

## *Student/Employee Reporting Victimization*

MCC does not tolerate any type of sexual misconduct. As an MCC student or employee, you have the right to experience a safe educational and work environment. It is our duty as a College, and community member, to ensure your safety and that of our community.

As a student or employee reporting victimization, you have the right to:

- Be free from retaliation\* for complaints made, or participation in an investigation, in good faith  
\*Mohave Community College prohibits students and employees from retaliation, intimidation threats, coercion or discrimination against **any** individual for exercising that individual's rights or responsibilities.
- Report the incident to the College authorities and/or local law enforcement
- Decline formally reporting to authorities
- If chosen to do so, be assisted by campus authorities with reporting the crime to the local law enforcement
- Privacy of your identity balanced with the institutional responsibility of ensuring a safe educational environment and workplace.
- Obtain an institutional no contact order and/or judicial protective order
- Receive interim protective measures, such as a change in academic or work situation, even after a decision to not formally report
- Receive contact information about available counseling, health, mental health, victim advocacy, legal assistance, and other services available on-campus and in the community
- Have a clear description of our institution's disciplinary process and know the range of possible sanctions (Reference the Student Handbook-discipline policy)
- A prompt, fair, and impartial investigation and resolution conducted by annually trained officials
- Receive written notification that the respondent has been officially notified of the allegation of violating the College's Sexual Misconduct Policy
- Be notified of the substance of the respondent's response, if any, to the allegations
- Be present at pre-hearing meetings that provide an opportunity to present your testimony
- Have others\* present during an institutional disciplinary proceeding and any related meeting, including an adviser of your choice  
\* The complainant(s) and the accused may present evidence and witnesses to establish their respective positions. Each may be assisted by an advisor in preparation for the hearing; however, advisors are not permitted to speak to the Hearing Board or to participate directly during the hearing
- Have timely access to information that will be used at the hearing
- Receive written outcomes of all disciplinary proceedings at the same time as the opposing party
- Be informed in writing of the outcome/resolution of the complaint, sanctions where permissible and the rationale for the outcome where permissible
- Appeal a final decision

## *Respondent's Rights*

As a student or employee accused of allegedly violating the Sexual Misconduct policy, you have the right to:

- Privacy of your identity balanced with the institutional responsibility of ensuring a safe educational environment and workplace.
- Receive written notification of the allegation of violating the College's Sexual Misconduct Policy
- Be free from retaliation\*  
\* Mohave Community College prohibits students and employees from retaliation, intimidation threats, coercion or discrimination against **any** individual for exercising that individual's rights or responsibilities.
- Receive contact information about available counseling, health, mental health, victim advocacy, legal assistance, and other services available on-campus and in the community
- Have a clear description of our institution's disciplinary process and know the range of possible sanctions (Reference the Student Handbook-discipline policy)
- Obtain an institutional no contact and/or judicial protective order
- Receive interim protective measures, such as a change in academic or work situation, even after a decision to not formally report
- A prompt, fair, and impartial investigation and resolution conducted by annually trained officials
- Be notified of the substance of the victim's response, if any, to the allegations
- Be present at pre-hearing meetings that provide an opportunity to present your testimony
- Have others\* present during an institutional disciplinary proceeding and any related meeting, including an adviser of your choice  
\* The complainant(s) and the accused may present evidence and witnesses to establish their respective positions. Each may be assisted by an advisor in preparation for the hearing; however, advisors are not permitted to speak to the Hearing Board or to participate directly during the hearing.
- Have timely access to information that will be used at the hearing
- Receive written outcomes of all disciplinary proceedings at the same time as the opposing party
- Be informed in writing of the outcome/resolution of the complaint, sanctions where permissible and the rationale for the outcome where permissible
- Appeal a final decision

**Works Cited:**

"The Campus Sexual Violence Elimination (SaVE) Act." *The Campus Sexual Violence Elimination (SaVE) Act*. Clery Center for Security on Campus, 1 Jan. 2012. Web. 9 Feb. 2015.

<<http://clerycenter.org/campus-sexual-violence-elimination-save-act>>.

"Know Your IX in Detail." *Know Your IX*. Know Your IX. Web. 9 Feb. 2015.

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"Nondiscrimination Resource Center." *Nondiscrimination Resources: University of Dayton, Ohio*. University of Dayton. Web. 9 Feb. 2015.

<<https://www.udayton.edu/finadmin/legalaffairs/nondiscrimination/index.php#3>>.