

Nassau Community College Sexual Violence Response Policy

In accordance with the Students' Bill of Rights, individuals reporting sexual assault, domestic violence, dating violence, or stalking ("reporting individuals") shall have the right to pursue more than one of the options below at the same time, or to choose not to participate in any of the options below:

I - Reporting:

- **To disclose confidentially** the incident to one of the following college officials, who by law may maintain confidentiality, and can assist in obtaining services (more information on confidential report is available in the "*Options for Confidentially Disclosing Sexual Violence*" document):
 - The College's Psychological Counseling Center: located at Nassau Hall, Room 9. Phone: 516.572.7698;
www.ncc.edu/campuservices/psychological_counseling/
 - Licensed Healthcare Provider(s): Student Health Office, C Cluster, 1st Floor, Phone: 516-572-7123; website: www.ncc.edu/campuservices/health_services/
 - Anonymously via an internet anonymous reporting system:
 - www.ncc.edu/aboutncc/ourpeople/administration/affirmative_action/sexualharasscomplaint.shtml;OR reach the link as follows:
Go to www.ncc.edu, from the links listed at the bottom of the website, click the "AAO & Title IX" link. From there, select "Anonymous Complaint Form" from the headings listed on the left side of the screen.
- **To disclose the incident to one of the following college officials who can offer privacy** and can provide information about remedies, accommodations, evidence preservation, and how to obtain resources. Those officials will also provide the information contained in the Students' Bill of Rights, including the right to choose when and where to report, to be protected by the institution from retaliation, and to receive assistance and resources from the institution. These college officials will disclose that they are private and not confidential resources and they may still be required by law and college policy to inform one or more college officials about the incident, including but not limited to the Title IX Coordinator. They will notify reporting individuals that the criminal justice process uses different standards of proof and evidence than internal procedures, and questions about the penal law or the criminal process should be directed to law enforcement or district attorney:

- Craig Wright, Title IX Coordinator; Equity, Inclusion, and Affirmative Action, ADA/504 Office, Tower 8th Floor, Room 818; 516-572-7121
- Public Safety Department; Public Safety Headquarters building (Adjacent to West 5 Parking Lot); General Info: 516-572-7100; Emergencies: 516-572-7111; Open 24 hours, 7 days per week.
- Dean of Students Office; College Center, Room #312; 516-572-7376
- Student Health Office Employees and Volunteers (other than licensed healthcare providers), C Cluster, 1st Floor, Phone: 516-572-7123; website: www.ncc.edu/campuservices/health_services/
- Student Personnel Services Employees: Nassau Hall, Room 11; 516-572-7506; www.ncc.edu/programsandcourses/academic_departments/student_personnel_services/
- Designated Sexual Harassment Counselors. (As of the date of this publication, the following employees at the College have been designated as qualified Sexual Harassment Counselors. However, the Title IX Coordinator (516- 572-7121; Administrative Tower, 8th Floor) shall at all times maintain an updated list of all Designated Sexual Harassment Counselors)

Miriam Afkhani-Ramirez 516-572-7698 ext. 25503	Patricia Halcrow 516-572-7452 ext. 25145	Laura Sidorowicz 516-572-7548 ext. 25014
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Nancy Barker 516-572-7452 ext. 25503	Evangeline Manjares 516-572-9775 ext. 24940	Delores Smalls 516-572-7141 ext. 25527
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Jeff Frankel 516-572-7241 ext. 25500	Diana Milillo 516-572-7458 ext. 25007	Andrina Veit Cleveland 516-572-7518 ext. 26628
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Phyllis Kurland 516-572-7148	Kathleen O'Loughlin 516-572-7458 ext. 25025	Tina Wynder 516-572-7771 ext. 25825
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- To file a report of sexual assault, domestic violence, dating violence, and/or stalking, and/or talk to the Title IX Coordinator for information and assistance. Reports will be investigated in accordance with College policy and the reporting individual's identity shall remain private at all times if said reporting individual wishes to maintain privacy. If a reporting individual wishes to keep his/her identity anonymous, he or she may call the Title IX Coordinator's Office anonymously to discuss the situation and available options:
 - Title IX Coordinator, Equity, Inclusion, and Affirmative Action, ADA/504 Office, Tower 8th Floor, Room 818; 516-572-7121
- When the accused is an employee, a reporting individual may also report the incident to the Title IX Coordinator's Office, or to one of the College's Designated

Investigative Officers; or may request that one of the above referenced confidential or private employees assist in reporting to the Title IX Coordinator or Designated Investigative Officers. Disciplinary proceedings will be conducted in accordance with applicable collective bargaining agreements. When the accused is an employee of an affiliated entity or vendor of the College, College officials will, at the request of the reporting individual, assist in reporting to the appropriate office of the vendor or affiliated entity and, if the response of the vendor or affiliated entity is not sufficient, assist in obtaining a persona non grata letter, subject to legal requirements and college policy.

- Title IX Coordinator, Equity, Inclusion, and Affirmative Action, ADA/504 Office, Tower 8th Floor, Room 818; 516-572-7121
- Investigative Officers:
 - Donna Bacon: 516-572-7518 ext. 26621; Donna.Bacon@ncc.edu
 - Nilda Garcia: 516-572-3573 ext. 2-5861; Nilda.Garcia@ncc.edu
- You may withdraw your complaint or involvement from the College's process at any time.
- The College shall ensure that, at a minimum, at the first instance of disclosure by a reporting individual to a College representative, the following information shall be presented to the reporting individual: ***“You have the right to make a report to Department of Public Safety, local law enforcement, and/or State Police or choose not to report; to report the incident to the College; to be protected by the College from retaliation for reporting an incident; and to receive assistance and resources from the College.”***
- To disclose *confidentially* the incident and obtain services from the New York State, New York City or county hotlines: <http://www.opdv.ny.gov/help/dvhotlines.html>. Additional disclosure and assistance options are catalogued by the Office for the Prevention of Domestic Violence and presented in several languages: <http://www.opdv.ny.gov/help/index.html>(or by calling 1-800-942-6906), and assistance can also be obtained through:
 - SurvJustice: <http://survjustice.org/our-services/civil-rights-complaints/>;
 - Legal Momentum: <https://www.legalmomentum.org/>;
 - NYSCASA: New York State Coalition Against Sexual Assault; <http://nyscasa.org/get-help/>;
 - NYSCADV: New York State Coalition Against Domestic Violence; <http://www.nyscadv.org/>;
 - Pandora's Project: <http://www.pandys.org/lgbtsurvivors.html>;
 - GLBTQ Domestic Violence Project: <http://www.glbtqdv.org/>; and
 - RAINN: Rape, Abuse & Incest National Network; <https://www.rainn.org/get-help/>;

- Safe Horizons: <http://www.safehorizon.org/>.
(note that these hotlines are for crisis intervention, resources, and referrals, and are not reporting mechanisms, meaning that disclosure on a call to a hotline does not provide any information to the campus. Reporting individuals are encouraged to additionally contact a campus confidential or private resource so that the campus can take appropriate action in these cases).
 - Response-A 24-hour crisis information hotline: 516.679.1111
 - The Safe Center; LI 516-542-0404; <http://thesafecenterli.org/about-the-safe-center-li/history/>
 - Sexual Assault, rape, child abuse 24/7 hotline: 516.222.2293
 - Project Salva 24/7 bi-lingual domestic violence hotline 516-889-2849
- To file a criminal complaint with College’s Public Safety Office and/or with local law enforcement and/or state police:
 - Nassau Community Public Safety Department, Public Safety Headquarters building (Adjacent to West 5 Parking Lot); General Info: 516-572-7100; Emergencies: 516-572-7111;
 - Nassau County Police Department, 3rd Precinct, 214 Hillside Avenue, Williston Park, 516-573-6300
 - State police 24-hour hotline to report sexual assault on a NY college campus: 1-844-845-7269.
 - In an emergency, call 911
 - Sex Crime Squad of the Nassau County Police Department: 516.573.8055
 - Sex Offense and Domestic Violence Bureau of the Nassau County District Attorney's Office: 516.571.1266
 - To receive assistance by the Department of Public Safety and/or Title IX Coordinator in initiating legal proceedings in family court or civil court.

II-Resources:

- To obtain effective intervention services.
- **The College’s Psychological Counseling Center**: located at Nassau Hall, Room 9. Phone: 516.572.7698; Services are offered at no cost to students.
- **Student Health Office**, C Cluster, 1st Floor, Phone: 516-572-7123. Services are offered at no cost to students. Sexual contact can transmit Sexually Transmitted Infections (STI) and may result in pregnancy. Testing for STIs is available at the Health Center at no cost to the student. Students can also be referred to Planned Parenthood of Nassau County (“PPNC”) for STI testing and treatment, emergency contraception, and other services. Most health insurances are accepted at PPNC. Patients may also qualify for free birth control and gynecological care under the Family Planning Benefit Program.

- **Planned Parenthood of Nassau County**, 540 Fulton Avenue, Hempstead, NY.
Phone: 516-750-2500; www.plannedparenthood.org/planned-parenthood-nassau-county
 - Within 96 hours of an assault, you can get a Sexual Assault Forensic Examination (commonly referred to as a rape kit) at a hospital. While there should be no charge for a rape kit, there may be a charge for medical or counseling services off campus and, in some cases, insurance may be billed for services. You are encouraged to let hospital personnel know if you do not want your insurance policyholder to be notified about your access to these services. The New York State Office of Victim Services may be able to assist in compensating victims/survivors for health care and counseling services, including emergency funds. More information may be found here: http://www.ovs.ny.gov/files/ovs_rights_of_cv_booklet.pdf, or by calling 1-800-247-8035. Options are explained here: <http://www.ovs.ny.gov/helpforcrimevictims.html>.
 - To best preserve evidence, victims/survivors should avoid showering, washing, changing clothes, combing hair, drinking, eating, or doing anything to alter physical appearance until after a physical exam has been completed.

III-Protection and Accommodations:

- When the accused is a student, to have the college issue a “No Contact Order,” consistent with college policy and procedure, meaning that continuing to contact the protected individual is a violation of college policy subject to additional conduct charges; if the accused and a protected person observe each other in a public place, it is the responsibility of the accused to leave the area immediately and without directly contacting the protected person. Both the accused/respondent and reporting individual may request a prompt review of the need for and terms of a No Contact Order, consistent with College policy. Parties may submit evidence in support of their request.
- To have assistance from the College’s Department of Public Safety or the Title IX Coordinator in initiating legal proceedings in family court or civil court, including but not limited to obtaining an Order of Protection or, if outside of New York State, an equivalent protective or restraining order.
- To receive a copy of the Order of Protection or equivalent and have an opportunity to meet or speak with a college official from the College’s Department of Public Safety who can explain the order and answer questions about it, including information from the Order about the accused’s responsibility to stay away from the protected person(s); that burden does not rest of the protected person(s).

- To an explanation of the consequences for violating these orders, including but not limited to arrest, additional conduct charges, and interim suspension.
- To have assistance from the College’s Department of Public Safety to call on and assist local law enforcement in effecting an arrest for violating such an order.
- When the accused is a student and presents a continuing threat to the health and safety of the community, to have the accused subject to interim suspension pending the outcome of a conduct process. Parties may request a prompt review of the need for and terms of an interim suspension.
- When the accused is not a student but is a member of the college community and presents a continuing threat to the health and safety of the community, to subject the accused to interim measures in accordance with applicable collective bargaining agreements, employee handbooks, and College policies and rules.
- When the accused is not a member of the college community, to have assistance from the College’s Department of Public Safety and/or the Dean of Students Office in obtaining a persona non grata letter, subject to legal requirements and college policy.
- To obtain reasonable and available interim measures and accommodations that effect a change in academic, employment, or other applicable arrangements in order to ensure safety, prevent retaliation, and avoid an ongoing hostile environment. Parties may request a prompt review of the need for and terms of any interim measures and accommodations that directly affect them. While reporting individuals may request accommodations through any of the offices referenced in this policy, the following office can serve as a point of contact to assist with these measures:
 - Title IX Coordinator, Equity, Inclusion, and Affirmative Action, ADA/504 Office, Tower 8th Floor, Room 818; 516-572-7121

IV-Student Conduct Process:

- To request that a Formal Complaint be filed against the accused with the Title IX Coordinator’s Office. The formal complaint and subsequent hearing proceedings are governed by the procedures set forth in the College’s Sexual Harassment Policy, Section III-D.3, Stage 3 (“Formal Hearing”) as well as federal and New York State law, including the due process provisions of the United States and New York State Constitutions.
- Throughout conduct proceedings, the respondent and the reporting individual will have:

- The same opportunity to be accompanied by an advisor of their choice who may assist and advise the parties throughout the conduct process and any related hearings or meetings. Participation of the advisor in any proceeding is governed by federal law and the College's Sexual Harassment Policy, Section III-D(3).
- The right to a prompt response to any complaint and to have their complaint investigated and adjudicated in an impartial, timely, and thorough manner by individuals who receive annual training in conducting investigations of sexual violence, the effects of trauma, impartiality, the rights of the respondent, including the right to a presumption that the respondent is "not responsible" until a finding of responsibility is made, and other issues related to sexual assault, domestic violence, dating violence, and stalking.
- The right to an investigation and process conducted in a manner that recognizes the legal and policy requirements of due process (including fairness, impartiality, and a meaningful opportunity to be heard) and is not conducted by individuals with a conflict of interest.
- The right to receive advance written or electronic notice of the date, time, and location of any meeting or hearing they are required to or are eligible to attend. Accused individuals will also be told the factual allegations concerning the violation, a reference to the specific code of conduct or College policy provisions alleged to have been violated, and possible sanctions.
- The right to have a conduct process run concurrently with a criminal justice investigation and proceeding, except for temporary delays as requested by external municipal entities while law enforcement gathers evidence. Temporary delays should not last more than 10 days except when law enforcement specifically requests and justifies a longer delay.
- The right to offer evidence during an investigation and to review available relevant evidence in the case file (or otherwise held by the College).
- The right to present evidence and testimony at a hearing, where appropriate.
- The right to exclude prior sexual history with persons other than the other party in the conduct process or their own mental health diagnosis or treatment from admittance in college disciplinary stage that determines responsibility. Past findings of domestic violence, dating violence, stalking, or sexual assault may be admissible in the disciplinary stage that determines sanction.
- The right to ask questions of the decision maker and via the decision maker indirectly request responses from other parties and any other witnesses present.

- The right to make an impact statement during the point of the proceeding where the decision maker is deliberating on appropriate sanctions.
- The right to simultaneous (among the parties) written or electronic notification of the outcome of a conduct proceeding, including the decision, any sanctions, and the rationale for the decision and any sanctions.
- The right to written or electronic notice about the sanction(s) that may be imposed on the accused based upon the outcome of the conduct proceeding. For students found responsible for sexual assault, the available sanctions are suspension with additional requirements and expulsion/dismissal.
- Access to at least one level of appeal of a determination before a panel that is fair and impartial and does not include individuals with a conflict of interest.
- The right to have access to a full and fair record of a student conduct hearing, which shall be preserved and maintained for at least five years.
 - Title IX Coordinator, Equity, Inclusion, and Affirmative Action, ADA/504 Office, Tower 8th Floor, Room 818; 516-572-7121
- The right to choose whether to disclose or discuss the outcome of a conduct hearing.
- The right to have all information obtained during the course of the conduct or judicial process be protected from public release until the appeals panel makes a final determination unless otherwise required by law.

Students' Bill of Rights

The State University of New York and Nassau Community College are committed to providing options, support and assistance to victims/survivors of sexual assault, domestic violence, dating violence, and/or stalking to ensure that they can continue to participate in College-wide and campus programs, activities, and employment. All victims/survivors of these crimes and violations, regardless of race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction, have the following rights, regardless of whether the crime or violation occurs on campus, off campus, or while studying abroad:

All students have the right to:

- Make a report to local law enforcement and/or state police;
- Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
- Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure from the institution;
- Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
- Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;
- Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
- Describe the incident to as few institutional representatives as practicable and not to be required to unnecessarily repeat a description of the incident.
- Be free from retaliation by the institution, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution;
- Access to at least one level of appeal of a determination;
- Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process;
- Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the College.

OPTIONS IN BRIEF:

Victims/survivors have many options that can be pursued simultaneously, including one or more of the following:

- Receive resources, such as counseling and medical attention;
- Confidentially or anonymously disclose a crime or violation (for detailed information on confidentiality and privacy, please review “Options for Confidentially Disclosing Sexual Violence”).
- Make a report to:
 - An employee with the authority to address complaints, including the College’s Affirmative Action Officer (who is the College’s designated Title IX Coordinator), Dean of Students Office employees; and the College’s Designated Investigative Officers
 - the College’s Department of Public Safety;
 - Local law enforcement; and/or
 - Family Court or Civil Court.

Options for Confidentially Disclosing Sexual Violence

The State University of New York and Nassau Community College want you to get the information and support you need regardless of whether you would like to move forward with a report of sexual violence to campus officials or to police. You may want to talk with someone about something you observed or experienced, even if you are not sure that the behavior constitutes sexual violence. A conversation where questions can be answered is far superior to keeping something to yourself. Confidentiality varies, and this document is aimed at helping you understand how confidentiality applies to different resources that may be available to you.

In this Policy:

- Privileged and Confidential Resources.
- Non-Professional Counselors and Advocates.
- Privacy versus Confidentiality.
- Requesting Confidentiality: How the College Will Weigh the Request and Respond.
- Public Awareness/Advocacy Events.
- Anonymous Disclosure.
- Institutional Crime Reporting.

Privileged and Confidential Resources:

Individuals who are *confidential* resources will not report crimes to law enforcement or college officials without your permission, except for extreme circumstances, such as a health and/or safety emergency. At Nassau Community College this includes:

- The College's Psychological Counseling Center: located at Nassau Hall, Room 9. Phone: 516.572.7698; website: www.ncc.edu/campuservices/psychological_counseling/
- Licensed Healthcare Providers at the Student Health Office, C Cluster, 1st Floor, Phone: 516-572-7123; website: www.ncc.edu/campuservices/health_services/

Off-campus options to disclose sexual violence *confidentially* include (note that these outside options do not provide any information to the campus):

- Off-campus counselors and advocates. Crisis services offices will generally maintain confidentiality unless you request disclosure and sign a consent or waiver form. More information on an agency's policies on confidentiality may be obtained directly from the agency.

- The Safe Center L.I.; 516-542-0404; www.thesafecenterli.org/
 - The Retreat; 631-329-2200; <http://www.theretreatinc.org/>
 - In New York City, call 1-800-621-HOPE (4673) or dial 311
 - Office for the Prevention of Domestic Violence (in several languages): www.opdv.ny.gov/help/index.html
 - GLBTQ Domestic Violence Project: www.glbtqdv.org
 - The Rape, Abuse, & Incest National Network: www.rainn.org/get-help
 - Response-A 24-hour crisis information hotline: 516.679.1111
 - Sexual Assault, rape, child abuse 24/7 hotline: 516.222.2293
 - Project Salva 24/7 bi-lingual domestic violence hotline 516-889-2849
 - New York State Hotline for Sexual Assault and Domestic Violence: 1-800-942-6906
 - Victims Information Bureau of Suffolk Family Violence and Rape Crisis Center; Hotline: 631-360-3606
 - New York State Coalition Against Sexual Assault; <http://nyscasa.org/get-help/>
- Off-campus healthcare providers
 - Note that medical office and insurance billing practices may reveal information to the insurance policyholder, including medication and/or examinations paid for or administered. The New York State Office of Victim Services may be able to assist in compensating victims/survivors for health care and counseling services, including emergency compensation. More information may be found here: http://www.ovs.ny.gov/files/ovs_rights_of_cv_booklet.pdf, or by calling 1-800-247-8035. Options are explained here: <http://www.ovs.ny.gov/helpforcrimevictims.html>.

Note that even individuals who can typically maintain confidentiality are subject to exceptions under the law, including when an individual is a threat to him or herself or others and the mandatory reporting of child abuse.

Non-Professional Counselors and Advocates:

Non-professional counselors and advocates can also assist you without sharing information that could identify you. At the College, this includes:

- **Designated Sexual Harassment Counselors.** As of the date of this publication, the following employees at the College have been designated as qualified Sexual Harassment Counselors. However, the Title IX Coordinator (516- 572-7121; Administrative Tower, 8th Floor) shall at all times maintain an updated list of all Designated Sexual Harassment Counselors.

Miriam Afkhani-Ramirez
516-572-7698 ext. 25503

Patricia Halcrow
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Kathleen O'Loughlin
516-572-7458 ext. 25025

Tina Wynder
516-572-7771 ext. 25825

- **Individuals who work or volunteer in the Student Personnel Services offices**
 - Nassau Hall, Room 11; 516-572-7506;
www.ncc.edu/programsandcourses/academic_departments/student_personnel_services/
- **Student Health Center employees and volunteers (other than licensed healthcare providers):**
 - Student Health Office, C Cluster, 1st Floor, Phone: 516-572-7123; website: www.ncc.edu/campuservices/health_services/

These individuals will report the nature, date, time, and general location of an incident to the College's Title IX Coordinator, but will consult with you to ensure no personally identifying details are shared without your consent. These individuals are not considered confidential resources as discussed above.

Privacy versus Confidentiality:

Even College offices and employees who cannot guarantee *confidentiality* will maintain your *privacy* to the greatest extent possible. The information you provide to a non-confidential resource will be relayed only as necessary to investigate and/or seek a resolution and to notify the Title IX Coordinator or designee, who is responsible under the law for tracking patterns and spotting systemic issues. The College will limit the disclosure as much as possible, even if the Title IX Coordinator determines that the request for confidentiality cannot be honored.

Requesting Confidentiality: How the College Will Weigh the Request and Respond:

If you disclose an incident to a College employee who is responsible for responding to or reporting sexual violence or sexual harassment, but wish to maintain confidentiality or do not consent to the institution's request to initiate an investigation, the Title IX Coordinator must weigh your request against our obligation to provide a safe, non-discriminatory environment for all members of our community, including you.

We will assist you with academic, employment, and other reasonable and available accommodations regardless of your reporting choices. While reporting individuals may request accommodations through several college offices, the following office can serve as a primary point of contact to assist with these measures: Equity, Inclusion, and Affirmative Action, ADA/504 Office, Tower 8th Floor, Room 818; 516-572-7121. We also may take proactive steps, such as training or awareness efforts, to combat sexual violence in a general way that does not identify you or the situation you disclosed.

We may seek consent from you prior to conducting an investigation. You may decline to consent to an investigation, and that determination will be honored unless the College's failure to act does not adequately mitigate the risk of harm to you or other members of the College community. Honoring your request may limit our ability to meaningfully investigate and pursue conduct action against an accused individual. If we determine that an investigation is required, we will notify you and take immediate action as necessary to protect and assist you.

When you disclose an incident to someone who is responsible for responding to or reporting sexual violence or sexual harassment, but wish to maintain confidentiality, the College will consider many factors to determine whether to proceed despite that request. These factors include, but are not limited to:

- Whether the accused has a history of violent behavior or is a repeat offender;
- Whether the incident represents escalation, such as a situation that previously involved sustained stalking,
- the increased risk that the accused will commit additional acts of violence;
- Whether the accused used a weapon or force;
- Whether the reporting individual is a minor; and
- Whether we possess other means to obtain evidence such as security footage, and whether the report reveals a pattern of perpetration at a given location or by a particular group.

If the College determines that it must move forward with an investigation, the reporting individual or victim/survivor will be notified and the College will take immediate action as necessary to protect and assist them.

Public Awareness/Advocacy Events:

If you disclose a situation through a public awareness event such as "Take Back the Night," candlelight vigils, protests, or other public event, the College is not obligated to begin an investigation. The College may use the information you provide to inform the need for additional education and prevention efforts.

Anonymous Disclosure:

New York State Hotline for Sexual Assault and Domestic Violence: 1-800-942-6906

This Hotline is for crisis intervention, resources and referrals and is not a reporting mechanism.

At Nassau Community College, you may report anonymously by filling out an “Anonymous Complaint Form”, available from the College’s website, and mailing it to the Office of the Title IX Coordinator. The reporting form is accessible here:

Go to www.ncc.edu, from the links listed at the bottom of the website, click the “AAO & Title IX” link. From there, select “Anonymous Complaint Form” from the headings listed on the left side of the screen.

Institutional Crime Reporting

Reports of certain crimes occurring in certain geographic locations will be included in the College’s Clery Act Annual Security Report in an anonymized manner that neither identifies the specifics of the crime or the identity of the reporting individual or victim/survivor.

The College is obligated to issue timely warnings of Clery Act crimes occurring within relevant geography that represent a serious or continuing threat to students and employees (subject to exceptions when potentially compromising law enforcement efforts and when the warning itself could potentially identify the reporting individual or victim/survivor). A reporting individual will never be identified in a timely warning.

The Family Educational Rights and Privacy Act allows institutions to share information with parents when (1) there is a health or safety emergency, or (2) when the student is a dependent on either parents’ prior year federal income tax return. Generally, the College will not share information about a report of sexual violence with parents without the permission of the reporting individual.

Policy for Alcohol and/or Drug Use Amnesty in Sexual and Interpersonal Violence Cases

The health and safety of every student at the State University of New York and its State-operated and community colleges is of utmost importance. Nassau Community College recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. The College strongly encourages students to report incidents of domestic violence, dating violence, stalking, or sexual assault to institution officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to College officials or law enforcement will not be subject to the College's Code of Conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault.

Definition of Affirmative Consent

Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.

- 1) Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to any other sexual act.
- 2) Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
- 3) Consent may be initially given but withdrawn at any time.
- 4) Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.
- 5) Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm.
- 6) When consent is withdrawn or can no longer be given, sexual activity must stop.

Student Onboarding and Ongoing Education Guide

The State University of New York and its State-operated and community colleges believe that sexual violence prevention training and education cannot be accomplished via a single day or a single method of training. To that end, SUNY campuses will continue to educate all new and current students using a variety of best practices aimed at educating the entire college community in a way that decreases violence and maintaining a culture where sexual assault and acts of violence are not tolerated.

All new first-year and transfer students will, during the course of their onboarding to a SUNY State-operated or community college, receive training on the following topics, using a method and manner appropriate to the institutional culture of each campus:

- The institution prohibits sexual harassment, including sexual violence, domestic violence, dating violence, stalking, other violence or threats of violence, and will offer resources to any victims/survivors of such violence while taking administrative and conduct action regarding any accused individual within the jurisdiction of the institution.
- Relevant definitions including, but not limited to, the definitions of sexual violence and consent.
- Policies apply equally to all students regardless of sexual orientation, gender identity, or gender expression.
- The role of the Title IX Coordinator, University Police/Campus Security, and other relevant offices that address violence prevention and response.
- Awareness of violence, its impact on victims/survivors and their friends and family, and its long-term impact.
- The Students' Bill of Rights and Sexual Violence Response Policy, including:
 - How to report sexual violence and other crimes confidentially, and/or to college officials, campus law enforcement and security, and local law enforcement.
 - How to obtain services and support.
- Bystander Intervention and the importance of taking action, when one can safely do so, to prevent violence.
- The protections of the Policy for Alcohol and/or Drug Use Amnesty in Sexual and Interpersonal Violence Cases
- Risk assessment and reduction including, but not limited to, steps that potential victims/survivors *and* potential assailants and bystanders to violence can take to lower the incidence of sexual violence.
- Consequences and sanctions for individuals who commit these crimes.

The onboarding process is not limited to a single day of orientation, but recognizes that students enroll at different times at different SUNY campuses and gives campuses the flexibility to best educate students at a time and manner that can most effectively bring these points to light. SUNY will conduct these trainings for all new students, whether first-year or transfer, undergraduate, graduate, or professional. Each campus shall use multiple methods to educate students about sexual violence prevention. Each SUNY institution will also share information on sexual violence prevention with parents of enrolling students.

Students at SUNY State-operated and community college campuses shall be offered general and specialized training in sexual violence prevention. Each institution will conduct a campaign, compliant with the requirements of the Violence Against Women Act, to educate the student population. Further, institutions will, as appropriate, provide or expand specific training to include groups such as international students, students that are also employees of the campus, leaders and officers of registered/recognized student organizations, online and distance education students. Institutions will also provide specific training to members of groups identified as likely to engage in high-risk behavior.

Beginning in the 2015-2016 academic year, SUNY State-operated and community colleges will require that student leaders and officers of registered/recognized student organizations and those seeking recognition complete training on domestic violence, dating violence, sexual assault, or stalking prevention as part of the approval process and require student-athletes to complete training in domestic violence, dating violence, sexual assault, or stalking prior to participating in intercollegiate athletics.

Methods of training and educating students may include, but are not limited to:

- President's welcome messaging;
- Peer theater and peer educational programs;
- Online training;
- Social media outreach;
- First-year seminars and transitional courses;
- Course syllabi;
- Faculty teach-ins;
- Institution-wide reading programs;
- Posters, bulletin boards, and other targeted print and email materials;
- Programming surrounding large recurring campus events;
- Partnering with neighboring SUNY and non-SUNY colleges to offer training and education;
- Partnering with State and local community organizations that provide outreach, support, crisis intervention, counseling and other resources to victims/survivors of crimes to offer training and education. Partnerships can also be used to educate

community organizations about the resources and remedies available on campus for students and employees seeking services; and

- Outreach and partnering with local business those attract students to advertise and educate about these policies.