

September 15, 2025

Central Community College

Report Subject to State Statute: 85-608

Submitted to: Clerk of the Legislature and the Education Committee of the Legislature

Subject: Sexual Harassment and Title IX Compliance

- (a) Central Community College's last Campus Climate Survey was in 2022. See attached Appendix A for the survey summary results. Central Community College administered the climate survey over 3 weeks with several promotions to encourage participation. Examples of such promotion included drawings for Visa gift cards, hosting tables with CCC swag and snack/candy incentives for survey completion, hanging flyers college-wide, and several email reminders for survey completion. We utilized QR codes for easy scanning access through mobile devices to encourage participation as well. CCC had planned a climate survey for 2024; however, that was paused due to new, impending federal regulations that were scheduled to be released. Those regulations were eventually disseminated in April of 2024 and then enjoined within a few months after their release. Central Community College will conduct its next Campus Climate Survey in the Spring of 2026.
- (b) Training provided to Title IX Coordinator, Deputy Title IX Coordinators and Title IX Resolution Pool members (investigators, hearing officers, decision makers, advisors, appeal officers):
 - a. All Central Community College Title IX resolution pool members receive annual training related to Title IX laws, compliance, investigations, and due process. Central Community College is a member of the Association of Title IX Administrators (ATIXA), which regularly conducts trainings that CCC Title IX pool members attend. Training for pool members is based on their designated role/s within the institution. Several resolution pool members serve in different capacities depending on the case, which allows for cross-training and certification. CCC's resolution pool typically has between 10-15 members annually.
 - b. The most recent list of trainings provided through ATIXA for certification from 2023-2025 of Title IX resolution pool members are listed below:
 - i. 504 Coordinator
 - ii. Investigator Level 1
 - iii. Investigator Level 2
 - iv. Investigator Skills & Report Writing for Higher Education
 - v. Title IX Compliance and Athletics
 - vi. Title IX Coordinator Level 1
 - vii. Title IX Coordinator Level 2

- viii. Title IX Hearing Officer
 - ix. 2020 Regulations Implementation Materials
 - x. Title IX Higher Education Decision Maker
 - xi. Title IX Hearing Advisors
 - xii. Informal Resolution Foundations for Higher Education
 - xiii. ASCA Conduct Investigations
- c. Central Community College's Title IX Pool members meet quarterly to review current policies and procedures, role play through example cases, and review additional training videos provided through ATIXA's 20 minutes to trained modules. Examples of these modules includes: *Keeping Up with the Courts, No Contact Orders Pt 1 and 2, Addressing Inappropriate Employee Behaviors, Due Process, Assessing Credibility and Equitable Remedies within Civil Rights Grievances.*
- (c) Central Community College has adopted a thorough Civil Rights Policies and Procedures document that outlines the college's processes and policies addressing sexual harassment. Specifically, the institution's Equal Opportunity, Harassment and Nondiscrimination Policy defines sexual harassment and outlines the resolution process for violations of the college policy, which can be found at [Civil Rights Policies and Procedures](#)
- (d) Students and employees can receive immediate emergency assistance to address instances of sexual harassment by contacting the Title IX coordinator, a member of the Title IX resolution pool or college public safety. All students and employees receive the [Student and Employee Sexual Misconduct Resource Guide](#) upon contacting one of these individuals or submitting a report of sexual misconduct, including sexual harassment, to the college. Within this guide are also community resources such as local crisis shelters, hotlines, medical facilities, and steps to follow for preserving evidence and making a report to local law enforcement.
- (e) Students and employees may report concerns or sexual harassment in many ways including:
 - a. Submitting a report via the college website at [Sexual Misconduct Reporting Form](#)
 - b. Emailing, calling or meeting with a member of the Title IX pool member for the purpose of reporting a concern of sexual harassment
 - c. Submitting an email to the Title IX Coordinator's office at titleixcoordinator@cccneb.edu
 - d. Additionally, CCC has designated members of the college's cabinet as Officials with Authority and all CCC employees as mandated reporters. Reports made to these individuals will immediately be sent over to the institution's Title IX Coordinator.
- (f) Central Community College provides a list of resources and supports available to all CCC employees and students to address concerns of sexual harassment in the Civil Rights Policies and Procedures as well as in the Sexual Misconduct Resource Guide. A list and explanation of those resources and supports is below:
 - a. Central Community College will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged harassment, discrimination, and/or retaliation.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the Central Community College's education program or activity, including measures designed to protect the safety of all parties or the Central Community College's educational environment, and/or deter harassment, discrimination, and/or retaliation.

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. At the time that supportive measures are offered, Central Community College will inform the Complainant, in writing, that they may file a formal complaint with Central Community College either at that time or in the future, if they have not done so already. The Title IX Coordinator or designee works with the Complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented.

Central Community College will maintain the privacy of the supportive measures, provided that privacy does not impair Central Community College's ability to provide the supportive measures. Central Community College will act to ensure as minimal an academic impact on the parties as possible. Central Community College will implement measures in a way that does not unreasonably burden the other party.

These actions may include, but are not limited to:

- Referral to the Employee Assistance Program (EAP)
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Implementing contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Trespass, Persona Non Grata (PNG), or Be-On-the-Lookout (BOLO) orders
- Referral to counseling, medical, and/or other healthcare services
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

(g) Central Community College does not have any student or employee-led organization engaged in supporting victims of sexual harassment. Central Community College provides all parties with

an advisor during the resolution process and refers students to victim advocacy resources within the community when available.

(h) Central Community College does not have any formal agreements with local law enforcement agencies or the county attorney related to addressing instances of sexual harassment.

2. This report does not include any personally identifiable information, information that is subject to a privilege arising under state or federal law, or records that may be withheld from disclosure under section [84-712.05](#)

Appendix B- Sample Prevention Resource Materials for Title IX Education