

Metropolitan Community College

Sexual Harassment & Title IX Compliance Report

2025 Report Subject to §85-608

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

September 15, 2025

Dear Members of the Education Committee,

On behalf of Metropolitan Community College, I respectfully submit the attached biennial report on sexual harassment and Title IX compliance at public postsecondary institutions, as required by Nebraska Revised Statutes § 85-608.

Metropolitan Community College prioritizes student and campus safety and appreciates the opportunity to engage with you and the Education Committee to discuss this report.

If you have any questions, don't hesitate to get in touch with me.

Respectfully,

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Title IX Coordinator
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Background

The following report on sexual harassment and Title IX compliance is provided by Metropolitan Community College (MCC) in accordance with Neb. Rev. Stat. § 85-608. The report includes the following information:

- a. Results of any campus climate survey related to sexual harassment;
- b. Information related to the training provided to Title IX coordinators, investigators, and decision-makers regarding sexual harassment;
- c. Any policies, initiatives, or grievance procedures the postsecondary institution has adopted to address sexual harassment;
- d. Information on where the postsecondary institution's students and employees may receive immediate emergency assistance to address instances of sexual harassment;
- e. Information on how the postsecondary institution's students and employees may report concerns of sexual harassment to the postsecondary institution;
- f. Information on resources, programs, and support available to the postsecondary institution's students and employees to address concerns of sexual harassment;
- g. Information on any of the postsecondary institution's student or employee-led organizations engaged in supporting victims of sexual harassment; and
- h. Any agreement between the postsecondary institution and a local law enforcement agency or the county attorney related to addressing instances of sexual harassment.

MCC Overview

Metropolitan Community College (MCC) is a comprehensive, full-service public community college supported by taxpayers from Dodge, Douglas, Sarpy, and Washington counties. Its mission is to offer high-quality educational programs and services, mainly in career training and general education, to people of all ages and educational backgrounds. MCC has multiple campuses and continues to expand its offerings in both credit and non-credit areas. Students seeking credit can choose from two-year degree or certificate programs across seven Academic Focus Areas, including Business, Creative Arts and Design, Community and Human Services, Health Professions, Information Technology, Skilled Trades and Technical Sciences, and Transfer. MCC's non-credit programs provide high-quality, accessible, and innovative learning opportunities for learners of all ages. Classes are offered at various locations throughout the metropolitan area. Workforce training programs support student goals and promote business growth through accelerated learning options and workforce development initiatives. MCC also helps employers build their workforce and improve the skills of career professionals to maximize their potential. Additionally, MCC offers community-based programs that provide educational opportunities, resources, and support to local neighborhoods at three MCC Express locations. These include GED, English as a Second Language, and other non-credit workforce courses. Each year, MCC serves over 40,000 students and is the second-largest higher education institution in Nebraska.

Sexual Harassment and Title IX Compliance Report

A. Results of any campus climate survey related to sexual harassment:

Metropolitan Community College (MCC) has not carried out a campus climate survey specifically focused on sexual harassment.

During the spring of 2025, MCC participated in the Nebraska Assessment of College Health Behavior survey (NACHB). The NACHB survey is designed to assess students' personal attitudes and behaviors related to alcohol, drugs, mental health, and personal violence (e.g., drinking and sexual behaviors). The survey also helps understand individuals' attitudes towards campus and community policies, other students' behavior, and bystander interventions. See Appendix A for NACHB Survey results.

MCC plans to conduct a Campus Climate Survey in the Fall of 2025.

B. Information related to the training provided to Title IX coordinators and decision-makers regarding sexual harassment:

All MCC Title IX team members undergo annual training, including the Title IX Coordinator and other roles such as investigators, hearing officers, decision makers, appeal officers, and advisors. MCC is a member of the Association of Title IX Administrators (ATIXA), which offers virtual and in-person training options to ensure compliance. Several team members are cross-trained in multiple roles to enhance flexibility in investigations and grievance procedures.

The most recent listing of training provided through ATIXA for certification from 2023-present are listed below:

- a. ATIXA Annual Conference (members of the team attend annually)
- b. ATIXA Investigator 1 & 2,
- c. Hearing Officer,

- d. Title IX Decision Making for Higher Education (2020-Regulations),
- e. Title IX Coordinator Foundations: Gender Equity
- f. Title IX Coordinator Foundations: Sex-Based Harassment for Higher Education
- g. Supporting Pregnancy, Parenting, & Related Conditions,
- h. Informal Resolutions Foundations for Higher Education
- i. Managing Intake, Jurisdiction, and Dismissals Workshop
- j. Addressing Intimate Partner Violence Seminar
- k. ADA 504/Section 504 for Higher Education
- l. Title VI Investigation Foundations for Educational Settings
- m. Free Speech and Responding to Protests and Activism in Educational Settings

<https://www.atixa.org/2020-regulations-requirement-posting-of-training-materials/>

During the 2024-2025 academic year, MCC collaborated with TNG/ATIXA/NABITA to offer a two-day Title IX training and a one-day Behavior Intervention Best Practices training for college administrators in student affairs, academic affairs, faculty, and college police.

All staff at MCC undergo general training on Title IX. Vector Solutions/Safe College Computer Module Training is required for all employees during new hire orientation and must be completed annually afterward.

C. Policies, initiatives, or grievance procedures adopted to address sexual harassment:

MCC's Policy Prohibiting Harassment of Employees (PM VI-34) and Policy Prohibiting Harassment of Students (PM V-4) ban discrimination based on sex. These policies ensure MCC complies with Title IX. MCC Title IX Coordinators are responsible for addressing alleged violations. MCC follows its current policies to adhere to existing Title IX regulations. The college is reviewing all policies related to civil rights harassment and discrimination. See Appendix B for links to relevant MCC policies, websites, and reporting forms.

D. Information on where students and employees may receive immediate emergency assistance to address instances of sexual harassment:

Students and staff are encouraged to call 9-1-1 when someone needs emergency help. If someone is a victim of a crime, such as domestic violence, dating violence, sexual assault, or stalking, calling 9-1-1 will activate emergency responses from local law enforcement or medical providers.

When sexual harassment does not involve an emergency, students and staff are advised to contact the College's Police Department for immediate help. Police officers assist by de-escalating situations, supporting students through escort, and possibly providing evidence if harassment occurs in view of security cameras.

The College also uses a Campus Emergency Notification System that alerts students and staff about an immediate threat. The College must issue prompt warnings for reported incidents that present a serious or ongoing risk of bodily harm or danger to the campus community. The College has not used this system during the reporting period due to reported criminal activity related to sexual harassment. If the College needs to use this system, it has procedures in place to ensure that a complainant's name and other identifying information are not disclosed, while still providing enough information for community members to make safety decisions based on the potential danger.

MCC offers information on how to contact Title IX Coordinators, as well as details on reporting to law enforcement agencies and accessing confidential resources off-campus on our website.

- [Metropolitan Community College Reporting Sexual Violence](#)
- [Metropolitan Community College Victim Impact Resources](#)

Students and employees can also reach out to anyone on the Title IX team or the MCC College Police department.

E. Information on how students and employees may report concerns of sexual harassment:

Students and Employees may report concerns of sexual harassment in multiple ways:

- a. Submitting a report using the College's reporting form: Student Grievance Form for Alleging Discrimination/Harassment.
- b. Contacting a member of the Title IX team, including the Title IX Coordinator, by email, phone, or in person to report concerns about sexual harassment.
- c. Additionally, all MCC employees are mandated reporters, meaning they must notify the Title IX Coordinator immediately.

Upon notice by a third party, the Title IX Coordinator will contact the identified Complainant to discuss the availability of supportive measures, consider the Complainant's preferences regarding those measures, inform the Complainant of their options with or without filing a formal Complaint, and explain the process for submitting a formal Complaint. Maxient software is used to manage student misconduct, harassment, or discrimination cases. This tool provides a streamlined and effective process for responding to reports. There is increased awareness of prohibited conduct and information on how to use the College's reporting system.

F. Information on resources, programs and support available to students and employees to address concerns of sexual harassment:

Numerous College, Community, and National resources are available to address concerns of sexual harassment. Information about these resources is provided through the College's website and on an individual basis. (See Appendix C) Metropolitan Community College Victim Impact Resources.

- a. The College will implement and uphold appropriate and reasonable supportive measures for the parties upon notice of discrimination, harassment, and/or retaliation.

Supportive measures are non-disciplinary, non-punitive services provided individually as

suitable, reasonably accessible, and at no cost to the parties. These measures seek to restore or maintain access to the College's educational programs or activities, including those designed to ensure everyone's safety or the College's learning environment, and to prevent further harassment or retaliation.

- b.** The Title IX Coordinator quickly offers supportive measures to the parties once they receive notice or a Complaint. When supportive measures are provided, the College will notify the Complainant in writing that they can file a formal Complaint with the College either at that moment or afterward if they have not already done so.
- c.** The Title IX Coordinator collaborates with the Complainant to ensure their preferences are considered when planning and implementing supportive measures. The College will maintain the privacy of these measures whenever possible without compromising its ability to provide them, and will aim to reduce any academic or occupational impact on the parties.
- d.** The College will provide supportive measures that do not impose unreasonable burdens on the other party. These measures may include, but are not limited to:
 - i.** Referral to counseling, medical, and/or other healthcare services
 - ii.** Referral to the Employee Assistance Program • Referral to community-based service providers
 - iii.** Student financial aid counseling
 - iv.** Altering work arrangements for employees or student-employees
 - v.** Safety planning
 - vi.** Providing College Police escorts
 - vii.** Implementing contact limitations (no contact orders) between the parties

- viii.** Academic support, extensions of deadlines, or other course/program-related adjustments
- ix.** Timely warnings as required under the Clery Act
- x.** Class schedule modifications, withdrawals, or leaves of absence
- xi.** Increased security and monitoring of certain areas of the College's property
- xii.** Any other actions deemed appropriate by the Title IX Coordinator. Violations of no contact orders will be referred to appropriate student or employee conduct processes for enforcement.
- xiii.** Emergency Removal: The college can take action to remove a student respondent entirely or partially from its educational programs or activities on an emergency basis when an individualized safety and risk assessment determines that an immediate threat to the physical health or safety of any student or other individual justifies removal. This risk assessment is conducted by the Title IX Coordinator in partnership with the MCC College Police using standard objective violence risk evaluation procedures.
- xiv.** In all cases where an emergency removal is imposed, the student will be notified of the action and have the option to request a meeting with the Title IX Coordinator before the action is taken or as soon as reasonably possible afterward. During this meeting, the student can show cause why the removal should not be implemented or should be modified. This meeting is not a hearing on the merits of the allegation(s), but an administrative process to determine only whether the emergency removal is appropriate.
- xv.** If this meeting is not requested promptly, objections to the emergency removal will be considered waived. A Complainant and their Advisor may be allowed to

participate if the Title IX Coordinator determines it is fair to do so. There is no appeal for emergency removal decisions. A Respondent can bring an Advisor of their choice to meet with the Title IX Coordinator. The Respondent will receive a written summary of the reasons for the emergency removal before the meeting to prepare adequately.

- xvi.** The Title IX Coordinator has sole discretion under these procedures to implement or stay an emergency removal and to set the conditions and duration of the removal during the investigation and final decision. Violating an emergency removal under these procedures will be grounds for discipline, which may include expulsion.
- xvii.** The College will take the least restrictive emergency actions necessary considering the circumstances and safety concerns. As determined by the Title IX Coordinator, these actions may include, but are not limited to, restricting a student's access to or use of facilities or equipment, allowing a student to withdraw or receive grades of incomplete without penalty, authorizing a leave, and suspending a student's participation in all college-related activities. At the discretion of the Title IX Coordinator, alternative coursework options may also be offered to minimize academic impact on the parties.
- xviii.** Where the Respondent is an employee, existing provisions for interim action apply, as outlined in College Procedure Memorandum VI-24 Employee Discipline Procedures.

G. Information on any student or employee-led organizations engaged in supporting victims of sexual harassment:

MCC does not have a student-led organization dedicated to supporting victims of sexual harassment. MCC relies on its Student Care Team, which offers a resource for faculty, staff, students, families, or anyone else to contact if they have concerns about a student's well-being. The main aim of the Care Team is to provide consultation, advocacy, resources, and education to promote individual success and create a safe campus environment.

- a. Anyone concerned can refer a student who might be facing academic, emotional, or behavioral issues to the Care Team by filling out a Student Help and Referral (SHARE) form. Submitting a referral shows you are worried about a student's well-being. Once received, this form triggers the CARE team's outreach and intervention process.
- b. SHARE referrals are reviewed during regular business hours by trained staff who assess and respond. The CARE team conducts an initial assessment of every SHARE referral. Often, the outcome is to provide support and resources to the individual who reports the concern, the student of concern, or both. In most cases, the student of concern will be contacted and invited to meet with either a member of the SIT or an advocacy counselor. During this meeting, the student and staff work together to identify resources, referrals, or services that can best meet the student's needs and goals. Each situation is unique and requires a personalized approach. Team members typically meet with a student multiple times in person and periodically check in throughout the academic year.
- c. MCC has been dedicated to building a community of care, which is the first step toward fostering a positive mental health environment for students. This approach helps the institution support students in staying on their path and ensures they are learning while

at MCC. MCC's Student Advocacy and Accountability team, along with Staff Training and Development, has provided sessions designed to help faculty and staff recognize signs of distress in students, learn how to engage in conversations with distressed students, and connect them to mental health resources if additional support is needed.

- d. MCC held awareness events aligned with nationally recognized awareness months during the reporting period. These events provided general information about Domestic Violence Awareness Month, Stalking Awareness Month, and Sexual Assault Awareness Month. This included contact details for local domestic violence and sexual assault advocacy services, along with statistical data. Local advocacy programs also set up tables at campus events to answer questions about their services. See Appendix D for a list of offerings.

H. Agreement with local law enforcement agency or county attorney related to addressing instances of sexual harassment:

The Metropolitan Community College Police Department (MCC Police) has the primary authority and responsibility to investigate crimes and provide police services for MCC locations within the four-county service area of Douglas, Sarpy, Dodge, and Washington counties.

The MCC Police Department is recognized as a law enforcement agency by the Nebraska Commission on Law Enforcement and Criminal Justice. Officers employed by MCC Police are commissioned and certified as Nebraska law enforcement officers. MCC Police have agreements with other law enforcement agencies within the jurisdictions served by the Metropolitan Community College. The collaboration extends not only to assistance with answering calls when needed but also to support in all phases of follow-up investigations, including forensic services.

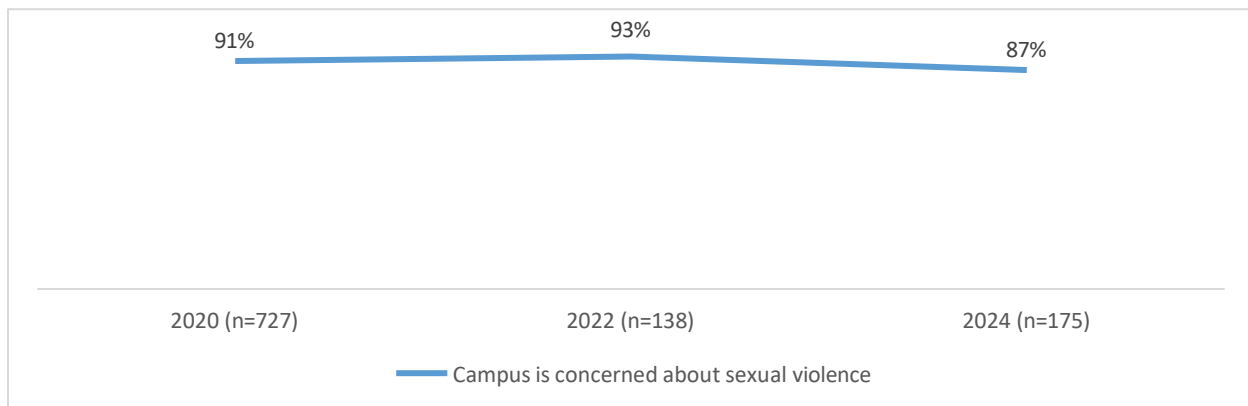
- I. This report does not include any personally identifiable information protected by privilege under state or federal law, nor records that may be withheld from disclosure under Section 84-712.05.

Appendix A

Nebraska Assessment of College Health Behaviors Survey 2024 (p. 14-16) Sexual Experiences with Alcohol

A little over half of MCC students reported that their campus had a sexual violence policy (52%) and the other half (47%) were unsure. The majority of students believed that their campus was concerned about sexual violence (87%) though this was an overall decrease from 2020 (Figure 17).

Figure 17: Trend: Belief that campus is concerned about sexual violence



A little less than one third of students (30%) said they had not had a sexual partner in the last year, but of those who did (n=103), 22% said they had done more sexually than they had originally planned due to drinking alcohol or using drugs. Fourteen percent of MCC students said they had used alcohol or drugs to help them feel more comfortable with a sexual partner in the past year.

Students were asked if they approved of a series of statements regarding alcohol and sexual assault. Nearly all students approved of someone intervening if they saw someone taking advantage of another person (95%) and if they saw someone being taken advantage of sexually (96%). When asked how they agreed or disagreed with the statement “If both people are drunk, it can’t be rape” over half of the students (56% indicated that they strongly disagreed with the statement (Figure 18).

Figure 18: Level of agreement with rape scenario (n=147)

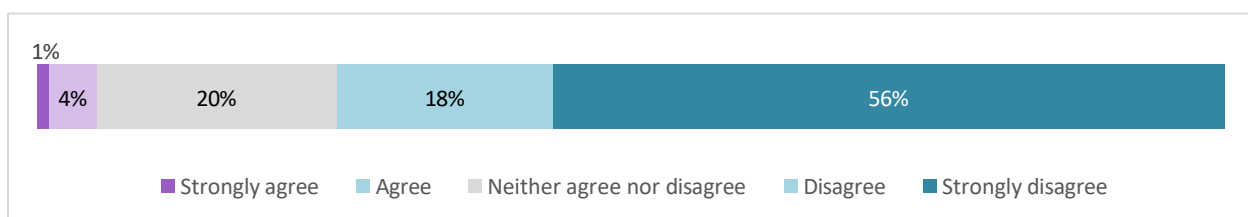
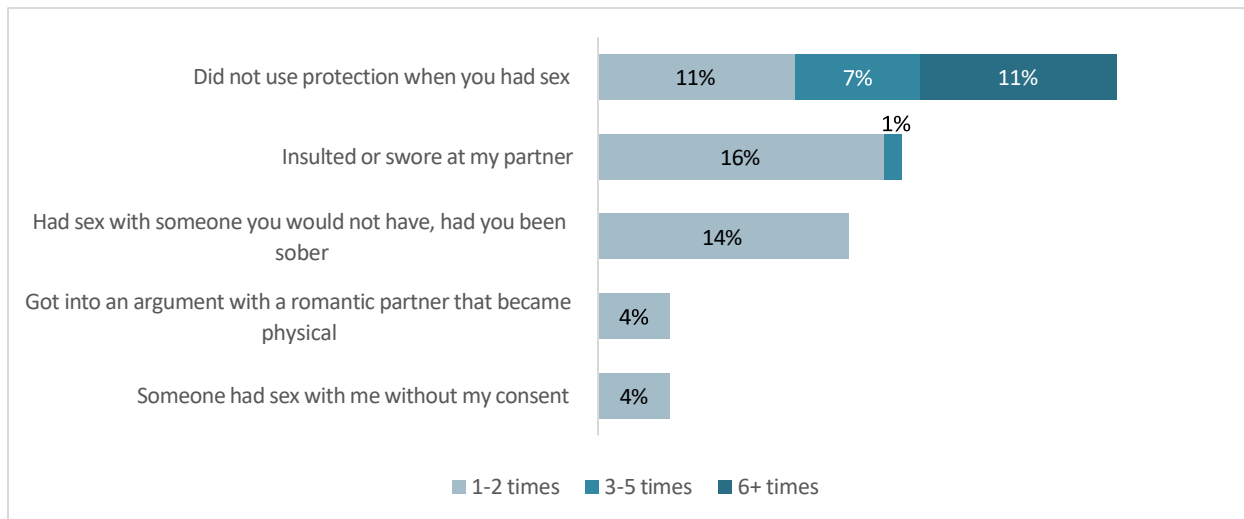


Figure 19 shows how often MCC students experienced sexual harms while they were drinking or because of their drinking in the past six months. Close to one-third of MCC students (29%) reported not

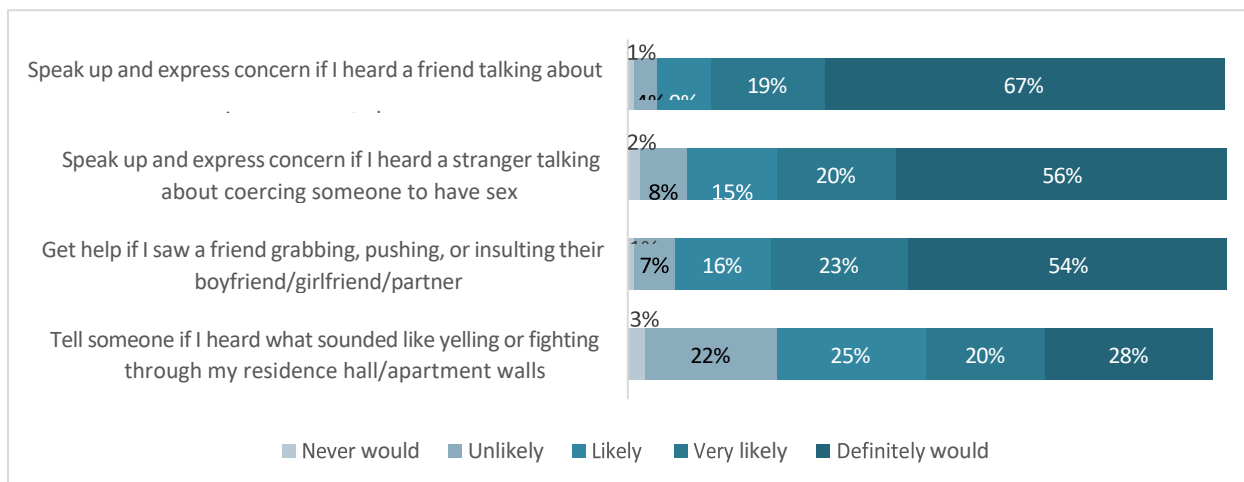
using protection when they had sex as a result of drinking and 17% of students reported insulting or swearing at their partner.

Figure 19: Sexual harms experienced during or as a result of drinking (n=115-117)



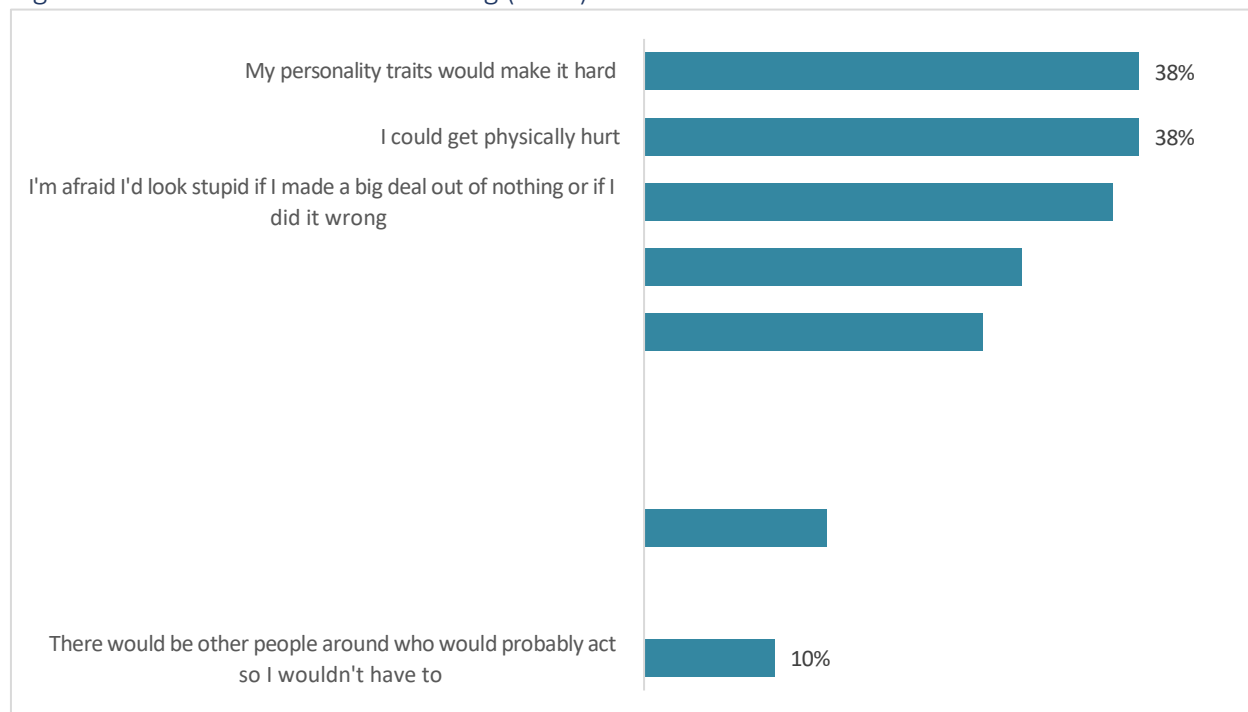
Respondents were asked questions regarding bystander intervention and help seeking behaviors. Respondents indicated how likely they were to engage in a list of behaviors (Figure 20). Students were more likely to intervene if they heard a friend talking about coercing someone to have sex. The scenario in which students were least likely to intervene was if they heard what sounded like yelling or fighting through their residence hall/apartment walls.

Figure 20: Likelihood of intervening as bystander (n=137-138)



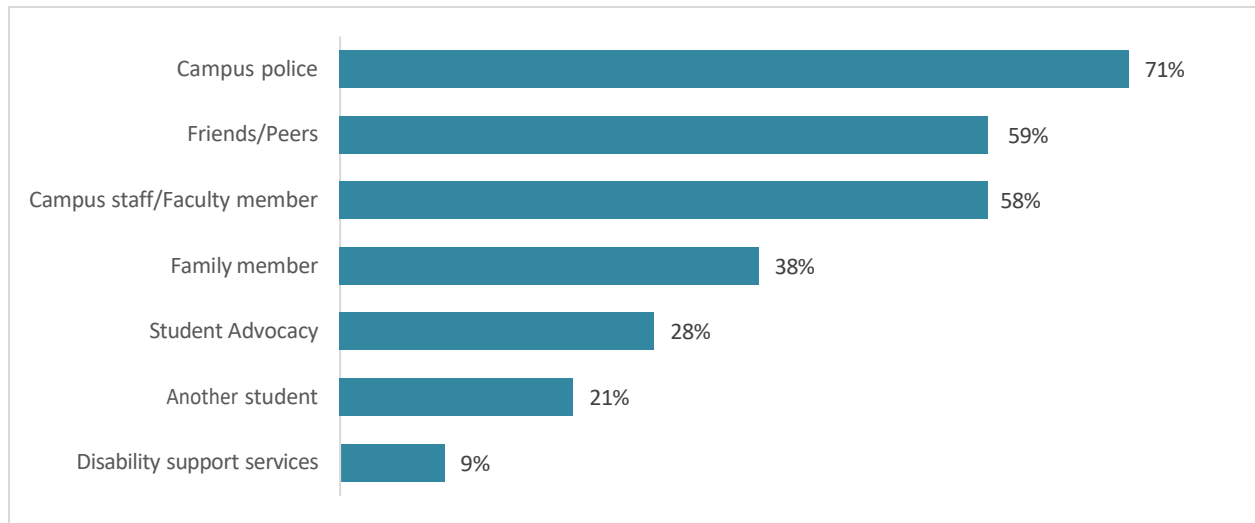
Respondents who said they never or would be unlikely to intervene in the above scenarios were asked to select reasons that would prevent them from intervening from a list of statements (Figure 21). The most common reasons selected by students were that their personality traits would make it difficult, possibility of getting physically hurt, and being afraid of looking stupid if they made a big deal out of nothing. Two percent of students said there would be other people around who would act so they would not have to. Underage students were less likely than of-age students to intervene because they were afraid of looking stupid if they made a big deal out of nothing (71% vs. 18%).

Figure 21: Reasons for not intervening (n=42)



Students were asked where they would go to for help for any of the situations after they occurred (Figure 22). Seven in ten students (71%) indicated that they would get help from campus police and 59% marked friends/peers. Only nine percent said they would get help from disability support services, making it the least common response option chosen. Younger students were more likely than older students to seek help from friends/peers (72% vs. 51%) or a family member (54% vs. 28%).

Figure 22: Help seeking (n=138)



Appendix B

Links to Relevant College Policies, Web pages, and Reporting Forms

Employees

[Policy Prohibiting Harassment of Employees and Discrimination VI-34](#)

[Employee Discipline Procedural Suggestions and General Work Expectations VI-24](#)

[Drug Prevention Program Under the Drug-Free Schools and Communities X-5](#)

Students

[Policy Prohibiting Harassment of Students V-2](#)

[Student Grievance Procedure for Alleged Discrimination V-3](#)

[Student Conduct and Discipline V-4](#)

Website

[MCCNEB](#)

[Title IX Information](#)

Reporting Forms

[Sexual Misconduct and Retaliation On-Line Reporting Form](#)

[Pregnancy and Related Conditions Request Form](#)

[Student Grievance Form for Alleging Discrimination/Harassment](#)

[Student Help and Referral Form](#)

Appendix C

List of Resources and Support Available to Employees and Students

Confidential Off-Campus Resources

Women's Center for Advancement
402.345.6555

24/7 Crisis Hotline
402.345.7273

Español Hotline
402.672.7118

Best Care Employee Assistance Program
402.354.8000
800.801.4182

Emergency Law Enforcement Resources (24 Hours)

MCC Police (on-campus)
531.622.2222

Off-Campus
911

Non-Emergency Law Enforcement Resources

MCC Police
531.622.2222

Omaha Police Department
402.444.5600

Bellevue Police Department
402.593.4111

Papillion Police Department
402.597.2035

Douglas County Sheriff's Department
402.444.6641

Sarpy County Sheriff's Department
402.593.2288

Nebraska State Patrol Troop A
402.331.3333

Council Bluffs Police Department
712.328.4701

Pottawattamie County Sheriff's Department
712.328.5737

Community Resources for Non-Emergency Assistance

One World Community Health Centers
402.734.4110

Catholic Charities
402.554.0520

Jewish Family Service
402.330.2024

Heartland Family Service
402.553.3000

Lutheran Family Services
402.342.7007

Community Resources for Emergency Assistance Office Phone

Lasting Hope Recovery Center
24/7 402.717.4673
UNMC Emergency Room
402.559.6637 or 402.552.2000

CHI (Immanuel) Emergency Room
402.572.2225 or 402.572.2121

Methodist Emergency Room
402.354.4000

Additional Hotlines

National Sexual Assault Hotline
1.800.656.4673

Boystown Suicide Hotline
1.800.448.3000

National Suicide Prevention Hotline
988

Safe Harbor Suicide 'Warm Line'

402.715.4226

Legal Assistance

Legal Aid of Nebraska
402.348.1069

Office of Student Legal Services
402.554.4859

Women's Center for Advancement
402.345.6555

Appendix D

Prevention, Awareness, and Training Activities

Comprehensive Prevention List – Student Wellness July 2024 – July 2025

- 9/24/24: Health & Wellness Fair: Featured numerous community partners, including testing such as STD testing, HIV testing, and more.

Surveys:

- Year One College Behavior Profile (OCC) ran August 2024 – September 2, 2025
- NACHB Survey ran February 2025 – Mid March (OCC)

Alcohol & Drug Awareness/Prevention:

- 10/15/24: AOD Awareness Presentation/Workshop
- 11/6/24: AOD Awareness Presentation/Workshop
- 12/16/24 (x2): AOD Trivia Wheel
- 1/29/25: AOD Awareness Presentation/Workshop
- 2/19/25: AOD Awareness Presentation/Workshop
- 4/23/25: AOD Awareness Presentation/Workshop
- 5/12/25: AOD Awareness Presentation/Workshop
- 5/20/25 (x3): Focus Alternatives outreach table (AOD, talking about illegal use of stimulant prescriptions)

Healthy Relationships/Domestic Violence:

- 10/17/24: Healthy vs. Unhealthy Relationship Trivia & Resources Table
- 10/21/24: Healthy vs. Unhealthy Relationship Trivia & Resources Table
- 10/22/24: Healthy vs. Unhealthy Relationship Trivia & Resources Table
- 11/13/24: Human Trafficking, Social Media, and Relationships Training with the Set Me Free Project
- 2/13/25: Healthy vs. Unhealthy Relationship Roundtable Discussion
- 6/27/25: Friday Fix – Virtual Workshop: Healthy Boundaries in Relationships

Staying Safe on Campus:

- 7/17/24: Sun Safety & Hydration Table

Mental Health Stigma:

- 7/13/24: Heartland PRIDE Walk
- 8/27/24: Mental Health Awareness Workshop
- 8/28/24: Suicide Prevention Training

- 9/28/24: Out of the Darkness Suicide Prevention Community Walk
- 10/1/24: Mental Health Awareness Workshop
- 12/9/24: Wellness and Mental Health Resource Table
- 12/11/24: Wellness and Mental Health Resource Table
- 12/12/24: Suicide Prevention Training
- 12/13/24: Mental Health Awareness & Self-Care Workshop
- 12/17/24 & 12/18/24: Region 6 provided Mental Health First Aid Training to student affairs staff
- 12/19/24: Wellness & Self-care Workshop
- 1/13/25 (x2): Seasonal Affective Disorder Trivia & Hot Cocoa + Resources
- 1/28/25: Frosty Fest – Beating the Winter Blues Event – Related to Mental Health
- 2/4/25: Frosty Fest – Beating the Winter Blues Event – Related to Mental Health
- 2/12/25: Mental Health Awareness Workshop
- 2/27/25: Suicide Prevention Training
- 3/12/25: Midweek Recharge Event on Mental Health and Self-esteem
- 3/26/25: Midweek Recharge Event on Mental Health and Self-esteem
- 4/9/25: Midweek Recharge Event on Sense of Belonging & Building Connections
- 4/23/25: Midweek Recharge Event on Sense of Belonging & Building Connections
- 4/30/25: Midweek Recharge Event on Sense of Belonging & Building Connections
- 5/5/25: Mental Health Resource Table
- 5/5/25: Feeling “Emoji-nal” Tally Table with Mental Health Resources
- 5/7/25: Suicide Prevention Training
- 5/8/25: Feeling “Emoji-nal” Tally Table with Mental Health Resources
- 5/8/25: Mental Health Resource Table
- 5/13/25: Mental Health Resource Table
- 5/17/25: NAMI Mental Health Walk
- 5/25/25: Suicide Prevention Training
- 6/20/25: Friday Fix – Virtual Workshop: Self-care and Creating a Healthy Mental Environment
- 7/16/25: Omaha Heartland PRIDE walk
- 7/30/25: Mental Health and Self-care Workshop

Sexual Health Education:

- 10/12/24: Collab with Binational Health Fair – STD Testing with DHHS

Sexual Violence:

- 4/1/25: Sexual Assault Awareness Month Awareness and Pledge Banner
- 4/2/25: Midweek Recharge Event on Mental Health and Self-esteem
- 4/3/25: SAAM Awareness and Pledge Banner
- 4/7/25: SAAM Event: Jeans for Justice
- 4/9/25: SAAM Event: Jeans for Justice
- 4/10/25: WCA campus wide training on sexual assault prevention and relationships

- 4/10/25: WCA Outreach Table
- 4/14/25: WCA Outreach Table
- 4/24/25: WCA Outreach Table
- 4/29/25: WCA Outreach Table

Workshop Descriptions

Suicide Prevention Training

Description: This training will help increase one's knowledge, understanding of suicide, recognize warning signs, identify risk and protective factors, increase willingness and ability to intervene with a person at risk for suicide. It will also raise awareness on different MCC, local and national resources available for a student or other individual who may be in crisis.

Alcohol & Other Drugs Presentation/Workshop

Description: Students will learn about a variety of substances—including alcohol, cannabis, stimulants, and opioids—along with facts and statistics related to their use, effects on the brain and body, and potential consequences. The session also explores signs of misuse, withdrawal symptoms, and available treatment or recovery options. Students will walk away with practical strategies for harm reduction, supporting peers, and making informed decisions about substance use.

Human Trafficking, Social Media, and Relationships Training with the Set Me Free Project

Description: This workshop educates students on the realities of human trafficking—what it is, who it affects, and how it really happens. Participants will learn to identify red flags, break down common myths, and understand how traffickers use manipulation, especially through social media and unhealthy relationships. The session also covers practical safety tips for navigating public spaces alone and online environments with confidence. Students will leave equipped with knowledge to protect themselves and others, recognize warning signs, and access resources for help.

The Friday Fix Virtual Workshop: Healthy Boundaries in Relationships

Description: This workshop helps students understand the importance of setting and maintaining healthy boundaries in all types of relationships. Participants will explore what boundaries look like in practice, learn to recognize the difference between green flags (healthy behaviors) and red flags (warning signs), and gain skills to communicate their limits effectively. The session also highlights local resources for support and guidance, empowering students to create respectful, safe, and fulfilling connections.

Mental Health Awareness Workshop

Description: This workshop raises awareness about mental health challenges commonly faced by students and provides practical strategies for managing stress, anxiety, and other concerns. Participants will learn to recognize signs of mental health struggles in themselves and others and discover how to seek help. The session also introduces local and campus resources available for support.

Wellness & Self-Care Workshop

Description: This workshop introduces students to the 8 dimensions of wellbeing—emotional, physical, social, intellectual, occupational, environmental, financial, and spiritual—and explores how each plays a vital role in overall health. Participants will learn practical tips and tricks for maintaining balance across these areas and discover effective self-care strategies to support their academic success and personal growth.

The Friday Fix Virtual Workshop: Self-Care and Creating a Healthy Mental Environment

Description: In this workshop, students will understand the importance of cultivating a positive mental environment and practicing self-care to maintain good mental health. Participants will explore strategies for managing stress, setting boundaries, and fostering resilience in everyday life. The session also highlights key campus and local community resources available for mental health support.

WCA Campus-wide Training

Description: This workshop provides education on identifying unhealthy and abusive relationship dynamics, with an emphasis on preventing sexual assault and violence. Attendees will gain insight into local data and statistics surrounding sexual violence in Omaha, NE, to better understand its community impact. The session also focuses on how to offer meaningful support to survivors with compassion and sensitivity. Participants will learn about the services and resources available through the Women's Center for Advancement, empowering them to connect themselves or others with the help they need.

Appendix E

Applicable State Laws and Regulations

(4) For purposes of this section:

(a) Postsecondary institution has the same meaning as in section 85-2403

(b) Sexual harassment means conduct that satisfies one or more of the following:

(i) an employee conditioning the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct;

(ii) Unwelcome conduct on the basis of sex determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the education program or activity;

(iii) Sexual assault as defined in 20 U.S.C. 1092(f)(6)(A)(v);

(iv) Dating violence as defined in 34 U.S.C. 12291(a)(10);

(v) Domestic violence as defined in 34 U.S.C. 12291(a)(8); or

(vi) Stalking as defined in 34 U.S.C. 12291(a)(30); and

(c) Title IX means Title IX of the Education Amendments of 1972, Public Law 92-318, 20 U.S.C. 1681 to 1688, and its accompanying regulations and guidance documents as amended.

Applicable Federal Laws and Regulations

The following Federal laws (as renumbered) and regulations, identified in 85-608, are applicable to this report.

20 U.S.C. 1092(f)(6)(A)(v): The term "sexual assault" means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

34 U.S.C. 12291(a)(10) (renumbered as 34 U.S.C. 12291(a)(11)): The term "dating violence" means violence committed by a person –

(A) who is or has been in a social relationship of a romantic or intimate nature with the victim;
and

(B) where the existence of such a relationship shall be determined based on a consideration of the following factors:

(i) the length of the relationship.

(ii) the type of relationship.

(iii) the frequency of interaction between the persons involved in the relationship.

34 U.S.C. 12921(a)(8) (renumbered as 34 U.S.C. 12291(a)(12)): The term “domestic violence” includes felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction receiving grant funding and, in the case of victim services, includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who-

(A) is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim;

(B) is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;

(C) shares a child in common with the victim; or

(D) commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

34 U.S.C. 12291(a)(30) (renumbered as 34 U.S.C. 12291(a)(36)): The term “stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to –

(A) fear for their safety or the safety of others; or

(B) suffer substantial emotional distress.

As used in 20 U.S.C. 1092(f)(6)(A)(v), the Federal Bureau of Investigation's Uniform Crime Reporting (UCR) Program's National Incident-Based Reporting system defines sex offenses as follows

Any sexual act including Rape, Sodomy, Sexual Assault with An Object, or Fondling directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent; also, unlawful sexual intercourse

Rape – (Except Statutory Rape) The carnal knowledge of a 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

Sodomy – Oral or anal sexual intercourse with 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

Sexual Assault with An Object – The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body 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 – 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 – Nonforcible sexual intercourse between person who are related to each other within the degrees wherein marriage is prohibited by law

Statutory Rape – Nonforcible sexual intercourse with a person who is under the statutory age of consent

https://ucr.fbi.gov/nibrs/2018/resource-pages/nibrs_offense_definitions-2018.pdf