

**Dear Students,**

Welcome to the start of your academic journey this year. As your Manager of Risk, Compliance & Safety, and Title IX Coordinator, we want to personally share how truly committed our campus is to your well-being, your success, and your sense of belonging in this community. Our goal is simple: **we want you to thrive**—academically, personally, and socially. To support that, it's essential that every member of our campus understands their rights, responsibilities, and the resources available to them under Title IX and our Sexual Harassment policies.

This training is designed to help you recognize what safe, respectful interactions look like, and to ensure you know how to access help if you or someone you know ever needs it. We never want anyone to feel alone, uncertain, or hesitant about seeking support.

If at any point you have questions, need clarification, or want to talk through a concern—whether big or small—our offices are here for you. Reaching out is always encouraged, and doing so helps us maintain a campus environment where everyone can succeed.

Thank you for taking this training seriously and for helping us build a respectful, supportive community for all.

Warm regards,

Michael Dasler  
Manager of Risk, Compliance & Safety

Jeremy Van Camp  
Title IX Coordinator



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### Student Training on Sexual Harassment & Prevention



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### Training Content & Goals



This training provides students with information required by Federal Title IX, Wisconsin law and college policy regarding sexual harassment, sexual assault, prevention, and resources.



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# Federal Title IX Fundamentals




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## Scope and Jurisdiction of Title IX



### Title IX Coverage

Title IX prohibits sex-based discrimination in all federally funded education programs and activities.

### Jurisdiction Scope

Jurisdiction includes on-campus and some off-campus activities under institutional control.

### Institutional Responsibilities

The College will respond promptly to known sexual harassment for assault within programs or activities.

### High Threshold for Action

Actionable harassment requires severely and significantly impacted education access under the Federal 2020 Final Rule.




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## Due Process, Presumption of Non-Responsibility, and Anti-Retaliation



### Due Process in Title IX

Grievance processes for cases with notice, evidence review, and live hearings with cross-examination.

### Presumption of Non-Responsibility

Respondents are presumed non-responsible until proven otherwise, ensuring impartiality and preventing bias.

### Anti-Retaliation Protections

Laurel protects individuals from intimidation or discrimination for reporting or participating in investigations.




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### Definition of Sexual Harassment under Title IX



**Unwelcome behavior = harassment.**

**Categories of Sexual Harassment**  
 Title IX defines three main categories of sexual harassment: hostile environment, and sexual assault under the Clery Act.

**Quid Pro Quo Harassment**  
 Occurs when education all benefits are conditioned on participation in unwelcome sexual conduct by an employee.

**Hostile Environment Harassment**  
 Involves severe, pervasive, and objectively offensive conduct denying equal access to education.

**Additional Protections**  
 Title IX also covers dating violence, stalking, and a talking in educational programs or activities.



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### Equal Rights



**Equal Rights for All Parties**  
 Both complainants and respondents have equal rights, including access to supportive measures and appeal procedures.

**Impartial Decision-Making**  
 The College will avoid bias and conflicts of interest to ensure impartiality in adjudication processes.

**Encouraging Reporting**  
 Protections under Title IX encourage reporting by safeguarding individuals from further harm and retaliation.



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### Title IX: Reporting, Filing a Formal Complaint & Nicolet College Policies



A Title IX report may be made to the College's Title IX Coordinator at 715-365-4982.  
 Or  
[TitleIX@nicolet.edu](mailto:TitleIX@nicolet.edu)

Nicolet College Title IX Documentation:  
[APA - Title IX Policy and Procedures](#)  
[APA - Title IX Policy and Procedures \(Reporting\)](#)  
[APA - Title IX Policy and Procedures \(Investigation\)](#)



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## Wisconsin Harassment Definitions, Statistics, Victim's Rights and Protective Behaviors




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### Wisconsin Definitions of Sexual Misconduct



#### Sexual Harassment

- Unwelcome sexual conduct that is severe, persistent, or pervasive and is of such a nature that it creates a hostile work environment.

#### Sexual Assault

- Sexual assault is non-consensual sexual contact or intercourse.
- Penalties range from misdemeanors to felonies depending on circumstances.

#### Sexual Assault of a Child

- Sexual contact or intercourse with a person under 16.
- Enhanced felony penalties apply, especially for victims under age 13.

#### Repeated Sexual Assault of the Same Child

- Three or more acts of sexual assault against the same child.
- Class B or C felony penalties may apply.

#### Sexual Exploitation by Transport

- Sexual contact resulting from misuse of therapeutic or professional relationship.
- The conduct is a felony offense.

#### Harassment

- Repeated unwanted conduct that causes fear or emotional distress.
- May result in criminal penalties or restraining orders.




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### Legal Penalties & Conviction Levels for Sexual Misconduct

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#### Sexual assault is a serious crime in Wisconsin and penalties depend on the "Degree" of the offense:

- **Felony Conviction:** Most sexual assaults are Class B, C, or G felonies. This can result in **prison sentences ranging from 10 to 60 years**, depending on the severity and use of force or intoxicants.
- **Fines:** Courts can impose significant financial penalties, often reaching **up to \$100,000**.
- **Sex Offender Registration:** Convicted individuals are often required to register with the Wisconsin Sex Offender Registry for 15 years to life, which impacts future housing and employment.
- **Restraining Orders:** Victims may seek a Harassment or Domestic Abuse Injunction through the **Oneida County Clerk of Courts**, which legally bars the offender from any contact.




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### Career Implications for Sexual Misconduct



In the event of a criminal conviction there are serious potential career implications:

- **Permanent Record:** A "Found Responsible" finding or criminal conviction appears on background checks.
- **Professional Licensing:** May prevent you from working in fields like healthcare, education, or law enforcement.




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### Wisconsin Consent Basics



- Consent must be affirmative, informed, voluntary, and ongoing.
- Silence, coercion, or incapacitation do not equal consent.
- A person who is incapacitated due to alcohol or drugs cannot give consent.
- Intoxication is never an excuse for causing harm.




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### Rights Under Wisconsin Chapter 950



#### Right to Dignity and Information

Victims have the right to be treated with dignity, respect, and informed about case progress throughout the process.

#### Right to Impact Statements and Restitution

Victims can submit impact statements and seek restitution as part of their legal rights under Chapter 950.

#### Access to Support and Notifications

Victims receive timely updates about the status and have access to support services and confidentiality protections.

#### Employment Assistance

Victims are entitled to assistance with employment-related issues caused by court appearances.




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### Protective and Preventative Strategies



**Culture of Consent:** Promoting a culture of consent and setting clear personal boundaries are essential to effective behaviors for safety.

**Recognizing Red Flags:** Be aware of signs such as ignoring personal boundaries, jealousy, control, or manipulation, or using alcohol or drugs to make someone vulnerable.

**Communication:** Practicing clear assertiveness, boundary setting, and listening in all relationships.

**Empowerment:** Shift norms by supporting survivors and using language that promotes respect and equality.

**Bystander Intervention:** Be alert, noticing and interrupting potentially harmful situations with others.

**Campus Safety Resources:** Utilizing campus safety resources and attending prevention workshops enhance student preparedness and security.

**Safe Travel Strategies:** Traveling in groups and using trusted transportation are effective strategies to maintain personal safety.

**Trust Your Instincts**

**Set and Respect Boundaries**

**Seek Help Early**



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### National and Wisconsin Sexual Violence Statistics

**Prevalence of Sexual Violence**  
One in five women and one in seven men experience rape or sexual assault in their lifetime, affecting the victim's physical and emotional well-being.

**Common Perpetrators**  
Over half of sexual violence is committed by intimate partners, and about 40% by acquaintances, highlighting the need for prevention.

For more information on national statistics, click on this link: [National Statistics](#)

**Wisconsin Specific Data**  
In Wisconsin, 1.2 million adults have experienced sexual violence, with nearly half involving intimate partners, emphasizing the need for prevention.

For more click here: [Wisconsin Data](#)



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### Community Courses and Information on Protective and Preventative Strategies



- Tri-County Council on Domestic Violence and Sexual Assault:** This local center provides advocacy and information to recognize and address sexual assault. They have an office in Rhineland and offer community education from [Domestic Violence Prevention Program](#).
- Onondaga County Department of Social Services:** They provide access to family violence prevention training and child protective services from [Onondaga County Department of Social Services](#).
- Rhineland Police Department:** Officers provide a Citizen's Police Academy that includes self-defense techniques and crime prevention, fostering a partnership between law enforcement and the community.
- School District of Rhineland:** Offers various [Community Education Courses](#) with periodic ally in child safety and wellness topics.



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## Nicolet College Policies, Conduct Outcomes, & Supportive Services




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### Nicolet College Conduct Sanctions



Harassment, sexual misconduct, stalking and violence are misconduct violations of the College's Code of Conduct (Administrative Policy 1.06). Misconduct could result in sanctions like expulsion, suspension, probation, a reprimand, restitution, or other outcomes.

[AP 1.06 Student Code of Conduct and Grievance Procedures](#)




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### Nicolet College & Community Supportive Services



Nicolet College supportive measures may include counseling, extensions of deadlines, 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 location, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures.

Nicolet College has a Care Team that helps guide and connect students with needed support and resources. College staff members may make a Care Team referral, or students may make a Care Team request at this link: [Care Team Request](#)

The college may also be able to provide emergency financial assistance. To apply for emergency financial assistance please use the following link: [Emergency Financial Assistance Application](#)




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## Nicolet College Safety & Security Policies



AP 3.01 Campus Security policy contains procedures and contact information to report threats and incidents. This policy also contains information about Nicolet College's security reporting and crime statistics. At the end of this policy are a list of community support resources across the Nicolet College district. The policy is available at:

[AP 3.01 Campus Security](#)

AP 3.02 Campus Safety policy contains emergency response procedures, general safety information (like weather, fire, first aid), and contact information. This policy is available at:

[AP 3.02 Campus Safety](#)




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## Scenario-Based Learning




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### Scenario 1

- A student repeatedly sends sexual messages after being told to stop.
- What is happening, and what options are available?




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**Scenario 1 Responses:**

- This is sexual harassment.
- The recipient can save evidence, block contact, and report the behavior to the Title IX Coordinator.




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**Scenario 2:**

- Two students attend a party. One becomes heavily intoxicated and sexual activity occurs.
- Was consent possible?
- What are the possible ways to address this?




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**Scenario 2 Responses:**

- Consent cannot be given when someone is incapacitated.
- This situation may constitute sexual assault under Wisconsin law.
- The activity was "at a party" and not a "college activity". It may not be in the jurisdiction of Title IX.
- The incident may be a Student Conduct violation.
- The victim could: report the incident to the police, report the incident to the Title IX Coordinator, report the incident to Campus Security.




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### Scenario 3:

- You see a classmate being pressured and isolated at a gathering.
- What can a bystander do?
- What should you consider?




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### Scenario 3 Responses:

- Bystanders can intervene safely, stay with the person, create a distraction, or seek help from others or campus resources.
- Report the incident to Campus Security.




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