

Metropolitan Community College
Statute 85-608 Report: Sexual Harassment and Title IX Compliance
September 2021

(a) Results of any campus climate survey related to sexual harassment

Metropolitan Community College has not conducted any campus climate survey related to sexual harassment.

(b) Information related to the training provided to Title IX coordinators, investigators, and decision makers regarding sexual harassment

Metropolitan Community College is committed to providing the Title IX team with annual training in the field of Title IX to ensure compliance with Title IX regulations as well as to stay up to date on best practices used in the field. Metropolitan Community College maintains an Annual Membership with ATIXA and utilizes ATIXA trainings for all team members.

<https://www.atixa.org/2020-regulations-requirement-posting-of-training-materials/>

Specific ATIXA trainings attended by various Title IX team members in 2020-21 include:

- Regulations Implementation Certification (6/12/2020)
- Title IX Hearing Officer & Decision-Maker Certification (6/19/2020)
- Title IX Hearing Chairs (10/27/2020)
- Investigator Level One (12/14-15/2020)
- Title IX Hearing Chairs (10/27/2020)
- ATIXA 2020 Annual Conference (October 2020)
- Hearing Advisor Training (December 2020)
- 20-Minutes-Trained (pre-recorded training videos)
 - ATIXA 20 Minutes to Trained - Advising the Complainant
 - ATIXA 20 Minutes to Trained - Advising the Respondent
 - ATIXA 20 Minutes to Trained - Due Process
 - ATIXA 20 Minutes to Trained - Informal Resolution
 - ATIXA 20 Minutes to Trained - Addressing Trauma
 - ATIXA 20 Minutes to Trained - Intimate Partner Violence
 - ATIXA 20 Minutes to Trained - Sexual Harassment
 - ATIXA 20 Minutes to Trained - Stalking
 - ATIXA 20 Minutes to Trained - Understanding Sexual Violence
 - ATIXA 20 Minutes to Trained - Appeals
 - ATIXA 20 Minutes to Trained - Applying Preponderance and Making a Finding
 - ATIXA 20 Minutes to Trained - Assessing Credibility (Pt. 1)
 - ATIXA 20 Minutes to Trained - Assessing Credibility (Pt. 2)
 - ATIXA 20 Minutes to Trained - Conflicts of Interest
 - ATIXA 20 Minutes to Trained - Deliberations and Groupthink
 - ATIXA 20 Minutes to Trained - Documentation

(c) Any policies, initiatives, or grievance procedures the postsecondary institution has adopted to address sexual harassment

MCC's [Policy Prohibiting Harassment of Employees](#) and [Policy Prohibiting Harassment of Student](#) prohibit discrimination on the basis of sex. The policy ensures that MCC is compliant with Title IX. [MCC Title IX Coordinators](#) are responsible for addressing alleged violations of Title IX.

(d) Information on where the postsecondary institution's students and employees may receive immediate emergency assistance to address instances of sexual harassment

MCC provides information on how to contact Title IX Coordinators, along with information on making a report to law enforcement agencies and engaging with confidential resources off-campus on our website.

<https://www.mccneb.edu/Prospective-Students/Student-Tools-Resources/Student-Advocacy-and-Accountability/Title-IX/Resources>

<https://www.mccneb.edu/Current-Students/Current-Students-Resources/Student-Advocacy-and-Accountability/Title-IX/Title-IX-Complaints>

(e) Information on how the postsecondary institution's students and employees may report concerns of sexual harassment to the postsecondary institution

MCC encourages the reporting of all incidents of sexual and relationship misconduct. [Title IX Coordinators](#) will respond to all reports promptly in order to provide students and employees with options and resources. College has posted information on reporting options and Title IX contact information on our website.

<https://www.mccneb.edu/Current-Students/Current-Students-Resources/Student-Advocacy-and-Accountability/Title-IX/Title-IX-Complaints>

<https://www.mccneb.edu/Current-Students/Current-Students-Resources/Student-Advocacy-and-Accountability/Title-IX/Title-IX-Coordinators>

(f) Information on resources, programs, and support available to the postsecondary institution's students and employees to address concerns of sexual harassment

Information on resources and support available can be found on the College's website at

<https://www.mccneb.edu/Prospective-Students/Student-Tools-Resources/Student-Advocacy-and-Accountability/Title-IX/Resources>

(g) Information on any of the postsecondary institution's student or employee-led organizations engaged in supporting victims of sexual harassment

MCC does not have any student or employee-led organizations engaged in supporting victims of sexual harassment. Title IX Coordinators will work with individuals who report experiencing sexual harassment to provide supportive measures to include, but are not limited to:

- Reporting incidents to local police and/or prosecutors.
- Referring to counseling and health services.
- Providing education to the community.
- Altering work arrangements for employees.
- Providing campus escorts.
- Implementing contact limitations between the parties.
- Offering adjustments to academic deadlines, course schedules, etc.

These measures are available regardless of whether a reporting party seeks formal resolution or makes a crime report.

(h) Any agreement between the postsecondary institution and a local law enforcement agency or the county attorney related to addressing instances of sexual harassment

The Metropolitan Community College Police Department (MCC Police) has the primary jurisdiction and responsibility to investigate crimes and provide police services for MCC locations within the four-county service area of Douglas, Sarpy, Dodge and Washington counties.

MCC Police is recognized by the Nebraska Commission on Law Enforcement and Criminal Justice as a Law Enforcement Agency; therefore, Police Officers employed by MCC Police are commissioned and certified as Nebraska Law Enforcement Officers. MCC Police has agreements with other law enforcement agencies located within the jurisdictions served by the Metropolitan Community College. The collaboration extends, not only with assistance answering calls when necessary, but also with the assistance in each and every phase of follow-up investigations including forensic services.