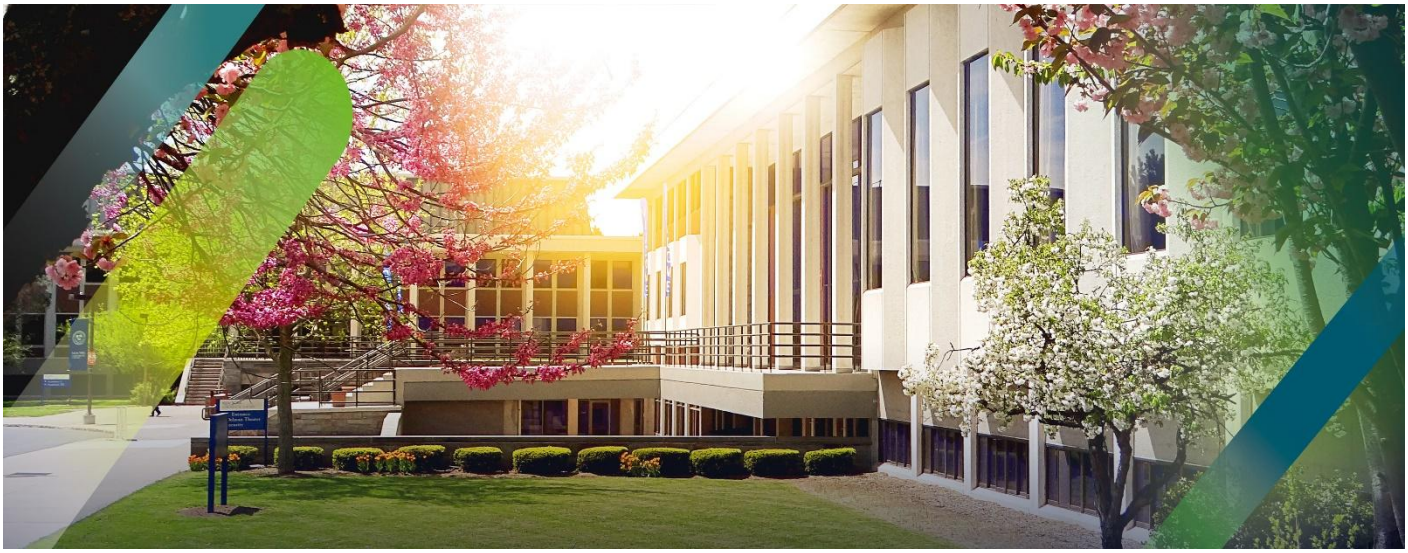
Northeast
College of Health Sciences

Annual Campus Safety, Security and Fire Safety Reports

This report also contains information as it relates to SaVE (Sexual Assault Violence Elimination) and VAWA (Violence Against Women Act).



The Northeast College of Health Sciences and the Center for Student Support approach crime prevention and fire safety on campus through education with an emphasis on the idea that safety is everyone's responsibility.

Reporting Period: 2023, 2024, 2025

published - October 2026

Report Contents

Section I: Report Overview

Report Introduction page 5
The Annual Report page 6
Miscellaneous Report Terms page 6
The Department of Campus Security page 8
Crime Reporting and Campus Security Authorities page 9
Campus Security Logs and Record Keeping page 9
Video Surveillance page 10
Campus Housing page 10
Program/Materials Designed to Inform Students About Campus Housing Security page 11
Missing Students Who Live On- or Off-Campus page 11
Reporting a Crime or Emergency page 12
Reporting Crimes to College Officials (Non-Security) page 13
Monitoring Off-Campus and Non-Campus Criminal Activity By Local Police page 13
Maintenance of Public Order on the College Campus and Other Property Used for Educational Purposes page 14
Advisory Committee on Campus Security page 14
Campus Bulletins, Emergency Notifications, and Timely Warnings page 15
Timely Warnings page 15
Emergency Response Systems page 15
Emergency Response Procedures page 16
Evacuation Procedures page 16
Fire Procedures page 17
Testing Emergency Response and Evacuation Procedures page 17
Drug Policy page 18
Alcohol Policy page 18
Substance Abuse Education page 19
Smoking/Vaping page 19
Policy Regarding the Possession & Use of Firearms & Other Weapons page 19
Procedures for Housing Students During Holidays & Vacation Periods page 20
Guest Policy page 20
Campus Facilities and Grounds page 20
Solicitation Policy page 20

Section II: Clery, VAWA, Title IX

Violence Against Women Act (VAWA) Crimes page 21
VAWA Definitions page 22
Examples of Programs and Training to Promote Awareness and to Prevent Such Offenses page 23
Policies and Procedures Addressing Sexual Harassment,

Sexual Assault, Domestic Violence, Dating Violences, and Stalking page 24
Discrimination, Harassment, and Sexual Misconduct Prevention Policy:
A. Scope of Policy page 25
B. Definitions of Prohibited Conduct page 25
C. General Definitions page 31
D. Resources for those Affected & Reporting Process page 32
E. Supportive Measures page 36
F. Emergency Removal of Student Respondents page 37
G. Grievance Process for Sexual Misconduct page 38
H. Investigation Procedures page 40
I. Informal Resolution page 42
J. Adjudication Procedures page 43
K. Retaliation page 50
L. Amnesty for Students who Report Sexual Misconduct page 50
M. Academic Freedom page 51
N. Clery Acy Compliance page 51
O. Coordination with Other Policies page 51
P. Designation of Authority page 51
Q. Application to Faculty & Staff page 51
R. Policy Compliance page 52
Student Bill of Rights Involving Sexual Misconduct page 53
VAWA Crimes page 54

Section III: Anti-Hazing Policy & Reporting
Definitions page 56
Disclosure of Hazing Incidents page 57
Prevention Programming page 57
Hazing Reporting page 57
New York State Hazing Legislation page 58

Section IV: Title VI
Title VI policy page 58

Section V: Campus Crime Statistical Reporting
Taking Responsibility page 60
Crime Statistics – Depew, NY page 61
Crime Statistics – Long Island Branch Campus/Health Center - Levittown, NY page 66
Crime Statistics – Seneca Falls, NY Campus/Health Center page 71

Section VI: Fire Safety Statistical Reporting
Section Overview page 78
On Campus Housing Fire Statistical Reporting page 79
To Report a Residence Hall Fire page 80
Residence Hall Fire Safety System page 80
Residence Hall Fire Evacuation Protocol page 81

Residence Hall Fire Safety Education page 81
Fire Safety Policies for Residence Halls page 81

Section VII: Appendices
Appendix A – Building Evacuation Information page 83
Appendix B – Emergency Telephone Numbers (Seneca Falls) page 85
Appendix C – Crime Registry Links page 86
Appendix D – New York State Sex Offenses page 87
Appendix E – Student Bill of Rights page 93

Section VIII: Requesting a Report Copy page 94

Section I: Northeast College of Health Sciences
Annual Campus Safety, Security and Fire Safety Report

The Higher Education Act (HEA), as amended July 2010 by the Higher Education Opportunity Act (HEOA), specifies certain campus safety reporting and disclosure requirements. Northeast College of Health Sciences ("Northeast College" or the "College") meets these requirements by way of the Annual Campus Safety, Security and Fire Safety Report (this "Report"). In compliance with federal requirements mandated by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC 1092(f)) (the "Clery Act"), the Center for Student Support and the Office of Campus Security together are responsible for preparing, publishing, and distributing the Annual Campus Safety, Security and Fire Safety Report by October 1st of each year. The purpose of this disclosure and dissemination is to ensure that certain information regarding campus crime statistics, campus law enforcement, and campus safety and security policies and procedures is communicated to all stakeholders. Additionally, this publication includes interpretations and guidance.

Information mandated by the Clery Act includes statements about fire safety, emergency response and evacuation procedures, the provision of timely warnings, missing student notification, campus law enforcement policies, campus security education and prevention programs, alcohol and drug policies, sexual assault education and prevention programs, procedures for reporting sexual assaults, and procedures for handling reports of sexual assault. Programs included in this report support Clery Act, Title IX, VAWA and New York State's Enough Is Enough legislation ("EIE").

To view this publication electronically, you may use this direct link https://www.northeastcollege.edu/webdocs/StudentLife/CampusSafetyAnnualReport.pdf You may also access the document by visiting the Northeast College website at https://www.northeastcollege.edu From the home screen, select the "Campus Safety & Security" link located at the bottom of the home page, and then select, "Campus Safety Reports". A paper copy of this document may be requested by contacting the Center for Student Support at 315.568.3047 or in person, during business hours. The office is located in Academic 1, rooms 114-117.

The crime statistics for Northeast College are contained in the Annual Campus Safety, Security and Fire Safety Report and are submitted to the U.S. Department of Education through a web-based data collection system which can be viewed at the following web address: http://ope.ed.gov/security.

The Clery Act is applicable to public and private institutions of higher education that participate in federal student financial aid programs (under Title IV of the Higher Education Act of 1965) and is enforced by the U.S. Department of Education. The Clery Act has undergone several legislative amendments since its inception, primarily resulting in expanded reporting requirements.

The Director of Facilities/designee is the institution's Campus Safety Survey Administrator (CSSA) and is responsible for reporting statistical data as it relates to campus safety, security and fire safety.

THE ANNUAL REPORT:

Northeast College annually compiles campus safety, security and fire data in accordance with the definitions used in the uniform crime reporting system of the Department of Justice, Federal Bureau of Investigation, and the modifications in such definitions as implemented pursuant to the Hate Crime Statistics Act.

Northeast College prepares, publishes, and distributes this Report to all current students and employees, and to any applicant for enrollment or employment upon request. We encourage you to use this Report as a guide for your own personal safety.

This Report contains statistics concerning crimes occurring on any property owned or controlled by the College, as well as crimes occurring on certain public property that is immediately adjacent to and accessible from the College's campus. Published information reflects the most recent calendar year as well as available data for the two preceding calendar years. The crime statistics included are those reported to Campus Security, designated campus officials (including but not limited to Directors, Deans, Center for Student Support staff, Residence Life staff, and advisors to student organizations) and local law enforcement agencies.

Annually, Northeast College compiles data for the offenses of domestic violence, dating violence, and stalking. Such statistics are compiled in accordance with the definitions given such as those terms noted in section 40002(a) of the VAWA (Violence Against Women Act) of 1994. These statistics do not identify victims of crimes or persons accused of crimes. These statistics are documented as part of this Report.

This Report also publicizes emergency response and evacuation procedures on an annual basis. This Report is available electronically on our website using the following direct link: https://www.northeastcollege.edu/webdocs/StudentLife/CampusSafetyAnnualReport.pdf and in hard copy from the Center for Student Support.

Appendix B contains a contact list of emergency resource numbers that one may call for assistance.

Miscellaneous Report Terms:

The term ***campus*** means any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and used by the institution in direct support of, or in a manner related to, the institution's educational purposes. This includes residence halls and property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person; is used by students and supports institutional purposes (such as a food or other retail vendor).

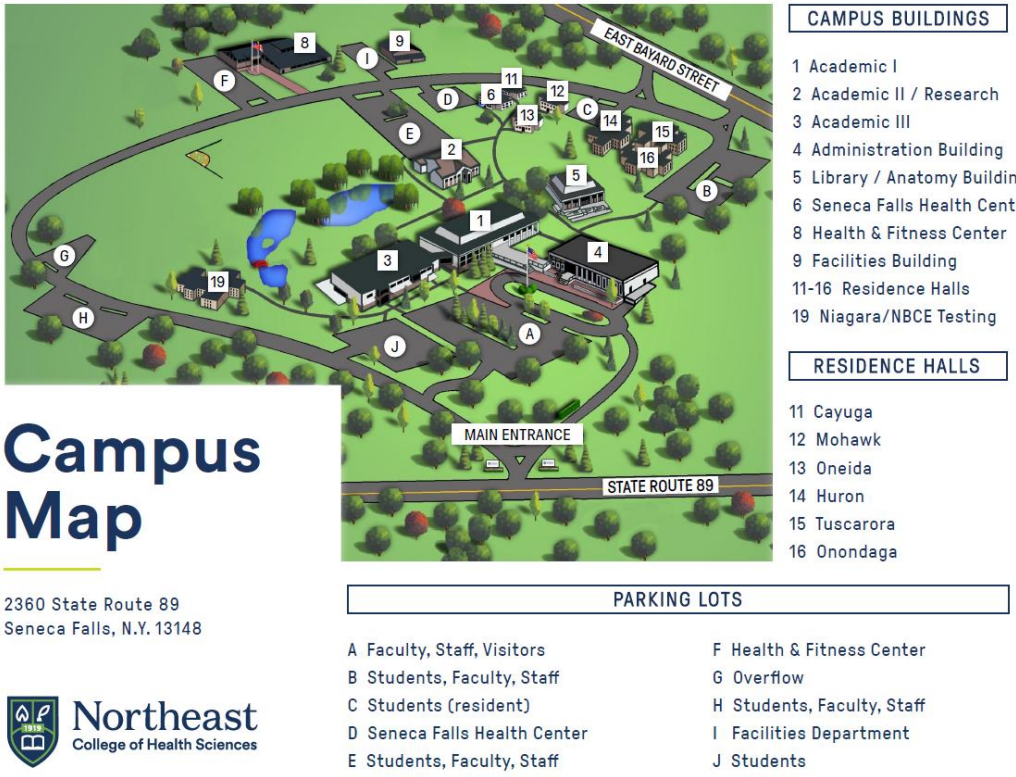
For the statistical reporting purposes of this Report, Northeast College owns not only the Seneca Falls campus, but the health center sites located in Depew, NY and Levittown, NY as well. For ease of reporting for these three geographic locations, statistical information is identified for each location separately.

The term ***non-campus building, or property*** means (1) any building or property owned or controlled by a student organization recognized by the institution and (2) any building or property (other than a branch campus) owned or controlled by an institution of higher education that is used in direct support of, or in relation to, the institution's educational purposes, is used by students, and is not within the same reasonably contiguous geographic area of the institution.

Examples of non-campus buildings or property that satisfy the first part of the definition include, but are not limited to, officially recognized fraternity and sorority-owned chapter houses, institution-owned campus bookstores that are located off campus, apartment buildings that are owned and controlled by the university, or campus-owned event facilities that support activities that include students who work in or utilize the facility.

To satisfy the second part of the definition, the property must: (1) be owned or controlled by the institution (e.g., leased by the institution); (2) be used in direct support or in relation to the institution's educational purposes; (3) be frequently used by students; and (4) not within a reasonably contiguous geographic area of the institution. Examples of this type of property would include, but not be limited to, institution-owned, off-campus apartment units that are rented to students, ancillary research or athletic facilities utilized by students and faculty, and event facilities located off campus and utilized for campus activities.

The term ***public property*** means all public property that is within the same reasonably contiguous geographic area of the institution. This may include sidewalks, a street, other thoroughfares, or parking facility, that are adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution's educational purposes.



Clery Geography of Northeast College's main campus located at 2360 Rt. 89, Seneca Falls, NY 13148

THE DEPARTMENT of CAMPUS SECURITY:

Northeast College contracts with a private security firm, Seneca Securities, to act as security for the entire College community. Guards at Northeast College do not have the authority to make a campus arrest. They will, however, call upon local enforcement for support as may be needed.

The campus security personnel are "campus security authorities" (CSAs) under the Clery Act. CSAs also include Residence Life staff, Center for Student Support staff, and Advisors of clubs, organizations and class groups, Deans, Directors, and student Peer-Mentors.

Security staff are trained by their own organization's senior leadership. Security staff participate in other training opportunities provided by the Executive Director of the Center for Student Support/Title IX Coordinator/designee in areas of compliance. Security personnel are assisted by personnel from the Center for Student Support, a department within the Division of Enrollment Management and Student Affairs, as well as personnel from the Administrative Services department, which includes the Facilities office. Other departments, as necessary, may be called upon for assistance. Emergency support services and local law enforcement agencies are utilized when necessary.

Security officers conduct foot and vehicular patrols of the campus and residence halls 24 hours a day. Among other duties performed, Security responds promptly, will make requests for maintenance and other safety improvements as needed, and will provide a limited on-campus escort service when requested. Security's goal is to promote an atmosphere that is free from fear for personal safety, property loss, and accidents, thereby contributing to an environment of academic excellence.

Campus Security has access to campus facilities and campus residences. Should Security encounter a maintenance concern anywhere on campus, and determines that it needs urgent attention, Security will notify an on-duty Facilities staff member to assist with the after-hours maintenance/facilities emergency.

The campus community is educated about crime prevention, personal safety and fire safety through various means which include, but are not limited to, new employee on-boarding requirements, new student on-boarding requirements, orientation courses, Peer Mentor class, posters, pamphlets, bulletin boards, and awareness events. Northeast College has a vendor partnership with Vector. Vector's software is used for educational on-boarding for students, staff, and faculty. This training offers interactive reading and responding activities tangent to recognizing the signs of domestic and dating violence, coaching on ways to encourage reporting, and ways to safely engage in bystander intervention. Vector's training provides specific information on New York State's Enough-is-Enough legislation on responding to acts of domestic violence, dating violence, stalking, etc. Moreover, personalization within the training provides the taker with specific information on whom reports should be made to.

Northeast College also publishes resources on the College website relative to support through Counseling Services, the Center for Student Support, Human Resources, as well as resources in the community external to Northeast College's campus.

Northeast College's Security office is located on the lower level of the Kenneth W. Padgett Administration Building in Room L01, and is open 24 hours a day, seven days a week. A separate daily crime log is kept in the Security Office. The purpose of the log is to document reported criminal or alleged criminal activity reported to Campus Security or other CSAs. If you have any further questions regarding Security or reviewing the log, you are welcome to visit the office or may call 315.568.3022.

After 9:00 p.m. the exterior building door closest to the Security office is locked. To gain access to the building or a Security guard, individuals seeking entry need to ring the doorbell to the right of the door.

CRIME REPORTING AND CAMPUS SECURITY AUTHORTIES (CSA):

Reports for Clery Act crimes, Title IX, EIE and VAWA may be provided to the Center for Student Support: titleix@northeastcollege.edu or by calling 315.568.3069; or Campus Security: security@northeastcollege.edu or by calling 315.568.3022.

There is a 24/7 on-call person for the Center for Student Support. This individual may be reached after business hours by contacting Campus Security at 315.568.3022, who will then contact the individual on duty.

All members of our Northeast College community are encouraged to report any criminal incidents, emergencies and suspicious activities. Such reports can be made through the Center for Student Support or Security reporting channels noted above.

College officials who are trained as Campus Security Authorities (CSA) are obligated to report Clery-reportable crimes. Reports may be made to, but not limited to, the Center for Student Support, Program Deans/Directors, Advisors of Clubs and Organizations, Standard Process Fitness Center Operations Manager, Judicial/Conduct Personnel, and/or student Peer Mentors.

- The role of a CSA is to report to a College official or institutionally designated office and to provide crime report information and/or those allegations of Clery Act crimes that he or she concludes were made in good faith.
- Include reports from a witness, third party, victim, or offender.
- CSAs are NOT responsible for determining whether a crime took place.

CAMPUS SECURITY LOGS AND RECORD KEEPING:

Campus Security shall make, keep, and maintain a daily log that includes the nature, date, time, and general location of each crime, as well as the disposition of the complaint, if known. This Security Daily Log is kept in the Campus Security Office, L01.

Log entries or additions to entries are required to be made within two business days of the report being made to Campus Security, unless that disclosure is prohibited by law or would jeopardize the confidentiality of the victim.

If new information for entry into the log becomes available to our Campus security, the data shall be recorded not later than two business days after the information becomes available to Campus Security.

If there is clear and convincing evidence that the release of such information would jeopardize an ongoing criminal investigation or the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence, such information may be withheld until that damage or adverse effect is no longer likely to occur from the release of such information.

Northeast College shall make the crime log for the most recent 60-day period open to public inspection during normal business hours. For any portion of the log older than 60 days, Northeast College shall make the same available within two business days of a request for public inspection.

VIDEO SURVEILLANCE:

The College operates a security camera network on campus. There are also security camera networks at our Depew Health Center and Levittown Health Center that feed to the Security Office located on the Seneca Falls campus. The purpose of these cameras is to deter crime and enhance public safety. Recorded data may be reviewed by designated College officials (i.e., Security, Title IX Coordinator, or named designee relative a specific matter) to obtain evidence in the event a crime, campus violation, or other incident.

CAMPUS HOUSING:

Northeast College offers students the option to live in College residence halls on the Seneca Falls campus. Education takes place both in and outside the classroom, and the experience of living in a self-governing student community built on trust is an integral part of that education.

Effective with the FA26 trimester, there are ten Residence Life staff (Resident Directors and Resident Assistants) members who live in five residential halls on the Seneca Falls campus. There is a Residence Life staff member on-duty schedule posted in each of the residence halls. The assigned staff member is on duty from 6:00 p.m. through 8:00 a.m. Monday through Thursday during each trimester. On weekends, the on-duty assignment begins at 6:00 p.m. on Fridays and the individual remains on-duty until 8:00 a.m. on Mondays. Northeast College's Residence Life staff is dedicated to providing a safe and secure environment and providing programming centered on safety and awareness issues.

As backup to the Residence Life Staff, the Center for Student Support is open 8:30 a.m. to 4:30 p.m. Monday-Friday to assist residence hall students. The Executive Director of the Center for Student Support or designee can be contacted at 315.568.3047 during business hours or after business hours via Security: 315.568.3022.

The Executive Director of the Center for Student Support or other office staff may serve in capacity of "on duty" from time to time as needed.

After hours, students may contact the Residence Life staff via the on-duty phone or through calling Campus Security. Students who may need to speak with the Executive Director of the Center for Student Support or designee, or who need the support of the Title IX Coordinator or Deputy Coordinator can call Security 24/7. Security will contact the appropriate staff member, and, in turn, this individual will contact the party seeking assistance.

Access to College residence halls is limited to residents and their invited guests. All guests must sign in while in any of the residence halls. Residents are responsible for their guests at all times. Guests should not be left unattended in the building. It is each resident and staff member's responsibility to challenge or report (to Security) individuals who cannot be identified as a resident or the guest of a resident. All residence halls are locked on a 24-hour basis.

Although students are responsible for carrying their keys with them at all times, residence hall building entrances have been upgraded to be keyless entry. Every campus resident is registered for keyless entry into their building assignment. Students are encouraged to download the entry Ap. If there is a barrier to the ability to use the Ap, they may request a fob.

Students are responsible for locking their individual rooms and suites.

PROGRAMS/MATERIALS DESIGNED TO INFORM STUDENTS ABOUT CAMPUS HOUSING SECURITY:

Training provided to Residence Life staff covers all aspects of campus safety and fire safety to include the use fire extinguishers, evacuation procedures, and regular drills. Written and verbal acknowledgements of the Kerry Rose Fire Sprinkler Notification Act are provided due to there being no sprinkler systems in the residence halls. Required-attendance, new-resident in-services are held virtually prior to each trimester's official hall opening. Information surrounding residence hall safety and security is additionally shared as follows:

- "Welcome to Residence Life" letter for all New Students &" Welcome Back" letter for returning students with information to include staffing, emergency contact information and Safety and Fire Safety information.
- Additional information may be shared during hall meetings or emergency notifications as necessary.
- Interim messaging of need-to-know topics.

Each residence hall has an emergency telephone located outside the main entrance of the building. The telephone number for Security is posted on the phone. By dialing Security's four-digit extension, #3022, the party will be quickly connected. These telephones may also be used to call other campus locations using just the associated four-digit extension.

If a Security officer is responding to a "lock-out" call, the officer will not open the door for parties who cannot produce a Northeast College ID or be identified as a guest of a resident.

MISSING STUDENTS WHO LIVE ON- OR OFF- CAMPUS:

In compliance with New York State legislation Enough-is-Enough, if a member of the College community has reason to believe that a student who resides on or off campus has been missing for 24 hours, during business hours this individual should ***immediately*** contact Campus Security (315.568.3022) and the Center for Student Support (315.568.3047) or after-hours, contact Campus Security (315.568.3022).

This applies to students who are not showing up for class. Faculty need to report a student missing from their class to the appropriate Dean's office and/or the Center for Student Support. Upon receiving such notification, Campus Security will generate a missing person report and initiate an investigation by contacting the Executive Director of the Center for Student Support/designee to conduct the search. Such a search will include Campus Security and/or, if needed, local Law Enforcement.

The Executive Director of the Center for Student Support/designee will initiate the following process upon receipt of a missing student notification:

1. Phone contact with the student's cell phone number. If there is not a phone number available, contact will be attempted via email.
2. If the reported party is a campus resident, Residence Life staff and/or friends of the student may be contacted to find out the last time the student was seen and what the student's demeanor was.
3. For campus residents, the Center for Student Support personnel, accompanied by a member of Security, will go the student's room to check for the student.
4. Should the individual be found in their room, the responding Center for Student Support person will speak with the student to ascertain what has been going on and seek ways to assist the student. In most instances, a request will be made that the student accompany responding personnel back to the main

campus, where the student will be escorted to the appropriate office for continued assistance as well as any needed follow-up.

5. All students living in campus housing have the option to identify and register a contact person or persons to be notified within 24 hours upon a determination that the student is missing. The contact information is registered confidentially, and such information will be accessible only to authorized campus officials and will not be disclosed except to law enforcement personnel in furtherance of a missing person investigation. If a student has identified contact persons, the College will notify such individuals no later than 24 hours after the student is determined to be missing.
6. For all students, even if they do not have a registered a contact person, local law enforcement will be notified about the reported missing party if they cannot be located by the designated College official.

To register a confidential contact, contact the Center for Student Support in person, ACA1, room 114-115 or via email at studentlife@northeastcollege.edu.

For each student who is under 18 years of age, and not an emancipated individual, the College is required to notify a custodial parent or guardian not later than 24 hours after the time that the student is determined to be missing in accordance with these procedures, in addition to notifying any additional contact person designated by the student.

The College will notify the appropriate law enforcement agency not later than 24 hours after the time that the student is determined missing in accordance with these procedures.

Reports of missing students made **after business hours** will follow the same processes outlined above. Campus Security will contact the Center for Student Support Executive Director/designee.

When the circumstances warrant, the Provost and Vice President of Academic Affairs, College President, or other appropriate staff will also be notified.

REPORTING A CRIME OR EMERGENCY:

Campus Security officers respond to all emergency phone calls. They are trained and prepared for emergencies. Any crime or suspicious activity should be reported to the Security office (315.568.3022).

Security personnel are required to act according to their employer's company protocol, as well as document incidents in Security logbooks, complete appropriate forms, and when necessary, contact appropriate Northeast College personnel. Investigation of a violent felony offense will be supported by the Center for Student Support/designee in cooperation with local law enforcement agencies. Follow-up on all such incidents is required with written documentation to College administration.

Students and employees are encouraged to accurately and promptly report all crimes to Campus Security and other appropriate law enforcement agencies, as well as to the Executive Director of the Center for Student Support when the victim of such crimes elects to do so or where the victim is unable to make such a report.

All reported criminal offenses falling within the types of crimes listed in the "Reported Crime Statistics" section of this Report, will be included in the statistics reported in this Report. The College may, however, withhold or subsequently remove a reported crime from its crime statistics in the situation where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of such investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore unfounded.

REPORTING CRIMES TO OTHER COLLEGE OFFICIALS (NON-SECURITY):

Although we encourage the reporting of campus criminal activity directly to the Executive Director of the Center for Student Support/designee or to Campus Security, in some circumstances, individuals may choose to report to other campus officials. These individuals, along with Campus Security, are called Campus Security Authority (CSAs). As mentioned earlier in this report, CSAs are designated College officials who have been trained as Campus Security Authorities and they are obligated to report Clery-reportable crimes to Campus Security.

CSAs, upon receiving a report, will immediately notify Campus Security of the report shared with them or the situation that they have become aware of. All incidents reported to these individuals will be investigated and recorded as appropriate in the Annual Campus Safety, Security and Fire Safety Report.

Northeast College's Counseling staff are considered a campus support resources as well as agencies that may be external to campus. Campus mental health counselors will encourage those seeking confidential support relative to having been victim, observer, or perpetrator, on how to make an official report to a College official and/or to local law enforcement. Such encouragement occurs organically between the counseling provider and recipient. Counseling staff use their professional judgement for how and when to introduce such information to a recipient.

Members of our Counseling staff provide, on a confidential basis, "Jane Doe/John Doe" statistics for inclusion in the Annual Campus Safety, Security and Fire Safety Report. This same data is also required for reporting purposes to New York State's Enough Is Enough 129-B Law.

MONITORING OFF-CAMPUS and NON-CAMPUS CRIMINAL ACTIVITY by LOCAL POLICE:

When a Northeast College student is involved in an off-campus criminal incident, the local Police Department will notify Campus Security, as per our memorandum of understanding (MOU) with the local law enforcement, who will then forward the information to the Executive Director (or designee) of the Center for Student Support. The information will also be shared with the Provost and Vice President of Academic Affairs, who will determine if the student should be referred to the College student conduct process for possible disciplinary action.

When students are victims of crimes off campus the local police will notify Campus Security, who will notify the Executive Director (or designee) of the Center for Student Support. If warranted, a "Timely Warning" notice may be issued.

Only reported off-campus crimes occurring in those public property areas defined by the Clery Act will be included in the Annual Safety, Security and Fire Safety Report. Northeast College does not own or control any non-campus locations or housing facilities used by officially recognized student organizations and, as such, the crime statistics set forth below in this Report do not include reporting for non-campus property. Northeast College has MOUs with local law enforcement to provide prompt investigation of alleged criminal offenses. These MOUs give the local authorities the ability to report violent crimes back to the College.
All criminal incidents will be reported to local law enforcement agencies with jurisdiction over the main Seneca Falls campus and Health Center sites, as follows:

- Depew Health Center-Cheektowaga Police Department
- Levittown Health Center-Nassau County Police Department
- Seneca Falls Health Center-Seneca Falls Police Department (Seneca County)

MAINTENANCE OF PUBLIC ORDER ON THE COLLEGE CAMPUS AND OTHER PROPERTY USED FOR EDUCATIONAL PURPOSES:

In accordance with New York State Law Article 129-A, the College has adopted written rules for implementing all policies required pursuant to this Article. Such rules and regulations prohibit, among other things, any action or situation which recklessly or intentionally endangers mental or physical health or involves the forced consumption of liquor or drugs for the purpose of initiation into or affiliation with any organization.
Such rules and regulations govern the conduct of students, faculty, and other staff as well as visitors and other licensees and invitees on campus and associated campus properties/locations.

The penalties for violations of such rules and regulations are set forth therein and include provisions for the ejection of a violator from campus and associated campus properties/locations. In the case of a student, staff, or faculty violator, the rules provide for his or her suspension, expulsion, or other appropriate disciplinary action as may be applicable. In the case of an organization which authorizes such conduct, rescission of permission for that organization to operate on campus property will result. The penalties shall be in addition to any penalty pursuant to the New York State Penal Law and/or any other applicable law to which a violator or organization may be subject.

ADVISORY COMMITTEE ON CAMPUS SECURITY

The College appoints an Advisory Committee on Campus Security (Committee) to review current campus security policies and procedures[1], make recommendations for their improvement, and report on campus crime statistics as required under Title 20 of the U.S. Code section 1092 (f).

- **Chain of Reporting; Written Report:** The Committee reports annually, in writing, to the President or his/her designee on recommendations for policy changes. More frequent reports may be submitted at the Committee's discretion. The Committee submits the annual report on campus crime statistics to the President or his/her designee no later than September 15 of each year. The Committee's report shall be made available upon request.
- **Chair:** Appointed from among the membership by the President or his/her designee. The chair serves a one-year term and may be reappointed without limitation.
- **Membership:** The Committee shall consist of nine to twelve members appointed by the President or his/her designee.
    - At least 50% of the members shall be female.
    - One third of the members shall be students selected from a list of students provided by the Student Government Association, which list must contain at least twice the number to be appointed.
    - One third of the members shall be faculty members selected from a list of faculty members provided by the Faculty Senate, which list must contain at least twice the number to be appointed.
    - The remaining third shall include the Executive Director of the Center for Student Support, the Director of Financial Aid and the Director of Facilities.

[1] This review includes review of current policies and procedures for: (1) educating the campus community, including security personnel and those persons who advise or supervise students, about sexual assault, domestic violence, and stalking offenses; (2) educating the campus community about personal safety and crime prevention; (3) reporting sexual assaults, domestic violence, and stalking incidents and assisting victims during investigations; (4) referring complaints to appropriate authorities; (5) counseling victims; and (6) responding to inquiries from concerned persons.

Student members shall be appointed for a one-year term and may be reappointed at the discretion of the President or his/her designee. All other members shall be appointed for a two-year term and may be reappointed without limitation.

- **Appointment process:** As positions are vacated, the chair of the Committee will notify the president or his/her designee of the need to fill the position(s). For student or faculty vacancies, the president or his/her designee will solicit recommendations from the Executive President of the Student Government Association or the President of the Faculty Senate as appropriate.
- **Reporting Format/Meeting Minutes Distribution:** See "Chain of Reporting" above. In addition, Committee minutes are to be posted on the Employee Information Portal and the Committee is to provide a report of its recent activities to the Provost and Vice President of Academic Affairs prior to the beginning of each academic term.
- **Required number of meetings:** The Committee will meet as needed but not less than once per year.

The Advisory Committee on Campus Safety will provide, upon request, all campus crime statistics as reported to the United States Department of Education.

CAMPUS BULLETINS, EMERGENCY NOTIFICATIONS AND TIMELY WARNINGS:

The Security Office along with, when needed, the Center for Student Support will alert the campus community to potentially dangerous situations by issuing appropriate campus bulletins, emergency notifications and timely warnings, as applicable, when such situations arise. Advising and counseling will be available to students, staff, and faculty for situations that may warrant such support.

TIMELY WARNINGS:

The College will issue timely reports to the campus community when there has been a verified report of a situation/crime that is deemed to represent an ongoing threat to students, faculty, and/or staff. Such reports may be received by Campus Security, CSAs or from local law enforcement. If the report is received internally, the appropriate College designee will solicit support, as needed, from local services – such as, law enforcement. Such report notifications will be provided in a manner that is timely (as soon as information is available), withhold the names of victims as confidential, and aid in the prevention of similar occurrences. Timely warnings will be issued via email broadcasts, textcaster, monitor messages and/or any other means deemed necessary by the College to share emergent information within the campus community.

In situations where the College follows its emergency notification procedures, it is not required to issue a timely warning based on the same circumstances. However, the College will provide adequate follow-up information to the community as needed.

EMERGENCY RESPONSE SYSTEM:

The decision to activate an emergency response, to include notifications, occurs upon consultation and approval from the College official appropriate for the circumstances. These would include, but not be limited to, the Vice President of Administrative Services, Provost and Vice President of Academic Affairs, Executive Director of the Center for Student Support (or designee), Director of Facilities, and Campus Security.

Northeast College uses the "Textcaster" notification system as its immediate emergency response system. This system communicates with students, faculty, and staff via cell phone text message. This can be used to provide information regarding immediate emergencies. Through Textcaster, College officials are able to immediately notify the campus community (or specific health center site), upon confirmation, of a significant emergency or dangerous situations occurring on or immediately threatening campus that involve an

immediate threat to the health and/or safety of students, faculty, and/or staff. Such notifications may include the possible need to evacuate. The emergency response system is tested a minimum of three times per year. Copies of this testing are available by contacting the Director of Facilities, Kenneth W. Padgett Administration Bldg. Room LO1.

EMERGENCY RESPONSE PROCEDURES:

Procedures are in place to immediately notify the campus community upon the confirmation of a significant campus emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus. Along with the previously described Textcaster system, the College will utilize, as appropriate for the matter at hand, campus phones, email messaging, campus paging, and/or messaging on academic building TV monitors. The College will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the appropriate notification system(s) unless such notification(s) will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Upon confirmation that a significant emergency or dangerous situation is present (for example, fire, active intruder, severe inclement weather), the College President/designee will contact the appropriate College responder and determine who needs to be notified and through what mechanism(s) notification should be executed. Appropriate College responders may include, for example, Security, Director of Facilities, local law enforcement, Information Technologies, etc.

When warranted, messaging to the greater campus community will include basic information relative to the matter. In the event of a fire, for example, students, staff, and faculty immediately evacuate upon hearing the alarm and report, if safe to do so, to their designated evacuation location. Emergency information disseminated to the larger community will be handled by the Vice President of Marketing & Communications or designee at the direction of the College President/designee.

Testing of emergency response and evacuation procedures is done in accordance with New York State Fire Code mandates. Evacuation drills are done three times annually in non-residential buildings and four times annually in the residence halls. The College publicizes its emergency response and evacuation procedures in conjunction with at least one test per calendar year.

All drills/evacuations are logged in the Facilities/Security office and include a description of the exercise conducted. The documentation also includes dates, times, response times, and whether the drill was announced or unannounced.

EVACUATION PROCEDURES:

It is important to know the evacuation route that you need to take from the various Northeast College campus buildings. **Appendix A** at the end of this Report is a guide for evacuation. It is recommended that when you enter any campus location, you make note of the nearest exit(s).

If there is a need to evacuate any of the buildings on campus, whenever possible the fire alarm will be sounded. In the event the alarm is not sounded, or you do not hear the alarm, but an evacuation is occurring, please proceed in an orderly manner to the nearest evacuation location. Once evacuated, students, faculty, and staff are expected to remain in the designated evacuation rally area to receive additional information or be given permission to return. Failure to follow evacuation procedures may result in disciplinary action.

FIRE PROCEDURES:

To report a fire on Northeast College's campus, contact Security (315.568.3022) immediately or call 911 to dispatch the Fire Department. Pull stations that activate the fire alarm are located at the exit of each building. If contacting 911, please provide as much information as possible to the exact fire location.
If the fire alarm goes off in any building, please evacuate immediately to the designated evacuation area (please refer to **Appendix A** attached to the end of this Report). When leaving a room, close the doors behind you to reduce the spread of smoke and fire. Instructions will be shared at evacuation rally locations as to whether or not it is OK to return to the building/area.

Fire evacuation procedures and training are provided by the Residence Life Office both in written form and addressed verbally with each new group of incoming campus residents. Evacuation directions have also been affixed to the inside of each active residence hall suite door.

TESTING EMERGENCY RESPONSE AND EVACUATION PROCEDURES:

Emergency response and evacuation procedures are tested at least twice each year. Students learn the location of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation.

Campus Security does not tell residents in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat.

In Residence Life, both Campus Security and Residence Life staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

Evacuation drills prepare building occupants for an organized evacuation in the event of a fire or other emergency.

At Northeast College fire/evacuation drills are used as a platform for educating and training occupants on fire safety and other issues specific to their buildings. In addition, the drill provides the College an opportunity to test the operation of fire alarm system components.

Evacuation drills are monitored by Campus Security and as requested, by Residence Life staff to evaluate egress and behavioral patterns.

A description of each exercise, the time and date, and whether it was announced or unannounced will be documented in the report completed by the Director of Facilities/designee. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration.

Students receive information about evacuation procedures as part of various orientations. Residence Life Staff receive emergency response training and are provided updates as policies and protocols may change. Failure to evacuate a building during a fire or fire alarm and/or the theft or improper use of firefighting, detection, and/or alarm equipment are prohibited. Placing a false alarm is a class B misdemeanor and can result in a 90-day jail term and/or a $500 fine for the first offense. Students involved in these infractions will be subject to discipline, including but not limited to a fine, and if the individual is a campus resident, possible removal from the residence halls.

DRUG POLICY:

Northeast College expects all members of its community to comply with New York State as well as federal laws regarding the use, sale, possession, manufacture, or distribution of controlled substances and/or illegal drugs on campus as well as affiliate Northeast College sites of operation. Northeast College confers no immunity from federal, state, or local law. It is the responsibility of each member of the campus community to know and obey these laws and to accept personal responsibility for their behavior. Those found in violation of this policy may face disciplinary action and may also be subject to criminal prosecution, depending on the violation and circumstances involved. Although every effort will be made by the College to cope with drug problems without the intervention of external agencies, students, employees, and visitors will not be shielded from actions that may be taken by civil authorities.

ALCOHOL POLICY:

Northeast College expects all members of its community to comply with New York State laws governing the sale, use and distribution of alcoholic beverages, and confers no immunity from federal, state, or local laws. Students, employees, and guests are expected to observe all applicable laws and College policies related to the purchase, possession and/or consumption of alcoholic beverages. Violations of the law or College policies pertaining to alcohol subject violators to college disciplinary action and/or legal penalties.

Northeast College has a designated "Substance Free" residence hall where campus residents under the age of 21 are assigned. Individuals over the age of 21 with a preference to also be in a substance free building, may request this building assignment as well.

Northeast College's alcoholic beverage policies are based on the principles of freedom within the context of individual and community responsibility. They are consistent with the College's non-custodial relationship to its students. The alcohol policies listed below have been designed in accordance with New York State law:

- The purchase, consumption, possession, or transportation of alcoholic beverages by anyone under the age of 21 is prohibited.
- The possession of alcoholic beverages in residence hall rooms is allowed for students and their guests who are 21years or older within the guidelines of the College's Housing Agreement. Persons under 21 years may not possess or consume alcohol in the residence halls.
- Drinking and/or possessing alcoholic beverages on college property (other than per campus housing policy) is prohibited except at registered events. These events must be College sponsored or registered with and approved by the Executive Director of the Center for Student Support or designee.
- In order to be served alcohol at a college event, a picture ID card which demonstrates proof of age must be presented.

At any College function where the sale of alcohol has been requested and approved, all alcoholic beverages may be served and/or sold solely by Northeast College's contracted food service vendors.

Signs which announce off-campus functions may be posted on campus but cannot make any reference to alcoholic beverages. Additionally, they cannot use language which implies the use of alcoholic beverages. Sign posting requests can be presented to the Center for Student Support for consideration, and if approved, posting directions will be provided.

SUBSTANCE ABUSE EDUCATION:

- **Sociocultural and Interprofessional Development** - resources for drug or alcohol use and abuse are provided. As a graduate school, the average age of Northeast College's student cohort is 23 years. Conversations regarding substance abuse are organic in nature and emphasize the importance of seeking services if someone is struggling. Further emphasized is the impact that substance abuse disorder can have on one's goals to be a licensed health care provider.
- **Health Center sites as well as Counseling Services can make referrals as necessary.**
- **Employee Assistance Program (EAP) -** Available to all employees through the Office of Human Resources. This program provides confidential counseling to employees and their families. Areas of assistance include drug/alcohol related problems and emotional issues.

Resources include contact information for Alcoholic Anonymous Hotline.

SMOKING/VAPING:

Northeast College is committed to providing a safe and healthy campus and to promoting the health and well-being of its students and employees. Motivated by our mission and identity as a natural health care educational institution, coupled with our desire to provide a healthy environment, Northeast College is a tobacco-free organization.

It is the policy of the College to prohibit smoking, vaping and/or the use of all forms of tobacco products on all College premises (defined to mean all areas and buildings on all property owned or operated by the College, which includes all vehicles owned or leased by the College). For this policy, tobacco products include, but are not limited to, cigarettes, cigars, pipes, chewing tobacco, e-cigarettes, vaping devices and other smokeless tobacco products. This policy applies to all students, employees, vendors, and Northeast College visitors.

Non-compliance with this policy will prompt an initial educational reminder. Repeated non-compliance will be referred to the appropriate campus student conduct or employee supervisory system for resolution. Repeat violators will be subject to disciplinary action. For campus residents, failure to adhere to College policy may also mean removal from campus housing.

Understanding the addictive nature of tobacco use, the College will make every reasonable effort to assist those students and employees who wish to stop using tobacco. Students and employees can access cessation treatment and resources by contacting the Campus Health Center. Support and/or resources can also be found through the College's Counseling Services office. For additional information, please visit the NY Quits website at http://www.nysmokefree.com/default.aspx.

POLICY REGARDING THE POSSESSION & USE OF FIREARMS & OTHER WEAPONS:

The use, possession, or carrying of firearms or other dangerous weapons while on College-owned or controlled property or at College-sponsored or supervised activities is prohibited. The only exception is for authorized law enforcement officers or other individuals specifically authorized by the College. Other prohibited weapons include, but are not limited to ammunition, bombs, grenades, explosive devices, fireworks, blackjacks, metal knuckles, daggers, swords, stun guns, Tasers, batons or clubs, paintball or pellet guns, weapons which are unlawful under New York State law, and other harmful instruments and devices. Questions regarding whether or not an item is prohibited or questions about the policy may be directed to Campus Security.

PROCEDURES FOR HOUSING STUDENTS DURING HOLIDAYS & VACATION PERIODS:

During break periods there are no services provided by Northeast College. If there is an emergency, contact Campus Security (315.568.3022).

When the college **is not** in a designated period of full campus closure, the residence halls are available for occupancy during breaks for students. Requests should be submitted in advance and are reviewed and considered on a case-by-case basis. Residents seeking to remain in the residence halls during a break, contact the Residence Life Manager with their request. Applicable housing fees for approved extended stay may apply. Depending on work planned for breaks, residents granted this permission may be required to temporarily relocate to an interim housing assignment for this period. Students found in the residence halls during a break period without permission may be referred to judicial and subject to disciplinary action.

Maintenance safety inspections, as well as overall cleaning occurs during the break periods. Those staying over these periods are made aware there may be individuals in and out of their buildings and suites. Access will be granted to all areas needing such work.

During periods when the college **is** in a designated period of full campus closure, all students are expected to be temporarily vacated from their residence hall assignments. Periods of full closure are articulated with ample advance notice.

GUEST POLICY:

Policies regarding guests on campus are integrated with other policies relating to student housing, student conduct, and other access to facilities policies. All guests must sign in when they visit students. The sign-in sheet is posted near the Resident Director suite in each building. Students and other campus community members are held accountable for the actions and conduct of any guests while they are on campus and are subject to the same College rules and regulations governing the conduct of students and community members. This includes damages and any associated costs that are levied in accordance with housing policies.

Information regarding Residence Life policies and procedures can be found in the Residence Hall License Agreement & Policies which is shared on the Student Portal. Questions may also be directed to the Center for Student Support, via phone (315.568.3047) or via email: studentlife@northeastcollege.edu

CAMPUS FACILITIES AND GROUNDS:

The Department of Facilities is responsible for the physical maintenance of the campus and contributes significantly to security needs. Campus facilities are checked regularly by security personnel. Work orders for safety and security repairs, such as broken windows, locks, lighting, and replacement of smoke detectors, are completed promptly.

Fire safety equipment is checked regularly. Fire extinguishers are checked monthly.

SOLICIATION POLICY:

Solicitation and sale of educational supplies, instructional services, or any items that compete directly or indirectly with the Northeast College Bookstore is prohibited on the Northeast College campus. This statement applies to all students and employees, as well as off-campus vendors.

In accordance with New York State Education Law, Northeast College prohibits the marketing or merchandising of credit cards on campus and, in accordance with this law, maintains a Campus Credit Card

Marketing policy. Any individual visitor, licensee, or invitee on campus found violating this policy shall be banned from the campus for a period of two years; and any credit card issuer represented by said visitor, licensee, or invitee shall be banned for a period of one year.

All student organizations must obtain appropriate authorization from the organization's Advisor and the Executive Director/designee of the Center for Student Support for solicitation activities. Students who wish to sell goods or services on campus must secure approval from the Center for Student Support.

Violators of the College's solicitation policy are subject to disciplinary action, which may include restitution to the College for any lost income resulting from unauthorized vending or solicitation.

Additional information regarding Solicitation Policies is published in the College Catalog and Student Guide at https://www.northeastcollege.edu/webdocs/Admissions/Northeast-catalog.pdf?

Section II: Higher Education Act of 1965, §485(f) (20 U.S.C. 1092(f)), the "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act"

Showing amendments made by §304 of the "Violence Against Women Reauthorization Act of 2013", as enacted March 7, 2013

VIOLENCE AGAINST WOMEN ACT (VAWA) CRIMES:

Northeast College employs every effort to comply with VAWA regulations. The College prohibits the crimes of sexual assault, dating violence, domestic violence, and stalking. The College offers online and in-person training for students, faculty, and staff. When an incident is reported, the College will provide victims with written notice (Northeast College Resource Guide and other posted resources) of available options, which include supportive measures. Information is made available during new-student and new-employee onboarding activities.

In accordance with VAWA, Northeast College offers a number of educational materials and trainings to incoming and in-person students and employees. The materials cover Title IX, EIE and VAWA. They include, but are not limited to: Sexual Assault, Dating/Domestic Violence and Stalking.

Examples of information provided as part of these presentations include:

- Statement that these crimes are prohibited by the College.
- Definitions of consent, domestic /dating violence, sexual assault, and stalking.
- Bystander/Upstander intervention. Bystanders acting in good faith are protected from retaliation. Reporting parties are further entitled to amnesty.
- Recognition of warning signs of abusive behavior to reduce risks and avoid possible attacks.
- Northeast College's disciplinary procedures

Confidential resources and support for complainants and respondents for affected parties are as follows:

Campus Resources:

- Counseling Services: 315.568.3272
- Lifecare Medical Associates: 315.539.9229

New York State Resources:

- NYS Domestic Violence Hotline: 800.942.6906
- NYS Office of Victim Services: 800.247.8035
- Safe Harbors of the Finger Lakes, Inc.: 800.247.7273

Additional resources or assistance can be obtained by going to the College website: http://www.northeastcollege.edu/titleIX or requested via email at: titleix@northeastcollege.edu

VAWA DEFINITIONS:

VAWA differentiates between dating violence and domestic violence, as the two are separate and distinct categories of reportable offenses.

The term ***Dating Violence*** means violence committed by a person who is or has been in a social relationship of romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating Violence does not include acts covered under the definition of Domestic Violence.

The term ***Domestic Violence*** means a felony or misdemeanor crime of violence committed (a) by a current or former spouse or intimate partner of the victim; (b) by a person with whom the victim shares a child in common; (c) by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (d) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or (e) by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. Further information regarding New York State's domestic violence laws can be accessed at: http://statelaws.findlaw.com/new-york-law/new-york-domestic-violence-laws.html and is also found in Appendix D to this Report.

The term ***Stalking*** means engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (1) fear for his or her safety or the safety of others; or (2) suffer substantial emotional distress. For purposes of the definition of Stalking, the following terms have the meanings that follow each:

Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Institutions must report a single count of stalking for each year in which the course of conduct occurs (not multiple counts for each element of stalking) and institutions are not required to follow up with reporting individuals in future years to determine if the stalking activities continued.

The term ***Sexual Assault*** is a sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. Sexual assault consists of the following specific acts:

a. *Rape*. The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

b. *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 incapacity.
c. *Incest*. Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

d. *Statutory Rape*. Sexual intercourse with a person who is under the statutory age of consent. The statutory age of consent in New York is 17.

The following appendices are located at the end of this report and contain additional related information:

- Appendix C: Crime Watch & Sexual Offender Registry
- Appendix D: NYS Offenses – NY Penal Law Article 130 Reference
- Appendix E: Student Bill of Rights

EXAMPLES OF PROGRAMS AND TRAINING TO PROMOTE AWARENESS AND PREVENT SUCH OFFESNES INCLUDE BUT ARE NOT LIMITED TO:

Northeast College's scope of policy applies to all students, faculty, and staff and is as follows:

> *This policy applies to interactions between members of Northeast College on campus or off campus in connection with any Northeast College-sponsored program or activity. Further, even off-campus conduct that occurs outside a Northeast College-sponsored program or activity may violate this policy if the conduct creates a threatening or uncomfortable work or learning environment on Northeast College's campus or within a Northeast College program, or if the incident causes concern for the safety or security of Northeast College's campus. Visitors to campus (e.g., alumni, family of students, vendors, etc.) are expected to abide by the behavioral expectations in this policy. Applicable law protects employees (including unpaid interns and trainees), students, and non-employees (including independent contractors) and those employed by companies contracting to provide services to the College, regardless of immigration status. A perpetrator of sexual harassment can be a superior, subordinate, student, faculty member, staff member, administrator, independent contractor, contract worker, vendor, client, customer, or visitor.*

Programs that support Northeast College's scope of policy include:

- ***Programming: Preventing Discrimination and Sexual Violence, Title IX, VAWA, EIE and Clery Act for Graduate Students (online Training for all new students and employees).*** This training covers Title IX, New York State Enough is Enough Legislation, Sexual Assault, Domestic/Dating Violence and Stalking. This is done prior to students and staff starting at Northeast College.

- ***Foundations of Professional Development Class*** follow up conversation to required student onboarding trainings on Domestic Violence, Dating Violence, Sexual Assault, Stalking, Title IX and Enough Is Enough.
- ***CSA (***Campus Security Authority) **Training** for Peer Mentors, Campus Security, Residence Life staff, Deans, Advisors of clubs and organizations, and others the College may deem as appropriate.
- ***Awareness Bulletin Boards*** in the residence halls and on campus. These boards highlight Title IX, Enough Is Enough and VAWA.
- ***Creation of Posters*** for all bathrooms on campus with contact information on how and to whom issues of Sexual Assault and other Title IX can be reported. Contact information for the members of the Title IX Team.
- ***Safe Harbors of the Finger Lakes*** – various collaborative events.

POLICIES AND PROCEDURES ADDRESSING SEXUAL HARASSMENT, SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE AND STALKING

Northeast College prohibits the offenses of sexual harassment, sexual assault, domestic violence, dating violence and stalking and is committed to maintaining a campus environment free from these offenses. Pursuant to the Title IX regulations, Northeast College has adopted a new Discrimination, Harassment and Sexual Misconduct Prevention Policy for allegations of sexual harassment or sexual misconduct on or after August 14, 2020. Policies and procedures can be found on the College's website under https://www.northeastcollege.edu/title-ix and in the Catalog and Student Guide under Section VIII. Discrimination, Harassment and Sexual Misconduct Prevention Policy which can be accessed from this link https://www.northeastcollege.edu/webdocs/Admissions/Northeast-catalog.pdf? The policy, which is designed to address conduct that falls within and outside of Title IX of the Education Amendments Act of 1972, in its form as of the date of publication of this Report, is also reproduced below:

Discrimination, Harassment and Sexual Misconduct Prevention Policy

Northeast College of Health Sciences (Northeast College) is a professional community committed to the study, teaching, and practice of health sciences. Acts of discrimination, harassment, sexual assault, dating violence, domestic violence, and stalking are antithetical to Northeast College's mission and values and will not be tolerated. This policy is intended to educate the Northeast College community about these issues and thereby to prevent such incidents from occurring and also explain the way in which Northeast College will respond to incidents in the event they occur.

The full content of Northeast College's current policies includes the following categories:

A. Scope of Policy
B. Definitions of Prohibited Conduct
C. General Definitions
D. Resources for Those Affected & Reporting Process
E. Supportive Measures
F. Emergency Removal of Student Respondents
G. Grievance Process for Sexual Misconduct
H. Investigation Procedures
I. Informal Resolution
J. Adjudication Procedures
K. Retaliation

L. Amnesty for Students Who Report Sexual Misconduct
M. Academic Freedom
N. Clery Act Compliance
O. Coordination with Other Policies
P. Designation of Authority
Q. Application to Faculty & Staff
R. Policy Compliance

Northeast College of Health Sciences (Northeast) is a professional community devoted to the study, teaching, and practice of healing arts. Acts of discrimination, harassment, sexual assault, dating violence, domestic violence, and stalking are antithetical to Northeast's mission and values and will not be tolerated. This policy is intended to educate the Northeast community about these issues and thereby to prevent such incidents from occurring and also explain the way in which Northeast will respond to incidents in the event they occur.

A. SCOPE OF POLICY

This policy applies to all students, faculty and staff of Northeast. This policy applies to interactions between members of Northeast on campus or off campus in connection with any Northeast-sponsored program or activity. Further, even off-campus conduct that occurs outside a Northeast-sponsored program or activity may violate this policy if the conduct creates a threatening or uncomfortable work or learning environment on Northeast's campus or within a Northeast program, or if the incident causes concern for the safety or security of Northeast's campus. Visitors to campus (e.g., alumni, family of students, vendors, etc.) are expected to abide by the behavioral expectations in this policy. Applicable law protects employees (including unpaid interns and trainees), students, and non-employees (including independent contractors) and those employed by companies contracting to provide services to the College, regardless of immigration status. A perpetrator of sexual harassment can be a superior, subordinate, student, faculty member, staff member, administrator, independent contractor, contract worker, vendor, client, customer, or visitor.

B. DEFINITIONS OF PROHIBITED CONDUCT

1. Discrimination

Northeast defines discrimination as an educational or employment-related decision that disadvantages a person that occurs because of the affected individual's race, color, religion, ethnic or national origin, gender, age, disability, predisposing genetic characteristics, sexual orientation, gender identity, self-identified or perceived sex, gender expression, transgender status, military or veteran's status, marital status, or any other characteristic protected by applicable law.

This policy does not apply to decisions relating to requests for reasonable accommodation due to a disability. Academic disability accommodations are handled by the Academy for Academic Excellence and Student Success (AAESS) office and pursuant to that office's policies. Work-related disability accommodations are handled by the Human Resources Office and pursuant to that office's policies.

2. Harassment (Other than Sexual Harassment)

Northeast defines harassment as unwelcome, offensive conduct that occurs on the basis of race, color, religion, ethnic or national origin, age, disability, predisposing genetic characteristics, military or veteran's

status, marital status, or any other characteristic protected by applicable law. Whether harassment has occurred in violation of this policy depends on a consideration of all the circumstances, including the severity of the incident(s), whether the conduct was repeated, whether it was threatening or merely annoying, and the context in which the incident or interaction occurred. Sexual harassment may be considered unlawful where it is severe or pervasive and:

- such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating a hostile work or educational environment, even if the complaining individual is not the intended target of the harassment;
- such conduct is made either explicitly or implicitly a term or condition of one's education or employment; or

- submission to or rejection of such conduct is used as the basis for decision affecting an individual's education or employment.

Harassment may be verbal, visual, physical, or written in electronic or print form. Merely by way of illustration, harassing acts may include racial, ethnic or religious slurs; name-calling that demeans on the basis of age, disability, physically harming or threatening another due to racial or religious animosity; vulgar pictures or ethnically offensive symbols or writings; or gestures that mimic or mock a person's disability, race or age.

The fact that a person was personally offended by a statement or incident does not alone constitute a violation of this policy. The determination is based on a "reasonable person" standard and takes into account the totality of the circumstances. Northeast considers the context of a communication or incident, the relationship of the individuals involved in the communication or incident, whether an incident was an isolated incident or part of a broader pattern or course of offensive conduct, the seriousness of the incident, the intent of the individual who engaged in the allegedly offensive conduct, and its effect or impact on the individual and the learning community.

In all instances, a key factor is whether the complained-of behavior occurred because of or on the basis of one of the protected characteristics under federal or state law. If it did not, the behavior is not regulated by this policy. Nevertheless, Northeast reserves the right to discipline conduct that offends based on a protected characteristic even if the situation does not rise to the level of severity or pervasiveness to violate applicable law.

Harassment when committed by an employee is a form of employee misconduct. In the employment context, harassment includes conduct that subjects an employee to inferior terms, conditions or privileges of employment. With respect to harassment of employees, supervisors and managers who knew or should have known that harassment of their subordinates was occurring and failed to take responsive action may be subject to disciplinary action. A supervisor or manager who becomes aware of a situation that may constitute workplace harassment, including by witnessing the situation or receiving a complaint or report of harassment, is expected to notify the next level of supervision and the Title IX Coordinator.

3. Sexual Harassment & Other forms of Sexual Misconduct

Northeast prohibits sexual harassment, sexual assault, domestic violence, dating violence, stalking and sexual exploitation (collectively referred to in this policy as "Sexual Misconduct"). Sexual misconduct may occur between members of the same or opposite sex and in heterosexual and homosexual relationships.

Northeast expects that any sexual activity or contact will be based on mutual affirmative consent to the specific sexual activity. All references to consent in this policy will mean affirmative consent as defined in this policy.

Sexual relationships between faculty and students and staff and students are problematic due to the inherent power differential. Therefore, sexual or romantic relationships between faculty and students and between staff and students are strongly discouraged.

Definitions of Specific Sexual Misconduct Violations

This policy sets forth conduct expectations for our community and provides a process for the reporting, investigation and adjudication of alleged violations. This policy applies to alleged conduct violative of Title IX of the Education Amendments of 1972 (i.e., "Title IX Category" violations) and also applies to a broader range of contexts and behaviors inconsistent with the College's commitment to equal opportunity (i.e., "College Category" violations).

The designation of conduct or allegations as either "Title IX Category" or "College Category" is not a function of the seriousness of the alleged conduct but rather a function of the scope and coverage of Title IX versus the College's broader jurisdiction to prohibit and discipline a larger scope of inappropriate behavior. In order to comply with Title IX regulations, the Title IX Coordinator must "dismiss" an alleged Title IX Category violation if it is apparent that the allegations are not within the scope of Title IX as described below, but the College may address the allegations as potential College Category violations as described below.

A. Title IX Category Violations

Title IX of the Education Amendments of 1972 provides: "No person in the United States shall, on the basis of sex, be excluded from participation, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

In accordance with Title IX as interpreted by the Department of Education, the College recognizes the following as conduct violations within the meaning of Title IX, provided that the context and circumstances of the conduct fall within the scope of Title IX, including but not limited to that the complainant was in the United States at the time of the alleged conduct, that the complainant be participating in or seeking to participate in the College's education program or activity at the time of the complaint, and that the conduct have occurred in the context of the College's education program or activity:

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

a. An employee of the College conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct (commonly referred to as a "quid pro quo");
b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's education program or activity (commonly referred to as a sexually or gender-based "hostile environment").

2. **Sexual assault.** "Sexual assault" is a sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. Sexual assault consists of the following specific acts:
   a. Rape. The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.
   b. Non-Consensual Sexual Contact. The touching of the private body parts (including genital area, anus, groin, buttocks or breast), whether under or over clothing, 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 incapacity.
   c. Incest. Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
   d. Statutory Rape. Non-forcible sexual intercourse with a person who is under the statutory age of consent. The statutory age of consent in New York is 17.

3. **Dating violence**. "Dating violence'' means violence committed by a person on the basis of sex: (1) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (2) 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.

4. **Domestic violence**. "Domestic violence" means violence on the basis of sex committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction where the College is located, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

5. **Stalking**. "Stalking" is engaging in a course of conduct on the basis of sex directed at a specific person that would cause a reasonable person to: (1) fear for his or her safety or the safety of others; or (2) suffer substantial emotional distress. Stalking that does not occur on the basis of sex may be addressed as a College Category Violation as described below.

A. <u>College Category Violations</u>

The College prohibits the following behavior. For purpose of College Category violations, the below conduct is prohibited even if the conduct occurs off-campus, outside the United States, the Complainant is not participating or seeking to participate in the college's education program or activity, or otherwise in

circumstances over which the College does not have influence or control, including but not limited to during college academic breaks. The College retains discretion to not respond to, investigate or adjudicate circumstances in which no College interest is implicated.

1. **Sexual harassment**. "Sexual harassment" means unwelcome, offensive conduct that occurs on the basis of sex, sexual orientation, self-identified or perceived sex, gender, gender expression, gender identity, gender-stereotyping or the status of being transgender, but that does not constitute sexual harassment as a Title IX Category Violation as defined above. Sexual harassment can be verbal, written, visual, electronic or physical.

   The fact that a person was personally offended by a statement or incident does not alone constitute a violation. Instead, the determination is based on a "reasonable person" standard and takes into account the totality of the circumstances. The College considers the context of a communication or incident, the relationship of the individuals involved in the communication or incident, whether an incident was an isolated incident or part of a broader pattern or course of offensive conduct, the seriousness of the incident, the intent of the individual who engaged in the allegedly offensive conduct, and its effect or impact on the individual and the learning or working community.

2. **Sexual assault.** "Sexual assault" is a sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. but that does not constitute sexual assault as a Title IX Category Violation as defined above because of the context in which it occurs (for example because the complainant was not in the United States at the time of the alleged conduct, because the complainant was not participating in or seeking to participate in the college's education program or activity at the time of the complaint, or because the conduct did not occur in the context of the College's education program or activity). Sexual assault consists of the following specific acts:
   a. Rape. The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.
   b. Non-Consensual Sexual Contact. The touching of the private body parts (including genital area, anus, groin, buttocks or breast), whether under or over clothing, 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 incapacity.
   c. Incest. Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
   d. Statutory Rape. Non-forcible sexual intercourse with a person who is under the statutory age of consent. The statutory age of consent in New York is 17.

3. **Dating violence**. "Dating violence'' means violence committed by a person: (1) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (2) where the existence of such a relationship shall be determined based on a consideration of the following factors:
   a. the length of the relationship;
   b. the type of relationship; and
   c. the frequency of interaction between the persons involved in the relationship;

   but that does not constitute dating violence as a Title IX Category Violation as defined above because of the context in which it occurs (for example, because the complainant was not in the

United States at the time of the alleged conduct, because the complainant was not participating in or seeking to participate in the College's education program or activity at the time of the complaint, or because the conduct did not occur in the context of the College's education program or activity).

4. **Domestic violence**. "Domestic violence" means violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction where the College is located, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction, if the conduct does not constitute domestic violence as a Title IX Category Violation as defined above because of the context in which it occurs (for example because the complainant was not in the United States at the time of the alleged conduct, because the complainant was not participating in or seeking to participate in the College's education program or activity at the time of the complaint, or because the conduct did not occur in the context of the College's education program or activity).

5. **Stalking**. "Stalking" is engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (1) fear for his or her safety or the safety of others; or (2) suffer substantial emotional distress, but that does not constitute stalking as a Title IX Category Violation as defined above because of the basis on which it occurs or the context in which it occurs (for example because the complainant was not in the United States at the time of the alleged conduct, because the complainant was not participating in or seeking to participate in the College's education program or activity at the time of the complaint, or because the conduct did not occur in the context of the College's education program or activity). Stalking behavior includes but is not limited to repeated, intentional following or observing another; or using "spyware" or other electronic means to gain impermissible access to a person's private information.

6. **Sexual Exploitation**: When one takes non-consensual sexual advantage of another. Examples of sexual exploitation include but are not limited to observing or recording others engaged in sexual or private activity (such as undressing or showering) without the consent of all involved; or taking intimate pictures of another but then distributing the pictures to others without the photographed person's consent; or exposing one's genitals in non-consensual circumstances; or having sex while knowingly infected with a transmissible disease and not informing one's sexual partner.

7. **Retaliation** is an adverse act perpetrated to "get back" at a person because the person reported sexual misconduct, filed a complaint, or participated in an investigation or proceeding conducted pursuant to this policy by the College or by an external agency. An act of retaliation may be anything that would tend to discourage an individual from reporting sexual misconduct, pursuing an informal or formal complaint, or from participating in an investigation or adjudication as a party or a witness. A person who acts in good-faith is protected from retaliation. The fact that a statement is not determined to be proven or established following investigation and adjudication does not mean that the statement lacked good-faith; a person may provide inaccurate information believing it is accurate, which is still good-faith. If a person who makes a statement knowing that it is false, the person has acted without good-faith.

C.GENERAL DEFINITIONS

Advisor of Choice. An advisor of choice is a person selected by the Complainant or Respondent to advise and accompany the Complainant or Respondent throughout the investigation and adjudication process. An advisor of choice may be any person, including an attorney. The institution does not appoint or pay for an advisor of choice. An advisor of choice's role is limited to the functions further described in this policy.

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 affirmative consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.

Coercion. Coercion is a threat, undue pressure, or intimidation to engage in sexual activity. Coercion is more than an effort to persuade, seduce, entice, or attract another person to engage in sexual activity. A person's words or conduct are sufficient to constitute coercion if they deprive another individual of the ability to freely choose whether or not to engage in sexual activity.

Complainant. The term Complainant refers to the person who allegedly experienced the sexual misconduct in violation of the policy whether or not a formal complaint is filed. In some cases, the Title IX Coordinator may file a formal complaint and thereby initiate an investigation and adjudication process pursuant to this policy. In that instance, the Title IX Coordinator is not the "Complainant"; the complainant remains the person who allegedly experienced the sexual misconduct.

Consent. As used in this policy, term "consent" always refers to "affirmative consent" (defined above). By way of further explanation, consent is free and informed permission. Consent given verbally is evidenced by affirmative agreement to engage in specific sexual activity. Consent through action is active participation in the specific sexual activity. Past consent to sexual activity cannot be presumed to be consent to engage in the same sexual activity in the future. Consent can be withdrawn at any time, and, if so, the sexual activity must cease. Consent to some sexual activity (e.g., kissing, fondling) cannot be presumed consent for other sexual activity (e.g., intercourse). Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another.

Certain conditions prevent a person from being able to consent. 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. A person cannot consent if they are unaware of the who, what, when and how of a sexual interaction. 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 or drugs or other intoxicants may be incapacitated and therefore unable to consent.

A person who has been drinking or using drugs is still responsible for ensuring that the person has the other person's affirmative consent and/or appreciating the other person's incapacity to consent. This means that, even if the accused was drunk or high and, as a result, did not realize that the other person was not consenting to or was unable to consent to sexual activity, the person who committed the non-consensual act

is still responsible for having violated this policy. Consent cannot be given when it is the result of any coercion, intimidation, force or threat of harm.

Formal Complaint. A formal complaint refers to a written complaint filed in accordance with the grievance process below. A formal complaint is necessary to initiate an investigation and adjudication process of any allegations involving sexual harassment and other forms of sexual misconduct.

Institution Advisor. A Complainant or Respondent who does not opt to be accompanied by an advisor of choice at a hearing to adjudicate sexual misconduct allegations is entitled to be appointed an advisor by the college at no charge to the party. This advisor is referred to an "institution advisor" who may be but need not be an attorney. An institution advisor's role is limited to asking cross-examination questions of the other party during a hearing. An institution advisor does not represent a party in any legal sense. The party is responsible for formulating the cross-examination questions the institution advisor will pose during the hearing.

Reporting Party. The term Reporting Party refers to the person who made the report. This may or may not be the same as the Complainant, a witness, or a bystander.

Respondent. The term Respondent refers to the person alleged to have committed a violation of this policy.

D. RESOURCES FOR THOSE AFFECTED & REPORTING PROCESS

Any College community member who has been affected by a violation of this policy has the right to make a report to Campus Security, 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. A Students' Bill of Rights for cases involving sexual assault, domestic violence, dating violence or stalking is found at the end of this policy.

Confidential and Non-Confidential Resources

The College encourages any person who has experienced sexual assault or other forms of sexual misconduct to talk to someone about what happened, so she or he can get the support needed. There are a variety of confidential resources available to members of the College community. Some of these resources maintain near complete confidentiality; talking to them is sometimes called a "privileged communication." A confidential resource does not reveal the information shared with him/her/them without the disclosing person's consent. A non-confidential resource is a person who is permitted to share information with others with a need to know. A College employee who is a non-confidential resource will disclose to as few individuals as possible, but a non-confidential resource does not have the ability to promise that he/she/they will not tell others within the College about the information that has been shared with him/her/them.

1. Confidential Resources

A victim or other person affected, including an accused student, is encouraged to seek support for his/her emotional and physical needs. A person seeking confidential emotional or health care may contact the following resources for services that are available to students free of charge:

Northeast Counseling Services	315.568.3272 counseling@northeastcollege.edu
TELUS Health Student Support	866.743.7732 outside North America – 001.678.799.7451
LifeCare Medical Associates	315.539.9229
Safe Harbors of the Finger Lakes Hotline	800.247.7273
F.F. Thompson Hospital (SAFE Nurse*)	585.396.6000
Domestic Violence Hotline (Ontario/Seneca County)	800.695.0390
Clifton Springs Hospital Mental Health Lifeline	
Day	315.462.1080
Evening	800.310.1160
NYS Office of Victim Services	800.247.8035
NYS Domestic Violence Hotline	800.942.6906

**Sexual Assault Forensic Examiner Nurse (SAFE) can provide an exam whether you choose to report to police, or the College, or choose not to report at all.*

These Confidential Resources can provide assistance and information regarding medical assistance and treatment (including information about sexually transmitted infections, and sexual assault forensic examinations), and resources available through the New York State Office of Victim Services, academic and other campus support options, campus disciplinary proceedings and law enforcement options. The on-campus resources listed above are the only confidential resources on campus; all other employees of Northeast should not be considered confidential.

A report to a Confidential Resource is not a report to the College and will not result in remedial action or an investigation or disciplinary action. Any person who desires remedial action (such as a change in housing, academic or work assignments) must contact one of the Responsible Administrators, listed below.

2. Reporting to the College - Responsible Administrators

An individual may contact a Responsible Administrator to obtain information about this policy and/or to file a report. No person need disclose details about an incident to obtain general information about the College's policies and available resources. A reporting form is available online on the College's website:

cm.maxient.com/reportingform.php?NYChiropractic&layout_id=0. Individuals may, but not need necessarily, utilize that reporting form.

The following offices and individuals have been trained to receive and respond to allegations of violations of this policy.

Nikki Schwarz
Campus Standards and Student Engagement Manager
Title IX Coordinator
titleix@northeastcollege.edu
315.568.3069

Carol Faivre
Executive Director, The Center for Student Support
Deputy Title IX Coordinator
titleix@northeastcollege.edu
315.568.3047

Christine McDermott
Director, Human Resources
Deputy Title IX Coordinator
cmcdermott@northeastcollege.edu
315.568.3109

If a report is made to anyone other than the Responsible Administrators listed above, the complainant risks the possibility that it will not come to the attention of the proper College officials and may, therefore, not be acted upon. Therefore, a person who wishes for the College to take action is strongly encouraged to report to one of the offices listed above.

Upon receiving a report, the Responsible Administrator to whom the report was made will discuss with the complainant available avenues and options. Options may include disciplinary action against the accused and remedial actions to ameliorate or correct the effects of the discrimination, harassment, or sexual misconduct. Other options may include a no contact directive, changes in academic, residential, or working arrangements to separate the complainant and the accused. A complainant does not need to file a formal complaint and pursue disciplinary action in order to obtain supportive measures, such as changes in academic, residential or working arrangements. The College will review the facts and circumstances of each case, as well as the complainant's wishes, in deciding whether and what steps are reasonable and appropriate.

Employees who believe that they are being subjected to harassment or discrimination in violation of this Policy, or who have witnessed or otherwise become aware of behavior prohibited by this Policy should promptly report that behavior to a supervisor, the Human Resources Manager, the Title IX Coordinator, or a member of the College's administration. If an employee makes a report of workplace discrimination or harassment to his/her supervisor or manager and believes the supervisor or manager is not taking appropriate

action, the employee should report this inaction to any member of the College' s administration. All supervisors and managers are required to report all complaints of workplace discrimination and harassment that they receive or that they observe or become aware of immediately to the Human Resources Manager or the Title IX Coordinator even when the complaining employee asks to keep the complaint confidential, or indicates that they do not wish to file a formal complaint.

A Responsible Administrator is not a Confidential Resource. However, even Northeast 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 for the Title IX Coordinator to investigate and/or seek a resolution. A Responsible Administrator is a non-confidential resource who will share information only on a need-to-know basis.

A person may make a report to a Responsible Administrator and request that no investigation or disciplinary action be taken. This may be the case where the individual is interested only in supportive measures. If the complainant elects not to proceed with a formal complaint at the time of report, they may return to the Title IX team and choose to proceed at a later date. Similarly, a person may make a formal complaint intending for the College to initiate the investigation and adjudication process, but later may request that the complaint be withdrawn. The College will endeavor to honor such requests to not initiate or to cease an investigation or withdraw a formal complaint unless the Title IX Coordinator determines that an investigation and/or adjudication process is necessary to ensure a safe, non-discriminatory environment for all members of the Northeast community, including the individual(s) involved.

Factors used to determine whether to honor such a request for confidentiality include, but are not limited to:

a. Whether the accused has a history of violent behavior or is a repeat offender;
b. Whether the incident represents escalation in unlawful conduct on behalf of the accused from the previously noted behavior;
c. The increased risk that the accused will commit additional acts of violence;
d. Whether the accused used a weapon or force;
e. Whether the reporting individual is a minor; and
f. Whether the College possesses other means to obtain evidence such as security footage, and whether available information reveals a pattern of perpetration at a given location or by a particular group.
g. As well as other considerations such as:
    i. whether there was a single perpetrator or multiple;
    ii. whether the circumstances suggest a risk to the campus community, and
    iii. similar considerations.

The College retains the right to act upon any information that comes to its attention. If the College determines that a request not to proceed cannot be honored, the complainant will be so informed. However, in order to encourage participation in public awareness and advocacy events, if information is disclosed as part of such an event (such as Take Back the Night), the College is not obligated in that instance to commence an investigation. Where the only parties to the situation are employees, Northeast will be less inclined to honor a request for confidentiality.

3. Other Non-Confidential College Resources

Campus Security Office 315.568.3022

4. Law Enforcement

A victim of a crime is encouraged to, but is not required to, report the incident to local law enforcement and pursue criminal charges. The criminal process and the College's disciplinary processes are not mutually exclusive or dependent on each other, meaning that a person may pursue either a criminal complaint or College complaint or both. Any internal College investigation and/or hearing process will be conducted concurrently with any criminal justice investigation and proceeding that may be pending. Temporary delays in the College's internal processes may be requested by local law enforcement authorities for the purpose of gathering evidence. Any requested temporary delay shall not last more than ten (10) days, except when local law enforcement authorities specifically request and justify a longer delay.

In criminal cases, including non-consensual sex offenses, the preservation of evidence is critical and must be done properly and promptly. If you have been sexually assaulted, you should not wash your body or clothes, as evidence may be lost. The Seneca Falls Police Department (315.568.5555) can assist in filing a criminal complaint and in securing appropriate examination, including by a Sexual Assault Nurse Examiner. New York State Police maintain a 24-hour hotline staffed by individuals trained to respond to sexual assault (844.845.7269).

Additionally, orders of protection and other forms of legal protection may be available to individuals who have experienced or are threatened with violence by an Northeast College community member or other person. In appropriate circumstances, an order of protection may be available that restricts the offender's right to enter Northeast property, and Northeast will abide by a lawfully issued order of protection.

The Security Office or other College officials will, upon request, provide reasonable assistance to any member of the College community in obtaining an order of protection or, if outside of New York State, an equivalent protective or restraining order, including providing that person with:

- a copy of an order of protection or equivalent when received by the College and providing that person with an opportunity to meet or speak with a College representative, or other appropriate individual, who can explain the order and answer questions about it, including information from the order about the other person's responsibility to stay away from the protected person or persons;
- an explanation of the consequences for violating these orders, including but not limited to arrest, additional conduct charges, and interim suspension; and
- assistance in contacting local law enforcement to effect an arrest for violating such an order of protection.

E. SUPPORTIVE MEASURES

Once a report is made under this Policy, the complainant will be contacted by the Title IX Coordinator and offered individualized support as more fully described below. A report that triggers supportive measures need not be a formal complaint, and it may be made by a third-party (i.e., someone other than the complainant himself/herself). Once the respondent is informed of a report or a formal complaint, the respondent will be contacted by the Title IX Coordinator and offered individualized support as more fully described below.

Supportive measures are intended to restore or preserve, to the extent practicable, equal access to the College's educational programs and activities and protect the safety of all parties without unreasonably burdening the other party or parties. As required by federal regulation, these supportive measures must be non-disciplinary and non-punitive to the parties.

Supportive measures may include, but are not limited to: mutual "no contact" orders and, in very limited cases, one-way no contact orders; changes in academic, employment, or other circumstances; changes to housing and campus working situations if those changes are requested by a party and reasonably available; allowing a withdrawal from a course without penalty; access to campus escorts or other reasonable security or monitoring measures; and counseling services. The Title IX Coordinator is responsible for coordinating the implementation of supportive measures, including coordinating with the various College departments and offices that may be involved. Supportive measures will be offered free of charge.

If a party's request for a supportive measure is denied, the party will be afforded an opportunity to have the denial promptly reviewed to assess whether the supportive measure is reasonable under the circumstances. In addition, each party will, upon request, be afforded the opportunity for a prompt review of the need for supportive measures that have been implemented, including the potential modification of these measures, to the extent that the party is affected by the measure(s) being reviewed. A request for review of a supportive measure may seek to add to, modify or eliminate a supportive measure. Such a request may be made to the Title IX Coordinator. Upon receipt of such a request, the Title IX Coordinator will inform the other party of the request and allow the other party to respond, including submitting evidence if desired. Each party will be allowed to submit evidence in support of, or in opposition to, the request to the extent the supportive measures under review affects that party. Information about how to request a review will be included in a written communication that will outline the supportive measures offered and any that were requested by the party but denied. The Title IX Coordinator will respond to the request as promptly as possible and, absent unusual circumstances, within one calendar week. The Title IX Coordinator may modify the supportive measures on a temporary basis and while the parties are submitting their information and responses.

F. Emergency Removal of Student Respondents

In some cases, Northeast may undertake an emergency removal of a student respondent in order to protect the safety of the college community. Emergency removal is not a substitute for reaching a determination as to a respondent's responsibility for the sexual misconduct allegations; rather, emergency removal is for the purpose of addressing imminent threats posed to any person's physical health or safety, which may arise out of the sexual misconduct allegations.

Prior to removing a student respondent through the emergency removal process, Northeast will undertake an individualized safety and risk analysis. If the individualized safety and risk analysis determines that an immediate threat to the physical health or safety of any student, including the student respondent, or other individual justifies removal, then a student respondent will be removed. This is the case regardless of the severity of the allegations and regardless of whether a formal complaint was filed.

After determining a student respondent is an immediate threat to the physical health or safety of an individual, the Title IX Coordinator will provide written notice of the emergency removal to both the complainant and respondent. This notice will contain: (1) the date the removal is set to begin, (2) the reason for the emergency removal, (3) the consequences of non-compliance, and (4) how to appeal the decision.

If a student respondent disagrees with the decision to be removed from campus, the respondent may appeal the decision. The respondent must provide written notice of the intent to appeal, which shall include the substance of the appeal, to the Title IX Coordinator within 10 days of receiving the notice of removal. The burden of proof is on the student respondent to show that the removal decision was incorrect.

This section applies only to student respondents. Employee respondents are not subject to this section and may be placed on administrative leave pursuant to the College's policies during the pendency of the grievance process.

G. GRIEVANCE PROCESS FOR SEXUAL MISCONDUCT

Filing a Formal Complaint.

In cases involving sexual harassment or other forms of sexual misconduct, a formal complaint is necessary to initiate the College's grievance process, meaning an investigation and adjudication process. A formal complaint must be in written form and must be signed by the complainant. A third-party or anyone other than the victim of the misconduct may not file a formal complaint. However, a formal complaint may be filed by a parent or guardian of a minor person. (This formal complaint process is not required for individuals seeking to report instances of discrimination or any form of harassment other than sexual harassment and/or other forms of sexual misconduct).

A formal complaint is a document filed by a complainant or signed by the College's Title IX Coordinator alleging sexual harassment or another form of sexual misconduct against a respondent and requesting that the College investigate the allegation. The respondent may be either a student or an employee or a visitor, independent contractor, intern, or volunteer of the College. A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail to:

Nikki Schwarz
Campus Standards and Student Engagement Manager
Center for Student Support
2360 State Rte. 89
Acad 1, Rm 114A
Seneca Falls, New York 13148
titleix@northeastcollege.edu
315.568.3069

In order to qualify as a formal complaint, the document must contain the complainant's physical or electronic signature, or otherwise indicate that the complainant is the person filing the formal complaint.

If a complainant declines to sign a formal complaint or does not wish to participate in the complaint and adjudication process, or the complainant's identity is unknown, and the Title IX Coordinator determines there is sufficient cause to file a formal complaint, the Title IX Coordinator may file a formal complaint. In such cases, the Title IX Coordinator is not considered to be a complainant or other party under this Policy.

The Title IX Coordinator will consider the wishes of the complainant not to proceed with the investigation and adjudication process. However, the Title IX Coordinator may file a formal complaint if the Title IX Coordinator determines that the allegations are such that it would be unreasonable not to proceed despite the wishes of the complainant.

- In making this determination, the Title IX Coordinator will consider, among other factors:
- the risk that the alleged perpetrator will commit additional acts of sexual misconduct or other violence, which may be assessed by evaluating:
- whether there have been other complaints about the same alleged perpetrator;
- whether the alleged perpetrator has a history of arrests or records from a prior school indicating a history of violence;
- whether the alleged perpetrator threatened further sexual violence or other violence against the victim or others;
- whether the sexual violence was committed by multiple perpetrators whether the sexual violence was perpetrated with a weapon;
- whether the victim is a minor;
- whether the College possesses other means to obtain relevant evidence of the prohibited conduct
- (e.g., security cameras or personnel, physical evidence);
- whether the victim's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol)
- at a given location or by a particular group.

Additionally, where the respondent is not enrolled at the College and is not employed by the College, the College may decline to process the complaint through the Grievance Process. The College may take the steps it deems appropriate under the circumstances.

Mandatory Dismissal of Title IX Category Charges

The Title IX Coordinator will review a formal complaint filed by a Complainant. In order to comply with Title IX regulations, the Title IX Coordinator must "dismiss" the Title IX Category violation(s) if it is apparent that the allegations are not within the scope of Title IX, including that the conduct alleged:

- would not constitute sexual harassment as defined as a Title IX Category violation above, even if proved,
- did not occur in the College's education program or activity, or
- did not occur against a person in the United States.

Notice of dismissal of the Title IX Category violation(s) will be in writing and issued to both the Complainant and Respondent. The Title IX Coordinator may determine at any point in the process that facts have emerged that require the dismissal of a Title IX Category violation. A decision to dismiss a Title IX Category violation is immediately appealable by the complainant, pursuant to the appeal section in Section H(2) of this Policy.

Even if Title IX Category violations are subject to dismissal, the College may continue to process the allegations as College Category violations, assuming that the allegations, if true, would constitute a College Category violation.

Discretionary Dismissal of Title IX Category Charges

The Title IX Coordinator may, but is not required to, dismiss formal complaints in the following circumstances:

- When the complainant withdraws a formal complaint;
- When the respondent is no longer enrolled in or employed by the College; and
- Where specific circumstances prevent the College from gathering evidence (such as where a complainant refuses to cooperate but does not withdraw a formal complaint).

The decision to dismiss or not to dismiss a charge under these circumstances will depend on the totality of the situation.

H. INVESTIGATION PROCEDURES

Where a report of discrimination or harassment has been made or a formal complaint alleging sexual misconduct has been filed, and in the absence of an informal resolution, the College will appoint an investigator to conduct an investigation into the allegations. The College may appoint any qualified investigator, who may be a person internal or external to the College. The College also may appoint more than one investigator in the College's sole discretion. The investigation is an impartial fact-finding process.

The person(s) who conducts the investigation will be free of conflicts of interest or bias for or against any party. The parties will be informed of the identity of the investigator(s) and provided a reasonable opportunity to object to the investigator(s) on the ground of conflict of interest or bias. If an objection is made, the College will appoint an appropriate person to decide whether a conflict or bias exists such that an alternative investigator(s) will be selected. The Title IX Coordinator may determine that cases where the allegations arise out the same set of facts should be consolidated for purpose of the investigation and/or adjudication. Instances where consolidation of complaints may occur include but are not limited to cross-complaints filed by the parties against each other, multiple complaints by a single complainant against a respondent, or multiple complaints by a single complainant against multiple respondents.

The Complainant and Respondent shall receive a notice of investigation referencing the violation(s) of this policy alleged to have been committed and the range of possible disciplinary sanctions and remedies following any determination of responsibility.

In cases involving sexual harassment or other forms of sexual misconduct, the notice of investigation will include, to the extent known:

- the identities of the involved parties;
- the date, time, location and factual allegations concerning the alleged violation;
- the policy provisions allegedly violated;
- a description of the investigation and adjudication process;
- potential sanctions;
- the right to an advisor of their choice, who may be, but is not required to be, an attorney;
- their right to inspect and review evidence in accordance with this policy;
- notice that knowingly making false statements or knowingly submitting false information is prohibited under the Student Code of Conduct; and
- that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the process

If, in the course of the investigation of the sexual misconduct allegations, the College decides to investigate additional sexual misconduct allegations that are not included in the notice initially provided to the parties, the Title IX Coordinator or designee will provide notice of the additional allegations to the parties.

The parties will receive notice, in advance of any interview or other meeting they are required or entitled to attend, including the date, time, location, participants, and factual allegations concerning the alleged violation, and purpose of any meeting or interview in which they are invited to or expected to participate. The Complainant and Respondent have a right to be accompanied by an advisor of their choice. In cases involving sexual harassment or other forms of sexual misconduct, the party's advisor may be an attorney.

No unauthorized audio or video recording of any kind is permitted during investigation meetings or interviews. If the investigator elects to audio and/or video record interviews, all involved parties involved in the meeting or interview will be made aware that audio and/or video recording is occurring.

During the investigation, which is an impartial fact-finding process, the Complainant and the Respondent will have an equal opportunity to share information, submit documentation, and request that witnesses be interviewed. In the absence of their consent, the parties will ***not*** be interviewed together or be required to meet. The investigator(s) has discretion to determine how to conduct the investigation and what information is necessary and relevant. An investigation usually involves interviews of witnesses and reviewing relevant documentation. This includes the opportunity to present fact or expert witnesses and other evidence that the party believes tends to prove or disprove the allegations. However, at all times, the burden of gathering evidence remains with the College. The investigator may decline to interview any witness or to gather information the investigator finds to be not relevant or otherwise excludable (e.g., sexual history of the complainant with a person other than the respondent, materials subject to a recognized privilege, medical records in the absence of a release by the subject of the records, etc.). The investigator will determine the order and method of investigation.

<u>Opportunity for Inspection and Review of Evidence</u>

In cases involving sexual harassment or other forms of sexual misconduct, the Complainant and Respondent will be provided an equal opportunity to inspect and review any evidence obtained in the investigation directly related to the allegations gathered in the investigation and regardless of whether the information will be relied on in reaching a determination. Prior to the conclusion of the investigative report, the Complainant and Respondent, and each party's advisor of choice, if any, will be provided a copy (which may be sent in hard copy or electronic format or made available through an electronic file sharing platform) of the evidence, subject to redaction permitted and/or required by law. The parties and their advisors may not make photocopies or take photographs of the materials and are prohibited from disseminating any of the materials subject to inspection and review to any individuals outside of those engaged in the grievance process. The Complainant and Respondent will be provided with at least ten (10) days to submit a written response, which the investigator will consider prior to completion of the investigative report. The investigator will determine if additional investigation is necessary and, if so, will complete any additional investigative steps.

Investigative Report

At the conclusion of the investigation, the investigator will complete a written investigative report that fairly summarizes the relevant evidence. The investigator need not include information in the investigative report that the investigator determines not relevant or otherwise excludable. The investigator will submit the investigative report to the Title IX Coordinator.

In cases involving sexual harassment or other forms of sexual misconduct, at least ten (10) days prior to a hearing to determine whether there is responsibility for the allegations, the Complainant and Respondent, and each party's advisor if any, will be provided a copy of the investigative report (which may be sent in hard copy or electronic format or made available through an electronic file sharing platform), subject to redaction permitted and/or required by law. The parties and their advisors are prohibited from disseminating or disclosing the Investigative Report or any materials in the Investigative Report to any individuals outside of those engaged in the grievance process.

Timeframe

The College endeavors to complete the investigatory phase within 45 calendar days. An investigation may be extended for good cause, such as witness unavailability, breaks in the academic schedule, or other similar circumstances.

Assessment of Cases Not Involving Sexual Misconduct

In cases that do not involve allegation of sexual harassment or any other forms of sexual misconduct, at the conclusion of the investigation, the investigator(s) will make a recommendation as to whether the complaint will be referred to the applicable disciplinary process. The investigation report, together with the parties' response to the report, will be forwarded to the Title IX Coordinator, who will make a determination as to whether the complaint will be forwarded to the applicable disciplinary process. The complainant and accused will be informed in writing as to whether the complaint will be forwarded to the applicable disciplinary process, with an explanation of the basis for the outcome. If the determination is to not forward a complaint to a disciplinary process, there is no right to appeal.

I.INFORMAL RESOLUTION

In some instances, the parties may be interested in an informal resolution, and, if the case is appropriate for such an option in the College's discretion, it will be offered to the parties. The Informal Resolution Process is not available if the Respondent in a sexual misconduct complaint is a faculty or staff member of the College and the Complainant is a student.

An Informal Resolution Process is a voluntary process in which a trained facilitator assists the parties in resolving the allegations made by a complainant. No party will be required to participate in an informal resolution, and either party may decline further participation in the Informal Resolution process at any time before the final written resolution is signed, at which point the complaint will proceed to the formal investigation and adjudication process. No party should feel intimidated, coerced or threatened to participate in an Informal Resolution Process, or to withdraw from an Informal Resolution Process.

In cases involving allegations of sexual harassment or other forms of sexual misconduct, supportive measures will be available to both parties in the same manner as they would be if the formal complaint were proceeding under the formal grievance and hearing process.

If both parties consent to participate in the Informal Resolution process, the College will assign a facilitator who will act in an independent, impartial manner to facilitate a resolution between the parties. The facilitator will be trained on how to perform the role. The facilitator will also be screened to ensure that such person is free from conflicts of interest and bias.

The facilitator will assist the parties in communicating information and opinions to the facilitator and each other regarding the allegations in an effort to find common ground and a resolution of the allegations that is satisfactory to both parties. The facilitator may meet separately with each party to explore the party's views about the allegations and desired outcome from the process. Either party can elect to have any meeting occur so that the parties are in different rooms and the facilitator "shuttles" between the parties.

For the Informal Resolution process to have the best chance for success, the parties should be free to express themselves. As a result, the information received from both parties during the Informal Resolution process will be kept confidential by the facilitator. In addition, in any cases that will involve a hearing, the facilitator will not be available as a witness in any hearing that may occur should either party terminate the Informal Resolution process before a resolution. This is in keeping with the concept that the facilitator is impartial and is only facilitating the interaction between the two parties and is not listening or taking notes for any purpose other than assisting the parties. Likewise, should the complaint be returned to the formal investigation and adjudication process of this policy, the parties may not disclose information shared by the other party during the process in the hearing. This confidentiality protection does not apply to information that is learned outside the Informal Resolution process through the investigation or otherwise.

A resolution is reached only if both parties agree. The facilitator will not impose an outcome, although they may assist the parties in suggesting resolutions that appear to meet the parties' needs. If an Informal Resolution Process does not result in an agreed-upon resolution, the complaint returns to the formal investigation and adjudication process. If a mutual resolution is reached, the facilitator will draft a document reflecting the agreement between the parties that becomes final once it is signed by both parties. This written and signed resolution indicates that the complaint has been resolved under this policy without the need for further investigation or adjudication.

J. ADJUDICATION PROCESS

A complaint against a non-community member (e.g., a visitor to campus, an alum, a vendor or contract employees) will be investigated but no formal policy or procedure applies. The College may opt to ban the non-community member from College property or take other appropriate responsive measures.

1. RESOLUTION OF CASES INVOLVING ALL FORMS OF DISCRIMINATION AND ALL FORMS OF HARASSMENT, EXCEPT SEXUAL HARASSMENT & OTHER FORMS OF SEXUAL MISCONDUCT

This policy applies campus-wide and sets forth behavioral expectations for all. However, the applicable disciplinary procedure for cases involving discrimination and harassment (other than sexual harassment) that will be applied in a particular case depends on whether the accused is a student, an employee, or a non-community member. For instance, a complaint brought by a staff member against a student is processed pursuant to the student policy; a complaint by a student against a staff member is processed pursuant to the staff policy; a complaint by a student against another student is processed pursuant to the student policy; and so on. In cases only involving discrimination and harassment (other than sexual harassment), no hearing is held, and instead cases will be adjudicated as follows:

- A complaint against a student will be processed in accordance with the Code of Conduct and Ethics policy found in the Student Guide under Section G. Charges of Misconduct and Pre-Hearing Procedures and Section J. Judicial Panel Hearings. Offenses and sanctions can be found in Section C. Code of Student Conduct Offenses, Section E. Code of Ethics Offenses and Section K. Sanctions.
- A complaint against a faculty member will be processed in accordance with the Faculty Handbook (Progressive Discipline, Suspension and Dismissal policies).
- A complaint against a staff member will be processed in accordance with the staff procedure (below).

The standard for decisions in disciplinary proceedings is a preponderance of the evidence, meaning that it is more likely than not that an allegation is true. Both parties will receive simultaneous written notice of outcomes of all disciplinary proceedings, to the extent permitted by law.

Please refer to the relevant sections of the Faculty/ Student/Staff Handbook for detailed information on the disciplinary processes. Any complaints against a faculty or staff member will be promptly investigated in accordance with the procedures set forth above.

Following the investigation, a decision regarding responsibility (and consequences/sanctions, if appropriate) will be made by an appropriate College Official(s). In most instances, the decision maker(s) will make a decision as to responsibility and, if so, discipline, based on the information contained in the investigation report. The parties may request to meet separately with the decision maker(s) if the party(ies) believe that additional information is relevant and/or the decision maker(s) may request to meet separately with the party(ies), witnesses or otherwise gather additional information the decision maker(s) feels necessary. The decision maker(s) will notify the parties in writing as to the outcome of the complaint. Any faculty or staff member found responsible for violation of this policy will be subject to disciplinary action, up to and including termination.

A faculty member found responsible for violation of this policy may grieve such decision, including both the finding of responsibility for the violation as well as the discipline imposed, through the Grievance Procedure set forth in Section J of the Faculty Handbook.

2. RESOLUTION OF CASES INVOLVING SEXUAL HARASSMENT, SEXUAL ASSAULT AND OTHER FORMS OF SEXUAL MISCONDUCT

HEARING PROCEDURES

In cases involving allegations of sexual harassment and/or other forms of sexual misconduct, regardless of whether they are Title IX Category or College Category violations, a hearing before a three-member Hearing Panel designated by the Title IX Coordinator will be convened not less than ten days after the parties have been provided access to the final investigative report, for the purpose of determining whether the Respondent is responsible or not responsible for the charge(s). The Hearing Panel members may be members of the campus community or may be external to the College, as determined by the Title IX Coordinator. The Title IX Coordinator will notify the parties in writing of the date, time, and location of the hearing, the name[s] of the Hearing Panel members and how to challenge participation by any Hearing Panel member for bias or conflict of interest. Bias or conflict of interest will be judged by an objective standard (whether a reasonable person would conclude the decision maker is biased).

Participants in the hearing will include the members of the Hearing Panel, the Complainant and the Respondent, their respective advisors, the investigator(s) who conducted the investigation, and witnesses (solely during their own testimony). Hearings are private. Observers or additional support personnel, other than the parties' advisors, are not allowed unless deemed necessary by the Title IX Coordinator for purposes such as accommodation of a disability. Cell phones and recording devices may not be used by the parties or their advisors in the hearing room(s).

Hearings may be conducted with all parties physically present in the same location or, at the Title IX Coordinator's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling the Hearing Panel and the parties to simultaneously see and hear any party or witness providing information or answering questions. If either party requests, the hearing will be conducted with the parties located in separate rooms using technology as described in the preceding sentence.

The Title IX Coordinator may postpone the hearing for good cause as determined by the Title IX Coordinator. Good cause may include, without limitation, unavailability of one or more participants due to unanticipated events or circumstances, the timing of academic breaks or holidays, or other extenuating circumstances.

Procedural Matters

The Chair of the Hearing Panel is in charge of organizing the presentation of information to be considered at the hearing. Generally, the hearing will proceed in the following order:

1. Opportunity for Opening Statement by the Complainant
2. Opportunity for Opening Statement by the Respondent
3. Questions for the investigator(s) by the Hearing Panel and, if desired, on behalf of Complainant and the Respondent (as described below)]
4. Questions for the Complainant by the Hearing Panel and, if desired, on behalf of the Respondent (as described below)
5. Questions for the Respondent by the Hearing Panel and, if desired, on behalf of the Complainant (as described below)
6. Questions for each witness by the Hearing Panel and, if desired, on behalf of Complainant and the Respondent (as described below)
7. Opportunity for Closing Statement by the Respondent

8. Opportunity for Closing Statement by the Complainant

Formal rules of evidence will not apply. Except as otherwise expressly prohibited by this Policy, any information that the Chair of the Hearing Panel determines is relevant may be considered, including hearsay, history and information indicating a pattern of behavior, and character evidence. All evidence previously made available to the parties for inspection and review prior to completion of the investigative report as described above will be made available at the hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of questioning. Absent extraordinary circumstances as determined by the Chair of the Hearing Panel, no party may seek to introduce at the hearing any evidence not previously made available in accordance with the preceding sentence, other than the investigative report itself and any responses to the investigative report submitted by the parties.

The Chair of the Hearing Panel will address any concerns regarding the consideration of information prior to and/or during the hearing and may exclude irrelevant information. Subject to the terms of this Policy, the Chair will have discretionary authority to determine all questions of procedure, to determine whether particular questions, evidence or information will be accepted or considered, to call breaks or temporary adjournments of the hearing, and/or to recall parties or witnesses for additional questions as the Chair deems necessary or appropriate. The Chair may impose additional ground rules as the Chair may deem necessary or appropriate for the orderly and efficient conduct of the hearing, which will apply equally to both parties.

The hearing will be recorded through either an audio recording or transcript. That recording or transcript will be made available to the parties, upon request, for inspection and review. Prior to obtaining access to the recording or transcript, the parties and their advisors must acknowledge in writing that they will not disseminate any of the testimony heard or evidence obtained in the hearing or use such testimony or evidence for any purpose unrelated to the grievance process.

Advisors

The Complainant and the Respondent may each have present with them during the hearing an advisor of their choice (at the party's expense, if the advisor is a paid advisor). If a party does not have an advisor present at the hearing, Northeast will provide, without fee or charge to that party, an Institution Advisor of the College's choice for the limited purpose of conducting questioning on behalf of that party as provided in this Policy.

Except with respect to questioning as described below, the advisor's role is limited to consulting with their advisee, and the advisor may not present evidence, address the Hearing Panel during the hearing, object to any aspect of the proceeding, or disrupt the hearing in any way, and any consultation with the advisee while the hearing is in progress must be done in a quiet nondisruptive manner or in writing. The advisor may consult with the advisee verbally outside the hearing during breaks, when such breaks are granted by the Chair of the Hearing Panel. An advisor's questioning of the other party and any witnesses must be conducted in a respectful, non-intimidating and non-abusive manner. If the Chair determines that an advisor is not adhering to these or other ground rules, the advisor may be required to leave the hearing, and the hearing will proceed without an opportunity for the party to obtain a replacement advisor; provided, however, that the College will assign an advisor of the College's choosing, without charge, for the purpose of conducting questioning on behalf of the party as provided below. Witnesses are not permitted to bring an advisor or

other person to the hearing, absent an approved disability accommodation. The Hearing Panel may be advised by and/or consult with the College's legal counsel as the Chair of the Hearing Panel deems necessary or appropriate.

Questioning Procedures

The Hearing Panel will permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility; provided that questions that seek disclosure of information protected under a legally recognized privilege will not be permitted unless the person or entity holding the privilege has waived the privilege in writing. Questioning must be conducted by the party's advisor in a respectful, nonintimidating and non-abusive manner, and never by a party personally. If a party does not have an advisor present at the hearing, the Title IX Coordinator will arrange for the College to provide without fee or charge to that party, an advisor of the College's choice (i.e., an Institution Advisor) to conduct cross-examination on behalf of that party.

Only relevant questions may be asked by a party's advisor to a party or witness. Before the party or witness answers a question posed by an advisor, the Chair of the Hearing Panel will first determine whether the question is relevant and explain any decision to exclude a question as not relevant. Such decisions by the Chair are final and not subject to objection or reconsideration during the hearing.

Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, other than questions and evidence about the Complainant's prior sexual behavior that (a) are offered to prove that someone other than the Respondent committed the alleged misconduct, or (b) concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.
If a party or witness does not submit to cross-examination at the hearing by a party's advisor as described above, the Hearing Panel may not rely on any statement of that party or witness, during the hearing or otherwise, in reaching a determination regarding responsibility. The Hearing Panel will not draw an inference as to responsibility based solely on a party's or witness's absence from the hearing or refusal to answer cross-examination questions.

Hearing Determinations

Following conclusion of the hearing, the Hearing Panel will deliberate and render a determination by majority vote as to whether the Respondent is responsible or not responsible for the alleged violation(s). The Hearing Panel will use "preponderance of the evidence" as the standard of proof to determine whether each alleged violation of the Policy occurred. "Preponderance of the evidence" means that the Hearing Panel must determine whether, based on the evidence presented, it is more likely than not that the Respondent engaged in the conduct charged. Each party may submit a written personal impact statement to the Title IX Coordinator for consideration by the Hearing Panel in determining an appropriate sanction if there is a finding of responsibility on one or more of the charges. The parties must submit their statements to the Title IX Coordinator prior to the hearing. The Title IX Coordinator will provide each of the parties an opportunity to review any statement submitted by the other party.

In addition to the impact statement(s), if any, factors considered when determining sanctions may include:

- the nature and severity of, and circumstances surrounding, the violation(s);
- the Respondent's state of mind at the time of the violation(s) (intentional, knowing, bias-motivated, reckless, negligent, etc.);
- the Respondent's previous disciplinary history;
- the need for sanctions to bring an end to the conduct; and/or to prevent the future recurrence of similar conduct;
- the need to remedy the effects of the conduct on the Complainant and/or the community;
- the impact of potential sanctions on the Respondent;
- sanctions imposed by the College in other matters involving comparable conduct; and
- any other lawful factors deemed relevant by the Hearing Panel.
- The following are the sanctions that may be imposed upon students or organizations singly or in combination:
    - Warning: A formal statement that the behavior was unacceptable and that further infractions of any College policy, procedure, or directive may result in more severe disciplinary action.
    - Probation: A written reprimand for violation of the Policy, providing for more severe disciplinary sanctions in the event that the Respondent is found in violation of any College policy, procedure, or directive within a specified period of time. Terms of the probation will be specified and may include denial of specified privileges, exclusion from extracurricular activities, no-contact orders, and/or other measures deemed appropriate.
    - Suspension: Cessation of student status for a definite period of time and/or until specific criteria are met.
    - Expulsion: Permanent termination of student status.
    - Withholding Degree and/or Diploma: The College may withhold a student's degree and/or diploma for a specified period of time and/or deny a student participation in commencement activities.

Other Actions: In addition to or in place of the above sanctions, the Hearing Panel may assign any other sanctions as deemed appropriate, including but not limited to the following:

- Mandated counseling so the Respondent has the opportunity to gain more insight into his/her/their behavior.
- A "no contact" directive (including but not limited to continuation of a no contact directive imposed as a supportive measure) prohibiting contact with one or more identified persons, in person or through telephonic, electronic, written or other means. A no contact directive may include additional restrictions and terms.
- Removing Respondent from leadership roles or positions in College organizations or clubs.
- Requiring the Respondent to write a letter of apology.
- Requiring unpaid service to the campus or local community stated in terms of type and hours of service.
- Restitution for damage to or misappropriation of property, or for personal injury, and other
- related costs.
- Loss, revocation or restriction of housing privileges (e.g., exclusion from specified locations).
- Loss of honors privileges (e.g., preceptorships)
- Monetary fines.

For those crimes of violence that the College is required by federal law to include in its Annual Security Report, the transcripts of students found responsible after a hearing and appeal, if any, shall, as applicable, include the following notation:

- Suspended after a finding of responsibility for a code of conduct violation;
- Expelled after a finding of responsibility for a code of conduct violation; or
- Withdrew with conduct charges pending

Transcript notations for suspensions may be removed at the discretion of the College, but no earlier than one year after the conclusion of the suspension. Transcript notations for expulsion may not be removed.

Notice of Outcome

The Hearing Panel will issue a written determination including the following information:

- A description of the charges that were adjudicated;
- A description of the procedural steps taken from the submission of the formal complaint through the determination, including notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the Policy to the facts;
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions to be imposed on the Respondent, and whether remedies designed to restore or preserve equal access to the College's educational programs or activities will be provided to the Complainant; and
- The procedures and permissible bases for the Complainant and Respondent to appeal.
- The Title IX Coordinator will provide the written determination to the parties simultaneously.

Time Frame for Resolution

Northeast seeks to resolve every report of sexual misconduct within a timely manner of the initial report. The College will endeavor to conclude all reports of Sexual Misconduct within ninety (90) calendar days (exclusive of any appeal) from the time of filing of the formal complaint. Any time frames included in this policy may vary depending on the details of the reported situation and, in some cases, extenuating circumstances that may require an extension of the time frames. Extenuating circumstances may include the time of the academic year (e.g., during College breaks or final exams), the number of witnesses involved, the availability of the parties or witnesses, the effect of a concurrent criminal investigation by local law enforcement, or other unforeseen circumstances. In the event that the investigation and resolution is delayed, Northeast will notify the Complainant and Respondent of the reason(s) for the delay and the expected adjustment in the time frame.

Appeals

In cases involving allegations of sexual harassment and/or other forms of sexual misconduct, regardless of whether they are Title IX Category or College Category violations, a respondent or complainant may appeal: (1) a determination regarding responsibility, and (2) the College's dismissal of a formal complaint or any allegations therein. If a party wishes to appeal a determination regarding responsibility or the dismissal of a formal complaint, the party must submit written notice to the Title IX Coordinator of the party's intent to appeal within 7 days of receiving the written notification of the appealable decision.

A respondent or complainant may appeal on the following bases:

- Procedural irregularity that affected the determination regarding responsibility or dismissal of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the determination regarding responsibility or dismissal of the matter; and

- The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the determination regarding responsibility or dismissal of the matter. The professional experience of an individual need not disqualify the person from the ability to serve impartially.

Furthermore, bias is not demonstrated by working in complainants' or respondents' rights organization.

In addition to the three bases for appeal, the College reserves the right to add additional bases for appeal that will be available equally to both the respondent and the complainant. Any additional bases of appeal that are added will not be applied retroactively to previous determinations and dismissals. In the case of a claimed procedural irregularity, bias or new information, the appeal must also include a statement of the likely impact of the claimed irregularity, bias, or newly discovered information on the proceedings. A preponderance of the evidence standard will be applied on appeal.

When a party submits a written notice of its intent to appeal to the Title IX Coordinator within 7 days of the appealable decision, Northeast will notify the other party in writing and implement appeal procedures equally for both parties. If no written notice of either party's intent to appeal is sent, then the written determination becomes final after the time period to file an appeal (7 days) has expired.

In cases involving a student respondent, the appeal will be decided by a three-member Appeal Review Board appointed by the Title IX Coordinator. In cases where the respondent is an employee of the College, the Title IX Coordinator will assign a single Appeal Officer.

Each party will be given a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome. Each party will have at least three (3) days to submit its written statement. If a party needs additional time, it can request such additional time from the decision-maker for the appeal. Such requests will be granted on a case-by-case basis. If the decision-maker for the appeal grants a request for additional time to submit a written statement, all parties will be granted the additional time. The decision-maker for the appeal will not be the same person as the decision-maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator. The decision-maker for the appeal will issue a written decision describing the result of the appeal and the rationale for the result. This decision will be provided to both parties simultaneously and in writing. Once the appeal decision has been sent to the parties, the appeal decision is final.

K. RETALIATION

The College prohibits retaliation against any individual who files a good-faith complaint or assists or participates in good faith in any manner in an investigation or proceeding conducted by the College or an external agency. Any retaliation is subject to disciplinary action, up to and including expulsion/ termination. Allegations of retaliation will be subject to the disciplinary procedures noted above for students, faculty, staff and non-community members. Retaliation is against the law.

L. AMNESTY FOR INDIVIDUALS WHO REPORT SEXUAL MISCONDUCT

The health and safety of every student at Northeast is of utmost importance. Northeast 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. Northeast strongly encourages students to report domestic violence, dating violence, stalking, or sexual assault to Northeast officials. A student bystander acting in good faith or a reporting individual (including a complainant/victim) that discloses any incident of domestic violence, dating violence, stalking or sexual assault to the College's officials or law enforcement will not be subject to Northeast'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. Notwithstanding the foregoing, Northeast reserves the right to implement measures to protect the health and safety of patients or others who may be harmed (including but not limited to requiring substance abuse treatment and testing) and will comply with any obligations it may have to provide information to licensing authorities.

M. ACADEMIC FREEDOM

Northeast is a graduate institution at which academic freedom is necessary and valued. Northeast will not construe this policy to prevent or penalize a statement, opinion, theory, or idea offered within the bounds of legitimate, relevant, and responsible teaching and learning.

N. CLERY ACT COMPLIANCE

The College is required to include for statistical reporting purposes the occurrence of certain incidents in its Annual Security Report (ASR). Names of individuals involved in incidents are not reported or disclosed in ASRs. In the case of an emergency or ongoing dangerous situation, the College will issue a timely warning to the campus. In such circumstances, the name of the alleged perpetrator may be disclosed to the community, but the name of the victim/complainant will not be disclosed.

O. COORDINATION WITH OTHER POLICIES

A particular situation may potentially invoke one or more College policies or processes. The College reserves the right to determine the most applicable policy or process and to utilize that policy or process.

P. DESIGNATION OF AUTHORITY

Any person or title authorized by this policy to act or make a decision may designate his/her authority to another when necessary to avoid a conflict of interest or for any other reason.

Q. APPLICATION TO FACULTY AND STAFF

One or more of Northeast's personnel policies or faculty and staff handbook policies may overlap with this policy in a particular situation. This policy applies to any situation where a student is the complainant or respondent. In all other situations, the College reserves the right to apply this policy or another applicable College policy or process. The College will apply this policy to any situation where the College determines that Title IX requires the application of this policy.

R. POLICY COMPLIANCE

The Title IX Coordinator has overall responsibility for the College's institutional compliance with Title IX. The Deputy Coordinator assists the Coordinator. Any person with a concern about the College's handling of a particular matter should contact

Nikki Schwarz, Campus Standards and Student Engagement Manager
Center for Student Support
Title IX Coordinator
titleix@northeastcollege.edu
315.568.3069

Carol Faivre, Executive Director
Center for Student Support
Title IX Deputy Coordinator
titleix@northeastcollege.edu
315.568.3047

Christine McDermott, Director
Director of Human Resources
Deputy Title IX Coordinator
cmcdermott@northeastcollege.edu
315.568.3109

In addition to or as an alternative to the College's internal process, or if dissatisfied with the outcome of the College's process, a person may make a complaint to a governmental agency. These governmental agencies include:

The U.S. Department of Education, Office for Civil Rights is a federal agency responsible for ensuring compliance with Title IX and other federal laws, including Section 504 of the Rehabilitation Act. OCR may be contacted at 400 Maryland Avenue, SW, Washington, DC 20202-1100, 800.421.3481. As a general rule, a complaint must be filed with OCR 180 days after the complained of event. OCR will investigate the complaint and determine if the College is in compliance with federal laws within OCR's jurisdiction. If OCR finds non-compliance, OCR will ensure that the College returns to compliance. OCR may require individual remedy for the individual complainant, where appropriate.

The New York State Division of Human Rights (DHR) enforces the Human Rights Law (HRL), codified as N.Y. Executive Law, art. 15, § 290 et seq., which prohibits sexual harassment in employment in New York State, and protects employees, and other individuals working in an employer's workplace. A complaint alleging a violation of the Human Rights Law may be filed either with DHR, subject to a one year statute of limitations (except the statute of limitations is three years for sexual harassment complaints and any complaints involving alleged acts of discrimination that occurred on or after February 15, 2024)), or in New York State Supreme Court, subject to a three year statute of limitations.

The DHR will investigate the complaint to determine if unlawful harassment occurred and if the circumstances amount to a violation of the law. If unlawful discrimination is found after a hearing, the DHR or the court may award relief, which varies, but may include requiring the employer to take action to stop the

harassment, or redress the damage caused, including reversing an unlawful employment action, paying monetary damages, attorneys' fees, and civil fines.

DHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458, 718.741.8400 https://dhr.ny.gov/. The DHR can be contacted at 888.392.3644 or visit dhr.ny.gov/complaint for more information about filing a complaint. The website has a complaint form and contact information for DHR's regional offices across New York State.

The United States Equal Employment Opportunity Commission (EEOC) enforces federal anti-discrimination laws, including Title VII of the 1964 federal Civil Rights Act (codified as 42 U.S.C. § 2000e et seq.). An employee must file a complaint with the EEOC within 300 days from the conduct giving rise to the complaint. The EEOC also investigates complaints, but does not hold hearings or award relief. The EEOC may take other action including pursuing cases in federal court on behalf of complaining parties, or issuing a Right to Sue Letter that allows an individual to pursue his/her claims in federal court. Federal courts may award remedies if discrimination is found to have occurred.

The EEOC can be contacted by calling 800.669.4000 (800.669.6820 (TTY)), or visiting their website at www.eeoc.gov or via email at info@eeoc.gov. If an individual files an administrative complaint with DHR, DHR will file the complaint with the EEOC to preserve the individual's right to proceed in federal court.

STUDENTS' BILL OF RIGHTS INVOLVING SEXUAL MISCONDUCT

All students have the right to:

1. Make a report to local law enforcement and/or state police;
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
3. 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 by Northeast College of Health Sciences;
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;
6. 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;
7. Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by Northeast College of Health Sciences, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of Northeast College of Health Sciences;
9. Access to at least one level of appeal of a determination;
10. 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; and
11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of Northeast College of Health Sciences.

VAWA CRIMES:

College Response to Reports of Violence Against Women Act (VAWA) Crimes:
The College employs every effort to comply with the VAWA regulations. Northeast College prohibits offenses of sexual violence, dating violence, domestic violence and stalking. The College offers educational programming to prevent domestic violence, dating violence, sexual assault and stalking. When an incident of domestic violence, dating violence, sexual assault or stalking is reported, Northeast College will provide victims with supportive measures and follow the procedures detailed in its Discrimination, Harassment and Sexual Misconduct Prevention Policy. The standard of evidence used in a disciplinary hearing involving allegations of these offenses is "preponderance of the evidence."

Education Programs for VAWA Crimes:
The College has ongoing educational programs that promote awareness of dating violence, domestic violence, sexual assault, and stalking. Programs may include primary prevention and awareness presentations, interactive vignettes, bystander training as well as a comprehensive online educational program that is mandated for all incoming students.

Educational programs may also include a statement that these crimes are prohibited at the College; definitions of consent, domestic violence, dating violence, sexual assault, and stalking in the College's jurisdiction; and safe and positive bystander intervention.

The purpose of focused educational efforts is to encourage prevention as well as to reduce the risk to students who may be victims of sexual assault, dating violence, domestic violence, and stalking.

Risk Reduction Information:
When there is a risk of an incident of sexual assault, domestic violence, dating violence, or stalking, information on risk reduction to recognize warning signs of abusive behavior and avoiding potential attacks, as well as information about the College's disciplinary procedures may be provided.

When meeting with an affected party, a verbal review of risk reduction measures is provided. This information includes offering advisement on being aware of one's surroundings, if you see something suspicious, report it immediately to Campus Security: (315.568.3022) or call 911.

In cases where an affected party may be impacted by the presence of another in a way that imposes interference with their ability to be academically successful and/or the party's general well-being, risk reduction information will include verbal advisement on changing academic sections, accommodate with emergency housing (or if parties reside in same campus housing building, offering a building/room change), and the option of being escorted by Security.

In some cases, a matter may warrant that an order of no contact be levied to further the mitigation of risk between parties.

Sanctions for VAWA Crimes (and Title IX):
Following a final determination of the College's disciplinary procedure for causes of rape, acquaintance rape, dating violence, domestic violence, sexual assault, or stalking, the College may impose one or more of the sanctions and/or supportive measures previously noted.

Procedures for Victims of Domestic Violence, Dating Violence, Sexual Assault or Stalking:
The College employs a collaborative effort to provide survivors/victims/reporting individuals of these crimes with written information about reporting options, assistance in notifying law enforcement if the victim

chooses, as well as the victim's option to decline to notify authorities. Victims will be provided with information about campus and community resources (Resource for Survivors Guide and palm card), their rights, as well as information about the College's responsibilities regarding orders of protection, no contact orders and other interim measures.

Evidence preservation and collection: In order to best preserve evidence, victims are informed that they should avoid showering, washing, changing clothes, combing hair, applying cosmetics, drinking, eating, smoking or doing anything that would alter the physical appearance until after a physical exam. Preservation of evidence is important in that it may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protective order. Victims may ask for someone from Safe Harbors of the Finger Lakes to assist in all phases of this process.

UR Medicine/Thompson Health in Canandaigua has a SANE (Sexual Assault Nurse Examiner) nurse on duty to provide assistance in any way possible. This is a confidential resource.

Reporting and Student Bill of Rights:
Northeast College is committed to providing a safe living and learning environment. In compliance with Enough is Enough, 129-B legislation, Northeast College provides options, supportive measures, and assistance to complainants and respondents.

All students receive information and have access to Student Bill of Rights (published as part of the Resource Guide and Student Guide and though included in our Title IX information above, are also attached as a stand-alone reference in this Report as **Appendix E**). This information is shared with complainants and respondents and may also be shared as part of the Foundations of Professional Development course, other orientation programming, and/or may be distributed as part of campus awareness programming.

Students have the right to: a) report confidentially b) report to law enforcement, c) report to the Title IX Coordinator or Deputy Coordinator, d) not to report an incident to the College.

Individuals may also file an anonymous report: titleix@northeastcollege.edu

Written Notifications to Students, Employees, and Victims of VAWA crimes:
Students and Employees: When a student or employee reports they have been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the alleged offense occurred on or off campus the College will provide the student/employee with a written explanation of their rights and options.

The College will also provide written notification to the student/employee about existing and available counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available in the community and campus to victims of dating violence, domestic violence, sexual assault and stalking.

Disclosure of Disciplinary Proceeding Outcome: Upon request, the College will disclose the results of any disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of any crime of violence or a non-forcible sexual offense to the alleged victim or next of kin, if the victim is deceased.

Section III: Stop Campus Hazing Act

Northeast College of Health Sciences ("Northeast") is dedicated to promoting a safe living and learning campus environment for its students, faculty, staff and visitors. As such, Northeast will not tolerate hazing activities by any students, groups, faculty, staff, athletic teams or student organizations. Northeast complies with the Federal Stop Campus Hazing Act (SCHA) and does not tolerate any acts of hazing. No campus student organization shall engage in hazing or hazing-type behavior, whether required as a condition for membership, expected as part of a group tradition, or carried out as a spontaneous action.

Reported allegations of violations of this policy will be investigated and managed under the Code of Conduct policies and procedures. Violations of this policy may result in penalties including suspension or expulsion from the College or other appropriate disciplinary action from the College, as deemed appropriate. In the case where a group or organization authorizes such conduct, recission of permission for that organization to operate on campus property may occur. Hazing may also constitute a violation of state law and alleged offenders may face external prosecution, depending on the severity of the conduct.

Further, student organizations (clubs, intramural activities) are bound to comply with anti-hazing expectations outlined herein. All approved campus organizations shall include, as part of the respective group constitutions or by laws, prohibitions against hazing.

Definitions

Hazing is defined, pursuant to the Stop Campus Hazing Act, as intentionally, knowingly, and/or recklessly committing an act (whether individually or in concert with other persons) against another person (or persons) regardless of the willingness of a party to participate in such an activity that"

1. Is committed in the course of an initiation into, an affiliation with, or the maintenance of members in, a student organization; and
2. Causes of creates a risk, above reasonable risk encountered in the course of participation in the institution of higher education or the organization, of physical or psychological injury including:
    - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity, including paddling, branding, pelting, or throwing objects.
    - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity, including kidnapping, abandonment, scavenger hunts, etc.
    - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances.
    - causing, coercing, or otherwise inducing another person to perform sexual acts.
    - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct.
    - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law.
    - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Student Organization is defined as an organization at Northeast (such as a club, society, association, intramurals, or student government) in which two or more of the members are students enrolled at Northeast, whether the organization is established or recognized by the institution.

Disclosures of Hazing Incidents
Any individual who has directly experienced or witnessed any act(s) of hazing behavior, has the right to file an official report. Reporting options include the following:

- Community Report Page - https://www.northeastcollege.edu/community-reporting
    - Code of Conduct/Code of Ethics; or
    - Student Complaints and Grievances
- Contacting the Judicial Officer directly
- Campus Security (315.568.3022)
- Local Law Enforcement

Prevention Programming
Northeast will engage and provide a myriad of anti-hazing prevention programming through, but not necessarily limited to, the following activities:

- New Student Onboarding requirements
- Annual Employee Training
- Campus hosted programming
    - Campus Security Authority
    - Guest presenters
    - Programming resources from entities such the Clery Center
    - Residence Hall Safety Presentations
    - Themed and focused bulletin boards

The following types of programs and resources will be provided on an annual basis:

- Bystander intervention presentations
- Awareness through bulletin board themed topics
- Brochures that outline the policy and reporting expectations

Hazing Reporting
Northeast reports on acts of hazing as part of the Annual Safety Report which is published on or before every October 1. Any incidents of hazing that are reported to the College's campus security authorities which fall within the above-referenced definition pursuant to the Stop Campus Hazing Act will be reported in the College's Annual Security Report (ASR) statistics in compliance with applicable federal law.

Additionally, the College will publish on the website, no less than twice annually, a Campus Hazing Transparency Report, which will summarize findings concerning any student organization established or recognized by Northeast that is found to be in violation of the College's prohibition against hazing. The Hazing Transparency Report will not include any personally identifiable information that would reveal the identity of a person (or persons) or about any impacted student(s). This report will, however, include the following data:

- The name of the organization
- Incident dates which include
    - The incident date
    - Investigation initiation date
    - Investigation date ending
    - Institution notice to the organization

- A general description of the violation that resulted in a finding or responsibility
- Will include information relative to whether the incident involved the abuse or illegal use of alcohol or drugs
- Investigatory findings
- Sanctioning

New York State Anti-Hazing Legislation

Hazing is punishable under New York State Law as follows:

- §120.16 Hazing in the First Degree
  - "A person is guilty of hazing in the first degree when, in the course of another person's initiation into or affiliation with any organization, [they] intentionally or recklessly engage in conduct including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person and thereby causes injury. Hazing in the first degree is a class A misdemeanor."
- §120.17 Hazing in the Second Degree
  - "A person is guilty of hazing in the second degree when, in the course of another person's initiation or affiliation with any organization, [they] intentionally or recklessly engage in conduct including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person. Hazing in the second degree is a violation."

Any retaliation or threat to retaliate against any person who reports, is a witness to, is involved with, or cooperates with the investigation of hazing is strictly prohibited.

Section IV: Title VI

Title VI

1. *Scope of Policy:* Title VI applies specifically to the requirement of Northeast College of Health Sciences have the obligation to prohibit acts of discrimination, harassment, and disparate treatment on the basis of actual or perceived race, color, or national origin. This protection explicitly extends to shared ancestry, ethnic characteristics, or association with a country possessing a dominant religion or distinct religious identity (e.g., protections against antisemitism and Islamophobia). Moreover, the College has zero tolerance for such behaviors.

   This policy applies to all students, faculty, staff, administrators, contractors, and visitors and encompasses all educational programs including, but not limited to admissions, academics, housing, athletics, and employment at all locations owned and operated by Northeast College of Health Sciences.

2. *Prohibited Conduct:* Prohibited behavior under this policy includes, but is not limited to:
   a. Harassment: Unwelcome conducted based on race, color, or national origin that creates a hostile, intimidating, or abusive educational or working environment.
   b. Disparate Treatment: Treating a student or employee differently based on their actual or perceived race, color, or national origin with a legitimate, nondiscriminatory reason.

c. Racial/Ethnic Slurs: The use of racial, ethnic, or ancestral slurs, stereotypes, demeaning jokes, or derogatory language.
d. Targeted Hostility: Targeting individuals based on physical appearance, language/accent, foreign name, or modes of dress associated with shared ancestry or ethnic/religious traditions.

3. *Title VI Coordinator:* The College has designated a Title VI Coordinator to oversee compliance with civil rights laws and to receive, investigate, and resolve all complaints regarding discrimination or harassment. The designated individual for Northeast College of Health Sciences is:

   Nikki Schwarz, MBA
   Campus Standards and Student Engagement Manager
   Acad 1, 114A
   315.568.3069
   TitleVI@northeastcollege.edu

4. *Reporting and Response:* Individuals who believe that they may have been subjected to, or who may have witnessed discrimination is strongly encouraged to report the incident immediately. Reporting pathways include ~
   a. Directly to the Title VI Coordinator, Nikki Schwarz
   b. *TitleVI@northeastcollege*.edu
   c. https://cm.maxient.com/reportingform.php?NortheastCollege&layout_id=8

5. *Supportive Measures & Resolution:* Upon receiving a report, the College will immediately offer supportive measures (i.e., counseling referral, housing adjustments, academic accommodation(s)) to ensure that the complainant feels safe and continues to have equal access without interference to their academic program.

   The Title VI Coordinator will ensure a prompt, thorough, and impartial investigation into the reported conduct.

6. *Confidentiality and Retaliation:* Northeast College of Health Sciences will protect the privacy of all parties to the extent permitted by law. Acts of retaliation against any individual who makes a good faith report of discrimination or who participates in an investigation are strictly prohibited and will result in disciplinary action through the College's Code of Conduct/Code of Ethics processes.

7. *External Reporting Options:* Individuals have the right to file complaints with the following external civil rights agencies:
   - U.S. Department of Education, Office of Civil Rights (OCR)
     https://www.ed.gov/laws-and-policy/civil-rights-laws/file-complaint/ocr-discrimination-complaint-form

   - New York State Division of Human Rights (NYSDHR)
     One Fordham Plaza, Fourth Floor
     Bronx, NY 10458
     718.741.8400
     https://dhr.ny.gov

Section V: Campus Crime Statistical Reporting for 2023, 2024, and 2025

TAKING RESPONSIBILITY:

Maintaining a safe and secure campus at Northeast College is a community effort that begins with individual awareness and responsibility. Safety programs and other security measures can help increase awareness. Simple, common sense precautions on the part of individuals can also make a huge contribution.

Even though the campus is lighted at night, students may request an escort by contacting Security at 315.568.3022.

- Suite and room doors should be locked at all times.
- Valuable items should be marked with engraving instruments. The facilities department may perform engraving upon request. Students should maintain a list of valuables, including if available, serial numbers, a brief description of each item, and any other identifying marks or means of identification.
- The College strongly recommends each resident obtain appropriate insurance coverage for their valuables. Insurance information may be requested from the Center for Student Support. The College is not responsible for lost or damaged items or items left behind after moving off campus. Students should report any suspicious person or activity to Campus Security, the CSAs, Residence Life staff, or the Center for Student Support staff.

By taking responsibility for oneself, Northeast College students have freedoms that students at many other colleges and universities do not. The campus is located in the Finger Lakes region of New York state and provides a healthy, scenic, and secure environment. Northeast College's goal is to make our campus one of the safest in the nation.

The College operates under the belief that an informed public is a safety-conscious public. The following statistics, provided in compliance with the Clery Act, reflect the specific crimes required to be reported that have been reported for the calendar years shown.

There are no off-campus locations of student organizations recognized by the institution or any off-campus housing facilities of such student organizations. The College operates off-campus health centers in the following locations:

- Depew Health Center
  4974 Transit Road
  Depew, NY 14043
- Levittown Health Center
  & Long Island Branch Campus
  70 Division Avenue
  Levittown, NY 11756
- Seneca Falls Health Center*
  2360 NYS Rte. 89
  Seneca Falls, NY 13148

**Seneca Falls Health Center is located on the property of the main college campus and reportable matters are included with Seneca Falls reporting.*

DEPEW, NY

Criminal Offenses – On-Campus:	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing		0	0

VAWA Offenses – On-Campus:	2023	2024	2025
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

Criminal Offenses – Public Property (adjacent to College)	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing			0

VAWA Offenses – Public Property (adjacent to College)	2023	2024	2025
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

Hate Crimes – On Campus (DEPEW, NY – cont'd)								
Criminal Offense	**2025 Total**	**Category of Bias for Hate Crimes reported in 2025**						
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes – On Campus								
Criminal Offense	**2024 Total**	**Category of Bias for Hate Crimes reported in 2024**						
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

Hate Crimes – On Campus (DEPEW, NY – cont'd)							
Criminal Offense	**2023 Total**	**Category of Bias for Hate Crimes reported in 2023**					
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0
Sex offenses - forcible	0	0	0	0	0	0	0
Sex offenses – non forcible	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0

Criminal Offense	**2025 Total**	**Category of Bias for Hate Crimes reported in 2025**						
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes – Public Property (adjacent to College property) (DEPEW, NY – cont'd)								
Criminal Offense	**2024 Total**	**Category of Bias for Hate Crimes reported in 2024**						
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0

Hate Crimes – Public Property (adjacent to College property)							
Criminal Offense	**2023 Total**	**Category of Bias for Hate Crimes reported in 2023**					
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0
Sex offenses - forcible	0	0	0	0	0	0	0
Sex offenses – non forcible	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0

Arrests – On Campus	2023	2024	2025
Weapons: carrying possessing, etc.	0	0	0
Drug abuse violation	0	0	0
Liquor law violations	0	0	0

Arrests – Public Property (adjacent to College property)	2023	2024	2025
Weapons: carrying possessing, etc.	0	0	0
Drug abuse violation	0	0	0
Liquor law violations	0	0	0

Disciplinary Actions/Judicial Referrals- On Campus (DEPEW, NY – cont'd)	**2023**	**2024**	**2025**
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

Disciplinary Actions/Judicial Referrals – Public Property	**2023**	**2024**	**2025**
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

Unfounded Crimes	**2023**	**2024**	**2025**
Total Unfounded Crimes	0	0	0

LEVITTOWN, NY

Criminal Offenses – On-Campus:	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing			0

VAWA Offenses – On-Campus	2023	2024	2025
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

Criminal Offenses – Public Property (adjacent to College)	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing			

VAWA Offenses – Public Property (adjacent to College)	2023	2024	2025
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

Hate Crimes – On Campus (LEVITTOWN, NY – cont'd)								
Criminal Offense	**2025 Total**	**Category of Bias for Hate Crimes reported in 2025**						
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes – On Campus								
Criminal Offense	**2024 Total**	**Category of Bias for Hate Crimes reported in 2024**						
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0

Hate Crimes – On Campus (LEVITTOWN, NY – cont'd)							
Criminal Offense	**2023 Total**	**Category of Bias for Hate Crimes reported in 2023**					
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0

Hate Crimes – Public Property (adjacent to College property)								
Criminal Offense	**2025 Total**	**Category of Bias for Hate Crimes reported in 2025**						
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes –	Public Property (adjacent to College property) 2024							
Criminal Offense	2024 Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity/ National Origin
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0

Hate Crimes – Public Property (adjacent to College property)							
Criminal Offense	2023 Total	Category of Bias for Hate Crimes reported in 2023					
		Race	Religion	Sexual Orientation	Gender	Disability	Ethnicity/ National Origin
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0

Arrests – On Campus	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violation	0	0	0
Liquor law violations	0	0	0

Arrests – Public Property (adjacent to College property)	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violation	0	0	0
Liquor law violations	0	0	0

Disciplinary Actions/Judicial Referrals- On Campus (LEVITTOWN, NY – cont'd)	**2023**	**2024**	**2025**
Weapons: carrying, possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

Disciplinary Actions/Judicial Referrals – Public Property	**2023**	**2024**	**2025**
Weapons: carrying, possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

Unfounded Crimes	**2023**	**2024**	**2025**
Total Unfounded Crimes	0	0	0

SENECA FALLS, NY

Criminal Offenses – On-Campus:	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing		0	0

VAWA Offenses – On-Campus:	2023	2024	2025
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	1	0	0

Criminal Offenses – On-Campus Student Housing:	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing		0	0

VAWA Offenses – On-Campus Student Housing	2023	2024	2025
Domestic Violence	1	0	0
Dating Violence	0	0	0
Stalking	0	0	0

Criminal Offenses – Public Property (adjacent to College) **(SENECA FALLS, NY – cont'd)**	**2023**	**2024**	**2025**
Murder/Non-negligent manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing			0

VAWA Offenses – Public Property	**2023**	**2024**	**2025**
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

Hate Crimes – On Campus								
Criminal Offense	**2025 Total**	**Category of Bias for Hate Crimes reported in 2025**						
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes – On Campus (SENECA FALLS, NY – cont'd)								
Criminal Offense	**2024 Total**	**Category of Bias for Hate Crimes reported in 2024**						
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0

Hate Crimes – On Campus							
Criminal Offense	**2023 Total**	**Category of Bias for Hate Crimes reported in 2023**					
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0

Hate Crimes – On Campus Student Housing (SENECA FALLS, NY – cont'd)								
Criminal Offense	**2025 Total**	**Category of Bias for Hate Crimes reported in 2025**						
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes – On Campus Student Housing								
Criminal Offense	**2024 Total**	**Category of Bias for Hate Crimes reported in 2024**						
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0

Hate Crimes – On Campus Student Housing (SENECA FALLS, NY – cont'd)								
Criminal Offense	**2023 Total**	**Category of Bias for Hate Crimes reported in 2023**						
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0

Hate Crimes – Public Property (adjacent to College property)								
Criminal Offense	**2025 Total**	**Category of Bias for Hate Crimes reported in 2025**						
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes – Public Property (adjacent to College property)								
Criminal Offense	**2024 Total**	**Category of Bias for Hate Crimes reported in 2024**						
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0

Hate Crimes – Public Property (adjacent to College property)							
Criminal Offense	**2023 Total**	**Category of Bias for Hate Crimes reported in 2023**					
		Race	**Religion**	**Sexual Orientation**	**Gender**	**Disability**	**Ethnicity/ National Origin**
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	0	0	0	0	0	0	0

Arrests – On Campus	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violation	0	0	0
Liquor law violations	0	0	0

Arrests – On Campus Student Housing Facilities	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violation	0	0	0
Liquor law violations	0	0	0

Arrests – Public Property (adjacent to College property) **(SENECA FALLS, NY – cont'd)**	**2023**	**2024**	**2025**
Weapons: carrying possessing, etc.	0	0	0
Drug abuse violation	0	0	0
Liquor law violations	0	0	0

Disciplinary Actions/Judicial Referrals- On Campus	**2023**	**2024**	**2025**
Weapons: carrying, possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

Disciplinary Actions/On Campus Student Housing Facilities	**2023**	**2024**	**2025**
Weapons: carrying, possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

Disciplinary Actions/Judicial Referrals – Public Property	**2023**	**2024**	**2025**
Weapons: carrying, possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

Unfounded Crimes	**2023**	**2024**	**2025**
Total Unfounded Crimes	0	0	0

Section VI: Fire Safety Statistical Reporting for 2023, 2024, and 2025

Section Overview

For the purpose of fire safety reporting, a fire is "any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner."

The following statistics must be collected and reported, both in this Report and the Department of Education's web-based data collection system, for each on-campus residential building, the number of fires and the cause of each fire.

The number of fires and the cause of each fire. The cause categories to be used are:

- **Unintentional Fire** (a fire that does not involve an intentional human act to ignite or spread fire into an area where the fire should not be)

  Cooking
  Smoking materials
  Open flames
  Electrical
  Heating equipment
  Hazardous products
  Machinery/industrial
  Natural
  Other

- **Intentional Fire** (a fire that is ignited, or that results from a deliberate action, in circumstances where the person knows there should not be a fire)

- **Undetermined Fire** (A fire in which the cause cannot be determined)

- The number of deaths related to the fire.
- The number of injuries related to the fire that resulted in treatment at a medical facility.
- The value of property damage related to the fire.

Please note: *There are six residents at Northeast College of Health Sciences. Of the current building total, four (Huron, Mohawk, Onondaga, and Tuscarora) for housing residents. The other two buildings (Cayuga, Oneida) are currently off-line.*

FIRES – On-Campus Student Housing				
Name of Facility	Street Address (Seneca Falls)	2023	2024	2025
Mohawk Hall	2360 Route 89	0	5	1
Huron Hall	2360 Route 89	1	1	0
Onondaga Hall	2360 Route 89	0	3	3
Tuscarora Hall	2360 Route 89	1	1	2
	Total	1	10	6

2023 FIRES – On-Campus Student Housing					
Building	**Category of Fire**	**Cause of Fire**	**Fire Related Injury**	**Fire Related Deaths**	**Property Damage**
Huron	Unintentional	Cooking	0	0	$0-$99
Mohawk	Unintentional	Cooking	0	0	$0-$99
Onondaga	Unintentional	Cooking	0	0	$0-$99
Tuscarora	Unintentional	Cooking	0	0	$0-$99

2024 FIRES– On-Campus Student Housing					
Building	**Category of Fire**	**Cause of Fire**	**Fire Related Injury**	**Fire Related Deaths**	**Property Damage**
Huron	Unintentional	Cooking	0	0	$0-$99
Mohawk	Unintentional	Cooking	0	0	$0-$99
Onondaga	Unintentional	Cooking	0	0	$0-$99
Tuscarora	Unintentional	Cooking	0	0	$0-$99

2025 FIRES– On-Campus Student Housing					
Building	**Category of Fire**	**Cause of Fire**	**Fire Related Injury**	**Fire Related Deaths**	**Property Damage**
Huron	Unintentional	Cooking	0	0	$0-$99
Mohawk	Unintentional	Cooking	0	0	$0-$99
Onondaga	Unintentional	Cooking	0	0	$0-$99
Tuscarora	Unintentional	Cooking	0	0	$0-$99

FIRES – SUMMARY	2023			2024			2025		
	Fires	Injuries	Deaths	Fires	Injuries	Deaths	Fires	Injuries	Deaths
Cayuga	0	0	0	0	0	0	0	0	0
Oneida	0	0	0	0	0	0	0	0	0
Huron	0	0	0	1	0	0	0	0	0
Mohawk	0	0	0	5	0	0	0	0	0
Onondaga	0	0	0	3	0	0	0	0	0
Tuscarora	1	0	0	1	0	0	0	0	0
Total	1	0	0	10	0	0	0	0	0

Northeast College takes fire safety very seriously. Tampering with fire safety equipment (including fire extinguishers and smoke/heat detectors) is strictly prohibited. Any person(s) responsible for a false or malicious fire alarm will face judicial action and may also incur possible fines.

Northeast College makes, keeps, and maintains a separate fire log that records, by the date reported, all fires that occur in on-campus student housing facilities, including the date the fire was reported, nature of the fire, date and time of the fire, and the general location of each fire. The fire log is kept and may be viewed at the Security office. Northeast College makes annual reports to the campus community on such fires.

Northeast College is required to make an entry or an addition to an entry to the fire log within two business days of receiving the information. The fire log for the most recent 60-day period is open to public inspection, upon request, during normal business hours. Any portion of the log older than 60 days will be made available within two business days of a request for public inspection.

Northeast College of Health Sciences Residence Halls

TO REPORT A RESIDENCE HALL FIRE:

Anytime you need to report a fire you can contact Security at 315.568.3022 or dial 911. Security will then contact the 911 Center for Fire Department assistance. When reporting a fire, please make sure you provide information that will assist the emergency responders, such as location (e.g., kitchen area of residence hall).

Any fire that is reported to Security should also be reported to the Director of Facilities and the Executive Director of the Center for Student Support (or designee). Residence Life staff will be informed that a fire took place, or an alarm was sounded in the building, and follow-up with the student(s) will occur as necessary.

The residence life staff person on duty will be notified to go to the residence hall (fire location) to assist, if needed, in calming students and directing them to a safe location until the building is cleared for re-entry.

RESIDENCE HALL FIRE SAFETY SYSTEM:

Our residence halls are not equipped with sprinkler systems. However, they do have fire extinguishers, smoke/heat detectors and carbon monoxide detectors. There are heat and smoke detectors in the suites and public areas to include lounges, kitchens and recreational areas. There is also a carbon monoxide detector on the 1st floor of each residence hall. The College has a Simplex Fire Alarm system.

The fire safety alarm system itself, for each of the on-campus housing facilities has a central residential alarm system that not only sounds for the affected building, it sends a signal to a central alert panel located in the Security office.

As mentioned in a previous section within this report, the latest copy of Northeast College's Campus Security, Safety and Fire Safety Report can be accessed via the following link:
https://www.northeastcollege.edu/webdocs/StudentLife/CampusSafetyAnnualReport.pdf
This same document may also be accessed through the following steps from the College's website – https://www.northeastcollege.edu/ and scroll to the bottom of the page. Select the Campus Safety & Security link. On the next screen, scroll down and select Campus Safety Reports. Individuals may also request a paper copy by contacting the Center for Student Support at 315.568.3064 or in person during business hours. The office is located in Academic I, room 114-117.

RESIDENCE HALL FIRE EVACUATION PROTOCOL:

The following guidelines are for safety in case of fire within the residence halls. Please follow these guidelines for all fire alarms. Residence Life staff or responding emergency personnel will make residents aware of which exit to use.

- When the alarm sounds, everyone must evacuate the building. **Always assume there is a fire in the building when the alarm sounds**.
- Take a room key, coat and shoes when exiting the building. Touch the door to see if it is hot. If yes, go to the window and signal for help. If not, exit and shut the door.
- A towel should be taken to protect the head and face from smoke.
- If possible, quickly close the window to prevent drafts.
- Do not re-enter the building until instructed to do so by Fire Department, security or college staff.

Once outside the building, if it is safe to do so, go to the appropriate adjacent building's recreation room until all buildings are deemed safe to re-enter. Residents will be notified by Staff when to return to their hall. The following list reflects the evacuation plan for the residence halls:
Tuscarora residents go into Onondaga
Onondaga residents go into Tuscarora
Huron residents go into Tuscarora
Mohawk residents go into Oneida
Oneida staff and guests go into Mohawk

RESIDENCE HALL FIRE SAFETY EDUCATION:

Northeast College provides Fire Safety Education and training to students, faculty and staff through specifically scheduled and designed programming and activities. The activities include but are not limited to new campus resident meetings and employee safety training. As part of such education and training, students and employees are advised of the procedures that should be followed in the case of a fire (which are also detailed in this Report).

FIRE SAFETY POLICIES FOR RESIDENCE HALLS:

The College policies related to rules on portable electrical appliances and open flames in student housing are in compliance with the New York State Fire Code and can be found in full in the Residential Housing License Agreement and Policies. The excerpt from the referenced agreement related to which appliances are permitted and which are not is set forth below:

APPLIANCES

In accordance with regulations set by NYS Fire Safety for residence halls, the following items may be used in an individually assigned room:

Curling iron*
Clothing iron*
Coffee pot*
Hot air popper*
Microwave*
Personal refrigerator – 15 amp. /6 cubic feet or smaller
Surge protected power strip with a resettable switch**

*These appliances should not be left unattended when in use.

**Please note that surge protected power strips may not be "daisy-chained" together. They should be individually plugged directly into an outlet.

UL approved, thermostatically controlled toasters may be used in the residence halls; however only one toaster per suite is allowed and the appliance may only be used in the suite's shared main lounge.

In compliance with NYS Fire Safety mandates and regulations, as well as consideration for resident safety, the items listed below are deemed **not allowed** for use in the residence halls.

Currently Not Allowed:

- Air conditioners***
- Candles (including decorative only)
- Electric blanket
- Extension cords
- Hallway rugs*
- Heaters
- Incense
- Sandwich/waffle makers
- Sun lamps
- Toaster/convection oven
- Wall hangings that cover more than 2/3 of wall
- Appliances with an electric coil
- Deep fryers/electric frying pan/wok/griddle
- Electric pressure cookers/air fryers-grills
- George Foreman-George Foreman type grills
- Halogen light bulbs
- Hot plates
- Percolator
- Stand-alone freezers
- Tapestries/banners/flags w/o proof flame retardant
- Twinkle stringed lights/decorative stringed lights**
- Washer/dryer

**Due to the potential tripping hazard during emergent egress, hallway rugs within suites outside of individual room doors, or in common areas outside of suite entrances, are not permitted.*

***This includes both battery operated string lights as well as plug-in string lights. Please see holiday decorating for the one exemption that exists for the use of these types of lights.*

****An air conditioner may be approved for a campus resident under the condition of medical need. Supporting documentation from a qualified medical provider is required. Students who may have a qualifying medical condition should contact accessibility@northeastcollege.edu to connect with the Student Accessibility Services Manager. Approval of the use of a personal AC unit may be temporary and aligned to only certain periods of an academic year. Approval may also require that a resident not have other personal appliances (i.e., mini fridge, microwave, coffee pot) in use in their individual room assignment. The reduction of personal appliances may be necessary for the electrical support of an AC unit.*

Having these items in the residence halls may be a violation of NY State Fire Code, campus policy and/or your Residential Housing License Agreement and Policies. Applicable fines and/or a judicial referral may also be levied.

Additional fire safety information is included above in this report.

Section VII: Appendices

Appendix A

All buildings evacuation plan:

BUILDING EVACUATION PLAN (DO NOT USE THE ELEVATORS)

Upon evacuating a building, all occupants should proceed quietly to their designated meeting area and wait for additional instruction. Occupants will be notified when it is safe to return to any building. The designated evacuation areas are as follows:

1. **Administration Building occupants should report to entranceway of the Library Building.**
2. **Academic I Building occupants should report to the main lounge of the Administration Building.**
3. **Academic II Building occupants should report to the main lounge of the Administration Building.**
4. **Academic III Building occupants should report to the main lounge of the Administration Building.**
5. **Library Building occupants should report to the main lounge of the Administration Building.**
6. **Athletic Center occupants should report to the Maintenance Building.**
7. **Cayuga evacuates to Mohawk.**
8. **Mohawk residents to Oneida.**
9. **Oneida staff and guest residents to Mohawk.**
10. **Huron residents to Tuscarora.**
11. **Tuscarora residents to Onondaga.**
12. **Onondaga residents to Tuscarora.**
13. **If more than one of the main buildings or residence halls is affected, all occupants should report to the Athletic Center gymnasium.**
14. **Seneca Falls Health Center to Cayuga.**
15. **Niagara to Lobby of Academic III.**

Notice to current, prospective students and employees:

The Campus Safety, Security and Fire Report contains information related to areas of Safety, Security and Fire and statistics for Northeast College over a three-year period**.**

In compliance with the State Education Department: New York State Law Article 129-A, Internet information can be found at www.assembly.state.ny.us and http://ope.ed.gov/security.

Appendix B:

EMERGENCY TELEPHONE NUMBERS LIST

Name of Agency, Office or Service	Phone Number
Seneca Falls Police Department – Emergency or Office	911 or 315.568.4850
New York State Police – Emergency or Office	911 or 315.539.9328
Seneca County Sheriff – Emergency or Office	911 or 315.539.9241
North Seneca Ambulance – Emergency or Office	911 or 315.539.5001
Seneca Falls Volunteer Fire Department – Emergency or Office	911 or 315.568.2319
Clifton Springs Hospital Mental Health ~ Lifeline	800.310.1160
Suicide Prevention/Crisis Counseling Hotline	800.273.TALK (8255)
UR Medicine/Thompson Health (SAFE Nurse)	585.396.6000
Safe Harbors of the Finger Lakes (Rape, Domestic Violence & Crisis)	800.247.7273
Sexual Assault Hotline	800.656.4673
Domestic Violence Hotline	800.799.7233
NYS Office of Victim Services	800.247.8035
Seneca County Mental Health	315.539.1980
Alcoholics Anonymous Hotline (Seneca County)	315.789.5955
Legal Assistance of the Finger Lakes	315.781.1465

On-Campus Support Services Telephone Numbers

Campus Security	315.568.3022
Executive Director, the Center for Student Support	315.568.3047
Counseling Services	315.568.3272 or counseling@northeastcollege.edu
TELUS Health Student Support	866.743.7732 *outside North America*: 001.678.799.7451
Director, Facilities	315.568.3025
Human Resources	315.568.3105
Title IV (Financial Aid) Matters	315.568.3063
Title VI, Title IX Reporting	315.568.3069 or titlevi@northeastcollege.edu titleix@northeastcollege.edu

For emergencies that occur after business hours, contact the Security Office. They will contact the appropriate College personnel and that individual will respond and provide assistance.

Appendix C:

Computer network addresses linking to this information include:
http://www.icrimewatch.net **(for Seneca County) and** http://www.criminaljustice.ny.gov
(for New York State).
Sex Offender Registry Information and assistance in navigating the site:
By law, only Level 2 and Level 3 sex offenders are listed on the public directory.

What information can be found on the registry?
*Multiple photographs of registered sex offenders, as they become available
*Multiple names (aliases)
*Multiple home and/or work addresses, if applicable
*Vehicle information
*Conviction charge, sentence, and supervision conditions if the offender is on parole or probation

How do I access the registry?
To access the New York State website:
*Go to http://www.criminaljustice.ny.gov/nsor/
*Click on the "Sex Offenders," button across the top bar.
*Enter the last name of the person, the county, or the zip code you would like to search.

To access the Seneca County Sheriff's Office website:
*Go to http://www.icrimewatch.net/index.php?AgencyID=54274
*Search by address, name, or city by entering the appropriate information in the spaces provided.

Additional Information:
On the New York State website:
Once the "Sex Offenders" button on the top bar has been clicked, a box will appear on the right-hand side of the page containing FAQs, legal information, information for victims, offender counts by county, and more.

Appendix D:

NEW YORK STATE SEX OFFENSES:

NY Penal Law Article 130 Reference
www.ypdcrime.com/penal.law/a

Sexual Assault:
New York State does not specifically define "sexual assault," but does define various offenses which are substantially similar to those included under the definition of "sexual assault" as set forth above in this Report. These include, among others, sexual misconduct, rape, criminal sexual act, forcible touching and sexual abuse.

Sex Offenses; Lack of Consent:
Whether or not specifically stated, it is an element of every offense defined in this Article 130 of the Penal Law that the sexual act was committed without consent of the victim.

Lack of consent results from: (a) forcible compulsion; or (b) incapacity to consent; or (c) where the offense charged is sexual abuse or forcible touching, in any circumstances, in addition to forcible compulsion or incapacity to consent, in which the victim does not expressly or impliedly acquiesce in the actor's conduct; or (d) where the offense charged is rape in the third degree, or criminal sexual act in the third degree, in addition to forcible compulsion, circumstances under which, at the time of the act of intercourse, oral sexual conduct or anal sexual conduct, the victim clearly expressed that he or she did not consent to engage in such act, and a reasonable person in the actor's situation would have understood such person's words and acts as an expression of lack of consent to such act under all the circumstances.

A person is deemed incapable of consent when he or she is: (a) less than 17 years old; or (b) mentally disabled; or (c) mentally incapacitated; or (d) physically helpless; or (e) committed to the care and custody or supervision of the state department of corrections and community supervision or a hospital, and the actor is an employee who knows or reasonably should know that such person is committed to the care and custody or supervision of such department or hospital; or (f) committed to the care and custody of a local correctional facility (as defined in the New York Correction Law), and the actor is an employee, not married to such person, who knows or reasonably should know that such person is committed to the care and custody of such facility; or (g) committed to or placed with the office of children and family services and in residential care, and the actor is an employee, not married to such person, who knows or reasonably should know that such person is committed to or placed with such office of children and family services and in residential care; (h) a client or patient and the actor is a health care provider or mental health care provider charged with rape in the third degree, criminal sexual act in the third degree, aggravated sexual abuse in the fourth degree, or sexual abuse in the third degree, and the act of sexual conduct occurs during a treatment session, consultation, interview, or examination; or (i) a resident or inpatient of a residential facility operated, licensed or certified by (A) the office of mental health; (B) the office for people with developmental disabilities; or (C) the office of alcoholism and substance abuse services, and the actor is an employee of the facility not married to such resident or inpatient; or (j) detained or otherwise in the custody of a police officer, peace officer, or other law enforcement official and the actor is a police officer, peace officer or other law enforcement official who either: (A) is detaining or maintaining custody of such person; or (B) knows, or reasonably should know, that at the time of the offense, such person was detained or in custody.

Sexual Misconduct:
When a person (1) engages in sexual intercourse with another person without such person's consent; or (2) engages in oral sexual conduct or anal sexual conduct with another person without such person's consent; or (3) engages in sexual conduct with an animal or a dead human body.

Rape in the Third Degree:
When a person (1) engages in sexual intercourse with another person who is incapable of consent by reason of some factor other than being less than 17 years old; (2) being 21 years old or more, engages in sexual intercourse with another person less than 17 years old; or (3) engages in sexual intercourse with another person without such person's consent where such lack of consent is by reason of some factor other than incapacity to consent.

Rape in the Second Degree:
When a person (1) being 18 years old or more, engages in sexual intercourse with another person less than 15 years old; or (2) engages in sexual intercourse with another person who is incapable of consent by reason of being mentally disabled or mentally incapacitated. It is an affirmative defense to the crime of rape in the second degree that the defendant was less than four years older than the victim at the time of the act.

Rape in the First Degree:
When a person engages in sexual intercourse with another person (1) by forcible compulsion; or (2) who is incapable of consent by reason of being physically helpless; or (3) who is less than 11 years old; or (4) who is less than 13 years old and the actor is 18 years old or more.

Criminal Sexual Act in the Third Degree:
When a person engages in oral sexual conduct or anal sexual conduct (1) with a person who is incapable of consent by reason of some factor other than being less than 17 years old; (2) being 21 years old or more, with a person less than 17 years old; (3) with another person without such person's consent where such lack of consent is by reason of some factor other than incapacity to consent.

Criminal Sexual Act in the Second Degree:
When a person engages in oral sexual conduct or anal sexual conduct with another person (1) and is 18 years or more and the other person is less than 15 years old; or (2) who is incapable of consent by reason of being mentally disabled or mentally incapacitated. It is an affirmative defense that the defendant was less than four years older than the victim at the time of the act.

Criminal Sexual Act in the First Degree:
When a person engages in oral sexual conduct or anal sexual conduct with another person (1) by forcible compulsion; (2) who is incapable of consent by reason of being physically helpless; (3) who is less than 11 years old; or (4) who is less than 13 years old and the actor is 18 years old or more.

Forcible Touching:
A person is guilty of forcible touching (which includes squeezing, grabbing or pinching) when such person intentionally, and for no legitimate purpose: (a) forcibly touches the sexual or other intimate parts of another person for the purpose of degrading or abusing such person, or for the purpose of gratifying the actor's sexual desire; or (b) subjects another person to sexual contact for the purpose of gratifying the actor's sexual desire and with intent to degrade or abuse such other person while such other person is a passenger on a bus, train, or subway car operated by any transit agency, authority or company, public or private, whose operation is authorized by New York State or any of its political subdivisions.

Persistent Sexual Abuse:
When a person commits the crime of forcible touching, sexual abuse in the third degree, or sexual abuse in the second degree, and, within the previous ten year period, excluding any time during which such person was incarcerated for any reason, has been convicted two or more times, in separate criminal transactions for which sentence was imposed on separate occasions, of forcible touching, sexual abuse in the third degree, sexual abuse in the second degree, or any offense defined in Article 130 of the Penal Law, of which the commission or attempted commission thereof is a felony.

Sexual Abuse in the Third Degree:
When a person subjects another person to sexual contact without the latter's consent. For any prosecution under this section of the Penal Law, it is an affirmative defense that (1) such other person's lack of consent was due solely to incapacity to consent by reason of being less than 17 years old; and (2) such other person was more than 14 years old and (3) the defendant was less than five years older than such other person.

Sexual Abuse in the Second Degree:
When a person subjects another person to sexual contact and when such other person is (1) incapable of consent by reason of some factor other than being less than 17 years old; or (2) less than 14 years old.

Sexual Abuse in the First Degree:
When a person subjects another person to sexual contact (1) by forcible compulsion; (2) when the other person is incapable of consent by reason of being physically helpless; or (3) when the other person is less than 11 years old; or (4) when the other person is less than 13 years old and the actor is 21 years old or older.

Aggravated Sexual Abuse:
For the purposes of the crimes of aggravated sexual abuse, conduct performed for a valid medical purpose does not violate the provisions of these sections.

Aggravated Sexual Abuse in the Fourth Degree:
When a person inserts a (1) foreign object in the vagina, urethra, penis, rectum or anus of another person and the other person is incapable of consent by reason of some factor other than being less than 17 years old; or (2) finger in the vagina, urethra, penis, rectum or anus of another person causing physical injury to such person and such person is incapable of consent by reason of some factor other than being less than 17 years old.

Aggravated Sexual Abuse in the Third Degree:
When a person inserts a foreign object in the vagina, urethra, penis, rectum or anus of another person (1) (a) by forcible compulsion; (b) when the other person is incapable of consent by reason of being physically helpless; or (c) when the other person is less than 11years old; or (2) causing physical injury to such person and such person is incapable of consent by reason of being mentally disabled or mentally incapacitated.

Aggravated Sexual Abuse in the Second Degree:
When a person inserts a finger in the vagina, urethra, penis, rectum or anus of another person causing physical injury to such person (1) by forcible compulsion; or (2) when the other person is incapable of consent by reason of being physically helpless; or (3) when the other person is less than 11 years old.

Aggravated Sexual Abuse in the First Degree:
When a person inserts a foreign object in the vagina, urethra, penis, rectum or anus of another person causing physical injury to such person: (1) by forcible compulsion; or (2) when the other person is incapable of consent by reason of being physically helpless; or (3) when the other person is less than 11 years old.

Course of Sexual Conduct against a Child in the Second Degree:
When a person, over a period of time not less than three months in duration: (1) engages in two or more acts of sexual conduct with a child less than 11 years old; or (2) being 18 years old or more engages in two or more acts of sexual conduct with a child less than 13 years old. A person may not be subsequently prosecuted for any other sexual offense involving the same victim unless the other charged offense occurred outside of the time period charged under this section of the Penal Law.

Course of Sexual Conduct against a Child in the First Degree:
When a person, over a period of time not less than three months in duration: (1) engages in two or more acts of sexual conduct, which includes at least one act of sexual intercourse, oral sexual conduct, anal sexual conduct or aggravated sexual contact, with a child less than 11 years old; or (2) being 18 years old or more engages in two or more acts of sexual conduct, which includes at least one act of sexual intercourse, oral sexual conduct, anal sexual conduct, or aggravated sexual contact, with a child less than 13 years old. A person may not be subsequently prosecuted for any other sexual offense involving the same victim unless the other charged offense occurred outside the time period charged under this section of the Penal Law.

Facilitating a Sex Offense with a Controlled Substance:
A person is guilty of facilitating a sex offense with a controlled substance when he or she: (1) knowingly and unlawfully possesses a controlled substance or any preparation, compound, mixture or substance that requires a prescription to obtain and administers such substance or preparation, compound, mixture or substance that requires a prescription to obtain to another person without such person's consent and with intent to commit against such person conduct constituting a felony defined in this article of the Penal Law; and (2) commits or attempts to commit such conduct constituting a felony defined in this article of the Penal Law.

Incest in the Third Degree:
A person is guilty of incest in the third degree when he or she marries or engages in sexual intercourse, oral sexual conduct or anal sexual conduct with a person whom he or she knows to be related to him or her, whether through marriage or not, as an ancestor, descendant, brother or sister of either the whole or the half blood, uncle, aunt, nephew or niece.

Incest in the Second Degree:
A person is guilty of incest in the second degree when he or she commits the crime of rape in the second degree, or criminal sexual act in the second degree, against a person whom he or she knows to be related to him or her, whether through marriage or not, as an ancestor, descendant, brother or sister of either the whole or the half blood, uncle, aunt, nephew or niece.

Incest in the First Degree:
A person is guilty of incest in the first degree when he or she commits the crime of rape in the first degree, or criminal sexual act in the first degree, against a person whom he or she knows to be related to him or her, whether through marriage or not, as an ancestor, descendant, brother or sister of either the whole or half blood, uncle, aunt, nephew or niece.

Stalking in the Fourth Degree:
When a person intentionally, and for no legitimate purpose, engages in a course of conduct directed at a specific person, and knows or reasonably should know that such conduct (1) is likely to cause reasonable fear of material harm to the physical health, safety or property of such person, a member of such person's immediate family or a third party with whom such person is acquainted; or (2) causes material harm to the mental or emotional health of such person, where such conduct consists of following, telephoning or

initiating communication or contact with such person, a member of such person's immediate family or a third party with whom such person is acquainted, and the actor was previously clearly informed to cease that conduct; or (3) is likely to cause such person to reasonably fear that his or her employment, business or career is threatened, where such conduct consists of appearing, telephoning or initiating communication or contact at such person's place of employment or business, and the actor was previously clearly informed to cease that conduct. For purposes of this definition, "following" includes the unauthorized tracking of such person's movements or location through the use of a global positioning system or other device.

Stalking in the Third Degree:
When a person (1) commits the crime of stalking in the fourth degree against three or more persons, in three or more separate transactions, for which the actor has not been previously convicted; or (2) commits the crime of stalking in the fourth degree against any person, and has previously been convicted, within the preceding ten years of a specified predicate crime (as defined in Section 120.40(5) of the Penal Law) and the victim of such specified predicate crime is the victim, or an immediate family member of the victim, of the present offense; or (3) with an intent to harass, annoy or alarm a specific person, intentionally engages in a course of conduct directed at such person which is likely to cause such person to reasonably fear physical injury or serious physical injury, the commission of a sex offense against, or the kidnapping, unlawful imprisonment or death of such person or a member of such person's immediate family; or (4) commits the crime or stalking in the fourth degree and has previously been convicted within the preceding ten years of stalking in the fourth degree.

Stalking in the Second Degree:
When a person: (1) commits the crime of stalking in the third degree and in the course of and in furtherance of the commission of such offense: (a) displays, or possesses and threatens the use of, a firearm, pistol, revolver, rifle, shotgun, machine gun, electronic dart gun, electronic stun gun, cane sword, billy, blackjack, bludgeon, plastic knuckles, metal knuckles, chuka stick, sand bag, sand club, slingshot, shirken, "Kung Fu Star," dagger, dangerous knife, dirk, razor, stiletto, imitation pistol, dangerous instrument, deadly instrument or deadly weapons; or (b) displays what appears to be a pistol, revolver, rifle, shotgun, machine gun or other firearm; or (2) commits the crime of stalking in the third against any person, and has previously been convicted, within the preceding five years, of a specified predicate crime (as defined in Section 120.40(5) of the Penal Law), and the victim of such specified predicate crime is the victim, or an immediate family member of the victim, of the present offense; or (3) commits the crime of stalking in the fourth degree and has previously been convicted of stalking in the third degree against any person; or (4) being 21 years of age or older, repeatedly follows a person under the age of 14 or engages in a course of conduct or repeatedly commits acts over a period of time intentionally placing or attempting to place such person who is under the age of 14 in reasonable fear of physical injury, serious physical injury or death; or (5) commits the crime of stalking in the third degree, against ten or more persons, in ten or more separate transactions, for which the actor has not been previously convicted.

Stalking in the First Degree:
When a person commits the crime of stalking in the third degree or stalking in the second degree and, in the course and furtherance thereof, he or she (a) intentionally or recklessly causes physical injury to the victim of such crime; or (b) commits a class A misdemeanor defined in Article 130 of the Penal Law (Sex Offenses), or a class E felony defined in section 130.25 (Rape in the third degree), 130.40 (Criminal Sexual Act in the third degree) or 130.85 (Female Genital Mutilation) of the Penal Law, or a class D felony defined in section 130.30 (Rape in the second degree) or 130.45 (Criminal Sexual Act in the second degree) of the Penal Law.

For purposes of the definitions of "stalking" above, "immediate family" means the spouse, former spouse, parent, child, sibling, or any other person who regularly resides or has regularly resided in the household of a person.

Domestic Violence:
New York State's Penal Law does not include a definition of "domestic violence" per se, but the similar term "family offense" is defined under New York's Family Court Law. A "family offense" occurs when certain acts or crimes designated in the Penal Law, such as assault, sexual misconduct, and stalking, are committed by a family member, such as a spouse, former spouse, parent, child or other member of the same family or household. For purposes of this definition: "members of the same family or household" include (a) persons related by consanguinity or affinity; (b) persons legally married to one another; (c) persons formerly married to one another regardless of whether they still reside in the same household; (d) persons who have a child in common regardless of whether such persons have been married or have lived together at any time; and (e) persons who are not related by consanguinity or affinity and who are or have been in an intimate relationship regardless of whether such persons have lived together at any time. In determining whether a relationship is intimate, consideration may be given to the nature or type of relationship, regardless of whether the relationship is sexual in nature; the frequency of interaction between the persons; and the duration of the relationship. A general definition of "domestic violence" can also be found on the New York State Office for the Prevention of Domestic Violence at https://opdv.ny.gov/domestic-violence/what-is-domestic-violence.html

Dating Violence:
The New York State Penal Law does not define a crime known as "dating violence." However, the definition of "family offense" as set forth in the paragraph above includes reference to an "intimate relationship," and thus constitutes the manner in which this type of offense is defined under New York State law.

Appendix E

STUDENT BILL OF RIGHTS:

As published in our 2022-2023 Catalog and Student Guide, Northeast College maintains a Student's Bill of Rights. According to this policy, all students have the right to:

1. Make a report to local law enforcement and/or state police;

2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;

3. 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 by Northeast College;

4. Participate in a process that is prompt, fair and impartial from the initial investigation to the final result and provides adequate notice and a meaningful opportunity to be heard;

5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;

6. 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;

7. Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;

8. Be protected from retaliation by Northeast College, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of Northeast College;

9. Access to at least one level of appeal of a determination;

10. 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; and

11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of Northeast College.

Section VIII: Requesting a Report Copy

To request a report copy, please contact ~

Executive Director of the Center for Student Support
Northeast College of Health Sciences
2360 NYS Rte. 89
Seneca Falls, NY 13148

or via email ~ studentlife@northeastcollege.edu

or by calling: 800.234.6922 Ext. 3047

For statistical information pursuant to NYS Penal Law, visit www.assembly.state.ny.us. Scroll down to "Penal" and click on the "PEN" link. Some examples of information in this section are Article 485 (Hate Crimes) and Article 120 (Assault and Related Offenses).