

**Mid-Plains Community College**  
**North Platte, NE**  
**Rebecca Wrage-Title IX Coordinator**  
**Nebraska State Report LB 534 Report 2023**

**Section 1:**

- A. Mid-Plains Community College last conducted a climate survey in Fall of 21 and we conduct them every two years. We are currently working on completing the Fall of 23 survey. We have generally received good participation from our employees but have struggled with the lack of data able to be provided for students, as a result of limited student participation.
- B. Information related to the training provided to Title IX coordinators, investigators, and decisionmakers regarding sexual harassment;
- ATIXA Investigator 1 & 2 Training, Hearing Officer, Decision Maker, and Advisor Training. <https://www.atixa.org/2020-regulations-requirement-posting-of-training-materials/>
  - Safe College Computer Module Training for all employees/students on the beginning and then an annual basis.
  - Husch Blackwell Title IX training for all current Title IX team members.
  - ATIXA Investigator 1 training to be held September 26 and 27 for new team members with attendees from two other Nebraska Community Colleges
  - ATIXA Conference and Title IX training to be attended October 9<sup>th</sup>-14<sup>th</sup> by Title IX Coordinator.
- C. Brief summary of college policy(ies) that address sexual misconduct with link to copy of policy and procedure documents:
- [http://www.mpcc.edu/faculty-staff/human-resources/human\\_resources\\_files/atixa\\_provisional\\_feb\\_27\\_23-3.pdf](http://www.mpcc.edu/faculty-staff/human-resources/human_resources_files/atixa_provisional_feb_27_23-3.pdf)
- D. Summary on where students/employees can receive emergency assistance.
- <http://www.mpcc.edu/student-experience/counseling-services.php>
  - <https://www.mpcc.edu/current-students/emergency-contacts.php>
  - Please see Title IX Support Brochure in attached appendix
- E. Simple list of ways students, employees and community members can report sexual misconduct.
- <http://www.mpcc.edu/current-students/report-an-incident.php>
- F. Identify where list of resources is located and how they are provided to students/employees
- MCC During Office Hours: (8am - 12pm)
  - 308-345-8109
  - Crisis After Hours: 308-362-7560
  
  - NPCC During Office Hours: (8am - 12pm)
  - 308-221-6452
  - Crisis After Hours: 605-430-1138
  - NPCC-HR Office During Office Hours: (8am - 6pm)

- 308-535-3680
- Crisis After Hours: 308-650-6873

- CARES Teams
- Contracted Counselor Service

G. List of any student orgs or employee resource groups that support programming regarding sexual misconduct.

- NPCC CARE Team
- MCC CARE Team

H. List any formal agreements with law enforcement.

- N/A

(2) The report shall 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.

(3) On or before December 15, 2021, and on or before December 15 of each odd-numbered year thereafter, the Education Committee of the Legislature shall hold a public hearing to review all reports submitted under this section.

(4) For purposes of this section:

(a) Postsecondary institution has the same meaning as in section 85-2403;

(b) Sexual harassment means conduct that satisfies one or more of the following:

(i) An employee conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct;

(ii) Unwelcome conduct on the basis of sex determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the education program or activity;

(iii) Sexual assault as defined in 20 U.S.C. 1092(f)(6)(A)(v);

(iv) Dating violence as defined in 34 U.S.C. 12291(a)(10);

(v) Domestic violence as defined in 34 U.S.C. 12291(a)(8); or

(vi) Stalking as defined in 34 U.S.C. 12291(a)(30); and

(c) Title IX means Title IX of the Education Amendments of 1972, Public Law 92-318, 20 U.S.C. 1681 To 1688, and its accompanying regulations and guidance documents, as amended.

### **Appendix Information:**

1. Title IX Support Contact Brochure
2. Title IX Posters
3. Sample Prevention Materials (flyers, programming information, signage) with a brief synopsis of training and prevention efforts annually for students and employees

# 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](http://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](mailto:rankin@mpcc.edu); Chris Turner, South Campus, 308-535-3715 or 800-658-4308, Ext. 3715, [turnerc@mpcc.edu](mailto:turnerc@mpcc.edu); or Brandon Lenhart, McCook Community College, 308-345-8128 or 800-658-4348, Ext. 8128, [lenhart@mpcc.edu](mailto:lenhart@mpcc.edu), or [disabilityservices@mpcc.edu](mailto: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](http://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](http://www.gprmc.com)

**McCook Community Hospital**  
1301 East H Street  
P. O. Box 1328  
McCook, NE 69001  
308-344-2650  
[www.chmccook.org](http://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](http://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](mailto:obertb@mpcc.edu)

**Jason Osmotherly**  
1101 Halligan Drive  
North Platte, NE 69101  
308-535-3635  
[osmotherlyj@mpcc.edu](mailto: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](mailto:rippenk@mpcc.edu)

### HUMAN RESOURCES

**Rebecca Wrage**  
Title IX Coordinator  
1101 Halligan Drive  
North Platte, NE 69101  
308-535-3679  
[wrager@mpcc.edu](mailto:wrager@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](http://www.cinorth-platte.ne.us)

**McCook McCook Police Department**  
526 W B Street  
McCook, NE 69001  
308-345-3450  
[www.cityofmccook.com](http://www.cityofmccook.com)

# TITLE IX

## WHAT?

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.

## STUDENTS

**DR. BRIAN OBERT**

(308) 345-8109  
obertb@mpcc.edu

**McCOOK**

**JASON OSMOTHERLY**

(308) 535-3635  
osmotherlyj@mpcc.edu

**NORTH PLATTE**

## STAFF/FACULTY

**KELLY RIPPEN**

(308) 345-8119  
rippenk@mpcc.edu

**McCOOK**

**REBECCA WRAGE**

(308) 535-3679  
wrager@mpcc.edu

**NORTH PLATTE**



**ANONYMOUS  
REPORT**

[mpcc.edu/current-students/report-an-incident.php](http://mpcc.edu/current-students/report-an-incident.php)

