

September 15, 2025

Central Community College

Report Subject to State Statue: 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

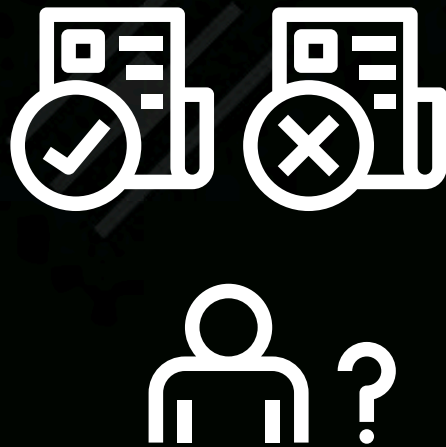
(g) Central Community College does not have any student or employee-led organization engaged in supporting victims of sexual harassment. Central Community College provides all parties with

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



MYTH OR TRUTH

Alcohol use at CCC

MYTH

CCC students reported that they believe others drink more than 7 drinks in one sitting.

TRUTH

CCC students report drinking an average of 1.8 drinks in one sitting. They also had FEWER drinks per week compared to peers at other community colleges.

MYTH

Every one drinks alcohol in college.

TRUTH

Only 34% of CCC students reported drinking alcohol in the last year.

MYTH

People drink at friend's places or at home.

TRUTH

CCC students report drinking at bars and restaurants more often than their peers at other community colleges.

WHAT DOES

CONSENT

LOOK LIKE



DO ALL PEOPLE AGREE TO
ANY KIND OF SEX ACT?



Are all people
able to consent?

X DRUGS?
X ALCOHOL?
X ASLEEP?

YES

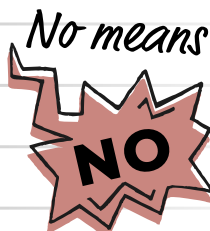
to one activity one time does
not mean consent to all activities

The best way to get consent is to ask

only



means
yes



THE 5 D'S OF

BYSTANDER INTERVENTION

DISTRACT

Distraction is a subtle and creative way to intervene. Distract either the harasser or the target with conversation unrelated to the harassment to derail and de-escalate the situation.

Examples

Ask for directions; Spill your drink "accidentally;" Pretend you know one of them.

DELEGATE

Bring in a 3rd party to help, possibly someone with more perceived authority.

Examples

Alert a Campus employee, store manager, bus driver, club bouncer, or someone else to help intervene.

DOCUMENT

It can be helpful for the person being harassed to have a video or other evidence. If someone is already intervening and you believe the person causing the harmful behavior is escalating, you can choose to document the situation. If not use one of the other 4 Ds. *

Example

*Document the interaction by recording on your phone, taking a photo of the individual causing harm, or writing notes. Afterwards, ask the person who experienced harm what they would like to do with the documentation. ***NEVER** post to social media or online without permission! Also laws about recording in public vary, so check local laws first.*

DELAY

If you can't intervene in the moment, you can check in with the person being harassed afterwards to see if you can do anything to support them, illustrating that they are not alone.

Examples

"Is everything okay? Is there anything I can do?" "Is there someone we can call?" "Can I buy you a cup of coffee?"

DIRECT

Assess for safety.* Respond directly to the aggressor and/or physically intervene if necessary. Be confident, assertive, calm.

Examples

Walk up to engage a street harasser and directly ask them to stop their behavior.

"YES!"

MEANS YES

CONSENT MATTERS

**"I DON'T
KNOW"**

**"MAYBE
LATER"**

"NO"

MEANS NO

"UM..."

"STOP"

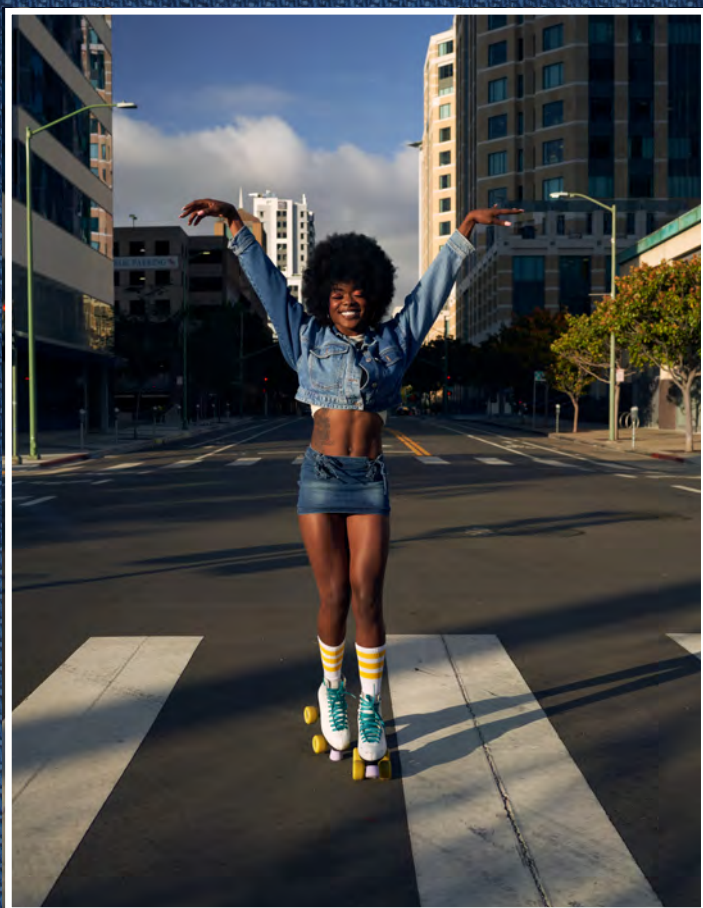
**"NOT
TODAY"**

DENIM DAY

APRIL 30, 2025

Let's prevent

Sexual Violence



On Denim Day; million of people across the world will wear jeans with a purpose, support survivors, and educate themselves and others about all forms of sexual violence.

Join us by wearing your Denim and stopping by the Denim Day display in the leisure lounge.



Brought to you by
CCC Counseling and Prevention Education Services
402-562-1244
counseling_services@cccneb.edu

Mindful Mondays: Elevate Your Friendship

Friendship is a two-way street. To have a good friend you need to be a good friend. You don't just "live" when you have good friends, you thrive!

TIME TOGETHER

Spending time together often requires a conscious commitment and effort to schedule time and not get overloaded with other activities. Two minute phone call, meaningful text message, etc.



KNOWING EACH OTHER

One measure of friendship is how well you know your partner and vice versa. Knowing dreams, fears, preferences are all areas to explore.



FOCUS ON POSITIVE

Focus on the positive attributes of your friend. What do you admire about them? Be sure to share your feelings with them!



SHOW APPRECIATION

And Gratitude for Each Other. Play the appreciation game with your friend... One of you starts by saying something that you appreciate about the other person. Then the other person says something that he or she appreciates about you. Continue taking turns stating one thing that you each appreciate about the other. See how many you can get!.



The ultimate guide on how to be a better friend

15 Minute Read, Topics include:

Why is it important to be a good friend?

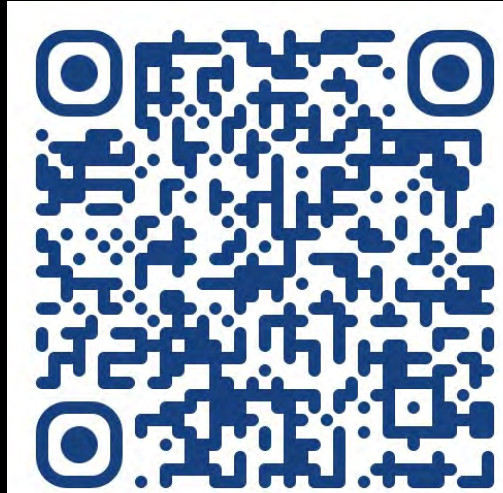
How can having good friends improve your mental health?

How can you be a better friend?

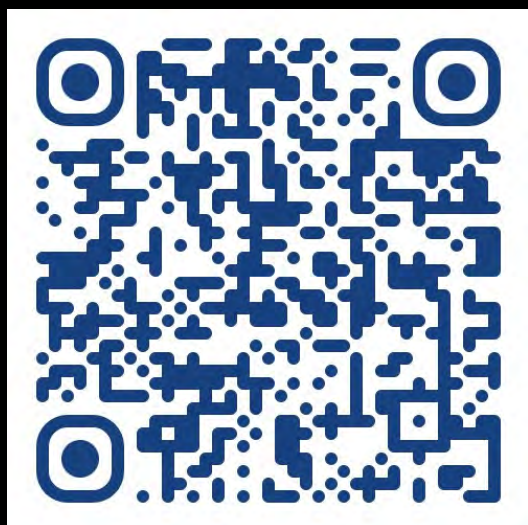
How can you tell when you're not being a good friend?

7 extra tips for shy people

Start investing in your friendships



Tips on How To Have Healthy Friendships



Video on the process of building a good friendship and how to identify the warning signs of a failed friendship.

The Art of Being Your Own Best Friend

In this 13-minute engaging talk, psychotherapist Carissa Karner reveals how she learned to concretize a nebulous idea of self-love into the tangible actions of befriending yourself.



Mindful Monday: Taking the Pressure Off Valentine's Day Singles Edition

Valentine's Day can feel like singles awareness day for those who are not partnered.

As long as you have clear expectations, this day can be special without grand, expensive gestures.



If you are single, choose Valentine's Day as a self-care day. Take yourself to a movie, treat yourself to a massage or special gift, etc. Celebrate the special person you are!

Enjoy Valentine's Day the way you want, not the way everyone is telling you you should. Spend time with friends or family, its about love!

Forcing people to declare the grandest demonstration of love on one single day can be a recipe for disaster.

Don't want to celebrate? It's Okay!

Mindful Monday: Taking the Pressure Off Valentine's Day

Couples Edition

Valentine's Day places pressures on couples to make the day the most romantic and memorable one of the year. Remember, there is no right way to celebrate Valentine's Day.

Focus on the love you share every day.



Celebrate Valentine's Day on another day. Enjoy a romantic dinner at one of your favorite restaurants, and avoid the crowds—and overpriced menu.

Stay home and enjoy quality time with your partner.

Talk about how you want to celebrate (or not celebrate) Valentine's Day. Decide together if you want to indulge and how you plan to do it. Clearly stated expectations for the day so no one will be disappointed.

Match your gift to the stage of your relationship. If it is new, flowers and candy are good choices. An over-the-top gift like expensive jewelry may not be the right message to convey so soon.

Don't expect your partner to become Cupid for one day. Some people just aren't romantic, and Valentine's Day isn't going to change that. Keep your expectations realistic.

APRIL IS SEXUAL ASSAULT AWARENESS MONTH

13% OF ALL STUDENTS EXPERIENCE RAPE OR SEXUAL ASSAULT THROUGH PHYSICAL FORCE, VIOLENCE, OR INCAPACITATION (AMONG ALL GRADUATE AND UNDERGRADUATE STUDENTS).¹

EVERY 73 SECONDS, AN AMERICAN IS SEXUALLY ASSAULTED.²

MORE THAN 50% OF COLLEGE SEXUAL ASSAULTS OCCUR IN EITHER AUGUST, SEPTEMBER, OCTOBER, OR NOVEMBER.¹

National Sexual Assault Hotline

1-800-656-4673

hotline.rainn.org



National Sexual Violence Resource Center

nsvrc.org/survivors



WAYS TO STAY SAFE:

- DON'T DRINK ANYTHING THAT'S BEEN OUT OF YOUR SIGHT**
- AVOID GOING TO ISOLATED LOCATIONS WITH OTHERS**
- HAVE A SAFE RIDE HOME**
- COMMUNICATE WITH FRIENDS OFTEN**
- BE AWARE OF YOUR SURROUNDINGS**

¹ CAMPUS SEXUAL VIOLENCE STATISTICS FROM RAINN
² SEXUAL ASSAULT AWARENESS & PREVENTION MONTH FROM THE DEA

WELCOME BACK TO CAMPUS

A NEW semester means NEW stress.
Don't let it get overwhelming. Ask for help!!!

RESOURCES:

Counseling Services:



Food and Hygiene
Pantry:



Veterans and Military
Resource Center:



CARE Team:



Academic Success
Center:



Wellness

Wellness is "a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity" (World Health Organization)

- Wellness includes multiple aspects of life, including physical, emotional, social, and more
 - Each aspect of wellness affects the whole picture-improving one area can help others
- Taking time to do a Wellness Check can help you identify areas you want to focus on or change

Learn more ↘

Men's health



Women's Health



General Wellness

