

Sexual Misconduct Education: Training, Awareness, Prevention, and Response

Our college is committed to providing sexual misconduct training, awareness, prevention, and response. Each employee who participates in the implementation of the college's grievance process under the "Title IX/RSA 188-H Sexual Misconduct Policy & Grievance Procedure (Students)" and "Title IX/RSA 188-H Sexual Misconduct Policy & Grievance Procedure (Employees)" policies including the Title IX Coordinator, Title IX Deputy Coordinator, Investigator(s), Decision-Makers, and any person who facilitates an informal resolution receives training in handling sexual harassment reports and complaints and the grievance and disciplinary process. The training includes, but is not limited to:

- i. Information on working with and interviewing persons subjected to sexual misconduct.
- ii. Information on conduct that constitutes sexual harassment including sexual violence.
- iii. Information on consent and the role drugs and alcohol may play in an individual's ability to consent.
- iv. The effects of trauma, including any neurobiological impact on a person.
- v. Cultural competence training regarding how sexual misconduct may impact individuals differently depending on factors that contribute to an individual's cultural background, including but not limited to national origin, sex, ethnicity, religion, gender identity, gender expression, and sexual orientation.
- vi. Ways to communicate sensitively and compassionately with a reporting party of sexual misconduct including but not limited to an awareness of responding to a reporting party with consideration of that party's cultural background and providing services to or assisting in locating services for the reporting party. Ways to communicate sensitively with a responding party including an awareness of the emotional impact of being wrongly accused.
- vii. Training and information regarding how dating violence, domestic violence, sexual assault, and stalking may impact students with developmental or intellectual disabilities.

Key employees undergo training yearly. Most recently, key employees of the College participated in Sexual Misconduct Title IX/RSA 188-H & CCSNH Policies Training conducted by the Title IX Coordinator in August 2021. Furthermore, key employees participated in comprehensive Title IX trainings by [Grand Rivers Solutions in February 2023](#) including Regulatory Overview, The Role of the Title IX Coordinator, Report Resolution, Investigator Training, Decision Maker Training, Sanctioning, Appeals, and Title IX Mock Hearing Exercise Training. Questions regarding training may be directed to the Title IX Coordinator.

In addition, the College with guidance from its Title IX Coordinator, Title IX Deputy Coordinator, local law enforcement, and Bridges: Domestic & Sexual Violence Support, the local rape crisis and domestic violence center, provides sexual misconduct primary prevention and awareness programming for all students and employees of the college, which include:

- i. An explanation of consent as it applies to sexual activity and sexual relationships.
- ii. The role drugs and alcohol play in an individual's ability to consent.
- iii. Information on options relating to the reporting of an incident of sexual harassment generally and sexual violence specifically under this policy and the effects of each option, and the methods to report an incident of sexual violence including confidential and anonymous disclosure.
- iv. Information on the college's procedures for resolving sexual harassment including sexual violence complaints, and the range of sanctions the college may impose on students and employees found responsible for a violation.
- v. The name, contact information, and role of the confidential resource.
- vi. Strategies for bystander intervention and risk reduction.
- vii. Opportunities for ongoing sexual misconduct prevention and awareness campaigns and programming.