

# Minneapolis College of Art and Design

## Title IX Policy

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## **I. MCAD Title IX Policy**

### **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 Sex Discrimination and Sex-Based Harassment as defined in Title IX of the Education Amendments of 1972 (Title IX) in any College Education Program or Activity.

This policy is effective as of August 1, 2024. To report conduct that occurred prior to August 1, 2024, please follow the procedures set forth under the previous version of this policy.

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 Sex Discrimination and Sex- Based Harassment occurring under the College’s Education or Program 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 Sex Discrimination or Sex-Based 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, including Sex-Based Harassment, 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."

The College does not discriminate on the basis of sex and prohibits sex discrimination in any Education Program or Activity that it operates, as required by Title IX and the regulations promulgated thereunder, including in admission and employment. Inquiries about the application of Title IX to MCAD may be referred to MCAD's Title IX Coordinator, the U. S. Department of Education Office for Civil Rights, or both. MCAD's Title IX Coordinator is:

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)

The College's Nondiscrimination Policy and grievance procedures can be located online [here](#) and [here](#).

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please contact Jen Zuccola .

### 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

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

The Deputy Title IX Coordinators assist 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 Sex Discrimination and Sex-Based Harassment, decide appeals, and/or facilitate informal resolutions to complaints.

The Title IX Coordinator (and Deputy Title IX Coordinators), must take the following actions to promptly and effectively end any sex discrimination in its Education Program or Activity, prevent its recurrence, and remedy its effects:

- (i) Treat the Complainant and Respondent equitably;
- (ii) Offer and coordinate Supportive Measures, as appropriate, for the Complainant. In addition, if the College has initiated grievance procedures pursuant to this Policy, or offered an informal resolution process to the Respondent, offer and coordinate Supportive Measures as appropriate, for the Respondent;
- (iii) (A) Notify the Complainant or, if the Complainant is unknown, the individual who reported the conduct, of the grievance procedures described in this Policy, and the informal resolution process if available and appropriate; and  
  
(B) If a Complaint is made, notify the Respondent of the grievance procedures described in this Policy and the informal resolution process if available and appropriate;
- (iv) In response to a Complaint, initiate the grievance procedures described in this Policy, or the informal resolution process, if available and appropriate and requested by all parties;

- (v) In the absence of a Complaint or the withdrawal of any or all of the allegations in a Complaint, and in the absence or termination of an informal resolution process.

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 annually train faculty and/or staff who serve as Title IX Coordinator, Deputy Title IX Coordinators, Investigators, decisionmakers, facilitators of its informal resolution process, appeal officials, and all other persons responsible for implementing the College's grievance procedures or that have authority to modify or terminate Supportive Measures. The College will also annually train all employees on the College's obligation to address Sex Discrimination in its Education Program and Activity, the type of conduct that constitutes Sex Discrimination and Sex-Based Harassment, as well as all applicable notification and information requirements under Title IX and applicable regulations. This includes training faculty and/or staff to, upon being informed of a student's pregnancy or related condition, promptly provide the student with contact information for the College's Title IX Coordinator. The College may also use trained outside parties to be a Title IX Coordinator, Investigator, decisionmaker, or appeal official in the Complaint resolution process.

#### **IV. Definitions**

##### **A. Advisor**

Advisor refers to any individual who is acting as an advisor to the party for purposes of the grievance procedures. An Advisor may, but is not required to be, an attorney.

##### **B. Complainant**

Complainant means (1) a student or employee who is alleged to have been subjected to conduct, including the commission of any act or the failure to act, that could constitute Sex Discrimination or Sex-Based Harassment under Title IX; or (2) a person other than a student or employee who is alleged to have been subjected to conduct that could constitute Sex Discrimination under Title IX and who was participating or attempting to participate in the College's Education Program or Activity at the time of the alleged Sex Discrimination. A Complainant is not required to be enrolled or employed by the College.

##### **C. Complaint**

A Complaint means any oral or written request to the College that can be objectively understood as a request to initiate an investigation or the College's grievance procedures or informal resolution process.

##### **D. Confidential Employee**

Confidential Employee refers to an employee whose communications are privileged or confidential under federal or state law.

##### **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 victim or that the victim 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 certain sexual act with the actor. Minnesota law expressly states that a pre-existing relationship or the fact that the Complainant did not resist is not Consent.

## **F. Dating Violence**

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

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship will be determined by consideration of: (1) the length of the relationship; (2) the type of relationship; and (3) the frequency of interaction between the persons involved in the relationship.

This violence is also called domestic abuse and may be subject to criminal prosecution under Minnesota law.

Under Minnesota Law “**Dating Violence**” means:

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; or
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; or
7. Persons involved in a significant romantic or sexual relationship.

## **G. Disciplinary Sanctions**

Consequences imposed on a Respondent following a determination under Title IX that the Respondent violated the College’s prohibition on Sex Discrimination.



## **H. Domestic Violence**

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

A felony or misdemeanor crime of violence committed by:

1. A current or former spouse or intimate partner of the victim;
2. A person with whom the victim shares a child in common;
3. A person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
4. A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
5. Any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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

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.

## **I. 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 Sex Discrimination occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the College.

Conduct occurring in the College’s Education Program or Activity may extend to conduct that occurs in off-campus settings that are operated or overseen by the College in the United States. Examples include: field trips; online classes; conduct subject to the College’s disciplinary authority that occurs off campus; conduct that takes place via school-sponsored electronic devices, computer and internet networks and digital platforms operated by, or used in the operations of the College, including AI technologies; and conduct that occurs during training programs sponsored by the College at another location.

For purposes of this policy, Education Program or Activity does not include any events or circumstances that occur outside of the United States. For example, study abroad programs are not considered an Education Program or Activity.

**J. Incapacity**

Incapacity is the physical and/or mental inability to make informed, rational judgments and decisions. States of Incapacity include sleep and blackouts. Where alcohol or other substances are involved, Incapacity 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 Complaint.

**L. Gender Identity**

Gender Identity describes an individual's sense of their gender, which may or may not be different from their sex assigned at birth.

**M. LGBTQI+**

LGBTQI+ refers to people who are lesbian, gay, bisexual, transgender, queer, questioning, asexual, intersex, nonbinary, or describe their sex characteristics, sexual orientation, or gender identity in another similar way.

**N. Parental Status**

Parental Status means the status of a person who, with respect to another person that is under the age of 18 or who is 18 or older but is incapable of self-care because of a physical or mental disability, is:

1. A biological parent;
2. An adoptive parent
3. A foster parent;
4. A stepparent;
5. A legal custodian or guardian;
6. *In loco parentis* with respect to such a person; or
7. Actively seeking legal custody, guardianship, visitation, or adoption of such a person.

**O. Pregnancy or Related Conditions**

Pregnancy or related Conditions means (1) pregnancy, childbirth, termination of pregnancy, or lactation; (2) medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or (3) recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

**P. Peer Retaliation**

Peer Retaliation refers to retaliation by a student against another student.

**Q. Remedies**

Remedies means measures provided, as appropriate, to a Complainant or any other person the College identifies as having had their equal access to the College's Education Program or Activity limited or denied by Sex Discrimination. These measures are provided to restore or preserve that person's access to the College's Education Program or Activity after the College determines that Sex Discrimination occurred.

**R. Respondent**

Respondent means a person who is alleged to have violated the College's prohibition on Sex Discrimination.

**S. Retaliation**

Retaliation means intimidation, threats, coercion, or discrimination against any person by the College, a student, or an employee or other person authorized by the College to provide aid, benefit, or service under the College’s Education Program or Activity, for the purpose of interfering with any right or privilege secured by Title IX or this part, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in the College’s grievance procedures or during the informal resolution process.

**T. 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.

**U. Sex-Based Harassment**

Sex-Based Harassment prohibited under this Policy is a form of Sex Discrimination and means sexual harassment and other harassment on the basis of sex, including sex stereotypes, sex characteristics, Pregnancy or Related Conditions, sexual orientation, and Gender Identity, that is:

- (1) Quid pro quo harassment. An employee, agent, or other person authorized by the College to provide an aid, benefit, or service under the College’s Education Program or Activity explicitly or impliedly conditioning the

provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;

(2) Hostile environment harassment. Unwelcome sex-based 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 (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry which includes consideration of the following:

- a. The degree to which the conduct affected the Complainant's ability to access the College's Education Program or Activity;
- b. The type, frequency, and duration of the conduct;
- c. The parties' ages, 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;
- d. The location of the conduct and the context in which the conduct occurred; and
- e. Other sex-based harassment in the College's Education Program or Activity;

(3) Specific offenses:

- a. Sexual assault;
- b. Dating violence;
- c. Domestic violence; or
- d. Stalking.

## **V. Sex Stereotypes**

Fixed or generalized expectations regarding a person's aptitudes, behavior, self-presentation, or other attributes based on sex.

## **W. Stalking**

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

As 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.

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

Stalking means two or more acts within a five-year period that violate or attempt to violate any of the following or similar laws of another jurisdiction: (1) harassment; (2) first- to third-degree murder; (3) first- and second-degree manslaughter; (4) terroristic threats; (5) fifth-degree assault; (6) domestic assault; (7) violations of domestic abuse orders for protection; (8) violations of harassment restraining orders; (9) trespass offenses; (10) interference with an emergency call; (11) obscene or harassing telephone calls; (12) letter, telegram, or package opening or harassment; (13) burglary; (14) damage to property; (15) criminal defamation; (16) first- to fifth-degree criminal sexual conduct; (17) sexual extortion; or (18) violations of domestic abuse no contact orders.

**X. Supportive Measures**

Supportive Measures means individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a Complainant or Respondent, not for punitive or disciplinary reasons, and without fee or charge to the Complainant or Respondent to: (1) Restore or preserve that party’s access to the College’s Education Program or Activity, including measures that are designed to protect the safety of the parties or the College’s educational environment; or (2) Provide support during the College’s grievance procedures or during the informal resolution process.

## **V. Assistance Following an Incident of Sex-Based 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 Sex-Based 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 Sex-Based 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 Sex-Based Harassment incident.

### **B. Crime Victim's 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 Complaint of Sex Discrimination or Sex-Based 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 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 Sex-Based 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 Sex Discrimination**

The College encourages individuals who believe they or another person have experienced Sex Discrimination 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 knowledge of conduct that reasonably may constitute Sex Discrimination in an Education Program or Activity against a person in the United States.

Therefore, any employee, other than Confidential Employees, that has either the authority to institute corrective measures under this Policy on behalf of the College or that has administrative leadership, teaching, or advising in the College's Education Program or Activity, who has knowledge of conduct that reasonably may constitute Sex Discrimination, is required to promptly report such behavior to the Title IX Coordinator.

All other College employees except for Confidential Employees, including students employed by the College, must provide the contact information of the Title IX Coordinator and information regarding how to initiate a Complaint of Sex Discrimination to any person who provides the employee with information about conduct that reasonably may constitute Sex Discrimination.

Any student or employee who believes that they or another person have experienced Sex Discrimination 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: [aamodoublegen@mcad.edu](mailto:aamodoublegen@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 Complainant reports to the College that they, or someone else, have been a victim of alleged Sex Discrimination, the College will provide a written explanation of available rights, options, and the grievance process and available informal resolution

process. With respect to Complaints of Sex Discrimination other than Sex-Based harassment, a Complainant must be participating in, or attempting to participate in, the College's Education Program or Activity at the time of the alleged Sex Discrimination

**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 Complaint is submitted.

**B. Amnesty for Other Policy Violations**

Any member of the College community who in good faith reports an incident of Sex Discrimination, 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 Sex Discrimination, 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 initiating a Complaint, and explain the grievance procedure and available informal resolution process.

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 Sex Discrimination.

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;
- Restrictions on contact applied to one or more parties;
- Voluntary or involuntary changes in class, work, housing, or extracurricular or other activities; or
- 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 initiation of a Complaint. The measures may be no more restrictive of the Respondent than necessary to restore or preserve the Complainant's access to the College's Education Program or Activity.

If the Title IX Coordinator does not provide a Complainant with Supportive Measures, the Title IX Coordinator will document the rationale and how this determination was not clearly unreasonable in light of the known circumstances.

The Title IX Coordinator has discretion to modify, terminate, or extend any Supportive Measures at the conclusion of the grievance procedure or informal resolution process. The Title IX Coordinator will provide a Complainant or Respondent affected by a decision to provide, deny, modify, or terminate Supportive Measures with a timely opportunity to seek modification or reversal of the Title IX Coordinator's decision by an impartial employee.

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 Sex Discrimination 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 Sex-Based Harassment to law enforcement should contact the following:

- 911 (for emergencies)
- Minneapolis Police Department, 5<sup>th</sup> 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](http://www.minneapolismn.gov/police/precincts/police_about_5th-precinct)

## **VIII. Initiation of the College's Grievance Procedure**

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

Each process involving a Sex Discrimination 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 annual training on the definition of Sex Discrimination, the scope of the College's Education Program or Activity, and how to conduct an investigation and grievance process, including 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. Initiation 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.
2. In making a determination to initiate a Complaint of Sex Discrimination, the Title IX Coordinator must take into consideration:
  - Complainant's request not to proceed with initiation of a Complaint;
  - Complainant's reasonable safety concerns regarding initiation of a Complaint;
  - Risk that additional acts of sex discrimination would occur if a Complaint is not initiated;
  - The severity of the alleged Sex Discrimination, including whether the discrimination, if established, would require removal of a Respondent from campus or the imposition of another disciplinary sanction to end the discrimination or prevent its recurrence;
  - The age and relationship of the parties, including whether the Respondent is an employee of the College;
  - The scope of the alleged Sex Discrimination, including information suggesting a pattern, ongoing Sex Discrimination, or Sex Discrimination alleged to have impacted multiple individuals;
  - Availability of evidence to assist a decisionmaker in determining whether Sex Discrimination occurred; and

- Whether the College could end the alleged Sex Discrimination and prevent its recurrence without initiating its grievance procedures.

**B. Complaint and Notice to Respondent**

1. **Notice of allegations** - Upon receipt of a Complaint or if the Title IX Coordinator initiates 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 conduct potentially constituting Sex-Discrimination, 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 Sex Discrimination, 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 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; and
    - 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 Complaint**

The College must investigate the allegations in a Complaint. The Title IX Coordinator may dismiss the Complaint or any allegations therein, if at any time during the investigation:

- Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Complaint or any allegations therein;
  - Respondent is no longer enrolled or employed by the College;
  - The College is unable to identify the Respondent after taking reasonable steps to do so; or
  - The conduct alleged in the Complaint, even if proved, would not constitute Sex Discrimination, did not occur in an Education Program or Activity, or did not occur against a person in the United States.
1. Upon a dismissal of a Complaint, the Title IX Coordinator must promptly send written notice of the dismissal and reason(s) therefor to the Complainant. This notice must inform the Complainant that the dismissal may be appealed. If the dismissal occurs after the Respondent has been notified of the allegations, the Title IX Coordinator must provide the written notice to both parties simultaneously.
  2. If a dismissal is appealed, the Title IX Coordinator must notify the parties of the appeal, including notice of the allegations if the notice was not previously provided to the Respondent. The Title IX Coordinator is then required to implement appeal procedures equally for the parties, ensure that the decisionmaker for the appeal did not participate in the investigation of the allegations or dismissal of the Complaint; and ensure that the decisionmaker for the appeal has been appropriately trained. Each party will be given a reasonable and equal opportunity to make a statement regarding the party's position on the outcome of the appeal. The College will notify the parties of the result and rationale of the appeal.
  3. Upon the dismissal of a Complaint, the Title IX Coordinator will offer Supportive Measures to the Complainant and take other appropriate prompt and effective steps to ensure Sex Discrimination does not continue or recur in the College's Education Program or Activity. If the Complaint is dismissed on the basis that the conduct did not constitute Sex Discrimination or that the Complainant voluntarily withdrew any/all allegations in the Complaint, the Title IX Coordinator will offer Supportive Measures to the Respondent.

#### **D. Consolidation of Complaints**

The Title IX Coordinator may consolidate Complaints as to allegations of Sex Discrimination 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 Sex Discrimination 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. If one of the Complaints to be consolidated is a Complaint of Sex-Based Harassment involving a student, the grievance procedures for investigation and resolving the consolidated complaint must comply with the grievance procedures for set forth in Section X.

**E. Time Frame for Initial Review**

This stage of initial review of the Complaint by the Title IX Coordinator and initial notice of the Complaint to the Respondent generally will take up to seven (7) College business days. In some cases, more time may be required.

**F. Informal Resolution Process**

The College may, but is not required, to offer for the parties to participate in an informal grievance process and may not offer an informal grievance process unless a 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 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 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. The Title IX Coordinator will not offer or facilitate an informal grievance process to resolve allegations that an employee subjected a student to Sex-Based Harassment.

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 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.

#### **G. 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 Sex Discrimination justifies removal, and provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal.

#### **H. Administrative Leave**

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

## **IX. Formal Grievance Procedures for All Complaints of Sex Discrimination**

### **A. Application**

The College will follow the following grievance procedures upon: (1) receipt of a Complaint of Sex Discrimination filed by either (i) the Complainant; (ii) the parent, guardian, or authorized legal representative with the legal right to act on behalf of a Complainant; or (iii) the Title IX Coordinator; or (2) the receipt of a Complaint of Sex-Based Harassment filed by either: (i) any student or employee of the College; or (ii) any person other than a student or employee who was participating or attempting to participate in the College's Education Program or Activity at the time of the alleged Sex Discrimination.

### **B. Time Frames for Grievance Procedure**

The College allows for the reasonable extension of time frames on a case-by-case basis for good cause with notice to the parties that includes the reason for the delay.

### **C. Investigation**

A 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 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. Evidence and information obtained by the parties during this process may not be disclosed outside of the grievance procedures except for as required during administrative proceedings and litigation related to the complaint of Sex Discrimination.

During the grievance process, the decisionmaker is permitted to question parties and witnesses to adequately assess credibility to the extent credibility is both in dispute and is relevant to evaluating one or more allegations of Sex Discrimination.

The time frame for the investigation generally is within 30 calendar days from the assignment of the Investigator. In some cases, more time may be required.

#### **D. Determination**

Following the completion of an investigation and evaluation of all relevant and not otherwise impermissible evidence, the College will apply the preponderance of the evidence standard to determine whether Sex Discrimination occurred. After the determination is made, the parties will be provided written notice of the determination along with the decisionmaker's rationale and the procedures and permissible bases for the Complainant and Respondent to appeal, if applicable.

If there is a determination that Sex Discrimination occurred, the Title IX Coordinator is required to coordinate the provision and implementation of remedies to the Complainant and other persons the College identified as having had equal access to the College's Education Program or Activity limited or denied as a result of the Sex Discrimination.

The Title IX Coordinator will coordinate the imposition of any disciplinary sanctions on Respondent and will notify the Complainant of such disciplinary sanctions. The Title IX Coordinator is required to take other appropriate prompt and effective steps to ensure that Sex Discrimination does not continue or recur.

Absent a determination at the conclusion of the College's grievance procedures that the Respondent did engage in Sex Discrimination prohibited under Title IX, the College may not impose any disciplinary sanctions under this policy.

The Title IX Coordinator is prohibited from disciplining a party, witness, or other participants in the grievance policy for making false statements or for engaging in

consensual sexual conduct based solely upon the determination whether Sex Discrimination occurred.

**X. Additional Formal Grievance Procedures for Complaints of Sex-Based Harassment**

**A. Application**

In addition to the proceedings outlined in Section IX, the College will abide by the following grievance procedures upon the receipt of a Complaint of Sex-Based Harassment filed by either: (1) any student or employee of the College; or (2) any person other than a student or employee who was participating or attempting to participate in the College's Education Program or Activity at the time of the alleged Sex-Based Harassment.

**B. Time Frames for Grievance Procedure**

The College allows for the reasonable extension of time frames on a case-by-case basis for good cause with notice to the parties that includes the reason for the delay.

**C. Investigative Report or Access to Evidence**

The parties will be provided equal access to relevant and not otherwise impermissible evidence or be provided an investigative report that fairly summarizes relevant evidence and, at least ten (10) College business days prior to a determination regarding responsibility, sent to each party and the party's Advisor, if any. The investigative report will be provided 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 decisionmaker is/are under an independent obligation to objectively evaluate relevant evidence and cannot defer to recommendations made by the Investigator in the investigative report. If an investigative report is provided, the parties are still entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party.

**D. Examination of Parties and Witnesses**

In lieu of a live hearing, the College provides a process upon which a decisionmaker is permitted to question the parties and witnesses to adequately assess credibility to the extent credibility is in dispute and is relevant to evaluating one or more allegations of Sex-Based Harassment.

Under this process, the Investigator or decisionmaker is permitted to ask such questions during individual meetings with a party or witness. Each party is permitted to propose such questions for an Investigator or decisionmaker to ask of any party or witness.

The decisionmaker must allow each party to propose such questions that the party wants asked of another. The decisionmaker must determine whether a question proposed by a party is relevant and not otherwise impermissible. In the event that a decisionmaker determines a party's question is relevant and not otherwise impermissible, the question must be asked unless it the question is unclear or harassing. If a proposed question is

unclear or harassing, the proposing party must be given an opportunity to revise the question.

These meetings must be recorded or transcribed and provided to each party with sufficient time to present a reasonable opportunity to propose follow-up questions.

**E. Determination**

- a. The decision maker must issue a written determination as to whether Sex-Based Harassment occurred. To reach this determination, the decisionmaker will use the preponderance of evidence standard of proof.
- b. The written determination must include:
  - 1) A description of the alleged Sex-Based Harassment;
  - 2) Information about the policies and procedures that the College used to evaluate the allegations;
  - 3) The decisionmaker's evaluation of the relevant and not otherwise impermissible evidence and determination with Sex-Based Harassment occurred;
  - 4) If the decisionmaker finds that Sex-Based Harassment occurred, the written determination must include any disciplinary sanctions the College will impose on the Respondents, whether remedies other than the imposition of disciplinary sanctions will be provided by the College to the Complainant, and, to the extent appropriate, other students identified by the College to be experience the effects of the Sex-Based Harassment; and
  - 5) 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 the effective implementation of any remedies.

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

## XI. 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.

### A. 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 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 Sex Discrimination in order to protect student and employee rights and personal safety. Not all forms of Sex Discrimination 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.

## **B. 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.

## **XII. Appeal**

### **A. Grounds for Appeal**

Both parties can appeal from a determination regarding responsibility, and from the Title IX Coordinator's dismissal of a 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.

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.

### **XIII. 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 Complaints of Sex Discrimination. 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 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 Sex Discrimination 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 Sex Discrimination that occurred or that they should have acted in a different manner to avoid the Sex Discrimination.
- 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**

A Complainant and Respondent have the right to be assisted by an Advisor of their choice, including an attorney, in connection with a Complaint grievance process involving a Complaint of Sex Discrimination. 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, 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**

The College will establish reasonably prompt timeframes for the major stages of the grievance procedures, including a process that allows for the reasonable extension of time frames on a case-by-case basis for good cause with notice to the parties that includes the reason for the delay. Major stages include, for example, evaluation (i.e. the College's decision whether to dismiss or investigate a Complaint of Sex Discrimination); investigation; determination; and appeal, if any.



#### **XIV. 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.

The College prohibits Retaliation, including Peer Retaliation, in its Education Program and Activity. Persons who can file a complaint of Retaliation with the Title IX Coordinator include a Complainant; a parent, guardian or other authorized legal representation with the legal right to act on behalf of the Complainant; the Title IX Coordinator, after making a determination as specified in Section IX; or any student, employee, or person other than a student or employee who was participating or attempting to participate in the College's education program or activity at the time of the alleged Retaliation. Anyone who has participated in the Title IX process make a Retaliation complaint if they believe the College or any other person took adverse action against them because of their participation in the Title IX process. Complaints alleging Retaliation may be filed with the Title IX Coordinator or pursuant to the Student Code of Conduct or the applicable employee handbook.

## **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 Campus 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: student\\_counseling@mcad.edu](mailto:appointments_student_counseling@mcad.edu)

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

Other MCAD resources include:

- MCAD Campus Safety Emergency Line (612) 874-3555;
  - [public\\_safety@mcad.edu](mailto:public_safety@mcad.edu)
- MCAD Financial Aid (612) 874-3733
  - [financial\\_aid@mcad.edu](mailto:financial_aid@mcad.edu)
- International Student Assistance (612) 874-3628
  - [student\\_affairs@mcad.edu](mailto:student_affairs@mcad.edu)

### **III. External Resources**

#### **A. Law Enforcement**

Minneapolis Police  
911 (for emergencies)  
Minneapolis Police Department, 5<sup>th</sup> 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](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

**D. 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 [x](#)
- 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

**E. Legal Assistance**

- Southern Minnesota Regional Legal Services
- Volunteer Attorney Program [www.smrls.org](http://www.smrls.org) / (651) 228-9823
- Volunteer Lawyers Network Ltd. [www.vlnmn.org](http://www.vlnmn.org) / (612) 752-6655
- Tubman Legal Services [www.tubman.org](http://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**

### **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 benefiting 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.