



# **Annual Security & Fire Safety Report 2025**

**Report prepared by the University Police Department -  
Northern Command**



The Annual Security and Fire Safety Report is prepared by the University Police Department - Northern Command. This report, which was published in October 2025, contains statistics for the three most recent calendar years of 2022, 2023, and 2024.

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## **Preparation and Disclosure of Crime Statistics**

The Campus Safety and Security Department at Great Basin College and the Clery Compliance Officer from University Police Department - Northern Command are responsible for compiling the Jeanne Clery Crime Statistics report. This report is filed with the Nevada System of Higher Education, Board of Regents each fall and with the U.S. Department of Education in October of 2024. The report is available to the public at the Great Basin College campus safety website or by contacting the Campus Safety and Security Department and requesting a copy of the report after the October reporting date.

Great Basin College crime statistics for 2025 (reporting calendar years 2022, 2023 and 2024) including campus crime, arrests, fire incidents and referral statistics are a compilation of those reported to the Campus Safety and Security department on the Elko Campus, those reported to Center Directors in Battle Mountain, Ely, Pahrump and Winnemucca and those reported to any of the listed campus security authorities. Statistics will include those provided by the local Police and Sheriff agencies responding to the campus and centers for each location and the adjacent public areas around those locations. Please note. that while outside jurisdiction statistics are requested from all applicable agencies, not all of the agencies respond to the requests; however, all statistics that were reported are included in this report.

The full report and statistics for the past three years are available to students, staff and the public at the following web location: <https://www.gbcnv.edu/security/securitypolicy.html> . Those persons who would like to request a printed copy of this information may do so by contacting the Campus Safety and Security Department at 775-934-4923 or by contacting the University Police Department - Northern Command at 775-784-4013.

## Great Basin College Overview

Great Basin College offers associate and baccalaureate level education in academic, career and technical fields. Welcoming students from all corners of the country, both online and at our various campuses and centers, GBC's presence extends across two time zones and spans more than 86,000 square miles throughout Nevada. A leader in rural higher education, GBC takes pride in developing students who are well-prepared to meet the demands of industry and who contribute to the success and prosperity of the local economy.

Great Basin College's service area has more than 120,000 residents, and approximately 3,500 of them enroll at GBC and its Centers and Satellite Sites each semester. GBC students choose their courses from mathematics, science, business, and computing; humanities and social sciences; fine arts; career and technical education; health science; and community education.

Two generations of students—many of them now citizens and community leaders—have studied at Great Basin College since it opened in 1967. Students of the new millennium, like those who studied at GBC before them, have access to contemporary knowledge in classes and the benefit of instructors who truly cherish the learning process.



## Security on Campus

The Campus Safety and Security Department has been charged with the overall responsibility for safety and security throughout the Great Basin College system. This department is based on the Elko Campus and has a Security Supervisor and Security Officers on staff at that location. The Security Department reports directly to the University Police Department - Northern Command Lieutenant.

Great Basin College employs a small security staff on the Elko Campus. These employees are part of the State of Nevada Classified employee system and the NSHE professional staff. As authorized representatives of Great Basin College the center directors and security staff do have the power of citizen's arrest. The Elko Campus also has a partnership with University Police Department - Northern Command, and as of Fall of 2021 has a P.O.S.T certified Police Officer on site as well. The Elko campus and our centers in Ely, Pahrump, Winnemucca, and our former Battle Mountain Center, all strive to maintain good working relationships with surrounding law enforcement agencies including the Elko Police Department, Elko County Sheriff's Office, Humboldt County Sheriff's Office, Winnemucca Police Department, White Pine County Sheriff's Office, Nye County Sheriff's Office and the Department of Public Safety. All locations have video surveillance systems in place, although at this time no location has full-time staff to monitor the systems. They are in place for the Security Supervisor and University Police Services to use as needed and to review for any incidents that may occur.

University Police Department - Northern Command maintains a memorandum of understanding (MOU) with each of these agencies giving University Police Department - Northern Command officers the ability to render aid and provide for mutual assistance between local law enforcement partners. The MOU allows for University Police Department - Northern Command officers to exercise their powers or authority on public and private property within the Counties of Elko, Humboldt, White Pine, and Nye, including the City of Winnemucca and various other sites throughout northern Nevada. In accordance with the agreement, the Assistance Vice President & Director of University Police Department - Northern Command or their designee, may request assistance from any of these agencies, in any law enforcement matter within the jurisdiction of University Police Department - Northern Command

Under the laws of the State of Nevada, Security Staff and Campus Executives in Elko and Campus Directors in all other locations have the power to request identification from someone they suspect is on campus for illegal or disruptive purposes. Should persons become disruptive to the goals of the institution, a specific event or a body of people conducting legitimate business at the college, the Security staff; Campus Executives or Campus Directors all have the power to exclude, on a permanent basis, a person from the college property.

All members of the campus community are strongly encouraged to immediately report all suspected criminal activity, safety issues and incidents to the security department or campus director who will notify the local law enforcement agency to investigate the incident or appropriate internal department. Prompt reporting will ensure the best possibility of solving the case and of permitting timely warning notices on campus, should they need to be issued. This will also provide the Campus Safety and Security Department with more accurate information to correctly identify those situations reportable under the Clery Act.

## Reporting a Crime or Emergency

If the crime or emergency is occurring as you are calling, dial 9-1-1 and request the police/sheriff respond. If you are a victim of a crime and no emergency is currently present, please contact the Police/Sheriff on their non-emergency number and the Campus Director in Battle Mountain, Ely, Pahrump or Winnemucca. Please contact Security in Elko (775-934-4923). You will be requested to complete a written statement with as much detail as you can remember including all item makes, models, identification numbers, colors, etc., if known. A Security Officer will assist all persons in contacting the local police agency so they may investigate the incident. If the incident location is still available and visible such as a vehicle accident an attempt will be made to take photos to help document the circumstances. If the incident is a major crime (murder, sexual assault, domestic battery, assault, arson, involves weapons or burglary) the local police agency should be notified and requested to respond in addition to notifying the Campus Director or Campus Safety and Security Department. Great Basin College witness statements can be downloaded as a Word document at the campus safety website, <http://www.gbcnv.edu/security/>.

Victims and reported suspects of crimes, incidents, disturbances or other types of situations will be requested to write a statement to help the Security staff or Police determine what happened. Persons who may be witnesses to crimes, incidents, disturbances or other types of situations may also be requested to write a witness statement to help the Security staff or Police determine what happened.

All reports filed with a Security Officer will be reviewed by University Police Department - Northern Command. All reports requiring investigation will be investigated by University Police Department - Northern Command or the local Police department depending on the type of incident and a belief that a crime may have occurred. Anyone wishing to file a report of a crime, sexual assault, sexual harassment, incident or disconcerting situation may contact the Security department or any of the persons listed below to make that report.

Police/Sheriff	9-1-1
Elko Security Staff	775.934.4923
Dean of Business & Technology	775.327.2286
Dean of Health Sciences & Human Services	775.327.5869
Dean of Arts & Sciences	775.327.2120
Vice President for Student and Academic Affairs	775.327.2115
Housing Coordinator	775.327.2395
Center Director	Center's main office number
Title IX Coordinator	775.327.2336



## **Prompt Reporting of Crimes**

Faculty, staff, students and visitors are strongly encouraged to report all crimes to the Great Basin College security department or the local police/sheriff department as soon as possible. Anyone witnessing a possible crime in progress should dial 9-1-1 immediately. If someone tells you about a possible crime or incident, you must report it to the Center Director or Great Basin College Security (775-934-4923), even if you are uncertain if a crime has occurred. The Jeanne Clery Act requires faculty, staff, residence life staff and student leaders to report crimes they become aware of through contact with other members of the campus community in a timely manner.

Under the act, once a member of the campus faculty or staff are on notice of a crime, the campus is perceived as being on notice. That is the point when notification of the campus community decisions must start if there is a possible threat to others.

If you are the victim of a crime and do not wish to pursue the filing of a criminal report with the Police/ Sheriff you are still encouraged to file a report with your Center Director or the Great Basin College Security department so the college may take steps to prevent the incident from reoccurring. Depending on the incident, the College may decide to pursue disciplinary action for violations of the Nevada System of Higher Education Code and for violations of the Great Basin College Policies and Procedures.

## **Confidential Reporting**

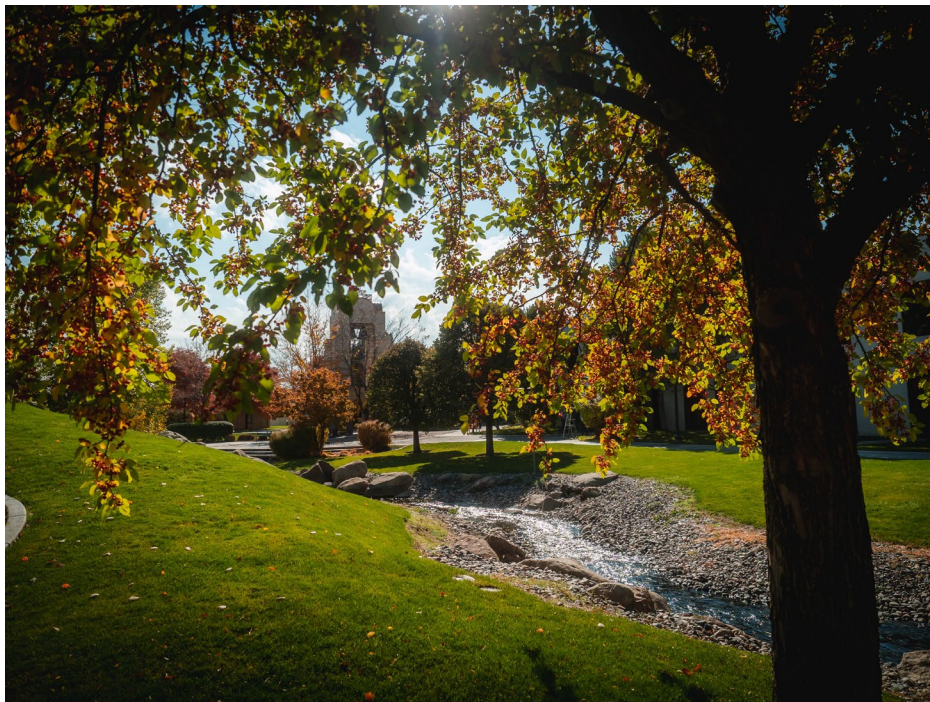
Great Basin College does not have staff designated to accept confidential reports. Persons wishing to make confidential reports should contact the offices of Nevada Mental Health, a minister or pastor or a trusted friend or family member.



## **Behavioral Intervention Team**

The mission of the Great Basin College (GBC) Behavioral Intervention Team is to provide the broadest base of knowledge and skills designed to help students, faculty and staff during difficult times and personal crisis. The Vice President for Student and Academic Affairs oversees the BIT team, and the volunteer members are Classified staff, Administrative Faculty and Academic faculty from around the GBC service areas. The BIT meets on a regular basis to share general information regarding resources available and provides for ongoing training to ensure the availability of assistance to those in crisis, regardless of the nature of the situation. Most of the BIT team members have been trained in either ASIST or SAFE talk suicide prevention techniques. The team has protocols in place to ensure open communication between departments while maintaining the confidentiality necessary to respond quickly in a crisis situation.

If you believe you or anyone else at your campus or center is in need of the assistance of the team, please contact the Assistant to the Vice President for Student and Academic Affairs at 775-327-2115 and they will arrange for the appropriate team member to respond. If you have an emergency call 9-1-1, the security cell at 775-934-4923, or the Center Director for immediate response.



## **How to Report a Crime**

When reporting an emergency, crime or suspicious situation please follow these tips:

### For Immediate Emergencies:

1. Dial 9-1-1. In Elko you may call Campus Security directly at 775.934.4923. Give your name, state you are at the college and provide the location on campus (state the specific building you are in or nearby)
2. Briefly describe what you are reporting (fight, burglary, fire, accident, etc.) State if there are any injuries or illness and if you need medical assistance.
3. Remain calm, speak slowly, and answer all the questions the dispatcher may ask. DO NOT HANG UP, stay on the phone until the dispatcher ends the call.
4. Tell the dispatcher the physical descriptions of the people involved; height, weight, hair color, skin color, clothing description, and vehicle they are driving, etc. IF you know their name(s) provide that information.

### For Non-Emergency Situations:

- In Elko call 775.934.4923 for Security. At Centers other than Elko contact the Center Director's office.
- Contact the office of the Vice President for Student and Academic Affairs at 775.327.2115

Reporting any situation or emergency promptly is the responsibility of all members of the Great Basin College family. It becomes very difficult to stop a problem or correct a situation if the conversation starts out, "Last week I was doing ----- and I saw/heard this action/statement...." Delays in reporting can place others danger and may result in a crime not being solved because it is too late to identify witness or the criminal

## **Campus Security Authorities**

Additionally, crime reports can be made to Campus Security Authorities. Campus Security Authorities (CSA) are all Great Basin College employees, student employees and student government officers with the exception of some custodial and grounds employees.

Crime reports can be made to any CSA in confidence. CSA's will only report to the Campus Safety & Security Department for statistical purposes, that an incident occurred without revealing any personally identifying information. Disclosures by any CSA may not trigger an investigation into an incident against the reporting student's wishes, except in certain circumstances that pose an immediate or ongoing threat to campus safety.

## **Timely Warning**

It is the purpose of this program to provide all members of the campus community with timely notification whenever a crime covered by the Clery Act poses a serious or continuing threat to students, faculty, staff, or visitors at any of Great Basin College's locations or properties. It is the policy of Great Basin College and the Department of Safety & Security to maintain compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f)).

Any member of the campus community who becomes aware of or encounters a situation on any campus or center should immediately notify the center director or, if in Elko, the security department. If the situation or crime poses an immediate threat to safety, the local police or fire department should also be notified by calling 9-1-1. Examples may include sexual assaults, hostage situations, armed suspects on or near the campus, and reports of shots fired.

Timely Warning notices will be issued when a crime covered by the Clery Act poses a serious or continuing threat to GBC students, faculty, staff, or visitors. The President of Great Basin College, or her designee, may make the final determination of when a timely warning should be issued. In addition, GBC Security, Human Resources, the Environmental Health and Safety Manager, and the Facilities Operations Director are authorized to initiate the issuance of a timely warning to protect GBC students, faculty, staff, and visitors. The determination of whether to issue a timely warning will be evaluated on a case-by-case basis, taking into account both the frequency of the offense and the likelihood of additional occurrences.

Great Basin College uses the Omnilert messaging system to alert faculty, staff, and students. Primarily, Human Resources is responsible for sending out Omnilert messages. However, in their absence, GBC Security, the Environmental Health & Safety Manager, and the Facilities Operations Director may send out Omnilert messages. Other methods of communication may include, but are not limited to, GBC Communications email, the GBC website, the GBC Safety App, and official social media channels.

All Timely Warnings will include the designation “Timely Warning” and a brief description of the crime or incident, which may include the time and date, location, reported offense, suspect description, weapon used (if any), suspect vehicle (if any), and method of operation (MO) used to facilitate the crime. The alert may also include personal safety information to help members of the campus community protect themselves from becoming victims of a similar crime and to promote overall safety.

As appropriate, updates will be provided through these same communication platforms. Updates may include changes in status, resolution of the incident (including issuance of an “All Clear” notice), or announcements regarding the closure of specific buildings or areas of campus.

## **Emergency Notification**

An Emergency Notification may be issued whenever any significant emergency or dangerous situation poses an immediate threat to the health or safety of students or employees on campus. This may overlap with, and include a Clery-reportable crime such as a shooting, but it also covers crimes not reportable under Clery, as well as non-criminal incidents such as an outbreak of a communicable illness, an impending weather emergency, or a gas leak. Notifications are to be issued without delay upon confirmation of the emergency and may be tailored exclusively to the segment of the campus at risk.

Any crime or situation that may present a potential threat to the campus community is communicated to the community as soon as possible. Reporting is to include campus buildings and facilities, non-campus buildings and property, and public property that is within or immediately adjacent to, and accessible from, the main campus. This may include buildings and/or property owned or controlled by student organizations officially recognized by the institution, or any building or property owned or controlled by the institution and used in direct support of, or in relation to, its educational purposes. Reporting requirements also include properties that are frequently used by students, which may or may not be within contiguous geographic proximity to the main campus.

The President of Great Basin College, or her designee, may make the final determination of when an emergency notification should be issued. In addition, GBC Security, Human Resources, the Environmental Health and Safety Manager, and the Facilities Operations Director are authorized to initiate the issuance of a timely warning to protect GBC students, faculty, staff, and visitors. The determination of whether to issue an emergency notification will be evaluated on a case-by-case basis.

Great Basin College uses the Omnilert messaging system to send emergency notifications to faculty, staff, and students. Primarily, Human Resources is responsible for sending out Omnilert messages. However, in their absence, GBC Security, the Environmental Health & Safety Manager, and the Facilities Operations Director may send the messages.

Emergency notifications may contain the phrase “Crime Alert” or “Emergency Notification” in the subject line. The body of the alert may include a brief description of the incident, including the time and date, location, reported offense, suspect description, weapon used (if any), suspect vehicle (if any), and the method of operation (MO) used to facilitate the crime. The alert may also include personal safety information to help members of the campus community protect themselves and promote overall safety.

Methods of communication may include, but are not limited to, GBC Communications email, the GBC website, the GBC Safety App, and official social media channels.

Students and employees are automatically entered into the Omnilert messaging system when registration or new employee information is collected. Students and employees must opt out if



they do not wish to receive alerts. The Omnilert messaging service is provided at no additional cost by the College. However, participants may incur standard charges for incoming text messages based on their phone plan. Emergency Alerts are used only in critical situations.

Students should ensure that their contact information in the PeopleSoft (MyGBC) system is current, including their email address and cell phone number. Faculty and staff are responsible for ensuring that their information is correct in the Workday system. These two databases are the sources used to obtain contact information for upload into the Omnilert messaging system. Students and employees will remain registered in the system until they leave the College or terminate employment.



## **IMPORTANT CONTACTS**

**Police, Sheriff,  
and Ambulance**  
Dial 9-1-1

**Elko Campus Security**  
775.934.4923

**Great Basin College  
Emergency Contacts**  
[www.gbcnv.edu/security/  
emergency.html](http://www.gbcnv.edu/security/emergency.html)

**Rape, Abuse, and Incest  
National Network**  
[www.rainn.org/get-help/national-sexual-assault-hotline](http://www.rainn.org/get-help/national-sexual-assault-hotline)  
Hotline: 1.800. 656.HOPE

**National Domestic  
Violence Hotline**  
[www.thehotline.org](http://www.thehotline.org)

advocates may be contacted by chatting online or calling 1.800. 799.SAFE (7233)

**Organization to End Domestic  
Violence and Sexual Assault**  
(not an emergency hotline)  
[www.nomore.org](http://www.nomore.org)

**White House Task Force  
to Protect Students  
from Sexual Assault**  
[www.notalone.gov](http://www.notalone.gov)

## Personal Safety Tips

- If you have concerns about a single person or a group of people please contact the Campus Director, Campus Safety and Security Department or Vice President for Student and Academic Affairs to report and discuss the situation. Reporting in a timely manner will assist in the locating of the individual(s), investigation of the situation and immediate assistance to a victim.
- When studying late or leaving evening classes it is a good idea to walk with friends and classmates. There is always more safety in groups than a single person walking at night alone. If you feel uncomfortable and would like an escort to your vehicle or dorm room, please feel free to contact your faculty member, the Campus Director or, in Elko, the Security Department.
- Be alert, look around you. Don't watch a video while walking. Know what is happening around you. If you wear ear buds, keep your music low so you can hear someone walking up to you.
- Personal safety and the safety of your fellow students, college faculty and staff are the priority of Great Basin College. Everyone should remember to be aware of their surroundings, avoid unsafe practices and reduce the ways you could become a victim.
- When walking around the campus and community carry a whistle that will alert others you need assistance. If you are walking in a dark area, use a flashlight or your cell phone flashlight to light up the path- way.
- If you are a victim of any crime, bullying or harassing behavior please report it immediately by calling 9-1-1 and contacting your center director or, if you are in Elko, the Safety & Security department at 775.934.4923.
- Always lock the doors of your vehicle and your residence. Don't assume we are in a rural community and crimes don't happen here; they happen **everywhere** when there is easy opportunity.
- If you are taking time out for a getaway, be sure to tell your roommate, family or resident advisor where you are going and when you plan to be back. If you take off without saying something and are reported missing by your faculty or roommate, the missing student policy will be activated.
- **TRUST YOUR INNER FEELINGS!** Following your intuition, if it doesn't feel right, then it isn't. Don't just go along, say no, call for help.



## **Sexual Assault, Domestic Violence, Dating Violence, and Stalking Defined & Procedures for Reporting Domestic Violence, Dating Violence, Sexual Assault and Stalking**

Great Basin College is a diverse community committed to creating and maintaining a safe campus where all persons who participate in College programs and activities can work and learn together in an atmosphere free of all forms of harassment, discrimination, or intimidation. Sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence, and stalking are violations of University Policy.

Great Basin College will respond promptly to reports of sexual harassment, sexual assault/sexual misconduct, domestic violence, dating violence and stalking. The College will take appropriate action to pre-vent, correct, and when necessary, to discipline conduct that violates Nevada System of Higher Education (NSHE) policy.

### **Policy Against Unlawful Discrimination and Harassment; Complaint Procedure**

#### **Introduction**

This policy is largely based on federal and state anti-discrimination laws and is divided into four subsections. Except as otherwise provided, Subsections A through C do not apply to “sexual harassment” under Title IX of the Education Amendments of 1972 (Title IX), the requirements and procedures of which are stated in Subsection D. Subsection A states the Nevada System of Higher Education (NSHE) policy against unlawful discrimination and unlawful harassment that does not constitute Title IX “sexual harassment” under Subsection D, specifies training requirements, and defines “consent.” Subsection B describes the remedies and interim measures that are available in cases of unlawful discrimination and unlawful harassment that does not constitute “sexual harassment” under Title IX. Subsection C contains the complaint and investigation procedures for complaints of unlawful discrimination and harassment that does not constitute Title IX “sexual harassment” under Subsection D and, when appropriate, instances where the institution has notice of possible unlawful discrimination and/or harassment.

Subsection D sets forth NSHE’s sexual harassment policy under Title IX; defines “sexual harassment”; describes the remedies and supportive measures available in a sexual harassment case; and describes the requirements and procedures for a sexual harassment complaint, investigation, informal resolution, live hearing, and appeal. All of these procedures are in addition to disciplinary complaints brought against professional employees or students under Title 2, Chapter 6, Chapter 8 or Chapter 10 of the NSHE Code (or if applicable, institution student codes of conduct), or against classified employees under the Nevada Administrative Code Chapter 284 and/or Chapter 289 or Desert Research Institute Technologists under the Technologists Manual and/or any approved Collective Bargaining Agreement. However, information gathered as part of the complaint and/or investigation processes under this Section may be used in connection with disciplinary proceedings.

## **A. NSHE Policy Against Unlawful Discrimination and Harassment that Does Not Constitute Title IX Sexual Harassment**

### **1. Policy Applicability and Sanctions**

NSHE is committed to providing a place of work and learning free of discrimination on the basis of a person's age (40 or older), disability, whether actual or perceived by others (including service-connected disabilities), gender (including pregnancy related conditions), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race (including hair texture and protected hairstyles such as natural hairstyles, afros, Bantu knots, curls, braids, locks and twists), color, or religion (protected classes). Discrimination on the basis of a protected class, including unlawful harassment, which is a form of discrimination, is illegal under federal and state law. Where unlawful discrimination is found to have occurred, NSHE will act to stop the unlawful discrimination, to prevent its recurrence, to remedy its effects, and to discipline those responsible.

No employee, student, or other member of the campus community, either in the workplace or in the academic environment, should be subject to unlawful discrimination.

It is expected that students, faculty and staff will treat one another and campus visitors with respect.

All students, faculty, staff, and other members of the campus community are subject to this policy. Students, faculty, or staff who violate this policy are subject to discipline up to and including termination and/or expulsion, in accordance with the NSHE Code (or in the case of students, any applicable student code of conduct) or, in the case of classified employees and law enforcement personnel, the Nevada Administrative Code and/or any collective bargaining agreement or, in the case of Desert Research Institute (DRI) technologists, the Technologists Manual. Other lesser sanctions may be imposed, depending on the circumstances. Complaints may also be filed against visitors, consultants, independent contractors, volunteers, service providers and outside vendors whose conduct violates this policy, with a possible sanction of limiting access to institution facilities and other measures to protect the campus community.

Any employee, student, or other member of the campus community may utilize any of the complaint processes set forth in this policy.

### **2. Distribution of Policy; Training on the Prevention of Unlawful Discrimination and Harassment; and Annual Policy Review**

#### **a. Distribution of Policy**

Annually, all employees shall be given a copy of this anti-discrimination policy, which may be provided electronically, and each institution shall maintain documentation that each employee received the anti-discrimination policy. New employees shall be given a copy of this policy at the time of hire and each institution's Human Resources Office shall maintain documentation that each new employee received the policy. Each institution shall provide this policy to its students at least annually and may do so electronically. Each institution shall include this policy and complaint procedure on its website and in its general catalog.

## b. Training on the Prevention of Unlawful Discrimination and Harassment

Each institution shall provide ongoing training on the prevention of unlawful discrimination and harassment and shall designate a person(s) or office to be responsible for such training.

Institutions must provide new students and new employees primary prevention and awareness training that promotes awareness of rape, domestic violence, dating violence, sexual assault and stalking as defined in this policy. The training must address safe and positive options for bystander intervention to prevent harm, including how to intervene in risky situations; the recognition of abusive behavior; and how to avoid potential attacks. Within six (6) months after an employee is initially appointed to NSHE, the employee shall receive training regarding the prevention of unlawful discrimination and harassment, including primary prevention and awareness training. At least once every two years after the appointment, an employee shall receive training concerning the prevention of unlawful discrimination and harassment.

Incoming freshmen and transfer students within their first semester of enrollment shall receive training regarding the prevention of unlawful discrimination and harassment, including primary prevention and awareness training. See also Special Training with Regard to Sexual Violence in Subsection C below.

## c. Annual Policy Review

No later than the end of each academic calendar year, each institution's Title IX Coordinator shall review and provide to NSHE suggestions for changes to this policy. NSHE shall review and consider the suggested changes and propose policy revisions to the Board of Regents, as appropriate, at the last regular Board meeting of the fiscal year.

## 3. Discriminatory Acts

It is illegal to discriminate on the basis of age (40 or older), disability (including service-connected disabilities), gender (including pregnancy related conditions), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race (including hair texture and protected hairstyles such as natural hairstyles, afros, Bantu knots, curls, braids, locks and twists), color, or religion in any aspect of employment or education, such as:

- Application, hiring, background checks, discipline, and firing;
- compensation, assignment, or classification of employees;
- transfer, promotion, layoff, or recall;
- job advertisements;
- recruitment;
- testing;
- grading;
- acceptance or participation in an academic program or school activity;
- use of employer's facilities;
- training programs;
- fringe benefits;
- pay, retirement plans, and disability accommodations or leave; or
- other terms and conditions of employment.

Determining what constitutes unlawful discrimination under this policy will be accomplished on a case-by-case basis and depends upon the specific facts and the context in which the conduct occurs. Some conduct may be inappropriate, unprofessional, and/or subject to disciplinary action, but would not fall within the scope of unlawful discrimination. The specific action taken, if any, in a particular instance depends on the nature and gravity of the conduct reported and may include anti-discrimination related disciplinary processes.

Discriminatory acts also include:

- discrimination on the basis of a person's age (40 or older), disability (including service-connected disabilities), gender (including pregnancy related conditions), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race (including hair texture and protected hairstyles such as natural hairstyles, afros, Bantu knots, curls, braids, locks and twists), color, or religion;
- retaliation against an individual for reporting an incident or filing a charge of unlawful discrimination, including unlawful harassment; participating in an investigation, hearing, or other related administrative process; or opposing discriminatory acts;
- employment or education decisions based on stereotypes or assumptions about the abilities, traits or performance of individuals of a certain age (40 or older), disability (including service-connected disabilities), gender (including pregnancy related condition), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race, color, or religion; and
- "harassment," which refers to unwelcome conduct that is based on a person's age (40 or older), disability (including service-connected disabilities), gender (including pregnancy related conditions), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race (including hair texture and protected hairstyles such as natural hairstyles, afros, Bantu knots, curls, braids, locks and twists), color, or religion. Harassment becomes unlawful where: 1) enduring the offensive conduct becomes a condition of employment or educational pursuits, or 2) the conduct is severe, persistent, or pervasive enough to create a work or educational environment that a reasonable person would consider intimidating, hostile, offensive, or abusive. Examples of unwelcome conduct that, if severe, persistent, or pervasive could constitute harassment, include but are not limited to: slurs, jokes, graffiti, offensive or derogatory comments, or other verbal or physical conduct that is unwelcome.

This behavior is unacceptable in the workplace and the academic environment. Even one incident, if it is sufficiently serious, may constitute unlawful discrimination. One incident, however, does not necessarily constitute unlawful discrimination.

#### 4. Non-Title IX Sexual Harassment Defined

Outside of the Title IX context, unwelcome sexual advances, requests for sexual favors, and/or other visual, verbal or physical conduct of a sexual or gender bias nature constitute sexual harassment when:

- a. In the educational environment:
  - i. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic status ("quid pro quo"); or
  - ii. Conduct, viewed under an objective standard, is sufficiently severe, persistent or pervasive so as to interfere with or limit a student's ability to participate in or benefit from the services, activities or opportunities offered by the institution ("hostile environment").

b. In the workplace environment:

i. Submission to or rejection of the conduct is used as a basis for academic or employment decisions or evaluations, or permission to participate in an activity (“quid pro quo”); or

ii. Conduct, viewed under an objective standard, is sufficiently severe, persistent or pervasive so as to create an intimidating, hostile or abusive work environment, which may or may not interfere with the employee’s job performance (“hostile environment”).

## 5. Non-Title IX Sexual Harassment Examples

### a. Sexual Harassment Examples Outside of the Title IX Context

Sexual harassment may take many forms – subtle and indirect, or blatant and overt. For example:

- It may occur between individuals of the opposite sex or of the same sex.
- It may occur between students, between peers and/or co-workers, or between individuals in an unequal power relationship (such as by a supervisor with regard to a supervised employee or an instructor regarding a current student).
- It may be aimed at coercing an individual to participate in an unwanted sexual relationship or it may have the effect of causing an individual to change behavior or work performance.
- It may consist of repeated actions or may even arise from a single incident if sufficiently severe.
- It may also rise to the level of a criminal offense, such as battery or sexual violence.
- Sexual violence, which is a severe form of sexual harassment and refers to physical, sexual acts or attempted sexual acts perpetrated against a person’s will or where a person is incapable of giving consent, including but not limited to rape, sexual assault, sexual battery, sexual coercion or similar acts in violation of state or federal law. A person may be incapable of giving consent due to the use of drugs or alcohol, age, an intellectual or other disability, or other factors, which demonstrate a lack of consent or inability to give consent.

Examples of unwelcome conduct of a sexual or gender related nature that may constitute sexual harassment may, but do not necessarily, include, and are not limited to:

- Rape, sexual assault, sexual battery, sexual coercion, dating violence, domestic violence, stalking, other sexual violence;
- Stealthing, including the intent to remove or damage a contraceptive device without the knowledge or consent of the other participant while engaging in a sexual act;
- Sexually explicit or gender related statements, comments, questions, jokes, innuendoes, anecdotes, or gestures;
- Other than customary handshakes, uninvited touching, patting, hugging, or purposeful brushing against a person’s body or other inappropriate touching of an individual’s body;
- Remarks of a sexual nature about a person’s clothing or body;
- Use of mail, text messages, social media, or other electronic or computer sources for nonconsensual dissemination of sexually oriented, sex-based communications;
- Sexual advances, whether or not they involve physical touching;
- Requests for sexual favors in exchange for actual or promised job or educational benefits, such as favorable reviews, salary increases, promotions, increased benefits, continued employment, grades, favorable assignments, letters of recommendation;
- Displaying sexually suggestive objects, pictures, magazines, cartoons, screen savers or electronic files;
- Inquiries, remarks, or discussions about an individual’s sexual experiences or activities and other written or oral references to sexual conduct;
- Indecent exposure.

This behavior is unacceptable in the workplace and the academic environment. Even one incident, if it is sufficiently serious, may constitute sexual harassment. One incident, however, does not necessarily constitute sexual harassment.

## 6. Sexual Assault, Dating Violence, Domestic Violence, Stalking, Coercion and Consent Defined

### a. Sexual Assault

“Sexual assault” means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation’s Uniform Crime Reporting Program.

“Rape” means penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

“Fondling” means the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

“Incest” means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

“Statutory rape” means sexual intercourse with a person who is under the statutory age of consent (16 years old).

### b. Dating Violence

“Dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purpose of complying with the requirements of this Section and 34 CFR 668.41, any incident meeting this definition is considered a crime for the purpose of Clery Act reporting.

### c. Domestic Violence

“Domestic violence” means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

### d. Stalking

“Stalking” means engaging in a course of conduct on the basis of sex directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others, or suffer substantial emotional distress.

### e. Coercion

“Coercion” means the intent to compel a person to do or abstain from doing an act that the person has the right to do or abstain from doing through words, conduct or pressure by:

- the use of violence or threats of violence against a person or the person’s family or property;
- depriving or hindering a person in the use of any tool, implement or clothing;
- attempting to intimidate a person by threats or force;
- compelling another individual to initiate or continue sexual activity against an individual’s will; or
- threatening to “out” someone based on sexual orientation, gender, identity, or gender expression and threatening to harm oneself if the other party does not engage in the sexual activity.

Coercion can include a wide range of behaviors, including intimidation, manipulation, threats, and blackmail.

## f. Consent

Conduct is unwelcomed if it is done in the absence of consent.

“Consent” means an affirmative, clear, unambiguous, knowing, informed, and voluntary agreement between all participants to engage in sexual activity.

- Consent is active, not passive. Silence or lack of resistance cannot be interpreted as consent.
- Seeking and having consent accepted is the responsibility of the person(s) initiating each specific sexual act regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
- The existence of a dating relationship or past sexual relations between the participants does not constitute consent to any other sexual act.
- Affirmative consent must be ongoing throughout the sexual activity and may be withdrawn at any time. When consent is withdrawn or cannot be given, sexual activity must stop.
- Consent cannot be given when it is the result of any coercion, intimidation, force, deception, or threat of harm.
- Consent cannot be given when a person is incapacitated. Incapacitation occurs when an individual lacks the ability to fully, knowingly choose to participate in sexual activity. Incapacitation includes impairment due to drugs or alcohol (whether such use is voluntary or involuntary); inability to communicate due to a mental or physical condition; the lack of consciousness or being asleep; being involuntarily restrained; if any of the parties are under the age of 16; or if an individual otherwise cannot consent.
- The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity or gender expression.

## 7. Other Definitions:

- a. “Complainant” means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.
- b. “Reporting Party” means any person who reports sexual harassment or conduct that could constitute sexual harassment, whether or not the person reporting is the person alleged to be the victim.
- c. “Respondent” means an individual who has been reported by the individual engaging in the conduct that could constitute sexual harassment.

## **B. Remedies and Interim Measures for Unlawful Discrimination and Unlawful Harassment that Does Not Constitute Sexual Harassment under Title IX**

It may be necessary or advisable to take actions (as determined by the institution) designed to minimize the chance that either party may either harass or retaliate against the other party and to provide support to the parties, as appropriate. The measures themselves must not amount to retaliation and shall not be deemed to be a sanction. Depending on the specific nature of the problem, interim measures and final remedies may include, but are not limited to:

### For Students:

- a. Issuing mutual no contact directives;
- b. Providing an escort to ensure safe movement between classes and activities;
- c. Not sharing classes or extracurricular activities;
- d. Moving to a different residence hall;
- e. Providing written information regarding institution and community services including but not limited to medical, counseling and academic support services, such as tutoring;
- f. Providing extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- g. Restricting to online classes;
- h. Providing information regarding campus transportation options;

- i. Reviewing any disciplinary actions taken against the complainant or the respondent to see if there is a connection between the sexual misconduct and the misconduct that may have resulted in the complainant or the respondent being disciplined<sup>1</sup>;
- j. Requiring the parties to report any violations of these restrictions; and
- k. Taking a leave of absence.

For Employees:

- l. Provide an escort to ensure safe movement between work area and/or parking lots/other campus locations;
- m. Issuing mutual no contact directives;
- n. Placement on leave;
- o. Transfer to a different area/department or shift in order to eliminate or reduce further business/social contact;
- p. Providing information regarding campus transportation options;
- q. Instructions to stop the conduct;
- r. Providing information regarding institution and community services including medical, counseling and Employee Assistance Program;
- s. Reassignment of duties;
- t. Changing the supervisory authority; and
- u. Directing the parties to report any violations of these restrictions.

All institution administrators, academic and administrative faculty, and staff are responsible for carrying out the interim measures and final remedies.

Interim measures and final remedies may include restraining orders, or similar lawful orders issued by the institution, criminal, civil or tribal courts. Interim measures and final remedies will be confidential to the extent that such confidentiality will not impair the effectiveness of such measures or remedies.

Final remedies may also include review and revision of institution sexual misconduct policies, increased monitoring, supervision or security at locations where incidents have been reported; and increased and/or targeted education and prevention efforts.

Any interim measures or final remedies shall be monitored by the Title IX Coordinator throughout the entire process to assess whether the interim measures or final remedies meet the goals of preventing ongoing unlawful discrimination or harassment, protecting the safety of the parties, restoring access to the institution's education programs and activities, and preventing retaliatory conduct.

Notwithstanding a complainant's request for confidentiality under Subsection 6 of Subsection C, the institution may undertake interim measures.

### **C. Complaint and Investigation Procedure for Unlawful Discrimination and Unlawful Harassment that Does Not Constitute Sexual Harassment under Title IX**

#### **Introduction**

This Section provides the complaint and investigation procedures for complaints of unlawful discrimination or unlawful harassment that does not constitute "sexual harassment" under Title IX (except that complaints against students may be referred to student disciplinary processes), including instances where the institution has notice of unlawful discrimination or harassment. The Chancellor (for the System Office) and each President shall designate no fewer than two administrators to receive complaints. The administrators designated to receive the complaints may include the following: (1) the Title IX Coordinator; (2) the Human Resources Officer; or (3) any other officer designated by the President. The President may also designate a primary investigating officer (primary officer) to investigate all complaints. The primary officer may be any of the individuals identified in this paragraph. All complaints, whether received by the Human Resources Officer or other designated officer, must immediately be forwarded to the Title IX Coordinator.



An individual filing a complaint of unlawful discrimination or harassment shall have the opportunity to select an independent advisor for assistance, support, and advice and shall be notified of this opportunity by the Title IX Coordinator or designee. It shall be the choice of the individual filing the complaint to utilize or not utilize an independent advisor and their responsibility to pay any associated fees. An independent advisor may be brought into the process at any time at the request of the complainant. An independent advisor may be any person who does not have a conflict of interest and who is not a witness in the matter.

An individual against whom a complaint of unlawful discrimination or harassment is filed shall have the opportunity to select an independent advisor for assistance, support, and advice and shall be notified of this opportunity by the Title IX Coordinator or designee. It shall be the choice of the individual against whom the complaint is filed to utilize or not utilize an independent advisor and their responsibility to pay any associated fees. An independent advisor may be brought into the process at any time at the request of the respondent. An independent advisor may be any person who does not have a conflict of interest and who is not a witness in the matter.

The individual filing a complaint of unlawful discrimination or harassment and the individual against whom a complaint is filed must be provided this policy which addresses interim measures and written notification of services available on campus and in the community.

If anyone in a supervisory, managerial, administrative or executive role or position, such as a supervisor, department chair, or director of a unit, receives a complaint of unlawful discrimination or harassment, or observes or becomes aware of conduct that may constitute unlawful discrimination or harassment, the person must immediately contact one of the individuals identified in this Section above to forward the complaint and/or provide information about the conduct, to discuss it and/or to report the action taken.

Complaints of unlawful discrimination or harassment should be filed as soon as possible with the supervisor, department chair, dean, or one of the administrators listed in this Section above and/or designated by the President (or the Chancellor for NSHE System Administration matters) to receive complaints of alleged unlawful discrimination or harassment.

### 1. Time Frames

Complaints of unlawful discrimination or harassment that does not constitute sexual harassment under Title IX must be filed within the time frames stated below.

Holidays and weekends should be included in all calculations. If, however, the deadline falls on a weekend or holiday, the complaint may be filed on the next business day and still considered timely. (Business days are non-weekend and non-holiday days in which NSHE administrative offices are open for business.)

Resources, to include actions commonly classified as “interim measures,” are available to eligible students and employees notwithstanding the issue of timeliness.

#### a. Employee Complaints

All employment complaints alleging unlawful discrimination or harassment (to include retaliation) must be received in the appropriate institutional office within 300 calendar days from the day the alleged act took place. If more than one act is alleged, the deadline will apply to each act independently, except in complaints of ongoing unlawful discrimination or harassment. Complaints of ongoing unlawful discrimination or harassment must be filed within 300 calendar days of the last alleged incident of unlawful harassment, although all alleged incidents of ongoing unlawful discrimination or harassment may be considered during the investigation, even if the earlier incidents are alleged to have occurred more than 300 calendar days earlier.

## b. Student Complaints

All student complaints alleging unlawful discrimination or harassment (to include retaliation) must be received in the institution's appropriate office within 180 calendar days from the day the alleged act took place. If more than one act is alleged, the deadline will apply to each event independently, except in complaints of ongoing unlawful discrimination or harassment. Complaints of ongoing unlawful discrimination or harassment must be filed within 180 calendar days of the last alleged incident of ongoing unlawful discrimination or harassment, although all alleged incidents of ongoing unlawful discrimination or harassment may be considered during the investigation, even if the earlier incidents are alleged to have occurred more than 180 calendar days earlier.

## c. Other/Campus Visitor/Non-employee

Complaints alleging unlawful discrimination or harassment (to include retaliation) asserted by individuals who are neither NSHE employees nor students alleging unlawful discrimination or harassment by a NSHE employee during the employee's work hours, or by a NSHE student on campus or at a NSHE-sponsored event, must be received in the institution's appropriate office within 180 calendar days from the day the alleged act took place. If more than one act is alleged, the deadline will apply to each act independently, except in complaints of ongoing unlawful discrimination or harassment. Complaints of ongoing unlawful discrimination or harassment must be filed within 180 calendar days of the last alleged incident of ongoing unlawful discrimination or harassment, although all alleged incidents of ongoing unlawful discrimination or harassment may be considered during the investigation, even if the earlier incidents are alleged to have occurred more than 180 calendar days earlier.

## 2. Complaint Procedures

### a. Employees

- i. An employee who believes that they have been subjected to unlawful discrimination or harassment by anyone is encouraged – but it is neither necessary nor required, particularly if it may be confrontational – to promptly tell the person that the conduct is unwelcome and ask the person to stop the conduct. An employee is not required to do this before filing a complaint. A person who receives such a request must immediately comply with it and must not retaliate against the employee.
- ii. The employee may file an unlawful discrimination or harassment complaint with their immediate supervisor, who will in turn immediately contact one of the officials listed in the introduction to this Section above.
- iii. If the employee feels uncomfortable about discussing the incident with the immediate supervisor, the employee should feel free to bypass the supervisor and file a complaint with one of the other listed officials or with any other supervisor.
- iv. After receiving any employee's complaint of an incident of alleged unlawful discrimination or harassment, the supervisor will immediately contact any of the individuals listed in the Introduction to this Section above to forward the complaint, to discuss it and/or to report the action taken. The supervisor has a responsibility to act even if the individuals involved do not report the complaint to that supervisor.

### b. Students

- i. A student who believes that they have been subjected to unlawful discrimination or harassment by anyone is encouraged – but it is neither necessary nor required particularly if it may be confrontational – to promptly tell the person that the conduct is unwelcome and ask the person to stop the conduct. A student is not required to do this before filing a complaint. A person who receives such a request must immediately comply with it and must not retaliate against the student.
- ii. The student may file a complaint with their major department chair or director of an administrative unit, who will in turn immediately contact one of the officials listed in the Introduction of this Section above.

iii. If the student feels uncomfortable about discussing the incident with the department chair or director of an administrative unit, the student should feel free to bypass the person and file a complaint with one of the above officials in the Introduction to this Section or to any chair, dean, or director of an administrative unit who will in turn immediately contact one of the officials listed above in the Introduction to this Section to forward the complaint, to discuss it and/or to report the action taken. The chair, dean or director of an administrative unit has a responsibility to act even if the individuals involved do not report to that person.

### 3. Training, Investigation and Resolution

a. General Requirements. The Title IX Coordinator, executives, administrators designated to receive complaints, and appropriate management level(s) with decision-making authority shall have training or experience in handling unlawful discrimination and misconduct complaints, and in the operation of the NSHE and Nevada Administrative Code disciplinary procedures.

b. Special Training With Regard to Sexual Violence.

i. The training for each of the individuals identified in paragraph 3.a above, should include annual training on how to investigate and conduct hearings in a manner that protects the safety of the parties and promotes accountability; information on working with and interviewing persons subjected to sexual violence; information on particular types of conduct that would constitute sexual violence, including stalking and same-sex sexual violence; the proper standard of review for sexual violence complaints (preponderance of the evidence); information on risk reduction; information on consent and the role drugs or alcohol can play in the ability to consent; the importance of accountability for individuals found to have committed sexual violence; the need for remedial actions for the respondent, complainant, and institution community; how to determine credibility; how to evaluate evidence and weigh it in an impartial manner; how to conduct investigations; confidentiality; the effects of trauma, including neurobiological change; and cultural awareness training regarding how sexual violence may impact students differently depending on their cultural backgrounds.

ii. The Director or designee for an institution's campus law enforcement shall ensure annual training, reviewed by the Title IX Coordinator, is provided to its officers that includes: working with and interviewing persons subjected to sexual violence; information on particular types of conduct that would constitute sexual violence, including stalking and same-sex sexual violence; information on consent and the role drugs or alcohol can play in the ability to consent; the effects of trauma, including neurobiological change; and cultural awareness training regarding how sexual violence may impact students differently depending on their cultural backgrounds.

iii. Investigation. After receiving a complaint or information about the incident or behavior, the Title IX Coordinator or the primary officer, or designee, will initiate an investigation to gather information about the incident. If the Title IX Coordinator or primary officer, or designee, is unable to initiate an investigation, due to a conflict or for any other reason, the President shall designate another individual to act as primary officer for the matter. Each institution may set guidelines for the manner in which an investigation shall be conducted. The guidelines shall provide for the prompt, thorough, impartial, and equitable investigation and resolution of complaints, and shall identify the appropriate management level with final decision-making authority. The guidelines shall, at a minimum, provide the person subject to the complaint with information as to the nature of the complaint, and shall further provide that the person filing the complaint and the person who is the subject of the complaint have equal rights to be interviewed, identify witnesses and provide documentation pertaining to the complaint. In most cases, an investigation should be completed within a reasonable time from receipt of the complaint or information about the conduct. At the completion of the investigation, findings and a recommendation will be made to the appropriate management level with final decision-making authority regarding the resolution of the matter. The recommendation is advisory only.

iv. Standard of Review. The standard for evaluating complaints shall be a preponderance of the evidence (i.e., the evidence establishes that it is more likely than not that the prohibited conduct occurred).

v. Management Determination. After the recommendation has been made, a determination will be made by appropriate management level with final decision-making authority regarding the resolution of the matter. If warranted, disciplinary action up to and including involuntary termination or expulsion may be taken. Any such disciplinary action shall be taken, as applicable, in accordance with NSHE Code Chapter 6, Chapter 8 or Chapter 10 (or applicable Student Code of Conduct), or, in the case of classified employees or law enforcement personnel, Nevada Administrative Code (NAC) Chapter 284 or Chapter 289, and/or associated collective bargaining agreement, or in the case of DRI technologists, the Technologists Manual. Other appropriate actions will be taken to correct problems and remedy effects, if any, caused by the conduct, if appropriate. If proceedings are initiated under Title 2, Chapter 6, Chapter 8 or Chapter 10, the applicable Student Code of Conduct, the NAC Chapter 284 or Chapter 289 and/or associated collective bargaining agreement, or Technologists Manual, the investigation conducted pursuant to this policy may be used as part of such investigations. The administrative officer, in their discretion, may also supplement the investigation with additional investigation. In any disciplinary hearings conducted pursuant to a Student Code of Conduct or under Title 2, Chapter 6, Chapter 8, Chapter 10, the NAC Chapter 284 or Chapter 289 and/or associated collective bargaining agreement, or Technologists Manual, the standard of evidence shall be by a preponderance of the evidence (i.e., the evidence establishes that it is more likely than not that the prohibited conduct occurred).

In connection with any such disciplinary hearings, the person filing the complaint and the person who is the subject of the complaint have equal rights to be interviewed, identify witnesses, and provide and receive documentation and witness lists pertaining to the complaint.

vi. Parties to be Informed. Within 14 business days after the appropriate management level with final decision-making authority has made a determination regarding the resolution of the matter, and depending on the circumstances, both parties may be informed concurrently of the resolution (see subparagraph i below). Confidentiality of Actions Taken. In the event actions are taken against an individual under NSHE Code Title 2, Chapter 6, Chapter 8 or Chapter 10 (or applicable Student Code of Conduct) or NAC Chapter 284 or Chapter 289 and/or associated collective bargaining agreement, or the Technologists Manual, such matters generally remain confidential under those Sections, except that final decisions following hearings or appeals of professional employees and State of Nevada personnel hearings involving classified employees are public records. Student matters generally remain confidential under the Family Educational Rights and Privacy Act, 20 U.S.C. §1232g, 34 CFR Part 99 (FERPA).

vii. Crime of Violence Exception to the Family Educational Rights and Privacy Act (FERPA). When discriminatory conduct or sexual harassment involves a crime of violence or a non-forcible sexual offense, FERPA permits the institution to disclose to the complainant the final results (limited to the name of the respondent, any violation found to have been committed, and any sanction imposed) of a disciplinary proceeding against the respondent, regardless of whether the institution concluded that a violation was committed. With respect to an institutional disciplinary proceeding alleging sexual violence, domestic violence, dating violence or stalking offense, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. §1092 (f). 34 CFR 668.46 (Clery Act) requires that the accuser and the accused must be simultaneously informed of the outcome.

viii. Disclosure of Sanction Imposed. In the event a student is found to have engaged in sexual harassment of another student, the institution shall disclose to the student who was harassed, information about the sanction imposed on the student who was found to have engaged in harassment when the sanction directly relates to the harassed student.

c. Resignation of Employee or Withdrawal of Student. If a student respondent withdraws from the institution or an employee respondent ends employment (e.g., resigns, retires) while an investigation of a complaint involving unlawful discrimination or harassment is pending under this policy, the Title IX Coordinator shall take appropriate action, which may include completing the investigation to the extent reasonably practicable, in order to prevent the reoccurrence of and to remedy the effects of the alleged misconduct.

d. Title IX Coordinator Monitoring. The institution Title IX Coordinator has primary responsibility for coordinating the institution's efforts to comply with and carry out its responsibilities under this Subsection. The Title IX Coordinator is responsible for monitoring all aspects of the investigation and any interim measures or final remedies to help ensure that:

1. the process is fair and equitable to both the complainant and the respondent;
2. the applicable policies and procedures of NSHE and of the institution are followed; and
3. the interim measures and final remedies are followed.

#### 4. Prompt Attention

Complaints of unlawful discrimination or harassment are taken seriously and will be dealt with promptly, thoroughly, impartially, and equitably. Where unlawful discrimination or harassment is found to have occurred, the NSHE institution or unit where it occurred will act to stop the unlawful discrimination or harassment, to prevent its recurrence, to remedy its effects, if any, and to discipline those responsible.

#### 5. Confidentiality

The NSHE recognizes that confidentiality is important. However, in some limited circumstances confidentiality cannot be guaranteed. The administrators, faculty or staff responsible for implementing this policy will respect the privacy of individuals reporting or accused of unlawful discrimination or harassment to the extent reasonably possible and will maintain confidentiality to the extent possible. Examples of situations where confidentiality cannot be maintained include, but are not limited to, necessary disclosures during an investigation, circumstances where the NSHE is required by law to disclose information (such as in response to legal process), or when an individual is in harm's way.

a. Confidentiality in Complaints Involving Unlawful Discrimination or Harassment. In complaints involving unlawful discrimination or harassment the following applies:

i. Varying Confidentiality Obligations. In situations involving unlawful discrimination or harassment, individuals are encouraged to talk to somebody about what happened in order for them to receive the support they need. Different individuals at the institution have different abilities to maintain an individual's confidentiality:

- Some are required to maintain near complete confidentiality; talking to them is sometimes called a "privileged communication."
- Other employees may talk to an individual in confidence, and generally only report to the institution that an incident occurred without revealing any personally identifying information. Disclosures to these employees will not trigger investigation into an incident against the individual's wishes, except in certain circumstances discussed below.

• Some employees are required to report all the details of an incident (including the identities of all involved) to the Title IX Coordinator. A report to these employees (called "officials with authority") constitutes a report to the institution – and generally obligates the institution to investigate the incident and take appropriate steps to address the situation. This policy is intended to make employees, students and others aware of the various reporting and confidential disclosure options available to them so they can make informed choices about where to turn should they want to report an act of sexual violence. The institution encourages individuals to talk to someone identified in one or more of these groups.

ii. Privileged and Confidential Communications. A complainant or respondent may wish to consult with professional counselors, pastoral counselors or others. Certain professionals are not required to report incidents unless they have been granted permission:

- Professional Counselors. Professional, licensed counselors who provide mental-health counseling to members of the institution community (and including those who act in that role under the supervision of a licensed counselor) are not required to report any information about an incident to the Title IX Coordinator without a complainant's permission.
- Pastoral Counselors. A complainant and/or a respondent may choose to consult with a non-institution pastoral counselor and is encouraged to discuss confidentiality with that individual.
- Under Nevada law other professionals who may maintain confidentiality include lawyers, psychologists, doctors, social workers, and victim's advocates as defined in NRS 49.2545.
- Off-Campus Counselors and Advocates. Off-campus counselors, advocates, and health care providers will also generally maintain confidentiality and will not share information with the institution unless the individual requests the disclosure and signs a consent or waiver form.

iii. Complainant Options. A complainant who reports an act of unlawful discrimination or harassment only to a professional listed above in Subsection 2 of Subsection a of Subsection 5 must understand that, if they want to maintain confidentiality, the institution will be unable to conduct a full investigation into the incident and will likely be unable to pursue disciplinary action against the respondent.

A complainant who at first requests confidentiality may later decide to file a complaint with the institution or report the incident to local law enforcement, and thus have the incident fully investigated. A complainant shall be assisted in reporting the incident to local law enforcement if the complainant requests such assistance.

Other Reporting Obligations: While professional counselors may maintain a complainant's confidentiality vis-à-vis the institution, they may have reporting or other obligations under state law. For example, there may be an obligation to report child abuse, an immediate threat of harm to self or others, or to report in the case of hospitalization for mental illness.

NSHE Employee Assistance Program providers would follow these guidelines, as would professionals in NSHE institution student counseling and psychological services areas, and professionals in community health clinics that reside on or are associated with NSHE institutions.

## b. Reporting to "Officials with Authority"

i. "Officials with Authority" Defined and Duties. An official with authority" is the institution's Title IX Coordinator or any official of the institution who has authority to institute corrective measures on behalf of the institution, including the President, Vice Presidents, Provost, Vice Provosts, Human Resources Director, and those designated by the President. When a complainant or other person reports an incident of unlawful discrimination or harassment to an official with authority, they have the right to expect the institution to take prompt and appropriate steps to investigate what happened and to resolve the matter promptly and equitably.

An official with authority must report to the Title IX Coordinator all relevant details about the alleged unlawful discrimination or harassment shared by the reporting individual and that the institution will need to determine what happened – including the name(s) of the complainant, respondent(s) and any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident. To the extent possible, information reported to an official with authority will be shared only with people responsible for handling the institution's response to the report. An official with authority should not share information with law enforcement without the complainant's consent or unless the complainant has also reported the incident to law enforcement.

ii. Requesting Confidentiality From the Institution: How the Institution Will Weigh the Request and Respond.

a. Request for Confidentiality. If a complainant discloses an incident to an official with authority but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, the institution will weigh that request against the institution's obligation to provide a safe, non-discriminatory environment for everyone, including the complainant, after the official with authority reports the incident to the Title IX Coordinator. If the institution honors the request for confidentiality, a complainant will be informed that the institution's ability to investigate the incident and pursue disciplinary action against the respondent may be limited.

There are times when, in order to provide a safe, non-discriminatory environment for all, the institution may not be able to honor a complainant's request for confidentiality. The institution shall designate an individual to evaluate requests for confidentiality made by a complainant.

b. Factors to Be Considered. When weighing a complainant's request for confidentiality or a complainant's request that no investigation or discipline be pursued, the institution will consider a range of factors, including the following:

i) The increased risk that the identified respondent will commit additional acts of violence, discrimination or harassment, such as:

- whether there have been other misconduct, violence, discrimination or harassment complaints about the same respondent;
- whether the respondent has a history of arrests or other records indicating a history of violence, discrimination or harassment;
- whether the respondent threatened violence, discrimination or harassment against the complainant or others;
- whether the violence, discrimination or harassment was committed by multiple persons;
- whether the circumstances of the incident indicate that the behavior was planned by the respondent or others;
- whether the reported violence, discrimination or harassment was committed with a weapon;
- whether the complainant is a minor;
- whether the institution possesses other means to obtain relevant evidence of the reported violence, discrimination or harassment (e.g., security cameras or personnel, physical evidence);
- whether the complainant's information reveals a pattern of behavior (e.g., illicit use of drugs, alcohol, coercion, intimidation) at a given location or by a particular group;
- other factors determined by the institution that indicate the respondent may repeat the behavior or that others may be at risk.

Based on one or more of these factors, the institution may decide to investigate and, if appropriate, pursue disciplinary action even though the complainant requested confidentiality or requested that no investigation or disciplinary action be undertaken. If none of these factors is present, or if any or all of these factors are present to an insufficient degree, the institution will work to respect the complainant's request for confidentiality.

c. Actions After Decision to Disclose. If the institution decides that a complainant's confidentiality cannot be maintained, the institution will inform the complainant in writing or via email prior to starting an investigation and the institution will, to the extent possible, only share information with people responsible for handling the institution's response. The institution shall inform the respondent that the complainant asked the institution not to take investigative or disciplinary action against the respondent.

The institution will inform any individual involved in the matter that retaliation is prohibited and will take steps to protect such individual(s) from retaliation or harm. Retaliation will not be tolerated. The institution will also:

1. Determine whether interim measures should be implemented in accordance with Subsection B;
2. Inform any individual involved in the matter of the right to report a crime to the institution and/or local law enforcement and to have a criminal investigation proceed simultaneously; and
3. Provide any individual involved in the matter with assistance if they wish to report a crime.

The institution will not require any individual involved in the matter to participate in any investigation or disciplinary proceeding.

Because the institution is under a continuing obligation to address the issue of sexual violence institution-wide, reports of sexual violence (including non-identifying reports) will also prompt the institution to consider broader remedial action – such as increased monitoring, supervision or security at locations where the reported sexual violence occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/ complainant surveys; and/or revisiting its policies and practices.

**Issuance of Timely Warning:** If the institution determines that any individual involved in the matter poses a serious and immediate threat to the institution community, police or security services may be called upon to issue a timely warning to the community. Any such warning will not include any information that identifies the complainant.

d. **Reports to Other NSHE Institutions.** If an official with authority receives a complaint about unlawful discrimination or harassment that has occurred at another NSHE institution or to a student or employee of another NSHE institution, the official with authority shall report the information to the institution's Title IX Coordinator, who shall provide the information to the Title IX Coordinator at the other NSHE institution.

e. **Public Awareness Events – Not Notice to the Institution.** Public awareness events such as “Take Back the Night,” the Clothesline Project, candlelight vigils, protests, “survivor speak outs” or other forums in which individuals disclose incidents of unlawful discrimination or harassment, are not considered notice to the institution of unlawful discrimination or harassment for purposes of triggering the institution's obligation to investigate any particular incident(s). Such events may, however, inform the need for institution-wide education and prevention efforts, and the Institution will provide information about individuals' rights at these events.

f. **Disclosures in written assignments – Not Notice to the Institution.** If a student makes a disclosure of an incident of unlawful discrimination or harassment in a written assignment, such disclosure is not considered notice to the institution of unlawful discrimination or harassment for purposes of triggering the institution's obligation to investigate any particular incident(s).



## 6. Retaliation

Retaliation against an individual who in good faith complains of unlawful discrimination or harassment or provides information in an investigation about behavior that may violate this policy is against the law, will not be tolerated, and may be grounds for discipline. Retaliation in violation of this policy may result in discipline up to and including termination and/or expulsion. Any employee or student bringing an unlawful discrimination or harassment complaint or assisting in the investigation of such a complaint will not be adversely affected in terms and conditions of employment and/or academic standing, nor discriminated against, terminated, or expelled because of the complaint. Intentionally providing false information is also grounds for discipline.

“Retaliation” may include, but is not limited to, such conduct as:

- the denial of adequate personnel to perform duties;
- frequent replacement of members of the staff;
- frequent and undesirable changes in the location of an office;
- the refusal to assign meaningful work;
- unwarranted disciplinary action;
- unfair work performance evaluations;
- a reduction in pay;
- the denial of a promotion;
- a dismissal;
- a transfer;
- frequent changes in working hours or workdays;
- an unfair grade;
- an unfavorable reference or reference letter;
- intentionally providing false information.

### a. Employees

1. An employee who believes that they have been subjected to retaliation may file a retaliation complaint with their immediate supervisor, who will in turn immediately contact the Title IX Coordinator.
2. If the employee feels uncomfortable about discussing the alleged retaliation with the immediate supervisor, the employee should feel free to bypass the supervisor and file a complaint with the Title IX Coordinator.
3. After receiving any employee’s complaint of an incident of alleged retaliation, the supervisor will immediately contact the Title IX Coordinator to discuss it and/or to report the action taken. The supervisor has a responsibility to act even if the individuals involved do not report to that supervisor.

### b. Students

1. A student who believes that they have been subjected to retaliation may file a retaliation complaint with their major department chair or director of an administrative unit, who will in turn immediately contact the Title IX Coordinator.
2. If the student feels uncomfortable about discussing the alleged retaliation with the department chair or director of an administrative unit, the student should feel free to bypass the person and file a complaint with the Title IX Coordinator.

## 7. False Reports

Because unlawful discrimination and harassment frequently involve interactions between persons that are not witnessed by others, reports of unlawful discrimination or harassment cannot always be substantiated by additional evidence. Lack of corroborating evidence or "proof" should not discourage individuals from reporting unlawful discrimination or harassment under this policy. However, individuals who make reports that are later found to have been intentionally false or made maliciously without regard for truth, may be subject to disciplinary action under the applicable institution and Board of Regents disciplinary procedures. This provision does not apply to reports made in good faith, even if the facts alleged in the report cannot be substantiated by subsequent investigation.

## 8. Supervisor Responsibilities

Every supervisor of employees has responsibility to take reasonable steps intended to prevent acts of unlawful discrimination or harassment, which include, but are not limited to:

- a. Monitoring the work and school environment for signs that unlawful discrimination or harassment may be occurring;
  - b. Refraining from participation in, or encouragement of actions that could be perceived as unlawful discrimination or harassment (verbal or otherwise);
  - c. Stopping any observed acts that may be considered unlawful discrimination or harassment, and taking appropriate steps to intervene, whether or not the involved individuals are within their line of supervision; and
  - d. Taking immediate action to minimize or eliminate the work and/or school contact between the involved individuals where there has been a complaint of unlawful discrimination or harassment, pending investigation.
- If a supervisor receives a complaint of unlawful discrimination or harassment, or observes or becomes aware of conduct that may constitute unlawful discrimination or harassment, the supervisor must immediately contact the Title IX Coordinator to provide the information about the conduct, to discuss it and/or to report the action taken.

Failure to take action to prevent the occurrence of or stop known unlawful discrimination or harassment may be grounds for disciplinary action.

## 9. Amnesty for Reports of Non-Title IX Discrimination and/or Harassment Under Certain Circumstances

NSHE encourages individuals to report incidents of sexual violence and sexual harassment without fear of negative consequences for other policy violations that occur at or around the same time period of the reported sexual violence or sexual harassment. To support such reporting, an NSHE institution may not subject an individual to a disciplinary proceeding or sanction for a violation of the NSHE Handbook, the NSHE institutional policy, and/or the NSHE institution's applicable Student Code of Conduct unless the NSHE institution determines, in its sole discretion, any report of an alleged incident of sexual misconduct was not made in good faith or the individual's violation of the NSHE Handbook, the NSHE institutional policy, and/or the NSHE institution's applicable Student Code of Conduct was egregious. Examples of egregious violations include, but are not limited to, being the one that initiated the sexual violence or sexual harassment, or through negligence, contributed to the sexual violence or sexual harassment, or other sexual misconduct, driving under the influence, manufacturing/distribution/delivery of illegal drugs, possessing with intent to manufacture/distribute/deliver illegal drugs, relationship violence, stalking, hazing, or other conduct that risked someone's health or safety. The NSHE institution determines, in its sole discretion, whether a report was not made in good faith and what conduct constitutes an egregious violation. An individual may be particularly afraid to report certain conduct when alcohol, drugs, or other intoxicants are involved. Except for egregious violations, this amnesty policy applies when alcohol, drugs, or other intoxicants are involved, including underage drinking. In circumstances where amnesty is determined to be applicable but there are concerns that an individual's repeat or severe misuse of alcohol or other substances will result in additional harm if unaddressed, the NSHE institution may impose educational and/or other appropriate sanctions to address such concerns.

This policy only provides amnesty from violations of NSHE Handbook, the NSHE institutional policy, and/or the NSHE institution's applicable Student Code of Conduct. It does not grant amnesty for criminal, civil or other legal consequences for violations of Federal, State or Local law. Civil and/or criminal investigations and other legal processes from governmental agencies outside of the NSHE institution may still proceed at the discretion of the outside governmental agency. Also, in some instances, University Police Services may be required by law to report an incident to local law enforcement agencies. For information regarding legal immunity from certain offenses related to drug or alcohol overdose or other medical emergency, please see NRS 453C.150.

#### 10. Relationship to Freedom of Expression

NSHE is committed to the principles of free inquiry and free expression. Vigorous discussion and debate are fundamental rights and this policy is not intended to stifle teaching methods or freedom of expression. Unlawful discrimination or harassment, however, is neither legally protected expression nor the proper exercise of academic freedom; it compromises the integrity of institutions, the tradition of intellectual freedom and the trust placed in the institutions by their members.

#### **D. Sexual Harassment under Title IX**

NSHE and its member institutions do not discriminate on the basis of sex in their education programs and activities. Title IX of the Education Amendments Act of 1972, 20 U.S.C. § 1861(a), provides:

“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.”

Title IX applies to every single aspect of education, including course offerings, counseling and counseling materials, financial assistance, student health and insurance benefits and/or other services, housing, marital and parental status of students, physical education and athletics, education programs and activities sponsored by the institution, and employment.

#### IMPACT OF MODIFICATIONS OF THE FINAL RULE UNDER TITLE IX

Should any portion of the Final Rule be stayed or held invalid by a court of law, or should the Final Rule be withdrawn or modified to not require the elements of this policy, this policy, or the invalidated elements of this policy, will be deemed revoked as of the publication date of the opinion or order and for all reports after that date, as well as any elements of the process that occur after that date if a case is not complete by that date of opinion or order publication. Should the Title IX Section process be revoked in this manner, any conduct that would have been covered under the Title IX Section D process shall be investigated and adjudicated under the existing Non-Title IX Sections (A), (B), and (C) process.

#### 1. Designation of Coordinator, dissemination of policy, and adoption of complaint procedures

a. Each President of NSHE's eight (8) institutions and the Chancellor for NSHE's System Administration offices shall designate and authorize an individual to serve as the Title IX Coordinator for the institution who shall be tasked with coordinating the institution's efforts to comply with its responsibilities under this Section. The institution must notify applicants for admission or employment, students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the institution, of the name or title, office address, electronic mail address, and telephone number of the individual designated as the Title IX Coordinator.

b. Each institution must prominently display the contact information for the Title IX Coordinator on its website, if any, and in each handbook, or catalog that it makes available to persons entitled to a notification under paragraph (a) of this Section. Each institution must notify persons entitled to a notification under paragraph (a) of this Section that the institution does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX not to discriminate in such a manner. Such notification must state that the requirement not to discriminate in the education program or activity extends to admission and employment, and that inquiries about the application of Title IX to the institution may be referred to the institution's Title IX Coordinator, to the Assistant Secretary of the Department of Education, or both.

c. Each institution must adopt and publish complaint procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited under this Section and a complaint process that complies with Subsection 5 for formal complaints as defined in Subsection 2. An institution must provide to persons entitled to a notification under paragraph (a) of this Section notice of the institution's complaint procedures and complaint process, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the institution will respond.

d. Each institution, in addition to other training specifically outlined in this Subsection D, must ensure that all individuals involved in responding to, investigation of, or the adjudication of any complaint based in sexual violence, have the Specialized training in regards to Sexual Violence outlined in Subsection C, 3(b.)

## 2. Definitions

a. "Complainant" means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

b. "Respondent" means an individual who has been reported by the individual engaging in the conduct that could constitute sexual harassment.

c. "Reporting Party" means any person who reports sexual harassment or conduct that could constitute sexual harassment, whether or not the person reporting is the person alleged to be the victim.

d. "Sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

i. An employee of a NSHE institution conditioning the provision of an aid, benefit, or service of the institution on an individual's participation in unwelcome sexual conduct;

ii. Unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution's education program or activity; or

iii. Sexual assault, as defined by the Clery Act, 34 C.F.R. § 668.46(a), as amended by the Violence Against Women Act of 1994, including but not limited to dating violence, domestic violence, and stalking.

For the purposes of this definition, "education program or activity" includes locations, events, or circumstances over which an institution exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by an institution, which may include but is not limited to recognized fraternity, sorority, or student organizations. This definition does not apply to persons outside the United States.

For the purposes of this definition, "sexual assault" means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation's Uniform Crime Reporting Program.

“Rape” means penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

“Fondling” means the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

“Incest” means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

“Statutory rape” means sexual intercourse with a person who is under the statutory age of consent (16 years old).

“Dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim, and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

“Domestic violence” means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

“Stalking” means engaging in a course of conduct on the basis of sex directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others, or suffer substantial emotional distress.

e. “Formal complaint” means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment.

f. “Supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

g. “Actual knowledge” means notice of sexual harassment or allegations of sexual harassment to an institution’s Title IX Coordinator or any official of the institution who has authority to institute corrective measures on behalf of the institution, including the President, Vice Presidents, Provost, Vice Provosts, Human Resources Director, and those designated by the President.

Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the institution with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform an individual about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the institution.

h. “Institution” means any and all of NSHE’s eight (8) institutions, including the College of Southern Nevada; the Desert Research Institute; Great Basin College; Nevada State College; Truckee Meadows Community College; the University of Nevada, Las Vegas; the University of Nevada, Reno; and Western Nevada College, and NSHE’s System Administration offices.

i. “Consent” means an affirmative, clear, unambiguous, knowing, informed, and voluntary agreement between all participants to engage in sexual activity.

- Consent is active, not passive. Silence or lack of resistance cannot be interpreted as consent.
- Seeking and having consent accepted is the responsibility of the person(s) initiating each specific sexual act regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
- The existence of a dating relationship or past sexual relations between the participants does not constitute consent to any other sexual act.
- Affirmative consent must be ongoing throughout the sexual activity and may be withdrawn at any time. When consent is withdrawn or cannot be given, sexual activity must stop.
- Consent cannot be given when it is the result of any coercion, intimidation, force, deception, or threat of harm.
- Consent cannot be given when a person is incapacitated. Incapacitation occurs when an individual lacks the ability to fully, knowingly choose to participate in sexual activity. Incapacitation includes: impairment due to drugs or alcohol (whether such use is voluntary or involuntary); inability to communicate due to a mental or physical condition; the lack of consciousness or being asleep; being involuntarily restrained; if any of the parties are under the age of 16; or if an individual otherwise cannot consent.
- The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity or gender expression.

### 3. Response to Sexual Harassment

An institution with actual knowledge of sexual harassment allegations in an education program or activity of the institution, as all defined in Subsection 2, against a person in the United States must respond promptly in a manner that is not deliberately indifferent. An institution is “deliberately indifferent” only if its response to sexual harassment allegations is clearly unreasonable in light of the known circumstances.

An institution’s response must treat complainants and respondents equitably by offering supportive measures as defined in Subsection f of Subsection 2 to all parties, and by following a complaint process that complies with Subsection 5 before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in Subsection f of Subsection 2 against a respondent.

An institution shall provide this policy which addresses supportive measures to both complainants and respondents.

The institution’s Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measures as defined in Subsection f of Subsection 2, consider the complainant’s wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint. An institution’s treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.

Depending on the specific nature of the problem, supportive measures and remedies may include, but are not limited to:

For Students:

- a. Issuing a mutual no-contact directive(s);
- b. Providing an escort to ensure safe movement between classes and activities;
- c. Not sharing classes or extracurricular activities;
- d. Moving to a different residence hall;
- e. Providing written information regarding institution and community services including but not limited to medical, counseling and academic support services, such as tutoring;
- f. Providing extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- g. Taking a leave of absence;
- h. Restricting to online classes;
- i. Providing information regarding campus transportation options;
- j. Reviewing any disciplinary actions taken against the complainant or the respondent to see if there is a connection between the sexual misconduct and the misconduct that may have resulted in the complainant or the respondent being disciplined; and
- k. Requiring the parties to report any violations of these restrictions.

For Employees:

- l. Providing an escort to ensure safe movement between work area and/or parking lots/other campus locations;
- m. Issuing a mutual no-contact directive(s);
- n. Placement on leave;
- o. Transfer to a different area/department or shift in order to eliminate or reduce further business/social contact;
- p. Providing information regarding campus transportation options;
- q. Instructions to stop the conduct;
- r. Providing information regarding institution and community services including medical, counseling and Employee Assistance Program;
- s. Reassignment of duties;
- t. Changing the supervisory authority; and
- u. Directing the parties to report any violations of these restrictions.

All institution administrators, academic and administrative faculty, and staff are responsible for carrying out the supportive measures and remedies.

Supportive measures and remedies may include restraining orders, or similar lawful orders issued by the institution, criminal, civil or tribal courts. Supportive measures and remedies will be confidential to the extent that such confidentiality will not impair the effectiveness of such measures or remedies.

Remedies may also include review and revision of institution sexual misconduct policies, increased monitoring, supervision or security at locations where incidents have been reported; and increased and/or targeted education and prevention efforts.

Any supportive measures or remedies shall be monitored by the Title IX Coordinator throughout the entire process to assess whether the supportive measures or remedies meet the goals of preventing harassment or discrimination, protecting the safety of the parties, restoring access to the institution's education programs and activities, and preventing retaliatory conduct.

In responding to allegations of sexual harassment, an institution shall not restrict rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment.

#### 4. Response to a Formal Complaint

- a. In response to a formal complaint, an institution must investigate the allegations contained therein and follow a complaint process that complies with Subsection 5. With or without a formal complaint, an institution must comply with Subsection 3.
- b. Nothing in this Subsection precludes an institution from removing a respondent from the institution's education program or activity on an emergency basis, provided that the institution undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.
- c. Nothing in this Subsection precludes an institution from placing a non-student employee respondent on administrative leave during the pendency of a complaint process that complies with Subsection 5. This provision may not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.
- d. An institution may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances. Where a complaint process involves more than one complainant or more than one respondent, references in this Section to the singular "party," "complainant," or "respondent" include the plural, as applicable.

#### 5. General complaint process requirements.

Institutions shall:

- a. Permit any person to report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator;
- b. Promote impartial investigations and adjudications of formal complaints of sexual harassment;
- c. Treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent, and by following a complaint process that complies with this Section before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in Subsection f of Subsection 2 against a respondent. Remedies must be designed to restore or preserve equal access to the institution's education program or activity. Such remedies may include the same individualized services described in Subsection f of Subsection 2 as "supportive measures"; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent;
- d. Require an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations may not be based on a person's status as a complainant, respondent, or witness;



- e. Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process, does not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent;
- f. Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process receive training on the definition of sexual harassment in Subsection 2, the scope of the institution's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
- g. Ensure, in coordination with the NSHE Chief General Counsel, that hearing officers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, as set forth in Subsection d of Subsection 8;
- h. Ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence, as set forth in Subsection d of Subsection 8;
- i. Ensure that any materials used to train Title IX Coordinators, investigators, hearing officers, and any person who facilitates an informal resolution process, do not rely on sex stereotypes;
- j. Include a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process;
- k. Establish a reasonably prompt time frame for conclusion of the complaint process, including reasonably prompt time frames for filing and resolving appeals and informal resolution processes if the institution offers informal resolution processes, and a process that allows for the temporary delay of the complaint process or the limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The institution must establish a reasonably prompt time frame that complies with the procedures outlined in Chapter 284 of the Nevada Administrative Code for classified employees, Chapter 289 of the Nevada Administrative Code for law enforcement, Chapter 6 of the NSHE Code for professional employees, Chapter 10 of the NSHE Code or applicable code of conduct for students, or any associated collective bargaining agreement. Institutions may establish different time frames for different types of cases (e.g., sexual assault, domestic violence, dating violence, etc.);
- l. Describe the range of possible disciplinary sanctions and remedies or list the possible disciplinary sanctions and remedies that the institution may implement following any determination of responsibility;
- m. State that the standard of evidence to be used to determine responsibility is the preponderance of the evidence standard, and must apply the same standard of evidence for formal complaints against students as for formal complaints against employees, including faculty, and must apply the same standard of evidence to all formal complaints of sexual harassment. "Preponderance of the evidence" means the evidence establishes that it is more likely than not that the prohibited conduct occurred;
- n. Include the procedures and permissible bases for the complainant and respondent to appeal a written determination;
- o. Describe the range of supportive measures available to complainants and respondents;

p. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege; and

q. Require any party to assert that the Title IX Coordinator, investigator(s), or hearing officer(s) has a conflict of interest or bias against complainants or respondents generally or the individual complainant or respondent at the time the party knew or should have known of such conflict of interest or bias.

## 6. Complaint Procedures

a. Upon receipt of a formal complaint, an institution must provide the following written notice to the parties who are known:

i. Notice of the institution's complaint process that complies with this Section, including any informal resolution process; and

ii. Notice of the allegations potentially constituting sexual harassment as defined in Subsection 2, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. "Sufficient details" include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment under Subsection 2, and the date and location of the alleged incident, if known.

This written notice also must:

a) Include a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the complaint process;

b) Inform the parties that they may have an advisor of their choice under Subsection d of Subsection 7 who may be, but is not required to be, an attorney, and may inspect and review evidence under Subsection 7; and

c) Consistent with Section 13, inform the parties of the prohibition against knowingly making false statements or knowingly submitting false information during the complaint process.

b. If, in the course of an investigation, the institution decides to investigate allegations about the complainant or respondent that are not included in the notice provided pursuant to Subsection a of Subsection 6, the institution must provide notice of the additional allegations to the parties whose identities are known.

## 7. Dismissal of formal complaint

a. If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in Subsection 2 even if proved, did not occur in the institution's education program or activity, or did not occur against a person in the United States, then the institution must dismiss the formal complaint with regard to that conduct for purposes of sexual harassment under Title IX. Such a dismissal does not preclude action under another provision of the Board of Regents' Handbook, NSHE Code, or institution's code of conduct.

b. The institution may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing:

- i. A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
- ii. The respondent is no longer enrolled or employed by the institution; or
- iii. Specific circumstances prevent the institution from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

c. Upon a dismissal required or permitted pursuant to Subsections i and ii of Subsection c of Subsection 6, the institution must promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.

#### 8. Investigation of a Formal Complaint.

The institution investigating a formal complaint must:

- a. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the institution and not on the parties, provided that the institution cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the institution obtains that party's voluntary, written consent to do so for a complaint process under this Section (if a party is not an "eligible student," as defined in 34 CFR 99.3, then the institution must obtain the voluntary, written consent of a "parent," as defined in 34 CFR 99.3);
- b. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;
- c. Avoid restricting the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence;
- d. Provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or complaint proceeding. However, an institution may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to all parties;
- e. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;
- f. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the institution does not intend to rely in reaching a determination regarding responsibility, and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation;

g. Prior to completion of the investigative report, send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report. The institution must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination; and

h. Create an investigative report that fairly summarizes relevant evidence and, at least ten (10) days prior to a hearing (if a hearing is required under this Section or otherwise provided) or other time of determination regarding responsibility, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. Each party's written response, if any, shall be submitted to the investigator at least three (3) days prior to the live hearing.

## 9. Live Hearings

a. An institution must hold a live hearing over which a hearing officer presides. The hearing officer cannot be the same person as the Title IX Coordinator or the investigator(s) and must be selected in consultation with the NSHE Chief General Counsel.

b. At the live hearing, the hearing officer must permit each party's advisor during cross-examination to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally, notwithstanding the discretion of the institution under Subsection d of Subsection 7 to otherwise restrict the extent to which advisors may participate in the proceedings.

c. The live hearing may be conducted with all parties physically present in the same geographic location or, at the institution's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. At the request of either party, the institution must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the hearing officer(s) and parties to simultaneously see and hear the party or the witness answering questions.

d. Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the hearing officer(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. For the purposes of this Section, "relevant" means a question or evidence having any tendency to make the existence of any fact that is of consequence to the determination of the action more or less probable than it would be without the question or evidence. Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

e. If a party does not have an advisor present at the live hearing, the institution must provide, without fee or charge to that party, an advisor of the institution's choice, who shall not be an attorney, to conduct cross-examination on behalf of that party. Such advisors need not be provided with specialized training because the essential function of such an advisor provided by the institution is not to "represent" a party but rather to relay the party's cross-examination questions that the party wishes to have asked of other parties or witnesses so that parties never personally question or confront each other during a live hearing.

f. If a party or witness does not submit to cross-examination at the live hearing, to the extent permitted by law and not otherwise subject to exclusion under this policy, the hearing officer may consider those statements of a person who was not present at the hearing, or a person who was present at the hearing but who was not subject to cross examination if the statement is deemed reliable and relevant by the hearing officer. This includes, but is not limited to, opinions and statements in police reports or other official reports, medical records, court records and filings, investigation notes of interviews, emails, written statements, affidavits, text messages, emails, social media postings, and the like.

The hearing officer(s) cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

g. Institutions must create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.

h. Nothing in this Subsection shall be construed to impair rights under the U.S. Constitution, including but not limited to the Fifth Amendment, or privileges recognized by statute or common law.

#### 10. Determination Regarding Responsibility.

a. The decision-maker, or hearing officer(s) as appropriate, must issue a written determination regarding responsibility under the preponderance of the evidence standard within 14 calendar days of the live hearing.

b. The written determination must include:

- i. Identification of the allegations potentially constituting sexual harassment as defined in Subsection 2;
- ii. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- iii. Findings of fact supporting the determination;
- iv. Conclusions regarding the application of the institution's code of conduct to the facts;
- v. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the institution imposes on the respondent, and whether remedies designed to restore or preserve equal access to the institution's education program or activity will be provided by the institution to the complainant; and
- vi. The institution's procedures and permissible bases for the complainant and respondent to appeal.

c. The institution must provide the written determination regarding responsibility to the parties simultaneously. The written determination becomes final either on the date that the institution provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

## 11. Appeals

a. Within seven (7) calendar days, any party may appeal from a determination regarding responsibility, and from an institution's dismissal of a formal complaint or any allegations therein, on the following bases:

- i. Procedural irregularity that affected the outcome of the matter;
- ii. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
- iii. The Title IX Coordinator, investigator(s), or hearing officer(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter; and
- iv. Any additional basis offered by an institution.

b. As to all appeals, the institution must:

- i. Immediately notify the other party in writing when an appeal is filed;
- ii. Ensure that the decision-maker for the appeal is not the same person as the hearing officer(s) or decision-maker that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator;
- iii. Ensure that the decision-maker(s) for the appeal complies with the standards set forth in Subsections e-i of Subsection 5;
- iv. Give all parties an equal opportunity to submit a written statement in support of, or challenging, the outcome within seven (7) calendar days of the outcome;
- v. Issue a written decision within ten (10) calendar days of receiving a written statement in support of, or challenging, the outcome describing the result of the appeal and the rationale for the result; and
- vi. Provide the written decision simultaneously to all parties.

c. The review on appeal is limited to the record, except in appeals based on newly discovered evidence that could affect the outcome of the matter and that was not reasonably available at the time the determination regarding responsibility or dismissal was made. In such appeals, newly discovered evidence may be considered on appeal notwithstanding its absence from the record.

## 12. Provides Informal Resolution

a. If a formal complaint of sexual harassment is filed, and at any time prior to reaching a determination regarding responsibility, an institution may offer the parties the option of informal resolution and may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the institution:

- i. Provides to the parties a written notice disclosing the allegations; setting forth the requirements of the informal resolution process, including the circumstances under which the process's agreed upon resolution precludes the parties from resuming a formal complaint arising from the same allegations; and explaining that any statements made or documentation or information provided by a party during the informal resolution process shall not be used or relied upon in a subsequent complaint process or live hearing without the permission of the party who made the statement or provided the documentation or information;
- ii. Obtains the parties' voluntary, informed written consent to the informal resolution process; and
- iii. Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

- b. Institutions must provide the parties with a written notice explaining that, at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the complaint process with respect to the formal complaint, and withdraw from any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.
- c. An institution shall not require the parties to participate in an informal resolution process for any reason, and shall not require waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this Section as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right.
- d. An individual serving as a facilitator of an informal resolution process shall not be the Title IX Coordinator, Title IX investigator, Title IX hearing officer, witness, or other institutional employee that has a duty to disclose allegations of sexual harassment to the institution.

### 13. Recordkeeping

- a. An institution must maintain for a period of at least seven (7) years records of:
  - i. Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under Subsection g of Subsection 8, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the institution's education program or activity;
  - ii. Any appeal and the result therefrom;
  - iii. Any informal resolution and the result therefrom; and
  - iv. All materials used to train Title IX Coordinators, investigators, hearing officers, decision-makers, and any person who facilitates an informal resolution process. An institution must make these training materials publicly available on its website, or if the institution does not maintain a website the institution must make these materials available upon request for inspection by members of the public;
  - v. For each response required under Subsections 3 and 4, an institution must create, and maintain for a period of seven (7) years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the institution must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the institution's education program or activity. If an institution does not provide a party with supportive measures, then the institution must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the institution in the future from providing additional explanations or detailing additional measures taken.

### 14. False Reports

Because discrimination and sexual harassment frequently involve interactions between persons that are not witnessed by others, reports of discrimination or sexual harassment cannot always be substantiated by additional evidence. Lack of corroborating evidence or "proof" should not discourage individuals from reporting discrimination or sexual harassment under this policy. However, individuals who knowingly make false reports or submit false information during the complaint process may be subject to disciplinary action under the applicable institution and Board of Regents disciplinary procedures. This provision does not apply to reports made in good faith, even if the facts alleged in the report cannot be substantiated by subsequent investigation.

## 15. Retaliation

a. Retaliation Prohibited. No institution or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this part, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation. The institution must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to have engaged in sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Complaints alleging retaliation may be filed according to the complaint procedures for sex discrimination under Subsection C.

### b. Specific circumstances

- i. The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under Subsection a of this Subsection.
- ii. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a complaint proceeding under this part does not constitute retaliation prohibited under Subsection a of this Subsection, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

## 16. Amnesty for Reports of Title IX Discrimination and/or Harassment Under Certain Circumstances

NSHE encourages individuals to report incidents of sexual violence and sexual harassment without fear of negative consequences for other policy violations that occur at or around the same time period of the reported sexual violence or sexual harassment. To support such reporting, an NSHE institution may not subject an individual to a disciplinary proceeding or sanction for a violation of the NSHE Handbook, the NSHE institutional policy, and/or the NSHE institution's applicable Student Code of Conduct unless the NSHE institution determines, in its sole discretion, any report of an alleged incident of sexual misconduct was not made in good faith or the individual's violation of the NSHE Handbook, the NSHE institutional policy, and/or the NSHE institution's applicable Student Code of Conduct was egregious. Examples of egregious violations include, but are not limited to, being the one that initiated the sexual violence or sexual harassment, or through negligence, contributed to the sexual violence or sexual harassment, or other sexual misconduct, driving under the influence, manufacturing/distribution/delivery of illegal drugs, possessing with intent to manufacture/distribute/deliver illegal drugs, relationship violence, stalking, hazing, or other conduct that risked someone's health or safety. The NSHE institution determines, in its sole discretion, whether a report was not made in good faith and what conduct constitutes an egregious violation.

An individual may be particularly afraid to report certain conduct when alcohol, drugs, or other intoxicants are involved. Except for egregious violations, this amnesty policy applies when alcohol, drugs, or other intoxicants are involved, including underage drinking.



In circumstances where amnesty is determined to be applicable but there are concerns that an individual's repeat or severe misuse of alcohol or other substances will result in additional harm if unaddressed, the NSHE institution may impose educational and/or other appropriate sanctions to address such concerns.

This policy only provides amnesty from violations of NSHE Handbook, the NSHE institutional policy and/or the NSHE institution's applicable Student Code of Conduct. It does not grant amnesty for criminal, civil or other legal consequences for violations of Federal, State or Local law. Civil and/or criminal investigations and other legal processes from governmental agencies outside of the NSHE institution may still proceed at the discretion of the outside governmental agency. Also, in some instances, University Police Services may be required by law to report an incident to local law enforcement agencies. For information regarding legal immunity from certain offenses related to drug or alcohol overdose or other medical emergency, please see NRS 453C.150.

#### 17. Relationship to Freedom of Expression

NSHE is committed to the principles of free inquiry and free expression. Vigorous discussion and debate are fundamental rights and this policy is not intended to stifle teaching methods or freedom of expression. Unlawful discrimination or harassment, however, is neither legally protected expression nor the proper exercise of academic freedom; it compromises the integrity of institutions, the tradition of intellectual freedom and the trust placed in the institutions by their members.

## **Persons of Organizations that can assist victims**

The following support services are available should victims want to access them:

- GBC Elko Security Staff at 775-934-4923
- Vice President for Student and Academic Affairs, Office of Title IX & Student Conduct at (775) 327-2115.
- The Center Director in Battle Mountain, Ely, Pahrump or Winnemucca.
- Elko Committee Against Domestic Violence (CADV Elko) responds to all calls. The hotline number is 775-738-9454 or toll free at 1-888-738-9454. CADV Elko is the only non-profit organization providing victim advocacy to a 30,000 square mile area in Northern and Eastern Nevada.
- To notify and report the crime off-campus, contact the Elko Police Department at (775) 777-7310 or the appropriate jurisdiction, or 9-1-1.
- In the case of an emergency, dial 9-1-1.

## **Options about the Involvement of Law Enforcement**

You have options to report to, or decline to report to, the college and local law enforcement. Although the college strongly encourages prompt reporting of domestic violence, dating violence, sexual assault, or stalking individuals have the option of reporting to:

- a. Local law enforcement,
- b. The College, including University Police  
Department - Northern Command,
- c. Both a & b,
- d. None of the above.

This means that individuals have the right to decline to notify the college or law enforcement officials.

Individuals have the right to notify local law enforcement of crimes. If an individual wants to notify local law enforcement, the college will upon request, help that individual make a report to local law enforcement. A report to local law enforcement is separate from a report to the college.

To report directly to the Elko Police Department call (775) 777-7310. For assistance in contacting the Elko Police Department, contact GBC Security Staff at (775) 934-4923. For assistance in contacting your local Police or Sheriff's department please contact your Center Director or front office.

### **Process of Making a Police Report:**

Depending on the circumstances of an incident, Great Basin College Security Staff may meet you at the hospital, on campus, or at the police station. An officer will document the case with a written report. It is very important for an individual to provide the most comprehensive, accurate details of the crime to the officer. Sometimes a person may have distorted memories of the event; it is okay for a person to say “I don’t remember” or “I’m not sure,” without any penalty. A police interview can take a few hours, depending on the circumstances of the case. Questions often include the timeline events, what (if anything) was said, whether there was additional physical assault or injury, if weapons were used, and any descriptive features that were noticed about the perpetrator. It is likely the officer may go over the events of an assault repeatedly when writing the report. This is intended to gather as many details as possible to make the strongest case. Information gathered is then given to a detective who will review the information. All individuals have the right to stop a report at any time, not complete the report, or request a break.

### **Contact information:**

An individual who wishes to pursue criminal action in addition to, or instead of, making a report to the College for domestic violence, dating violence, sexual assault, or stalking may contact law enforcement directly by calling 9-1-1 (for emergencies) or 775-934-4923 to reach the Campus Safety and Security Department, or your Center Director on campus.

### **Availability of Protective Orders**

In some cases, an individual may wish to consider a Protection from Abuse Order from the local courts. This is a civil proceeding independent of the college. If a court order is issued the college will, to the extent possible, assist the protected person in benefiting from the restrictions imposed by the court and will also facilitate on-campus compliance order.

### **Efforts to Protect Confidentiality of Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking**

The college will attempt to protect the confidentiality of victims of domestic violence, dating violence, sexual assault, or stalking. In completing any publicly-available record keeping, including Clery Act reporting and disclosures, such as the daily crime log, the college takes all efforts to avoid the inclusion of personally identifying information about the victim, to the extent possible by law.

### **Written information made available to victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking**

Written notification is made to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available for victims both on-campus and in the community. Written notification is made to victims about

options for, available assistance in, and how to request changes to academic, living, transportation, and working situations, if so requested by the victim and if such accommodations are reasonably available.

The institution is obligated to honor this request, if the accommodation is reasonable available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

Any student or employee who reports to GBC that the student or employee has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on or off campus, shall be provided with a written explanation of the student or employees rights and options.

### **Institutional Disciplinary Action, Procedures in the Case of Alleged Domestic Violence, Dating Violence, Sexual Assault or Stalking**

GBC is committed to creating and maintaining an educational environment free from all forms of sexual discrimination, including sexual misconduct. Any act involving sexual harassment, violence, coercion, and intimidation will not be tolerated. GBC prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking. It is the practice of GBC Title IX to investigate any allegations of sexual misconduct and to take immediate action by providing interim resources and accommodations to both the accused and the accuser.

### **SANCTIONS FOR STUDENTS:**

#### **RESTRICTIONS, LOSS OF PRIVILEGES, AND EXCLUSION FROM ACTIVITIES.**

Exclusion/ restriction from participation in privileges, extracurricular activities, holding office, or represent the College. Loss of use privileges for designated College facilities, denial of the use of a vehicle on campus, and/or other restrictions consistent with the violation committed.

**CONDUCT PROBATION.** The terms of probation will be determined at the time the probation is imposed. Probation may include exclusion from participation in privileges or extracurricular activities. The student/student organization placed on probation shall be notified in writing that the commission of prohibited acts will lead to additional and/or increased conduct sanctions.

#### **DISCIPLINARY CONDUCT SUSPENSION.**

This is the temporary separation of the student from the College for a specified period of time and/or until specific conditions, if imposed, have been met. A disciplinary suspended student shall not participate in any College-sponsored activity and shall be barred from all College campuses and properties. The student will be notified in writing of the suspension. The official transcript of the student shall be marked "Not In Good Standing". The parent(s) or legal guardian(s) of students under the age of eighteen (18) years shall be notified of the action. After the suspension period has elapsed, the student will be placed on conduct probation for a period of time that is equal to the amount of time that the student was suspended. At the end of the probationary period, the student will be classified as being in "good standing" provided that no further Code violations have occurred.

## **EXPULSION OR TERMINATION.**

Permanent separation of the student from the College. The expelled student shall not participate in any College-sponsored activity and shall be barred from all NSHE campuses and properties. The official transcript of the student shall be marked "Conduct Expulsion Effective (date)." The parent(s) or legal guardian(s) of a student under the age of eighteen (18) years shall be notified of the action.

## **REQUIRED EDUCATIONAL/RESTITUTION ACTIVITIES.**

Mandatory participation in educational activities or programs of community restitution service on campus or in the community, as approved.

## **ADMINISTRATIVE CONDUCT**

Hold status documented in the Registrar's official file that precludes the student from registering for classes and/ or accessing official transcripts until clearance from the Vice President for Student and Academic Affairs.

## **INTAKE/ASSESSMENT/TREATMENT REFERRALS.**

A student may be referred to a community mental health provider to complete an intake and assessment involving alcohol, controlled substance, or other identified issues arising from a violation. In the College's discretion, proof of participation or completion of treatment may be required. When appropriate, a student may be referred to an off- campus provider for such services at the student's expense.

## **Range of Protective Measures Available**

These measures may include, but are not limited to:

- the implementation of a GBC-issued no-contact order,
- academic accommodations,
- residential accommodations,
- transportation accommodations,
- employment accommodations,
- safety consultations with Great Basin College Security Office,
- personal protection devices,
- on-campus escorts,

## **SANCTIONS FOR EMPLOYEES:**

Nevada Administrative Code

NAC 284.480 Letters of Instruction

NAC 284.638 Warnings and written reprimands

NAC 284.642 Suspension and Demotion

NAC 284.646 Dismissal

NSHE Prohibitions and Penalties

Warning

Written Reprimand

Suspension

Demotion

Dismissal

For part-time employees of Great Basin College, prohibited conduct may result in the immediate termination of the employment agreement. Part-time employees are considered at-will, and the College may terminate employment at any time, for any lawful reason.

## **Code of Conduct**

The Board of Regents of the Nevada System of Higher Education (NSHE) Handbook specifies the code of conduct for all members of the NSHE system. The Code, Title 2 Chapter 10, specifies the code of conduct for all students within the NSHE system. Great Basin College Policies and Procedures specifies the code of conduct within Great Basin College for all faculty, staff and students, <http://www.gbcnv.edu/administration/policies.html>.

The President of Great Basin College will designate specific persons to oversee and administer the NSHE codes of conduct for all members of the college community. The Vice President for Student and Academic Affairs has been designated both the Title IX Coordinator and the Student Conduct officer and all complaints of student conduct violations should be directed to their office. This will include any form of harassment, sexual assault, classroom misconduct, plagiarism and other conduct violations that may come forward. Misconduct complaints associated with student residence life should be directed to both the Housing Coordinator and the Vice President for Student and Academic Affairs.

The scope of authority of Great Basin College begins when a student registers for their first course and continues throughout their college career at Great Basin College. This includes attending courses full-time, part-time, web-based courses, interactive video courses or live sessions. Additionally, it includes students enrolled in community education non-credit courses and high school students enrolled in driver's education, advanced placement courses or college credit courses.

Every student is responsible for their own conduct during their college career. Actions will be considered misconduct regardless of the manner it may occur. Misconduct will be considered when texting, responding to online coursework including discussion sessions, speaking in a class or at student club meeting or face to face confrontations. Great Basin College will address student conduct concerns when they are present at any of the campuses or centers; at a Great Basin College student housing facility; while participating in a class or club field trip away from the campus or center or at a non-campus location while participating in an academic or extracurricular college related experience.

## **Daily Crime Log**

The Security department maintains a daily report log which includes all incident reports and complaints taken by the security department at the Elko Campus and those submitted by the center directors for all other locations in accordance with the Clery Act. The report log includes the date and time reported, the date and time of the incident and the general location of the incident. The report log is located in the Elko campus security office and is available, upon request, for review during normal campus business hours. Requests to view the log should be made to the Campus Safety & Security Department at [campus.security@gbcnv.edu](mailto:campus.security@gbcnv.edu) or 775.934.4923.

## **Safety Awareness, Crime Prevention & Training Programs**

Throughout the year safety awareness and training programs are offered to students, faculty and staff by University Police Department - Northern Command, the office of the Vice President for Student and Academic Affairs, and the Director of Housing and Student Life. Some programs include:

**Fire Safety & Fire Extinguisher Training**—geared towards all career and technical program students for safety awareness including fire safety equipment and hands on fire extinguisher training with the fire department. Offered at the beginning of each school year.

**Active Shooter Training**—geared towards all staff and students in collaboration with the Elko Police Department regarding training in the event of an active shooter situation. Offered at least once every semester.

**Personal Protection and Self Awareness Training**—geared towards dorm residents covering basic self-awareness techniques and safety training for getting to and from night classes safely. Offered at the beginning of each school year.

**Resident Hall Do's and Don'ts**— geared towards dorm students regarding fire safety, general rules and awareness training for living in Great Basin College resident housing.

Other programs include sexual assault prevention, campus security authorities' procedures, prevention of hate crimes, harassing conduct & bullying, emergency procedures and workplace violence.

Training programs are updated as new policies, procedures and topics are available. Training programs are available upon request anytime of the year and will be customized for specific groups. Training is routinely provided via the college network of interactive video so students, faculty and staff at all Great Basin College locations benefit from the topics offered. Requests for training on a specific topic or for a specific class, club or department should be sent to the Campus Safety and Security Department at [campus.security@gbcnv.edu](mailto:campus.security@gbcnv.edu).



## Policy on Alcohol and Illegal Drugs

Great Basin College has joined with the other institutions within the Nevada System of Higher Education in encouraging the elimination of alcohol and drug abuse on our campus and centers. The college believes that the unlawful possession or use of drugs, including alcohol, and the abuse of alcohol and any drug by students constitutes a grave threat to their physical and mental well-being, and significantly impedes the process of learning and personal development.

The College policies regarding the possession and use of alcohol and illegal drugs on campus and in dorm housing complies with that of the Nevada System of Higher Education (NSHE) Board of Regents. The policy for students is found in the Board of Regents Handbook, Title 2, Chapter 10, Section 10.2.1 and reads as follows:

*(s) Use, possession, or distribution of alcoholic beverages without authorization (except as expressly permitted by System or Institutional regulations, such as the Alcoholic Beverage Policy), or public intoxication. Alcoholic beverages may not, in any circumstances, be used by, possessed by, or provided to, any person under 21 years of age.*

*(t) Use, possession, manufacturing or distribution (hereinafter “use”) of marijuana, heroin, narcotics, or other controlled substances, use or possession of any illegal and/or unauthorized drugs, prescription drugs, and drug paraphernalia or being under the influence of illegal drugs except as expressly permitted by law. Use, possession or cultivation of medical marijuana on any NSHE or NSHE foundation owned or leased property, or at any NSHE sponsored or authorized activity, is expressly prohibited.*

The Board of Regents Handbook, Title 4, Chapter 20, Section 4, states the NSHE’s alcoholic beverage policy. It governs storage, possession, and use of alcoholic beverages by people of legal age. It also mandates disciplinary action against “any student who exhibits offensive behavior on university-owned or supervised property while under the influence of alcoholic beverages.” Use and possession of alcohol and drugs are addressed in the Student Code of Conduct. Legal sanctions are governed by the Nevada Revised Statutes. Such sanctions result from a police report filed with the District Attorney’s Office. Legal action may take place concurrently with campus disciplinary action.

Great Basin College policy prohibits the use of alcohol for any events held on the campus or centers by members of the campus or the community without prior written authorization from the College President. A written request may be submitted to the office of the President and must identify the event sponsor, the nature of the activity, source/donor of the alcohol and if trained servers will be ensuring that all persons being served are 21 years old or older. Alcoholic beverages may not be served in association with academic classes such as a finals week or end of the year celebration.

Alcoholic beverages are not permitted in the single student dorms (Griswold Hall) or the single student apartments (College Parkway). Married and Family dorm apartments are restricted to students 21 years or older and their immediate family. A resident of Married and Family may have alcohol inside their apartment but shall not serve any minors nor may they drink or display alcoholic beverages outside in the common areas.

### **Possession and Use of Medical Marijuana NSHE Policy**

*The Nevada System of Higher Education is sympathetic to the medical needs of our students, employees and visitors. A growing number of states, including Nevada, are enacting laws decriminalizing or legalizing the use, possession, delivery, manufacture, growth, distribution, production, and/or cultivation (hereinafter “use”) of marijuana, including for medical purposes. Federal law prohibits the use of marijuana, including for medical purposes, on college and university campuses that receive federal funding. The following provisions shall govern the possession and use of marijuana, including for medical purposes, on NSHE property.*

- 1. The use, possession, or cultivation of marijuana, including for medical purposes, on any NSHE or NSHE foundation owned or leased property, or at any NSHE sponsored or authorized activity, is expressly prohibited.*
- 2. Students, employees, faculty, guests, and/or visitors who violate this policy are subject to applicable disciplinary, legal and/or administrative action.*
- 3. Each institution shall permit students who live on-campus or in housing that is owned or operated by the institution, to petition (“request”) for a release from the housing agreement if they assert legal compliance with Nevada state law to use medical marijuana. Such students, who prove their compliance with state law, may, in accordance with the applicable institution refund policy, be released from their housing agreements and may receive a prorata refund of housing fees or rent paid.*
- 4. Each institution shall publish on its website and in its course catalog notice of the prohibited use, possession or cultivation of marijuana, including for medical purposes, on NSHE or institution property in accordance with the provisions of this section and as prohibited student conduct defined in Title 2, Chapter 10.*
- 5. The Board of Regents recognizes the Nevada Legislature’s stated commitment to a program evaluating the medical use and distribution of medical marijuana to be conducted by the University of Nevada School of Medicine. Any NSHE institution may engage in marijuana research that is conducted in accordance with state and federal laws and regulations, provided that the following are obtained: (a) the prior written consent of the President of the institution, after consultation with the institution’s general counsel; and (b) legal authorization from the proper federal authorities for approved research purposes. (B/R 3/17) Title 4,*

## **Safety and Security Working with Vice President for Business Affairs**

The Safety and Security department works closely with the office of the Vice President for Business Affairs, the Vice President for Student and Academic Affairs and the Director of Housing and Student Life, to determine the appropriate course of action for enforcement, education and intervention when students may be found in violation of the alcohol and/or drug policies of the institution. Each situation will be documented and reviewed to determine who was involved and what the circumstances were of the incident. The department works closely with the Elko Police Department and if alcohol/drug parties are discovered the Police may be called. When that occurs involved students may be the subject of both criminal investigations by the Police and policy and code violation investigations by the Safety & Security department concurrently.

### **Missing Student Policy**

#### **Policy**

Great Basin College is committed to the safety and security of all students attending each campus and center. A student will be determined to be missing if they are absent from their college residence or campus for more than twenty-four (24) hours without any known reason. This policy has been developed in order to assist in locating any student determined by the College to be missing upon completion of the investigative procedures listed below. This policy complies with Section 488 of the Higher Education Act of 2008.

#### **Procedures**

Anyone who believes a student is missing should report their concern immediately. On the Elko campus reports should be made to a Security Officer, the Director of Housing and Student Life or the Vice President for Student and Academic Affairs. Concerns at all Centers should be reported to the Campus Director or Manager, the Campus Safety and Security Department or the Vice President for Student and Academic Affairs. Upon receipt of a report of concern that a student may be missing, if the report was not directly to them, both the Vice President for Student and Academic Affairs and the Campus Safety and Security Department shall be notified so an investigation may be conducted.

Office of the Vice President for Student and Academic Affairs: 775-327-2115

Elko Campus On-Duty Security: 775-934-4923

Office of the Center Director: Center main phone number

Emergency at all Centers & Campuses: 9-1-1

All housing students at the beginning of each semester will be requested to provide the Director of Housing and Student Life with current emergency contact information. In the event a student is determined to be missing the designated person will be notified within 24 hours. All non-housing students have the option of providing their emergency contact information at the Great Basin College main website under the MyGBC link or in person at the Elko Campus Admissions office or their Center's main desk. Students are advised that their emergency contact information will be kept confidential and only used in the event of an emergency or if they are reported missing.

## **Notification**

Any member of the Great Basin College community that believes a student is missing shall immediately report their information to the Elko Campus Security Department or their Center's Director. Included in the reported information shall be:

The student's full name, if known, plus any nicknames.

Any known contact information such as cell phone number, home phone, class schedule, residence address.

The date, time and location the student was last seen.

The name and contact information of the person making the missing student report.

General information about the suspected missing student (e.g. appearance, clothing, employment, friends, vehicle, etc.)

Any concerns about changes in behavior or mental health or substance abuse.

Upon obtaining as much information as possible, the Security Officer or Campus Director will notify the Vice President for Student and Academic Affairs and University Police Department Northern Command who will oversee the investigation of the missing student report.

## **Investigation**

University Police Services - Northern Command and the Campus Safety and Security Department will immediately begin an investigation into the report of a missing student. The investigation will include:

- Inspection of the student's residence if they live in on-campus housing. Attempts to contact the student via any known cell or home numbers. The student will be sent an email to contact the college immediately.
- Interviews of the student's Resident Advisor, roommate(s) and friends will be conducted to see if they may be aware of the student's activities, location or plans.
- The student's class schedule will be reviewed and a Security Officer will meet the class to determine if the student attends or if anyone in the class may know their whereabouts.
- Professors will be contacted to attempt to determine when the last class attendance or web campus entry occurred.
- If the student has a vehicle registered with the Housing Coordinator or it can be identified by friends Security will search all college properties for the vehicle.
- Calls to local hospitals to see if they have been treated or admitted.

All results of the investigation will be reported to the Vice President for Student and Academic Affairs.

## **Action**

Upon completion of the investigation, if the location of the missing student has not been determined and the student has been missing 24 hours or if there appears to be a reason to believe foul play has occurred the Vice President for Student and Academic Affairs will authorize a report being filed with the local police agency.

All Great Basin College locations have a good working relationship with their local Police and Sheriff agencies. Each campus will normally request that those agencies respond for any criminal complaints. The same Police agency will be contacted in the event a missing student report should need to be filed.

The Vice President for Student and Academic Affairs or his designee will notify the individual listed as emergency contact. “If a student is under 18 years of age, and not an emancipated individual, the institution is to immediately contact the custodial parent or legal guardian of such student” [cited from Section 488 (j)(1)(A)(i)(II)].

The Vice President for Student and Academic Affairs will determine when the College President should be notified as well as other campus executives. Should the Vice President for Student and Academic Affairs be absent from the college, the Vice President of Finance and Operations will assume all responsibilities for the investigation and notifications.

## **Sex Offender Registration**

As a student registered for class or an employee of Great Basin College, you are hereby notified that this College **does** comply with the Campus Sex Crimes Prevention Act, effective October 27, 2002.

Section 1601 of Public Law 106-386 requires sex offenders (anyone required to register as a sex offender) pursuant to Nevada State law to provide notice to each institution of higher education at which the person is employed, carries on a vocation, or is a student and to provide notice about each change in enrollment or employment status of such person at an institution of higher education in the state of Nevada.

Offenders who are students or employees (as defined by NRS 179D.110 and 179D.120) and all offenders who are present for 48 hours or more on any Great Basin College campus including the online campus (pursuant to requirements of NRS 179D) must register with your local sheriff/police. The offender must also notify the Campus Safety and Security Department by telephone at 775-934-4923 or by e-mail at [campus.security@gbcnv.edu](mailto:campus.security@gbcnv.edu). They can also contact the office of the Vice President for Student and Academic Affairs/Title IX Coordinator at 775-327-2115.

Campus notification of sex offenders will be issued by the local police agency in the community of residence for the offender and by the Safety & Security department based on individual offender's tier level, method of coursework (live class, online, IAV) and the current Federal and State of Nevada laws.

Questions regarding sex offender registration or about sex offenders who may be employees, students or guests on campus should be directed to the University Police Department - Northern Command. Offender information is also available at:

Nevada Department of Public Safety <http://www.nvsexoffenders.gov/>

U.S. Department of Justice <http://www.nsopw.gov/>

## **Access to Great Basin College Campus and Centers**

### **Campus Access**

Security staff patrol all campus buildings inside and outside on a daily basis. All campus buildings are secured with hard key access.

### **Resident Housing Access**

All resident housing dorms and apartments are secured with hard key access. The apartment units are secured with deadbolts. Each individual bedroom within the dorms are separately key locked as well. All resident students are required to obtain a photo college identification card; the photographs are also sent to the Director of Housing and Student Life and maintained in the event the missing student procedure needs to be enacted. The main campus resident hall, Griswold Hall, has locked back doors 24/7 and the front doors are open until 10:00pm when classes end. Entry through the front door directly passes the resident life office. Each single student resident building has a Resident Advisor who monitors and lives in the building as well. The Director of Housing and Student Life and Resident Advisors perform monthly inspections of all residential locations, checking each room for safety hazards as well as the general wellbeing of students. Security on duty can be reached via the security cell phone at **775-934-4923**.





## **2025 Annual Report**

## Residence Hall Fire Safety

Residence Hall	Address	Audible/Visual Fire/Alarm Panel	Sprinkler System	Fire Extinguishers	Smoke/Heat Detectors	Posted Evacuation Routes	# of Evacuation (Fire) Drills each year
College Parkway	1691 College Parkway Elko, Nevada 89801	0	X	0	X	0	0
Married & Family	611 Walnut St Elko, Nevada 89801	0	X	0	X	0	0
Griswold Hall	735 Walnut St Elko, Nevada 89801	X	X	X	X	X	0

\*\*The College Parkway and the Married & Family facilities are both apartment complexes in which each unit exits directly outdoors so evacuation routes are not necessary and in which each unit is separate and has its own dedicated alarm system so evacuation drills are not necessary.

### Residence Hall Fire Safety

Both the Walnut Street Married and Family residence apartments and the College Parkway single student apartments are constructed with fire sprinklers and have smoke detectors installed in each hallway between the kitchen/living room and the bedrooms. The smoke detectors in these units are local alarms only. The sprinklers, if tripped, will cause an audible bell on the outside of the building to sound. Fire systems in these units are not monitored by a twenty-four-hour alarm monitor/dispatch service. Should an alarm sound it is up to the residents to evacuate to a safe location then notify the Elko County central dispatch of the alarm (dial 9-1-1) and request a response. Residents should notify the Housing Coordinator and phone the Security cell phone immediately, when it is safe to do so.

The Griswold Hall residence is constructed with fire sprinklers and has smoke detectors in each room and all hallways, study areas and laundry facilities. This building alarm system has been upgraded and is fully monitored by a monitoring/dispatch service. Should an alarm sound, residents must immediately evacuate the building, the Fire Department will be automatically dispatched. Residents should ensure that other residents are also evacuating and notify their resident advisor, the Director of Housing and Student Life and the Security cell phone.

### Campus Fire Safety

Should an alarm sound in any location, residence hall, classroom, lab, library or any other location on campus all students, staff and faculty must immediately evacuate that building via the safest route. Each Great Basin College building is on a separate fire alarm system so an alarm in one building will not trigger other building alarms to sound. All instructional, office and administration buildings have alarm systems that are monitored by an outside monitoring/dispatch service 24/7/365. Should fire occur in any location, the person seeing the fire should immediately start evacuating the area and pull the red alarm pull station box so the audible and visual alarms will sound to notify others to evacuate.

In the State of Nevada, failure to evacuate a building during a fire alarm is a crime, and places that person and others at risk. Any person failing to evacuate, may be subject to disciplinary actions under NSHE Code, NRS state statutes or NAC state employment policies or a<sup>60</sup> criminal citation under state law.



### **Prohibited Items**

Many items are prohibited from being in dorm rooms, dorm apartments, classrooms and offices because of their flammable nature. Those items include but are not limited to:

- Candles, incense, potpourri or any open flame burning items. Scented candles may be used with a warming dish but not an open flame.
- Flammable liquids, harmful chemicals, gasoline, BBQ charcoal & lighter fluid, explosives, flares, fire- crackers, fireworks. Chemicals used in specific lab situations, inside rooms designed for their use
- under the direct supervision of Instructors are exempt from this policy. (i.e., diesel fuel in the Diesel shop, chemicals in the Chemistry Lab, etc.)
- Space heaters may only be used after receiving approval from the Buildings & Grounds Manager for types that have a tip over safety switch and no open heating elements.
- Use of light weight extension cords or multi-plug adapters is not permitted. Only surge protector type power strips plugged directly to a wall outlet are permitted.

# Emergency Procedures

## **Evacuation**

In the event of an evacuation, GBC personnel have the responsibility to give instructions, close, but do not lock doors, and provide other required safety measures, unless otherwise directed by emergency personnel.

### **Some Emergencies May Require the Evacuation of the Buildings**

In this event:

1. Fire alarms will be used to sound evacuation situation. **FAILURE TO EVACUATE IS UNLAWFUL.**
2. Remain calm and orderly. Walk quickly but **DO NOT RUN** to the **NEAREST** exit.
3. Follow instructions of emergency personnel (i.e., Fire Fighter, EMT, Police, Campus Security, or Campus Buildings & Grounds).
4. If persons with disabilities are in the area give needed assistance. **FOLLOW THE SPECIFIC INSTRUCTIONS FOR EVACUATION OF PERSONS WITH DISABILITIES.**
5. If time permits, turn off lights and equipment that you were using and close but do not lock doors as you leave.
6. GBC students and staff, move to your designated meeting location away from the building and assemble to wait for further instructions. All office groups must check in with their Administrative Assistant. All classes must check in with their Professor.
7. Keep roadways and walkways **CLEAR** for emergency vehicles. Stay at your assembly area until instructed otherwise. High School students should go to the football field.

No one is permitted to re-enter a building until the okay is given by the Police or Fire Department.

## **Evacuation of Persons with Disabilities**

All GBC personnel are responsible for the evacuation of persons with disabilities in their respective areas. GBC personnel must obtain the assistance necessary to evacuate these persons. GBC personnel must ensure the persons with disabilities are attended to until the “ALL CLEAR” is given or until relieved by emergency personnel.

## **Persons with Visual Impairments**

Tell the person the nature of the emergency and offer to guide them to the nearest exit. Have the person take your elbow and escort them (this is the preferred method when acting as a “sighted guide”).

## **Persons with Hearing Impairments**

Two methods of warning are:

1. Write a message indicating the nature of the emergency and the nearest evacuation route. For example: FIRE!! Exit out the 1st door on the left and go to the parking lot. NOW!

Tap the person’s shoulder and point to the strobe lights on the fire alarms or turn the room lights on and off to get their attention. Indicate through writing a note or gesturing what is happening and what to do.

## **Persons with Mobility Impairments**

Persons with mobility impairments should be escorted to the nearest exit. Do not attempt to carry persons with mobility impairments unless there is IMMINENT DANGER. Lifting a person with minimal ability to move may be dangerous to their wellbeing. If a person with mobility impairments cannot leave the building without assistance one employee should remain with them as long as it is safe to do so while a second employee contacts the emergency responders for assistance.

## **In an Emergency**

If police or ambulance is needed, dial **9-1-1** from any college extension.

On the Elko Campus, immediately notify the Security Department by calling **775-934-4923**.

If Security is not available or at any other GBC location, notify any college employee that you are in need of assistance. Notify a college official by calling:

### **Elko:**

On-duty Security Officer, 775-934-4923

Vice President for Student and Academic Affairs, 775-327-2115

### **Winnemucca:**

Director, 775-327-5873

### **Ely:**

Director, 775-289-3589

### **Pahrump:**

Director, 775-727-2017

Our primary objective is to make visitors, students and staff feel safe and secure while on any GBC campus. At the Elko Campus all security officers carry mobile radios to provide instant communication with campus staff and outside emergency service agencies. Security officers carry a campus cell phone for immediate contact by anyone requiring Security assistance at the Elko Campus, 775-934-4923. At Battle Mountain, Ely, Pahrump and Winnemucca assistance is available by contacting the front desk or Campus Director.

## **Chemical Spill**

In the Event of a Spill, Large or Small, Follow these Steps:

- If you **DO NOT** know the identity of the spilled substance, immediately evacuate the area and notify an emergency contact.
- If you **DO** know the identity of the spilled substance and have been trained in the proper handling of the substance, proceed with the following:
  - o Spills involving an immediate danger to life or property:
    - ✦ If an immediate hazard exists, or medical assistance is required, call 9-1-1.
    - ✦ Follow the evacuation procedures for the immediate area and limit access.
  - ✦ Spills not involving immediate danger to life or property:
    - ✦ Confine the spill, if possible without substantial exposure.
    - ✦ Evacuate the immediate area and limit access.

If you can identify the chemical, follow instructions on the Safety Data Sheet (SDS).

In all emergency situations involving hazardous materials, notify the Campus Director or the Department Chair and the Campus Safety and Security Department

## Clery Fire Statistics 2022

The following statistics must be collected and reported, for each on-campus student housing facility. (For the purposes of fire safety reporting, a **fire** is, “Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.”)

Statistics and Related Information Regarding Fires in Residential Facilities for 2022						
Residential Facility	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused By Fire
College Parkway— 1691 College Parkway	0	0	N/A	N/A	N/A	N/A
Married & Family— 611 Walnut St	0	0	N/A	N/A	N/A	N/A
Griswold Hall—735 Walnut St	0	0	N/A	N/A	N/A	N/A

## Clery Fire Statistics 2023

The following statistics must be collected and reported, for each on-campus student housing facility. (For the purposes of fire safety reporting, a **fire** is, “Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.”)

Statistics and Related Information Regarding Fires in Residential Facilities for 2023						
Residential Facility	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused By Fire
College Parkway— 1691 College Parkway	0	0	N/A	N/A	N/A	N/A
Married & Family— 611 Walnut St	0	0	N/A	N/A	N/A	N/A
Griswold Hall—735 Walnut St	0	0	N/A	N/A	N/A	N/A

## Clery Fire Statistics 2024

The following statistics must be collected and reported, for each on-campus student housing facility. (For the purposes of fire safety reporting, a **fire** is, “Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.”)

Statistics and Related Information Regarding Fires in Residential Facilities for 2024						
Residential Facility	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused By Fire
College Parkway— 1691 College Parkway	0	0	N/A	N/A	N/A	N/A
Married & Family— 611 Walnut St	0	0	N/A	N/A	N/A	N/A
Griswold Hall—735 Walnut St	0	0	N/A	N/A	N/A	N/A

## Battle Mountain Center Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Murder/Non Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Burglary	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Domestic Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

**Battle Mountain Center**  
**Clery Act Arrests and Disciplinary Referrals**

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Liquor Law Violation Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Law Violation Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapons Law Violation Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

\*Battle Mountain Center does not have any residential facilities.

Data is reported by calendar year.

**Hate Crimes:**

2024: No Hate Crimes reported.

2023: No Hate Crimes reported.

2022: No Hate Crimes reported.

**Unfounded Crimes:**

2024: No unfounded crimes reported.

2023: No unfounded crimes reported.

2022: No unfounded crimes reported.



## Elko Campus Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	0	0	0
	2023	0	0	0	0
	2022	1	1	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	21	21	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Burglary	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	0	0	0	0
	2022	1	0	0	0
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Domestic Violence	2024	0	0	0	0
	2023	1	1	0	0
	2022	0	0	0	0
Stalking	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	1	1	0	0

**Elko Campus**  
**Clery Act Arrests and Disciplinary Referrals**

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Liquor Law Violation Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Law Violation Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapons Law Violation Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2024	1	1	0	0
	2023	0	0	0	0
	2022	1	1	0	0
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	1	1	0	0
Weapons Law Violations Referred for Disciplinary Action	2024	2	2	0	0
	2023	0	0	0	0
	2022	0	0	0	0

Data is reported by calendar year.

**Hate Crimes:**

2024: No Hate Crimes reported.

2023: No Hate Crimes reported.

2022: No Hate Crimes reported.

**Unfounded Crimes:**

2024: No unfounded crimes reported.

2023: No unfounded crimes reported.

2022: No unfounded crimes reported.

## Ely Center Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Burglary	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Domestic Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

**Ely Center**  
**Clery Act Arrests and Disciplinary Referrals**

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Liquor Law Violation Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Law Violation Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapons Law Violation Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

\*Ely Center does not have any residential facilities.

Data is reported by calendar year.

**Hate Crimes:**

2024: No Hate Crimes reported.

2023: No Hate Crimes reported.

2022: No Hate Crimes reported.

**Unfounded Crimes:**

2024: No unfounded crimes reported.

2023: No unfounded crimes reported.

2022: No unfounded crimes reported.

## Pahrump Center Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Burglary	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Domestic Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

**Pahrump Center**  
**Clery Act Arrests and Disciplinary Referrals**

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Liquor Law Violation Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Law Violation Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapons Law Violation Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

\*Pahrump Center does not have any residential facilities.

Data is reported by calendar year.

**Hate Crimes:**

2024: No Hate Crimes reported.

2023: No Hate Crimes reported.

2022: No Hate Crimes reported.

**Unfounded Crimes:**

2024: No unfounded crimes reported.

2023: No unfounded crimes reported.

2022: No unfounded crimes reported.

## Winnemucca Center Crime Statistics

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Fondling	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Incest	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Robbery	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Aggravated Assault	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Burglary	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Domestic Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Stalking	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Dating Violence	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

**Winnemucca Center**  
**Clery Act Arrests and Disciplinary Referrals**

Offense	Year	On Campus	Student Housing	Non-Campus Property	Public Property
Liquor Law Violation Arrests	2024	0	0	0	0
	2023	3	0	0	0
	2022	0	0	0	0
Drug Law Violation Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapons Law Violation Arrests	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

\*Winnemucca Center does not have any residential facilities.

Data is reported by calendar year.

**Hate Crimes:**

2024: No Hate Crimes reported.

2023: No Hate Crimes reported.

2022: No Hate Crimes reported.

**Unfounded Crimes:**

2024: No unfounded crimes reported.

2023: No unfounded crimes reported.

2022: No unfounded crimes reported.



Great Basin College  
2025 Annual Security & Fire Safety Report  
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