

SEXUAL MISCONDUCT

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Blackhawk Technical College (BTC) is bound by and supports all applicable laws related to sexual misconduct. The Campus Sexual Violence Elimination Act (SAVE) of 2013 and Violence Against Women Reauthorization Act (VAWA) ensures that colleges and universities implement policies and programs to prevent sexual assault, dating violence, domestic violence, and stalking.

BTC strives to provide a safe and welcoming campus environment. In order to attain this goal, the College seeks to provide safety, privacy, and confidentiality where possible, to support victims of sexual assault and violence at all BTC Campuses and Centers. BTC offers educational programming to promote the awareness and prevention of rape, acquaintance rape, sexual assault, sexual harassment, domestic violence, dating violence, and stalking.

Blackhawk Technical College prohibits all forms of sexual misconduct and violence including, but not limited to, rape, acquaintance rape, sexual assault, sexual harassment, dating violence, domestic violence, stalking, and hate crimes between or against members of its college community. This policy will apply regardless of whether a criminal proceeding has been initiated, the conduct occurred on campus, or involved a College-sponsored activity. The College will take appropriate measures to address violations of this policy in a manner that is reasonable to prevent such conduct from recurring and to minimize the effects on victims and the BTC community. Retaliation for filing a report or complaint or for participating in a related investigation or disciplinary proceeding is also a violation of this policy.

The Title IX Coordinator position oversees all sex discrimination, sexual harassment, and sexual assault and relationship violence complaints at the College, and was created to promote an environment that is free of gender bias and misconduct. The Title IX Coordinator is responsible for conducting an annual report and review of complaints to ensure compliance with Title IX, make improvements, and identify any patterns or systemic problems within the College community. The Title IX Coordinator serves as a neutral administrator and resource to employees and students to answer questions, to coordinate reporting and handling of complaints, to review internal disciplinary proceedings and remedies, to provide education, training, and guidance to public safety, student development, human resources, and other personnel involved with investigations and disciplinary proceedings.

Title IX Coordinator:
Lynn Neitzel
Director, Teaching and Learning Resources
Central Campus, Room 2204
(608) 743-4508
lneitzel@blackhawk.edu

BTC has designated Deputy Title IX Coordinators to assist the Title IX Coordinator. A Title IX Deputy Coordinator is responsible for assisting the Title IX Coordinator to conduct training, climate assessments, and facilitate communications on behalf of the College with the student or

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employee who reports a violation, the respondent, and with any administrators responsible for administering this policy.

Deputy Title IX Coordinator for Employees:
Brian Gohlke, Executive Director/CHRO, Human Resources
Central Campus, District Office
(608) 757-7773
bgohlke@blackhawk.edu

Deputy Title IX Coordinator for Students:
Alicia Acker, Student Engagement Specialist
Central Campus, Room 2209
(608) 743-4423
aacker@blackhawk.edu

All College employees have an obligation to report to the Title IX Coordinator, information regarding sexual misconduct incidents made known to them, or that they have reasonable cause to suspect that such conduct might have occurred. Employees are required to caution students about confidentiality issues and to advise students that the employee is required to report potential or alleged violations of this policy. Even if a student refuses to file a complaint with the College or the police or participate in a disciplinary proceeding, the College may need to further investigate reports of sexual misconduct. To the extent possible, student privacy will be maintained and information will only be shared with individuals on a “need to know” basis.

Once a BTC employee (non-confidential reporter) has either been told or should have known about an incident(s) of sexual harassment or sexual misconduct, BTC will:

- Take immediate and appropriate steps to investigate what occurred.
- Take prompt and effective action to:
 - Stop the harassment.
 - Remedy the effects of the behavior.
 - Prevent the recurrence of said behavior.

In instances where a complaining party insists on confidentiality, it may limit the College’s ability to respond. Depending upon the circumstances, the College may not be able to ensure confidentiality because of its obligation to provide a safe and non-discriminatory environment. Factors that may impact the request include the seriousness of the alleged conduct and whether there have been other complaints about the same individual. Confidential resources are available on the College’s website.

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Reports involving violations of this policy will be taken seriously and incidents will be responded to in a prompt and equitable manner. There shall be no retaliation for good faith reporting of alleged violations of this policy or for participating in the investigative process detailed herein.

The College will not condone false reporting. Any person that makes a report that is later found to have been intentionally given falsely or maliciously without respect for the truth may be subject to suspension or expulsion if a student discipline and discipline and/or termination of employment if an employee.

References: Campus SaVE Act
 Violence Against Women Reauthorization Act (VAWA)
 Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics

Board Policy Adopted: June 17, 2015
 Revised: June 20, 2018