

SEXUAL MISCONDUCT VICTIM SERVICES

Sexual Misconduct encompasses a range of violating behaviors, including sexual assault, sexual harassment, relationship violence, stalking, and any other conduct of a sexual nature that is nonconsensual, or has the effect of threatening, intimidating, or coercing a person at whom such conduct is directed. All of these behaviors are prohibited at CCSNH. Please see the [CCSNH Sexual Misconduct Policy](#) (pages 10-18) for a more detailed explanation.

Title IX of the Education Amendments of 1972, 20 U.S.C. section 1681 is a federal civil rights law prohibiting the discrimination on the basis of sex in education programs and activities.

Title IX states that:

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

The Community College System of New Hampshire (CCSNH) is committed to creating and maintaining a positive and productive learning environment for students, a professional setting for its employees, and a community atmosphere grounded in mutual respect, dignity and integrity. In light of these objectives, CCSNH prohibits: 1) all manner of discrimination in the administration of its education and employment programs and practices on the basis of unlawful criteria including race, color, religion, national or ethnic origin, age, sex, sexual orientation, marital status, disability, gender identity or expression, genetic information, and veteran status, as defined under applicable law; and 2) will not in any instance tolerate harassment, intimidation or bullying behavior of any kind.

Note: Throughout this document, the term "victim" is used to describe a person who has experienced sexual misconduct. The term "complainant" is used to describe a victim who has chosen to come forward with a formal sexual misconduct complaint. Similarly, the term "perpetrator" is used to describe a person who has violated the sexual misconduct policy. The term "respondent" is used to describe an individual who has been accused of violating the sexual misconduct policy by a complainant in a formal sexual misconduct complaint

Sexual Misconduct Reporting Options

After an incident of sexual misconduct, the first priority for any individual should be personal safety and well-being. NHTI encourages all individuals who have experienced sexual misconduct to seek assistance by contacting campus security, calling 911, contacting local law enforcement, and/or visiting a medical facility immediately after an incident of sexual misconduct. NHTI encourages victims to talk about what happened so they can receive the care and support they may need, and so NHTI can take prompt action to respond to the issue. Reporting an incident of sexual misconduct to NHTI does not obligate the individual to pursue campus judicial proceedings or criminal prosecution.

Institutional Complaint

An individual who has experienced sexual misconduct at NHTI is not required, but is encouraged, to report the incident to campus authorities. To file a complaint of sexual misconduct, the individual should contact the College or System Title IX Coordinator, or other designated administrator. NHTI encourages timely reporting of sexual misconduct, however there is no time limit for reporting, and NHTI will respond to a report regardless of when or where the incident occurred. A third party or

witness to sexual misconduct can also report. It is important to know that all CCSNH staff and faculty are required to inform the Title IX Coordinator of any notice of sexual misconduct.

Anonymous Reporting

Any individual may make an anonymous report concerning an act of sexual misconduct, without disclosing their name, identifying the perpetrator, or requesting any action. Depending on the extent of information available about the incident or the individuals involved, however, NHTI's ability to respond to an anonymous report may be limited. To anonymously report an incident of sexual misconduct, please send a handwritten statement to the College or System Title IX Coordinator. The Title IX Coordinator will receive the anonymous report and will determine any appropriate steps, including individual or community remedies as appropriate.

NHTI Title IX Coordinator

Laura Pantano, nhtititleix@ccsnh.edu
Student Center
Phone: (603) 271-6484 x4128
Address: 31 College Drive, Concord, NH 03301

CCSNH Title IX Coordinator

Jeanne Herrick; jherrick@ccsnh.edu
26 College Drive, Concord NH 03301
Phone: (603) 230-3515

Campus Safety Office

Phone (Daytime): 603-230-4042
Phone (Nights/Weekends/Emergencies): 603-224-3287
Email: nhticampussafety@ccsnh.edu
Address: 31 College Drive, Concord, NH 03301

Roles and Responsibilities of the Title IX Coordinator

The Title IX Coordinator is responsible for overseeing all policies, procedures and processes for Title IX. The Title IX coordinator will ensure the resolution of Title IX complaints, including educating the school community on how to file a complaint, investigating complaints, and ensuring that complaints are resolved promptly and appropriately. They will identify and address systemic patterns or problems that arise during the reviews of such complaints. The coordinator also is responsible for putting into place training and education programs that work to prevent sexual harassment and sexual violence in the college.

Criminal Complaint

Sexual misconduct that may be criminal in nature can be reported to local law enforcement. If an individual reports sexual misconduct at their college, the college will inform the individual about the option to pursue criminal action for incidents of sexual misconduct that may also be crimes under New Hampshire law. If requested, NHTI will assist the individual in making a criminal report and cooperate with law enforcement agencies to the extent permitted by law.

State of New Hampshire Police Headquarters

Phone: 603-271-3636 or 603-273-4381
Address: 33 Hazen Drive, Concord, NH 03301
For all emergencies dial 9-1-1

Drug and Alcohol Amnesty Policy

NHTI encourages reporting of sexual misconduct and seeks to remove any barriers to making a report. NHTI recognizes that an individual who has been drinking or using drugs at the time of the incident may be hesitant to make a report because of potential consequences for their own conduct. To encourage reporting, an individual who makes a good faith report of sexual misconduct that was directed at them or another person will not be subject to disciplinary action for a conduct or policy violation that is related to and revealed in the sexual misconduct report or investigation, unless NHTI determines that the violation was serious and/or placed the health or safety of others at risk. Amnesty does not preclude or prevent action by police or other legal authorities. This amnesty provision shall also apply to student groups making a report of sexual misconduct.

Investigation Process

In addressing reports, CCSNH and its Colleges are committed to maintaining fairness for all parties and balancing the needs and interests of individuals with the safety of the community.

When a student reports being the victim of sexual misconduct by another student, the College will conduct an investigation and determine if [CCSNH policies](#) (pages 10-18) were violated. The sexual misconduct complaint is forwarded to the CCSNH Title IX Coordinator and the College Title IX Coordinator, who will identify the appropriate school official to complete an investigation ("Investigator). Depending on the circumstances, the College may impose interim protections and remedies (e.g. interim suspension, no contact order) during the College's investigation of the sexual misconduct complaint.

Where the Respondent is a CCSNH employee or student, the Respondent will be notified of the complaint in writing prior to initiation of an investigation. If a student has questions about the adjudication or grievance process, they may contact the CCSNH and/or College Title IX Coordinator.

At the conclusion of its investigation, the Investigator will forward findings to the CCSNH Title IX Coordinator and College Title IX Coordinator and the Judicial Body. After receiving the results of the investigation, the Judicial Body will determine whether or not to charge the responding student with a violation of the Sexual Misconduct Policy, and communicate that decision in writing. If a student is charged with a violation, the next step will be to move forward with an initial hearing as set forth in the [Student Judicial Process Investigation and Resolution by Judicial Body](#) (pages 27-28). It is important to note that mediation is never appropriate in sexual misconduct cases.

Acceptance of Responsibility

At any point in the Investigation or Resolution process, the Respondent may accept responsibility for the conduct alleged in the complaint. In such cases, the process will immediately move to the Judicial Body for a decision regarding sanctioning.

Information for Victims and Survivors

Confidential Support Services

If you have experienced sexual misconduct and do not want to file a formal complaint, resources for support are still available to you. Advocates from your local crisis center are available twenty-four hours a day, seven days a week to help with any and all needs including seeking medical attention, seeking emotional support or assistance filing a complaint.

Each CCSNH College will maintain a list of resources available to victims of sexual assault, relationship violence, stalking, or another form of sexual misconduct, including contact information for designated professionals whose communications are entitled to legally protected confidentiality.

- 24-hour crisis line
- Court advocacy
- Education and outreach
- Emergency shelter
- Hospital accompaniment
- Support group

Medical Support

The first thing to do is to get to a safe place. Contact a friend, family member, the police department or the hospital to ensure your safety. This does not mean that you have to “report” the details of the incident unless you choose to. This is about your safety.

- Take care of your immediate personal safety
- Call 911 if you are in immediate danger

It is extremely important that you seek medical attention as soon as possible, preferably within 72 hours, because depending on the nature of the assault you might be injured internally as well as externally. Prompt medical examinations can test for pregnancy, STDs, HIV, and venereal disease. A medical/forensic examination can also secure valuable evidence that could be used later if you wish to have the assailant prosecuted. The patient is in charge of this exam and every step of the medical/forensic examination is optional. The choice to report to law enforcement is yours, but physical evidence is difficult to collect unless you seek medical attention promptly. Sometimes your initial instincts to drink, bathe, brush your teeth, comb your hair, even change your clothes, while natural, will eliminate evidence.

Concord Hospital

Phone: (603)225-2711

Address: 250 Pleasant St. Concord, NH

Institutional Support Services

NHTI provides free, short-term and crisis intervention individual counseling services to all students. To make an appointment call (603) 230-4043 or contact:

Luis Rosa

Director of Student Development and Counseling Services

Phone: (603) 271-6484 x4158

Email: lrosa@ccsnh.edu

To ensure the safety and well-being of a complainant pending investigation of sexual misconduct and the survivor in the aftermath of founded sexual misconduct, NHTI can provide accommodations, such as the ability to move residence halls (if living on campus), change work schedules (if working on campus), alter academic schedules, withdraw from/retake a class without penalty, and access academic support (e.g., tutoring). If the survivor chooses to file an institutional complaint prompting an investigation, interim accommodations can be put in place while an investigation is pending, including no contact orders and changing the complainant's or respondent's living arrangements or course schedule.

Interim measures and accommodations are available regardless of whether an individual chooses to report an incident to campus security or local law enforcement or pursue a complaint with the College. The CCSNH Title IX Coordinator or College Title IX Coordinator will determine whether

interim measures and accommodations are reasonable and should be implemented, and, if so, will work to ensure that these measures and accommodations are implemented as soon as possible. To seek an interim measure or accommodation, students should contact their College Title IX Coordinator.

If an outside agency or court of law has put in place an order of protection, the order should be provided to the College Title IX Coordinator so that CCSNH may take appropriate measures consistent with the order.

Resources

[CCSNH Student Affairs Policies](#)

- Sexual Misconduct Policy
- Judicial Policy

[CCSNH Statement of Non-Discrimination](#)

[uSafeUS](#)

For the most current campus and community resources download uSafeUS available on the App Store and Google Play. This app is free and confidential.