

Minneapolis College of Art and Design

Title IX Sexual Harassment Policy

May 20, 2025

MCAD Sexual Harassment Policy

Contents

I. Policy Statement.....	1
II. Title IX Notice of Nondiscrimination	1
III. Title IX Coordinator and Team.....	2
IV. Definitions	3
A. Actual Knowledge.....	3
B. Advisor	3
C. Coercion	3
D. Complainant	3
E. Consent.....	4
F. Dating Violence.....	4
G. Domestic Violence	6
H. Education Program or Activity.....	7
I. Formal Complaint.....	7
J. Incapacitation	8
K. Investigator	9
L. Respondent	9
M. Sexual Assault.....	9
N. “Sexual Harassment” means:	9
O. Stalking.....	10
P. Supportive Measures	11
V. Assistance Following an Incident of Sexual Harassment	11
A. Information about Resources.....	11
B. Crime Victims’ Rights.....	12
VI. Confidentiality.....	12
VII. Reporting Sexual Harassment	14
A. Reporting to the College.....	14
B. Amnesty for Other Policy Violations	15
C. Title IX Coordinator’s Initial Review and Response to Reports to the College	15
D. Reporting to Law Enforcement	16
VIII. Sexual Harassment Formal Complaint Grievance Process	17
A. Filing by Title IX Coordinator	17
B. Formal Complaint and Notice to Respondent	18
C. Dismissal of a Formal Complaint.....	19

D.	Consolidation of Formal Complaints	19
E.	Informal Resolution Process	20
F.	Emergency Removal	21
G.	Administrative Leave	22
H.	Formal Grievance Process.....	22
I.	Possible Sanctions and Remedies.....	28
IX.	Rights and Obligations in the Complaint Resolution Process and General Provisions	32
A.	Rights of the Complainant and Respondent	32
B.	Advisors in Complaints of Sexual Harassment.....	34
C.	Conflicts of Interest or Bias.....	35
D.	Time Frames for Grievance Procedure	35
X.	Complaints of Retaliation or Violation of Sanctions	36
XI.	Education and Training	36
APPENDIX A		1
I.	What to do if You Experience Sexual Violence.....	1
II.	MCAD Resources.....	2
III.	External Resources	3
IV.	Information Regarding Obtaining Restraining Order, Order for Protection, or Domestic Abuse No Contact Order	7
APPENDIX B		1

MCAD Sexual Harassment Policy

I. Policy Statement

The Minneapolis College of Art and Design (the “**College**” or “**MCAD**”) is committed to fostering an atmosphere of mutual respect and to providing safe and nondiscriminatory learning and working environments. As such, the College prohibits and will not tolerate Sexual Harassment as defined in Title IX of the Education Amendments of 1972 (Title IX) by or against any member of the College community. Anyone who believes that this Policy has been violated is encouraged to bring their concerns to the College’s attention so that concerns can be addressed. The College prohibits retaliation for good faith reports or for participating in the College’s processes set forth in this Policy.

All College community members are required to follow this Policy and are protected by this Policy. This Policy applies to Sexual Harassment committed by or against a College community member, that occurs in an Education Program or Activity. Complaints alleging conduct not covered by this Policy will be addressed pursuant to the Student Code of Conduct or the applicable employee handbook.

This Policy is distributed annually to all students and employees of the College and is posted outside of the Office of Student Affairs and Office of Human Resources. This Policy also will be provided by the College to any student, employee or other individual who reports to the College that they have been a victim of Sexual Harassment in potential violation of this Policy.

II. Title IX Notice of Nondiscrimination

It is the College’s policy to comply with Title IX of the Education Amendments of 1972 (“**Title IX**”). Title IX is a federal law which prohibits sex discrimination and states that: “No person in the United States shall, on the basis of sex, be excluded from participation in, 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, this Policy addresses the College’s prohibition of Sexual Harassment. Allegations of sex discrimination that do not involve Sexual Harassment, as defined in this Policy, will be handled in accordance with the College’s Nondiscrimination Policy or Sexual Misconduct Policy, depending on the allegations.

Inquiries or Complaints about Title IX or any form of sex discrimination or Sexual Harassment may be directed to the College's Title IX Coordinator:

Jen Zuccola
Title IX Coordinator
Vice President of Student Affairs
Morrison Bldg, M104
Minneapolis, MN 55404
Office Phone: 612-874-3626
[Email: jzuccola@mcad.edu](mailto:jzuccola@mcad.edu)

Inquiries or Complaints may also be directed to the United States Department of Education's Office for Civil Rights.

III. Title IX Coordinator and Team

MCAD has designated the following individuals to oversee and ensure its compliance with Title IX:

Jen Zuccola
Title IX Coordinator
Vice President of Student Affairs
Morrison Bldg, M104
Minneapolis, MN 55404
Office Phone: 612-874-3626
[Email: jzuccola@mcad.edu](mailto:jzuccola@mcad.edu)

Hope Denardo
Deputy Title IX Coordinator
Sr. Director of Human Resources
Morrison Bldg, M18
Minneapolis, MN 55404
Office Phone: 612-874-3798
[Email: hdenardo@mcad.edu](mailto:hdenardo@mcad.edu)

The Deputy Title IX Coordinator assists the Title IX Coordinator with the development, implementation and monitoring of the College's meaningful efforts to comply with Title IX by consulting with and supporting the Title IX Coordinator and serving, from time to time, as the Coordinator's designee. The Title IX Deputy Coordinator may be called upon to investigate or adjudicate complaints of sexual misconduct, decide appeals, and/or facilitate informal resolutions to complaints.

The Title IX Coordinator may appoint a designee to fulfill the functions of the Coordinator under this Policy. When this Policy refers to actions of the Title IX Coordinator, these actions may be fulfilled by the Title IX Coordinator or the Title IX Coordinator's designee.

The College will train faculty and/or staff who serve as Title IX Coordinator, Investigators, decision makers, or appeal officials in the Complaint resolution process. The College may also use trained outside parties to be a Title IX

Coordinator, Investigator, decision maker, or appeal official in the Complaint resolution process.

IV. Definitions

A. Actual Knowledge

Actual Knowledge means notice of Sexual Harassment or allegations of Sexual Harassment to the College's Title IX Coordinator or any College official who has authority to institute corrective measures on behalf of the College. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute Actual Knowledge. This standard is not met when the only official with actual knowledge is the Respondent. The mere ability or obligation to report Sexual Harassment or to inform a student about how to report Sexual Harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the College. MCAD officials who meet this definition are: Jen Zuccola (jzuccola@mcad.edu, 612/874-3626) and Hope Denardo (hdenardo@mcad.edu, 612/874-3798).

B. Advisor

Advisor refers to the person whom Complainant or Respondent selects to serve as an advisor to that individual during the Formal Complaint grievance process conducted under this Policy in connection with a Complaint of Sexual Harassment.

C. Coercion

Coercion means conduct or intimidation that would compel an individual to do something against their will by: (1) the use of physical force;(2) threats of severely damaging consequences; or (3) pressure that would cause a reasonable person to fear severely damaging consequences. Coercion is more than an effort to persuade or attract another person to engage in sexual activity. Coercive behavior differs from seductive behavior based on the degree and type of pressure someone used to obtain consent from another. Consent cannot be obtained through coercion.

D. Complainant

Complainant means an individual who is alleged to be the victim of conduct that could constitute Sexual Harassment.

E. Consent

Under Federal Law “**Consent**” means:

Words or overt actions by a person indicating a freely given present agreement to perform a particular sexual act with the actor. Consent does not mean the existence of a prior or current social relationship between the actor and the Complainant or that the Complainant failed to resist a particular sexual act. A person who is mentally incapacitated or physically helpless cannot consent to a sexual act.

The use of alcohol or drugs by either person will not diminish the actor’s responsibility for Sexual Violence under this Policy.

Under Minnesota Law “**Consent**” means:

Words or overt actions by a person indicating a freely given and present agreement to perform a particular sexual act with the actor. Minnesota law expressly states that the existence of a prior or current relationship or the fact that the Complainant did not resist is not Consent. A person who is mentally incapacitated or physically helpless cannot consent to a sexual act. “Mentally incapacitated” means that a person under the influence of alcohol, a narcotic, anesthetic, or any other substance, administered to that person without the person’s agreement, lacks the judgement to give a reasoned consent to sexual contact or sexual penetration; or that a person is under the influence of any substance or substances to a degree that renders them incapable of consenting or incapable of appreciating, understanding, or controlling a person’s conduct. “Physically helpless” means that a person is asleep or not conscious, unable to withhold consent or to withdraw consent because of a physical condition, or unable to communicate non-consent and the condition is known or reasonably should have been known to the actor. Corroboration of a Complainant’s testimony is not required to show lack of consent.

F. Dating Violence

Under Federal Law “**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 the relationship; and

The frequency of the interaction between the persons involved in the relationship. Under Minnesota Law **“Dating Violence”** means the following, if committed against a family or household member by a family or household member:

1. An act of domestic abuse, which is defined as an act of physical harm, bodily injury, or assault;
2. The infliction of fear of imminent physical harm, bodily injury, or assault;
3. Terroristic threats, criminal sexual conduct, sexual extortion, or interference with an emergency call.

“Family or household member” is defined as follows:

1. Spouses and former spouses;
2. Parents and children;
3. Persons related by blood;
4. Persons who are presently residing together or who have resided together in the past;
5. Persons who have a child in common regardless of whether they have been married or have lived together at any time;
6. A man and woman if the woman is pregnant and the man is alleged to be the father, regardless of whether they have been married or have lived together at any time; and
7. Persons involved in a significant romantic or sexual relationship.

G. Domestic Violence

Under Federal Law “**Domestic Violence**” means:

A felony or misdemeanor crime committed by a current or former spouse or intimate partner under the domestic violence laws of the jurisdiction of the College and, in the case of victim services, includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any coercive behavior committed, enabled, or solicited to gain or maintain power and control over the victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who:

1. Is a current or former spouse or intimate partner of the victim or a person similarly situated to a spouse of the victim;
2. shares a child in common with the victim;
3. is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner; or
4. commits acts against an adult or youth victim who is protected from those acts under the domestic or family violence laws of the jurisdiction of the College.

Under Minnesota Law “**Domestic Violence**” means the following, if committed against a family or household member by a family or household member:

1. An act of domestic abuse which is an act of physical harm, bodily injury, or assault;
2. The infliction of fear of imminent physical harm, bodily injury, or assault;
3. Terroristic threats, criminal sexual conduct, or interference with an emergency call that is committed against a family or household member by a family or household member.

“Family or household member” is defined as follows:

1. Spouses and former spouses;

2. Parents and children;
3. Persons related by blood;
4. Persons who are presently residing together or who have resided together in the past;
5. Persons who have a child in common regardless of whether they have been married or have lived together at any time;
6. A man and woman if the woman is pregnant and the man is alleged to be the father, regardless of whether they have been married or have lived together at any time; and
7. Persons involved in a significant romantic or sexual relationship.

H. Education Program or Activity

Education Program or Activity includes locations, events, or circumstances over which the College exercises substantial control over both the Respondent and the context in which the Sexual Harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the College.

I. Formal Complaint

Formal Complaint” means a document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that the College investigate the allegation of Sexual Harassment. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the Education Program or Activity of the College with which the Formal Complaint is filed. A Formal Complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information required to be listed for the Title IX Coordinator and by any additional method designated by the College. As used in this paragraph, the phrase “document filed by a Complainant” means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the College) that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint. Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or otherwise a party.

J. Incapacitation

Incapacitation is the physical and/or mental inability to make informed, rational judgments and decisions. In addition, a person is incapacitated for purposes of this policy if the person is “mentally impaired” or “mentally incapacitated” as defined by Minnesota law. Under Minnesota law, “mentally impaired” means that a person, as a result of inadequately developed or impaired intelligence or a substantial psychiatric disorder of thought or mood, lacks the judgement to give a reasoned consent to sexual contact or sexual penetration. Under Minnesota law, “mentally incapacitated” means that a person under the influence of alcohol, a narcotic, anesthetic, or any other substance, administered to that person’s agreement, lacks the judgement to give a reasoned consent to sexual contact or sexual penetration or that a person is under the influence of any substance or substances to a degree that renders them incapable of consent or incapable of appreciating, understanding, or controlling the person’s conduct. States of Incapacitation include sleep and blackouts. Where alcohol or other substances are involved, Incapacitation is determined by how the substance impacts a person’s decision-making capacity, awareness of consequences, and ability to make informed judgments.

In evaluating whether a person was incapacitated for purposes of evaluating effective consent, MCAD considers two questions:

- (1) Did the person initiating sexual activity know that their partner was incapacitated? and if not,
- (2) Should a sober, reasonable person in the same situation have known that their partner was incapacitated?

If the answer to either of these questions is “yes,” effective Consent was absent.

For purposes of this Policy, Incapacitation is a state beyond drunkenness or intoxication. A person is not incapacitated merely because they have been drinking or using drugs. Because the impact of alcohol and other drugs varies from person to person, one should be cautious before engaging in sexual contact or intercourse when either party has been drinking alcohol or using other drugs.

K. Investigator

Investigator” means an individual appointed by the Title IX Coordinator to investigate a Formal Complaint.

L. Respondent

Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment.

M. Sexual Assault

Under Federal Law, “**Sexual Assault**” means:

An offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

Under Minnesota Law, “**Sexual Assault**” means:

- *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.
- Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
- *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.
- *Incest* - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- *Statutory Rape* - Sexual intercourse with a person who is under the statutory age of Consent.

N. “Sexual Harassment” means:

Conduct on the basis of sex that satisfies one or more of the following:

1. **Quid Pro Quo Harassment.** An employee, agent, or other person authorized by the College explicitly or impliedly conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct;
2. **Hostile Environment Harassment.** Unwelcome conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the College's Education Program or Activity. Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:
 - (i) The degree to which the conduct affected the complainant's ability to access the College's Education Program or Activity;
 - (ii) The type, frequency, and duration of the conduct;
 - (iii) The parties' age, roles within the College's Education Program or Activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct.
 - (iv) The location of the conduct and the context in which the conduct occurred; and
 - (v) Other sex-based harassment in the College's Education Program or Activity; or
3. **Specific Offenses.** "Sexual Assault," "Dating Violence," "Domestic Violence," or "Stalking."

O. Stalking

Under Federal Law "**Stalking**" means:

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) fear for the person's safety or the safety of others; or (2) suffer substantial emotional distress. "Course of conduct" means two or more acts, 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.

Under Minnesota Law "**Stalking**" means:

Conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress. Conduct includes, but is not limited to, acts in which an individual directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another individual, or interferes with, or damages another individual's property. Stalking does not depend on the relationship between the actor and the Complainant. Stalking also does not require a specific intent to cause the Complainant harm. Stalking is a criminal act that can be prosecuted under Minnesota law.

P. Supportive Measures

Supportive Measures means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the College's Education Program or Activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the educational environment, and deter Sexual Harassment. Supportive measures may include counseling, course-related adjustments, modifications of work or class schedules, campus escort services, increased security and monitoring of certain areas of campus, and mutual restrictions on contact between the parties.

V. Assistance Following an Incident of Sexual Harassment

A. Information about Resources

The College will provide information about internal and external resources to any Complainant and any Respondent accused of a violation of this

Policy. Both the College and the community provide a variety of resources to assist and support individuals who have experienced Sexual Harassment.

The resource information in Appendix A includes contact information for on- and off-campus resources (including confidential resources) that can provide an immediate response in a crisis situation, including assisting with obtaining needed resources and explaining reporting options. Emergency numbers and information about law enforcement reporting and health care options are also listed in Appendix A.

It is important for victims of Sexual Harassment to preserve evidence so that, should they later decide to make a report to the College or law enforcement, that evidence is available. An individual can contact the College Title IX Coordinator, MCAD's Public Safety Officers or law enforcement for help with preserving evidence. A victim is encouraged to go to a hospital for treatment and preservation of evidence, if applicable under the circumstances, as soon as practicable after the Sexual Harassment incident.

B. Crime Victims' Rights

A summary of crime victims' rights under Minnesota law, including the right to assistance from the Crime Victims Reparations Board, is set forth in Appendix B. Complete information about crime victims' rights can be found online at: <https://dps.mn.gov/divisions/ojp/help-for-crime-victims/Pages/crime-victims-rights.aspx>. Information about victims' rights also is available from the Title IX Coordinator or from the Minnesota Department of Public Safety, Office of Justice Programs, and in Minnesota Statutes Chapter 611A.

VI. Confidentiality

The College must keep confidential the identity of any individual who has made a report or filed a Formal Complaint of Sexual Harassment, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as may be permitted by FERPA, or as required by law, or to carry out the purposes of Title IX, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Conduct that is inconsistent with this Policy poses a potential harm or danger to members of the College community, and in some cases, the College must issue a timely warning to the College community in compliance with the Clery Act, 20 U.S.C. § 1092. In these cases, the College

will only provide enough information to safeguard the College community. If a Complainant desires Supportive Measures, the Complainant's identity will be kept confidential (including from the Respondent), unless disclosing the Complainant's identity is necessary to provide Supportive Measures for the Complainant. All files, documents, and other materials collected during the investigation will be kept in the confidential files of the Title IX Coordinator. A student who reports an incident of Sexual Assault will, upon request, have access to their description of the incident as it was reported to the College. This right to access applies even if the student transfers to another postsecondary institution.

In connection with the College's legally required recordkeeping, statistical reporting, or community warnings under the federal Clery Act, the College will protect a victim's confidentiality to the extent possible even if the victim does not specifically request confidentiality. Publicly available recordkeeping, statistical reporting and disclosures, will not include names or other information that may personally identify either party, to the extent permitted by law. To ensure that a victim's personally identifying information is not included in publicly available recordkeeping, the Title IX Coordinator describes the alleged incidents by removing the victim's and Respondent's names and any other identifiers that would enable the public to identify the victim or Respondent in the context of the incident report.

The College may issue a crime alert (referred to as a timely warning) to the College community about certain reported offenses if a serious or ongoing physical threat to the community exists. The timely warning may include that an incident has been reported, general information surrounding the incident, and how incidents of a similar nature might be prevented in the future and will not include any identifying information about the individual who has alleged the Sexual Harassment.

Minnesota law, Minn. Stat. 135A.15, requires institutions to collect statistics, without inclusion of any personally-identifying information, regarding the number of reports of Sexual Assault received by an institution and the number of types of resolutions. Data collected for purposes of submitting annual reports containing those statistics to the Minnesota Office of Higher Education under Minn. Stat. 135A.15 shall only be disclosed to the victim, persons whose work assignments reasonably require access, and, at the victim's request, police conducting a criminal investigation. Nothing in this paragraph is intended to conflict with or limits the authority of the College to comply with other applicable state or federal laws.

VII. Reporting Sexual Harassment

The College encourages individuals who believe they or another person has experienced Sexual Harassment to report the incident to the College. The College also encourages individuals who have experienced criminal Sexual Assault to report the incident to law enforcement.

A. Reporting to the College

In order to take appropriate corrective action, College officials must have Actual Knowledge of Sexual Harassment in an Education Program or Activity against a person in the United States. Therefore, any official designated in Section IV. A. who has Actual Knowledge of Sexual Harassment, or any student or employee who believes that they or another person has experienced Sexual Harassment should promptly report such behavior. Reports may be made to the College by contacting the following officials:

Jen Zuccola
Title IX Coordinator
Vice President of Student Affairs
Morrison Bldg, M104
Minneapolis, MN 55404
Office Phone: 612-874-3626
[Email: jzuccola@mcad.edu](mailto:jzuccola@mcad.edu)

Hope Denardo
Deputy Title IX Coordinator
Sr. Director of Human Resources
Morrison Bldg, M18
Minneapolis, MN 55404
Office Phone: 612-874-3798
[Email: hdenardo@mcad.edu](mailto:hdenardo@mcad.edu)

Reports can be made by telephone, email, in person, or via the online reporting form mentioned below. The College requests that reports include as much information as possible, including, to the extent known, the name of the Complainant and the date, time, place, and circumstances of the incident(s) to enable the College to be better positioned to respond.

When a student or employee reports to the College that they have been a victim of alleged Sexual Harassment, the College will provide a written explanation of available rights, options, and the formal complaint grievance process. A Complainant must be participating in, or attempting to participate in, the College's Education Program or Activity at the time of filing a Formal Complaint.

1. Online Reporting Form

The College also has an online reporting form option, which is available on its website at: <https://intranet.mcad.edu/content/anonymous-title-ix-reporting>.

2. Anonymous Reporting

The College accepts anonymous reports of Sexual Misconduct, which may be filed using the College's online reporting form at: <https://intranet.mcad.edu/content/anonymous-title-ix-reporting>. The College is not obligated to investigate an anonymous report unless a Formal Complaint is submitted.

B. Amnesty for Other Policy Violations

Any member of the College community who in good faith reports an incident of Sexual Harassment, whether as a victim or a witness, shall not be penalized by the College for admitting in the report to a violation of the College's student conduct policy on the personal use of drugs or alcohol.

C. Title IX Coordinator's Initial Review and Response to Reports to the College

When the Title IX Coordinator receives a report of alleged Sexual Harassment, the Title IX Coordinator or his/her designee will contact the Complainant to discuss the availability of Supportive Measures consider the Complainant's wishes with respect to Supportive Measures, and seek to hold a preliminary meeting with the Complainant. The purpose of the preliminary meeting is to allow the Title IX Coordinator to gain a basic understanding of the nature and circumstances of the report; it is not an investigation interview. The Title IX Coordinator will consider the Complainant's wishes with respect to Supportive Measures, inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint, and explain the process for filing a Formal Complaint.

The Title IX Coordinator will engage in a meaningful dialogue with the Complainant to determine which Supportive Measures may restore or preserve equal access to the Education Program or Activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the College's educational environment, or deter Sexual Harassment.

Examples of Supportive Measures include, but are not limited to:

- Counseling;
- Extensions of deadlines or other course-related adjustments;
- Modifications of work or class schedules;
- Campus escort services;
- Mutual restrictions on contact between the parties;
- Changes in work or housing locations;
- Leaves of absence;
- Increased security and monitoring of certain areas of the campus and other similar measures.

The Title IX Coordinator will be responsible for determining what Supportive Measures will be put in place with or without the filing of a Formal Complaint. If the Title IX Coordinator does not provide a Complainant with Supportive Measures, the Title IX Coordinator will document the reasons why, and why this determination was not clearly unreasonable in light of the known circumstances.

The College will maintain as confidential any supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the Supportive Measures. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

D. Reporting to Law Enforcement

Some types of Sexual Harassment prohibited by this Policy may also be a crime. Individuals who believe they have experienced criminal Sexual Assault are strongly encouraged to notify local law enforcement. Individuals have the right to notify or decline to notify local law enforcement. The College will assist individuals who wish to notify law enforcement. Filing a report with law enforcement is not necessary for the College to proceed with institutional procedures and will not impede institutional procedures. A College investigation and a criminal investigation may be pursued simultaneously. At times, the College may briefly delay the start of its

formal grievance process under this Policy if requested by law enforcement in an effort to avoid interfering with law enforcement activities.

Individuals who would like to report Sexual Harassment to law enforcement should contact the following:

- 911 (for emergencies)
- Minneapolis Police Department, 5th Precinct
3101 Nicollet Ave. South
Minneapolis, MN 55408
Phone: 612-673-3705
[Email: police@ci.minneapolis.mn.us](mailto:police@ci.minneapolis.mn.us)
Website:
http://www.minneapolismn.gov/police/precincts/police_about_5th-precinct

VIII. Sexual Harassment Formal Complaint Grievance Process

When the College receives a Formal Complaint of Sexual Harassment or the Title IX Coordinator decides to sign a Complaint of Sexual Harassment, the College will promptly respond and address the Complaint pursuant to the guidelines and procedures set forth in this Section.

Each process involving a Sexual Harassment Complaint will provide a prompt, fair, and impartial investigation and resolution. Title IX Coordinators, Investigators, decision makers, and any person who facilitates an informal resolution process will receive training on the definition of Sexual Harassment, the scope of the College's Education Program or Activity, and how to conduct an investigation and grievance process, including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

A. Filing by Title IX Coordinator

1. When the Title IX Coordinator believes that with or without the Complainant's desire to participate in a grievance process, the allegations require an investigation, the Title IX Coordinator has the discretion to initiate a grievance process. The Title IX Coordinator may take circumstances into account such as whether a Complainant's allegations involve violence, use of weapons, or similar factors.

2. The Title IX Coordinator's decision to sign a Formal Complaint may occur only after the Title IX Coordinator has promptly contacted the Complainant to discuss availability of Supportive Measures, consider the Complainant's wishes with respect to Supportive Measures, and explain to the Complainant the process for filing a Formal Complaint.

B. Formal Complaint and Notice to Respondent

1. **Notice of allegations** - Upon receipt of a Formal Complaint or if the Title IX Coordinator signs a Complaint, the Title IX Coordinator will provide the following written notice to the parties who are known:
 - a. Notice of the College's grievance process, including any informal resolution process.
 - b. Notice of the allegations of Sexual Harassment potentially constituting Sexual Harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting Sexual Harassment, and the date and location of the alleged incident, if known. The written notice must:
 - include a statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
 - inform the parties that they may have an Advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a Formal Complaint, including the evidence upon which the College does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other sources.
 - inform the parties of any provision in the Student Code of Conduct or applicable employee handbook that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

- c. If, in the course of an investigation, the Title IX Coordinator decides to investigate allegations about the Complainant or Respondent that are not included in the notice provided as described above, the Title IX Coordinator must provide notice of the additional allegations to the parties whose identities are known.

C. Dismissal of a Formal Complaint

The College must investigate the allegations in a Formal Complaint. If the conduct alleged in the Formal Complaint would not constitute Sexual Harassment, even if proved, did not occur in an Education Program or Activity, or did not occur against a person in the United States, then the Title IX Coordinator must dismiss the Formal Complaint with regard to that conduct for purposes of Sexual Harassment under Title IX. Such a dismissal does not preclude action under the Student Code of Conduct, Student Sexual Misconduct Policy, or applicable employee handbook.

1. The Title IX Coordinator may dismiss the Formal Complaint or any allegations therein, if at any time during the investigation or hearing:
 - a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;
 - the Respondent is no longer enrolled or employed by the College; or
 - specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.
2. Upon a dismissal of a Formal Complaint, the Title IX Coordinator must promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.

D. Consolidation of Formal Complaints

The Title IX Coordinator may consolidate Formal Complaints as to allegations of Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of Sexual Harassment arise out of the same facts or circumstances. Where a grievance process

involves more than one Complainant or more than one Respondent, references to the singular “party,” “Complainant,” or “Respondent” include the plural, as applicable.

This stage of initial review of the Formal Complaint by the Title IX Coordinator and initial notice of the Formal Complaint to the Respondent generally will take up to ten (10) calendar days. In some cases, more time may be required.

E. Informal Resolution Process

The College may not require the parties to participate in an informal grievance process and may not offer an informal grievance process unless a Formal Complaint is filed. However, at any time prior to reaching a determination regarding responsibility the Title IX Coordinator may facilitate an informal grievance process, such as mediation, that does not involve a full investigation and adjudication. If an informal grievance process is offered, the Title IX Coordinator will provide to the parties a written notice disclosing the allegations and the requirements of the informal grievance process including the circumstances under which it precludes the parties from resuming a Formal Complaint arising from the same allegations. At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal grievance process and resume the formal grievance process with respect to the Formal Complaint, and any consequences resulting from participating in the informal grievance process, including the records that will be maintained or could be shared. The Title IX Coordinator must obtain the parties' voluntary, written consent to the informal grievance process; and will not offer or facilitate an informal grievance process to resolve allegations that an employee sexually harassed a student.

If the Complainant, the Respondent, and the College all agree to pursue an informal grievance process, the Title IX Coordinator will attempt to facilitate a resolution that is agreeable to the parties and the College. The Title IX Coordinator will act as a neutral and will not be an advocate for either the Complainant or the Respondent in the informal grievance process. Under the informal grievance process, the College will only conduct such fact-finding as is useful to resolve the conflict and as is necessary to protect the interests of the parties, the College, and the College community.

Informal resolution may involve the imposition of individual and community remedies designed to maximize the Complainant's access to the College. The recommended resolution may also include other institutional responses, requirements, or sanctions imposed on the Respondent.

The College will not require a Complainant or Respondent to engage in mediation, directly confront the other party, or participate in any particular form of informal resolution. Participation in informal grievance resolution is voluntary, and the Complainant and Respondent have the option to discontinue the informal grievance process at any time and request the Formal Grievance Process. The College also has the discretion to discontinue the informal grievance process and move the Complaint to the formal grievance process. If at any point during the informal grievance process, the Complainant or Respondent or the College wishes to cease the informal grievance process and to proceed through the formal grievance process, the informal grievance process will stop and the formal grievance process outlined below will begin.

The informal grievance process ends when a resolution has been reached or when the Complainant, the Respondent, or the College terminates the process. If the parties to the Formal Complaint agree in writing to the terms and conditions of a recommended resolution, which will include a description of the information relied upon in the informal grievance process, the case will be resolved without further process under this procedure. If all parties to the Complaint do not agree in writing to the terms and conditions of the recommended resolution, the Complaint will proceed through the formal grievance process.

Appeals are not allowed in cases where the parties have agreed to a voluntary informal resolution.

F. Emergency Removal

The College may remove a Respondent from its Education Program or Activity on an emergency basis, provided that the College undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Harassment justifies removal, and provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal.

G. Administrative Leave

The College may place a non-student employee Respondent on administrative leave during the pendency of a formal grievance process.

H. Formal Grievance Process

1. Investigation

A Formal Complaint that is processed pursuant to the formal grievance process will be investigated by one or more Investigators assigned by the Title IX Coordinator to conduct an adequate, reliable, and impartial investigation. The parties will receive written notice of the Investigator appointed. If any party has a concern that the Investigator has a conflict of interest, the party should report the concern in writing as indicated in the “Conflicts of Interest” section below.

The Investigator will conduct the investigation in a manner appropriate to the circumstances of the case, which will typically include interviews with the Complainant, the Respondent, and any witnesses; these interviews are generally audio-recorded. As part of the investigation, the College will provide an opportunity for both the Complainant and Respondent to advise the Investigator of any witnesses they believe should be interviewed, other evidence they believe should be reviewed by the Investigator, and to suggest questions that they would like asked of the other party. The Investigator has discretion to assess the relevancy of any proposed witnesses and determine which interviews to conduct, including the discretion to conduct interviews of individuals not identified by the parties. Similarly, the Investigator has discretion to assess the relevancy of any suggested questions for the other party and determine which questions to ask or not ask. The interviews will be supplemented by the gathering of any physical, documentary, or other evidence, as deemed appropriate and available.

The parties have the right to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the Advisor of their choice, who may be, but is not required to be, an attorney. Advisors must comply with the rules and expectations established by the College.

The investigation is designed to provide a fair and reliable gathering of the facts. The investigation will be thorough, impartial, and fair, and all

individuals will be treated with appropriate sensitivity and respect. The investigation will be conducted in a manner that is respectful of individual privacy concerns. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the College and not on the parties.

The Title IX Coordinator will provide both parties with an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a Formal Complaint, including the evidence upon which the College does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation.

Prior to completion of the investigative report, the Title IX Coordinator must send to each party and the party's Advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have at least 10 days to submit a written response, which the Investigator will consider prior to completion of the investigative report. The College must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for the purposes of cross-examination.

The Investigator will prepare an investigative report that fairly summarizes relevant evidence and, at least 10 days prior to a hearing or other time of determination regarding responsibility, send to each party and the party's Advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. The investigative report can include, but is not required to include, the Investigator's recommended findings or conclusions. However, the decision maker is/are under an independent obligation to objectively evaluate relevant evidence, and cannot defer to recommendations made by the Investigator in the investigative report.

The time frame for the investigation generally is within thirty-five (35) calendar days from the assignment of the Investigator. In some cases, more time may be required.

2. Live Hearing

A live hearing will be conducted as part of the grievance process. Following the investigation, the Title IX Coordinator will assign a decision maker to conduct an adequate, reliable, and impartial hearing. Typically, one decision maker will be appointed for a live hearing. However, the College reserves the right to appoint additional decision makers in any given case. Generally, the decision maker will be a member of the College who has not previously been involved in the specific Complaint grievance process. The College will ensure that decision makers have received the appropriate training and are impartial and free of any conflict of interest and bias. The parties will receive written notice of the decision maker appointed. If any party has a concern that a decision maker has a conflict of interest, the party should report the concern in writing as indicated in the “Conflicts of Interest” section below.

- a. Cross Examination. At the live hearing, the decision maker must permit each party's Advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those that challenge credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's Advisor of choice and never by a party personally.
- b. Relevant Questions. Only relevant cross-examination and other questions may be asked of a party or witness. Before a Complainant, Respondent, or witness answers a cross-examination or other question, the decision maker must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.
- c. Advisor. If a party does not have an Advisor present at the live hearing, the College must provide without fee or charge to that party, an Advisor of the College's choice, who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party.
- d. Previous Sexual History. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if

the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

- e. Failure to Submit to Cross-Examination. The decision maker cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.
- f. Location of Live Hearing. Live hearings may be conducted with all parties physically present in the same geographic location or, at the request of either party, the live hearing will be conducted with the parties located in separate rooms with technology enabling the decision maker and parties to simultaneously see and hear the party or the witness answering questions, or, at the College's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. The College will create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.
- g. College Can Present Evidence. The College, although not a party to the proceeding, has the right to present evidence to the decision maker who must then objectively evaluate the evidence.
- h. Situations in Which a Party or Witness Does Not Participate in a Live Hearing or in Cross-examination. Neither the Complainant nor the Respondent is required to participate in the resolution process outlined in these procedures. The College will not draw any adverse inference from a Complainant's or Respondent's decision not to participate or to remain silent during the process. An Investigator or decision-maker, in the investigation or hearing respectively, will reach findings and conclusions based on the information available.

3. Determination Regarding Responsibility.

- a. The decision maker must issue a written determination regarding responsibility. To reach this determination, the decision maker will use the preponderance of evidence standard of proof.
- b. The written determination must include:

- 1) Identification of the allegations potentially constituting Sexual Harassment
 - 2) A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
 - 3) Findings of fact supporting the determination;
 - 4) Conclusions regarding the application of the applicable code of conduct to the facts;
 - 5) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the College imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the College's Education Program or Activity will be provided by the College to the Complainant; and
 - 6) The College's procedures and permissible bases for the Complainant and Respondent to appeal.
- c. The College must provide the written determination to the parties simultaneously. The determination regarding responsibility becomes final either on the date that the College provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.
- d. The Title IX Coordinator is responsible for effective implementation of any remedies.

The time frame for the hearing generally is within twenty (20) calendar days from the decision maker receiving the investigation report and any response statements and rebuttal statements of the parties from the Title IX Coordinator. In some cases, more time may be required.

The determination of the decision maker may be appealed as provided below. In the event that no appeal is filed within the time periods prescribed below, the decision will be final.

4. Appeal

- a. Grounds for Appeal. Both parties can appeal from a determination regarding responsibility, and from the Title IX Coordinator's dismissal of a Formal Complaint or any allegations therein, on the following bases:
 - 1) Procedural irregularity that affected the outcome of the matter;
 - 2) New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
 - 3) The Title IX Coordinator, Investigator, or decision maker had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.
- b. Rights in an Appeal. As to all appeals, the College will:
 - 1) Notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties;
 - 2) Ensure that the decision maker for the appeal is not the same person as the decision maker that reached the determination regarding responsibility or dismissal, the Investigator, or the Title IX Coordinator;
 - 3) Give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome;
 - 4) Issue a written decision describing the result of the appeal and the rationale for the result; and
 - 5) Provide the written decision simultaneously to both parties.
- c. Procedure for Appeal. The parties may request an appeal by submitting an appeal statement to the Title IX Coordinator within five (5) calendar days after written notice of the determination of responsibility has been given. The appeal statement must explain the grounds for the appeal. The burden of proof is on the appealing party to show by a preponderance of evidence that one or more of the above grounds for appeal are satisfied. Failure to file a timely appeal

constitutes a waiver of any right to an appeal. If the appeal statement states a permissible ground for appeal as listed above, as determined by the Title IX Coordinator, the Title IX Coordinator will continue the appeals process.

The non-appealing party will be notified of any appeal and the alleged grounds for the appeal. The non-appealing party may submit a written response to the appeal to the Title IX Coordinator within five (5) calendar days of receiving notice of the appeal.

The Title IX Coordinator will assign an appeal official to decide the appeal. The parties will receive written notice of the appeal official appointed. If any party has a concern that the appeal official has a conflict of interest, the party should report the concern in writing as indicated in the “Conflicts of Interest” section below.

The appeal official has final authority to decide whether or not one of the above-listed grounds for appeal has been satisfied using a preponderance of the evidence standard. The appeal official will issue a written decision to the Title IX Coordinator including his/her findings, decision and rationale. If the appeal official determines that the appealing party has not demonstrated that it is more likely than not that one or more grounds for appeal have been satisfied, the appeal official will dismiss the appeal. This dismissal decision is final and is not appealable.

The time frame for the appeal generally is within thirty (30) calendar days from the appeal official’s receipt of the appeal file. In some cases, more time may be required.

Appeals arising out of alleged violations of this Policy must be made under this appeal process and are not eligible for consideration under any other faculty, staff or student grievance policies or processes.

I. Possible Sanctions and Remedies

Sanctions and remedies that the College may assign in either the formal grievance process or the informal grievance process are intended to be corrective, educational, and disciplinary. Each potential sanction listed in this Section may be imposed alone or in combination for a Respondent found responsible for a violation of this Policy.

1. **Sanctions.** The sanctions which may be imposed include, but are not limited to, the following:

- **Oral Warning:** an oral notice that continuation or repetition of prohibited conduct may be cause for additional disciplinary action.
- **Formal Reprimand:** an official written statement of the College's disapproval of the actions of a Respondent and a warning that any future violation(s) will result in more serious discipline, up to and including dismissal.
- **Performance Improvement Processes:** An employee may be issued performance improvement documentation and requirements.
- **Changes in Terms and Conditions of Employment:** An employee may have a change implemented as to the person's position, rank, appointment, duties, compensation or other terms and conditions of employment.
- **Revocation of Admission or Job Offer:** A student or employee applicant may have an offer of admission or employment revoked by the College.
- **Revocation of Tenure or Other Appointment:** An employee or faculty member may have an appointment or status, including tenure status, revoked.
- **Disciplinary Probation:** an official notice that the conduct of the Respondent is in violation of this Policy, but does not warrant suspension, dismissal or termination. Probation is for a designated period of time and includes the possibility of more severe disciplinary sanctions, up to and including dismissal, if the Respondent commits another violation during the probationary period. In the case of a student, during the probation period, a student will be considered "not in good standing" and may be excluded from some programs and curricular or extracurricular activities.
- **Suspension:** an involuntary separation of the Respondent from the College for a definite period of time and/or until certain conditions are met. Suspension of a student may require administrative review and approval by the appropriate officials prior to readmission. In the case of an employee, the suspension is unpaid.
- **Deferred Suspension:** the discipline of suspension may be placed in deferred status provided that the Respondent completes other assigned sanctions by specified deadline dates. Failure to complete all

sanctions and provide evidence of completion by the deadline date(s) will result in the automatic implementation of the suspension without further charges or administrative procedures. If a Respondent is found responsible for another violation of College policy during the period of deferred suspension, the Respondent may be permanently dismissed from the College.

- **Permanent Dismissal:** a Respondent can be involuntarily separated from the College.
- **Delay and/or Denial of Degree Award:** during the period disciplinary charges are pending against a student, the College may deny and/or delay issuance of a degree. Further, the College may refuse to issue a degree to a student who is serving a suspension or has been permanently dismissed from the College.
- **Revocation of Degree:** an awarded degree may be revoked for violations of this Policy, which occurred prior to the award of the degree but are discovered after the degree has been awarded, where the violation is sufficient to justify the suspension or permanent dismissal of the student.
- **Educational/Accountability Measures:** an individual may be required to attend an educational class, training, meeting, assessment, coaching, counseling, and/or rehabilitation, at the individual's expense.
- **Loss of Privileges and Access/Participation Restrictions:** An individual may lose one or more privileges afforded to them as a College community member or otherwise, including but not limited to loss of campus housing, campus access, or participation in a group, program, course, or activity.
- **Other Sanctions:** Other sanctions may be imposed instead of or in addition to those specified above, which could include: (a) restitution (compensation for loss, damage or injury); (b) fines; (c) community service; (d) behavioral agreements (e) no trespass directives; (f) no contact directives; (g) restrictions on reapplication, rehire or reenrollment; and/or (h) removal or non-renewal of scholarships or honors.

The College reserves the right to take whatever measures it deems necessary in response to an allegation of Sexual Harassment in order to protect student and employee rights and personal safety. Not all forms of Sexual Harassment will be deemed to be equally serious offenses, and the College reserves the right to impose differing sanctions, depending on the severity of the offense. In the event that the College issues a sanction that is not contained in this Policy, it will include that sanction in its next Policy update.

2. **Remedies.** The final determination may include remedies designed to restore or preserve the Complainant's equal access to education, which may include, but are not limited to:
 - A mutual or one-sided no contact directive;
 - Prohibiting an individual involved from being on College property;
 - Prohibiting an individual involved from participating in College-sponsored events or activities;
 - Changing an individual's on campus residency, dining, or transportation arrangements, or prohibiting an individual from residing in a College residence;
 - Special parking arrangements;
 - Assistance in finding alternative housing;
 - Changing an individual's student or employee status or job responsibilities;
 - Changing an individual's work or class schedule;
 - Providing academic accommodations or providing assistance with academic issues;
 - Providing escorts;
 - Access to counseling and medical services;
 - Making information about protective orders available to a Complainant;

- Assistance identifying an advocate to help secure additional resources or assistance, including off-campus and community advocacy, support and services.

Where the final determination has indicated that remedies will be provided, the Complainant can then communicate separately with the Title IX Coordinator to discuss what remedies are appropriately designed to preserve or restore the Complainant's equal access to education. That remedy must not be disclosed to the Respondent.

IX. Rights and Obligations in the Complaint Resolution Process and General Provisions

A. Rights of the Complainant and Respondent

The College strives to provide a prompt and fair process for investigating and resolving Formal Complaints of Sexual Harassment. Throughout this process, both the Complainant and Respondent have the following rights, many of which are described in greater detail in this Policy:

- To be treated with respect and dignity.
- A prompt, fair and impartial investigation and resolution process.
- To present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.
- To have an Advisor of their choice present during any grievance proceeding, who may be, but is not required to be, an attorney.
- To receive information about support available from College or community resources providing sexual assault advocacy or health services and information on free legal resources and services.
- To privacy, to the extent possible consistent with applicable law and College policy.
- To raise a concern regarding a possible conflict of interest or bias on the part of any person involved in the investigation, hearing, or appeal.

- To notification, in writing, of the outcome of the grievance process, including the outcome of any appeal, subject to compliance with FERPA, the Clery Act, Title IX, and other federal or state law.
- To be free from retaliation as defined in this Policy.
- To the complete and prompt assistance of campus authorities, at the direction of law enforcement authorities, in obtaining, securing, and maintaining evidence in connection with a Sexual Assault incident.
- To the assistance of campus authorities in preserving materials relevant to the grievance process.
- A student has the right to be provided access to their description of the incident, as it was reported to the College, including if the individual transfers to another post-secondary institution, subject to compliance with FERPA, the Clery Act, Title IX, and other federal or state law. Requests for an individual's description of the incident should be made to the Title IX Coordinator.
- For a Complainant, to report Sexual Harassment to the College.
- For a Complainant, to receive assistance from the College, at the request of a Complainant, in reporting Sexual Assault to law enforcement at any stage of the process and the right to decline to make such a report.
- For a Complainant, to never be treated by campus authorities in a manner that suggests they are at fault for Sexual Harassment that occurred or that they should have acted in a different manner to avoid the Sexual Harassment.
- For a Complainant, the right to the assistance of campus personnel (during and after the grievance process), in cooperation with the appropriate law enforcement authorities, at a Sexual Assault victim's request, in shielding a Complainant from unwanted contact with the Respondent, including but not limited to transfer to alternative classes or to alternative College-owned housing (if alternative classes or housing are available and feasible).
- For a Complainant, the right to decide when to repeat a description of an incident of Sexual Assault.

- For a Complainant, to be offered assistance from the Crime Victim Reparations Board and the Commissioner of Public Safety.
- For a Complainant who chooses to transfer to another post-secondary institution, at the student's request, the right to receive information about resources for victims of Sexual Assault at the institution to which the Complainant is transferring.

B. Advisors in Complaints of Sexual Harassment

A Complainant and Respondent have the right to be assisted by an Advisor of their choice, including an attorney, in connection with a Formal Complaint grievance process involving a Complaint of Sexual Harassment. The College has adopted rules concerning the Advisor's conduct in the grievance process.

The following requirements apply to the use of an Advisor:

- The purpose of the Advisor is to support a party during the grievance process. An Advisor is permitted to accompany the party to in-person interviews or other meetings during the grievance process. In selecting an Advisor, each party should consider the potential Advisor's availability to attend in-person interviews and meetings. As a general matter, the College will not unnecessarily delay its processes to accommodate the schedules of Advisors.
- The Advisor may accompany the Complainant or Respondent to all meetings relating to the grievance proceeding. The Advisor may not appear in lieu of the Complainant or Respondent or speak on their behalf in either in-person or written communications to the College. The Advisor may not interrupt or otherwise delay the grievance process.
- If a party selects an attorney as an Advisor, the Advisor's participation in the complaint process is in the role of an Advisor and not as an attorney representing a party. The Advisor will have access to highly confidential information and is prohibited from sharing information obtained as an Advisor during the grievance process with anyone, including other individuals who may be part of an attorney-client relationship with the party.

- The College will notify a party to a grievance process if another party involved in the grievance process has obtained an Advisor. The notice shall indicate if the other party's Advisor is an attorney.
- Advisors will be required to sign an Advisor Agreement acknowledging receipt and understanding of these requirements. Failure to comply with these requirements, including violations of confidentiality, or other forms of interference with the complaint resolution process by the Advisor may result in disqualification of an Advisor. The College reserves the right to dismiss an Advisor for violation of the Hearing Rules or for any unreasonable disruption of the grievance process.
- In the event an Advisor selected by a party fails to appear at a hearing or conducts themselves in a manner which causes the hearing officer to expel the Advisor, the College will appoint an Advisor to advocate for the party, or adjourn the hearing until an alternative Advisor is appointed.

C. Conflicts of Interest or Bias

If a Complainant or Respondent has any concern that any individual acting for the College under this Policy has a conflict of interest or bias, they should report the concern in writing to the Title IX Coordinator. Any concern regarding a conflict of interest or bias must be submitted within two (2) calendar days after receiving notice of the person's involvement in the process. The Title IX Coordinator will review the concerns and take appropriate steps to ensure that the assigned Investigator, hearing officer, decision maker, persons designated to facilitate an informal resolution process, and appeal officials do not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent.

D. Time Frames for Grievance Procedure

In some cases, a temporary delay of the grievance process or the limited extension of time frames for good cause may be necessary. The Title IX Coordinator may decide that such delays or reasonable extensions to the time frames set forth in this Policy are warranted by the circumstances. For example, good cause may include considerations such as the absence of a party, a party's Advisor, or a witness, concurrent law enforcement activity, or the need for language assistance or accommodation of disability, or for other unforeseen circumstances. Extensions will be no longer than necessary. The Complainant and Respondent will receive written notice of

any temporary delay or time extensions, the reason for the delay or extension, and the expected adjustment to the time frame.

X. Complaints of Retaliation or Violation of Sanctions

Any concern, report, or complaint relating to retaliation in violation of this Policy or violations of sanctions should be reported promptly to the Title IX Coordinator. The College will take appropriate action against any individual who retaliates against another person in violation of this Policy.

Neither the College nor any other person may intimidate, threaten, coerce, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of Sexual Harassment, for the purpose of interfering with any right or privilege secured by Title IX, constitutes retaliation. Complaints alleging retaliation may be filed pursuant to the Student Code of Conduct or the applicable employee handbook.

XI. Education and Training

The College offers informational sessions on Sexual Harassment to students, staff, and faculty. Public safety officers, the Title IX Coordinator, the Deputy Title IX Coordinator, and any individual designated an Investigator, decision maker, appeal official, and any person who facilitates an informal resolution process, will be required to undergo annual training on the definition of Sexual Harassment; the issues related to domestic violence, dating violence, sexual assault and stalking; the scope of the College's Education Program or Activity; how to conduct an investigation and grievance process that protects the safety or complainants and promotes accountability, including hearings, appeals, and informal resolution processes as applicable; and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. Any materials used to train Title IX Coordinators, Investigators, decision makers, appeal officials, and any person who facilitates an informal resolution process, must not rely on sex stereotypes and must promote

impartial investigations and adjudication of Formal Complaints of Sexual Harassment.

Policy Effective Date: May 20, 2025

APPENDIX A

MCAD SEXUAL HARASSMENT POLICY

RESPONSE TO SEXUAL VIOLENCE AND RESOURCES

I. What to do if You Experience Sexual Violence

Get to a safe place.

Immediate assistance is available by calling the Minneapolis Police at 911.

Consider taking immediate action to obtain medical, emotional, or other assistance on and/or off campus.

Don't be afraid to ask for help. Consider telling someone immediately or at any time when you are comfortable doing so: a confidential College resource or your roommate, your Resident Advisor, your counselor, the Title IX Coordinator, a Public Safety Officer, an instructor or a staff member.

Even if you aren't sure that you will want to involve law enforcement or report to the College, you should take steps to preserve evidence so that you will have that evidence available to you later should you decide to take action. Steps to take include:

- Go to a hospital both for care and for help verifying and preserving evidence.
- Prior to seeking medical attention, do not shower, douche, wash your hands, brush your teeth, comb your hair, use the toilet, wash clothing, smoke, drink or eat.
- Bring a change of clothes to the hospital since your clothes may be collected as evidence. If you have changed clothes, keep the clothes you were wearing for evidence and secure them in a clean paper bag or clean sheet.
- Do not disturb items. Leave the scene of the incident untouched.
- If you have taken any bedding or other items that may be evidence off your bed or away from the scene, don't wash anything and secure any items in a clean paper bag or clean sheet.
- Evidence found in phone records (texting), e-mails, and/or social media (Facebook, Snapchat, etc.) should also be preserved.

At the request of a sexual assault victim or at the direction of law enforcement, a MCAD Public Safety officer will provide prompt assistance in obtaining, securing, and maintaining evidence in connection with an incident of sexual assault and in preserving materials relevant to a campus disciplinary proceeding.

Complainants are urged to contact the Title IX Coordinator or Deputy Title IX Coordinator to make a report to the College. The College can arrange for Supportive Measures and assistance, including mutual no-contact directives. The College will also assist in any needed advocacy for community members who wish to obtain harassment restraining orders or orders for protection from local authorities. The College can also explain the options available under the Sexual Harassment Policy even if you aren't ready to share details of your situation or pursue a Formal Complaint.

Complainants are encouraged to contact the police to report any crime and obtain information on their criminal enforcement options. Designated staff members will also accompany the complainant to the police station upon request.

II. MCAD Resources

Support can be obtained by contacting the following members of the College's Title IX Team:

Jen Zuccola
Title IX Coordinator
Vice President of Student
Affairs
Morrison Bldg, M104
Minneapolis, MN 55404
Office Phone: 612-874-3626
[Email: jzuccola@mcad.edu](mailto:jzuccola@mcad.edu)

Hope Denardo
Deputy Title IX Coordinator
Sr. Director of Human Resources
Morrison Bldg, M18
Minneapolis, MN 55404
Office Phone: 612-874-3798
[Email: hdenardo@mcad.edu](mailto:hdenardo@mcad.edu)

Counseling and Mental Health Services

The College provides confidential counseling services to students through the Student Health and Wellness Center during fall and spring semesters for students who feel they have been victims of sexual violence:

Student Health and Wellness Center
Morrison Bldg., Lower Level, M04 and M02
Fall and Spring Semesters Hours: 9 a.m. – 5 p.m. Monday-Friday

Phone: 612.874.3776

Email for [Appointments: bstockinger@mcad.edu](mailto:appointments:bstockinger@mcad.edu)

Benefits eligible staff and faculty may use the Employee Assistance Program (Heath Partners: Twin Cities (866) 326-7194 or www.hpeap.com for counseling and referral).

Other MCAD resources include:

- MCAD Public Safety Emergency Line (612) 874-3555;
public_safety@mcad.edu
- MCAD Financial Aid (612) 874-3733
- International Student Assistance (612) 874-3628

III. External Resources

A. Law Enforcement

- *Minneapolis Police*
911 (for emergencies)
Minneapolis Police Department, 5th Precinct (612) 673-5705
3101 Nicollet Ave. South
Minneapolis, MN 55408
Phone: 612-673-3705
[Email: police@ci.minneapolis.mn.us](mailto:police@ci.minneapolis.mn.us)

Website:
http://www.minneapolismn.gov/police/precincts/police_about_5th-precinct

B. Medical Clinics, Hospitals and Resources

- *Hennepin County Medical Center (HCMC)*
HCMC Emergency Room (612) 873-3132
701 Park Avenue
Minneapolis, MN 55415

<https://www.hennepinhealthcare.org/support-services/violence-assault-and-abuse-resources/>

HCMC-Urgent Care (612) 873-5555
Red Building, R1.060

730 South 8th Street Entrance
Minneapolis MN 55415

HCMC Acute Psychiatric Services 612-873-3161

8 a.m. – 2 p.m., T-F for Hennepin County adults

Red Building, First Floor
730 South 8th Street Entrance
Minneapolis MN 55415

- *Abbott Northwestern Hospital*
800 East 28th Street
Minneapolis, MN 55407 (612) 863-4233
- *Hennepin County COPE Team* (612-596-1223)

Emergency Mental Health Services

- *Behavioral Emergency Center* (612-273-5640)
U of M Medical Center,
West Bank Emergency Center
2312 S 6th Street
Minneapolis, MN 55454
- *Regions Hospital* (651) 254-3456
640 Jackson Street
St. Paul, MN 55101

Hennepin County Medical Center (HCMC) and Abbott Northwestern Hospital in Minneapolis provide sexual assault care services assistance to complainants of rape and sexual assault 24 hours per day. Sexual Assault Nurse Examiners (SANEs) perform a special exam and collect evidence in a "rape kit." Information on additional locations that offer SANE exams can be found online at: <https://mnforensicnurses.org/minnesota-sane-programs/>

In addition to answering any questions, SANEs will carry out a special exam which involves:

- Collecting and saving evidence that will be needed to report sexual assault to law enforcement. Medical evidence can be collected up to 72 hours after the assault or longer, but the sooner the better;

- Evaluating risk for pregnancy and discussing safe prevention options;
- Evaluating risk of contracting a sexually transmitted infection and offering medication to reduce that risk;
- Evaluating and documenting any injuries;
- Providing resources to help during your recovery. This will include advocate services, agencies for medical follow-up, information about reporting this crime to law enforcement, information about the Crime Victims Reparations Fund and many other resources.

Choosing to be seen by a SANE is about your health and safety; you have the right to decline any part of the exam at any time.

You may take a friend or victim advocate with you to the hospital. The Sexual Violence Center, serving Hennepin County (<https://www.sexualviolencecenter.org/>), is available 24 hours per day and can provide a trained advocate to accompany you to the hospital.

You do not need to decide if you want to report a sexual assault to law enforcement right away. You can discuss your options for reporting with your SANE, a sexual assault advocate, or your friends and family. If you decide to report after you leave the hospital, the evidence collected during the exam will be saved for at least 30 days. If you have already reported your assault, your SANE will make sure the correct law enforcement agency is made aware that evidence was collected.

The county in which you were assaulted is required by law to pay for your forensic exam. If you have injuries that require medical care, such as stitches or x-rays, your insurance will be billed if that is possible. Any charges beyond this will be covered by the hospital at which you were seen.

For more information about Sexual Assault Nurse Examiners, please visit the links in the list of health care options above.

C. Crisis Lines and Resources

- Crisis Textline: Text MN to 741-741
for local MN resources

- RAINN 24/7 Phone: 1-800-656-4673
(Rape, Abuse, and Incest National Network)
Website: <https://www.rainn.org/>
Online Chat: <https://hotline.rainn.org/online/>
- Sexual Violence Center Minneapolis 24/7 Phone (612) 871-5111
Website: <https://www.sexualviolencecenter.org/>
- National Suicide Prevention Lifeline 1-800-273-8255
- Suicide Hotline (612) 873-2222
- Suicide Assessment, Info, and Referral (612) 873-3161
- Trevor Lifeline 1-866-488-7386
(Suicide Prevention for LGBTQ Youth)
- Trans Lifeline: 1-877-565-8860
- Veterans' Suicide Prevention Lifeline: 1-800-273-8255

Victim Support and Advocacy Resources

- Minnesota Department of Public Safety <https://dps.mn.gov/divisions/ojp/help-for-crime-victims/Pages/resource-list-victims.aspx>
- Resource List for Victims
- LawHelpMN.org <https://www.lawhelpmn.org/self-help-library/abuse-crime-victims/sexual-violence>
- Council on Crime and Justice (612) 340-5400
- MN Center for Crime Victims Service (651) 201-7300/(888) 622-8799
- Hennepin County Victim Services (612) 348-4003
- Minneapolis Civil Rights Office (612) 673-3012

- Domestic Abuse Service Center (612) 348-5073
- AIDSLine (612) 373-2437
- Chrysalis: A Center for Women (612) 871-0118
- Cornerstone Advocacy (612) 825-4357
- First Call for Help/United Way (651) 291-0211

Legal Assistance

- Southern Minnesota Regional Legal Services
- Volunteer Attorney Program www.smrls.org / (651) 228-9823
- Volunteer Lawyers Network Ltd. www.vlnmn.org / (612) 752-6655
- Tubman Legal Services www.tubman.org / (612) 825-3333
- The Domestic Abuse Project (612) 673-3526
- Bridges to Safety (651) 266-9901

F. Outside Visa and Immigration Assistance

- Immigrant Law Center of Minnesota (800) 223-1368
450 North Syndicate St., Suite 200
St. Paul, MN 55104
- Southern Minnesota Regional Legal Services (888) 575-2954

IV. Information Regarding Obtaining Restraining Order, Order for Protection, or Domestic Abuse No Contact Order

Harassment restraining orders and orders for protection are legal orders issued by state courts that forbid someone from harassing and/or making contact with another. A harassment restraining order is a civil court order issued against an alleged harasser, regardless of the relationship between the alleged harasser and the alleged victim, which orders the harasser to stop harassing the victim and/or to have no contact with the victim. An order for protection is a civil court order

that protects one family or household member from domestic abuse by another family or household member.

The Minnesota Judicial Branch is responsible for the issuance of harassment restraining orders and orders for protection to be enforced by local law enforcement. Petition forms to apply for harassment restraining orders and to seek an order for protection are available at the Hennepin County Courthouse and online at <http://www.mncourts.gov/Help-Topics/Domestic-Abuse-and-Harassment.aspx>. The Hennepin County Domestic Abuse Service Center (DASC) serves people who are victims of violence caused by a family or household member. This includes anyone who has been the victim of actual or threatened violence by a person with whom they have had a romantic or sexual relationship, or people who have lived together. At DASC, District Court staff will help individuals complete the paperwork requesting a temporary Order for Protection (OFP). In addition, help with filing a harassment restraining order is available from the Self-Help Center.

Domestic Abuse Service Center:

- Hennepin County Government Center: 612.348.5073
 - Address: 300 S. 6th Street, Rm. #A-0650, Minneapolis, MN 55487
 - Website: <http://www.mncourts.gov/Find-Courts/Hennepin/Hennepin-Domestic-Abuse-Service-Center.aspx>

Self-Help Center:

- Hennepin County Government Center: 612.348.9399
 - Address: 300 S. 6th Street, 2nd Floor, PSL, Minneapolis, MN 55487
 - Website: <http://www.mncourts.gov/Find-Courts/Hennepin.aspx#tab0601GeneralInformation>

Domestic abuse no contact orders are legal orders issued by a court against a defendant in a criminal proceeding for domestic abuse, harassment or stalking of a family or household member, violation of an order for protection, or violation of a prior no contact order. A domestic abuse no contact order may be issued before the end of the criminal case or following a conviction.

APPENDIX B TO MCAD SEXUAL HARASSMENT POLICY Crime Victims Bill of Rights

When a crime is reported to law enforcement, victims have certain rights as the case moves through the criminal justice system. These rights include the right to be notified of certain court and correctional events, the right to participate in prosecution, the right to protection from harm, and the right to apply for financial assistance. A summary of these rights is provided below.

The following is a summary of crime victims' rights under Minnesota law.
When a crime is reported to law enforcement:

Victims have the right to:

- Ask the law enforcement agency to keep your identity private in reports available to the public.
- Be notified of certain crime victim rights and information on the nearest crime victim assistance program or resource.
- Apply for reparations (financial compensation) for non-property losses related to a violent crime.
- In cases of violent crime and domestic abuse where an arrest has been made, be provided notice of the release of the offender along with information on the release conditions and supervising agency.

When a case is prosecuted:

Victims have the right to be notified of:

- The prosecution process and your right to participate in it.
- Information on the nearest crime victim assistance program or resource.
- The right to apply for reparations (financial compensation) for non-property losses related to a violent crime.
- A proposed pretrial diversion referral.
- A change in the hearing schedule if subpoenaed or asked to testify.
- The right to request restitution from the offender upon conviction.

- The contents of a proposed plea agreement.
- The outcome of the case.
- After conviction and upon request, the release or escape from custody of the offender from jail or prison or transfer to a lower security facility.
- An appeal and the right to attend the related hearing and to be notified of the result of that appeal.
- In felony or violent crime cases, a proposed modification to the sentence, the related hearing, and the right to provide input.
- A petition for expungement, upon request.

Victims have the right to participate in the process:

- Provide input in a pretrial diversion decision.
- Ask the prosecutor to request a speedy trial.
- Be notified of and attend the plea and sentencing hearings.
- Object to a proposed plea agreement at the plea hearing.
- When a presentence investigation (PSI) is conducted, provide information about the impact of the crime and your position regarding the proposed disposition.
- Give a victim impact statement at the sentencing hearing in writing or orally.

Certain rights address victims' safety, privacy, and protection, including the right to:

- Be notified of and provide input for a bail hearing in cases of violent crime and domestic abuse.
- A secure waiting area or safeguards against the offender and his/her supporters in the courthouse.
- Report witness tampering or violations of no contact or restraining orders.

- Ask that your home and employment addresses, telephone numbers, and birthdate be withheld from the offender and in open court.
- Protection against employer retaliation for you or your family member(s) taking reasonable time off to attend hearings or to testify in cases of violent crime.
- Make a confidential request that the court order an HIV test of the convicted offender in cases of sexual assault and some violent crimes.
- In homicide cases, to seek a court order preventing an offender from disposing of the deceased victim's property. Laws also prevent an offender from financially benefitting from the crime.

To address the financial impact of the crime, victims have the right to:

- Apply for reparations (financial compensation) for non-property losses related to a violent crime.
- Seek restitution from the offender for out-of-pocket expenses directly related to the crime if the offender is convicted.
- Ask the offender's probation officer to schedule a hearing if the offender fails to pay restitution.
- Pursue a civil case against the offender for your losses, whether or not criminal charges have been filed.

Domestic violence, sexual assault, and stalking victims have the right to:

- Be informed by the prosecutor of any decision to decline or dismiss a case along with information about seeking an order for protection or harassment restraining order at no cost.
- Terminate a lease without penalty or payment to escape a violent situation.
- If a domestic violence victim, obtain at no cost a copy of the incident report the responding law enforcement agency is required to write.
- If a sexual assault victim, have a confidential sexual assault examination at no cost and receive notice of rights and resources from the medical facility.

If a sexual assault victim, refuse a polygraph examination without impacting whether the investigation or prosecution will proceed. Complete information about crime victims' rights can be found at:

<https://dps.mn.gov/divisions/ojp/help-for-crime-victims/Pages/crime-victims-rights.aspx>. Information about victims' rights also is available from the Title IX Coordinator or from the Minnesota Department of Public Safety, Office of Justice Programs, and in Minnesota Statutes Chapter 611A.