

Annual Security Report



2026

The University Police Department prepared this Annual Security Report. This report, which was published in October 2026, contains statistics for the three most recent calendar years: 2023, 2024, and 2025.



University Police Department Southern Command

Arnold Vasquez, Chief of Police

Dear Campus Community,

Welcome to our students, faculty, and staff, both new and returning! [The University Police Department](#) (UPD) is committed to providing a safe and secure environment where everyone can learn, work, and thrive.

Each year, we publish the Annual Security and Fire Safety Report as part of our commitment to transparency, safety, and awareness. This report provides important information about campus safety policies, crime statistics, reporting procedures, emergency preparedness, available resources, and programs designed to help you stay informed.

The University Police Department serves the Southern Nevada institutions of the Nevada System of Higher Education, including all campuses of the College of Southern Nevada, Desert Research Institute, Nevada State University, and the University of Nevada, Las Vegas. Our community-oriented approach to policing is built on transparency, accountability, empathy, and collaboration. When you see our officers around campus, feel free to say hello and connect with us!

Campus safety is a shared responsibility, and your voice matters. We encourage you to become familiar with the resources available to you and [report suspicious activity](#) or safety concerns. UPD is available 24 hours a day, seven days a week, to serve and support our communities.

We also offer a variety of safety awareness programs, [presentations, and trainings](#) throughout the year. Visit our [website](#) to learn more about these programs, safety resources, reporting options, and other services available through UPD.

For those interested in joining our team, UPD also offers [employment](#) opportunities for individuals looking to serve and make a positive impact within our communities.

Thank you for doing your part to help keep our campuses safe. Together, we are stronger, and we look forward to serving you throughout the year.

Take care, and let's have a fantastic year!

Sincerely,

A handwritten signature in blue ink, appearing to be "A. Vasquez".

Arnold Vasquez
Chief of Police
University Police Department Southern Command

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Preparation and Disclosure of Crime Statistics

The University Police Department prepares this report in compliance with the Jeanne Clery Campus Safety Act. This report is produced in cooperation with various departments across our campuses. Each office provides updated information regarding their educational efforts, programs, policies, and crime statistics, if applicable.

The statistics contained within this report regarding campus crime, arrests, and disciplinary referrals include those reported to the University Police Department, the Office of Student Rights and Responsibilities, the Office of Equal Employment and Title IX, designated campus officials known as Campus Security Authorities, and local law enforcement agencies. These statistics are included in this Annual Security Report for all CSN campuses, including public property within or immediately adjacent to the campuses, and non-campus property owned or controlled by CSN. Our branch campuses follow the same policies as our three main campuses (Charleston Campus, North Las Vegas, and Henderson Campus) unless otherwise noted.

An email notification is sent to all enrolled students, faculty, and staff, providing direct website access to this report. The full text is also available online for prospective students, employees, and members of the general public.

University Police Department Authority and Jurisdiction

The University Police Department is a fully functional law enforcement agency with officers who have full police and arrest powers, certified by the Nevada Peace Officer Standards and Training (POST) in accordance with the laws of the State of Nevada. Officers perform the same functions as their peers from city, county, and state agencies- enforcing all local, state, and federal laws and ordinances within their jurisdiction. The University Police Department provides services 24 hours a day, 365 days a year.

University Police Department officers have jurisdiction over the campuses of the College of Southern Nevada (CSN) and all associated properties; Nevada State University (NSU); the University of Nevada, Las Vegas (UNLV), including all properties owned, operated, or governed by UNLV; the Desert Research Institute (DRI) – Las Vegas Campus; and the Southern Nevada office of the Nevada System of Higher Education (NSHE).

Interlocal Agreements

The University Police Department maintains excellent working relationships with surrounding law enforcement agencies, including but not limited to the Las Vegas Metropolitan Police Department, the Nevada Department of Public Safety, the Nevada State Police, the Henderson Police Department, the North Las Vegas Police Department, and the Clark County School District Police Department.

The University Police Department maintains a memorandum of understanding (MOU) with each of these agencies, granting University Police Department officers the ability to render aid and provide mutual assistance between local law enforcement partners. In accordance with these agreements, the University Police Department may request assistance from any of these agencies for law enforcement matters within its jurisdiction.

Monitoring of Criminal Activity of Students at Non-Campus Locations of Student Organizations

The University Police Department does not have any agreements with local law enforcement agencies to monitor or record criminal activity involving students at non-campus locations of recognized student organizations.

Security and Access

CSN operates the following:

Charleston Campus

Located at 6375 West Charleston Boulevard in Las Vegas. The President, senior administrators, and Human Resources for CSN are housed on this campus. Programs supported at Charleston include: the Veterans' Educational Center, a Dental Clinic, Mojave Mental Health Services, cardio-respiratory, nursing, and many other health-related programs. This campus is also home to Nevada Public Radio station KNPR.

Charleston Campus Main Number:

(702) 651-5000

Hours of Operation:

Monday – Friday	8:00 a.m. – 7:00 p.m.
Weekends and Holidays	Closed

North Las Vegas Campus

Located at 3200 East Cheyenne Avenue in North Las Vegas. The centralized student services provide easy access to critical support areas. Major programs supported at North Las Vegas include: Transportation Technology, Cisco Systems, Culinary Arts (producing gold and silver medal winners in numerous national competitions), Automotive Service Education, Planetarium, and the Nicholas Horn Performing Arts Center (hosting hundreds of college and community events each year).

North Las Vegas Campus Main Number:

(702) 651-4000

Hours of Operation:

Monday – Friday	8:00 a.m. – 7:00 p.m.
Weekends and Holidays	Closed

Henderson Campus

Located at 700 College Drive in Henderson. Students can take general education courses and specialized classes in fields such as air conditioning technology, aviation, welding, and horticulture. This campus is home to CSN Athletics, the Morse Stadium and Lied Baseball Complex used by CSN's national championship baseball and softball teams, and the award-winning horticulture program supported by experimental gardens and four greenhouses.

Henderson Campus Main Number:

(702) 651-3000

Hours of Operation:

Monday – Friday	8:00 a.m. – 7:00 p.m.
Weekends and Holidays	Closed

Bob and Sandy Miller High Tech Center at Summerlin

Located at 333 Pavilion Center Drive in Las Vegas. Programs supported by this campus include: PC and Mac labs, several smart classrooms, a computer interactive learning center, faculty offices, student services, and the Nevada Promise Scholarship office. We also offer a variety of Community Programs and Personal Enrichment fee-based, non-credit classes.

Bob and Sandy Miller High Tech Center at Summerlin Main Number:

(702) 651-4920

Hours of Operation:

Monday – Thursday	7:30 a.m. – 9:00 p.m.
Friday	7:30 a.m. – 4:00 p.m.

Western High Tech Center

Located at 4601 W. Bonanza Road in Las Vegas. Programs supported by this campus include: provides smart classrooms, computer classrooms, a conference room, faculty offices, and student services. Western is the home of the Air Conditioning Technology Center of Excellence. Programs and classes offered at Western include HVACR, English as a Second Language, general education classes, and event space for scheduling. For more information about these programs and events, contact the center.

Western High Tech Center Main Number:

(702) 651-4800

Hours of Operation:

Monday – Friday	8:00 a.m. – 5:00 p.m.
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Southern Desert Regional Police Academy

Located at 311 Water Street in Henderson. The Southern Desert Regional Police Academy is a consortium between:

- The College of Southern Nevada
- The City of Las Vegas
- University Police Department

Most attendees of the Southern Desert Regional Police Academy are newly hired recruits from local area law enforcement or correctional agencies, but the academy does accept non-affiliated recruits when space allows.

Interested non-affiliated applicants wanting to be accepted as recruit students must pass a written exam, oral board, and physical fitness test. If successful with those tests, applicants then proceed to a background check, a Voice Stress Analyzer test, psychological exam, and a physical exam. Applicants must be at least 21 years old and possess a Nevada Carry Concealed Weapon (CCW) permit for one of the authorized academy firearms.

POST Category 1 recruits earn 27 transferable college credits upon successful completion of the academy; POST Category 3 recruits earn 18 transferable college credits upon successful completion of the academy. These academic credits earned are special program requirements of the Associate of Applied Science in Criminal Justice degree and the Associate of Applied Science degree in Criminal Justice: Law Enforcement Training Academy. Student recruits take the State of Nevada certification test at the end of the academy. If certification is earned, a POST Certificate remains in effect for a period of two years.

Southern Desert Regional Police Academy Main Number:

(702) 651-3500

Hours of Operation:

The Academy Program is full-time, Monday through Thursday, with occasional Fridays. Hours are 0700 to 1730 hours for approximately 22 weeks. There may be occasional swing shift days for training.

Green Valley Center

Located at 1560 W. Warm Springs Rd. in Henderson.

Green Valley Main Number:

(702) 651-5000

Hours of Operation:

Monday – Thursday
Friday

7:00 a.m. – 9:00 p.m.
7:00 a.m. – 7:00 p.m.

Mesquite Center

Located at 140 N. Yucca Street in Mesquite, Nevada.

Mesquite Center Main Number:

(702) 651-3000

Hours of Operation:

Building is staffed as events are planned.

Moapa Valley Center

Located at 2400 N. St. Joseph St. in Logandale, Nevada.

Moapa Valley Center Main Number:

(702) 651-4000

Hours of Operation:

Building is staffed as events are planned.

Debra March Center of Excellence

Located at 2200 Via Inspirada in Henderson.

The Center of Excellence is a partnership between the City of Henderson and College of Southern Nevada. This facility is a critical feature for diversifying our industry by fulfilling a need for high-skilled, advanced manufacturing training. This specialized training facility is a valuable resource for both businesses who want to relocate to the area as well as existing locally based companies looking to expand. The Center of Excellence is located in the burgeoning West Henderson area which boasts the popular Henderson Executive Airport and is home to a wide range of distribution centers, corporate headquarters and industrial parks.

Historic Westside School

Located at 330 W. Washington Ave., Suite 118 in Las Vegas, Nevada.

At night and during times when the campuses are officially closed, College buildings are locked. Faculty, staff, and students with proper authorization are permitted into the buildings. The general public may attend cultural and recreational events on campus, with access limited to the facilities in which the events are held. Authorization for the use of campus grounds for assembly purposes must be obtained in advance from the Campus Administration Office located at the campus of interest. The college campuses are closed on Sundays.

The college has attempted to provide campus safety in and around the buildings by installing closed-circuit television cameras and exterior lighting. University Police Department personnel also make regular patrols throughout the buildings and around the college perimeter. As with any urban setting, all individuals are encouraged to remain alert for potential problems and dangerous situations. Security is everyone's responsibility. Your assistance is needed.

CSN does not maintain campus residences. All college facilities are equipped with external locking devices and are locked whenever classes or events are not scheduled. Access to the college during non-regular hours must be authorized by the President of the College, or their designee. Faculty and staff members are issued keys or access cards for their respective offices with the approval of the Department Head.

University Police Department personnel, facilities personnel, and appropriate college administrators are the only individuals issued keys for building entrances and exits. Keys may not be loaned to other staff members or students. Unauthorized duplication and illegal possession of keys is a misdemeanor.

Maintenance of Campus Facilities

University Police Department personnel and other college employees routinely perform checks of lights on all campuses that need repair. This information is submitted to the Facilities Management Department for maintenance and repair. University Police Department and facilities personnel periodically take notice of shrubbery, doors, and locks that require maintenance and submit the information to the appropriate department to ensure safety and access to facilities is maintained.

College of Southern Nevada encourages the accurate and prompt reporting of criminal offenses

When a victim of a crime elects to make a report, or is unable to make a report themselves, the appropriate law enforcement agency should be contacted as soon as possible. Students, faculty, staff, and guests are encouraged to report all crimes and public safety related incidents to the University Police Department and the appropriate local law enforcement agency. If the University Police Department is not the appropriate jurisdictional agency, a member of the department will assist victims or the reporting party, when the victim is unable to make a report themselves, in contacting the local agency with jurisdiction over the reported crime.

Crimes should be reported immediately to aid in providing timely warnings and emergency notifications to the campus community when appropriate, and to ensure inclusion in the annual crime statistics. Any suspicious activity should be reported to the University Police Department.

To report crimes or request officer assistance dial 9-1-1, or (702) 895-3669 from a cell phone (emergencies only), or (702) 895-3668 to reach University Police Department Dispatch for non-emergencies. You can also reach the University Police Department through the CSN MobileSAFETY App.

How to Report a Crime

When reporting an emergency, crime or suspicious activity at the college, follow these steps:

For Emergencies:

- From a campus phone, dial 9-1-1. From a cell phone, call 702-895-3669,
- Give your name and location to the dispatcher. State specifically that you are a college student, faculty, or staff member,
- Briefly describe the activity you are reporting,
- Request medical attention if needed,
- Remain calm and speak slowly,
- If possible, give a description of the person (s) and/or vehicle involved, the location or direction of travel, and the presence of weapons if known,
- Stay on the phone until the dispatcher ends the call.

For Non-Emergencies:

From a campus phone, dial 3-1-1 or from a non-campus phone, call (702) 895-3668 to reach University Police Department dispatch.

- Give you name and location to the dispatcher,
- Briefly describe the activity you are reporting,
- If possible, give a description of the person(s) and/or vehicle involved, the location or direction of travel, and the presence of weapons if known,
- Stay on the phone until the dispatcher ends the call.

Crime reports can be made online at upsouth.nevada.edu. Once on the webpage, select the “File a Report” tab. Once filed, an officer will make contact to obtain any additional information if necessary.

Crime reports may also be made in person 24 hours a day, 365 days a year at:

- University Police Department Headquarters
University Gateway Complex Building
1280 E Dorothy Ave
Las Vegas, NV 89119

Reports may also be filed at any University Police Department substation. However, substation offices are not staffed with administrative personnel. Officers are actively patrolling campus and are only present in substations when completing reports.

To file a report in person at any of the following locations, call University Police Department dispatch at (702) 895-3668 and an officer will be dispatched to your location.

- University Police Department NSU Substation
Dawson Building, 203
1300 Nevada State Drive
Henderson NV, 89002
- University Police Department CSN Substations
Charleston Campus:

**6375 W. Charleston Blvd
Building M, Room 102
Las Vegas, NV 89146**

North Las Vegas Campus:
**3200 E. Cheyenne Avenue
Building P
North Las Vegas, NV 89030**

Henderson Campus:
**700 College Drive
Building C, Room 131
Henderson, NV 89002**

Campus Security Authorities

A Campus Security Authority (CSA) is defined under the Clery Act as anyone who falls into the following four categories:

- University Police Department,
- Any individual with security-related responsibilities (non-police),
- Any institutional individual/office identified in the institution's security policies to which crimes should be reported (e.g., Title IX, Dean of Students, Human Resources, etc.),
- Officials with significant responsibility for student and campus activities.

Campus security authorities are required to report crimes they become aware of. Campus security authorities are generally only required to report for statistical purposes that an incident has occurred without revealing any personally identifiable information. Disclosure to a CSA may not trigger an investigation into an incident against the reporting parties' wishes, except in certain circumstances that pose an immediate or ongoing threat to campus safety.

Examples of CSAs with whom crimes can be reported include, but are not limited to, the following offices:

University Police Department
(702) 895-3668

Clery Compliance Coordinator
(702) 895-5575

Office of Institutional Equity & Title IX
(702) 651-7481

Voluntary Confidential Reporting Options

Victims or witnesses may wish to report crimes on a voluntary, confidential basis for inclusion in the crime statistics published in the Annual Security Report. Voluntary, confidential reports do not require the reporting party to disclose their name or contact information, or the name or contact information of the victim. Reports filed in this manner aid the College's ability to identify crime patterns and address safety concerns. Reports filed

in this manner, while valuable, may limit the College's ability to respond to or address the specific incident reported.

To make a confidential report for statistical inclusion purposes, contact University Police Department Dispatch by dialing 3-1-1 from any on-campus phone or (702) 895-3668. A dispatcher will collect any information the reporting party is willing to provide, and this information will be included in the annual statistics.

Counselors and Confidential Reporting Options

It is the Mission of Counseling and Psychological Services (CAPS) to offer a variety of free, confidential, and culturally appropriate evidence based psychological services designed to help students in their emotional, relational, and behavioral growth.

CAPS is recognized for its dedication and effectiveness in facilitating and supporting CSN students' social, emotional, and academic success. We believe that education is not limited solely to academic knowledge and that academic success is not only dependent on study and test-taking skills. Academic and career success can be facilitated by developing students' appreciation of the integration of behaviors, belief systems, emotions, interpersonal interactions and even their own health issues. Counseling and Psychological Services strives to help students to pursue their academic, personal and career goals. Any CSN Student currently enrolled is eligible for CAPS Services.

Reports made to CAPS licensed counselors are confidential and will only be reported to University Police Department or local authorities with the reporting parties consent. CSN does not have a policy requiring or suggesting counselors to inform clients/students of reporting options. CSN also does not require counselors to report on behalf of the clients/students.

Legal Exceptions

Legal exceptions to confidentiality, in accordance with Nevada State Law, exist when:

- There is a need to protect against a clear and substantial risk of imminent serious harm to self or others.
- There is reasonable concern of abuse or neglect of a child or vulnerable adult.
- There is a court order for release of information.

Daily Crime Log

In accordance with the Clery Act, the University Police Department Records Division maintains a daily log of reported crimes. The log includes the type of incident, the reported date and time of occurrence, the general location of the crime, as well as the disposition of the incident, if this information is known.

The daily crime log is updated within two (2) business days of receipt of a report of a crime. The crime log can be viewed in person at:

University Police Department Headquarters

University Gateway Parking Garage
1280 Dorothy Avenue
Las Vegas, NV 89119

The log is available Monday - Friday, 8:00 a.m. to 5:00 p.m., excluding weekends and university holidays when the university is closed. It can also be viewed 24 hours a day, seven days a week online at: <http://www.csn.edu/csn-police-department>.

Timely Warnings

A Timely Warning is an alert issued by either the University Police Department or the College of Southern Nevada President's Office to the entire campus community whenever a Clery Act crime poses a serious or continuing threat to students, faculty, staff, or visitors. The purpose of a Timely Warning is not only to inform the campus community that a crime has occurred but also to heighten safety awareness and aid in the prevention of similar crimes.

When a crime covered under the Clery Act is reported to University Police Department, local law enforcement, or a CSA, it is assessed for the potential need to distribute a Timely Warning. Upon receipt of enough pertinent information, University Police Department personnel – including, but not limited to the Chief, Deputy Chiefs, Directors, Lieutenants, and the Clery Compliance Coordinator - evaluate each case on an individual basis, taking into account the seriousness of the offense, its frequency, and/or the likelihood of additional occurrence. The Chief of University Police Department Southern Command, or in his/her absence their designee, may make the final determination if a Timely Warning will be issued.

If a Timely Warning is to be issued, it is the responsibility of the Chief of the University Police Department Southern Command to initiate immediate notification to the College President's Office.

When a Timely Warning is issued, it will contain the phrase "Timely Warning Notification." The body of the alert will include a short description of the crime involved, and depending on the nature of the crime, a description (if available) of the suspect. The warning will include instructions on how to contact the University Police Department and will provide personal safety information to aid members of the community in protecting themselves and preventing similar crimes.

Dissemination of a Timely Warning may occur through various platforms, including but not limited to:

- CSN official email notification systems
- Text messages
- University Police Department website and social media sites
- CSN's main social media sites

Emergency Notifications

An Emergency Notification is an alert that is issued by either University Police Department, the College of Southern Nevada President's Office, or their designee, in the event that an emergency or dangerous situation presents an immediate threat to the campus community. An Emergency Notification may overlap with a Clery Act crime but is not limited to those covered under the Clery Act. An Emergency Notification will be issued without delay and with consideration for the safety of the community, upon confirmation of the emergency or dangerous situation - unless issuing a notification would, in the professional judgment of the University Police Department, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. The intent of an Emergency Notification is to provide students, faculty, staff, and visitors with information about an emergency or dangerous situation that presents an immediate threat to the health and safety of members of the campus community. It is issued to provide initial details and required actions to maintain safety and security.

The notification may be tailored exclusively to the segment of the campus community at potential risk. Factors used in determining whether a notification will be segmented versus sent to the entire campus community include, but are not limited to: the nature of the threat or dangerous situation; whether the location is confined to a particular area of campus (e.g., a dorm, a specific building); and whether all individuals potentially subjected or exposed to the threat can be reasonably identified. The University Police Department will consult with the College President's Office and other relevant campus departments if an alert is to be segmented, to ensure all necessary recipients are notified. If everyone subjected or exposed to the threat or dangerous situation cannot be determined, a campus-wide alert will be issued.

When an Emergency Notification is to be issued, if possible, it is the responsibility of a Deputy Chief - or in his/her absence their designee - to initiate immediate notification to the Chief of the University Police Department Southern Command and the College President's Office.

If an active threat or impending dangerous situation arises which may necessitate the dissemination of an Emergency Notification, the University Police Department Dispatch will be responsible for ensuring the dissemination of the initial message to the campus community. The decision to send a notification will be made by the University Police Department upon confirmation of the emergency.

If a dangerous situation arises - such as an outbreak of serious illness, approaching extreme weather conditions, or nearby chemical or hazardous waste spill - dissemination of an Emergency Notification may come from either University Police Department or the College President's Office, following consultation between both.

Confirmation of an emergency or dangerous situation may come through any of the following, but is not limited to:

- Multiple calls to University Police Department dispatch center regarding the same incident in close succession
- An officer arriving on scene and confirming an emergency situation
- A report from a local public health or medical official
- Official communication from a local or national agency

If confirmation is received from any of these sources that an emergency or dangerous situation exists on or near campus, the Chief of the University Police Department Southern Command—or their designee—will confer with the College President’s Office (if time allows) and determine whether to send an emergency alert. If an active threat requires immediate action and there is no time for consultation, the University Police Department will notify the campus community immediately.

When an Emergency Notification is issued, it may contain the phrase “Emergency Notification” or “Emergency Alert” in the subject line, depending on the situation and method of distribution. The contents of the body of the alert will be determined based on the information available to the University Police Department and/or the College President’s Office regarding the emergency occurring. The alert may include: a short description of the emergency or crime involved; instructions on how to contact University Police Department or the appropriate agency; immediate steps the community should take; and personal safety information to aid members of the community in protecting themselves if applicable.

Dissemination of an Emergency Notification may occur through any of the following platforms, including but not limited to:

- CSN’s public announcement system and text message alerts
- Digital Signage
- CSN’s website banner activation
- Email notification to all students, faculty, and staff
- University Police Department website
- University Police Department social media sites
- CSN’s main social media sites

Notification of the broader community surrounding campus will occur via social media. When appropriate, additional or follow-up communication may be issued by either the University Police Department Public Information Officer or the College Public Information Officer, depending on the nature of the emergency.

Several members of the University Police Department and other departments including leadership are authorized to activate and send Emergency Notifications. If the determination to send an Emergency Notification is made, any of the following individuals or offices may send the initial alert:

- University Police Department Dispatch,
- Chief of University Police Department Southern Command,
- College of Southern Nevada Office of the President
- University Police Department Deputy Chief(s)
- University Police Department Lieutenant(s)
- Clery Compliance Coordinator
- University Police Department Director of Information Technology and Emergency Communications
- University Police Department Director of Threat Assessment and Emergency Management

When an Emergency Notification alert is disseminated, a follow-up alert notifying the campus community that the threat has passed will be issued when appropriate. This alert may come from the University Police Department, the Office of Emergency Management, the College

Public Information Officer or similar offices, or, in some cases, the Office of the College President. Follow-up information may be shared through any of the communication methods listed above or through website updates, as appropriate.

Emergency Response Evacuation Procedures and Testing

A building evacuation may be required in an emergency, whether it is due to fire, earthquake, flood, or another urgent situation requiring all occupants to immediately leave the building. Each building has an emergency evacuation plan which includes egress routes. These evacuation plans are posted at all elevator locations and in hallways within the building. All occupants should familiarize themselves with the egress routes for the areas in which they work and/or teach.

General evacuation procedures can be found within the Emergency Operations Plan at:

<https://www.csn.edu/emergencypreparedness>

Fire Prevention and Safety:

Fire prevention is the shared responsibility of all members of the college community. We work closely with the State Fire Marshal and Fire Departments to provide fire prevention information to the college community. Awareness is probably the best weapon in maintaining a safe, fire-free environment. You should take the following precautions to protect yourself and others while on campus.

Report any conditions, which create a fire hazard (trash in the corridors or stairwells, missing fire extinguishers, blocked floor exits or stairwells, etc.) to Facilities Management.

Know where the fire extinguishers are located. University Police, public safety staff, and designated CSN employees have been trained to operate fire extinguishers.

Know the location of the fire alarms and how to activate them.

Know where the nearest fire exit is. Also, be prepared to use an alternate exit if necessary. Plan how you would escape in case of a fire.

Treat all fire alarms as real emergencies. During fire drills or a real fire, follow the instructions of University Police and public safety personnel.

NEVER USE AN ELEVATOR WHEN A FIRE ALARM IS ACTIVATED TO EVACUATE THE BUILDING.

Personal Safety Tips

Campus safety is a shared community responsibility. If you see something, say something. Awareness, avoidance and risk reduction steps are key to safety. If you are the victim of a crime, please report it to the police immediately. Contact University Police at (702) 895-3669.

The following tips can be used daily:

When walking on/off campus:

- If possible, avoid traveling alone.
- Walk in well-lit areas. Do not take short cuts. Be alert while walking.
- Observe your surroundings.
- When walking to your vehicle, have your keys ready in your hand.
- Keep purses tucked closely under your arm.

In the office:

- If you are working alone during off-hours, keep your doors locked.
- Lock your door when leaving the office unattended no matter how long you plan to be gone.
- Download the CSN Mobile Safety App!



Security Awareness and Crime Prevention Programs

Throughout the year, security awareness and crime prevention programs are offered and presented by the University Police Department. Presentations are provided on various topics, including sexual assault prevention, reporting suspicious or criminal activity on campus, possession and use of weapons, and tips for maintaining a safe campus. These presentations and programs outline strategies for personal safety. Students, faculty, and staff are provided with information regarding crime on campus, in the surrounding neighborhoods, and ways to stay vigilant and aware of their surroundings. These programs encourage members of the campus community to “see something, say something.”

Reporting Suspicious or Criminal Activity on Campus: This is a collection of presentations that focus on security awareness and is provided upon request. The audience includes the entire college community. The program informs participants of the various ways to report suspicious or criminal activity on campus and encourages them to practice the “see something, say something” concept. Approximately 40 presentations are given per year.

Sexual Assault Prevention: This program focuses on security awareness and is offered upon request (typically a few times per year). It is open to the entire campus community and is designed to help attendees recognize the dangers of sexual assault, provide information on how to protect oneself, receive tips for maintaining a safe campus, and learn how to report a crime.

Possession and Use of Weapons: This is a collection of presentations that focus on security awareness and address what qualifies as a weapon, as well as what is and is not legally allowed on campus. The audience includes the entire campus community. Approximately 35 to 40 presentations are conducted each year.

The University Police Department provides a variety of personal safety and crime prevention programs throughout the year. These programs are facilitated by University Police Department personnel and are offered to students, parents, faculty, staff, new employees, and student organizations.

Available programs include classes addressing warning signs, prevention strategies, and recommended actions to take in the event of workplace violence or an active assailant situation. These classes are offered on an ongoing basis throughout the year and include, but are not limited to, the following:

Active Assailant: This awareness program focuses on warning signs, prevention methods, and steps to take if faculty, staff, or students find themselves in a workplace violence or active assailant situation. These sessions are available on an ongoing basis throughout the year.

Tips for a Safe Campus: This program focuses on both security awareness and crime prevention. This program is offered throughout the year. The audience for this program is intended to be all members of the College community. The purpose of the program is to inform members of the campus what to look for to avoid dangerous and illegal situations.

Robbery and Theft Prevention: This crime prevention program provides the entire campus community with information on how to avoid becoming a victim of robbery or theft. The program is offered approximately 35 to 40 times per year.

Jane Jitsu: This program is an alternative to Rape Aggression Defense (RAD) training. It is a self-defense course that includes both educational content and hands-on training techniques for participants.

Policy Statement Regarding the Possession, Use and Sale of Alcoholic Beverages and Enforcement of State Underage Drinking Laws

The unlawful possession, use, sale, or distribution of alcohol by students or employees on CSN premises or as part of any College activity is prohibited.

The legal age for drinking alcohol in Nevada is 21. Any student or employee who violates underage drinking laws on campus will be subject to citation, arrest, and/or referral for disciplinary action.

Policy Statement Regarding the Possession, Use and Sale of Illegal Drugs and Enforcement of Federal and State Drug Laws

CSN is a drug free campus and the unlawful possession, use, sale, manufacture, or distribution of illegal drugs or other controlled substances on the College premises or as part of any College activity is illegal and is strictly prohibited

Any student or employee who violates federal or state law or College policy regarding the manufacture, use, or possession of illegal drugs will be subject to citation, arrest, and/or referral for disciplinary action.

Drug-Free Schools and Communities Act

Notice to Students & Employees Regarding Illicit Drugs and Alcohol

CSN believes that the unlawful possession or abuse of drugs and alcohol by students and employees presents multilevel risks to the individual, the learning environment and the college community as a whole. Substance abuse impedes the process of learning, teaching, personal development and the overall exercise of a person's true talents and abilities. There are also serious criminal and disciplinary sanctions that can be imposed on students and employees which will disrupt their studies or careers.

CSN provides this notice in compliance with federal law as part of CSN's program to prevent the possession, use, and distribution of illicit drugs and alcohol by students and employees. The information provided here includes campus rules and regulations pertaining to drugs and alcohol, possible health and social effects, the legal sanctions, and contact information for services and programs that can provide further information and assistance. Additionally, this notice informs students of the implications for eligibility of financial aid when students are convicted of possession or sale of illegal drugs.

Illegal Drugs:

CSN is a drug free institution. Nevada state law and the NSHE regulations prohibit the manufacture, distribution, possession, or use of illegal or unauthorized drugs or drug paraphernalia on CSN property or at a CSN-sponsored activity.

The possession or use of prescription drugs without a proper prescription is a crime in the State of Nevada. A student's possession of a "medical marijuana card" or similar documentation supporting the use of illegal drugs will not excuse or permit the manufacture, distribution, or use of illegal or unauthorized drugs or drug paraphernalia on CSN property or at a CSN-sponsored activity.

Violations of the law or NSHE regulations will result in disciplinary action for students and employees, up to and including, expulsion of students and/or termination of employment pursuant to Nevada state law, the CSN Student Conduct Code, and the NSHE Code, and referral for criminal prosecution. Nevada law requires CSN to immediately terminate the employment of any employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance regardless of where the incident occurred. The term "controlled substance" means any drug defined as such under the regulations adopted pursuant to NRS 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and crack. They also include legal drugs which are not prescribed by a licensed physician.

These violations are serious matters and can significantly impact education and employment.

Alcohol:

CSN does not permit possession of alcohol on its property except for limited situations. The legal age for drinking alcohol in the State of Nevada is 21 years of age. Moreover, alcohol abuse or excessive drinking by those of lawful age has become more prevalent with tragic cases reported of death or serious impairment. This includes the forced consumption of alcohol in conjunction with initiations or affiliation with any organization. CSN prohibits any type of initiation requiring the consumption of alcohol.

NSHE regulations allow the use or consumption of alcohol on CSN property only in the following limited situations:

Upon receipt of a timely advance application, the CSN President may grant permission in writing for the sale or distribution of alcoholic beverages at a CSN sponsored event (including student organizations) and guest organizations approved to use CSN facilities. Such consideration will be based upon, but not limited to, such factors as number and ages of people in attendance, purpose of the event, supervision, security provisions, location, date and time of the function. The President's decision to allow alcohol is discretionary, and the decision is final. No other CSN officer, manager, or employee may approve the use of alcohol on campus or at a CSN-related event/function.

Alcohol may be procured and used in association with approved CSN academic classes (e.g., culinary classes).

Impairment in the Workplace and Classroom:

It is the policy of the State of Nevada to ensure that its employees do not report for work in an impaired condition resulting from the use of alcohol or illegal drugs, or consume alcohol or use illegal drugs while on duty (including driving a personal vehicle while on college business or driving a state vehicle). Alcohol and drug-abuse and the use of alcohol and drugs in the workplace are issues of concern to the State of Nevada. Any employee who appears to be in an impaired condition at work is subject to a screening test for alcohol or drugs, and disciplinary action up to and including termination of employment. Referral to an employee assistance program is also possible.

Any State employee convicted of driving under the influence in violation of NRS 484C.110 or any other offense for which driving under the influence is an element of the offense, and the offense occurred while driving a state vehicle or a private vehicle while on CSN business, is subject to discipline up to and including termination.

Any CSN student who comes to campus in an impaired condition resulting from the use or consumption of alcohol, non-prescribed drugs, or illegal drugs may be referred for discipline under the CSN Student Conduct Code, located in the NSHE Code, Title 2, Chapter 10, especially if their impaired condition causes the student to act out in a particular manner.

Sanctions:

Violations of the law or NSHE regulations will result in disciplinary action for students and employees, up to and including, expulsion of students and/or termination of employment pursuant to the CSN Student Conduct Code and the NSHE Code, and referral for criminal prosecution.

Sanctions for student organizations may include, but are not limited to, warning, probation, denial of use of CSN facilities, and withdrawal of organization recognition. A disciplinary sanction may include the completion of an appropriate educational or rehabilitation program. Guests of the college will be subject to denial of permission to come to a CSN campus and for future use of its facilities. These violations are serious matters and can significantly impact education and employment.

Services and Programs for the CSN Community That Address Substance Abuse:

CSN's Counseling and Psychological Services (CAPS) department offers a variety of free and confidential services that include:

- Prevention,
- Crisis intervention,
- Assessments and evaluations,
- Treatment via on-campus services and/or community referrals.

For CSN employees, an Employee Assistance Program is also available. CSN currently contracts EAP services through ComPsych. ComPsych consultants are available 24 hours a day, 7 days a week, and 365 days a year. Employees may contact ComPsych via:

Telephone: (800) 890-1466

TTY (800) 697-0353 – www.guidanceresources.com

Other Resources Available Through Toll-Free Telephone Contacts:

- Federal Substance Abuse and Mental Health Services Administration's Treatment Routing Services: 1-800-662-4357 (HELP) – refers callers to local drug treatment centers and support groups.
- Al-Anon: 1-800-344-2666 – will refer families of substance abusers to group meetings in their local area.
- Cocaine Hotline: 1-866-236-1651 – 24/7 drug helpline.

Local Groups/Groups for Families:

- Las Vegas Recovery Center: (702) 515-1373
- Salvation Army Adult Rehabilitation Program: (702) 399-2769
- WestCare Detox: (702) 383-4044
- Alcoholics Anonymous Las Vegas Central Office: (702) 598-1888;
<http://www.lvcentraloffice.org/>
- Region 51 Narcotics Anonymous: (888) 495-3222; <http://www.region51na.org/>
- Valley View Family Counseling Service: (702) 320-3180;
<https://www.valleyviewfamilycounseling.com/>
- Community Counseling Center: (702) 369-8700; www.cccofsn.org

State and Federal Criminal Statutes:

In addition to the CSN student conduct code, a student will be subjected to all local, state, and federal laws related to substance abuse or the possession/use of alcohol. The following state laws apply to any student conduct, whether on or off campus. In these instances, the student is being regarded as a resident of the state of Nevada.

NRS 202.020

Purchase, consumption or possession of alcoholic beverage by a minor: Any person under 21 years of age who, for any reason, possesses any alcoholic beverage in public is guilty of a misdemeanor.

NRS 202.040

False representation by a minor to obtain intoxicating liquor: Every minor who shall falsely represent him/ herself to be 21 years of age in order to obtain any intoxicating liquor shall be guilty of a misdemeanor.

NRS 202.055

Sale or furnishing of alcoholic beverage to a minor: aiding a minor to purchase or procure alcoholic beverage. Every person who knowingly sells, gives, or otherwise furnishes an alcoholic beverage to any person under 21 years of age is... guilty of a misdemeanor.

NRS 205.460

Preparation, transfer, or use of false identification regarding persons under 21 years of age; (1) Every person who counterfeits, forges, alters, erases, or obliterates, or...(2) Every person under the age of 21 years who uses or attempts to use or proffers any counterfeited, forged, erased or obliterated card, writing paper, document, or any photocopy print, Photostat, or other replica thereof...for the purpose and with the intention of purchasing alcoholic liquor or being served alcoholic liquor...or entering gambling establishments...shall be guilty of a misdemeanor.

NRS 453.146

The board may adopt a regulation with respect to a substance, to include steroids and other enhancement products without medical necessity, if it is found that the substance has potential for abuse.

Federal criminal laws can also apply depending on the circumstances.

Applicable Laws and Regulations:

The NSHE regulations apply to all CSN employees. NSHE Code, Title 2, Section 6.2.1(h) prohibits any employee to be under the influence of intoxicants, or, without a valid medical excuse, being under the influence of controlled substances while on duty. NSHE Code, Title 2, Section 6.2.2(aa) prohibits any employee or student while on NSHE property or at a NSHE function to engage in any act prohibited by local, state or federal law. Everyone on NSHE property is subject to all local, state, and federal laws related to substance abuse or the possession or use of alcohol.

Nevada System of Higher Education Board of Regents *Handbook*:

Title 4, Chapter 3, Section 40 The NSHE Anti-Drug Policy Statement:

1. The NSHE prohibits the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the workplace. Any employee who violates this policy is subject to disciplinary action, which may include termination of employment.
2. During the course of employment, any employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance must be terminated as required by Nevada Revised Statutes 193.105, regardless of where the incident occurred.
3. Any employee who is convicted of unlawfully giving or transferring a controlled substance to another person, or who is convicted of unlawfully manufacturing or

using a controlled substance while acting within the scope of his/her NSHE employment, will be subject to discipline up to and including termination.

4. The term, "controlled substance" means any drug defined as such under the regulations adopted pursuant to Nevada Revised Statutes 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and "crack." They also include "legal drugs" which are not prescribed by a licensed physician.
5. Each State employee is required to inform his or her appointing authority within five days after he or she is convicted for violation of any federal or state criminal drug statute when such violation occurred while representing the NSHE or on the premises.
6. Any government agency with which the NSHE holds a contract or grant will be notified within ten days after receiving notice that an employee of the agency was convicted within the meaning used in paragraph 4, above.
7. Employees desiring more information concerning substance abuse, or seeking information on counseling may contact the designated Employee Assistance Representative for their institution.

IMPACT ON FEDERAL STUDENT AID ELIGIBILITY:

Drug convictions while enrolled as a student at CSN may affect a student's eligibility for federal student aid. "Drug convictions during a period of enrollment in which the student is receiving Title IV, HEA program funds, under any federal or state law involving the possession or sale of illegal drugs will result in the loss of eligibility for any Title IV, HEA grant, loan, or work-study assistance." [HEA Sec. 484(r) (1); 20 U. S. C. 1091].

This annual notice is sent to all College of Southern Nevada students and employees as part of its drug prevention program in compliance with the Drug- free Schools and Communities Act as further articulated in the Dept. of Education General Administrative Regulations, 34 C.F.R. Subtitle A, Part 86.

Disciplinary and Legal Sanctions:

Any act prohibited by NSHE regulations or by local, state or federal law which occurs on NSHE property or NSHE functions shall constitute cause for which students can be disciplined, including by warning, reprimand, restitution, probation, suspension or expulsion. Sanctions for employees can include any of the above plus termination of employment. Any act that is prohibited by local, state, or federal law will be referred for criminal prosecution by the appropriate jurisdictional authorities.

As provided by statute, any state employee who is under the influence of alcohol or drugs while on duty or who applies for a position approved by the Personnel Commission as affecting public safety is subject to a screening test for alcohol or drugs.

Emphasis will be on rehabilitation and referral to an employee assistance program when an employee is under the influence of alcohol or drugs while on duty. The appointing authority shall, however, take into consideration the circumstances and actions of the employee in determining appropriate disciplinary action.

Any state employee who is convicted of violating a federal or state law prohibiting the sale of a controlled substance must be terminated as required by NRS 193.105, regardless of where the incident occurred.

Any state employee who is convicted of driving under the influence in violation of NRS 484C.110 or of any other offense for which driving under the influence is an element of the offense, and the offense occurred while driving a state vehicle or a privately owned vehicle on state business, is subject to discipline up to and including termination.

The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the workplace is prohibited. Any state employee who is convicted of unlawfully giving or transferring a controlled substance to another person or who is convicted of unlawfully manufacturing or using a controlled substance while on duty or on the premises of a state agency will be subject to discipline up to and including termination.

The term "controlled substance" means any drug defined as such under the regulations adopted pursuant to NRS 453.146. Many of these drugs have a high potential for abuse. Such drugs include, but are not limited to, heroin, marijuana, cocaine, PCP, and "crack". They also include "legal drugs" which are not prescribed by a licensed physician.

Each state employee is required to inform his or her employer within five days after he or she is convicted for violation of any federal or state criminal drug statute when such a violation occurred while on duty or on the employer's premises.

Any agency receiving a federal contract or grant must notify the U.S. government agency with which the contract or grant was made within ten days after receiving notice that an employee of the agency was convicted within the means used in paragraph 7, above.

Policy against Unlawful Discrimination and Harassment; Complaint Procedure, Nevada System of Higher Education Title 4, Chapter 8, Section 13

Introduction

This policy is largely based on federal and state anti-discrimination laws and is divided into four subsections. Except as otherwise provided, Subsections A through C do not apply to “sexual harassment” under Title IX of the Education Amendments of 1972 (Title IX), the requirements and procedures of which are stated in Subsection D. Subsection A states the Nevada System of Higher Education (NSHE) policy against unlawful discrimination and unlawful harassment that does not constitute Title IX “sexual harassment” under Subsection D, specifies training requirements, and defines “consent.” Subsection B describes the remedies and interim measures that are available in cases of unlawful discrimination and unlawful harassment that does not constitute “sexual harassment” under Title IX. Subsection C contains the complaint and investigation procedures for complaints of unlawful discrimination and harassment that does not constitute Title IX “sexual harassment” under Subsection D and, when appropriate, instances where the institution has notice of possible unlawful discrimination and/or harassment.

Subsection D sets forth NSHE’s sexual harassment policy under Title IX; defines “sexual harassment”; describes the remedies and supportive measures available in a sexual harassment case; and describes the requirements and procedures for a sexual harassment complaint, investigation, informal resolution, live hearing, and appeal. All of these procedures are in addition to disciplinary complaints brought against professional employees or students under Title 2, Chapter 6, Chapter 8 or Chapter 10 of the NSHE Code (or if applicable, institution student codes of conduct), or against classified employees under the Nevada Administrative Code Chapter 284 and/or Chapter 289 or Desert Research Institute Technologists under the Technologists Manual and/or any approved Collective Bargaining Agreement. However, information gathered as part of the complaint and/or investigation processes under this Section may be used in connection with disciplinary proceedings.

A. NSHE Policy against Unlawful Discrimination and Harassment that Does Not Constitute Title IX Sexual Harassment

1. Policy Applicability and Sanctions

NSHE is committed to providing a place of work and learning free of discrimination on the basis of a person’s age (40 or older), disability, whether actual or perceived by others (including service-connected disabilities), gender (including pregnancy related conditions), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race (including hair texture and protective hairstyles such as natural hairstyles, afros, bantu knots, curls, braids, locks and twists), color, or religion (protected classes). Discrimination on the basis of a protected class, including unlawful harassment, which is a form of discrimination, is illegal under federal and state law. Where unlawful discrimination is found to have occurred, NSHE will act to stop the unlawful discrimination, to prevent its recurrence, to remedy its effects, and to discipline those responsible.

No employee, student, or other member of the campus community, either in the workplace or in the academic environment, should be subject to unlawful discrimination.

It is expected that students, faculty and staff will treat one another and campus visitors with respect.

All students, faculty, staff, and other members of the campus community are subject to this policy. Students, faculty, or staff who violate this policy are subject to discipline up to and including termination and/or expulsion, in accordance with the NSHE Code (or in the case of students, any applicable student code of conduct) or, in the case of classified employees and law enforcement personnel, the Nevada Administrative Code and/or any collective bargaining agreement or, in the case of Desert Research Institute (DRI) technologists, the Technologists Manual. Other lesser sanctions may be imposed, depending on the circumstances. Complaints may also be filed against visitors, consultants, independent contractors, volunteers, service providers and outside vendors whose conduct violates this policy, with a possible sanction of limiting access to institution facilities and other measures to protect the campus community.

Any employee, student, or other member of the campus community may utilize any of the complaint processes set forth in this policy.

2. Distribution of Policy; Training on the Prevention of Unlawful Discrimination and Harassment; and Annual Policy Review

a. Distribution of Policy

Annually, all employees shall be given a copy of this anti-discrimination policy, which may be provided electronically, and each institution shall maintain documentation that each employee received the anti-discrimination policy. New employees shall be given a copy of this policy at the time of hire and each institution's Human Resources Office shall maintain documentation that each new employee received the policy.

Each institution shall provide this policy to its students at least annually and may do so electronically.

Each institution shall include this policy and complaint procedure on its website and in its general catalog.

b. Training on the Prevention of Unlawful Discrimination and Harassment

Each institution shall provide ongoing training on the prevention of unlawful discrimination and harassment and shall designate a person(s) or office to be responsible for such training.

Institutions must provide new students and new employee's primary prevention and awareness training that promotes awareness of rape, domestic violence, dating violence, sexual assault and stalking as defined in this policy. The training must address safe and positive options for bystander intervention to prevent harm, including how to intervene in risky situations; the recognition of abusive behavior; and how to avoid potential attacks.

Within six (6) months after an employee is initially appointed to NSHE, the employee shall receive training regarding the prevention of unlawful discrimination and harassment, including primary prevention and awareness training. At least once every two years after the appointment, an employee shall receive training concerning the prevention of unlawful discrimination and harassment.

Incoming freshmen and transfer students within their first semester of enrollment shall receive training regarding the prevention of unlawful discrimination and harassment, including primary prevention and awareness training.

See also Special Training with Regard to Sexual Violence in Subsection C below.

c. Annual Policy Review

No later than the end of each academic calendar year, each institution's Title IX Coordinator shall review and provide to NSHE suggestions for changes to this policy. NSHE shall review and consider the suggested changes and propose policy revisions to the Board of Regents, as appropriate, at the last regular Board meeting of the fiscal year.

3. Discriminatory Acts

It is illegal to discriminate on the basis of age (40 or older), disability (including service-connected disabilities), gender (including pregnancy related conditions), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race (including hair texture and protective hairstyles such as natural hairstyles, afros, bantu knots, curls, braids, locks and twists), color, or religion in any aspect of employment or education, such as:

- Application, hiring, background checks, discipline, and firing;
- compensation, assignment, or classification of employees;
- transfer, promotion, layoff, or recall;
- job advertisements;
- recruitment;
- testing;
- grading;
- acceptance or participation in an academic program or school activity;
- use of employer's facilities;
- training programs;
- fringe benefits;
- pay, retirement plans, and disability accommodations or leave; or
- Other terms and conditions of employment.

Determining what constitutes unlawful discrimination under this policy will be accomplished on a case- by-case basis and depends upon the specific facts and the context in which the conduct occurs. Some conduct may be inappropriate, unprofessional, and/or subject to disciplinary action, but would not fall within the scope of unlawful discrimination. The specific action taken, if any, in a particular instance depends on the nature and gravity of the conduct reported and may include anti- discrimination related disciplinary processes.

Discriminatory acts also include:

- discrimination on the basis of a person's age (40 or older), disability (including service-connected disabilities), gender (including pregnancy related conditions), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race (including hair texture and protective hairstyles such as natural hairstyles, afros, bantu knots, curls, braids, locks and twists), color, or religion;

- retaliation against an individual for reporting an incident or filing a charge of unlawful discrimination, including unlawful harassment; participating in an investigation, hearing, or other related administrative process; or opposing discriminatory acts;
- employment or education decisions based on stereotypes or assumptions about the abilities, traits or performance of individuals of a certain age (40 or older), disability (including service-connected disabilities), gender (including pregnancy related condition), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race, color, or religion; and
- “harassment,” which refers to unwelcome conduct that is based on a person’s age (40 or older), disability (including service-connected disabilities), gender (including pregnancy related conditions), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race (including hair texture and protected hairstyles such as natural hairstyles, afros, bantu knots, curls, braids, locks and twists), color, or religion. Harassment becomes unlawful where: 1) enduring the offensive conduct becomes a condition of employment or educational pursuits, or 2) the conduct is severe, persistent, or pervasive enough to create a work or educational environment that a reasonable person would consider intimidating, hostile, offensive, or abusive. Examples of unwelcome conduct that, if severe, persistent, or pervasive could constitute harassment, include but are not limited to: slurs, jokes, graffiti, offensive or derogatory comments, or other verbal or physical conduct that is unwelcome.

This behavior is unacceptable in the workplace and the academic environment. Even one incident, if it is sufficiently serious, may constitute unlawful discrimination. One incident, however, does not necessarily constitute unlawful discrimination.

4. Non-Title IX Sexual Harassment Defined

Outside of the Title IX context, unwelcome sexual advances, requests for sexual favors, and/or other visual, verbal or physical conduct of a sexual or gender bias nature constitute sexual harassment when:

a. In the educational environment:

- i. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s academic status (“quid pro quo”); or
- ii. Conduct, viewed under an objective standard, is sufficiently severe, persistent or pervasive so as to interfere with or limit a student’s ability to participate in or benefit from the services, activities or opportunities offered by the institution (“hostile environment”).

b. In the workplace environment:

- i. Submission to or rejection of the conduct is used as a basis for academic or employment decisions or evaluations, or permission to participate in an activity (“quid pro quo”); or
- ii. Conduct, viewed under an objective standard, is sufficiently severe, persistent or pervasive so as to create an intimidating, hostile or abusive work environment, which may or may not interfere with the employee’s job performance (“hostile environment”).

5. Non-Title IX Sexual Harassment Examples

a. Sexual Harassment Examples Outside of the Title IX Context

Sexual harassment may take many forms – subtle and indirect, or blatant and overt. For example:

- It may occur between individuals of the opposite sex or of the same sex.
- It may occur between students, between peers and/or co-workers, or between individuals in an unequal power relationship (such as by a supervisor with regard to a supervised employee or an instructor regarding a current student).
- It may be aimed at coercing an individual to participate in an unwanted sexual relationship or it may have the effect of causing an individual to change behavior or work performance.
- It may consist of repeated actions or may even arise from a single incident if sufficiently severe.
- It may also rise to the level of a criminal offense, such as battery or sexual violence.
- Sexual violence, which is a severe form of sexual harassment and refers to physical, sexual acts or attempted sexual acts perpetrated against a person's will or where a person is incapable of giving consent, including but not limited to rape, sexual assault, sexual battery, sexual coercion or similar acts in violation of state or federal law. A person may be incapable of giving consent due to the use of drugs or alcohol, age, an intellectual or other disability, or other factors, which demonstrate a lack of consent or inability to give consent.

Examples of unwelcome conduct of a sexual or gender related nature that may constitute sexual harassment may, but do not necessarily, include, and are not limited to:

- Rape, sexual assault, sexual battery, sexual coercion, dating violence, domestic violence, stalking, other sexual violence;
- Stealthing, including the intent to remove or damage a contraceptive device without the knowledge or consent of the other participant while engaging in a sexual act;
- Sexually explicit or gender related statements, comments, questions, jokes, innuendoes, anecdotes, or gestures;
- Other than customary handshakes, uninvited touching, patting, hugging, or purposeful brushing against a person's body or other inappropriate touching of an individual's body;
- Remarks of a sexual nature about a person's clothing or body;
- Use of mail, text messages, social media, or other electronic or computer sources for nonconsensual dissemination of sexually oriented, sex-based communications;
- Sexual advances, whether or not they involve physical touching;
- Requests for sexual favors in exchange for actual or promised job or educational benefits, such as favorable reviews, salary increases, promotions, increased benefits, continued employment, grades, favorable assignments, letters of recommendation;
- Displaying sexually suggestive objects, pictures, magazines, cartoons, screen savers or electronic files;
- Inquiries, remarks, or discussions about an individual's sexual experiences or activities and other written or oral references to sexual conduct;
- Indecent exposure.

This behavior is unacceptable in the workplace and the academic environment. Even one incident, if it is sufficiently serious, may constitute sexual harassment. One incident, however, does not necessarily constitute sexual harassment.

6. Sexual Assault, Dating Violence, Domestic Violence, Stalking, Coercion and Consent Defined

a. Sexual Assault

“Sexual assault” means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation’s Uniform Crime Reporting Program.

“Rape” means 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, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

“Fondling” means 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 or physical incapacity.

“Incest” means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

“Statutory rape” means sexual intercourse with a person who is under the statutory age of consent (16 years old).

b. Dating Violence

“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, and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purpose of complying with the requirements of this Section and 34 CFR 668.41, any incident meeting this definition is considered a crime for the purpose of Clery Act reporting.

c. Domestic Violence

“Domestic violence” means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by 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.

d. Stalking

“Stalking” means engaging in a course of conduct on the basis of sex directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others, or suffer substantial emotional distress.

e. Coercion

“Coercion” means the intent to compel a person to do or abstain from doing an act that the person has the right to do or abstain from doing through words, conduct or pressure by:

- the use of violence or threats of violence against a person or the person’s family or property;
- depriving or hindering a person in the use of any tool, implement or clothing;
- attempting to intimidate a person by threats or force;
- compelling another individual to initiate or continue sexual activity against an individual’s will; or
- Threatening to “out” someone based on sexual orientation, gender, identity, or gender expression and threatening to harm oneself if the other party does not engage in the sexual activity.

Coercion can include a wide range of behaviors, including intimidation, manipulation, threats, and blackmail.

f. Consent

Conduct is unwelcomed if it is done in the absence of consent.

“Consent” means an affirmative, clear, unambiguous, knowing, informed, and voluntary agreement between all participants to engage in sexual activity.

- Consent is active, not passive. Silence or lack of resistance cannot be interpreted as consent.
- Seeking and having consent accepted is the responsibility of the person(s) initiating each specific sexual act regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
- The existence of a dating relationship or past sexual relations between the participants does not constitute consent to any other sexual act.
- Affirmative consent must be ongoing throughout the sexual activity and may be withdrawn at any time. When consent is withdrawn or cannot be given, sexual activity must stop.
- Consent cannot be given when it is the result of any coercion, intimidation, force, deception, or threat of harm.
- Consent cannot be given when a person is incapacitated. Incapacitation occurs when an individual lacks the ability to fully, knowingly choose to participate in sexual activity. Incapacitation includes impairment due to drugs or alcohol (whether such use is voluntary or involuntary); inability to communicate due to a mental or physical condition; the lack of consciousness or being asleep; being involuntarily restrained; if any of the parties are under the age of 16; or if an individual otherwise cannot consent.
- The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity or gender expression.

7. Other Definitions:

- a. “Complainant” means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.
- b. “Reporting Party” means any person who reports sexual harassment or conduct that could constitute sexual harassment, whether or not the person reporting is the person alleged to be the victim.
- c. “Respondent” means an individual who has been reported by the individual engaging in the conduct that could constitute sexual harassment.

B. Remedies and Interim Measures for Unlawful Discrimination and Unlawful Harassment that Does Not Constitute Sexual Harassment under Title IX

It may be necessary or advisable to take actions (as determined by the institution) designed to minimize the chance that either party may either harass or retaliate against the other party and to provide support to the parties, as appropriate. The measures themselves must not amount to retaliation and shall not be deemed to be a sanction. Depending on the specific nature of the problem, interim measures and final remedies may include, but are not limited to:

For Students:

- a. Issuing mutual no contact directives;
- b. Providing an escort to ensure safe movement between classes and activities;
- c. Not sharing classes or extracurricular activities;
- d. Moving to a different residence hall;
- e. Providing written information regarding institution and community services including but not limited to medical, counseling and academic support services, such as tutoring;
- f. Providing extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- g. Restricting to online classes;
- h. Providing information regarding campus transportation options;
- i. Reviewing any disciplinary actions taken against the complainant or the respondent to see if there is a connection between the sexual misconduct and the misconduct that may have resulted in the complainant or the respondent being disciplined;
- j. Requiring the parties to report any violations of these restrictions; and
- k. Taking a leave of absence.
- l. Submitting a request for a waiver of scholarship or grant requirements pursuant to Title 4, Chapter 18, Section 3; and

m. Submitting a request for a waiver of the Governor Guinn Millennium Scholarship pursuant to Title 4, Chapter 18, Section 9.23

For Employees:

- l. Provide an escort to ensure safe movement between work area and/or parking lots/other campus locations;
- m. Issuing mutual no contact directives;
- n. Placement on leave;
- o. Transfer to a different area/department or shift in order to eliminate or reduce further business/social contact;
- p. Providing information regarding campus transportation options;
- q. Instructions to stop the conduct;
- r. Providing information regarding institution and community services including medical, counseling and Employee Assistance Program;
- s. Reassignment of duties;
- t. Changing the supervisory authority; and
- u. Directing the parties to report any violations of these restrictions.

All institution administrators, academic and administrative faculty, and staff are responsible for carrying out the interim measures and final remedies.

Interim measures and final remedies may include restraining orders, or similar lawful orders issued by the institution, criminal, civil or tribal courts. Interim measures and final remedies will be confidential to the extent that such confidentiality will not impair the effectiveness of such measures or remedies.

Final remedies may also include review and revision of institution sexual misconduct policies, increased monitoring, supervision or security at locations where incidents have been reported; and increased and/or targeted education and prevention efforts.

Any interim measures or final remedies shall be monitored by the Title IX Coordinator throughout the entire process to assess whether the interim measures or final remedies meet the goals of preventing ongoing unlawful discrimination or harassment, protecting the safety of the parties, restoring access to the institution's education programs and activities, and preventing retaliatory conduct.

Notwithstanding a complainant's request for confidentiality under Subsection 6 of Subsection C, the institution may undertake interim measures.

C. Complaint and Investigation Procedure for Unlawful Discrimination and Unlawful Harassment that Does Not Constitute Sexual Harassment under Title IX

Introduction

This Section provides the complaint and investigation procedures for complaints of unlawful discrimination or unlawful harassment that does not constitute “sexual harassment” under Title IX (except that complaints against students may be referred to student disciplinary processes), including instances where the institution has notice of unlawful discrimination or harassment. The Chancellor (for the System Office) and each President shall designate no fewer than two administrators to receive complaints. The administrators designated to receive the complaints may include the following: (1) the Title IX Coordinator; (2) the Human Resources Officer; or (3) any other officer designated by the President. The President may also designate a primary investigating officer (primary officer) to investigate all complaints. The primary officer may be any of the individuals identified in this paragraph. All complaints, whether received by the Human Resources Officer or other designated officer, must immediately be forwarded to the Title IX Coordinator.

An individual filing a complaint of unlawful discrimination or harassment shall have the opportunity to select an independent advisor for assistance, support, and advice and shall be notified of this opportunity by the Title IX Coordinator or designee. It shall be the choice of the individual filing the complaint to utilize or not utilize an independent advisor and their responsibility to pay any associated fees. An independent advisor may be brought into the process at any time at the request of the complainant. An independent advisor may be any person who does not have a conflict of interest and who is not a witness in the matter.

An individual against whom a complaint of unlawful discrimination or harassment is filed shall have the opportunity to select an independent advisor for assistance, support, and advice and shall be notified of this opportunity by the Title IX Coordinator or designee. It shall be the choice of the individual against whom the complaint is filed to utilize or not utilize an independent advisor and their responsibility to pay any associated fees. An independent advisor may be brought into the process at any time at the request of the respondent. An independent advisor may be any person who does not have a conflict of interest and who is not a witness in the matter.

The individual filing a complaint of unlawful discrimination or harassment and the individual against whom a complaint is filed must be provided this policy which addresses interim measures and written notification of services available on campus and in the community.

If anyone in a supervisory, managerial, administrative or executive role or position, such as a supervisor, department chair, or director of a unit, receives a complaint of unlawful discrimination or harassment, or observes or becomes aware of conduct that may constitute unlawful discrimination or harassment, the person must immediately contact one of the individuals identified in this Section above to forward the complaint and/or provide information about the conduct, to discuss it and/or to report the action taken.

Complaints of unlawful discrimination or harassment should be filed as soon as possible with the supervisor, department chair, dean, or one of the administrators listed in this Section above and/or designated by the President (or the Chancellor for NSHE System Administration matters) to receive complaints of alleged unlawful discrimination or harassment.

1. Time Frames

Complaints of unlawful discrimination or harassment that does not constitute sexual harassment under Title IX must be filed within the time frames stated below.

Holidays and weekends should be included in all calculations. If, however, the deadline falls on a weekend or holiday, the complaint may be filed on the next business day and still considered timely. (Business days are non-weekend and non-holiday days in which NSHE administrative offices are open for business.)

Resources, to include actions commonly classified as “interim measures,” are available to eligible students and employees notwithstanding the issue of timeliness.

a. Employee Complaints

All employment complaints alleging unlawful discrimination or harassment (to include retaliation) must be received in the appropriate institutional office within 300 calendar days from the day the alleged act took place. If more than one act is alleged, the deadline will apply to each act independently, except in complaints of ongoing unlawful discrimination or harassment.

Complaints of ongoing unlawful discrimination or harassment must be filed within 300 calendar days of the last alleged incident of unlawful harassment, although all alleged incidents of ongoing unlawful discrimination or harassment may be considered during the investigation, even if the earlier incidents are alleged to have occurred more than 300 calendar days earlier.

b. Student Complaints

All student complaints alleging unlawful discrimination or harassment (to include retaliation) must be received in the institution’s appropriate office within 180 calendar days from the day the alleged act took place. If more than one act is alleged, the deadline will apply to each event independently, except in complaints of ongoing unlawful discrimination or harassment. Complaints of ongoing unlawful discrimination or harassment must be filed within 180 calendar days of the last alleged incident of ongoing unlawful discrimination or harassment, although all alleged incidents of ongoing unlawful discrimination or harassment may be considered during the investigation, even if the earlier incidents are alleged to have occurred more than 180 calendar days earlier.

c. Other/Campus Visitor/Non-employee

Complaints alleging unlawful discrimination or harassment (to include retaliation) asserted by individuals who are neither NSHE employees nor students alleging unlawful discrimination or harassment by a NSHE employee during the employee’s work hours, or by a NSHE student on campus or at a NSHE-sponsored event, must be received in the institution’s appropriate office within 180 calendar days from the day the alleged act took place. If more than one act is alleged, the deadline will apply to each act independently, except in complaints of ongoing unlawful discrimination or harassment. Complaints of ongoing unlawful discrimination or harassment must be filed within 180 calendar days of the last alleged incident of ongoing unlawful discrimination or harassment, although all alleged incidents of ongoing unlawful discrimination or harassment may be considered during the

investigation, even if the earlier incidents are alleged to have occurred more than 180 calendar days earlier.

2. Complaint Procedures

a. Employees

i. An employee who believes that they have been subjected to unlawful discrimination or harassment by anyone is encouraged – but it is neither necessary nor required, particularly if it may be confrontational – to promptly tell the person that the conduct is unwelcome and ask the person to stop the conduct. An employee is not required to do this before filing a complaint. A person who receives such a request must immediately comply with it and must not retaliate against the employee.

ii. The employee may file an unlawful discrimination or harassment complaint with their immediate supervisor, who will in turn immediately contact one of the officials listed in the introduction to this Section above.

iii. If the employee feels uncomfortable about discussing the incident with the immediate supervisor, the employee should feel free to bypass the supervisor and file a complaint with one of the other listed officials or with any other supervisor.

iv. After receiving any employee's complaint of an incident of alleged unlawful discrimination or harassment, the supervisor will immediately contact any of the individuals listed in the Introduction to this Section above to forward the complaint, to discuss it and/or to report the action taken. The supervisor has a responsibility to act even if the individuals involved do not report the complaint to that supervisor.

b. Students

i. A student who believes that they have been subjected to unlawful discrimination or harassment by anyone is encouraged – but it is neither necessary nor required particularly if it may be confrontational – to promptly tell the person that the conduct is unwelcome and ask the person to stop the conduct. A student is not required to do this before filing a complaint. A person who receives such a request must immediately comply with it and must not retaliate against the student.

ii. The student may file a complaint with their major department chair or director of an administrative unit, who will in turn immediately contact one of the officials listed in the Introduction of this Section above.

iii. If the student feels uncomfortable about discussing the incident with the department chair or director of an administrative unit, the student should feel free to bypass the person and file a complaint with one of the above officials in the Introduction to this Section or to any chair, dean, or director of an administrative unit who will in turn immediately contact one of the officials listed above in the Introduction to this Section to forward the complaint, to discuss it and/or to report the action taken. The chair, dean or director of an administrative unit has a responsibility to act even if the individuals involved do not report to that person.

3. Training, Investigation and Resolution

a. General Requirements. The Title IX Coordinator, executives, administrators designated to receive complaints, and appropriate management level(s) with decision-making authority shall have training or experience in handling unlawful discrimination and misconduct complaints, and in the operation of the NSHE and Nevada Administrative Code disciplinary procedures.

b. Special Training With Regard to Sexual Violence.

i. The training for each of the individuals identified in paragraph 3.a above, should include annual training on how to investigate and conduct hearings in a manner that protects the safety of the parties and promotes accountability; information on working with and interviewing persons subjected to sexual violence; information on particular types of conduct that would constitute sexual violence, including stalking and same-sex sexual violence; the proper standard of review for sexual violence complaints (preponderance of the evidence); information on risk reduction; information on consent and the role drugs or alcohol can play in the ability to consent; the importance of accountability for individuals found to have committed sexual violence; the need for remedial actions for the respondent, complainant, and institution community; how to determine credibility; how to evaluate evidence and weigh it in an impartial manner; how to conduct investigations; confidentiality; the effects of trauma, including neurobiological change; and cultural awareness training regarding how sexual violence may impact students differently depending on their cultural backgrounds.

ii. The Chief or designee for an institution's campus law enforcement shall ensure annual training, reviewed by the Title IX Coordinator, is provided to its officers that includes: working with and interviewing persons subjected to sexual violence; information on particular types of conduct that would constitute sexual violence, including stalking and same-sex sexual violence; information on consent and the role drugs or alcohol can play in the ability to consent; the effects of trauma, including neurobiological change; and cultural awareness training regarding how sexual violence may impact students differently depending on their cultural backgrounds.

iii. Investigation. After receiving a complaint or information about the incident or behavior, the Title IX Coordinator or the primary officer, or designee, will initiate an investigation to gather information about the incident. If the Title IX Coordinator or primary officer, or designee, is unable to initiate an investigation, due to a conflict or for any other reason, the President shall designate another individual to act as primary officer for the matter. Each institution may set guidelines for the manner in which an investigation shall be conducted. The guidelines shall provide for the prompt, thorough, impartial, and equitable investigation and resolution of complaints, and shall identify the appropriate management level with final decision-making authority. The guidelines shall, at a minimum, provide the person subject to the complaint with information as to the nature of the complaint, and shall further provide that the person filing the complaint and the person who is the subject of the complaint have equal rights to be interviewed, identify witnesses and provide documentation pertaining to the complaint. In most cases, an investigation should be completed within a reasonable time from receipt of the complaint or information about the conduct. At the completion of the investigation, findings and a recommendation will be made to the appropriate management level with final decision-making authority regarding the resolution of the matter. The recommendation is advisory only.

iv. Standard of Review. The standard for evaluating complaints shall be a preponderance of the evidence (i.e., the evidence establishes that it is more likely than not that the prohibited conduct occurred).

v. Management Determination. After the recommendation has been made, a determination will be made by appropriate management level with final decision-making authority regarding the resolution of the matter. If warranted, disciplinary action up to and including involuntary termination or expulsion may be taken. Any such disciplinary action shall be taken, as applicable, in accordance with NSHE Code Chapter 6, Chapter 8 or Chapter 10 (or applicable Student Code of Conduct), or, in the case of classified employees or law enforcement personnel, Nevada Administrative Code (NAC) Chapter 284 or Chapter 289, and/or associated collective bargaining agreement, or in the case of DRI technologists, the Technologists Manual. Other appropriate actions will be taken to correct problems and remedy effects, if any, caused by the conduct, if appropriate. If proceedings are initiated under Title 2, Chapter 6, Chapter 8 or Chapter 10, the applicable Student Code of Conduct, the NAC Chapter 284 or Chapter 289 and/or associated collective bargaining agreement, or Technologists Manual, the investigation conducted pursuant to this policy may be used as part of such investigations. The administrative officer, in their discretion, may also supplement the investigation with additional investigation. In any disciplinary hearings conducted pursuant to a Student Code of Conduct or under NSHE Code, Title 2, Chapter 6, Chapter 8, Chapter 10, the NAC Chapter 284 or Chapter 289 and/or associated collective bargaining agreement, or Technologists Manual, the standard of evidence shall be by a preponderance of the evidence (i.e., the evidence establishes that it is more likely than not that the prohibited conduct occurred). In connection with any such disciplinary hearings, the person filing the complaint and the person who is the subject of the complaint have equal rights to be interviewed, identify witnesses, and provide and receive documentation and witness lists pertaining to the complaint.

vi. Parties to be informed. Within 14 business days after the appropriate management level with final decision-making authority has made a determination regarding the resolution of the matter, and depending on the circumstances, both parties may be informed concurrently of the resolution (see subparagraph i below). Confidentiality of Actions Taken. In the event actions are taken against an individual under NSHE Code Title 2, Chapter 6, Chapter 8 or Chapter 10 (or applicable Student Code of Conduct) or NAC Chapter 284 or Chapter 289 and/or associated collective bargaining agreement, or the Technologists Manual, such matters generally remain confidential under those Sections, except that final decisions following hearings or appeals of professional employees and State of Nevada personnel hearings involving classified employees are public records. Student matters generally remain confidential under the Family Educational Rights and Privacy Act, 20 U.S.C. §1232g, 34 CFR Part 99 (FERPA).

vii. Crime of Violence Exception to the Family Educational Rights and Privacy Act (FERPA). When discriminatory conduct or sexual harassment involves a crime of violence or a non-forcible sexual offense, FERPA permits the institution to disclose to the complainant the final results (limited to the name of the respondent, any violation found to have been committed, and any sanction imposed) of a disciplinary proceeding against the respondent, regardless of whether the institution concluded that a violation was committed. With respect to an institutional disciplinary proceeding alleging sexual violence, domestic violence, dating violence or stalking offense, the Jeanne Clery Campus Safety Act, 20 U.S.C. §1092 (f). 34 CFR

668.46 (Clery Act) requires that the accuser and the accused must be simultaneously informed of the outcome.

viii. Disclosure of Sanction Imposed. In the event a student is found to have engaged in sexual harassment of another student, the institution shall disclose to the student who was harassed, information about the sanction imposed on the student who was found to have engaged in harassment when the sanction directly relates to the harassed student.

c. Resignation of Employee or Withdrawal of Student. If a student respondent withdraws from the institution or an employee respondent ends employment (e.g., resigns, retires) while an investigation of a complaint involving unlawful discrimination or harassment is pending under this policy, the Title IX Coordinator shall take appropriate action, which may include completing the investigation to the extent reasonably practicable, in order to prevent the reoccurrence of and to remedy the effects of the alleged misconduct.

d. Title IX Coordinator Monitoring. The institution Title IX Coordinator has primary responsibility for coordinating the institution's efforts to comply with and carry out its responsibilities under this Subsection. The Title IX Coordinator is responsible for monitoring all aspects of the investigation and any interim measures or final remedies to help ensure that:

1. The process is fair and equitable to both the complainant and the respondent;
2. The applicable policies and procedures of NSHE and of the institution are followed; and
3. The interim measures and final remedies are followed.

4. Prompt Attention

Complaints of unlawful discrimination or harassment are taken seriously and will be dealt with promptly, thoroughly, impartially, and equitably. Where unlawful discrimination or harassment is found to have occurred, the NSHE institution or unit where it occurred will act to stop the unlawful discrimination or harassment, to prevent its recurrence, to remedy its effects, if any, and to discipline those responsible.

5. Confidentiality

The NSHE recognizes that confidentiality is important. However, in some limited circumstances confidentiality cannot be guaranteed. The administrators, faculty or staff responsible for implementing this policy will respect the privacy of individuals reporting or accused of unlawful discrimination or harassment to the extent reasonably possible and will maintain confidentiality to the extent possible.

Examples of situations where confidentiality cannot be maintained include, but are not limited to, necessary disclosures during an investigation, circumstances where the NSHE is required by law to disclose information (such as in response to legal process), or when an individual is in harm's way.

a. Confidentiality in Complaints Involving Unlawful Discrimination or Harassment. In complaints involving unlawful discrimination or harassment the following applies:

i. Varying Confidentiality Obligations. In situations involving unlawful discrimination or harassment, individuals are encouraged to talk to somebody about what happened in order

for them to receive the support they need. Different individuals at the institution have different abilities to maintain an individual's confidentiality:

- Some are required to maintain near complete confidentiality; talking to them is sometimes called a “privileged communication.”
- Other employees may talk to an individual in confidence, and generally only report to the institution that an incident occurred without revealing any personally identifying information. Disclosures to these employees will not trigger investigation into an incident against the individual's wishes, except in certain circumstances discussed below.
- Some employees are required to report all the details of an incident (including the identities of all involved) to the Title IX Coordinator. A report to these employees (called “officials with authority”) constitutes a report to the institution – and generally obligates the institution to investigate the incident and take appropriate steps to address the situation.

This policy is intended to make employees, students and others aware of the various reporting and confidential disclosure options available to them so they can make informed choices about where to turn should they want to report an act of sexual violence. The institution encourages individuals to talk to someone identified in one or more of these groups.

ii. Privileged and Confidential Communications. A complainant or respondent may wish to consult with professional counselors, pastoral counselors or others. Certain professionals are not required to report incidents unless they have been granted permission:

- Professional Counselors. Professional, licensed counselors who provide mental-health counseling to members of the institution community (and including those who act in that role under the supervision of a licensed counselor) are not required to report any information about an incident to the Title IX Coordinator without a complainant's permission.
- Pastoral Counselors. A complainant and/or a respondent may choose to consult with a non-institution pastoral counselor and is encouraged to discuss confidentiality with that individual.
- Under Nevada law other professionals who may maintain confidentiality include lawyers, psychologists, doctors, social workers, and victim's advocates as defined in NRS 49.2545.
- Off-Campus Counselors and Advocates. Off-campus counselors, advocates, and health care providers will also generally maintain confidentiality and will not share information with the institution unless the individual requests the disclosure and signs a consent or waiver form.

iii. Complainant Options. A complainant who reports an act of unlawful discrimination or harassment only to a professional listed above in Subsection 2 of Subsection a of Subsection 5 must understand that, if they want to maintain confidentiality, the institution will be unable to conduct a full investigation into the incident and will likely be unable to pursue disciplinary action against the respondent.

A complainant who at first requests confidentiality may later decide to file a complaint with the institution or report the incident to local law enforcement, and thus have the incident

fully investigated. A complainant shall be assisted in reporting the incident to local law enforcement if the complainant requests such assistance.

Other Reporting Obligations: While professional counselors may maintain a complainant's confidentiality vis-à-vis the institution, they may have reporting or other obligations under state law. For example, there may be an obligation to report child abuse, an immediate threat of harm to self or others, or to report in the case of hospitalization for mental illness.

NSHE Employee Assistance Program providers would follow these guidelines, as would professionals in NSHE institution student counseling and psychological services areas, and professionals in community health clinics that reside on or are associated with NSHE institutions.

b. Reporting to "Officials with Authority"

i. "Officials with Authority" Defined and Duties. An official with authority" is the institution's Title IX Coordinator or any official of the institution who has authority to institute corrective measures on behalf of the institution, including the President, Vice Presidents, Provost, Vice Provosts, Human Resources Director, and those designated by the President. When a complainant or other person reports an incident of unlawful discrimination or harassment to an official with authority, they have the right to expect the institution to take prompt and appropriate steps to investigate what happened and to resolve the matter promptly and equitably.

An official with authority must report to the Title IX Coordinator all relevant details about the alleged unlawful discrimination or harassment shared by the reporting individual and that the institution will need to determine what happened – including the name(s) of the complainant, respondent(s) and any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident. To the extent possible, information reported to an official with authority will be shared only with people responsible for handling the institution's response to the report. An official with authority should not share information with law enforcement without the complainant's consent or unless the complainant has also reported the incident to law enforcement.

ii. Requesting Confidentiality from the Institution: How the Institution Will Weigh the Request and Respond.

a. Request for Confidentiality. If a complainant discloses an incident to an official with authority but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, the institution will weigh that request against the institution's obligation to provide a safe, non-discriminatory environment for everyone, including the complainant, after the official with authority reports the incident to the Title IX Coordinator. If the institution honors the request for confidentiality, a complainant will be informed that the institution's ability to investigate the incident and pursue disciplinary action against the respondent may be limited.

There are times when, in order to provide a safe, non- discriminatory environment for all, the institution may not be able to honor a complainant's request for confidentiality. The institution shall designate an individual to evaluate requests for confidentiality made by a complainant.

b. Factors to Be Considered. When weighing a complainant's request for confidentiality or a complainant's request that no investigation or discipline be pursued, the institution will consider a range of factors, including the following:

i) The increased risk that the identified respondent will commit additional acts of violence, discrimination or harassment, such as:

- whether there have been other misconduct, violence, discrimination or harassment complaints about the same respondent;
- whether the respondent has a history of arrests or other records indicating a history of violence, discrimination or harassment;
- whether the respondent threatened violence, discrimination or harassment against the complainant or others;
- whether the violence, discrimination or harassment was committed by multiple persons;
- whether the circumstances of the incident indicate that the behavior was planned by the respondent or others;
- whether the reported violence, discrimination or harassment was committed with a weapon;
- whether the complainant is a minor;
- whether the institution possesses other means to obtain relevant evidence of the reported violence, discrimination or harassment (e.g., security cameras or personnel, physical evidence);
- whether the complainant's information reveals a pattern of behavior (e.g., illicit use of drugs, alcohol, coercion, intimidation) at a given location or by a particular group;
- Other factors determined by the institution that indicate the respondent may repeat the behavior or that others may be at risk.

Based on one or more of these factors, the institution may decide to investigate and, if appropriate, pursue disciplinary action even though the complainant requested confidentiality or requested that no investigation or disciplinary action be undertaken. If none of these factors is present, or if any or all of these factors are present to an insufficient degree, the institution will work to respect the complainant's request for confidentiality.

c. Actions after Decision to Disclose. If the institution decides that a complainant's confidentiality cannot be maintained, the institution will inform the complainant in writing or via email prior to starting an investigation and the institution will, to the extent possible, only share information with people responsible for handling the institution's response. The institution shall inform the respondent that the complainant asked the institution not to take investigative or disciplinary action against the respondent.

The institution will inform any individual involved in the matter that retaliation is prohibited and will take steps to protect such individual(s) from retaliation or harm. Retaliation will not be tolerated. The institution will also:

1. Determine whether interim measures should be implemented in accordance with Subsection B;
2. Inform any individual involved in the matter of the right to report a crime to the institution and/or local law enforcement and to have a criminal investigation proceed simultaneously; and

3. Provide any individual involved in the matter with assistance if they wish to report a crime.

The institution will not require any individual involved in the matter to participate in any investigation or disciplinary proceeding.

Because the institution is under a continuing obligation to address the issue of sexual violence institution-wide, reports of sexual violence (including non-identifying reports) will also prompt the institution to consider broader remedial action – such as increased monitoring, supervision or security at locations where the reported sexual violence occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/ complainant surveys; and/or revisiting its policies and practices.

Issuance of Timely Warning: If the institution determines that any individual involved in the matter poses a serious and immediate threat to the institution community, police or security services may be called upon to issue a timely warning to the community. Any such warning will not include any information that identifies the complainant.

d. Reports to Other NSHE Institutions. If an official with authority receives a complaint about unlawful discrimination or harassment that has occurred at another NSHE institution or to a student or employee of another NSHE institution, the official with authority shall report the information to the institution's Title IX Coordinator, who shall provide the information to the Title IX Coordinator at the other NSHE institution.

e. Public Awareness Events – Not Notice to the Institution. Public awareness events such as “Take Back the Night,” the Clothesline Project, candlelight vigils, protests, “survivor speak outs” or other forums in which individuals disclose incidents of unlawful discrimination or harassment, are not considered notice to the institution of unlawful discrimination or harassment for purposes of triggering the institution's obligation to investigate any particular incident(s). Such events may, however, inform the need for institution-wide education and prevention efforts, and the Institution will provide information about individuals' rights at these events.

f. Disclosures in written assignments – Not Notice to the Institution. If a student makes a disclosure of an incident of unlawful discrimination or harassment in a written assignment, such disclosure is not considered notice to the institution of unlawful discrimination or harassment for purposes of triggering the institution's obligation to investigate any particular incident(s).

6. Retaliation

Retaliation against an individual who in good faith complains of unlawful discrimination or harassment or provides information in an investigation about behavior that may violate this policy is against the law, will not be tolerated, and may be grounds for discipline. Retaliation in violation of this policy may result in discipline up to and including termination and/or expulsion. Any employee or student bringing an unlawful discrimination or harassment complaint or assisting in the investigation of such a complaint will not be adversely affected in terms and conditions of employment and/or academic standing, nor discriminated against, terminated, or expelled because of the complaint. Intentionally providing false information is also grounds for discipline.

“Retaliation” may include, but is not limited to, such conduct as:

- the denial of adequate personnel to perform duties;
- frequent replacement of members of the staff;
- frequent and undesirable changes in the location of an office;
- the refusal to assign meaningful work;
- unwarranted disciplinary action;
- unfair work performance evaluations;
- a reduction in pay;
- the denial of a promotion;
- a dismissal;
- a transfer;
- frequent changes in working hours or workdays;
- an unfair grade;
- an unfavorable reference or reference letter;
- Intentionally providing false information.

a. Employees

1. An employee who believes that they have been subjected to retaliation may file a retaliation complaint with their immediate supervisor, who will in turn immediately contact the Title IX Coordinator.
2. If the employee feels uncomfortable about discussing the alleged retaliation with the immediate supervisor, the employee should feel free to bypass the supervisor and file a complaint with the Title IX Coordinator.
3. After receiving any employee's complaint of an incident of alleged retaliation, the supervisor will immediately contact the Title IX Coordinator to discuss it and/or to report the action taken. The supervisor has a responsibility to act even if the individuals involved do not report to that supervisor.

b. Students

1. A student who believes that they have been subjected to retaliation may file a retaliation complaint with their major department chair or director of an administrative unit, who will in turn immediately contact the Title IX Coordinator.
2. If the student feels uncomfortable about discussing the alleged retaliation with the department chair or director of an administrative unit, the student should feel free to bypass the person and file a complaint with the Title IX Coordinator.

7. False Reports

Because unlawful discrimination and harassment frequently involve interactions between persons that are not witnessed by others, reports of unlawful discrimination or harassment cannot always be substantiated by additional evidence. Lack of corroborating evidence or "proof" should not discourage individuals from reporting unlawful discrimination or harassment under this policy. However, individuals who make reports that are later found to have been intentionally false or made maliciously without regard for truth, may be subject to disciplinary action under the applicable institution and Board of Regents disciplinary procedures. This provision does not apply to reports made in good faith, even if the facts alleged in the report cannot be substantiated by subsequent investigation.

8. Supervisor Responsibilities

Every supervisor of employees has responsibility to take reasonable steps intended to prevent acts of unlawful discrimination or harassment, which include, but are not limited to:

- a. Monitoring the work and school environment for signs that unlawful discrimination or harassment may be occurring;
- b. Refraining from participation in, or encouragement of actions that could be perceived as unlawful discrimination or harassment (verbal or otherwise);
- c. Stopping any observed acts that may be considered unlawful discrimination or harassment, and taking appropriate steps to intervene, whether or not the involved individuals are within their line of supervision; and
- d. Taking immediate action to minimize or eliminate the work and/or school contact between the involved individuals where there has been a complaint of unlawful discrimination or harassment, pending investigation.

If a supervisor receives a complaint of unlawful discrimination or harassment, or observes or becomes aware of conduct that may constitute unlawful discrimination or harassment, the supervisor must immediately contact the Title IX Coordinator to provide the information about the conduct, to discuss it and/or to report the action taken.

Failure to take action to prevent the occurrence of or stop known unlawful discrimination or harassment may be grounds for disciplinary action.

9. Amnesty for Reports of Non-Title IX Discrimination and/or Harassment under Certain Circumstances

NSHE encourages individuals to report incidents of sexual violence and sexual harassment without fear of negative consequences for other policy violations that occur at or around the same time period of the reported sexual violence or sexual harassment. To support such reporting, an NSHE institution may not subject an individual to a disciplinary proceeding or sanction for a violation of the NSHE *Handbook*, the NSHE institutional policy, and/or the NSHE institution's applicable Student Code of Conduct unless the NSHE institution determines, in its sole discretion, any report of an alleged incident of sexual misconduct was not made in good faith or the individual's violation of the NSHE *Handbook*, the NSHE institutional policy, and/or the NSHE institution's applicable Student Code of Conduct was egregious. Examples of egregious violations include, but are not limited to, being the one that initiated the sexual violence or sexual harassment, or through negligence, contributed to the sexual violence or sexual harassment, or other sexual misconduct, driving under the influence, manufacturing/distribution/delivery of illegal drugs, possessing with intent to manufacture/distribute/deliver illegal drugs, relationship violence, stalking, hazing, or other conduct that risked someone's health or safety. The NSHE institution determines, in its sole discretion, whether a report was not made in good faith and what conduct constitutes an egregious violation.

An individual may be particularly afraid to report certain conduct when alcohol, drugs, or other intoxicants are involved. Except for egregious violations, this amnesty policy applies when alcohol, drugs, or other intoxicants are involved, including underage drinking.

In circumstances where amnesty is determined to be applicable but there are concerns that an individual's repeat or severe misuse of alcohol or other substances will result in additional harm if unaddressed, the NSHE institution may impose educational and/or other appropriate sanctions to address such concerns.

This policy only provides amnesty from violations of NSHE *Handbook*, the NSHE institutional policy, and/or the NSHE institution's applicable Student Code of Conduct. It does not grant amnesty for criminal, civil or other legal consequences for violations of Federal, State or Local law. Civil and/or criminal investigations and other legal processes from governmental agencies outside of the NSHE institution may still proceed at the discretion of the outside governmental agency. Also, in some instances, the University Police Department may be required by law to report an incident to local law enforcement agencies. For information regarding legal immunity from certain offenses related to drug or alcohol overdose or other medical emergency, please see NRS 453C.150.

10. Relationship to Freedom of Expression

NSHE is committed to the principles of free inquiry and free expression. Vigorous discussion and debate are fundamental rights and this policy is not intended to stifle teaching methods or freedom of expression. Unlawful discrimination or harassment, however, is neither legally protected expression nor the proper exercise of academic freedom; it compromises the integrity of institutions, the tradition of intellectual freedom and the trust placed in the institutions by their members.

D. Sexual Harassment under Title IX

NSHE and its member institutions do not discriminate on the basis of sex in their education programs and activities. Title IX of the Education Amendments Act of 1972, 20 U.S.C. § 1861(a), provides:

"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."

Title IX applies to every single aspect of education, including course offerings, counseling and counseling materials, financial assistance, student health and insurance benefits and/or other services, housing, marital and parental status of students, physical education and athletics, education programs and activities sponsored by the institution, and employment.

1. Designation of Coordinator, dissemination of policy, and adoption of complaint procedures

a. Each President of NSHE's eight (8) institutions and the Chancellor for NSHE's System Administration offices shall designate and authorize an individual to serve as the Title IX Coordinator for the institution who shall be tasked with coordinating the institution's efforts to comply with its responsibilities under this Section. The institution must notify applicants for admission or employment, students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the institution, of the name or title, office address, electronic mail address, and telephone number of the individual designated as the Title IX Coordinator.

b. Each institution must prominently display the contact information for the Title IX Coordinator on its website, if any, and in each handbook, or catalog that it makes available to persons entitled to a notification under paragraph (a) of this Section. Each institution must notify persons entitled to a notification under paragraph (a) of this Section that the institution does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX not to discriminate in such a manner. Such notification must state that the requirement not to discriminate in the education program or activity extends to admission and employment, and that inquiries about the application of Title IX to the institution may be referred to the institution's Title IX Coordinator, to the Assistant Secretary of the Department of Education, or both.

c. Each institution must adopt and publish complaint procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited under this Section and a complaint process that complies with Subsection 5 for formal complaints as defined in Subsection 2. An institution must provide to persons entitled to a notification under paragraph (a) of this Section notice of the institution's complaint procedures and complaint process, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the institution will respond.

d. Each institution, in addition to other training specifically outlined in this Subsection D, must ensure that all individuals involved in responding to, investigation of, or the adjudication of any complaint based in sexual violence, have the Specialized training in regards to Sexual Violence outlined in Subsection C, 3(b.)

2. Definitions

a. "Complainant" means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

b. "Respondent" means an individual who has been reported by the individual engaging in the conduct that could constitute sexual harassment.

c. "Reporting Party" means any person who reports sexual harassment or conduct that could constitute sexual harassment, whether or not the person reporting is the person alleged to be the victim.

d. "Sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

- i. An employee of a NSHE institution conditioning the provision of an aid, benefit, or service of the institution on an individual's participation in unwelcome sexual conduct;
- ii. Unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution's education program or activity; or
- iii. Sexual assault, as defined by the Clery Act, 34 C.F.R. § 668.46(a), as amended by the Violence Against Women Act of 1994, including but not limited to dating violence, domestic violence, and stalking.

For the purposes of this definition, "education program or activity" includes locations, events, or circumstances over which an institution exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by an institution, which may include but is not limited to recognized fraternity, sorority, or student organizations. This definition does not apply to persons outside the United States.

For the purposes of this definition, "sexual assault" means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation's Uniform Crime Reporting Program.

"Rape" means 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, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

"Fondling" means 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 or physical incapacity.

"Incest" means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

"Statutory rape" means sexual intercourse with a person who is under the statutory age of consent (16 years old).

"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, and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

"Domestic violence" means felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by 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.

“Stalking” means engaging in a course of conduct on the basis of sex directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others, or suffer substantial emotional distress.

e. “Formal complaint” means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the institution investigate the allegation of sexual harassment.

f. “Supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

g. “Actual knowledge” means notice of sexual harassment or allegations of sexual harassment to an institution’s Title IX Coordinator or any official of the institution who has authority to institute corrective measures on behalf of the institution, including the President, Vice Presidents, Provost, Vice Provosts, Human Resources Director, and those designated by the President.

Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the institution with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform an individual about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the institution.

h. “Institution” means any and all of NSHE’s eight (8) institutions, including the College of Southern Nevada; the Desert Research Institute; Great Basin College; Nevada State University; Truckee Meadows Community College; the University of Nevada, Las Vegas; the University of Nevada, Reno; and Western Nevada College, and NSHE’s System Administration offices.

i. “Consent” means an affirmative, clear, unambiguous, knowing, informed, and voluntary agreement between all participants to engage in sexual activity.

- Consent is active, not passive. Silence or lack of resistance cannot be interpreted as consent.
- Seeking and having consent accepted is the responsibility of the person(s) initiating each specific sexual act regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
- The existence of a dating relationship or past sexual relations between the participants does not constitute consent to any other sexual act.
- Affirmative consent must be ongoing throughout the sexual activity and may be withdrawn at any time. When consent is withdrawn or cannot be given, sexual activity must stop.
- Consent cannot be given when it is the result of any coercion, intimidation, force, deception, or threat of harm.
- Consent cannot be given when a person is incapacitated. Incapacitation occurs when an individual lacks the ability to fully, knowingly choose to participate in sexual activity. Incapacitation includes: impairment due to drugs or alcohol (whether such use is voluntary or involuntary); inability to communicate due to a mental or physical

condition; the lack of consciousness or being asleep; being involuntarily restrained; if any of the parties are under the age of 16; or if an individual otherwise cannot consent.

- The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity or gender expression.

3. Response to Sexual Harassment

An institution with actual knowledge of sexual harassment allegations in an education program or activity of the institution, as all defined in Subsection 2, against a person in the United States must respond promptly in a manner that is not deliberately indifferent. An institution is "deliberately indifferent" only if its response to sexual harassment allegations is clearly unreasonable in light of the known circumstances.

An institution's response must treat complainants and respondents equitably by offering supportive measures as defined in Subsection f of Subsection 2 to all parties, and by following a complaint process that complies with Subsection 5 before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in Subsection f of Subsection 2 against a respondent.

An institution shall provide this policy which addresses supportive measures to both complainants and respondents.

The institution's Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measures as defined in Subsection f of Subsection 2, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint. An institution's treatment of a complainant or a respondent in response to a formal complaint of sexual harassment may constitute discrimination on the basis of sex under Title IX.

Depending on the specific nature of the problem, supportive measures and remedies may include, but are not limited to:

For Students:

- a. Issuing a mutual no-contact directive(s);
- b. Providing an escort to ensure safe movement between classes and activities;
- c. Not sharing classes or extracurricular activities;
- d. Moving to a different residence hall;
- e. Providing written information regarding institution and community services including but not limited to medical, counseling and academic support services, such as tutoring;
- f. Providing extra time to complete or re-take a class or withdraw from a class without an academic or financial penalty;
- g. Taking a leave of absence;
- h. Restricting to online classes;

- i. Providing information regarding campus transportation options;
- j. Reviewing any disciplinary actions taken against the complainant or the respondent to see if there is a connection between the sexual misconduct and the misconduct that may have resulted in the complainant or the respondent being disciplined; and
- k. Requiring the parties to report any violations of these restrictions.
- l. Submitting a request for a waiver of scholarship or grant requirements pursuant to Title 4, Chapter 18, Section 3; and
- m. Submitting a request for a waiver of the Governor Guinn Millennium Scholarship pursuant to Title 4, Chapter 18, Section 9.23

For Employees:

- n. Providing an escort to ensure safe movement between work area and/or parking lots/other campus locations;
- o. Issuing a mutual no-contact directive(s);
- p. Placement on leave;
- q. Transfer to a different area/department or shift in order to eliminate or reduce further business/social contact;
- r. Providing information regarding campus transportation options;
- s. Instructions to stop the conduct;
- t. Providing information regarding institution and community services including medical, counseling and Employee Assistance Program;
- u. Reassignment of duties;
- v. Changing the supervisory authority; and
- w. Directing the parties to report any violations of these restrictions.

All institution administrators, academic and administrative faculty, and staff are responsible for carrying out the supportive measures and remedies.

Supportive measures and remedies may include restraining orders, or similar lawful orders issued by the institution, criminal, civil or tribal courts. Supportive measures and remedies will be confidential to the extent that such confidentiality will not impair the effectiveness of such measures or remedies.

Remedies may also include review and revision of institution sexual misconduct policies, increased monitoring, supervision or security at locations where incidents have been reported; and increased and/or targeted education and prevention efforts.

Any supportive measures or remedies shall be monitored by the Title IX Coordinator throughout the entire process to assess whether the supportive measures or remedies meet the goals of preventing harassment or discrimination, protecting the safety of the parties,

restoring access to the institution's education programs and activities, and preventing retaliatory conduct.

In responding to allegations of sexual harassment, an institution shall not restrict rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment.

4. Response to a Formal Complaint

a. In response to a formal complaint, an institution must investigate the allegations contained therein and follow a complaint process that complies with Subsection

5. With or without a formal complaint, an institution must comply with Subsection 3.

b. Nothing in this Subsection precludes an institution from removing a respondent from the institution's education program or activity on an emergency basis, provided that the institution 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 sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

c. Nothing in this Subsection precludes an institution from placing a non-student employee respondent on administrative leave during the pendency of a complaint process that complies with Subsection 5. This provision may not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.

d. An institution may consolidate formal complaints as to allegations of sexual harassment 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 sexual harassment arise out of the same facts or circumstances. Where a complaint process involves more than one complainant or more than one respondent, references in this Section to the singular "party," "complainant," or "respondent" include the plural, as applicable.

5. General complaint process requirements. Institutions shall:

a. Permit any person to report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator;

b. Promote impartial investigations and adjudications of formal complaints of sexual harassment;

c. Treat complainants and respondents equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the

respondent, and by following a complaint process that complies with this Section before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in Subsection f of Subsection 2 against a respondent. Remedies must be designed to restore or preserve equal access to the institution's education program or activity. Such remedies may include the same individualized services described in Subsection f of Subsection 2 as "supportive measures"; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent;

d. Require an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations may not be based on a person's status as a complainant, respondent, or witness;

e. Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process, does not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent;

f. Ensure that the Title IX Coordinator, investigator, hearing officer, and any person designated by an institution to facilitate an informal resolution process receive training on the definition of sexual harassment in Subsection 2, the scope of the institution's education program or activity, how to conduct an investigation and complaint process including hearings, 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;

g. Ensure, in coordination with the NSHE Chief General Counsel, that hearing officers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, as set forth in Subsection d of Subsection 8;

h. Ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence, as set forth in Subsection d of Subsection 8;

i. Ensure that any materials used to train Title IX Coordinators, investigators, hearing officers, and any person who facilitates an informal resolution process, do not rely on sex stereotypes;

j. Include a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process;

k. Establish a reasonably prompt time frame for conclusion of the complaint process, including reasonably prompt time frames for filing and resolving appeals and informal resolution processes if the institution offers informal resolution processes, and a process that allows for the temporary delay of the complaint process or the limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The institution must establish a reasonably prompt time frame that complies with the procedures outlined in Chapter 284 of the Nevada Administrative Code for classified employees, Chapter 289 of the Nevada Administrative Code for law enforcement, Chapter 6 of the NSHE Code for professional employees, Chapter 10 of the NSHE Code or applicable code of conduct for

students, or any associated collective bargaining agreement. Institutions may establish different time frames for different types of cases (e.g., sexual assault, domestic violence, dating violence, etc.);

l. Describe the range of possible disciplinary sanctions and remedies or list the possible disciplinary sanctions and remedies that the institution may implement following any determination of responsibility;

m. State that the standard of evidence to be used to determine responsibility is the preponderance of the evidence standard, and must apply the same standard of evidence for formal complaints against students as for formal complaints against employees, including faculty, and must apply the same standard of evidence to all formal complaints of sexual harassment. "Preponderance of the evidence" means the evidence establishes that it is more likely than not that the prohibited conduct occurred;

n. Include the procedures and permissible bases for the complainant and respondent to appeal a written determination;

o. Describe the range of supportive measures available to complainants and respondents;

p. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege; and

q. Require any party to assert that the Title IX Coordinator, investigator(s), or hearing officer(s) has a conflict of interest or bias against complainants or respondents generally or the individual complainant or respondent at the time the party knew or should have known of such conflict of interest or bias.

6. Complaint Procedures

a. Upon receipt of a formal complaint, an institution must provide the following written notice to the parties who are known:

i. Notice of the institution's complaint process that complies with this Section, including any informal resolution process; and

ii. Notice of the allegations potentially constituting sexual harassment as defined in Subsection 2, 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 sexual harassment under Subsection 2, and the date and location of the alleged incident, if known. This written notice also must:

a) 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 complaint process;

b) Inform the parties that they may have an advisor of their choice under Subsection d of Subsection 7 who may be, but is not required to be, an attorney, and may inspect and review evidence under Subsection 7; and

c) Consistent with Section 13, inform the parties of the prohibition against knowingly making false statements or knowingly submitting false information during the complaint process.

b. If, in the course of an investigation, the institution decides to investigate allegations about the complainant or respondent that are not included in the notice provided pursuant to Subsection a of Subsection 6, the institution must provide notice of the additional allegations to the parties whose identities are known.

7. Dismissal of Formal Complaint

a. If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in Subsection 2 even if proved, did not occur in the institution's education program or activity, or did not occur against a person in the United States, then the institution must dismiss the formal complaint with regard to that conduct for purposes of sexual harassment under Title IX. Such a dismissal does not preclude action under another provision of the Board of Regents' *Handbook*, NSHE Code, or institution's code of conduct.

b. The institution may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing:

i. A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;

ii. The respondent is no longer enrolled or employed by the institution; or

iii. Specific circumstances prevent the institution from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

c. Upon a dismissal required or permitted pursuant to Subsections i and ii of Subsection c of Subsection 6, the institution must promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.

8. Investigation of a Formal Complaint. The institution investigating a formal complaint must:

a. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the institution and not on the parties, provided that the institution cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the institution obtains that party's voluntary, written consent to do so for a complaint process under this Section (if a party is not an "eligible student," as defined in 34 CFR 99.3, then the institution must obtain the voluntary, written consent of a "parent," as defined in 34 CFR 99.3);

b. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;

c. Avoid restricting the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence;

d. Provide the parties with the same opportunities to have others present during any complaint 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, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or complaint proceeding. However, an institution may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to all parties;

e. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;

f. Provide both parties 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 formal complaint, including the evidence upon which the institution 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 conclusion of the investigation;

g. Prior to completion of the investigative report, send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report. The institution must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination; and

h. Create an investigative report that fairly summarizes relevant evidence and, at least ten (10) days prior to a hearing (if a hearing is required under this Section or otherwise provided) or other time of determination regarding responsibility, send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. Each party's written response, if any, shall be submitted to the investigator at least three (3) days prior to the live hearing.

9. Live Hearings

a. An institution must hold a live hearing over which a hearing officer presides.

The hearing officer cannot be the same person as the Title IX Coordinator or the investigator(s) and must be selected in consultation with the NSHE Chief General Counsel.

b. At the live hearing, the hearing officer must permit each party's advisor during cross-examination to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally, notwithstanding the discretion of the institution under Subsection d of Subsection 7 to otherwise restrict the extent to which advisors may participate in the proceedings.

c. The live hearing may be conducted with all parties physically present in the same geographic location or, at the institution's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. At the request of either party, the institution must provide for the live hearing to occur with the parties located in separate rooms with

technology enabling the hearing officer(s) and parties to simultaneously see and hear the party or the witness answering questions.

d. Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the hearing officer(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant. For the purposes of this Section, “relevant” means a question or evidence having any tendency to make the existence of any fact that is of consequence to the determination of the action more or less probable than it would be without the question or evidence. Questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant’s prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant’s prior sexual behavior with respect to the respondent and are offered to prove consent.

e. If a party does not have an advisor present at the live hearing, the institution must provide, without fee or charge to that party, an advisor of the institution’s choice, who shall not be an attorney, to conduct cross-examination on behalf of that party. Such advisors need not be provided with specialized training because the essential function of such an advisor provided by the institution is not to “represent” a party but rather to relay the party’s cross-examination questions that the party wishes to have asked of other parties or witnesses so that parties never personally question or confront each other during a live hearing.

f. If a party or witness does not submit to cross-examination at the live hearing, to the extent permitted by law and not otherwise subject to exclusion under this policy, the hearing officer may consider those statements of a person who was not present at the hearing, or a person who was present at the hearing but who was not subject to cross examination if the statement is deemed reliable and relevant by the hearing officer. This includes, but is not limited to, opinions and statements in police reports or other official reports, medical records, court records and filings, investigation notes of interviews, emails, written statements, affidavits, text messages, emails, social media postings, and the like.

The hearing officer(s) cannot draw an inference about the determination regarding responsibility based solely on a party’s or witness’s absence from the live hearing or refusal to answer cross-examination or other questions.

g. Institutions must create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.

h. Nothing in this Subsection shall be construed to impair rights under the U.S. Constitution, including but not limited to the Fifth Amendment, or privileges recognized by statute or common law.

10. Determination Regarding Responsibility.

a. The decision-maker, or hearing officer(s) as appropriate, must issue a written determination regarding responsibility under the preponderance of the evidence standard within 14 calendar days of the live hearing.

b. The written determination must include:

- i. Identification of the allegations potentially constituting sexual harassment as defined in Subsection 2;
 - ii. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
 - iii. Findings of fact supporting the determination;
 - iv. Conclusions regarding the application of the institution's code of conduct to the facts;
 - v. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the institution imposes on the respondent, and whether remedies designed to restore or preserve equal access to the institution's education program or activity will be provided by the institution to the complainant; and
 - vi. The institution's procedures and permissible bases for the complainant and respondent to appeal.
- c. The institution must provide the written determination regarding responsibility to the parties simultaneously. The written determination becomes final either on the date that the institution 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.

11. Appeals

- a. Within seven (7) calendar days, any party may appeal from a determination regarding responsibility, and from an institution's dismissal of a formal complaint or any allegations therein, on the following bases:
- i. Procedural irregularity that affected the outcome of the matter;
 - ii. 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;
 - iii. The Title IX Coordinator, investigator(s), or hearing officer(s) 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; and
 - iv. Any additional basis offered by an institution.
- b. As to all appeals, the institution must:
- i. Immediately notify the other party in writing when an appeal is filed;
 - ii. Ensure that the decision-maker for the appeal is not the same person as the hearing officer(s) or decision-maker that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator;
 - iii. Ensure that the decision-maker(s) for the appeal complies with the standards set forth in Subsections e-i of Subsection 5;

iv. Give all parties an equal opportunity to submit a written statement in support of, or challenging, the outcome within seven (7) calendar days of the outcome;

v. Issue a written decision within ten (10) calendar days of receiving a written statement in support of, or challenging, the outcome describing the result of the appeal and the rationale for the result; and

vi. Provide the written decision simultaneously to all parties.

c. The review on appeal is limited to the record, except in appeals based on newly discovered evidence that could affect the outcome of the matter and that was not reasonably available at the time the determination regarding responsibility or dismissal was made. In such appeals, newly discovered evidence may be considered on appeal notwithstanding its absence from the record.

12. Provides Informal Resolution

a. If a formal complaint of sexual harassment is filed, and at any time prior to reaching a determination regarding responsibility, an institution may offer the parties the option of informal resolution and may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the institution:

i. Provides to the parties a written notice disclosing the allegations; setting forth the requirements of the informal resolution process, including the circumstances under which the process's agreed upon resolution precludes the parties from resuming a formal complaint arising from the same allegations; and explaining that any statements made or documentation or information provided by a party during the informal resolution process shall not be used or relied upon in a subsequent complaint process or live hearing without the permission of the party who made the statement or provided the documentation or information;

ii. Obtains the parties' voluntary, informed written consent to the informal resolution process; and

iii. Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

b. Institutions must provide the parties with a written notice explaining that, at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the complaint process with respect to the formal complaint, and withdraw from any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

c. An institution shall not require the parties to participate in an informal resolution process for any reason, and shall not require waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this Section as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right.

d. An individual serving as a facilitator of an informal resolution process shall not be the Title IX Coordinator, Title IX investigator, Title IX hearing officer, witness, or other institutional employee that has a duty to disclose allegations of sexual harassment to the institution.

13. Recordkeeping

- a. An institution must maintain for a period of at least seven (7) years records of:
 - i. Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under Subsection g of Subsection 8, any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the institution's education program or activity;
 - ii. Any appeal and the result therefrom;
 - iii. Any informal resolution and the result therefrom; and
 - iv. All materials used to train Title IX Coordinators, investigators, hearing officers, decision-makers, and any person who facilitates an informal resolution process. An institution must make these training materials publicly available on its website, or if the institution does not maintain a website the institution must make these materials available upon request for inspection by members of the public;
 - v. For each response required under Subsections 3 and 4, an institution must create, and maintain for a period of seven (7) years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the institution must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the institution's education program or activity. If an institution does not provide a party with supportive measures, then the institution must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the institution in the future from providing additional explanations or detailing additional measures taken.

14. False Reports

Because discrimination and sexual harassment frequently involve interactions between persons that are not witnessed by others, reports of discrimination or sexual harassment cannot always be substantiated by additional evidence. Lack of corroborating evidence or "proof" should not discourage individuals from reporting discrimination or sexual harassment under this policy. However, individuals who knowingly make false reports or submit false information during the complaint process may be subject to disciplinary action under the applicable institution and Board of Regents disciplinary procedures. This provision does not apply to reports made in good faith, even if the facts alleged in the report cannot be substantiated by subsequent investigation.

15. Retaliation

a. Retaliation Prohibited. No institution or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this part, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a

report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation. The institution must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to have engaged in sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Complaints alleging retaliation may be filed according to the complaint procedures for sex discrimination under Subsection C.

b. Specific Circumstances

- i. The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under Subsection a. of this Subsection.
- ii. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a complaint proceeding under this part does not constitute retaliation prohibited under Subsection a of this Subsection, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

16. Amnesty for Reports of Title IX Discrimination and/or Harassment under Certain Circumstances

NSHE encourages individuals to report incidents of sexual violence and sexual harassment without fear of negative consequences for other policy violations that occur at or around the same time period of the reported sexual violence or sexual harassment. To support such reporting, an NSHE institution may not subject an individual to a disciplinary proceeding or sanction for a violation of the NSHE *Handbook*, the NSHE institutional policy, and/or the NSHE institution's applicable Student Code of Conduct unless the NSHE institution determines, in its sole discretion, any report of an alleged incident of sexual misconduct was not made in good faith or the individual's violation of the NSHE *Handbook*, the NSHE institutional policy, and/or the NSHE institution's applicable Student Code of Conduct was egregious. Examples of egregious violations include, but are not limited to, being the one that initiated the sexual violence or sexual harassment, or through negligence, contributed to the sexual violence or sexual harassment, or other sexual misconduct, driving under the influence, manufacturing/distribution/delivery of illegal drugs, possessing with intent to manufacture/distribute/deliver illegal drugs, relationship violence, stalking, hazing, or other conduct that risked someone's health or safety. The NSHE institution determines, in its sole discretion, whether a report was not made in good faith and what conduct constitutes an egregious violation.

An individual may be particularly afraid to report certain conduct when alcohol, drugs, or other intoxicants are involved. Except for egregious violations, this amnesty policy applies when alcohol, drugs, or other intoxicants are involved, including underage drinking.

In circumstances where amnesty is determined to be applicable but there are concerns that an individual's repeat or severe misuse of alcohol or other substances will result in additional

harm if unaddressed, the NSHE institution may impose educational and/or other appropriate sanctions to address such concerns.

This policy only provides amnesty from violations of NSHE *Handbook*, the NSHE institutional policy and/or the NSHE institution's applicable Student Code of Conduct. It does not grant amnesty for criminal, civil or other legal consequences for violations of Federal, State or Local law. Civil and/or criminal investigations and other legal processes from governmental agencies outside of the NSHE institution may still proceed at the discretion of the outside governmental agency. Also, in some instances, the University Police Department may be required by law to report an incident to local law enforcement agencies. For information regarding legal immunity from certain offenses related to drug or alcohol overdose or other medical emergency, please see NRS 453C.150.

17. Relationship to Freedom of Expression

NSHE is committed to the principles of free inquiry and free expression. Vigorous discussion and debate are fundamental rights and this policy is not intended to stifle teaching methods or freedom of expression. Unlawful discrimination or harassment, however, is neither legally protected expression nor the proper exercise of academic freedom; it compromises the integrity of institutions, the tradition of intellectual freedom and the trust placed in the institutions by their members.

Options about the Involvement of Law Enforcement:

You have options to report to, or decline to report to, the University and local law enforcement. Although the University strongly encourages prompt reporting of domestic violence, dating violence, sexual assault, or stalking individuals have the option of reporting to:

- a. Local law enforcement,
- b. The University, including University Police Department,
- c. Both a & b,
- d. None of the above.

This means that individuals have the right to decline to notify the University or law enforcement officials.

Individuals have the right to notify local law enforcement of crimes. If an individual wants to notify local law enforcement, the University will upon request, help that individual make a report to local law enforcement. A report to local law enforcement is separate from a report to the University. To report directly to the Las Vegas Metropolitan Police Department (LVMPD) call (702) 229-3111. For assistance in contacting LVMPD, contact University Police Department at (702) 895-3668.

Process of Making a Police Report: depending on the circumstances of an incident, the University Police Department may meet you at the hospital, on campus, or at the police station. An officer will document the case with a written report. It is very important for an individual to provide the most comprehensive, accurate details of the crime to the officer. Sometimes a person may have distorted memories of the event; it is okay for a person to say "I don't remember" or "I'm not sure," without any penalty. A police interview can take a few hours, depending on the circumstances of the case. Questions often include the timeline events, what (if anything) was said, whether there was additional physical assault or injury,

if weapons were used, and any descriptive features that were noticed about the perpetrator. It is likely the officer may go over the events of an assault repeatedly when writing the report. This is intended to gather as many details as possible to make the strongest case. Information gathered is then given to a detective who will review the information. All individuals have the right to stop a report at any time, not complete the report, or request a break.

Contact information: an individual who wishes to pursue criminal action in addition to, or instead of, making a report to the University for domestic violence, dating violence, sexual assault, or stalking may contact law enforcement directly by calling 9-1-1 (for emergencies) or 702-895-3669 to reach University Police Department, or in person at any University Police Department location.

Availability of Protective Orders:

In some cases, an individual may wish to consider a Protection from Abuse Order from the local courts. This is a civil proceeding independent of the College. If a court order is issued the College will, to the extent possible, assist the protected person in benefiting from the restrictions imposed by the court and will also facilitate on-campus compliance order.

Efforts to Protect Confidentiality of Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking:

The college will attempt to protect the confidentiality of victims of domestic violence, dating violence, sexual assault, or stalking. In completing any publicly available record keeping, including Clery Act reporting and disclosures, such as the daily crime log, the college takes all efforts to avoid the inclusion of personally identifying information about the victim, to the extent possible by law.

Written information made available to victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking:

Written notification is made to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available for victims both on-campus and in the community. Written notification is made to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations, if so requested by the victim and if such accommodations are reasonably available.

The institution is obligated to honor this request, if the accommodation is reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

Any student or employee who reports to CSN that the student or employee has been a victim of domestic violence, dating violence, sexual assault, or stalking, whether the offense occurred on or off campus, shall be provided with a written explanation of the student or employee's rights and options.

Institutional Disciplinary Action, Procedures in the Case of Alleged Domestic Violence, Dating Violence, Sexual Assault or Stalking

CSN is committed to creating and maintaining an educational environment free from all forms of sexual discrimination, including sexual misconduct. Any act involving sexual harassment, violence, coercion, and intimidation will not be tolerated. CSN prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking. It is the practice of CSN's Title IX and Office of Compliance to investigate any allegations of sexual misconduct and to take immediate action by providing interim resources and accommodations to both the accused and the accuser.

Sanctions for Students

Sanctions may include: exclusion/restriction from participation in privileges, extracurricular activities, holding office, or representing the College, loss of use privileges for designated College facilities, denial of the use of a vehicle on campus, and/or other restrictions consistent with the violation committed.

Conduct Probation

The terms of probation will be determined at the time the probation is imposed. Probation may include exclusion from participation in privileges or extracurricular activities. The student/student organization placed on probation shall be notified in writing that the commission of prohibited acts will lead to additional and/or increased conduct sanctions.

Disciplinary Conduct Suspension

This is the temporary separation of the student from the College for a specified period of time and/or until specific conditions, if imposed, have been met. A disciplinary suspended student shall not participate in any College-sponsored activity and shall be barred from all College campuses and properties. The student will be notified in writing of the suspension. The official transcript of the student shall be marked "Not In Good Standing". The parent(s) or legal guardian(s) of students under the age of eighteen (18) years shall be notified of the action. After the suspension period has elapsed, the student will be placed on conduct probation for a period of time that is equal to the amount of time that the student was suspended. At the end of the probationary period, the student will be classified as being in "good standing" provided that no further Code violations have occurred.

Expulsion or Termination

Permanent separation of the student from the College. The expelled student shall not participate in any College-sponsored activity and shall be barred from all NSHE campuses and properties. The official transcript of the student shall be marked "Conduct Expulsion Effective (date)." The parent(s) or legal guardian(s) of a student under the age of eighteen (18) years shall be notified of the action.

Required Educational/Restitution Activities

Mandatory participation in educational activities or programs of community restitution service on campus or in the community, as approved.

Administrative Conduct Hold

This status is documented in the Registrar's official file and precludes the student from registering for classes and/ or accessing official transcripts until clearance is received from.

Intake/Assessment/Treatment Referrals

A student may be referred to CSN All About You Counseling or a community mental health provider to complete an intake and assessment involving alcohol, controlled substance, or other identified issues arising from a violation. In the College's discretion, proof of participation or completion of treatment may be required. When appropriate, a student may be referred to an off- campus provider for such services at the student's expense.

Range of Protective Measures Available

These measures may include, but are not limited to:

- The implementation of CSN issued no-contact order,
- Academic accommodations,
- Residential accommodations,
- Transportation accommodations,
- Employment accommodations,
- Safety consultations with University Police Department,
- Personal protection devices, or
- On-campus escorts.

Sanctions for Employees

- Nevada Administrative Code
 - NAC 284.480 Letters of Instruction (non-disciplinary)
 - NAC 284.638 Warnings and Written Reprimands
 - NAC 284.642 Suspension and Demotion
 - NAC 284.646 Dismissal
- NSHE Code, Title 2, Chapter 6, Rules and Disciplinary Procedures for Faculty Except DRI
 - Section 6.3.1 Warning
 - Section 6.3.2 Reprimand
 - Section 6.3.3 Restitution,
 - Section 6.3.4 Reduction in Pay
 - Section 6.3.5 Suspension,
 - SECTION 6.3.6 Termination
- NSHE Prohibitions and Penalties
 - Warning, Written Reprimand, Suspension, Demotion, Dismissal

For part-time employees of CSN, prohibited conduct may result in the immediate termination of the employment agreement. Part-time employees are considered at-will, and the College may terminate employment at any time, for any lawful reason.

Educational Programs and Campaigns to Promote the Awareness of Dating Violence, Domestic Violence, Sexual Assault, and Stalking

CSN's Office of Institutional Equity (OIE) oversees training on Title IX, Sexual Harassment, and the Campus SaVE Act. OIE provides training for both employees and students throughout the year.

Sexual Harassment and Campus SaVE Act training is required of all new employees and student workers. This training is required to be completed upon initial hire and is provided in person.

Campus SaVE Act/Clery training is assigned to all new students at the time of enrollment. This course is provided online for all students.

Sexual Harassment follow up training is required of all employees every two years. This course is offered online throughout the year.

OIE hosts a booth at Student Connections events at all three main CSN campuses during fall and spring semesters where OIE staff members can answer questions and provide information regarding Sexual Harassment, discrimination, and Campus SaVE related topics.

OIE hosts a booth at Convocation and the Adjunct Faculty Conference where information is provided regarding sexual harassment, discrimination and Campus SaVE.

Training regarding sexual harassment and campus SaVE are provided by OIE to CSN student government, academic programs, and club advisors annually.

Sex Offender Registration

In compliance with the Campus Sex Crimes Prevention Act and Nevada State Statutes (NRS 179D), the University Police Department is required to register employees and students of the University who have been convicted of a sexual offense and are deemed a sexual offender by law.

Individuals who are required to register with the University Police Department may call (702) 895-3668 to schedule an appointment with a Detective.

Policy Statement Regarding Hazing Policy and Procedure

The Board of Regents of the Nevada System of Higher Education and Nevada State University affirm their opposition to any form of hazing.

NSHE Board of Regents *Handbook*, Title 4, Chapter 20, Section 6

Hazing has no place within a community of scholars. The Board of Regents of the NSHE affirms its opposition to any form of hazing. NSHE institutions advocate civility in society and an adherence to the fundamental principles of honesty, integrity, respect, fairness, development of individual character, and sensitivity to the dignity of all persons. These principles should be fostered and nurtured in a broad spectrum of activities that yield social, intellectual and physical benefits. Therefore, hazing of any nature is unacceptable at any public institution of higher education in the State of Nevada.

1. No member or alumnus of the NSHE community acting as an individual or part of a group shall conduct or condone hazing activities.
2. Hazing is defined as any method of initiation into or prerequisite to becoming a member of the NSHE community, or any group associated therewith, engaged in by an individual that intentionally or recklessly endangers another individual. Any activity upon which the initiation into or affiliation with an organization or group is directly or indirectly conditioned shall be presumed to be forced activity, the willingness of an individual to participate in such activity notwithstanding. Hazing may occur on or off the premises of the organization and/or educational institution. Hazing is most often seen as an initiation rite into a student organization or group, but may occur in other situations.
3. Hazing activities may include, but are not limited to:
 - a. any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization or the NSHE community or any group associated therewith; and causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or

the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:

(i) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;

(ii) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;

(iii) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;

(iv) causing, coercing, or otherwise inducing another person to perform sexual acts;

(v) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;

(vi) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law;

(vii) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law and/or willful destruction or removal of public or private property;

(viii) Any physical activity, such as paddling in any form or any other brutal treatment or other forced physical activity that is likely to adversely affect the physical health of the person;

(ix) Any situation which subjects the individual to extreme stress, such as forced exclusion from social contact, required participation in public stunts, or forced conduct which produces pain, physical discomfort, or adversely affects the mental health or dignity of an individual;

(x) Any acts of servitude, blindfolding, kidnapping or bondage, or abandonment;

(xi) Causing, coercing, or otherwise inducing another person to witness or participate in indecent exposure;

(xii) Any activity that adversely affects academic progress;

(xiii) Any mentally embarrassing, harassing, or ridiculing behavior to create psychological shock, to include but not limited to such activities as: Engaging in public stunts and buffoonery, morale degradation, humiliating games and

activities, deception (lies, tricks, or dishonesty), compromising of moral or religious values, or verbal abuse;

(xvi) Expecting certain items to always be in one's possession;

(xv) Any action of collusion or inaction with a member or guest of the NSHE community or any group associated therewith that results in a student engaging in behaviors that violate the Code; and

(xvi) Any action or knowledge of the commission of an action that results in a minor being in physical possession of or possessing by consumption of alcohol or other drugs while in attendance at an organizational event.

Hazing Statutes, Regulations, and Ordinances

State of Nevada Hazing Law – HAZING NRS 200.605 Penalties; definition.

A person who engages in hazing is guilty of:

(a) A misdemeanor, if no substantial bodily harm results.

(b) A gross misdemeanor, if substantial bodily harm results.

Stop Campus Hazing Act: Text – H.R.5646 – 118th Congress (2023-2024): Stop Campus Hazing Act | Congress.gov | Library of Congress

NSHE Policy Relating to Hazing can be found in, Title 2, Chapter 10, Section 10.2.1(aa) and in Title 4, Chapter 20, Section A, Section 6 of the NSHE *Handbook*

Hazing Reporting Procedures

An allegation of hazing, reporting of a suspicion that hazing may have occurred, or a request for an investigation of hazing may be initiated by anyone to the Student Conduct Officer by contacting their office via phone or in-person, sending an email message to Conduct Office, or completing an Incident Report (Maxient) via online webform.

Hazing Investigation Procedures

Hazing allegations will be investigated by the Student Conduct Officer through the process outlined in the Student Code of Conduct.

Educational Programs to Support Hazing Prevention and Awareness

Prevention and Awareness Programming is overseen by the Office of Student Affairs. Hazing Awareness Days are scheduled for the Charleston, North Las Vegas, and Henderson Student Unions. The campus community will have opportunities to engage in conversations

surrounding awareness and prevention of hazing with the goal of supporting and developing ethical leaders within the campus community.

College of Southern Nevada, Charleston Campus Crime Statistics

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	4	0	0	1	0	0	1	0	0
Motor Vehicle Theft	1	1	0	2	0	0	1	0	0
Arson	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	1	1	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	1	0	0

*Data is reported by calendar year.

College of Southern Nevada, Charleston Hate Crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: One report of vandalism categorized by racial / religious bias reported on campus.

College of Southern Nevada, Charleston Unfounded Crimes:

2025: Zero unfounded crimes reported.

2024: Zero unfounded crimes reported.

2023: Zero unfounded crimes reported.

College of Southern Nevada, Charleston Campus Clery Act Arrests and Disciplinary Referrals

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Liquor Law Violation Arrest	0	0	0	0	0	0	0	0	0
Drug Law Violation Arrest	3	0	0	2	0	0	1	0	0
Weapons Law Violation Arrest	1	0	0	0	0	0	1	0	0
Liquor Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

College of Southern Nevada, North Las Vegas Campus Crime Statistics

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	1	0	0	1	0	0
Motor Vehicle Theft	4	0	0	2	0	0	1	0	0
Arson	0	0	0	1	0	0	0	0	0
Dating Violence	2	0	0	0	0	0	0	0	0
Domestic Violence	0	1	0	1	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

College of Southern Nevada, North Las Vegas Campus Hate Crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

College of Southern Nevada, North Las Vegas Unfounded Crimes:

2025: Zero unfounded crimes.

2024: Zero unfounded crimes.

2023: Zero unfounded crimes.

College of Southern Nevada, North Las Vegas Campus Clery Act Arrests and Disciplinary Referrals

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Liquor Law Violation Arrest	0	0	0	0	0	0	0	0	0
Drug Law Violation Arrest	0	0	0	0	0	0	3	0	0
Weapons Law Violation Arrest	0	0	0	1	0	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

College of Southern Nevada, Henderson Campus Crime Statistics

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	1	0	0	1	0	0	1	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	1	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

College of Southern Nevada, Henderson Campus Hate Crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

College of Southern Nevada, Henderson Unfounded Crimes:

2025: Zero unfounded crimes.

2024: Zero unfounded crimes.

2023: Zero unfounded crimes.

College of Southern Nevada, Henderson Campus Clery Act Arrests and Disciplinary Referrals

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Liquor Law Violation Arrest	0	0	0	0	0	0	0	0	0
Drug Law Violation Arrest	0	0	0	0	0	0	0	0	0
Weapons Law Violation Arrest	0	0	0	0	0	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Bob and Sandy Miller High Tech Center at Summerlin Crime Statistics

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Bob and Sandy Miller High Tech Center at Summerlin Hate Crimes:

2025: No hate crimes reported

2024: No hate crimes reported.

2023: No hate crimes reported.

Bob and Sandy Miller High Tech Center at Summerlin Unfounded Crimes:

2025: Zero unfounded crimes.

2024: Zero unfounded crimes.

2023: Zero unfounded crimes.

Bob and Sandy Miller High Tech Center at Summerlin Clery Act Arrests and Disciplinary Referrals

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Liquor Law Violation Arrest	0	0	0	0	0	0	0	0	0
Drug Law Violation Arrest	0	0	0	0	0	0	0	0	0
Weapons Law Violation Arrest	0	0	0	0	0	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Western High Tech Center Crime Statistics

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Western High Tech Center Hate Crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

Western High Tech Center Unfounded Crimes:

2025: Zero unfounded crimes.

2024: Zero unfounded crimes.

2023: Zero unfounded crimes.

Western High Tech Center Clery Act Arrests and Disciplinary Referrals

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Liquor Law Violation Arrest	0	0	0	0	0	0	0	0	0
Drug Law Violation Arrest	0	0	0	0	0	0	0	0	0
Weapons Law Violation Arrest	0	0	0	0	0	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Southern Desert Regional Police Academy Crime Statistics

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Southern Desert Regional Police Academy Hate Crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

Southern Desert Regional Police Academy Unfounded Crimes:

2025: Zero unfounded crimes.

2024: Zero unfounded crimes.

2023: Zero unfounded crimes.

Southern Desert Regional Police Academy Clergy Act Arrests and Disciplinary Referrals

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Liquor Law Violation Arrest	0	0	0	0	0	0	0	0	0
Drug Law Violation Arrest	0	0	0	0	0	0	0	0	0
Weapons Law Violation Arrest	0	0	0	0	0	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Green Valley Center Crime Statistics

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Green Valley Center Hate Crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

Green Valley Center Unfounded Crimes:

2025: Zero unfounded crimes.

2024: Zero unfounded crimes.

2023: Zero unfounded crimes.

Green Valley Center Clery Act Arrests and Disciplinary Referrals

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Liquor Law Violation Arrest	0	0	0	0	0	0	0	0	0
Drug Law Violation Arrest	0	0	0	0	0	0	0	0	0
Weapons Law Violation Arrest	0	0	0	0	0	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Mesquite Center Crime Statistics

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Mesquite Center Hate Crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

Mesquite Center Unfounded Crimes:

2025: Zero unfounded crimes.

2024: Zero unfounded crimes.

2023: Zero unfounded crimes.

Mesquite Center Clery Act Arrests and Disciplinary Referrals

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Liquor Law Violation Arrest	0	0	0	0	0	0	0	0	0
Drug Law Violation Arrest	0	0	0	0	0	0	0	0	0
Weapons Law Violation Arrest	0	0	0	0	0	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Moapa Valley Center Crime Statistics

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Moapa Valley Center Hate Crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

Moapa Valley Center Unfounded Crimes:

2025: Zero unfounded crimes.

2024: Zero unfounded crimes.

2023: Zero unfounded crimes.

Moapa Valley Center Clery Act Arrests and Disciplinary Referrals

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Liquor Law Violation Arrest	0	0	0	0	0	0	0	0	0
Drug Law Violation Arrest	0	0	0	0	0	0	0	0	0
Weapons Law Violation Arrest	0	0	0	0	0	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Historic Westside School Center Crime Statistics

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Historic Westside School Center Hate Crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

Historic Westside School Center Unfounded Crimes:

2025: Zero unfounded crimes.

2024: Zero unfounded crimes.

2023: Zero unfounded crimes.

Historic Westside School Center Clery Act Arrests and Disciplinary Referrals

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Liquor Law Violation Arrest	0	0	0	0	0	0	0	0	0
Drug Law Violation Arrest	0	0	0	0	0	0	0	0	0
Weapons Law Violation Arrest	0	0	0	0	0	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Debra March Center of Excellence Crime Statistics

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

Debra March Center of Excellence Hate Crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

Debra March Center of Excellence Unfounded Crimes:

2025: Zero unfounded crimes.

2024: Zero unfounded crimes.

2023: Zero unfounded crimes.

Debra March Center of Excellence Clery Act Arrests and Disciplinary Referrals

Offense	2023 On Campus	2023 Non- Campus	2023 Public Property	2024 On Campus	2024 Non- Campus	2024 Public Property	2025 On Campus	2025 Non- Campus	2025 Public Property
Liquor Law Violation Arrest	0	0	0	0	0	0	0	0	0
Drug Law Violation Arrest	0	0	0	0	0	0	0	0	0
Weapons Law Violation Arrest	0	0	0	0	0	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0	0	0	0

*Data is reported by calendar year.

The College of Southern Nevada 2026 Annual Security Report is prepared

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