or abusive sexual advantage of another, such as watching or taking pictures/ videos without consent.)

- a. Yes (ASK QUESTIONS 13-16)
- b. No (SKIP TO QUESTION 21)

21. Have you experienced **domestic and/ or dating violence** in the last 12 months?

(Violence between those in an intimate relationship to each other. It can include the use of physical and sexual violence, threats and intimidation, emotional abuse and economic deprivation.)

- a. Yes (ASK QUESTIONS 13-16)
- b. No (SKIP TO QUESTION 22)

22. Have you experienced **stalking** in the last 12 months? A course of conduct directed at a specific person that would cause a reasonable person to feel fear.

- a. Yes (ASK QUESTIONS 13-16; AFTER 13-16, WILL BE DIRECTED TO QUESTION 23)
- b. No (SKIP TO QUESTION 23)

23. Have you participated in a Title IX investigation?

- a. Yes (ASK QUESTION 24)
- b. No (SKIP TO FINAL PAGE)

24. If yes, did the College's investigation help you deal with the problem?

Did not help me at all (ASK QUESTION 25)

Helped me a little (ASK QUESTION 25)

Helped, but could have helped more (ASK QUESTION 25)

Helped me a lot

Completely solved the problem

25. What could have been done to help more?

FINAL PAGE

The information that you have given us will help us understand the issue of sexual harassment and sexual violence at Central Community College. We thank you for your willingness to participate. The information you have given us will be kept confidential.

If you are concerned about any of the topics covered in this survey, or if you would like more information or reading material on this topic, please contact one of the resources below.

Student Assistance Program

Confidential Counseling
888-381-7487

National Sexual Assault Hotline

1-800-656-HOPE (4673)
<https://ohl.rainn.org/online/>

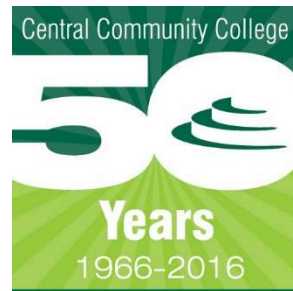
National Domestic Violence Hotline

1-800-799-7233
1-800-787-3224 (TTY)
<http://www.thehotline.org/help/>

CCC Title IX Coordinator

Christopher Waddle, JD
308-398-7327
cwaddle@cccneb.edu

On exit, redirect URL to <http://www.cccneb.edu/What-is-Title-IX/>



Student Climate Survey Results

**Report Prepared:
December 11, 2015**

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METHODOLOGY

Central Community College conducted a survey to assess the campus climate and culture in relation to sexual harassment and sexual violence because the College is committed to providing the safest possible environment for all of our students.

It was determined to survey the Fall 2015 credit students. A list of these students was obtained from the ITS Department. The College used SurveyMonkey, an online questionnaire tool, to create and administer this survey online. Email invitations were sent directly to 6,171 current students on November 5, 2015. The survey was left open until December 4, 2015. The response rate is shown in Chart 1 below.

Chart 1. Fall 2015 Student Climate Survey Response Rate

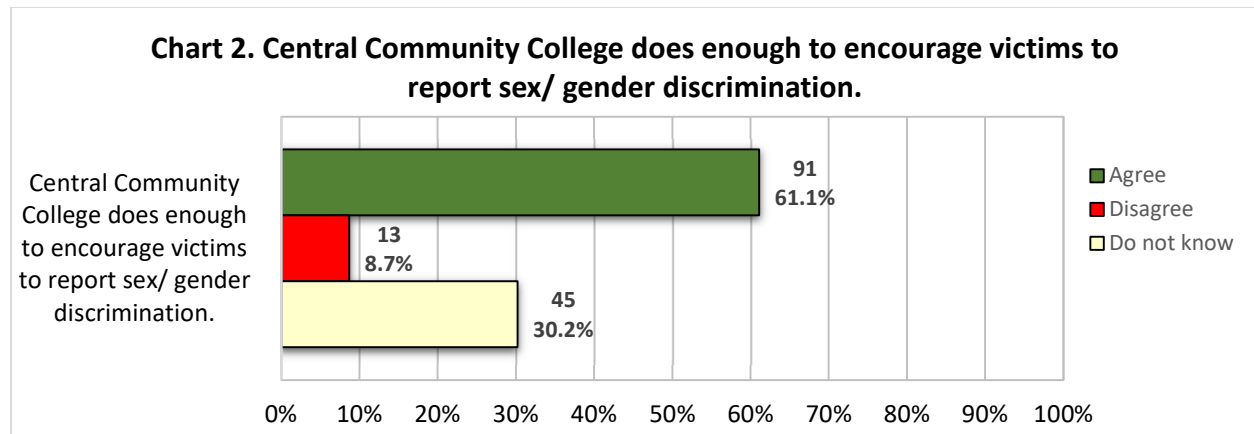
Fall 2015	Number Invited	Percent
Invitations	6,171	100.0%
Opted out of survey	10	0.1%
Did not open email	5,595	90.7%
Opened email	566	9.2%
Clicked through (the number of people who've clicked "Begin Survey" in the email)	187	3.0%
TOTAL RESPONSES	179	2.9%
Complete responses	136	76.0%
Partial responses (did not complete entire survey)	43	24.0%

Only nine percent of students invited opened the email invitation and three percent clicked the button to begin the survey, but only 2.9% (179 students) actually responded to the survey. Of those 179 who responded, 136 (76 percent) completed the survey in its entirety. The remainder dropped out at various points throughout the survey.

SURVEY RESULTS

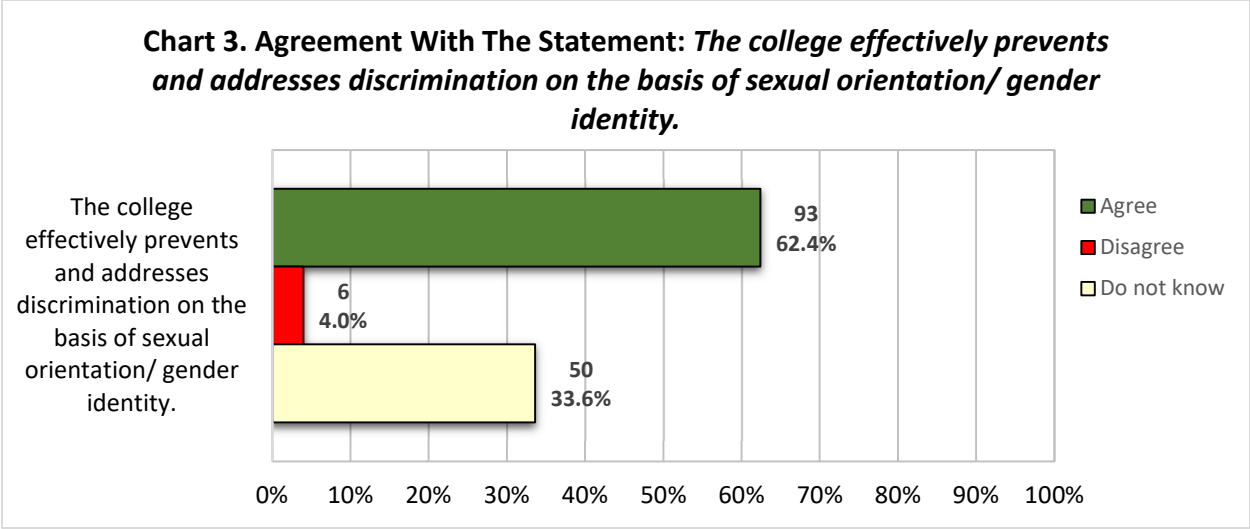
Opinions On College Environment

Respondents were asked to provide their opinions on the College's effort to create a safe environment for students. In each chart, the end of each bar contains the number of students who selected that response and the percentage of students out of the number of students who answered that question.



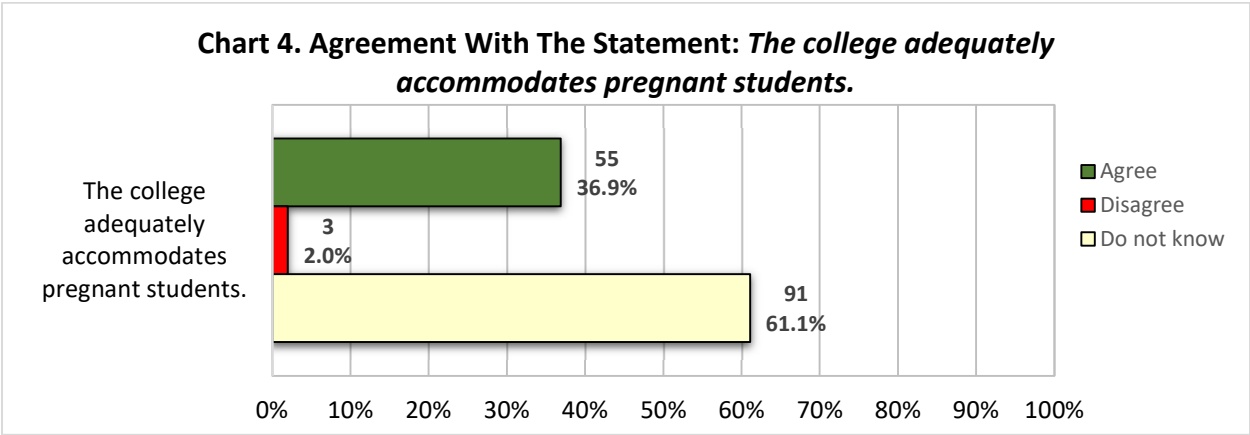
Sixty-one percent of students agreed with the statement *Central Community College does enough to encourage victims to report sex/ gender discrimination. (defined as denying, depriving or limiting the educational benefits and opportunities on the basis of a person's sex and/ or gender)*. Nine percent disagreed with the statement. Eight of the 13 students who disagreed provided feedback on what the College could or should be doing to improve the process. They include:

- Have more required events that help teach us more of these issues and how to help ourselves when we have these problems.
- Hold lectures on the topics themselves instead of putting up posters
- I do not recall receiving much information on the topic, and I haven't seen much posted around the campus.
- I was unaware of any encouragements, seminars and others... Perhaps more media/ posters/ conversations
- Make a newsletter, send an email, talk about it, etc.
- Make it seem more important! It just seems right now like something the college is being forced to cover. I don't feel like anyone actually cares. But as someone whose sex is female... I often get concerned about how safe I am around guys. I know it goes both ways, but typically...
- Tell students how to go about reporting sex/gender discrimination
- The college could spend more time talking about sex/gender discrimination



Sixty-two percent agreed and four percent disagreed with the statement *The college effectively prevents and addresses discrimination on the basis of sexual orientation/ gender identity. (which may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex/ gender or sex/ gender-stereotyping).* Three of the six students who disagreed provided feedback on what the College could or should be doing to improve the process. They include:

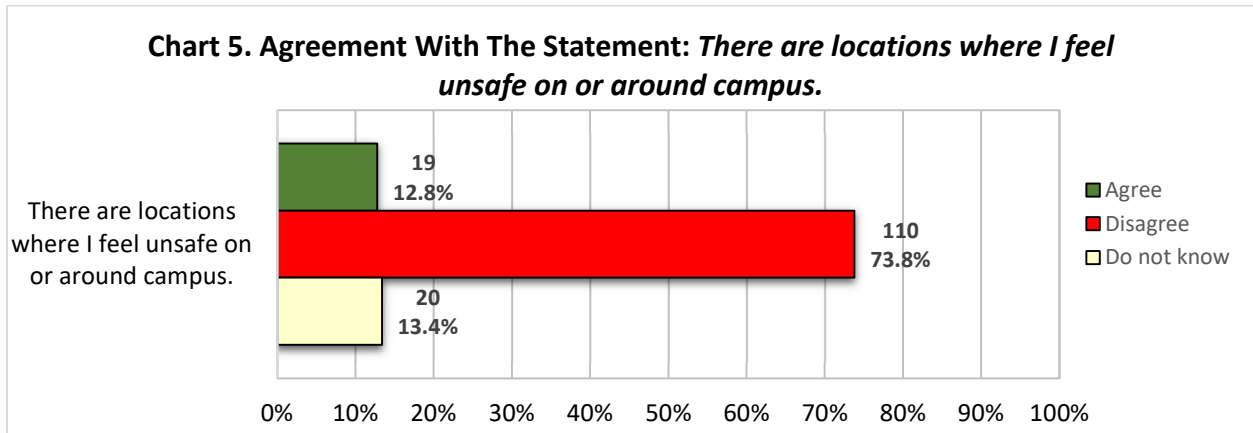
- I have heard NO ONE speak about being LGBTQ+ on campus, and I have spent time being upset about this. I honestly feel like, as a queer person, people are very uneducated and that is dangerous to all queer people. Please address this thoroughly.
- Tell students how to prevent and address discrimination on the basis of sexual orientation and gender identity.
- They don't really do anything



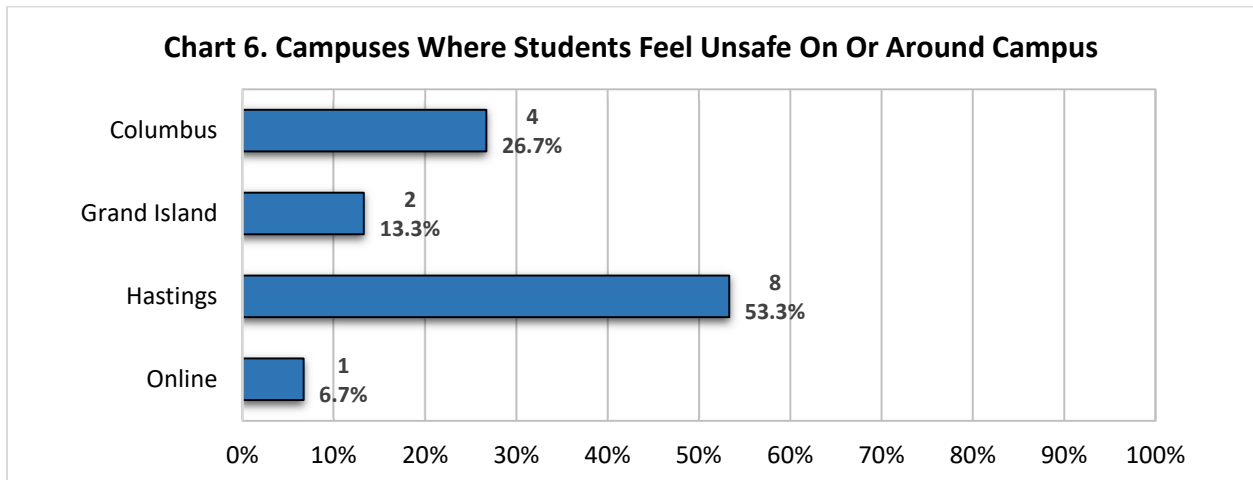
The majority of the students (61 percent) did not know if *The college adequately accommodates pregnant students.* Thirty-seven percent agreed with the statement and two percent disagreed. Two of the three students who disagreed plus one student who agreed provided feedback on what the College could or should be doing to improve the process. Those comments include:

- Allow for at least a 2 week "maternity leave"
- Childcare options, improved bathrooms

- One instructor has made a lot of accommodations for one of her students.



The majority of students (74 percent) feel safe on or around campus. Twelve percent of students agreed with the statement *There are locations where I feel unsafe on or around campus*. Fifteen of the 19 that said there are locations they felt unsafe on campus provided answers on which campus, location on campus makes them feel unsafe. Chart 6 on the following page shows which campuses students felt unsafe.



Over half (8) of the 15 students felt unsafe on the Hastings Campus. Four students felt unsafe on the Columbus Campus, two students felt unsafe on the Grand Island Campus, and one student taking classes online reported feeling unsafe. The following are the locations and/or situations on each campus that made students feel unsafe.

Columbus:

- Campus - Not being able to enforce our right and to protect our self from unstable people.
- Parking lots late at night; cafeteria - parking lots are lonely, dark, far from the school buildings & sometimes there are people hanging out -- in the cafeteria there is a lot of loud goofing off and teasing

- South parking lot - Just seems creepy at night to walk from class back to my car if I am alone
- Sidewalks and parking lots after dark - Deserted. No one around if I need help

Grand Island:

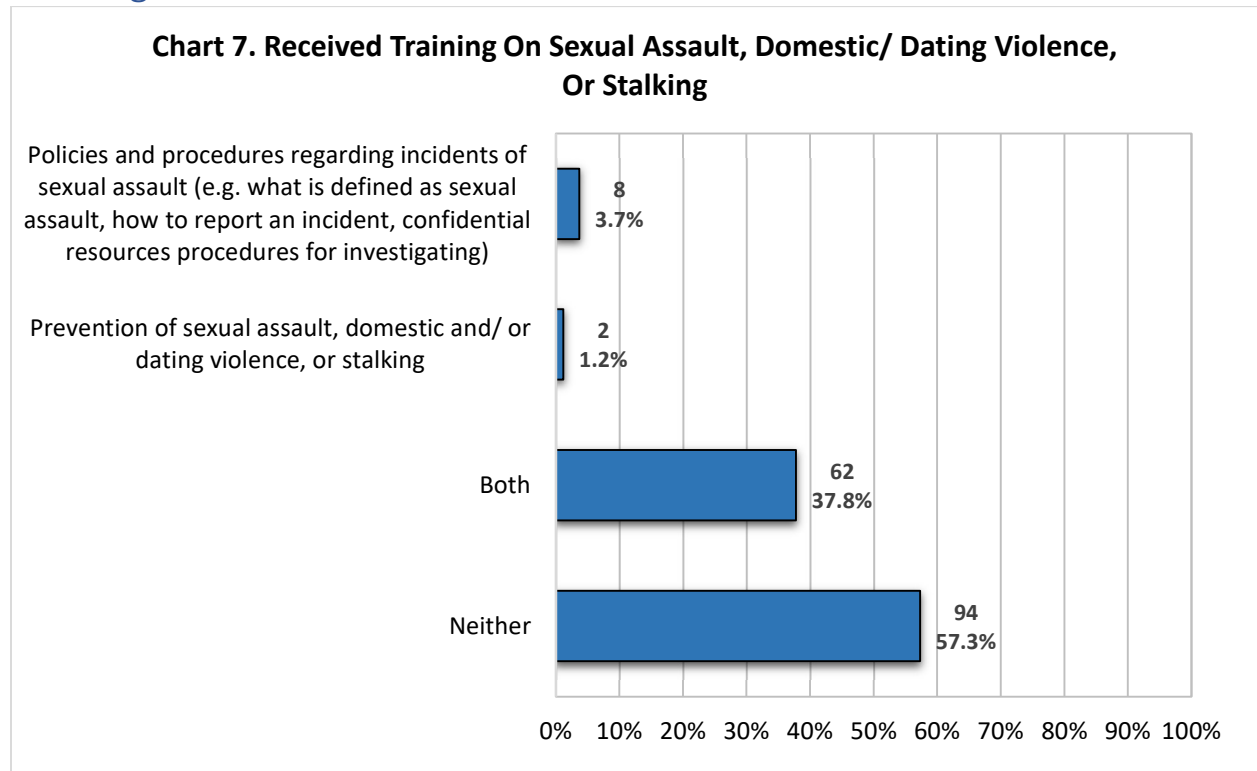
- Common areas - unarmed security guards/ concealed carry is illegal
- North parking lot - poor lighting

Hastings:

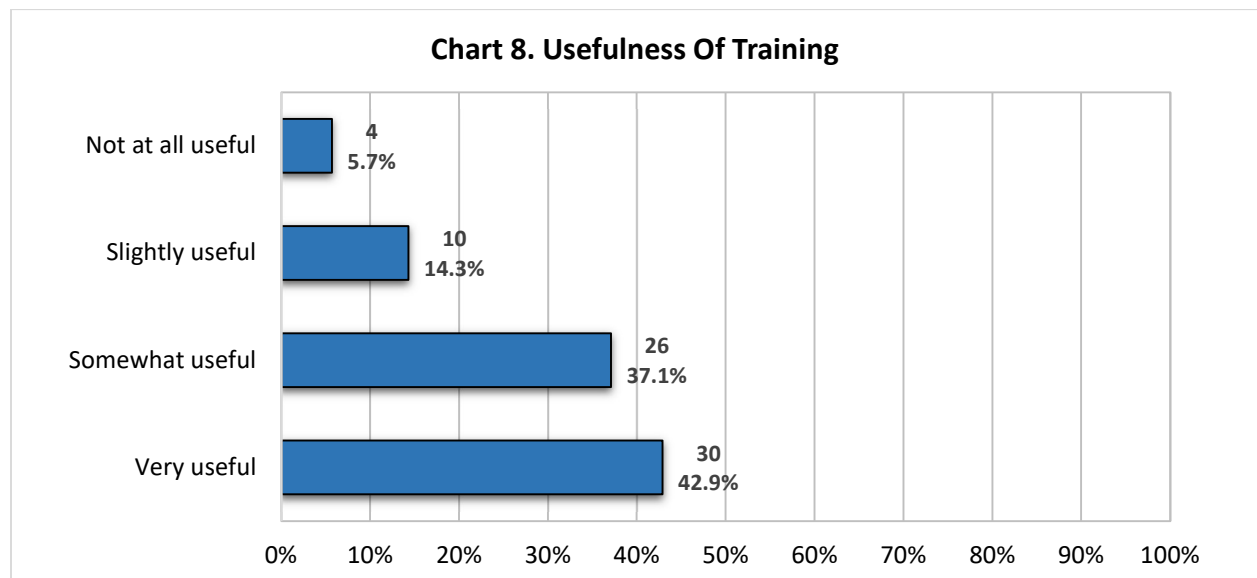
- Alley in between Gausman and Dawson - No street lights
- Between Adams and the south door of the student union and around the Platte building. - There are not enough lights, especially going to and from supper, for example, it is frightening walking alone.
- Dawson parking lot - a lot of traffic
- Everywhere - People
- In the Clay dorm on Thirsty Thursday when I have to go to the bathroom at night. - There is usually people out in the hall talking and staring right at you or follows you to the room and won't let you get back into your room. I don't like have the front door open after midnight without the alarms going off cause college students give out you key and then the person shows up at your door.
- Parking lot - people driving too fast
- South parking lot - A lot of cars and no one around to help if you need it
- Western border of campus across from Football field. Close to golf course trees. - Very little lighting

The comment provided by the online student on why they felt unsafe was extracted due to their answer not addressing the question.

Training On Sexual Misconduct



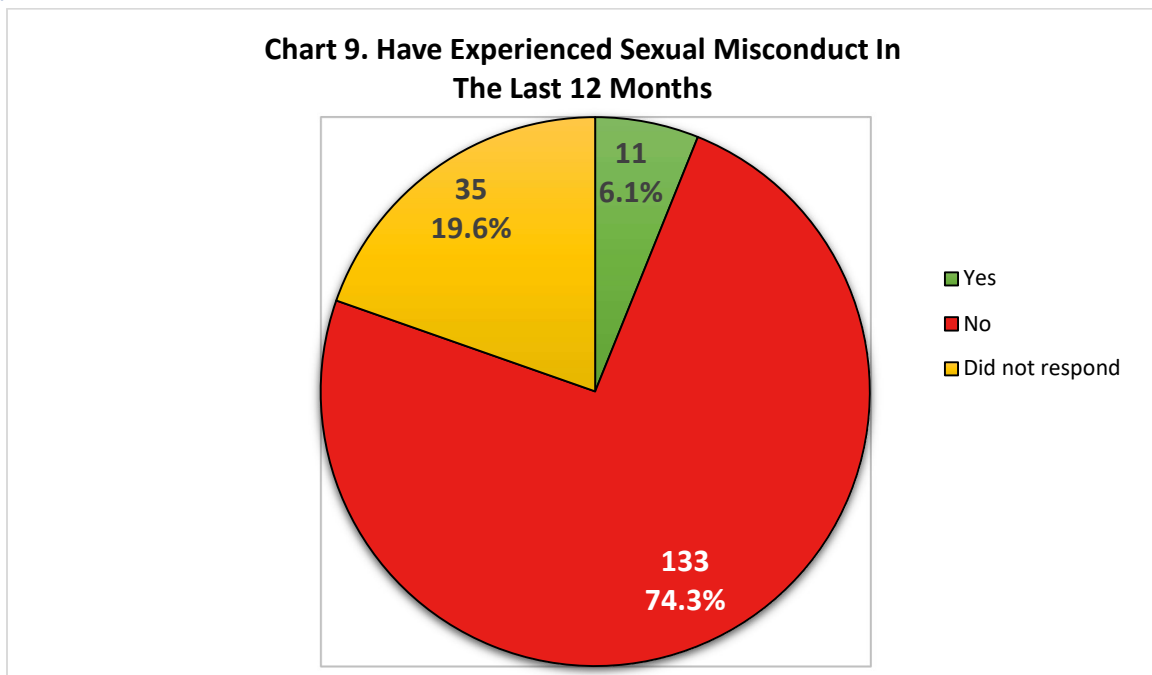
More than half of students responding (57 percent) have not received training on sexual misconduct. Four percent (8 students) have only received training on the policies and procedures regarding incidents of sexual assault; one percent (2 students) have received training on the prevention of sexual assault, domestic and/ or dating violence, or stalking; and 38 percent (62 students) have received both trainings.



Seventy of the 72 students who received training rated the usefulness of the training. The majority (80%) found it somewhat or very useful. Only four of the 14 that rated the training slightly or not at all useful, provided comments on what could have made the training more useful. They included:

- Actual events that happened and hands on training
- More contact information
- More specific instructions if you are a victim
- More time spent on the topic and all the things that constitute things like rape and assault. Not many people know that cutting off someone's hair as a joke is legally assault. Some people think that just because you're married to/dating someone gives you unlimited consent. That needs to be cleared up.

Experience With Sexual Misconduct



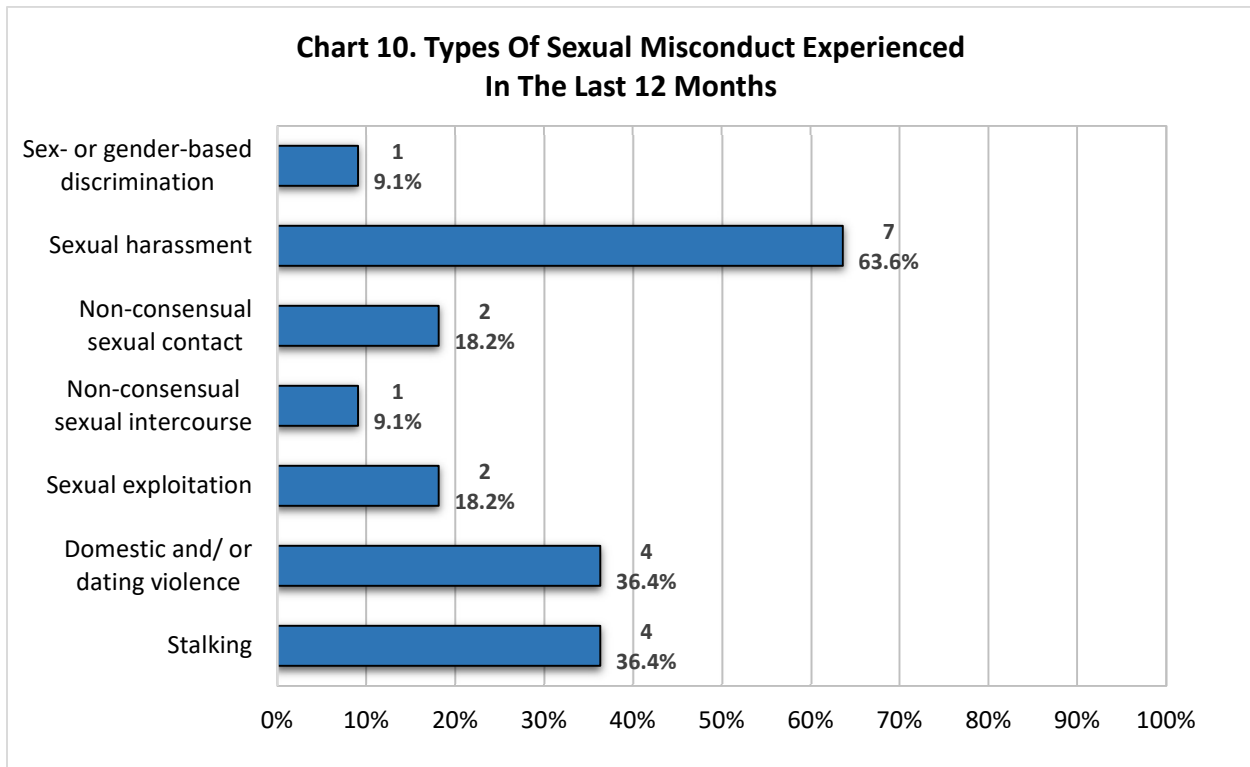
Students were asked the following question:

Within the last 12 months have you experienced any of the following behaviors while a CCC student:

- **sex- or gender-based discrimination?** (defined as denying, depriving or limiting the educational benefits and opportunities on the basis of a person's sex and/ or gender.)
- **sexual harassment?** (defined as unwelcome, sexual or gender-based verbal, written, online and/ or physical conduct that creates a hostile environment.)
- **non-consensual sexual contact?** (defined as any intentional sexual touching that is without consent and/ or by force.)

- **non-consensual sexual intercourse?** (defined as any sexual penetration or intercourse that is without consent and/ or by force.)
- **sexual exploitation?** (defined as a person takes non-consensual or abusive sexual advantage of another, such as watching or taking pictures/ videos without consent.)
- **domestic and/ or dating violence?** (defined as violence between those in an intimate relationship to each other. It can include the use of physical and sexual violence, threats and intimidation, emotional abuse and economic deprivation.)
- **stalking?** (defined as a course of conduct directed at a specific person that would cause a reasonable person to feel fear.)

The majority of students (74 percent) have not experienced any sexual misconduct. Twenty percent did not respond to this question, and six percent (11 students) did experience at least one type of sexual misconduct. Those 11 students were then asked more specific questions about which particular behaviors they experienced in the last 12 months and a few details about the incidents.



Six of the 11 students experienced only one type of sexual misconduct. Three students experienced more than one type of sexual misconduct in the last 12 months and two students did not specify which type of sexual misconduct they experienced. The details obtained from students for each type of sexual misconduct is detailed below.

Experienced Sex- Or Gender-Based Discrimination. One of the 11 students who experienced sexual misconduct specifically experienced sex- or gender-based discrimination, which is defined as denying,

depriving or limiting the educational benefits and opportunities on the basis of a person's sex and/ or gender. They experienced it in Spring 2015 off campus. This person told their romantic partner (other than the one who did this to them) about the incident.

Experienced Sexual Harassment. Seven students noted they have experienced sexual harassment in the 12 months which is defined as unwelcome, sexual or gender-based verbal, written, online and/ or physical conduct that creates a hostile environment. Of those, only six provided more details on what occurred. Five students experienced sexual harassment on the Hastings Campus and two students experienced it off campus.

Of the five students who experienced sexual harassment on the Hastings Campus, one student experienced in Spring 2015, one student in Summer 2015 and four students in Fall 2015. Of the two students who experienced sexual harassment off campus, it occurred in Fall 2014 for one student, Spring 2015 for one student, and Fall 2015 for one student.

Six students responded about who they told about the incident. Three students told a close friend other than a roommate, one student told a roommate, one student told faculty or staff, and one student told their romantic partner (other than the one who did this to you). Two students told no one. Both of those students didn't think others would understand. The other reasons cited for not telling someone about the sexual harassment included is a private matter – wanted to deal with it on own; concerned others would find out; didn't want the person who did it to get in trouble; didn't think what happened was serious enough to talk about; didn't think others would think it was serious; didn't think others would think it was important; didn't have time to deal with it due to academics, work, etc.; feared I or another would be punished for infractions or violations (such as underage drinking); wanted to forget it happened; and had other things I needed to focus on was concerned about (classes, work, etc.). One student commented "it wasn't that serious?? It just was a comment here and there. It wasn't aimed at me, thankfully, but at other girls in my dorm. I was just a bystander. Other people wouldn't probably even consider is assault. It any unwanted sexual attention is assault in my book."

Experienced Non-Consensual Sexual Contact. Two students expressed that they experienced non-consensual sexual contact in the last 12 months, which is defined as any intentional sexual touching that is without consent and/ or by force. One student experienced the non-consensual sexual contact off campus in Spring 2015. The other student experienced the non-consensual sexual contact in Fall 2015 both on the Hastings Campus and off campus. They either told their close friend other than roommate or told their romantic partner (other than the one who did this to them).

Experienced Non-Consensual Sexual Intercourse. One student cited that in the last 12 months they have experienced non-consensual sexual intercourse, which is defined as any sexual penetration or intercourse that is without consent and/ or by force. The incident occurred in Fall 2015 off campus. They told no one about the incident because they were ashamed/ embarrassed, is a private matter – wanted

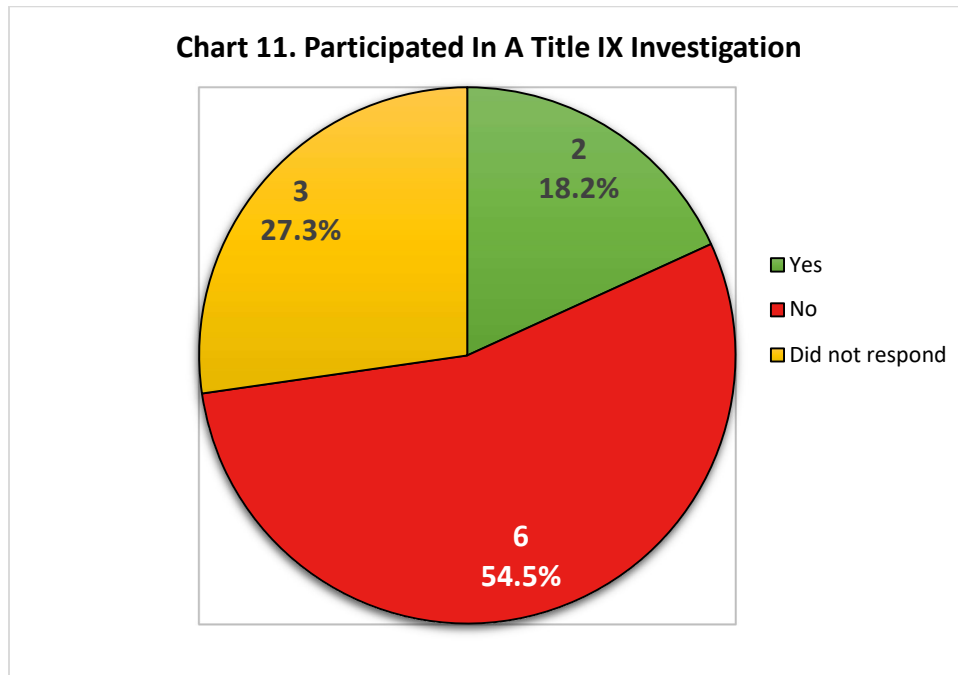
to deal with it on own, didn't want the person who did it to get in trouble, didn't think what happened was serious enough to talk about, and had other things I needed to focus on was concerned about (classes, work, etc.). They also noted that they were "not sure whether or not it can even be classified as 'non-consensual sexual intercourse'. I didn't want it, but I didn't try very hard to stop it. I gave up, I let it happen."

Experienced Sexual Exploitation. In the last 12 months, two students experienced sexual exploitation, which is defined as a person takes non-consensual or abusive sexual advantage of another, such as watching or taking pictures/ videos without consent. Only one of the two students provided additional details on the incident. The other incident occurred in Fall 2015 on the Hastings Campus. They told no one because they didn't think others would think it was serious and noted that "again, I was a bystander. I saw a guy take a picture of a girl's behind when she bent over in the cafeteria."

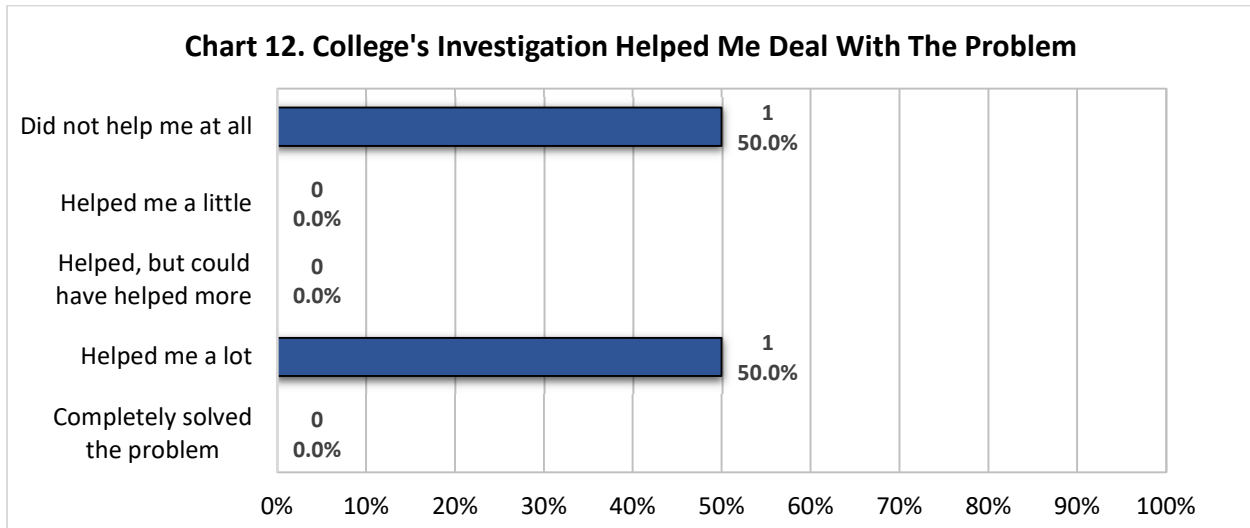
Experienced Domestic And/ Or Dating Violence. Four students have experienced domestic and/ or dating violence in the last 12 months, which is defined as violence between those in an intimate relationship to each other. It can include the use of physical and sexual violence, threats and intimidation, emotional abuse and economic deprivation. Only three of the four students provided additional details about the incidences. One student said the incident occurred in Fall 2015 on the Columbus Campus and they told the police about the incident. Two students had incidents occur off campus, one in Spring 2015 and the other in Fall 2015. They both told a close friend other than a roommate. One told no one else because they were ashamed/ embarrassed, is a private matter – wanted to deal with it on own, didn't want the person who did it to get in trouble, fear of retribution from the person who did it, fear of not being believed, I thought I would be blamed for what happened, didn't think what happened was serious enough to talk about, didn't think others would think it was serious, thought people would try to tell me what to do, would feel like an admission of failure, didn't think others would understand, and didn't want others to worry about me. They said "It wasn't physical abuse, it was emotional abuse from a boyfriend. I didn't think it was as serious while it was happening, and I thought that no one else would. I didn't tell anyone while it was happening because I knew they would just tell me to leave him, and I couldn't do that. And I didn't want people to think that I was just being a 'cry-baby'. I told a very close friend after I got out of it."

Experienced Stalking. In the last 12 months, four students indicated they experienced stalking, which is defined as a course of conduct directed at a specific person that would cause a reasonable person to feel fear. For one student, the incident occurred on the Columbus Campus in Fall 2015 and they told the Title IX coordinator/ team member. The other three students experienced stalking on the Hastings Campus – two in Fall 2015 and one in Summer 2015. They all told someone about the incident – three told a close friend other than a roommate, two told their roommate and one told each of the following: parent or guardian, sibling, other family member, residence hall staff, and a lot of friends.

Participation In Title IX Investigation



Of the 11 students experiencing sexual misconduct, two students have participated in a Title IX investigation, six students have not, and three students did not answer this question.

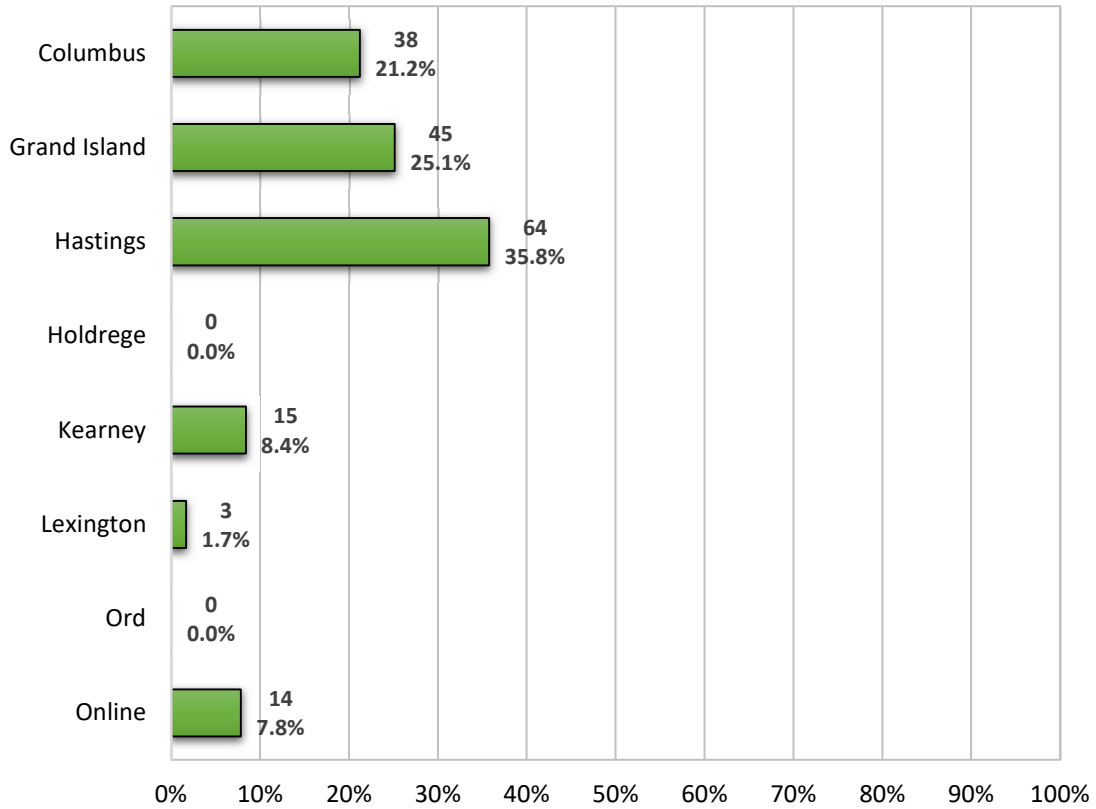


Of the two students who have participated in a Title IX investigation, one student thought the investigation did not help them at all, while the other student thought the investigation helped them a lot.

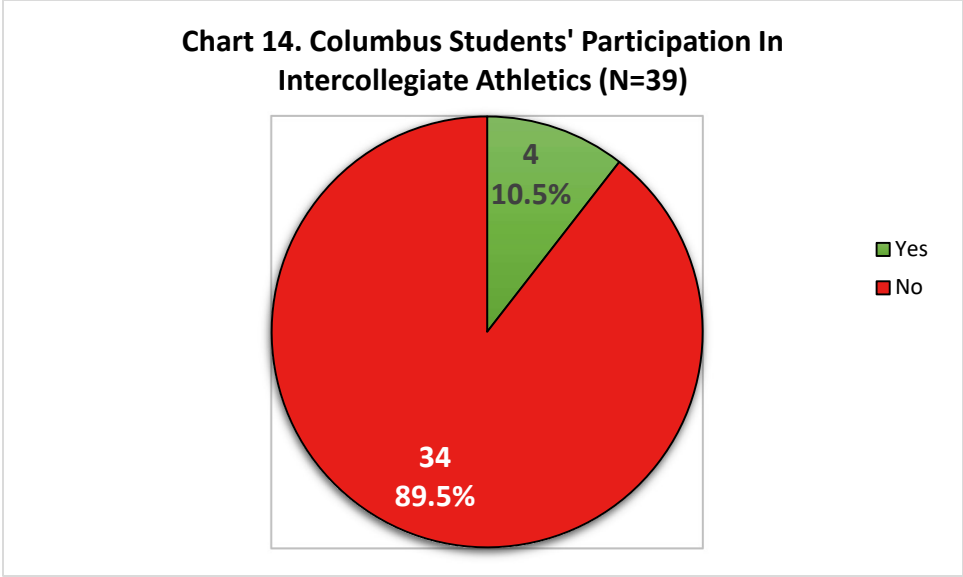
Demographic Characteristics

The students were also asked several questions about their personal characteristics and behaviors.

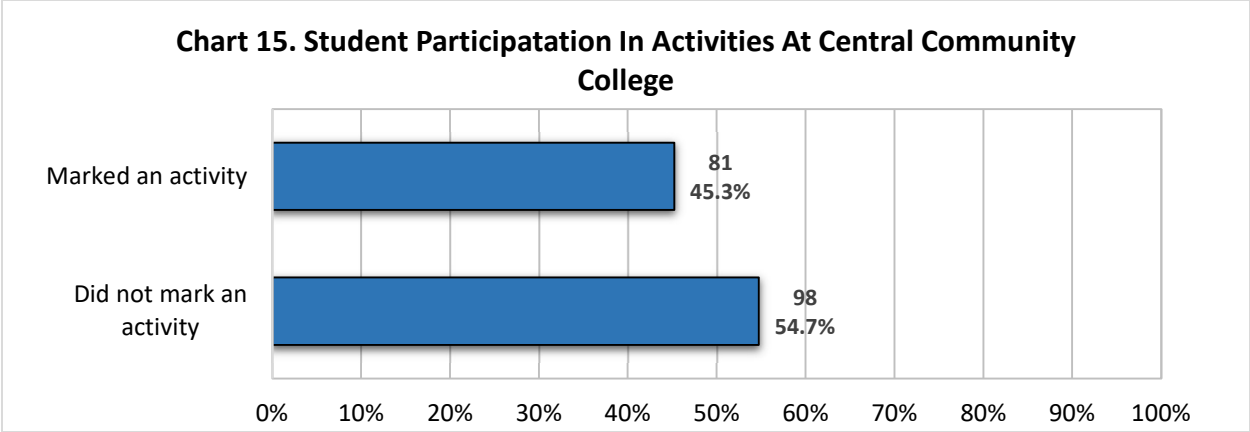
Chart 13. Main Location Of Central Community College Reported By Students



Students were asked to provide the main location of Central Community College they attend – 36 percent were from the Hastings Campus, 25 percent Grand Island Campus, 21 percent Columbus Campus, eight percent Kearney Campus, eight percent online, and two percent Lexington Campus.



Of the 38 Columbus Campus students, only four participate in intercollegiate athletics.



Students were asked which activities they participate in at Central Community College. Eighty-one students marked at least one activity on the list provided. The activities students participate in are listed in the Chart below.

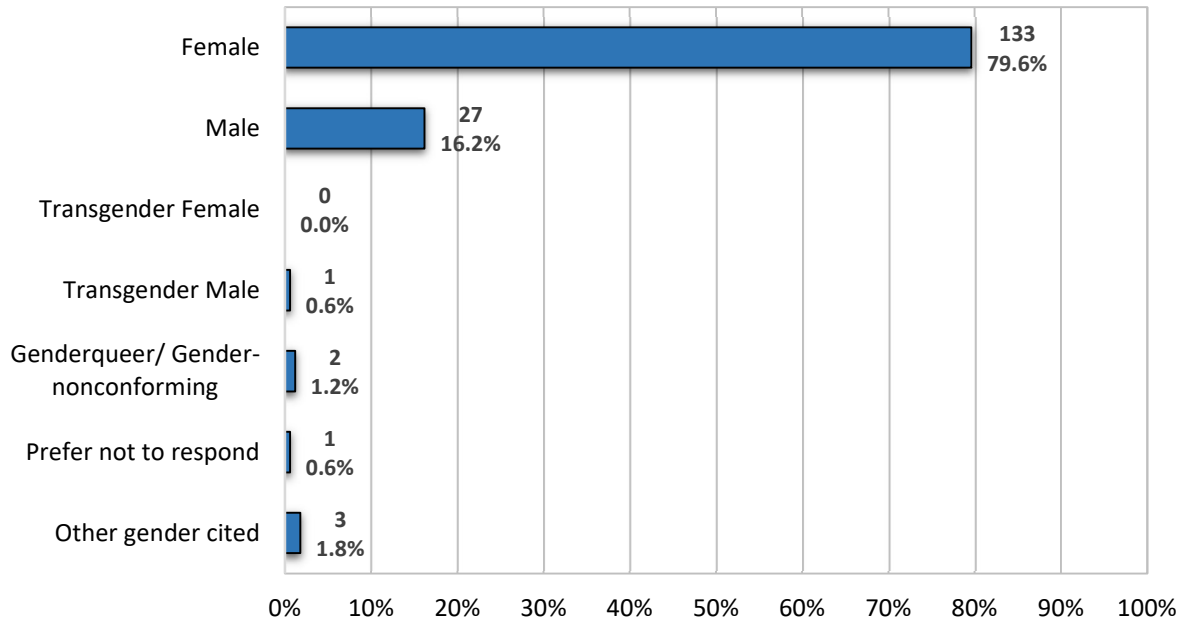
Chart 16. Activities Of Students

Activities Students Are Participating In	Number	Percent
National Society of Leadership and Success	37	45.7%
Phi Theta Kappa	15	18.5%
TRiO Student Success Club	14	17.3%
Intramurals	10	12.3%

Activities Students Are Participating In	Number	Percent
Fine and Performing Arts	7	8.6%
Media Arts	6	7.4%
3C Conversation	5	6.2%
Campus Crusade for Christ	5	6.2%
Culinary Arts	4	4.9%
Entrepreneurship Club	4	4.9%
Skills USA	4	4.9%
Student Veterans of America	4	4.9%
Multicultural Club	3	3.7%
Student Activities/ Advisory Committee	3	3.7%
Ag Club	2	2.5%
Business Club	2	2.5%
Dance Team	2	2.5%
F.O.C.U.S.	1	1.2%
Society of Freethinkers	1	1.2%
Student Senate	1	1.2%
Computer Repair Club	0	0.0%
Fellowship of Christian Athletes	0	0.0%
Heartland Toastmasters Club	0	0.0%
Student American Dental Hygienists' Association	0	0.0%
Students for Financial Independence	0	0.0%
Total Students Marking Activities	81	

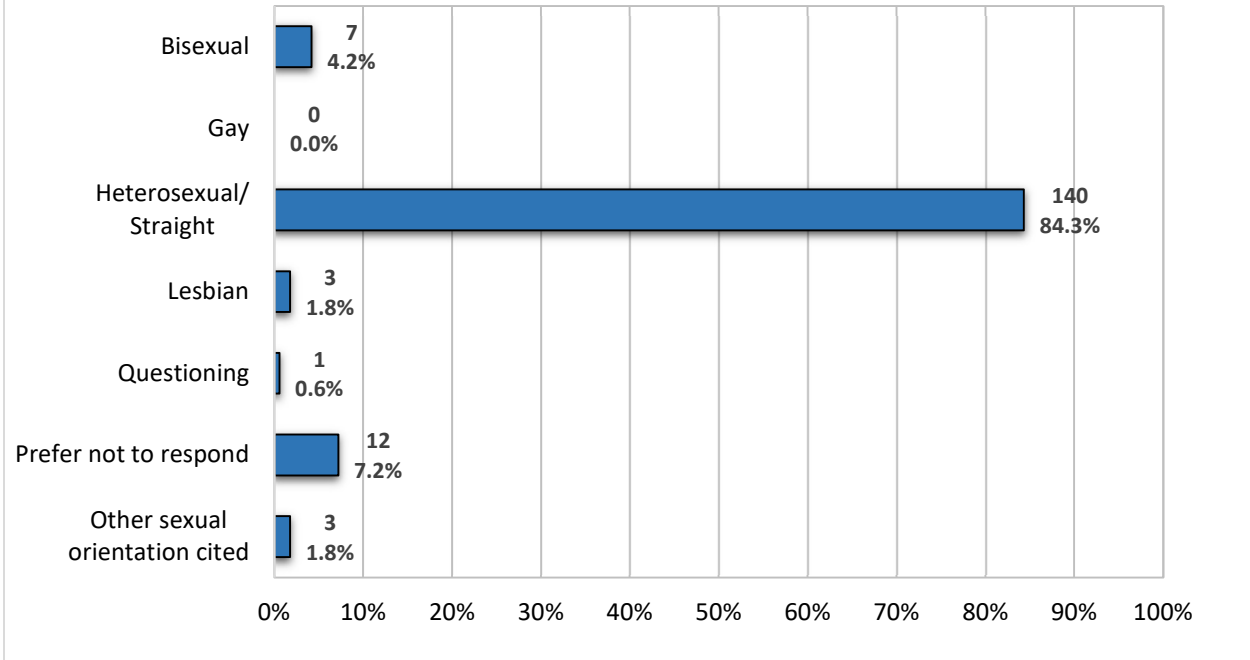
Almost half of those students citing an activity (46 percent) are in the National Society of Leadership and Success. Phil Theta Kappa and TRiO Student Success Club were the next two most mentioned activities with 19 percent and 17 percent respectively.

Chart 17. Current Gender Identity Of Central Community College Students



Students were asked to mark their current gender identity. The majority of students responding were female (80 percent). Sixteen percent of respondents were Male, one percent Transgender Male, one percent Genderqueer/ Gender-nonconforming, one percent preferred not to respond, and two percent cited another gender.

Chart 18. Sexual Orientation Of Central Community College Students



Students were also asked to provide their sexual orientation. Out of the 166 students who responded to this question, the majority (84 percent) cited they were heterosexual/ straight. Seven percent preferred not to respond to this question, 4 percent identified as bisexual, two percent identified as lesbian, one percent questioning, and two percent cited another sexual orientation.

Chart 19. Demographic Characteristics Of Students From Student Records

Fall 2015	Number	Percent
AGE CATEGORY		
19 & younger	68	38.0%
20 to 24 years old	40	22.3%
25 to 29 years old	24	13.4%
30 to 39 years old	18	10.1%
40 to 49 years old	18	10.1%
50 to 64 years old	9	5.0%
65 & older	2	1.1%
TOTAL	179	100.0%
GENDER		
Female	144	80.4%
Male	35	19.6%
TOTAL	179	100.0%
RACE		
American/Alaska Native	2	1.1%
Asian	2	1.1%
Black or African American	2	1.1%

Fall 2015	Number	Percent
Hispanic/Latino Any Race	28	15.6%
White	145	81.0%
TOTAL	179	100.0%
DORM RESIDENCE		
Columbus dorms	6	3.4%
Hastings dorms	14	7.8%
No dorm	159	88.8%
TOTAL	179	100.0%
PROGRAM OF STUDY		
ACTR - Academic Transfer	59	33.0%
BSAD - Business Administration, Accounting, Entrepreneurship and Logistics	23	12.8%
CRS - Course Only	16	8.9%
ADNR - Nursing Education - ADN	10	5.6%
ECED - Early Childhood Education	9	5.0%
HIMS - Health Information Management Services	7	3.9%
HUSR - Human Services	7	3.9%
JOB - Job Only	7	3.9%
VOC - Vocational Only	6	3.4%
INFO - Information Technology	5	2.8%
BTEC - Business Technology	4	2.2%
CRIM - Criminal Justice	4	2.2%
LPNR - Nursing Education - LPN	4	2.2%
HMRM - Hospitality Management and Culinary Arts	3	1.7%
MART - Media Arts	3	1.7%
DENT - Dental Assisting	2	1.1%
DSLTL - Diesel Technology	2	1.1%
WELD - Welding Technology	2	1.1%
CNST - Construction Technology	1	0.6%
DENH - Dental Hygiene	1	0.6%
INDT - Mechatronics	1	0.6%
MEDA - Medical Assisting	1	0.6%
MEDT - Medical Laboratory Technician	1	0.6%
OTHA - Occupational Therapy Assistant	1	0.6%
TOTAL	179	100.0%

To reduce the number of questions to ask students, records were also pulled from the Colleague database to profile the respondents. Results of age, gender, race, dorm residency, and program of study are all included in Chart 19 above.