



2026

Annual Campus Security and Fire Safety Report

(For the 2026-2027 academic year,

Containing crime statistics for 2025, 2024 and 2023)

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Quick Reference Guide

If you need to report a fire, medical or other emergencies on or off campus in Merrill, Antigo, Wittenberg, Phillips, Medford, Spencer, or the Wausau area, DIAL 911.

Campus Security Office: Wausau Campus: H (715) 803-1111, C (715)581-6010, Located in Room C-157 in the Main Building near Student Services and the Campus Store.

Security Officers are available on campus from 6:30 am-11:00 pm on Monday-Friday, 7:00 am-5:30 pm on Saturday, and closed on Sunday.

Regional Campuses and Non-Campus locations do not have on-site Security. Please call the Wausau Campus Security with Security concerns or contact LOCAL Law Enforcement to report crimes.

Title IX Coordinator/Deputy Title IX Coordinator: (715)803-1057 or (715)803-1064

Local Crisis Centers and Shelters

Remember, experiencing violence can have long-lasting effects, so even if the violence happened some time ago, you are encouraged to contact any of the resources listed here.

ANTIGO

Name – AVAIL, Inc.

1410 N Superior St.

Antigo, WI 54409-0355

Phone: [\(715\) 623-5177](tel:7156235177)

Crisis Line: [\(715\) 623-5767](tel:7156235767)

TTY: TTY Capability - No Separate Number

Email: avail@availinc.org

Website: www.availinc.org

Counties Served: Langlade and Surrounding Counties upon request

MEDFORD

Name – Stepping Stones, Inc.

151 s. 2nd St.

Medford, WI 54451

Phone: [\(715\) 748-3795](tel:7157483795)

Crisis Line: [\(715\) 748-5140](tel:7157485140) or [866-343-5140](tel:8663435140)

Counties Served: Taylor and Surrounding Area

MERRILL

Name – HAVEN, Inc.

1106 E 8th St.

Merrill, WI 54452

Phone: 715-536-1300

Crisis Line: 855-888-9272

TTY: [800-947-3529](tel:8009473529)

Email: executivedirector@haveninc.org

County Served: Lincoln

PHILLIPS

Name – Embrace (Price County)

305 S Avon Ave.

Phillips, WI 54555

Phone: [\(715\) 339-4521](tel:(715)339-4521)

Crisis Line: [800-924-0556](tel:800-924-0556)

Text Line: [\(715\) 532-6976](tel:(715)532-6976)

Website: <https://www.embracewi.org>

Embrace - Price County is a Satellite Office of Embrace in Ladysmith (Rusk County). Another Satellite Office is located in Washburn County and Barron County.

WITTENBERG

Name – Safe Haven (Shawano County)

380 Lakeland Rd.

Shawano, WI 54166

Phone: [\(715\) 526-3412](tel:(715)526-3412)

Crisis Line: [888-303-3421](tel:888-303-3421)

Text Line: [\(715\) 584-1258](tel:(715)584-1258)

Email 1: help@shawanoshelter.org

Website: <http://www.shawanoshelter.org/>

Safe Haven – Is located in the city of Shawano in Shawano County.

SPENCER

Name – The Women's Community

3200 Hilltop Avenue

Wausau, WI 54401

Phone: [\(715\) 842-5663](tel:(715)842-5663)

Crisis Line: [\(715\) 842-7323](tel:(715)842-7323)

Website: womenscommunity.org

Counties Served: Marathon and Clark, Langlade, Lincoln, Portage, Wood upon request.

WAUSAU

Name – The Women's Community

3200 Hilltop Avenue

Wausau, WI 54401

Phone: [\(715\) 842-5663](tel:(715)842-5663)

Crisis Line: [\(715\) 842-7323](tel:(715)842-7323)

Email: jane@womenscommunity.org

Website: womenscommunity.org

Counties Served: Marathon and Clark, Langlade, Lincoln, Portage, Wood upon request.

NATIONAL HOTLINES

- Name: National Domestic Abuse Hotline – [800-799-SAFE](tel:800-799-SAFE) (24/7 Hotline)
- RAINN: Rape, Abuse, and Incest National Network – [800-656-HOPE](tel:800-656-HOPE) (24/7 Hotline)

Northcentral Technical College Important Contacts:

Director of Security, Jordan Schult (715) 803-1013

Manager, Safety and Security, Mike Nelson (715) 803-1240

Title IX Coordinator, Cher Vink (715) 803-1057

Administration

The Northcentral Technical College District administrative structure includes the District Board, the President of the College, Vice-Presidents, Deans, Associate Deans, and Directors.

NTC Regional Campuses

All policy statements contained in this report apply to all campuses unless otherwise indicated.

NTC Security Department Personnel

The NTC Security Department has one full-time Director of Safety and Security, one full-time Safety and Security Manager, one full-time Security Supervisor, and eight part-time student Security Officers. The Director of Safety and Security, the Safety and Security Manager, and the Security Supervisor are responsible for the overall operation and presentation of the NTC Security Department. Some of these duties are; the development of all applicable policies and procedures, budget management, awareness programs, management of security and safety events and work with local public safety officials.

The Director of Safety and Security, the Safety and Security Manager, and the Security Supervisor are responsible for the day-to-day operations of the Security Department and staff district-wide. This includes training, scheduling, case investigation, classroom presentations, and security assessments to name a few.

The eight part-time positions consist of student Security Officers hired directly from the NTC Criminal Justice/Corrections/EMS programs. Along with their classroom training, provided by the NTC Criminal Justice/Corrections/EMS programs, NTC Security Officers are given advanced training in other areas such as report writing, patrol operations, and professional communications. Duties of the NTC Security Officers include; preventative patrol procedures, personal escorts, locking/unlocking rooms upon request, responding to incidents, and case investigation. Presently, student Security Officers are employed at our Wausau campus. Security Officers enforce College policies, procedures but do not have the authority to enforce the law. Security Officers' jurisdiction is limited to campus owned and controlled property only. Security Officers have no power of arrest.

The patrol jurisdiction of Security Officers is limited to any buildings or properties owned or controlled by Northcentral Technical College.

Security Officers are not sworn officers, but they are responsible for enforcing college policies, and those policies include enforcing violations of the law. Security Officers document violations of college policy/law and contact local law enforcement agencies to report observed violations of federal laws and state laws.

All NTC campuses have a current Memorandum of Understandings (MOUs) that defines each site's local law enforcement providers and their enforcement authority. The Northcentral Technical College District is very proud to have a very close working relationship with all our local law enforcement agencies, including Antigo Police Department, Medford Police Department, Merrill Police Department, Phillips Police Department, Shawano County, Marathon County, Wausau Police Department, Spencer Police Department and Wisconsin State Patrol. With their assistance, we are better able to provide a safe and secure environment for all who enter our campuses.

ANTIGO

Antigo Police Department
[840 Clermont St](#)
[Antigo, WI 54409](#)
[\(715\) 627-6411](#)

MEDFORD

Medford Police Department
[224 S 2nd St](#)
[Medford, WI 54451](#)
[\(715\) 748-1447](#)

MERRILL

Merrill Police Department
[1004 E 1st St Ste 9](#)
[Merrill, WI 54452](#)
[\(715\) 536-2311](#)

PHILLIPS

Phillips Police Department
[174 S Eyder Ave](#)
[Phillips, WI 54555](#)
[\(715\) 339-3847](#)

WITTENBERG

Shawano County Sheriff's Office
[405 N Main St](#)
[Shawano, WI 54166](#)
[\(715\) 526-3111](#)

SPENCER

Spencer Police Department
[105 S Park St](#)
[Spencer, WI 54479](#)
[\(715\) 659-5453](#)

WAUSAU

[Wausau Police Department](#)
[515 Grand Avenue](#)
[Wausau, WI 54403](#)
[\(715\) 261-7795](#)

MARATHON COUNTY SHERIFF'S OFFICE

[500 Forest St](#)
[Wausau WI 54403](#)
[\(715\) 261-1200](#)

Annual Disclosure Statement

The NTC Security Department prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act.

The full text of this report can be located on the Campus Security website. You will also be able to connect to our site via the Northcentral Technical College [home page](#). This report is prepared in cooperation with the local law enforcement agencies within the jurisdictions of our Northcentral Technical College campuses. Each entity provides updated information on its educational efforts and programs to comply with the Act.

Each year, an e-mail notification is made to all enrolled students and registered staff that provide website access to this report. Copies of this report may also be obtained from the NTC Security Department located in Room C-157 at the NTC Wausau Campus or by calling (715) 803-1111.

The Higher Education Opportunity Act (HEOA)

Effective August 14, 2008, the HEOA Act requires each institution governed by the Jeanne Clery Act to immediately notify the campus community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students and staff *on campus*. The Northcentral Technical College District fully complies with HEOA and in furtherance of that compliance, some or all of our systems may be used such as electronic communication (such as email), television monitors, loudspeakers, fire alarm, and emergency evacuation maps located throughout the individual sites. Once there is confirmation of such an event, the NTC Security Department, or the various sites' main offices (Deans, Coordinators), will determine the appropriate means of message dissemination in the swiftest manner available. If in the professional judgment of the responsible authorities, activating the notification system may compromise any efforts to mitigate the event or assist victims, the notification may be delayed or not issued.

The HEOA also requires a statement as to the existence of agreements, such as a Memorandum of Understanding (MOU), between the institution and local or state law enforcement. Such agreements do exist between the College and the local law enforcement authorities including a signed Memorandum of Understanding. NTC has a Memorandum of Understanding with all the law enforcement agencies within our region: Antigo Police Department, Medford Police Department, Merrill Police Department, Phillips Police Department, Shawano County Sheriff Department, Spencer Police Department, Wausau Police Department, and Marathon County Sheriff's Department. The MOU addresses the investigation of criminal incidents occurring at this location.

Security Awareness Programs

Northcentral Technical College Security Department is committed to a safe and secure environment. This is achieved by various training and informational methods. The Security Department is involved with various crime prevention programs such as personal protection, drug, and alcohol abuse, harassment, and workplace violence policies. These programs are often in conjunction with other organizations in the college.

Various incidents that occur throughout the nation may precipitate other awareness programs and training to better help students and staff feel better about their safety and security at NTC and in their homes.

One of the essential ingredients of any successful crime prevention program is an informed public. Northcentral Technical College intends to inform students of good crime prevention and security awareness practices.

During the 2025-2026 academic year, NTC offered approximately two crime prevention and security awareness programs. Topics such as personal safety, awareness, and lockdown training are some examples of programs offered during the prior academic year.

All crime prevention and security awareness programs encourage students and employees are encouraged to be responsible for their security and the security of others. Participants in these programs are asked to be alert, security-conscious, and involved and advised to call NTC Security Department to report suspicious behavior. For additional questions regarding crime prevention, contact the department directly at (715) 803-1111.

As part of the department's community-oriented policing philosophy, NTC Security Department offers crime prevention presentations each semester to classrooms, campus clubs, and student groups as requested. Topics of these presentations include personal safety awareness, and property protection strategies. Anyone interested in having an NTC Security Department speak to his or her classroom or group should contact them at (715) 803-1111.

Crime/Incident Reporting

Northcentral Technical College encourages all people attending or visiting the campus to report all real or perceived criminal acts and/or all other incidents of suspicious or medical nature to the NTC Campus Security Department so proper and appropriate follow-up or assistance can be provided.

To report a crime, call the NTC Security Department at (715) 803-1111. In an immediate emergency, dial 911. Reporting of crimes can be accomplished 24 hours a day by any of the following means:

- 1) Calling Security during hours of operation at 715-803-1111
- 2) Emailing Security at Security@ntc.edu
- 3) Filing an online Maxient reporting [form](#)
- 4) **Dialing 911 in an emergency**

Security Officers

Incidents on the Wausau Campus can be reported to an NTC Security Officer making routine patrols of the NTC Campus. All NTC Campus Security Officers are trained in advanced recognition of criminal activity or suspicious behavior and can properly facilitate a response to all criminal acts and/or situations. Shall it be deemed necessary, an NTC Security Incident Report will be generated and completed promptly. NTC Security Officers shall decide whether outside assistance from other police authorities is needed. The on-duty Security Officer will always have the ability to confide in their supervisor for further guidance.

The additional NTC campuses can have phone contact with the Wausau Security Office during **any** hours of operation. In the event of true emergencies, it is recommended that the local law enforcement agencies are contacted promptly for their intervention. These incidents would still require an NTC Incident Report for proper documentation.

Security Officers are available at 715-803-1111, or EXT. 1111 from any on-campus landline phone during business hours to answer your calls. In response to a call, NTC Security Department will take the required action, either send a Security Officer or asking the victim to report to NTC Security Department to file an incident report. All reported crimes will be investigated by the College and may become a matter of public record. All NTC Security Department incident reports are forwarded to the Student Development Office for review for potential action, as appropriate. NTC Security Officers will investigate a report when it is deemed appropriate. Additional information obtained from the investigation will also be forwarded to the Office of Student Development. If assistance is required from the local police department or the local fire department, NTC Security Department will contact the appropriate agency. If a sexual assault or rape should occur, staff on the scene, including Security, will offer the victim a wide variety of services available.

Crimes should be accurately and promptly reported to the NTC Security Department or the appropriate police agency, including when the victim of a crime elects to or is unable to, make such a report.

Members of the community are helpful when they immediately report crimes or emergencies to the NTC Security Department and the Office of Student Development and/or Title IX Coordinator for purposes of including them in the annual statistical disclosure and assessing them for issuing Timely Warning Notices when deemed necessary. Contact information of the Office of Student Development and The Title IX Coordinator can be found below.

Office of Student Development (715) 803-1267
Title IX Coordinator Office (715) 803-1057

College Campus Facility Security

NTC Security Officers conduct routine patrols of campus buildings to evaluate and monitor security-related matters.

Security Department

The main NTC Security Department is located on the Wausau Campus in Room C-157.
The phone number is (715) 803-1111, and Emails to Security@ntc.edu.

College Access Control

Northcentral Technical College uses a card access locking system comprised of online and offline locks. This allows for greater access control throughout the district and allows for a faster response when an access card is lost, misplaced, or stolen. Access key cards are the property of Northcentral Technical College and must be returned upon the request of the proper authority. During business hours, Northcentral Technical College will be open to students, parents, employees, contractors, guests, and invitees. During non-business hours, access to all college facilities will only be given to those staff needing to be in the building after hours as part of their regular job requirements (i.e. IT, Facilities, Student Life Activity, College Sponsored events, etc.). Anyone needing access to the Wausau Campus during non-business hours not mentioned in the above statement or not normally granted after access will need to contact the Northcentral Technical College Security Department at (715) 803-1111. In the event access is required to any of the other NTC Campuses, access may only be granted by the Dean or Learning Center coordinator. NTC Security Department Officers monitor security in the academic and administrative buildings of the campus.

Residential facilities are only accessible to building residents and their authorized guests and visitors. Residents are helpful if they avoid allowing unknown individuals access to the residential buildings. Housing staff monitor security in the residential facilities and encourage building residents to report suspicious or unusual activity.

Security Considerations Used in the Maintenance of Campus Facilities

Northcentral Technical College maintains campus facilities in a manner that minimizes unsafe conditions. Parking lots and pathways are illuminated with lighting. NTC Security Department works closely with Facilities Management to address burned-out lights promptly as well as malfunctioning door locks or other physical conditions that enhance security. Other members of the College community are helpful when they report equipment problems to NTC Security Department or Facilities Management.

911ETC:

The Wausau NTC campus is also equipped with an enhanced phone system to our local Emergency 911 centers. This enhancement is called **911ETC** and allows all of our in-house phones to automatically be locked into the Emergency 911 system when called. This allows emergency responders (both locally and in-house) to more efficiently respond to our sites with more valuable information to address the emergency needs of the caller.

Closed Circuit Televisions:

All NTC locations are monitored by CCTV locally and by the Wausau NTC Security Department. Local Law Enforcement agencies may also monitor the CCTV for their local NTC locations. This is being done to maintain a safe and secure environment for our students, staff, and visitors.

Daily Crime Log

NTC Security Department maintains a Daily Crime Log which is available to the public for review, at the NTC Security Department Office in room C-157, from 8 a.m. – 5 p.m. Monday through Friday, excluding holidays.

Confidential Reporting Policy

If you are the victim of a crime and do not want to pursue action by the NTC Security Department or the criminal justice system, you may still want to consider making a confidential report. With your permission, NTC Security Staff will report on the details of the crime without revealing your identity.

The purpose of the confidential report is to comply with your wish to keep the matters confidential while taking steps to ensure the future safety of yourself and others. With such information, NTC Security can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime concerning a particular location, method, or assailant, and alert the campus community of potential danger. Reports filed in the matter are counted and disclosed in the annual crime statistic report for Northcentral Technical College.

Non-Campus Reporting

Because of the limited scope of the authority vested in the NTC Security Department, we are currently unable to monitor or provide security services to students and staff while off any NTC Campus. Criminal activity and law enforcement services to students and staff off campus are provided by the local police departments when violations of federal, state, or local laws surface. This cooperative team approach addresses situations as they arise as well as future concerns to the students, staff, and community.

In addition, students now have access to an incident reporting form where they can document and alert Security to concerns. This form is connected to staff working with risk assessment, conduct, and Title IX. This form can be completed confidentially and is public facing through the NTC website.

NTC does not have officially recognized student organizations that own or control housing facilities outside of the NTC core campus.

Therefore, local PD is not used to monitor and record criminal activity since there are Non-campus locations of student organizations.

Counseling Services Confidentiality Statement

Northcentral Technical College Counseling Services is required by law and by professional ethics to protect the confidentiality of all communication between counselor and counselee. In some situations, involving danger and/or risk of imminent harm, counselors are required to disclose certain information to protect all involved. In certain legal situations, including court orders, counselors are required to disclose information as necessary to comply with the law in that situation. If possible, counselors will discuss the procedures for doing this and enlist the counselee's assistance in a resolution of the situation that has necessitated such disclosure. Campus "Professional Counselors," when acting as such, are not considered to be a campus security authority for Clery Act purposes and are *not* required to report crimes for inclusion in the annual disclosure of crime statistics. Counselors are encouraged to inform people counseled of the procedures to report crimes to the NTC Security Department voluntarily and confidentially for inclusion in the annual report statistics. NTC's counseling service is through a third party, Timely Care. Timely Care is a virtual counseling service.

BIT Committee

The *Governor's Task Force on Campus Safety* report was released in November of 2007 after the tragic event that occurred at Virginia Tech. In this comprehensive report one of the foremost recommendations was for colleges and universities to create a threat assessment team to identify, evaluate, and address concerns of individuals. Northcentral Technical College embraced this idea immediately and created the BIT (Behavior Intervention Team).

In 2022, NTC conducted research and found that many colleges have shifted branding from a BIT to a CARE model to “soften” the perception that the BIT exists to track students and punish them. It was recommended that NTC follow this trend and rename the current BIT to CARE (**Campus Assessment, Response, and Evaluation**) Team to send the message to the College community that the purpose of the team is caring and preventative. The CARE Team serves as a central network focused on prevention and early intervention of campus situations involving students experiencing extreme distress or engaging in harmful or disruptive behaviors. The committee is made up of divisional staff from Student Services, Counseling, Disability Services, Learning and Security. Several committee members have had various training opportunities addressing the recognition and conflict management of student concerns. The team addresses concerns using various methods and strategies. This can be anywhere from a team approach, one-on-one, or a mandated referral to an outside professional agency. The end result is a plan for success and a win-win for both the student and the college with the student's best interest in mind.

The CARE Team feels that this entity on campus adds an important element of safety measures to our college environment. With the assistance and appropriate input from all staff and faculty, it is our hope that Northcentral Technical College will be a safer and more productive environment for all.

Timely Warning

In compliance with the Jeanne Clery Act, any incident or a situation arises, within the NTC Clery Geography (On Campus, Public Property, and Non-campus property), that, in the judgment of the Director of Security and consultation with responsible authorities when time permits, constitutes as an ongoing or continuing threat to the students, staff, or visitors population, a timely warning may be issued. This warning will be at the discretion of the President of the College or their designee and the Director of Security.

This will be distributed as soon as possible after the incident is reported. This report will consist of as much information about the incident as possible to keep other students, staff, and visitors safe, but will also be limited to not compromising an ongoing investigation or violating any HIPPA or FERPA Laws.

Timely Warnings are typically issued for the following Uniform Crime Reporting Program (UCR)/National Incident-Based Reporting System (NIBRS) crime classifications:

- 1) Murder/Non-Negligent Manslaughter
- 2) Aggravated Assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger NTC community)
- 3) Robbery involving force or violence (cases including pickpocketing and purse snatching will typically not result in the issuance of a Timely Warning Notice, but will be assessed on a case-by-case basis)
- 4) A string of Burglaries or Motor Vehicle Thefts that occur in reasonably close proximity to one another.
- 5) Sexual Assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount of information known by the Director of Security, or designee). In cases involving sexual assault, they are often reported long after the

incident occurred, thus there is no ability to distribute a “timely” warning notice to the community. All cases of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice.

- 6) Major incidents of Arson
- 7) Other Clery crimes as determined necessary by the Director of Security, or his or her designee in his or her absence.

Timely Warning Notices are typically written and distributed by the Director of Security, or designee.

To reach as many people as possible, the timely warning will be distributed across different media platforms as possible. Follow-up warnings may be posted on exterior doors of any affected NTC location, on the main page of the NTC website, and electronically mailed and texted to members of the NTC campus community. Furthermore, timely warnings will be posted on the TV monitors throughout the location to advise of the situation at hand. If feasible or needed, a media report will be released to local radio and TV stations for mass broadcast.

Timely Warning Notices will be distributed as soon as pertinent information is available, in a manner that withholds the names of victims as confidential, and with the goal of aiding in the prevention of similar occurrences.

The institution is not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

Emergency Response and Evacuation Procedures

NTC maintains an Emergency Response Plan that outlines the responsibilities of campus units during emergencies. This plan outlines incident priorities, campus organization, and specific responsibilities of particular units or positions.

College departments are responsible for developing emergency response and continuity of operations plans for their areas and staff. Campus emergency management provides resources and guidance for the development of these plans and updates the overall plan biannually.

In conjunction with other emergency agencies, the College conducts emergency response drills and exercises each year, such as tabletop exercises, violent intruder drills, and tests of the emergency notification systems on campus. These tests which can be announced or unannounced, are designed to assess and evaluate the emergency plans and capabilities of the institution.

Each test is documented and includes a description of the exercise and the date and time of the exercise and whether it was announced or unannounced.

The campus publicizes a summary of the emergency response and evacuation procedures via email at least once each year in conjunction with a test (exercise and drill) that meets all the requirements of the Higher Education Opportunity Act.

Emergency Evacuation Procedures

The emergency evacuation procedures are tested at least twice each year. Students and employees learn the locations of the emergency exits in the buildings and are guided in the direction they should travel when exiting each facility for a short-term building evacuation. The NTC Security Department does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by the time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In

both cases, NTC Security Department staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

We do, however, conduct building evacuation drills. The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. At NTC evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants ‘practice’ drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

Northcentral Technical College oversees the Timberwolf Suites residence hall. These two physical fire drills are done twice a year, in Spring and Fall. Both drills are documented and a record kept by the Timberwolf Suites Housing Manager.

General Evacuation Procedures

At the sound of a fire alarm or if you are instructed to evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify NTC Security Department, (715-803-1111) Police Emergency or dial 911.

1. Remain Calm
2. Do NOT use elevators, use the stairs.
3. Assist the physically impaired. If he/she is unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform NTC Security Department or the responding Fire Dept. of the individual's location.
4. Proceed to a clear area at least 100 feet from the building. Keep all walkways clear for emergency vehicles.
5. Make sure all personnel are out of the building.
6. Do not re-enter the building.

Shelter-in-Place Procedures –What it means to “Shelter-in-Place”

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to “shelter-in-place” means to make a shelter of the building that you are in, and with a few adjustments, this location can be made even safer and more comfortable until it is safe to go outside.

Basic “Shelter-in-Place” Guidance

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take your personal belonging (purse, wallet, access card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest College building quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to “Shelter-in-Place”

A shelter-in-place notification may come from several sources, including Security, Staff members, other College employees, Local PD, or other authorities utilizing the College’s emergency communications tools.

How to “Shelter-in-Place”

No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.
2. Locate a room to shelter inside. It should be:
 - a) An interior room;
 - b) Above ground level; and
 - c) Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms may be necessary.
3. Shut and lock all windows (tighter seal) and close exterior doors.
4. Turn off air conditioners, heaters, and fans.
5. Close vents to ventilation systems as you are able. (College staff will turn off the ventilation as quickly as possible.)
6. Make a list of the people with you and ask someone (hall staff, faculty, or other staff) to call the list into NTC Security Department so they know where you are sheltering. If only students are present, one of the students should call in the list.
7. Turn on the radio or TV and listen for further instructions.
8. Make yourself comfortable.

Individuals can report emergencies occurring at Northcentral Technical College by calling 911 or NTC Security at H (715) 803-1111.

In the event of a serious threat or an emergency, the college population will be notified as to their appropriate response through various means. Some or all of our systems may be used such as; electronic communication (such as email), Phone messages, television monitors, loudspeakers, fire alarms, and emergency evacuation maps located throughout the individual sites. Face-to-face communication may be used if necessary. NTC will immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring on the campus.

The Director of Security is responsible for confirming an emergency in conjunction with campus administrators, local first responders, and/or the national weather center.

Once there is confirmation of such an event, the NTC security department, or the various sites main office (Deans, Coordinators), will determine the appropriate means of message dissemination in the swiftest manner available. If in the professional judgment of the responsible authorities, activating the notification system may compromise any efforts to mitigate the event or assist victims, the notification may be delayed or not issued. Northcentral Technical College will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to Campus Security, Local PD, and/or the Local Fire and Emergency Medical Services), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The Director of Security, President, VP of Student Services, and Associate VP of Marketing will collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat to the NTC Community or the appropriate segment of the community if the threat is limited to a particular building or segment of the population.

Notification will be made by using some or all of the following methods depending on the type of emergency: College Alert System (which contains email, cell phone text, and voice message alert); fire alarm (where available), public address systems (where available), social media, digital signage (where available), local media, webpage and/or in-person communication. If any of these systems fail or the College deems it appropriate, in-person communication may be used to communicate in an emergency.

SYSTEM TO USE	Primary Message Creator	Backup Message Creator	Authority for Approving & Sending Messages	Primary Message Sender/Distributor	Backup Message Sender/Distributor
PRIMARY	Jordan Schult	Mike Nelson	Jeannie Worden	Jordan Schult	Mike Nelson
	Mike Nelson	Katie Felch	Sarah Dillon	Mike Nelson	Chet Strebe
	Katie Felch	Jeannie Worden	Katie Felch	Chet Strebe	Katie Felch
SECONDARY	Mike Nelson	Chet Strebe	Jeannie Worden	Mike Nelson	Chet Strebe
	Katie Felch	Sarah Dillon	Sarah Dillon	Chet Strebe	Katie Felch
	Jeannie Worden	Joe Hanke	Katie Felch	Joe Hanke	Joe Hanke

To opt-in for emergency text messaging students, faculty and staff can do so by responding to the text they receive when they are entered into the PeopleSoft system regarding receiving emergency messages. Emergency notifications through email and phone are an opt-out system. To opt-out of email follow the link at the bottom of any emergency notification, for phone opt-out press the number related to opting-out during any Emergency notification call. You can opt-out at any time by visiting the Help Desk.

The content of the message will vary depending on the situation. At a minimum, the messages will describe the emergency, provide basic instructions to the community, and will direct them to where they can receive additional information.

Follow-up information will be distributed using some or all the identified communication systems (except the fire alarm).

The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents, and other interested parties. The larger community can also access emergency information via the Northcentral Technical College homepage and/or social media.

If there is an immediate threat to the health or safety of students or employees occurring on campus, Northcentral Technical College will follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, NTC will provide follow-up information to the community as needed.

Alcohol and Drug Policy

Northcentral Technical College is committed to upholding all local, state, and federal laws concerning the use and abuse of alcohol and controlled substances and will support campus community efforts to reduce or eliminate violations of such laws. Northcentral Technical College complies with the standards set in the Drug-Free Workplace Act of 1988. Possession, use, sale, and distribution of alcohol, controlled substances, and illegal drugs by students, employees, vendors, and visitors on college property or at sponsored college events, or by employees on district business while off of district premises without authorization is strictly prohibited.

Local Law Enforcement has primary responsibility for the enforcement of State underage drinking laws as well as the enforcement of Federal and State drug laws.

In addition, no students, employees, or visitors shall be impaired by alcohol, controlled substances, and illegal drugs or in possession of any drug paraphernalia on college premises or at any college-sponsored activity, or in the case of employees, on district business that is conducted off premises.

Students and employees violating the above can be subject to disciplinary action by the college and involvement by the local policing jurisdiction. For further information refer to the Drug and Alcohol-Free Campus and Workplace Policy referenced on the [NTC website](#) and Employee Handbook.

Alcohol and Drug Abuse (AODA) Prevention Program

NTC recognizes drug and alcohol dependency or abuse as major health problems, as well as safety and security problems. Some of these problems include:

- 1) Diseases of the liver, brain, heart, pancreas, and every other organ and/or system in the body;
- 2) Depression, moodiness, disorientation, and lack of inhibitions, can lead to increased risk of accident, suicide, and violent behavior including homicide;
- 3) Difficulties with memory, concentration, attention span, abstract reasoning, and the ability to process perceptual information in a manner consistent with reality;
- 4) Spontaneous miscarriage and fetal malformations including physical, cognitive, and emotional problems which can be permanent; and
- 5) The risk of dependency and its related physical, mental, emotional, social, legal, family, and financial problems.

A student in need of assistance to work through such problems is encouraged to contact the [TimelyCare](#). Conscientious efforts to seek such help shall not in themselves jeopardize any student's enrollment and will not be noted in the student's educational record. Any assistance provided can be made anonymously and is kept completely confidential within legal guidelines.

Drug-Free Schools and Communities Act

In compliance with the Drug-Free Schools and Communities Act, Northcentral Technical College publishes information regarding the College's educational programs related to drug and alcohol abuse prevention; sanctions for violations of federal, state, and local laws and College policy; a description of health risks associated with alcohol and other drug use; and a description of available treatment programs for NTC students and employees. A complete description of these topics, as provided in the College's annual notification to students and employees, is available online at [Drugs and Alcohol | Northcentral Technical College \(ntc.edu\)](#).

Missing Student Notification

Any member of the Northcentral Technical College Community who has reason to believe a student is missing for 24 hours should contact Campus Security immediately by calling (715) 803-1111 or EXT. 1111 from any campus landline phone during business hours. NTC Employees are required to report any knowledge that they may have of a missing student, whether that be from direct knowledge or a report from a student, another member of the NTC community, or an outside party immediately to Campus Security.

Whether or not a student resides on campus, efforts will be made to locate the student to determine his or her location and well-being. These efforts may be aided by collaboration with local law enforcement.

For purposes of this policy, a student will be considered a "missing student" if the student's absence is contrary to his/her usual pattern of behavior and unusual circumstances may have caused the absence. Such circumstances could include, but are not limited to:

- 1) A report or suspicion that the missing person may be the victim of foul play.
- 2) The missing student has expressed suicidal thoughts.
- 3) The missing student has a history of drug or alcohol abuse.
- 4) The missing student is in a life-threatening situation.
- 5) The missing student has been with persons who may endanger the student's welfare.

All Timberwolf Suites residents have the option of designating a confidential missing person contact strictly for use in the event that they are reported missing. To designate this person, contact the Housing Managers Office at (715) 803-1697. All students who live in NTC-affiliated housing will be given this opportunity prior to moving into the facility. Designations will remain in effect until the student chooses to revoke them.

When students are informed of their option to provide a confidential contact, they are advised that their contact information is stored confidentially, will be accessible only to authorized campus officials and law enforcement. These officials will only disclose the contact information to law enforcement and only for the purposes of a missing person's investigation. A student can update their confidential missing person contact information by emailing or contacting the Timberwolf Suites Manager.

Students are advised that, in the event a student under 18 years of age and not emancipated, NTC must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, students are also advised that, in addition to notifying any additional contact person designated by the student. Students are advised that, for all missing students, NTC will notify the local law enforcement agency within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing.

Should the NTC Security Department investigate and determine that a residential student is missing, contact will then be made to the missing person contact, if contact information has been provided, within twenty-four (24) hours of the determination that the student is missing by the NTC Security Department.

If a student is under the age of 18 and not emancipated, the College must notify a custodial parent or guardian within 24 hours of determination that the student is missing. This is in addition to contacting anyone that the student has designated as their contact for missing persons cases.

Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, NTC will notify the appropriate law enforcement agency that has jurisdiction in the area that the student is missing within 24 hours.

Title IX

Title IX is a comprehensive federal law that prohibits sex discrimination in higher educational institutions. Specifically, it states that "no person in the United States shall be based on 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."

In 1987 that scope was extended to any educational institution, governmental entity, or private employer that received federal funding.

Northcentral Technical College prohibits all forms of illegal discrimination, harassment, intimidation, and coercion on campus and at College-related activities and functions. NTC is required to investigate all allegations regarding sexual misconduct under Title IX. Sexual misconduct incorporates a wide range of behaviors including sexual assault (which includes rape and any kind of nonconsensual sexual contact), sexual

harassment, intimate partner violence, stalking, voyeurism, and any other conduct of a sexual nature that is nonconsensual or has the purpose or effect of threatening, intimidating, or coercing another person.

JEANNE CLERY DISCLOSURE OF THE CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT, AS AMENDED BY THE VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT OF 2013

NTC prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the College community. Toward that end, NTC issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault, and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a College official.

Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault, and stalking as follows:

- **Domestic Violence**

- 1) a felony or misdemeanor crime of violence committed—
 - a) By a current or former spouse or intimate partner of the victim;
 - b) By a person with whom the victim shares a child in common;
 - c) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - d) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
 - e) 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 in which the crime of violence occurred.
- 2) For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

- 1) The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- 2) For the purposes of this definition—
 - a) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - b) Dating violence does not include acts covered under the definition of domestic violence.
- 3) For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

- **Sexual Assault:** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

- 1) Rape is defined as the 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.
- 2) Fondling is defined as the touching of the private parts of another person for the purposes 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 incapacity.
- 3) Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- 4) Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.

- **Stalking**

- 1) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - a) Fear for the person's safety or the safety of others; or
 - b) Suffer substantial emotional distress.
- 2) For the purposes of this definition—
 - a) Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
 - b) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
 - c) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- 3) For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Important Definitions

Sexual Harassment

Unwelcome behavior of a sexual nature including unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature

Sexual Misconduct

Sexual misconduct is a broad term encompassing any nonconsensual behavior of a sexual nature that is committed by force or intimidation, or that is otherwise unwelcome.

The term includes:

- 1) Sexual Assault
- 2) Sexual Exploitation
- 3) Sexual Harassment
- 4) Stalking
- 5) Relationship Violence (domestic and dating)
- 6) Hostile Environment

Sexual misconduct may vary in its severity and consists of a range of behaviors or attempted behaviors. It can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual misconduct can occur between members of the same or different gender and can also occur while individuals are fully clothed.

Sexual Violence

Any physical act which is sexual in nature that is committed by force or without the full and informed consent of all persons involved.

NTC has adopted the Wisconsin State Definition of Consent

Words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact (via Wisconsin State Statutes)

Hostile Environment

A hostile environment includes any situation in which there is harassing conduct that is sufficiently severe, persistent, or pervasive such that it alters the conditions of employment or limits, interferes with or denies educational benefits or opportunities, from both a subjective (the alleged victim's) and an objective (reasonable person's) viewpoint.

The Determination of whether an environment is "hostile" Must be based on all of the circumstances. These circumstances may include, but are not limited to:

- 1) The frequency of the conduct
- 2) The nature and severity of conduct
- 3) Whether the conduct was physically threatening
- 4) Whether the conduct was humiliating
- 5) The effect of the conduct on the alleged victim's mental or emotional state
- 6) Whether the conduct was directed at more than one person
- 7) Whether the conduct arose in the context of other discriminatory conduct
- 8) Whether the conduct unreasonably interfered with the alleged victim's educational or work performance

Retaliation

Retaliating directly or indirectly towards a person who has, in good faith, filed, supported, or participated in an investigation of a complaint of sexual misconduct, as defined above, is prohibited. Retaliation includes, but is not limited to, ostracizing the person, pressuring the person to drop or not support the complaint, or to provide false or misleading information, or engaging in conduct that may reasonably be perceived to affect adversely that person's educational, living, or work environment. Retaliation also includes similar conduct engaged in by a third party at the complainant's or respondent's request. Depending On the circumstances, retaliation may be unlawful and may constitute a violation of this policy, whether or not the Title IX complaint is ultimately found to have merit.

Sexual Assault Programs/Policy

Northcentral Technical College engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

- A. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- B. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and new employees and ongoing awareness and prevention campaigns for students and staff that include:

- A statement that Northcentral Technical College prohibits all forms of illegal discrimination, harassment, intimidation, and coercion on campus and at College related activities and functions.

- A statement that the institution prohibits the crimes of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act);
- NTC is required to investigate all allegations regarding sexual misconduct. Sexual misconduct incorporates a wide range of behaviors including sexual assault (which includes rape and any kind of nonconsensual sexual contact), sexual harassment, intimate partner violence, stalking, voyeurism, and any other conduct of a sexual nature that is nonconsensual, or has the purpose or effect of threatening, intimidating, or coercing another person.
- The definitions of domestic violence, dating violence, sexual assault and stalking according to any applicable jurisdictional definitions of these terms.
- What behavior and actions constitute consent, in reference to sexual activity, in the State of Wisconsin.
- The College definition of consent and the purpose which that definition is used.
- Definitions of sexual harassment, sexual violence, consent, dating/domestic violence, stalking, and voyeurism.
- Information regarding: Procedures a victim should follow if a crime of domestic violence, dating violence, sexual assault or stalking should occur.
- A description of safe and positive options for bystander intervention.
- Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
- How the institution will protect the confidentiality of victims and other necessary parties (as described in “Assistance for Victims: Rights and Options” elsewhere in this document.
- Options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measure (as described in “Assistance for Victims: Rights and Options” elsewhere in this document.
- Existing college and community resources related to counseling, victim advocacy, mental health, health care, financial aid, and other services for victims.
- Procedures for NTC student conduct process in cases of domestic violence, dating violence, sexual assault, and stalking.

Primary Prevention and Awareness Programs

These programs include presenting information and materials during new student orientation and new employee orientation, providing programs by invitation to specific classes and programs and in information distributed to all staff via student and employee handbooks.

Specifically, the College offered the following **primary prevention and awareness programs** for all **incoming students** in the 2025-2026 academic year:

Name of Program	Date Held	Location Held	Which Prohibited Behavior *Covered?
Title IX Webpage	Online	Online	DoV, DaV, SA and S
New Student Orientation	Online	Online	DoV, DaV, SA

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

The College offered the following primary prevention and awareness programs for all new employees in 2025-2026

Name of Program	Date Held	Location Held	Which Prohibited Behavior *Covered?
Sexual Harassment: What Employees Need to Know	Online	Online	SA
Title IX Time to Take Action	Online	Online	S,SA,DoV

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

Ongoing Prevention and Awareness Campaigns

The College offered a variety of training sessions to staff and/or students in 2025-2026 that used both active and passive opportunities for faculty, staff, and students to learn about how to keep themselves and others safe.

The College offered the following **ongoing awareness and prevention programs** for **students and employees** in the 2025-2026 academic year:

Name of Program	Date Held	Location Held	Which Prohibited Behavior *Covered?
Title IX Webpage	Online	Online	DoV, DaV, SA and S
Women's Community Tabling Event	1/29/25, 9/24/25, 10/29/25, 11/19/25	Wausau Campus	domestic violence
TimelyCare Info newsletter article	1/31/25	Sent to all students and employees	Stress relief and mental health resources
Winter Wellness Fair	2/26/25	Wausau Campus with bags to regional campuses	Physical and mental health resources
Nonacademic Support Services monthly newsletter (mental health resources, suicide prevention, mindfulness)	2/3/25, 2/28/25	Sent to all students and employees	mental health resources, suicide prevention + awareness
Mental Health Tips email article	2/10/25	Sent to all students and employees	mental health resources
Mindfulness awareness and resource articles in weekly email	3/3/25, 3/10/25, 3/17/25, 3/24/25, 3/31/25	Sent to all students and employees	mental health resources
Whine and Cheese	3/4/25	Wausau Campus	Stress relief and mental health resources
National Stress Awareness month awareness and resource articles in weekly email	4/7/25, 4/21/25	Sent to all students and employees	mental health resources
Sexual Assault Awareness Month awareness and resource articles in weekly email	4/14/2025, 4/28/25	Sent to all students and employees	Sexual assault awareness
Stress Management Documentary	4/16/25	Wausau Campus	Stress relief and mental health resources
Stay Sharp: Drug Awareness Trivia	4/17/25	Wausau Campus	Drug use
Scoop Away Stress	4/24/25	Wausau Campus	Mental health resources
Mental Health Month awareness and resource articles in weekly email	5/5/25, 5/12/25, 5/19/25	Sent to all students and employees	mental health resources
Stress Management and mental health resources articles in weekly email	7/21/25, 7/28/25	Sent to all students and employees	mental health resources
Suicide prevention awareness and resources article in weekly email	9/2/25, 9/15/25, 9/22/25,	Sent to all students and employees	Suicide prevention + awareness, mental health resources
Suicide Prevention Documentary	9/15/25	Wausau Campus	Suicide prevention + awareness, mental health resources
Drunk Goggle Alcohol Awareness Event	10/1/25	Wausau Campus	Alcohol use

World Mental Health Day awareness and TimelyCare info article	10/6/25	Sent to all students and employees	mental health resources
Nicotine/Tobacco Trivia	10/14/25	Wausau Campus	Nicotine use
Domestic Violence Awareness Month info and resources article	10/20/25, 10/27/25	Sent to all students and employees	Domestic violence awareness, mental health resources
Stress management + TimelyCare article	11/24/25, 12/8/25, 12/15/25	Sent to all students and employees	mental health resources

Bystander Intervention

Northcentral Technical College believes that risky, potentially dangerous situations can be avoided if a bystander witnesses the event and steps in to intervene. NTC encourages students who observe a concerning situation to move past being a bystander and become active.

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. Further information regarding bystander intervention may be found. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

- 1) Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
- 2) Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- 3) Speak up when someone discusses plans to take sexual advantage of another person.
- 4) Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- 5) Refer people to on or off-campus resources listed in this document for support in health, counseling, or with legal assistance.

Here are some tips to become an active bystander:

- 1) Dial 911
- 2) Call NTC Security at 715.803.1111
- 3) Tell a staff person what you observed
- 4) Submit a report through [Maxient](#)
- 5) Yell for help
- 6) Intervene directly, if you feel you can safely do so
- 7) Ask a victim if he/she is OK and actively listen to them without telling them what to do

Risk Reduction

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one’s risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

1. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to **avoid isolated areas**. It is more difficult to get help if no one is around.
3. **Walk with purpose**. Even if you don’t know where you are going, act as you do.

4. **Trust your instincts.** If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
6. **Make sure your cell phone is with you** and charged.
7. **Don't allow yourself to be isolated** from someone you don't trust or someone you don't know.
8. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
9. **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. **Don't accept drinks from people you don't know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
14. **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - a) **Remember that being in this situation is not your fault.** You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
 - b) **Be true to yourself.** Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - c) **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - d) **Lie.** If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
16. **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. **If you and/or the other person have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Off-Campus Help & Support

Contact your local Police Department to report abuse and to help keep yourself safe, 911 or the non-emergency number. Any of the on-or off-campus resources can assist in finding information about legal options such as filing a protective/harassment order. Even if you do not plan on talking to anyone on campus about the incident, please submit a report form through [Maxient](#). This information will help Northcentral Technical College obtain a more accurate picture of the violence that is happening on and around campus.

Confidential Reporting Policy

If you are the victim of a crime and do not want to pursue action by the NTC Security Department or the criminal justice system, you may still want to consider making a confidential report. With your permission, NTC Security Staff will report on the details of the crime without revealing your identity. The purpose of the confidential report is to comply with your wish to keep the matters confidential while taking steps to ensure the future safety of yourself and others. With such information, NTC Security can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime concerning a particular

location, method, or assailant, and alert the campus community of potential danger. Reports filed in the matter are counted and disclosed in the annual crime statistic report for Northcentral Technical College.

Counseling Services Confidentiality Statement

Northcentral Technical College Counseling Services is required by law and by professional ethics to protect the confidentiality of all communication between counselor and counselee. In some situations, involving danger and/or risk of imminent harm, counselors are required to disclose certain information to protect all involved. In certain legal situations, including court orders, counselors are required to disclose information as necessary to comply with the law in that situation. If at all possible, counselors will discuss the procedures for doing this and enlist the counselee's assistance in a resolution of the situation that has necessitated such disclosure. Campus "Professional Counselors," when acting as such, are not considered to be a campus security authority for Clery Act purposes and are *not* required to report crimes for inclusion in the annual disclosure of crime statistics. Counselors are encouraged to inform people counseled of the procedures to report crimes to the NTC Security Department voluntarily for inclusion in the annual report statistics.

Accommodation and Protective Measures Available for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault, or stalking, NTC will provide written notification to students and employees about accommodations available to them, including academic, living, transportation, protective orders, and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodation, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information of the individual or office that should be contacted to request the accommodation).

At the victim's request, and to the extent of the victim's cooperation and consent, College offices will work cooperatively to assist the victim in obtaining accommodation. If reasonably available, a victim may be offered changes to academic, living, working, protective measures, or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

Student Due Process

Northcentral Technical College Code of Student Conduct and Due Process guidelines is adapted from The NCHERM Group Model Developmental Code of Student Conduct and is used here with permission. www.ncherp.org

Each member of the Northcentral Technical College community bears responsibility for their conduct and assumes reasonable responsibility for the behavior of others. When members of the community fail to exemplify these five values by engaging in violation of the Student Code of Conduct, campus conduct proceedings are used to assert and uphold the *Student Code of Conduct*.

The student conduct process at Northcentral Technical College is not intended to punish students; rather, it exists to protect the interests of the community and to challenge those whose behavior is not following our policies. Sanctions are intended to challenge students' moral and ethical decision-making and to help them bring their behavior into accord with our community's expectations. When a student is unable to conform their behavior to community expectations, the student conduct process may determine that the student should no longer share in the privilege of participating in this community.

Students should be aware that the student conduct process is quite different from criminal and civil court proceedings. Procedures and rights in student conduct procedures are conducted with fairness to all but do not include the same protections of due process afforded by the courts. Due process, as defined within these procedures, assures written notice and a hearing before an objective decision-maker. No student will be found in violation of Northcentral Technical College policy without information showing that it is more likely than not that a policy violation occurred and any sanctions will be proportionate to the severity of the violation and the cumulative conduct history of the student.

Students at Northcentral Technical College are provided with a copy of the *Student Code of Conduct* annually in the form of a link on the Northcentral Technical College website, <http://www.ntc.edu/student-code-conduct>. Hard copies are available on request from the Office of Student Development. Students are responsible for having read and abiding by the provisions of the *Student Code of Conduct*.

How the Conduct Process Works

This overview gives a general idea of how Northcentral Technical College's campus conduct proceedings work, but it should be noted that not all situations are of the same severity or complexity. Thus, these procedures are flexible, and are not the same in every situation, though consistency in similar situations is a priority. The campus conduct process, and all applicable timelines commence with notice to an administrator of a potential violation of Northcentral Technical College rules.

Please note that many instances of disruptive behavior can be managed by an instructor or staff member, and no reporting is necessary. Many programs have specific protocols for dealing with student behavior. If you observe troubling behavior, please call NTC Student Security at Ext. 1111.

Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

"Domestic abuse" means any of the following engaged in by an adult person against his or her spouse or former spouse, against an adult with whom the person resides or formerly resided, or against an adult with whom the person has a child in common:

- 1) Intentional infliction of physical pain, physical injury, or illness.
- 2) Intentional impairment of physical condition.
- 3) A violation of s. 940.225 (1), (2), or (3).
- 4) A physical act that may cause the other person reasonably to fear imminent engagement in the conduct described under sub. 1., 2. or 3.
- 5) "Law enforcement agency" has the meaning specified in s. 165.83 (1) (b).
- 6) "Party" means a person involved in a domestic abuse incident.
- 7) "Predominant aggressor" means the most significant, but not necessarily the first, aggressor in a domestic abuse incident
- 8) The state of Wisconsin does not have a definition of dating violence.

Sexual Assault: The state of Wisconsin defines sexual assault as follows: Sexual assault.

- 1) First-degree sexual assault. Whoever does any of the following is guilty of a Class B felony:
 - a) Has sexual contact or sexual intercourse with another person without the consent of that person and causes pregnancy or great bodily harm to that person.
 - b) Has sexual contact or sexual intercourse with another person without the consent of that person by use or threat of use of a dangerous weapon or any article used or fashioned in a manner to lead the victim reasonably to believe it to be a dangerous weapon.
 - c) Is aided or abetted by one or more other persons and has sexual contact or sexual intercourse with another person without the consent of that person by use or threat of force or violence.
- 2) Second-degree sexual assault. Whoever does any of the following is guilty of a Class C felony:

- a) Has sexual contact or sexual intercourse with another person without the consent of that person by use or threat of force or violence.
 - b) Has sexual contact or sexual intercourse with another person without the consent of that person and causes injury, illness, disease, or impairment of a sexual or reproductive organ, or mental anguish requiring psychiatric care for the victim.
 - c) Has sexual contact or sexual intercourse with a person who suffers from a mental illness or deficiency which renders that person temporarily or permanently incapable of appraising the person's conduct, and the defendant knows of such condition.
 - cm) Has sexual contact or sexual intercourse with a person who is under the influence of an intoxicant to a degree that renders that person incapable of giving consent if the defendant has actual knowledge that the person is incapable of giving consent and the defendant has the purpose to have sexual contact or sexual intercourse with the person while the person is incapable of giving consent.
 - d) Has sexual contact or sexual intercourse with a person who the defendant knows is unconscious.
 - e) Is aided or abetted by one or more other persons and has sexual contact or sexual intercourse with another person without the consent of that person.
 - f) Is an employee of a facility or program under s. 940.295 (2) (b), (c), (h), or (k) and has sexual contact or sexual intercourse with a person who is a patient or resident of the facility or program.
 - g) Has sexual contact or sexual intercourse with an individual who is confined in a correctional institution if the actor is a correctional staff member. This paragraph does not apply if the individual with whom the actor has sexual contact or sexual intercourse is subject to prosecution for the sexual contact or sexual intercourse under this section.
 - h) Has sexual contact or sexual intercourse with an individual who is on probation, parole, or extended supervision if the actor is on probation, parole, or extended supervision agent who supervises the individual, either directly or through a subordinate, in his or her capacity as probation, parole, or extended supervision agent or who has influenced or has attempted to influence another probation, parole, or extended supervision agent's supervision of the individual. This paragraph does not apply if the individual with whom the actor has sexual contact or sexual intercourse is subject to prosecution for the sexual contact or sexual intercourse under this section.
 - i) Is a licensee, employee, or non-client resident of an entity, as defined in s. 48.685 (1) (b) or 50.065 (1)(c), and has sexual contact or sexual intercourse with a client of the entity.
- 3) Third-degree sexual assault
- a) Whoever has sexual intercourse with a person without the consent of that person is guilty of a Class G felony.
 - b) Whoever has sexual contact in the manner described in sub. (5) (b) 2. or 3. with a person without the consent of that person is guilty of a Class G felony.
- (3m) Fourth-degree sexual assault. Except as provided in sub. (3), whoever has sexual contact with a person without the consent of that person is guilty of a Class A misdemeanor.
- 4) Consent. "Consent", as used in this section, means words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact. Consent is not an issue in alleged violations of sub. (2) (c), (cm), (d), (g), (h), and (i). The following persons are presumed incapable of consent but the presumption may be rebutted by competent evidence, subject to the provisions of s. 972.11 (2):
- a) A person suffering from a mental illness or defect which impairs the capacity to appraise personal conduct.
 - b) A person who is unconscious or for any other reason is physically unable to communicate unwillingness to an act.
- 5) Definitions. In this section:
- (abm) "Client" means an individual who receives direct care or treatment services from an entity.
- (acm) "Correctional institution" means a jail or correctional facility, as defined in s. 961.01 (12m), a juvenile correctional facility, as defined in s. 938.02 (10p), or a juvenile detention facility, as defined in s. 938.02 (10r).
- (ad) "Correctional staff member" means an individual who works at a correctional institution, including a volunteer.
- (ag) "Inpatient facility" has the meaning designated in s. 51.01 (10).

(ai) "Intoxicant" means any alcoholic beverage, hazardous inhalant, controlled substance, controlled substance analog, other drugs, or any combination thereof.

(ak) "Nonclient resident" means an individual who resides, or is expected to reside, at an entity, who is not a client of the entity, and who has, or is expected to have, regular, direct contact with the clients of the entity.

(am) "Patient" means any person who does any of the following:

1. Receives care or treatment from a facility or program under s. 940.295 (2) (b), (c), (h), or (k), from an employee of a facility or program or from a person providing services under contract with a facility or program.
2. Arrives at a facility or program under s. 940.295 (2) (b), (c), (h), or (k) for the purpose of receiving care or treatment from a facility or program under s. 940.295 (2) (b), (c), (h), or (k), from an employee of a facility or program under s. 940.295 (2) (b), (c), (h), or (k), or from a person providing services under contract with a facility or program under s. 940.295 (2) (b), (c), (h) or (k).

(ar) "Resident" means any person who resides in a facility under s. 940.295 (2) (b), (c), (h) or (k).

6) "Sexual contact" means any of the following:

- a) Any of the following types of intentional touching, whether direct or through clothing, if that intentional touching is either for the purpose of sexually degrading; or for the purpose of sexually humiliating the complainant or sexually arousing or gratifying the defendant, or if the touching contains the elements of actual or attempted battery under s. 940.19 (1):
 - i. Intentional touching by the defendant or, upon the defendant's instruction, by another person, by the use of any body part or object, of the complainant's intimate parts.
 - ii. Intentional touching by the complainant, by the use of any body part or object, of the defendant's intimate parts or, if done upon the defendant's instructions, the intimate parts of another person.
- b) Intentional penile ejaculation of ejaculate or intentional emission of urine or feces by the defendant or, upon the defendant's instruction, by another person upon any part of the body clothed or unclothed of the complainant if that ejaculation or emission is either for the purpose of sexually degrading or sexually humiliating the complainant or for the purpose of sexually arousing or gratifying the defendant.
- c) For the purpose of sexually degrading or humiliating the complainant or sexually arousing or gratifying the defendant, intentionally causing the complainant to ejaculate or emit urine or feces on any part of the defendant's body, whether clothed or unclothed.

7) "Sexual intercourse" includes the meaning assigned under s. 939.22 (36) as well as cunnilingus, fellatio or anal intercourse between persons or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal opening either by the defendant or upon the defendant's instruction. The emission of semen is not required.

8) "State treatment facility" has the meaning designated in s. 51.01 (15).

9) Marriage not a bar to prosecution. A defendant shall not be presumed to be incapable of violating this section because of marriage to the complainant.

10) Death of victim. This section applies whether a victim is dead or alive at the time of the sexual contact or sexual intercourse.

Stalking: The state of Wisconsin defines stalking as follows:

1. In this section:

- a. "Course of conduct" means a series of 2 or more acts carried out over time, however short or long, that show a continuity of purpose, including any of the following:
 - i. Maintaining a visual or physical proximity to the victim.
 - ii. Approaching or confronting the victim.
 - iii. Appearing at the victim's workplace or contacting the victim's employer or coworkers.
 - iv. Appearing at the victim's home or contacting the victim's neighbors.
 - v. Entering property owned, leased, or occupied by the victim.
 - vi. Contacting the victim by telephone or causing the victim's telephone or any other person's telephone to ring repeatedly or continuously, regardless of whether a conversation ensues.

vi(m). Photographing, videotaping, audiotaping, or, through any other electronic means, monitoring or recording the activities of the victim. This subdivision applies regardless of where the act occurs.

- vii. Sending material by any means to the victim or, for the purpose of obtaining information about, disseminating information about, or communicating with the victim, to a member of the victim's family or household or an employer, coworker, or friend of the victim.
- viii. Placing an object on or delivering an object to property owned, leased, or occupied by the victim.
- ix. Delivering an object to a member of the victim's family or household or an employer, coworker, or friend of the victim or placing an object on, or delivering an object to, property owned, leased, or occupied by such a person with the intent that the object be delivered to the victim.
- x. Causing a person to engage in any of the acts described in subds. 1. to 9.

(am) "Domestic abuse" has the meaning given in s. 813.12 (1) (am).

(ap) "Domestic abuse offense" means an act of domestic abuse that constitutes a crime.

(c) "Labor dispute" includes any controversy concerning terms, tenure or conditions of employment, or concerning the association or representation of persons in negotiating, fixing, maintaining, changing or seeking to arrange terms or conditions of employment, regardless of whether the disputants stand in the proximate relation of employer and employee.

(cb) "Member of a family" means a spouse, parent, child, sibling, or any other person who is related by blood or adoption to another.

(cd) "Member of a household" means a person who regularly resides in the household of another or who within the previous 6 months regularly resided in the household of another.

(cg) "Personally identifiable information" has the meaning given in s. 19.62 (5).

(cr) "Record" has the meaning given in s. 19.32 (2).

(d) "Suffer serious emotional distress" means to feel terrified, intimidated, threatened, harassed, or tormented.

2) Whoever meets all of the following criteria is guilty of a Class I felony:

- a) The actor intentionally engages in a course of conduct directed at a specific person that would cause a reasonable person under the same circumstances to suffer serious emotional distress or to fear bodily injury to or the death of himself or herself or a member of his or her family or household.
- b) The actor knows or should know that at least one of the acts that constitute the course of conduct will cause the specific person to suffer serious emotional distress or place the specific person in reasonable fear of bodily injury to or the death of himself or herself or a member of his or her family or household.
- c) The actor's acts cause the specific person to suffer serious emotional distress or induce fear in the specific person of bodily injury to or the death of himself or herself or a member of his or her family or household.

2e) Whoever meets all of the following criteria is guilty of a Class I felony:

- a) After having been convicted of sexual assault under s. 940.225, 948.02, 948.025, or 948.085 or a domestic abuse offense, the actor engages in any of the acts listed in sub. (1) (a) 1. to 10., if the act is directed at the victim of the sexual assault or the domestic abuse offense.
- b) The actor knows or should know that the act will cause the specific person to suffer serious emotional distress or place the specific person in reasonable fear of bodily injury to or the death of himself or herself or a member of his or her family or household.
- c) The actor's act causes the specific person to suffer serious emotional distress or induces fear in the specific person of bodily injury to or the death of himself or herself or a member of his or her family or household.

2m) Whoever violates sub. (2) is guilty of a Class H felony if any of the following applies:

- a) The actor has a previous conviction for a violent crime, as defined in s. 939.632 (1) (e) 1., or a previous conviction under this section or s. 947.013 (1r), (1t), (1v), or (1x).
- b) The actor has a previous conviction for a crime, the victim of that crime is the victim of the present violation of sub. (2), and the present violation occurs within 7 years after the prior conviction.

- c) The actor intentionally gains access or causes another person to gain access to a record in electronic format that contains personally identifiable information regarding the victim in order to facilitate the violation.
- d) The person violates s. 968.31 (1) or 968.34 (1) in order to facilitate the violation.
- e) The victim is under the age of 18 years at the time of the violation.
- 3) Whoever violates sub. (2) is guilty of a Class F felony if any of the following applies:
 - a) The act results in bodily harm to the victim or a member of the victim's family or household.
 - b) The actor has a previous conviction for a violent crime, as defined in s. 939.632 (1) (e) 1., or a previous conviction under this section or s. 947.013 (1r), (1t), (1v) or (1x), the victim of that crime is the victim of the present violation of sub. (2), and the present violation occurs within 7 years after the prior conviction.
 - c) The actor uses a dangerous weapon in carrying out any of the acts listed in sub. (1) (a) 1. to 9.
- (3m) A prosecutor need not show that a victim received or will receive treatment from a mental health professional in order to prove that the victim suffered serious emotional distress under sub. (2) (c) or (2e) (c).
- (4)(a) This section does not apply to conduct that is or acts that are protected by the person's right to freedom of speech or to peaceably assemble with others under the state and U.S. constitutions, including, but not limited to, any of the following:
 - 1) Giving publicity to and obtaining or communicating information regarding any subject, whether by advertising, speaking, or patrolling any public street or any place where any person or persons may lawfully be.
 - 2) Assembling peaceably.
 - 3) Peaceful picketing or patrolling.
- (b) Paragraph (a) does not limit the activities that may be considered to serve a legitimate purpose under this section.
- 5) This section does not apply to conduct arising out of or in connection with a labor dispute.
- 6) The provisions of this statute are severable. If any provision of this statute is invalid or if any application thereof is invalid, such invalidity shall not affect other provisions or applications which can be given effect without the invalid provision or application.

Voyeurism

The practice of spying on people engaged in intimate behaviors, such as undressing, sexual activity, or other actions usually considered to be of a private nature.

On-Campus Help & Support

You can seek help and support AND make a formal anonymous campus report if you so choose by filling out a report form through Maxient.

If you fear for your immediate safety, contact 911. Staff on campus who can assist you are:

Campus Security, extension 1111 or 715.803.1111

Andrew Howard, Customer Success Manager, 440-346-8801 andrew.howard@timelycare.com

Cher Vink, Title IX Coordinator, (715)803-1057

Note that by law, all NTC staff are mandated to report any potential Title IX violations for investigation. The only individual on campus who can confidentially hold a potential Title IX violation is the staff through Virtual Care Group, our contracted vendor for counseling services.

Off-Campus Help & Support

Contact your local Police Department to report abuse and to help keep yourself safe, 911 or the non-emergency number. Any of the on-or off-campus resources can assist in finding information about legal options such as filing a protective/harassment order. Even if you do not plan on talking to anyone on campus about the incident, please submit a report form through [Maxient](#). This information will help Northcentral Technical College obtain a more accurate picture of the violence that is happening on and around campus.

Security Awareness and Crime Prevention Programs

Northcentral Technical College is committed to a safe and secure learning environment. This is achieved by providing training and information to both students and employees by employing various methods. A common theme of all awareness and crime prevention programs is to encourage students and employees to be responsible for their safety and the safety of others on campus. In all, over 20 seminars and training were held for faculty, staff, and students to increase the awareness of our college community covering various topics. All crime prevention and security awareness programs encourage students and employees to be responsible for their security and the security of others. Participants in the various offered programs are asked to be alert, security-conscious, and involved and advised to call the Department of Safety and Security to report any suspicious behavior. For additional information regarding different awareness seminars or programs upcoming, contact the Associate Vice President of Facilities and Security at (715) 803-1057 .

Students

The first action of prevention and awareness occurs during new student orientation, which occurs at the beginning of each semester at each campus location. Incoming students are educated as to how to remain safe while on campus, secure valuable belongings, be prepared in the event of an emergency, how to report incidents and crimes and who to report to, the role of the BIT team and confidential counselors, what the Violence Against Women Act is and the role of Title IX (i.e. Dating Violence, Domestic Violence, Sexual Assault and Stalking), procedures for getting help should you encounter any form of sexual misconduct or sexual assault. In addition, campus public safety announcements are made throughout the year to keep students engaged in their safety.

Employees

The first action of prevention and awareness occurs during new employees' NTC orientation and the new faculty orientation. New employees are taught about the college's emergency response procedures, how to remain safe on campus, how to report incidents and crimes and who to report to, the role of the BIT team and other resources available to students in need, what the Violence Against Women Act is and the role of Title IX (i.e. Dating Violence, Domestic Violence, Sexual Assault and Stalking), procedures for getting help should you encounter any form of sexual misconduct or sexual assault. In addition, various seminars are offered multiple times per year on the topics of Safety, Security, Title IX, and Alcohol and Drug Abuse prevention. Special training is provided to employees who hold responsibility for ensuring compliance with Title IX, Clery Act, and student conduct. Also, at different department and campus meetings, the Department of Safety and Security provides updates to faculty and staff in attendance on various topics to increase awareness and safety. Lastly, campus public safety announcements are made throughout the year to keep employees engaged in their safety.

Involvement of Law Enforcement and Campus Authorities

This statement applies to all campuses. Contact information for local Law Enforcement at regional campuses follows the statement.

Although the College strongly encourages all members of its community to report violations of this policy to law enforcement (including on-campus Security authorities and/or local police), it is the victim's choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement. However, the College Security Department or Title IX Coordinator, Cher Vink will assist any victim with notifying law enforcement if the victim so desires. Northcentral Technical College Security Department can be reached by calling (715) 803-1111. The Wausau Police Department may also be reached directly by calling (715)261-7800, in person at 407 Grant St. Wausau, WI 54401. However, contacted an Officer will contact you back to take down your statement. Information about the Wausau Police department may be found online at: <https://www.wausauwi.gov/your-government/police>

Phillips Campus

The Phillips Police Department may also be reached directly by calling 715-339-3847, in person at 174 S. Eyder Ave., Phillips, WI 54555. Additional information about the Phillips Police department may be found online at: <https://phillipspd.com/>

Medford Campus

The Medford Police Department may also be reached directly by calling 715-748-2200, in person at 224 S. Second St. Medford, WI 54451. Additional information about the Medford Police department may be found online at: <https://medfordwi.gov/police-department/>

Spencer Campus

The Spencer Police Department may also be reached directly by calling 715-659-5423, in person at 105 Park St., Spencer, WI 54479. Additional information about the Spencer Police department may be found online at: <https://spencerwi.org/law-enforcement/>

Merrill Campus

The Merrill Police Department may also be reached directly by calling 715-536-8311, in person at 1004 E. 1st St., Merrill, WI 54452. Additional information about the Merrill Police department may be found online at: <https://ci.merrill.wi.us/police>

Antigo Campus

The Antigo Police Department may also be reached directly by calling 715-627-6411, in person at 840 Clermont St., Antigo, WI 54409. Additional information about the Antigo Police department may be found online at: <https://www.antigo-city.org/antigo-police-department/>

Wittenberg Campus

The Shawano Sheriff's Office may also be reached directly by calling 715-526-3111, in person at 405 N Main St., Shawano, WI 54166.

Additional information about the Shawano Sheriff's department may be found online at:

<https://www.co.shawano.wi.us/departments/sheriff/general-information/>

Farm and Diesel NON-Campus Properties

The Marathon Sheriff's Office may also be reached directly by calling 715-261-1200, in person at 500 Forest St., Wausau, WI 54403.

Additional information about the Marathon Sheriff's department may be found online at:

<https://www.marathoncounty.gov/about-us/departments/sheriff-s-office>

Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault, and Stalking Occur

After an incident of sexual assault, dating violence, or domestic violence, the victim should consider seeking medical attention as soon as possible at Aspirus Wausau Hospital or Ascension St. Claire's. In Wisconsin, evidence may be collected even if you chose not to make a report to law enforcement. Reports can be made anonymous.

It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted of the offense occurred within the past 96 hours so that evidence may be preserved that may assist in providing that the alleged criminal offense occurred/ or is occurring or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking

pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to College adjudicators/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with Campus Security or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the College at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault, and Stalking

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly to the Title IX Coordinator, Cher Vink, Vice President of Human Resources (715) 803-1057 by calling, writing or coming into the office to report in person and Campus Security (if the victim so desires.) Reports of all domestic violence, dating violence, sexual assault and stalking made to Campus Security will automatically be referred to the Title IX Coordinator for investigation regardless of if the complainant chooses to pursue criminal charges.

Procedures the College Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault, and Stalking is Reported

The College has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, protective orders, transportation, and working accommodations, if reasonably available. The College will make such accommodations, if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to the Security Department or local law enforcement. Students and employees should contact Cher Vink at Vink@ntc.edu, or (715) 803-1057.

1. Procedurally, when NTC receives a report of sexual misconduct, gender-based violence, or other sex or gender discrimination the Title IX Coordinator is notified. If the victim wishes to access local community agencies and/or law enforcement for support, NTC will assist the victim in making these contacts. The Title IX Coordinator will offer assistance to victims in the form of interim or long-term measures such as opportunities for academic accommodations, changes in working situations, and other assistance as may be appropriate and available on campus or in the community (such as no contact orders, campus escorts, targeted interventions, etc.). If the victim desires, they will be connected with a counselor on- or off-campus, as well as an on-or off-campus victims advocate. No victim is required to take advantage of these services and resources, but NTC provides them in the hopes of offering help and support without condition or qualification. A summary of rights, options, supports, and procedures, in the form of this document, is provided to all victims, whether they are a student, employees, contractors, or visitors, and whether the offense occurred on or off campus.
2. When appropriate upon receipt of the notice, the Title IX Coordinator will cause a prompt, fair and impartial process to be initiated, commencing with an investigation that may lead to the imposition of sanctions, based upon a preponderance of the evidence (what is more likely than not), upon a responding student or other accused individual. Procedures detailing the investigation and resolution processes of NTC can be found online at [Title IX](#).
3. The Title IX Coordinator is ultimately responsible for assuring in all cases that the behavior is brought to an end, NTC acts to reasonably prevent its recurrence, and the effects on the victim and the community are remedied. NTC is also responsible for assuring that training is conducted annually for all

advocates, investigators, and appeals officers of NTC to protect the safety of victims and promote accountability. Training will focus on sexual misconduct, domestic violence, dating violence, sexual assault, stalking, sexual harassment, retaliation, and other behaviors that can be forms of sex or gender discrimination covered by Title IX and the Clery Act. Training will help those decision-makers in the process to protect the safety of victims and promote accountability for those who commit an offense.

4. The investigation (including records of the resolution) conducted by NTC is confidential. Information is shared internally between administrators who need to know, but a tight circle is kept. Where information must be shared to permit the investigation to move forward, the person bringing the accusation will be informed. Privacy of the records specific to the investigation is maintained in accordance with State of Wisconsin law and the federal FERPA statute. Any public release of information to comply with the open crime logs or timely warning provisions of the Clery Act will not release the names of victims or information that could easily lead to a victim's identification. Additionally, NTC maintains privacy in relation to any accommodations or protective measures afforded to a victim, except to the extent necessary to provide the accommodations and/or protective measures.
5. In any complaint of sexual misconduct, sexual assault, stalking, dating violence, domestic violence, or other sex or gender-based discrimination covered under the federal law, Title IX, the person bringing the accusation and the responding party are entitled to the same opportunities for a support person or advisor of their choice throughout the process, including any meeting, conference, or other procedural action. Once complete, the parties will be simultaneously informed, in writing, of the outcome, including the findings, the sanctions (if any), and the rationale therefor. Delivery of this outcome to the parties will occur without undue delay between notifications. All parties will be informed of the college's appeal processes and their rights to exercise a request for appeal. Should any change in outcome occur before finalization, all parties will be promptly informed in writing and will be notified when the results of the resolution process become final.
6. In the event that sexual misconduct, gender-based violence, or crimes of sexual assault, stalking, dating violence or domestic violence do occur, NTC takes the matter very seriously. The college employs interim protection measures such as interim suspension and/or no contact orders in any case where a student's or employee's behavior represents a risk of violence, threat, pattern, or predation. If a student or employee is accused of sexual misconduct, other gender-based violence, or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence, s/he is subject to action in accordance with the Student Code of Conduct in the student handbook and the procedures and practices identified in the Administrative Procedures and College Practices Manual.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to NTC, below are the procedures that the NTC will follow:

Incident Being Reported	Procedure Institution Will Follow:
Sexual Assault	1. Depending on when reported (immediate vs delayed report), NTC will provide complainant with access to medical care. 2. NTC will assess immediate safety needs of complainant 3. NTC will assist complainant with contacting local police if complainant request AND provide the complainant with contact information for local police department. 4. NTC will provide complainant with referrals to on and off campus mental health providers 5. NTC will assess need to implement interim or long term protective measures, if appropriate. 6. NTC will provide the victim with a verbal explanation of the victim's rights and options

	7. NTC will provide a “No trespass” (PNG) directive to accused party if deemed appropriate 8. NTC will provide verbal instructions on how to apply for Protective Order 9. NTC will provide a copy of the policy applicable to Sexual Assault to the complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution 10. NTC will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is
Stalking	1. NTC will assess immediate safety needs of complainant 2. NTC will assist complain with contacting local police if complainant requests AND provide the complainant with contact information for local police department. 3. NTC will provide verbal instructions on how to apply for Protective Order 4. NTC will provide verbal information to complainant on how to preserve evidence 5. NTC will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate 6. NTC will provide the victim with a verbal explanation of the victim’s right and options 7. NTC will provide a “No trespass” (PNG) directive to accused party if deemed appropriate
Dating Violence	1. NTC will assess immediate safety needs of complainant 2. NTC will assist complainant with contacting local police if complainant request AND provide the complainant with contact information for local police department 3. NTC will provide verbal instructions on how to apply for Protective Order 4. NTC will provide verbal information to complainant on how to preserve evident 5. NTC will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate 6. NTC will provide a victim with a verbal explanation of the victim’s rights and options 7. NTC will provide a “ No trespass (PNG) directive to accused party if deemed appropriate
Domestic Violence	1. NTC will assess immediate safety needs of complainant 2. NTC will assist complainant with contacting local police if complainant request AND provide the complainant with contact information for local police department 3. NTC will provide verbal instructions on how to apply for Protective Order 4. NTC will provide verbal information to complainant on how to preserve evident 5. NTC will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate

	6. NTC will provide a victim with a written explanation of the victim's rights and options 7. NTC will provide a "No trespass (PNG) directive to accused party if deemed appropriate
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Assistance for Victims: Rights & Options

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, NTC will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- 1) The procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred;
- 2) Information about how NTC will protect the confidentiality of victims and other necessary parties;
- 3) A statement that NTC will provide written notification to students and employees about victim services within the institution and in the community;
- 4) A statement regarding NTC's provisions about options for, available assistance, and how to request accommodations and protective measures; and
- 5) An explanation of the procedures for NTC's disciplinary action

Rights of Victims and the Institution's Responsibilities for Orders of Protection, "No Contact" Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution

NTC complies with Wisconsin law in recognizing orders of protection. Any person who obtains an order of protection from Wisconsin should provide a copy to Security Department. A complainant may then meet with Campus Security to develop a Safety Action Plan, which is a plan for Campus Security and the victim to reduce the risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, changing classroom location or allowing a student to complete assignments from home, etc.) NTC cannot apply for a legal order of protection, no-contact order, or restraining order for a victim from the applicable jurisdiction(s).

The victim is required to apply directly for these services. Protection orders may be available through the court in the jurisdiction in which the crime took place.

Types of Order:	Who Can File for One	Court:	Based on :
Domestic Violence Civil Protection Order- up to 5 yrs., can be renewed.	Family or household members including: *Spouses, former spouses * Parent, child, foster parent *People who have kids together *intimate partners who lived together in the last 5 years *same sex couples are eligible	Domestic Relations Court- where victim lives, where abuser, lives or has a business, or where incident(s) occurred	Causing or trying to cause injury r placing someone in fear of imminent serious harm (Courts use different requirements for how to recent the incident must be)
Stalking Protection Order-	Any person who is a victim of stalking. NO	Common Pleas Court- where victim live (if	Pattern of conduct (2 or more events), closely

Up to 5 yrs. can be renewed**	relationship with stalker is required	family or household member, can be filed as DV Protection Order, see above)	related in time that cause distress or make a victim believe the stalker will cause harm
Sexually Oriented Offense Protection- Up to 5 yrs., can be renewed**	Any person who was a victim of a sexually oriented offense. No relationship with offender is required. Case does not have to be criminally prosecuted.	Common Pleas Court- where the victim lives	Sexual assault or unwanted sexual contact
Juvenile Protection Order-until abuser reaches age 19	Victim of abuse by a person who is under 18, or the victim's parent or other household member, or other parties the court approves.	Juvenile Court-where victims lives	Assault, stalking, sexual offenses, threats of harm or aggravated trespass

NTC may issue an institutional no-contact order if deemed appropriate or at the request of the victim or accused. If the College receives a report that such an institutional no contact order has been violated, the College will initiate disciplinary proceedings appropriate to the status of the accused (student, employee, etc.) and will impose sanctions if the accused is found responsible for violating the no contact order.

Hazing

Northcentral Technical College (NTC) is committed to maintaining a safe, respectful, and inclusive learning and working environment for all students, faculty, and staff. Hazing in any form is strictly prohibited and is not consistent with the college's mission, values, or goals. This policy outlines the definition of hazing, methods of reporting and investigating hazing incidents, relevant legal considerations, and NTC's approach to hazing prevention and education.

Definition of Hazing

Hazing is any act that, as a condition of group membership or affiliation, intentionally or recklessly endangers the mental or physical health or safety of an individual, or causes humiliation, degradation, or compromise of dignity, regardless of consent. Hazing may include, but is not limited to:

- Physical abuse such as beating, branding, or forced consumption of substances
- Psychological abuse including threats, intimidation, or prolonged isolation
- Coercion to perform illegal or dangerous acts
- Forced or coerced participation in activities that cause embarrassment, degradation, or humiliation

NTC prohibits students, employees, officers, contractors, and volunteers from engaging, or attempting to engage in Hazing. The College defines Hazing as:

1.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; 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 –
 - 1.whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
 - 2.causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - 3.causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - 4.causing, coercing, or otherwise inducing another person to perform sexual acts;
 - 5.any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - 6.any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - 7.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.

Legal Definition (per Wisconsin Statutes § 948.51):

Under Wisconsin law, hazing is defined as any intentional or reckless act, on or off college property, by one student acting alone or with others, that:

- Endangers the health or safety of another student
- Is committed in connection with initiation into or affiliation with any organization
- Results in injury or death

Local Laws

There are no applicable local laws relating to Hazing in the College’s jurisdiction that are not listed already above.

Tribal Laws

There are no applicable Tribal laws relating to Hazing in the College’s jurisdiction that are not listed already above.

Distinction:

While NTC's policy prohibits a broader range of behaviors than what may be prosecutable under Wisconsin law, any activity that violates state or tribal hazing laws may also subject individuals to legal proceedings.

1. Hazing also involves any other activity not addressed by (1) of this definition that is expected of someone joining or participating in a student organization that humiliates, degrades, abuses, or endangers them, regardless of a person's willingness to participate.

For purposes of the College's Hazing policy, the phrase "student organization" means "an organization at NTC (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the College." While student organizations that are not recognized or established by the College are not subject to the College's disciplinary jurisdiction, individuals who engage in violations of the standards of conduct outlined in the College's Hazing policy will be held accountable regardless of whether the student organization in which the Hazing activities occurred is recognized or established by the institution.

Any student organization recognized or established by the College that is found to be responsible for violating the College's Hazing policy will be recorded in the Campus Hazing Transparency Report. However, all reports of hazing involving student organizations that occur in the College's Clery Geography will be included in the crime statistics regardless of whether the organization is established or recognized by the institution.

The College reserves the right to hold a sub-group of an organization accountable for Hazing policy violations, rather than the entire student organization, when circumstances reasonably indicate a sub-group, not the entire student organization, committed a Hazing policy violation. For example, affinity groups or position groups within an athletic team that meet the definition of student organization may be held accountable for Hazing in lieu of the entire athletic team.

While each report will be evaluated on a case-by-case basis, the College generally considers the following non-exhaustive criteria when determining whether conduct might reasonably be associated with a student organization.

Reporting Hazing Incidents

Any individual who witnesses, experiences, or suspects hazing should report the incident immediately. Reports may be made:

- **Online:** Via [Maxient](#) the NTC Incident Reporting Form
- **In Person:** To Campus Security, or any NTC staff or faculty member

Reports can be submitted anonymously. However, anonymous reports may limit the college's ability to investigate fully.

Investigation Process

Upon receiving a report:

1. **Preliminary Review:** The Office of Safety and Security will assess the report for immediate risk and determine if interim measures are necessary.
2. **Formal Investigation:** If warranted, an impartial investigator will be assigned to gather facts, interview parties and witnesses, and review documentation.

3. **Outcome Determination:** Based on the evidence, a determination will be made regarding responsibility and appropriate sanctions under the NTC Student Code of Conduct.
4. **Notification:** All involved parties will be informed of the investigation outcome, and applicable sanctions will be enforced.
5. **Appeals:** Parties have the right to appeal based on established grounds outlined in the NTC Conduct Process. [Student Grievance and Complaint Process | Northcentral Technical College](#)

All investigations will be prompt, thorough, and impartial, ensuring due process for all parties.

Legal Considerations

In addition to potential college disciplinary action, hazing may violate:

- Wisconsin State Law (Wis. Stat. § 948.51)
- Local municipal ordinances

NTC will cooperate with all law enforcement agencies in the investigation and prosecution of hazing cases, as required.

Public Disclosure of Hazing Incidents (*Required by the Stop Campus Hazing Act*)

In accordance with federal law, NTC will maintain and publicly post a report of all hazing incidents involving student organizations that have resulted in formal disciplinary action or criminal charges. The report will include:

- The name of the organization involved
- A general description of the incident(s)
- Date(s) of occurrence
- Sanctions imposed

This record will be updated **at least biannually** and made publicly accessible on NTC's website.

Annual Security Report (ASR) Compliance

NTC's Annual Security Report, prepared and distributed in compliance with the Clery Act, will include:

- The NTC's hazing policy
- Definitions and procedures related to hazing

Prevention and Education

NTC takes a proactive approach to stop hazing before it starts by offering:

- Training: For all students, student leaders, and employees
- Campaigns: Like National Hazing Prevention Week
- Programs: These include programs that promote belonging, healthy behaviors and relationships and bystander awareness

Hazing education is included in new student orientation.

The College provides Hazing prevention and awareness programs that are informed by research, campus-wide in scope, and designed to reach all students, staff, and faculty. Programs address various topics, including:

- the College's definition of Hazing, including a clear statement that the College prohibits Hazing;
- the definition of Student Organization, as it applies to the College's Hazing policy;
- how to report Hazing;
- the process the College will use to investigate reports of Hazing;
- information on applicable local, State, and Tribal laws regarding Hazing; and
- primary prevention strategies intended to stop Hazing before it occurs

These programs are part of the College's comprehensive strategy to prevent incidents of Hazing before they occur. These programs also raise awareness about the College's Campus Hazing Transparency Report that summarizes findings concerning student organizations established or recognized by the College that have been found responsible for violating the College's Hazing policy.

Accountability and Enforcement

Violations of this policy may result in:

- Disciplinary sanctions up to and including suspension or expulsion
- Revocation of recognition for student organizations found to engage in or permit hazing
- Referral to law enforcement for potential criminal charges

Staff or faculty found responsible for hazing will be subject to disciplinary action in accordance with NTC's employment policies.

Accommodation and Protective Measures Available for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault, or stalking, NTC will provide written notification to students and employees about accommodations available to them, including academic, living, transportation, protective orders, and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodation, and how to request accommodation and protective measures (i.e., the notification will include the name and contact information of the individual or office that should be contacted to request the accommodation).

At the victim's request, and to the extent of the victim's cooperation and consent, College offices will work cooperatively to assist the victim in obtaining accommodation. If reasonably available, a victim may be offered changes to academic, living, working, protective measures, or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

To request changes to academic, living, working situations, or protective measures, a victim should contact the Title IX Coordinator Cher Vink at, (715)803-1057. Employees should contact Cher Vink at, (715)803-1057.

ON CAMPUS	Type of Services Available	Service Provider	Contact Information
Counseling	Personal	Timely Care	TimelyCare
Health			
Mental Health	Mental Health	Timely Care	TimelyCare
Victim Advocacy			
Legal Assistance			
Visa and Immigration Assistance			
Student Financial Aid	On Campus	Northcentral Technical College	(715) 803-5862
Other			

OFF CAMPUS	Type of Services Available	Service Provider	Contact Information
Counseling			
Health	SANE Nurse program	Aspirus/ Ascension St. Clare's Hospitals	Aspirus (715) 847-2000 Ascension St. Clare's (715)393-3000
Mental Health	Mental Health	Timely Care	TimelyCare
Victim Advocacy	See Quick Reference		
Legal Assistance	Attorney Referral	Women's Community	800-362-9082
Visa and Immigration Assistance	Lawful Immigration Assistance	US Citizenship and Immigration Services	800-375-5283
Student Financial Aid			
Other			

On and Off Campus Services for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault, or stalking, Northcentral Technical College will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

<https://www.rainn.org/> – Rape, Abuse and Incest National Network

<https://www.justice.gov/ovw/sexual-assault> - Department of Justice

<http://www2.ed.gov/about/offices/list/ocr/index.html> Department of Education, Office of Civil Rights

Confidentiality

Victims may request that directory information on file with the College be withheld by request with the Registrar, Nick Blanchette, (715)803-1025

Regardless of whether a victim has opted out of allowing the College to share “directory information,” personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential, any accommodations or protective measures provided to the

victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The College does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*. Furthermore, if a Timely Warning Notice is issued based on a report of domestic violence, dating violence, sexual assault, or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Student Due Process

Northcentral Technical College Code of Student Conduct and Due Process guideline are adapted from The NCHERM Group Model Developmental Code of Student Conduct and are used here with permission.

www.ncherp.org

Each member of the Northcentral Technical College community bears responsibility for their conduct and assumes reasonable responsibility for the behavior of others. When members of the community fail to exemplify these five values by engaging in violation of the Student Code of Conduct, campus conduct proceedings are used to assert and uphold the *Student Code of Conduct*.

The student conduct process at Northcentral Technical College is not intended to punish students; rather, it exists to protect the interests of the community and to challenge those whose behavior is not in accordance with our policies. Sanctions are intended to challenge students' moral and ethical decision-making and to help them bring their behavior into accord with our community's expectations. When a student is unable to conform their behavior to community expectations, the student conduct process may determine that the student should no longer share in the privilege of participating in this community.

Students should be aware that the student conduct process is quite different from criminal and civil court proceedings. Procedures and rights in student conduct procedures are conducted with fairness to all but do not include the same protections of due process afforded by the courts. Due process, as defined within these procedures, assures written notice and a hearing before an objective decision-maker. No student will be found in violation of Northcentral Technical College policy without information showing that it is more likely than not that a policy violation occurred and any sanctions will be proportionate to the severity of the violation and the cumulative conduct history of the student.

Students at Northcentral Technical College are provided a copy of the *Student Code of Conduct* annually in the form of a link on the Northcentral Technical College website, <http://www.ntc.edu/student-code-conduct>. Hard copies are available upon request from the Office of Student Development. Students are responsible for having read and abiding by the provisions of the *Student Code of Conduct*.

How the Conduct Process Works

This overview gives a general idea of how Northcentral Technical College's campus conduct proceedings work, but it should be noted that not all situations are of the same severity or complexity. Thus, these procedures are flexible, and are not the same in every situation, though consistency in similar situations is a priority. The campus conduct process and all applicable timelines commence with notice to an administrator of a potential violation of Northcentral Technical College rules.

Please note that many instances of disruptive behavior can be managed by an instructor or staff member, and no reporting is necessary. Many programs have specific protocols for dealing with student behavior. If you observe troubling behavior, please call NTC Student Security at Ext. 1111.

Northcentral Technical College as Convener

Northcentral Technical College is the convener of every action under this process. Within that action, there are several roles. The responding student is the person who is alleged to have violated the Code. The party bringing the complaint, who may be a student, employee, visitor, or guest, may choose to be present and participate in the process as fully as the responding student. There are witnesses who may offer information regarding the allegation. There is an investigator(s) whose role is to present the allegations and share the evidence that Northcentral Technical College has obtained regarding the allegations.

Group Violations

A student group or organization and its officers and membership may be held collectively and individually responsible when violations of this code by the organization or its member(s):

Take place at organization-sponsored or co-sponsored events, whether sponsorship is formal or tacit.

- 1) Have received the consent or encouragement of the organization or the organization's leaders or officers;
or
- 2) Were known or should have been known to the membership or its officers.

Hearings for student groups or organizations follow the same general student conduct procedures. In any such action, individual determinations as to responsibility will be made and sanctions may be assigned collectively and individually and will be proportionate to the involvement of each individual and the organization.

Amnesty

▪ For Victims

1) Northcentral Technical College provides amnesty to victims who may be hesitant to report to Northcentral Technical College officials because they fear that they themselves may be accused of minor policy violations, such as underage drinking, at the time of the incident. Educational options will be explored, but no conduct proceedings or conduct record will result.

▪ For Those Who Offer Assistance

1) To encourage students to offer help and assistance to others, Northcentral Technical College pursues a policy of amnesty for minor violations when students offer help to others in need. At the discretion of the Director of Student Development, amnesty may also be extended on a case-by-case basis to the person receiving assistance. Educational options will be explored, but no conduct proceedings or conduct record will result.

▪ For Those Who Report Serious Violations

1) Students who are engaged in minor violations but who choose to bring related serious violations by others to the attention of Northcentral Technical College are offered amnesty for their minor violations. Educational options will be explored, but no conduct proceedings or records will result. Abuse of amnesty requests can result in a decision by the Director or Student Retention and Engagement not to extend amnesty to the same person repeatedly.

▪ Safe Harbor

1) Northcentral Technical College has a Safe Harbor rule for students. NTC believes that students who have a drug and/or addiction problem deserve help. If any Northcentral Technical College student brings their own use, addiction, or dependency to the attention of Northcentral Technical College officials outside the threat of drug tests or conduct sanctions and seek assistance, a conduct complaint will not be pursued. A written action plan may be used to track cooperation with the Safe

Harbor program by the student. Failure to follow the action plan will nullify the Safe Harbor protection and campus conduct processes will be initiated.

Notice of Alleged Violation

Any member of the Northcentral Technical College community, visitor, or guest may allege a policy violation(s) by any student for misconduct under the Student Code of Conduct by reporting a concern to the Director of Security or online here: [Maxient](#).

Notice may also be given to the Director or Student Retention and Engagement (or designee) and/or to the Title IX Coordinator, when appropriate. Additionally, administrators may act on notice of a potential violation whether a formal allegation is made or not. All allegations can be submitted by a victim or a third party and should be submitted as soon as possible after the offending event occurs. Northcentral Technical College has the right to pursue an allegation or notice of misconduct on its behalf and to serve as convener of the subsequent campus conduct process.

The Director of Security (or designee) will assume responsibility for the investigation of the alleged violation as described in the sub-section below.

Investigation

Investigations will be conducted with the procedures described below. The Director of Security will act as an investigator(s) for allegations under the Student Code of Conduct. If determined to be a Title IX issue, the Title IX Coordinator will assign an investigator. The investigator(s) will take the following steps:

- 1) Initiate any necessary remedial actions on behalf of the victim (if any);
- 2) Determine the identity and contact information of the party bringing the complaint, whether that person is the initiator of the complaint, the alleged victim, or a Northcentral Technical College proxy or representative;
- 3) Conduct an immediate preliminary investigation to identify an initial list of all policies that may have been violated, to review the history of the parties, the context of the incident(s), any potential patterns, and the nature of the complaint;
 - a) If the victim is reluctant to pursue the complaint, determine whether the complaint should still be pursued and whether sufficient independent evidence could support the complaint without the participation of the victim;
 - b) Notify the victim of whether Northcentral Technical College intends to pursue the complaint regardless of their involvement, and inform the victim of their rights in the process and the option to become involved if they so choose;
 - c) Preliminary investigation usually takes between 1-7 business days to complete;
- 4) If indicated by the preliminary investigation and authorized by the Coordinator or Director of Student Development, conduct a comprehensive investigation to determine if there is reasonable cause to believe that the responding student violated Northcentral Technical College policy, and to determine what specific policy violations should serve as the basis for the complaint;
 - a) If there is insufficient evidence through the investigation to support a reasonable cause, the allegations will be closed with no further action;
 - b) A comprehensive investigation usually takes between one day and two weeks;
- 5) Meet with the party bringing the complaint to finalize the Party bringing the complaint's Statement, which will be drawn up by the investigator or designee as a result of this meeting;
- 6) Commence a thorough, reliable, and impartial investigation by developing a strategic investigation plan, including a witness list, evidence list, intended timeframe, and order of interviews for all witnesses and the responding student, who may be given notice of the interview before or at the time of the interview;
 - a) Prepare the notice of alleged policy violation(s) based on the reasonable cause determination, which may be delivered before, during, or after the responding student is interviewed, at the discretion of the investigator(s);

- 7) Interview all relevant witnesses, summarize the information they can share, and have each witness sign the summary to verify its accuracy;
- 8) Obtain all documentary evidence and information that is available;
- 9) Obtain all available physical evidence;
- 10) Complete the investigation promptly by analyzing all available evidence without unreasonable deviation from the intended timeline;
- 11) Make a finding, based on a preponderance of the evidence (whether a policy violation is more likely than not);
- 12) In cases of potential violations of the Student Code of Conduct, the investigation report will be submitted to the Director or Student Retention and Engagement for a potential Code of Conduct violation review and meeting.
 - a) **A meeting is not deemed necessary:**
 - If a meeting is not deemed necessary due to a minor policy violation, a letter will be sent to the student's NTC email and the mailing address on file with NTC, explaining general information about the incident and the behavior process, including any policy clarification necessary. As a matter of due process, students have the right to discuss an incident at any time with the Director or Student Retention and Engagement and are encouraged to do so, if they have questions or concerns.
 - b) **A meeting is deemed necessary to discuss an incident:**
 - This process is outlined in Section G below (Notice of Behavior hearing)
- 13) In the situation of a Title IX violation, present the investigation report and findings to the responding student.
- 14) Share the findings and update the party, bringing the complaint on the status of the investigation and the outcome.

Findings

The following options describe how to proceed depending on whether the responding student is found responsible and whether the Responding Student accepts or rejects the findings and/or the sanctions either in whole or in part.

- 1) **The Responding Student is Found “Not Responsible”**
 - a) Where the responding student is found not responsible for the alleged violation(s), the investigation will be closed. The party bringing the complaint, if any, may request that the Title IX Coordinator and/or Director of Student Development, as applicable, review the investigation file to possibly re-open the investigation or convene a hearing. The decision to re-open an investigation or convene a hearing rests solely at the discretion of the Title IX Coordinator or the Director or Student Retention and Engagement in these cases and is granted only based on the extraordinary cause.
- 2) **The Responding Student is Found “Responsible”**
 - a) **The Responding Student Accepts a Finding of “Responsible” and Accepts the Recommended Sanctions.**
 - i) Should the responding student accept the finding that they violated Northcentral Technical College policy, the Investigator will recommend appropriate sanctions for the violation, having consulted with the Director or Student Retention and Engagement and/or Title IX Coordinator, as appropriate. In cases involving discrimination, recommended sanctions will act to end the discrimination, prevent its recurrence, and remedy its effects on the victim and the Northcentral Technical College community.

If the responding student accepts these recommended sanctions, the sanctions are implemented by the Director or Student Retention and Engagement and the process ends. This outcome is not subject to appeal.

3) **The Responding Student Rejects a Finding of “Responsible” and/or Rejects the Sanctions Recommended.**

- a) Where the responding student rejects the finding that they violated Northcentral Technical College policy, they may appeal the decision in the following areas:
 - i) There was no evidence to support the conclusions reached.
 - ii) A substantial error in due process was made where the student did not receive adequate notice of the behavior hearing or standard College procedures were not followed.
 - iii) The sanctions imposed were too severe or not appropriate for the violation.
 - iv) There is new evidence of a substantive nature that came to light after the original behavior hearing.

A student requests an appeal by submitting a [Behavior Appeal Form](#) the formal appeals process is described in Section M below

Notice of Behavior Hearing

Once a determination is made that a reasonable cause exists for the Director or Student Retention and Engagement to refer a complaint for a behavior hearing, notice will be given to the responding student. Notice will be in writing and may be delivered by one or more of the following methods: in person by the Director or Student Retention and Engagement (or designee); mailed to the local or permanent address of the student as indicated in official Northcentral Technical College records or emailed to the student’s Northcentral Technical College-issued email account. Once mailed, emailed, and/or received in person, such notice will be presumptively delivered. The letter of notice will:

- 1) Include the alleged violation and notification of where to locate the *Student Code of Conduct* and Northcentral Technical College procedures for resolution of the complaint; and
- 2) Direct the responding student to contact the Director or Student Retention and Engagement (or designee) within a specified period of time to respond to the complaint. This time period will generally be no less than two days from the date of delivery of the summons letter.

A meeting with the Director or Student Retention and Engagement (or designee) may be arranged to explain the nature of the complaint and the conduct process. At this meeting, the responding student may indicate, either verbally or in writing, to the Director or Student Retention and Engagement (or designee), whether they admit to or deny the allegations of the complaint.

Interim Action

Under the *Student Code of Conduct*, the Director of Security or designee may impose restrictions and/or separate a student from the community pending the scheduling of a campus hearing on the alleged violation(s) of the *Student Code of Conduct* when a student represents a threat of serious harm to others, is facing allegations of serious criminal activity, to preserve the integrity of an investigation, to preserve Northcentral Technical College property and/or to prevent disruption of, or interference with, the normal operations of Northcentral Technical College. Interim actions can include separation from the institution or restrictions on participation in the community for no more than fourteen (14) calendar days pending the scheduling of a campus hearing on the alleged violation(s) of the *Student Code of Conduct*. **[A student who receives an interim suspension may request a meeting with the Director or Student Retention and Engagement or designee to demonstrate why an interim suspension is not merited. Regardless of the outcome of this meeting, Northcentral Technical College may still proceed with the scheduling of a campus hearing].**

During an interim suspension, a student may be denied access to Northcentral Technical College campus/facilities/events. As determined appropriately by the Director of Security, this restriction may include classes and/or all other Northcentral Technical College activities or privileges for which the student might

otherwise be eligible. At the discretion of the Director of Security and with the approval of, and in collaboration with, the appropriate Dean(s), alternative coursework options may be pursued to ensure as minimal an impact as possible on the responding student.

Conduct Sanctions

One or more of the following sanctions may be imposed upon any student for any single violation of the *Student Code of Conduct*:

- 1) *Warning*: An official written notice that the student has violated Northcentral Technical College policies and/or rules and that more severe conduct action will result should the student be involved in other violations while the student is enrolled at Northcentral Technical College.
- 2) *Restitution*: Compensation for damage caused to Northcentral Technical College or any person's property. This could also include situations such as failure to return a reserved space to the proper condition – labor costs and expenses. This is not a fine but, rather, a repayment for labor costs and/or the value of property destroyed, damaged, consumed, or stolen.
- 3) *Community/Northcentral Technical College Service Requirements*: For a student or organization to complete a specific supervised Northcentral Technical College service.
- 4) *Loss of Privileges*: The student will be denied specified privileges for a designated period of time.
- 5) *Confiscation of Prohibited Property*: Items whose presence violates Northcentral Technical College policy will be confiscated and will become the property of Northcentral Technical College. Prohibited items may be returned to the owner at the discretion of the Director or Student Retention and Engagement and/or Campus Security.
- 6) *Behavioral Requirement*: This includes required activities including, but not limited to, seeking academic counseling or substance abuse screening, writing a letter of apology, etc.
- 7) *Educational Program*: Requirement to attend, present and/or participate in a program related to the violation. It may also be a requirement to sponsor or assist with a program for others on campus to aid them in learning about a specific topic or issue related to the violation for which the student or organization was found responsible. The audience may be restricted.
- 8) *Northcentral Technical College Probation*: The student is put on official notice that, should further violations of Northcentral Technical College policies occur during a specified probationary period, the student may face suspension or expulsion.
- 9) *Eligibility Restriction*: The student is deemed “not in good standing” with Northcentral Technical College for a specified period of time. Specific limitations or exceptions may be granted by the Director or Student Retention and Engagement and the terms of this conduct sanction may include but are not limited to, the following:
- 10) Ineligibility to hold any office in any student organization recognized by Northcentral Technical College or hold an elected or appointed office at Northcentral Technical College; or
- 11) Ineligibility to represent Northcentral Technical College to anyone outside the Northcentral Technical College community in any way including participating in any study abroad program, attending conferences, or representing Northcentral Technical College at an official function, or event.
- 12) *Northcentral Technical College Suspension*: Separation from Northcentral Technical College for a specified minimum period of time, after which the student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. The student is required to vacate the campus within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the Director of Student Development. During the suspension period, the student is banned from university property, functions, events, and activities without prior written approval from the Director or Student Retention and Engagement or The Director of Security. This sanction may be enforced with trespass action as necessary.
- 13) *Northcentral Technical College Expulsion*: Permanent separation from Northcentral Technical College. The student is banned from university property and the student's presence at any Northcentral Technical

College-sponsored activity or event is prohibited. This action may be enforced with trespass action as necessary.

- 14) *Other Sanctions*: Additional or alternate sanctions may be created and designed as deemed appropriate to the offense with the approval of the Director or Student Retention and Engagement or designee.

The following sanctions may be imposed upon groups or organizations found to have violated the *Student Code of Conduct*:

1. One or more of the sanctions listed above and/or
2. Deactivation, de-recognition, and loss of all privileges (including status as a Northcentral Technical College registered club), for a specified period of time.

Parental Notification

Northcentral Technical College reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly alcohol and other drug violations. Northcentral Technical College may also notify parents/guardians of non-dependent students who are under the age of 21 of alcohol and/or other drug violations. Parental notification may also be utilized discretionarily by administrators when permitted by FERPA or the consent of the student.

Notification of Outcomes

The outcome of a campus hearing is part of the education record of the responding student and is protected from release under the Federal Education Rights and Privacy Act (FERPA), except under certain conditions. As allowed by FERPA, when a student is accused of a policy violation that would constitute a “crime of violence” or forcible or non-forcible sex offense, Northcentral Technical College will inform the alleged victim/party bringing the complaint in writing of the final results of a hearing regardless of whether Northcentral Technical College concludes that a violation was committed. Such release of information may only include the alleged student’s/responding student’s name, the violation committed, and the sanctions assigned (if applicable). In cases of sexual misconduct and other offenses covered by Title IX, only, the rationale for the outcome will also be shared with all parties to the complaint in addition to the finding and sanction(s).

In cases where Northcentral Technical College determines through the student conduct process that a student violated a policy that would constitute a “crime of violence” or non-forcible sex offense, Northcentral Technical College may also release the above information publicly and/or to any third party. FERPA defines “crimes of violence” to include:

- 1) Arson
- 2) Assault offenses (includes stalking)
- 3) Burglary
- 4) Criminal Homicide—manslaughter by negligence
- 5) Criminal Homicide—murder and non-negligent manslaughter
- 6) Destruction/damage/vandalism of property
- 7) Kidnapping/abduction
- 8) Robbery
- 9) Forcible sex offenses
- 10) Non-forcible sex offenses

Failure to Complete Conduct Sanctions

All students, as members of the Northcentral Technical College community, are expected to comply with conduct sanctions within the timeframe specified by the Director of Student Development. Failure to follow through on conduct sanctions by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanctions and/or suspension from Northcentral Technical College. A suspension will only be lifted when compliance with conduct sanctions is satisfactorily achieved. This determination will be made by the Director of Student Development.

Appeal Review Procedures

Any party may request an appeal of the decision of the Behavior process by filing the Behavior/Sanction Appeal form, subject to the procedures outlined below. All sanctions imposed by the original hearing body remain in effect, and all parties should be timely informed of the status of requests for appeal, the status of the appeal consideration, and the results of the appeal decision.

Grounds for Appeal Requests

Appeals requests are limited to the following grounds:

1. A procedural or substantive error occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.);
2. To consider new evidence, unavailable during the original hearing or investigation, that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included.
3. The sanctions imposed are substantially outside the parameters or guidelines set by Northcentral Technical College for this type of offense or the cumulative conduct record of the responding student.

Appeals must be filed in writing on the Behavior/Sanction Appeal within Seven (7) business days of the notice of the outcome of the hearing, barring exigent circumstances. Any exceptions are made at the discretion of the Director or Student Retention and Engagement and, when appropriate, the Title IX Coordinator.

The Appeal Review Officer will conduct an initial review to determine if the appeal request meets the limited grounds and is timely. They may consult with the Director or Student Retention and Engagement and/or Title IX Coordinator on any procedural or substantive questions that arise.

If the appeal is not timely or substantively eligible, the original finding and sanction will stand, and the decision is final. If the appeal has standing, the Appeal Review Officer will remand it to the original decision-maker(s), typically within 7 calendar days. Where the original decision-maker may be unduly biased by a procedural or substantive error, a new decision-maker will be constituted to reconsider the matter, which can in turn be appealed, once. Full re-hearings by the Appeal Review Officer are not permitted. Where new evidence is presented or the sanction is challenged, the Appeals Review Officer will return the matter to the original decision-maker for reconsideration.

On reconsideration, the original decision-maker may affirm or change the findings and/or sanctions of the original hearing body according to the permissible grounds. Procedural or substantive errors should be corrected, new evidence should be considered, and sanctions should be proportionate to the severity of the violation and the student's cumulative conduct record.

All decisions are to be made within seven (7) calendar days of submission and are final, as are any decisions made by the original hearing body, Director of Student Development, or Title IX Coordinator as the result of reconsideration consistent with instructions from the Appeal Review Officer.

Other Guidelines for Appeals

- 1) All parties will be timely informed, within seven (7) calendar days of the status of requests for appeal, the status of the appeal consideration, and the results of the appeal decision.
- 2) Every opportunity to return the appeal to the original decision-maker for reconsideration (remand) should be pursued.
- 3) Appeals are not intended to be full re-hearing of the complaint (de novo). In most cases, appeals are confined to a review of the written documentation or record of the original hearing, and pertinent documentation regarding the grounds for appeal; Witnesses may be called if necessary.

Appeals are not an opportunity for appeals panelists to substitute their judgment for that of the original decision-maker merely because they disagree with the finding and/or sanctions. Appeals decisions are to be deferential to the original decision-maker, making changes to the finding only where there is clear error and to the sanction only if there is a compelling justification to do so.

Disciplinary Records

All conduct records are maintained by Northcentral Technical College for seven (7) years from the time of their creation except those that result in separation (suspension or expulsion, including from housing) and those that fall under Title IX, which are maintained indefinitely.

Approval and Implementation

This *Student Code of Conduct and Due Process Guideline* was approved on 6/26/15 and implemented on 7/1/15.

Discrimination, Sexual Harassment, & Sexual Misconduct Complaint Policy

Northcentral Technical College is committed to providing our students, staff, and campus visitors with a safe learning and working environment. As a result, the College recognizes the importance of providing a prompt, effective, and equitable process in response to allegations of discrimination and/or sexual misconduct.

Adjudication of Violations

Northcentral Technical College's disciplinary process includes a prompt, fair, and impartial initial investigation and final resolution process. In all instances, the process will be conducted in a manner that is consistent with NTC's policy and that is transparent to the accuser and the accused. Usually, the resolution of domestic violence, dating violence, sexual assault, and stalking complaints is completed within the timeframe specified in each policy. However, each procedure allows for extensions of the timeframe for good cause with written notice to the accuser and the accused of the delay and the reason for the delay. Northcentral Technical College officials involved in the investigation or adjudication of domestic violence, dating violence, sexual assault, and stalking complaints are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability. Furthermore, each policy provides that:

1. The accuser and the accused will have timely notice for meetings at which the accuser or accused, or both, may be present;
2. The accuser, the accused and appropriate officials will have timely and equal access to any information that will be used during formal and informal disciplinary meetings and hearings;
3. Northcentral Technical College disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the accuser or the accused;
4. The accuser and the accused will have the same opportunities to have others present during ANY NTC DISCIPLINARY PROCEEDING. The accuser and the accused each have the opportunity to be advised by an advisor of their choice at any stage of the process and to be accompanied by that advisor to any related meeting or processing. NTC will not limit the choice of advisor or presence for either the accuser or the accused in any meeting or institutional disciplinary proceeding. However, the role of the advisor is limited to not making a presentation or representing the party bringing the complaint or responding to students during the hearing. They may confer quietly with their advisee, exchange notes, clarify procedural questions with the chair and suggest questions to their advisee.
5. The accuser and the accused will be notified simultaneously, in writing, of any initial. The interim and final decision of any disciplinary proceeding; and
6. Where an appeal is permitted under the applicable policy, the accuser and the accused will be notified simultaneously in writing, of the procedures for the accused and the victim to appeal the result of the institutional disciplinary proceeding. When an appeal is filed, the accuser and the accused will be

notified simultaneously in writing of any change to the result prior to the time that it becomes final as well as of the final result once the appeal is resolved.

Whether or not criminal charges are filed, the College or a person may file a complaint under the following policies, depending upon the status of the accused (student or employee):

How to file a Disciplinary Complaint on Campus

- 1) You can seek help & support AND make a formal anonymous campus report if you so choose by filling out the [Confidential Report Form Incident Reporting Form \(maxient.com\)](#). If you fear for your immediate safety, contact 911 and Campus Security, extension 1111 or 715-803-1111.
- 2) Students are also encouraged to contact Timely Care [TimelyCare](#)
- 3) Making a formal report is NOT necessary to receive help. Reporting an incident does not mean you must go through campus judicial proceedings.

A formal campus report of an incident can be extremely helpful for the college to alert officials to incidents of violence and help create a safer campus environment.

The individual being abused may request that the NTC CARE team work with other campus staff members explore alternatives to adjust academic schedules and living.

IMPORTANT: If a student or employee discloses that they were sexually assaulted on campus, you are required to contact Campus Security about the situation. You will not be required to disclose any identifying information nor will the person assaulted have to make any report. Contacting Campus Security about such incidents is important for keeping Cleary Act statistics which ultimately help to promote a safer campus.

Off-Campus

- 1) Refer to [Where to Get Help](#) to see a list of off-campus resources to get help. Contact your local Police Department to report abuse and to help keep yourself safe, 911 or the non-emergency number. Any of the on-or off-campus resources can assist in finding information about legal options such as filing a protective/harassment order. Even if you do not plan on talking to anyone on campus about the incident, please submit a [confidential report form](#). This information will help Northcentral Technical College obtain a more accurate picture of the violence that is happening on and around campus.

Preliminary Investigation and/or Educational Conference

The College conducts a preliminary investigation into the nature of the incident, complaint or notice, the evidence available, and the parties involved. The preliminary inquiry may lead to:

- 1) A determination that there is insufficient evidence to pursue the investigation, because the behavior alleged, even if proven, would not violate the Code of Student Conduct, (e.g.: for reasons such as mistaken identity or allegations of behavior that falls outside the code);
- 2) A more comprehensive investigation, when it is clear more information must be gathered
- 3) An educational conference with the responding student occurs where they are counseled regarding their behavior by the Director of Security or designee and the matter is closed.

Investigation

- 1) An investigation is referenced above, with detailed investigation procedures described in this subsection. The Director of Security or designee will assume the responsibility for investigating allegations under this Code. 8 The investigator(s) will take the following steps, if not already completed by the Director or Student Retention and Engagement or designee:

- a) Initiate any necessary remedial actions on behalf of the victim (if any);

- b) Determine the identity and contact information of the party bringing the complaint, whether that person is the initiator of the complaint, the alleged victim, or a Northcentral Technical College proxy or representative;
- c) Conduct an immediate preliminary investigation to identify an initial list of all policies that may have been violated, to review the history of the parties, the context of the incident(s), any potential patterns, and the nature of the complaint;
 - i) If the victim is reluctant to pursue the complaint, determine whether the complaint should still be pursued and whether sufficient independent evidence could support the complaint without the participation of the victim;
 - ii) Notify the victim of whether Northcentral Technical College intends to pursue the complaint regardless of their involvement, and inform the victim of their rights in the process and the option to become involved if they so choose;
 - iii) Preliminary investigation usually takes between 1-7 business days to complete;
- d) If indicated by the preliminary investigation conduct a comprehensive investigation to determine if there is reasonable cause to believe that the responding student violated College policy, and to determine what specific policy violations should serve as the basis for the complaint;
 - i) If there is insufficient evidence through the investigation to support a reasonable cause, the allegations will be closed with no further action;
 - ii) A comprehensive investigation usually takes between one day and two weeks;
- e) Meet with the party bringing the complaint to finalize the Party bringing the complaint's Statement, which will be drawn up by the investigator or designee as a result of this meeting;
- f) Commence a thorough, reliable, and impartial investigation by developing a strategic investigation plan, including a witness list, evidence list, intended timeframe, and order of interviews for all witnesses and the responding student, who may be given notice of the interview prior to or at the time of the interview;
- g) A) Prepare the notice of alleged policy violation(s) based on the reasonable cause determination, which may be delivered before, during, or after the responding student is interviewed, at the discretion of the investigator(s);
- h) Interview all relevant witnesses, summarize the information they can share, and have each witness sign the summary to verify its accuracy;
- i) Obtain all documentary evidence and information that is available;
- j) Obtain all available physical evidence;
- k) Complete the investigation promptly by analyzing all available evidence without unreasonable deviation from the intended timeline;
- l) Protect the confidentiality rights of students under the Family Educational Rights and Privacy Act (FERPA) and other applicable laws.
- m) Refer all materials to the Director or Student Retention and Engagement or designee for determination of a formal conduct hearing.

Hearing Options & Preparation

The following sub-sections describe Northcentral Technical College's conduct hearing processes.

- 1) Once a determination is made that reasonable cause exists for the Director or Student Retention and Engagement or designee (or designee) to refer a complaint for a hearing, notice will be given to the responding student. Notice will be in writing and may be delivered by one or more of the following methods:
 - a) The primary mode of notification will be to the student's Northcentral Technical College-issued email account.

- b) The notice may also be delivered in person by the Director of Security or designee, Director or Student Retention and Engagement or designee, or mailed to the local or permanent address of the student as indicated in official Northcentral Technical College records.
- 2) Once mailed, emailed, and/or received in person, such notice will be presumptively delivered. The letter of notice will:
 - a) Include notice of the time, date, and location of the hearing.
 - b) Include the alleged violation and notification of where to locate the Student Code of Conduct and Northcentral Technical College procedures for resolution of the complaint; and
 - c) Outline the specific behavior alleged that, if true, violates the Code of Conduct;

If a responding student fails to respond to notice from the Director or Student Retention and Engagement or designee (or designee) of the conduct hearing or attend the scheduled hearing, the Director or Student Retention and Engagement or designee (or designee) may initiate a complaint against the student for failure to comply with the directives of a Northcentral Technical College official and give notice of this offense.

Unless the student responds to this notice within two business days by answering the original notice, an administrative conference may be scheduled and held on the student's behalf. As a result, the student may be administratively withdrawn from attending classes or a disciplinary hold may be placed on their Northcentral Technical College account, deeming them ineligible to register for courses or Northcentral Technical College housing until the student responds to the initial complaint.

Except in a complaint involving failure to comply with the summons of the Director or Student Retention and Engagement or designee (or designee), no student may be found to have violated the Code of Student Conduct solely as a result of the student's failure to appear for a hearing. In all such instances, conduct hearings will proceed as scheduled and the information in support of the complaint will be presented to and considered by, the Director or Student Retention and Engagement or designee. A decision regarding a student's responsibility for violating the Code of Conduct may be made in absentia by the Director or Student Retention and Engagement or designee and in consideration of the investigatory materials available.

Conduct Hearing Procedures

- 1) If a student cannot attend the scheduled hearing, it is that student's responsibility to notify the Director or Student Retention and Engagement or designee no less than three (3) days before the scheduled hearing to arrange for another date, time, and location. Except in cases of grave or unforeseen circumstances, if the responding student fails to give the required minimum three (3) day notice, or if the responding student fails to appear, the hearing will proceed as scheduled.
- 2) The Director or Student Retention and Engagement or designee (or designee), will conduct hearings according to the following guidelines:
 - a) Hearings will be closed to the public.
 - b) Admission to the hearing of persons other than the parties involved will be at the discretion of the Director or Student Retention and Engagement or designee.
 - c) In hearings involving more than one responding student, the standard procedure will be to hear the complaints jointly; however, the Director or Student Retention and Engagement or designee may permit the hearing pertinent to each responding student to be conducted separately. In joint hearings, separate determinations of responsibility will be made for each responding student.
 - d) The parties have the right to an advisor/advocate of their choosing, including attorneys. Typically, advisors are members of the campus community, but the parties may select whomever they wish to serve as their advisor. The advisor may not make a presentation or represent the party bringing the complaint or responding student during the hearing. They may confer quietly with their advisee, exchange notes, clarify procedural questions with the chair and suggest questions to their advisee.

e) The parties have the right to request reasonable accommodations during the conduct process. If one party requests accommodations, they will be offered to all involved parties. Law these accommodations may include, but are not limited to:

- (i) Additional time to review the documentation
- (ii) Providing documentation in an accessible format
- (iii) Allowing additional break times during interviews/hearings
- (iv) Making available interpreters/assistive technology
- (v) Including Disability Services staff in the process

3) Pertinent records, exhibits, and written statements may be accepted as information for consideration by the Director or Student Retention and Engagement or designee. Formal rules of evidence are not observed. The Director or Student Retention and Engagement or designee may limit the number of character witnesses presented or may accept written affidavits of character instead.

4) The parties will have the opportunity to review all relevant documents/exhibits and can request copies through the Director or Student Retention and Engagement or designee. NTC reserves the right to redact student names as required under FERPA.

5) All procedural questions are subject to the final decision of the Director or Student Retention and Engagement or designee.

6) After a conduct hearing, the Director or Student Retention and Engagement or designee will determine by a preponderance of evidence standard, if the student committed a policy violation and will determine an appropriate sanction(s).

7) The Director or Student Retention and Engagement or designee informs the responding student and party bringing the complaint (if applicable by law or Northcentral Technical College policy) of the final determination within 7 business days of the hearing.

8) Notification will be made in writing and may be delivered by one or more of the following methods:

A) The primary mode of notification will be to the student's Northcentral Technical College-issued email account.

B) The notice may also be delivered in person by the Director of Security or designee, Director or Student Retention and Engagement or designee, or mailed to the local or permanent address of the student as indicated in official Northcentral Technical College records.

Once mailed, emailed, and/or received in person, such notice will be presumptively delivered. In cases of sexual misconduct and other crimes of violence, a notice of the outcome will be delivered to all parties simultaneously, meaning without substantial delay between the notifications to each.

Conduct Sanctions

One or more of the following sanctions may be imposed upon any student for any single violation of the Code of Student Conduct:

1) Warning: An official written notice that the student has violated Northcentral Technical College policies and/or rules and that more severe conduct action will result should the student be involved in other violations while the student is enrolled at the Northcentral Technical College.

2) Restitution: Compensation for damage caused to the Northcentral Technical College or any person's property. This could also include situations such as failure to return a reserved space to the proper condition – labor costs and expenses. This is not a fine but, rather, a repayment for labor costs and/or the value of property destroyed, damaged, consumed, or stolen.

3) Community/Northcentral Technical College Service Requirements: For a student or organization to complete a specific supervised Northcentral Technical College service.

4) Loss of Privileges: The student will be denied specified privileges for a designated period of time.

5) Confiscation of Prohibited Property: Items whose presence violates Northcentral Technical College policy will be confiscated and will become the property of Northcentral Technical College. Prohibited items may

be returned to the owner at the discretion of the Director or Student Retention and Engagement or designee and/or Police.

6)Behavioral Requirement: This includes required activities including, but not limited to, seeking academic counseling or substance abuse screening, mental health evaluation, writing a letter of apology, etc.

7)Educational Program: Requirement to attend, present and/or participate in a program related to the violation. It may also be a requirement to sponsor or assist with a program for others on campus to aid them in learning about a specific topic or issue related to the violation for which the student or organization was found responsible. The audience may be restricted

8)Northcentral Technical College Probation: The student is put on official notice that should further violations of Northcentral Technical College policies occur during a specified probationary period, the student may face suspension or expulsion. Regular probationary meetings may also be imposed.

9)Eligibility Restriction: The student is deemed “not in good standing” with Northcentral Technical College for a specified period of time. Specific limitations or exceptions may be granted by the Director or Student Retention and Engagement or designee and terms of this conduct sanction may include but are not limited to, the following:

A) Ineligibility to hold any office in any student organization recognized by Northcentral Technical College or hold an elected or appointed office at Northcentral Technical College; or

B) Ineligibility to represent Northcentral Technical College to anyone outside the Northcentral Technical College community in any way including participating in the study abroad program, attending conferences, or representing Northcentral Technical College at an official function, event, or intercollegiate competition as a player, manager or student coach, etc.

10) Northcentral Technical College Suspension: Separation from Northcentral Technical College for a specified minimum period of time, after which the student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. The student is required to vacate the campus within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the Director or Student Retention and Engagement or designee. During the suspension period, the student is banned from College property, functions, events, and activities without prior written approval from the Director or Student Retention and Engagement or designee. This sanction may be enforced with a trespass action as necessary. This sanction will be noted as a Conduct Suspension on the student’s official academic transcript.

11) Northcentral Technical College Expulsion: Permanent separation from Northcentral Technical College. The student is banned from College property and the student’s presence at any Northcentral Technical College-sponsored activity or event is prohibited. This action may be enforced with a trespass action as necessary. This sanction will be noted as a Conduct Expulsion on the student’s official academic transcript.

12)Other Sanctions: Additional or alternate sanctions may be created and designed as deemed appropriate to the offense with the approval of the Director or Student Retention and Engagement or designee.

The following sanctions may be imposed upon groups or organizations found to have violated the Code of Student Conduct:

- a) One or more of the sanctions listed above and/or
- b) Deactivation, de-recognition, and loss of all privileges (including status as a Northcentral Technical College registered group/organization), for a specified period of time.

Special Hearing Provisions for Sexual Misconduct, Discrimination, and Other Complaints of a Sensitive Nature

All hearings under this sub-section will be conducted by the Title IX Investigator. For sexual misconduct, discrimination, and other complaints of a sensitive nature, whether the alleged victim is serving as the party bringing the complaint or as a witness, alternative testimony options may be provided, such as placing a privacy screen in the hearing room or allowing the alleged victim to testify from another room via audio or audio/video

technology. While these options are intended to help make the alleged victim more comfortable, they are not intended to work to the disadvantage of the responding student

Reporting Violations for Employees

Any person who believes that he/she has been discriminated against and/or harassed in violation of this policy, or has any questions concerning accommodations or discrimination is urged to contact:

Affirmative Action Officer
Northcentral Technical College
Campus Drive, Wausau, WI 54401
Telephone: 715.803.1057

- 1) This person also serves as the District's Title IX, Sex Equity, Section 504, and Americans with Disabilities Act Coordinator.
- 2) The Affirmative Action Officer reports to the College President, and/or District Board as appropriate, when dealing with discrimination and/or harassment complaints.
- 3) Copies of the District Policy and Administrative Procedure for filing/resolving complaints are posted on appropriate bulletin boards and may be obtained from the District's Affirmative Action Officer.

4) Designated Contact Persons:

To make reporting complaints as accessible as possible, Attachment A lists alternative people who are designated to handle discrimination and/or harassment complaints. If the Affirmative Action Officer is not available, or you may feel more comfortable speaking to another person, any of these people may be contacted.

Preliminary Investigation

The College conducts a preliminary investigation into the nature of the incident, complaint or notice, the evidence available, and the parties involved. The preliminary inquiry may lead to:

- 1) A determination that there is insufficient evidence to pursue the investigation, because the behavior alleged, even if proven, would not violate the Employee handbook;
- 2) A more comprehensive investigation, when it is clear more information must be gathered

Investigation

Investigation is referenced above, with detailed investigation procedures described in this subsection. The Vice President of Human Resources or designee will assume the responsibility for investigating allegations. The investigator(s) will take the following steps, if not already completed by the Director of Security or designee:

- 1) Initiate any necessary remedial actions on behalf of the victim (if any);
- 2) Determine the identity and contact information of the party bringing the complaint, whether that person is the initiator of the complaint, the alleged victim, or a Northcentral Technical College proxy or representative;
- 3) Conduct an immediate preliminary investigation to identify an initial list of all policies that may have been violated, to review the history of the parties, the context of the incident(s), any potential patterns, and the nature of the complaint;
 - A) If the victim is reluctant to pursue the complaint, determine whether the complaint should still be pursued and whether sufficient independent evidence could support the complaint without the participation of the victim;
 - B) Notify the victim of whether Northcentral Technical College intends to pursue the complaint regardless of their involvement, and inform the victim of their rights in the process and the option to become involved if they so choose;

- C) Preliminary investigation usually takes between 1-7 business days to complete;
- 4) If indicated by the preliminary investigation conduct a comprehensive investigation to determine if there is reasonable cause to believe that the responding employee violated College policy, and to determine what specific policy violations should serve as the basis for the complaint;
 - A) If there is insufficient evidence through the investigation to support a reasonable cause, the allegations will be closed with no further action;
 - B) A comprehensive investigation usually takes between one day and two weeks;
- 5) Meet with the party bringing the complaint to finalize the Party bringing the complaint's Statement, which will be drawn up by the investigator or designee as a result of this meeting;
- 6) Standard of Evidence used in these cases is Preponderance of Evidence requires the party with the burden of proof to demonstrate that an allegation or argument is more likely to be true than false.
- 7) Commence a thorough, reliable, and impartial investigation by developing a strategic investigation plan, including a witness list, evidence list, intended timeframe, and order of interviews for all witnesses and the responding employee, who may be given notice of the interview prior to or at the time of the interview;
 - A) Prepare the notice of alleged policy violation(s) on the basis of the reasonable cause determination, which may be delivered prior to, during, or after the responding employee is interviewed, at the discretion of the investigator(s);
- 8) Interview all relevant witnesses, summarize the information they are able to share, and have each witness sign the summary to verify its accuracy;
- 9) Obtain all documentary evidence and information that is available;
- 10) Obtain all available physical evidence;
- 11) Complete the investigation promptly by analyzing all available evidence without unreasonable deviation from the intended timeline;
- 12) Refer all materials to the Vice President of Human Resources or designee for determination of a formal conduct hearing.

Progressive Discipline

The College has adopted a code of conduct that is appropriate for all staff. The College will work with employees to address performance and behavior concerns. This may include developing a Performance Improvement Plan (PIP), which outlines expected performance behavior, action steps, timelines, and resources to improve performance and behavior. When appropriate, progressive disciplinary steps will be followed in employee disciplinary matters, except in matters NTC determines need to be addressed outside of the progressive system. This does not preclude the College from taking any appropriate action necessary, in any order, or proceeding directly to discipline or termination action, as determined by the College. Disciplinary actions may include Verbal Warnings, Written Warnings, Performance Development Plans (PDP), Performance Improvement Plans (PIP), Suspensions, or Dismissals. The employee's immediate supervisor will coordinate with Human Resources to administer any appropriate corrective or disciplinary action. Appropriate action will be determined based on factors such as severity, frequency, degree of deviation from expectations, and length of time involved. Any steps may be bypassed based on the individual situation. Employees may have representation in meetings that may result in disciplinary action that affects the employee's compensation. It is the employee's responsibility to arrange representation.

Retaliation

The district prohibits and will not tolerate any harassment or retaliation against a person who files a report or against any person identified as a witness or otherwise involved in the report. The district will take immediate disciplinary action against any person engaging in this behavior.

College-Initiated Protective Measures

In addition to those protective measures previously described the Title IX Coordinator or their designee will determine whether interim interventions and protective measures should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include but are not limited to: a College order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator's directives and/or protective measures may constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by NTC.

Sex Offender Registry

In accordance with the "Campus Sex Crimes Prevention Act" of 2000, which amends the Jacob Wetterling Crimes against Children and Sexually Violent Offenders Registration Act, the Jeanne Clery Act, and the Family Educational Rights and Privacy Act of 1974, the NTC Security Department is providing a link to the Department of Corrections Sex Offender Registry.

This act requires that institutions of higher education issue a statement advising the campus community where law enforcement information provided by the state concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice of each institution of higher education in the state in which the person is employed, carries a vocation, or is a student.

Registry information provided under this section shall be used for the administration of criminal justice, screening of current or prospective employees, volunteers, or otherwise for the protection of the public in general and children in particular. **Unlawful use of the information for purposes of intimidating or harassing another is prohibited and willful violation shall be punishable to the fullest extent of the law.**

The Department of Corrections is responsible for maintaining this registry. Follow the link below to access the Department of Corrections Sex Offender Registry Website: <http://offender.doc.state.wi.us/public/>

HEOA Notification to Victims of Crimes of Violence

The College will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

"CLERY ACT" REPORTABLE CRIME DEFINITIONS

Aggravated Assault

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Arson

Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Burglary

The unlawful entry of a structure to commit a felony or a theft. This includes unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny, housebreaking, or safecracking.

Criminal Homicide-Murder and Non-negligent Manslaughter

The willful (non-negligent) killing of one human being by another.

Criminal Homicide Manslaughter by Negligence

The killing of another person through gross negligence.

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle.

Robbery

The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Sexual Assault

An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

1) Rape

- Defined as the 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.

2) Fondling

- Defined as the touching of the private parts of another person for 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 incapacity.

3) Incest

- Defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

4) Statutory Rape

- Defined as sexual intercourse with a person who is under the statutory age of consent.

Illegal Weapons Possession and Substance Law Violations

In addition to disclosing statistics for the aforementioned offenses, the Clery Act requires institutions to disclose both the number of arrests and the number of people referred for disciplinary action for the following violations:

1) Drug Law Violations

- a) The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. This also includes the unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine), marijuana, synthetic narcotics (manufactured narcotics which can cause true addiction – Demerol, methadone), and dangerous narcotic drugs (barbiturates, Benzedrine).

2) Liquor Law Violations

- a) The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of alcoholic beverages, maintaining unlawful drinking places, bootlegging, operating a still, furnishing liquor to a minor or intemperate person, underage possession, using a vehicle for illegal transportation of liquor, drinking on a train or public conveyance, and all attempts to commit any of the aforementioned.

3) Weapon Possession Violations

a) The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. Encompassed in this violation also includes the use of or manufacturing of silencers, furnishing of deadly weapons to minors, aliens possessing deadly weapons, and attempts to commit any of the above.

4) Hate Crimes

a) A hate crime is defined as:

i) The victim is intentionally selected because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, or disability.

Along with any of the above offenses occurring as a result of a hate crime, NTC is responsible for reporting hate crimes as related to:

- 1) Larceny/theft
- 2) Simple assault
- 3) Intimidation
- 4) Damage/vandalism to property

2025 Annual Fire Safety Report

The Timberwolf Suites Housing Facility located at 1636 N 3rd Avenue Wausau, WI, has reported 0 fires for the 2025 Annual Fire Safety Report. Our fire safety system consists of a sprinkler system, smoke detectors, and fire extinguishers. There was 1 fire drill performed in 2025.

Policies or Rules on Portable Electrical Appliances, Smoking, and Open Flames in a Student Housing Facility

Electrical Equipment

Residents may not alter or repair any electrical equipment or fixture provided by the Timberwolf Suites. Defects in electrical equipment or wiring should be reported to the Timberwolf Suites Maintenance staff immediately. If more than two appliances or two appliances with a cumulative wattage of more than 1500 watts are plugged into a single wall outlet, a U.L.-approved power strip must be used. Two-pronged extension cords are not permitted.

Firearms, Weapons, Explosives, Fireworks, & Flammables

The possession or use of firearms, knives with a blade over two inches long, bows and arrows, paintball guns, air-soft guns, aerosol guns, slingshots, explosives, fireworks, candles (open flames), halogen or lava lamps, gas grills, incense, inflammable fluids, dangerous chemical mixtures, propelled missiles, or any other item as identified by Timberwolf Suites Management is strictly prohibited and can result in eviction from the housing.

Items Not Permitted in the Residence Halls

Most items that are not permitted in the residence halls are fire safety hazards in a residence hall setting. This list of fire safety hazards includes candles of any kind; incense; space heaters; halogen lamps; lava lamps; excessive use of decorative lights; black lights; hookahs (regardless of use/decoration), etc. Other items not permitted in the residence halls include: water-filled furniture, street signs, regardless of how they have been obtained; weapons of any kind; and any pet (unless approved by TWS Management) Students found in possession of any of the above items will be found in violation of their housing lease.

Smoking Policy

Smoking or other use of tobacco products (including, but not limited to, cigarettes, pipes, cigars, snuff, hookahs, or chewing tobacco) are not permitted inside Timberwolf Suites. A violation of this policy is a violation of your lease.

Procedures Students and Employees Should Follow in Case of a Fire

In the event of a fire, Northcentral Technical College expects that all campus community members will evacuate to the nearest exit, closing doors and activating the fire alarm system (if one is present) as they leave. Once safely outside a building, it is appropriate to contact 911 and the NTC Security Department. In the event fire alarms sound, College policy is that all occupants must evacuate from the building, closing doors as they leave.

Fire Safety Information

In case of fire, there are fire pull boxes located throughout each building. If you encounter a fire, and the fire alarm is not sounding, pull the nearest alarm box, leave the building and call 911 as well as call the Manager on duty at Office # 715-803-1697 or Cell #715-573-1401. Portable fire extinguishers are located in all buildings. If a fire alarm sounds in your building, leave the building immediately. If possible, close all doors when exiting, and use stairs. Do not use elevators. Do not enter the building until local emergency response personnel notify you that it is safe to do so.

- 1) If you discover a fire:
 - a) Pull the closest fire alarm. If there is no immediate threat, a fire extinguisher should be used to extinguish the blaze.
 - b) Try to notify the Fire Department (911) and RA on duty at 715-216-4932. Do not put yourself in danger! Be prepared to give an exact location and your name.
 - c) If you are unable to reach a fire alarm pull station, call 911 to report the emergency to the Fire Department and call the RA on duty after at 715-216-4932.
 - d) Alert others in the area.

Procedures for student housing evacuation in case of a fire

- 1) If you hear a fire alarm:
- 2) Evacuate the building immediately. Leave all personal items behind.
- 3) Close your doors and windows if time permits. This helps to suffocate the fire.
- 4) Follow your assigned evacuation plan. Do not run.
- 5) Once outside the building, report to your check-in station so that you may be accounted for. The check-in station is across the parking lot in the grass.

What to do if a fire prohibits you from evacuating:

- 1) Close the door securely and attempt to seal any openings through which smoke or gas could enter.
- 2) Open exterior windows and crouch close to the floor at the open window.
- 3) Alert those outside that you are unable to get out. Do not panic. Fire Department procedures require that rescue operations take precedence over other emergency activities.
- 4) Fire drills are scheduled monthly to test the evacuation procedures for Timberwolf Suites.

Policies regarding fire safety education and training programs provided to the students and employees

Staff is all trained by the Fire department in extinguishing fires and safety features of the building (how fire sprinkler systems work, how the fire department is notified in an emergency, how long it takes for them to respond, what their procedures are when there is a fire in the building, and where everyone should meet).

For purposes of including a fire in the statistics in the annual fire safety report, a list of the titles of each person or organization to which students and employees should report that a fire occurred
If a fire occurs in the building these are the following people that a staff member or student can contact to report that it has happened or is happening:

Emergency Line # 920-570-6972
Hailey Lehrer – Area Manager Cell #715-321-3284

Plans for future improvements in fire safety, if determined necessary by the institution
Further education of residents regarding the use of extinguishers, fire exit plans, and meeting locations.
Continued education for student staff in emergencies on what their role is when an emergency arises.

Fire Statistics for 2025
Total number of fires in 2025

- 0

Fire Log
A fire log is available for review in the Housing Manager's Office, from 8 a.m.–5 p.m. Monday through Friday, excluding holidays. The information in the fire log includes information about fires that occur in residential facilities, including the nature, date, time, and general location.

Residential Facilities Timberwolf Suites:
1636 N 3rd Ave
Wausau WI 54401

Year	Total Number of Fires in Each Building	Fire Number	Cause & Category of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire (in USD)
2025	0	0	n/a	n/a	n/a	n/a
2024	0	0	n/a	n/a	n/a	n/a
2023	0	0	n/a	n/a	n/a	n/a

Crime Statistics

Crime Offenses Reporting Table – Wausau Campus

Primary Crimes	Year	On Campus	Non-campus	Public Property	Total	Residential Facilities*
Murder/Non-Negligent Manslaughter	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Fondling	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	1	0	0	1	0
Incest	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Statutory Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Robbery	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Aggravated Assault	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	1	0	0	1	0
Burglary	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Arson	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

Northcentral Technical College had no reported hate crimes for the years reported in the chart and no unfounded crimes in 2023, 2024, and 2025 at the Wausau Campus.

Arrest and Disciplinary Referrals Reporting Table – Wausau Campus

Arrests and Referrals for Disciplinary Action	Year	On Campus	Non-campus	Public Property	Total	Residential Facilities*
Liquor Law Violation Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Drug Law Violation Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	4	0	0	4	0
Weapons Law Violation Arrests	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

Offenses Reporting Table – Wausau Campus

VAWA Offenses	Year	On Campus	Non-campus	Public Property	Total	Residential Facilities*
Domestic Violence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Dating Violence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Stalking	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

Wausau Campus had zero Hazing cases in 2025.

Criminal Offenses Reporting Table – Merrill Campus

Primary Crimes	Year	On Campus	Non-campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Fondling	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Northcentral Technical College had no reported hate crimes for the years reported in the chart and no unfounded crimes in 2023, 2024, and 2025 at the Merrill Campus.

Arrests and Disciplinary Referrals Reporting Table – Merrill Campus

Arrests and Referrals for Disciplinary Action	Year	On Campus	Non-campus	Public Property	Total
Liquor Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Offenses Reporting Table – Merrill Campus

VAWA Offenses	Year	On Campus	Non-campus	Public Property	Total
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Stalking	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Merrill Campus had zero hazing cases in 2025.

Criminal Offenses Reporting Table – Antigo Campus

Primary Crimes	Year	On Campus	Non-campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Fondling	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Northcentral Technical College had no reported hate crimes for the years reported in the chart and no unfounded crimes in 2023, 2024, and 2025 at the Antigo Campus.

Arrests and Disciplinary Referrals Reporting Table – Antigo Campus

Arrests and Referrals for Disciplinary Action	Year	On Campus	Non-campus	Public Property	Total
Liquor Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Offenses Reporting Table – Antigo Campus

VAWA Offenses	Year	On Campus	Non-campus	Public Property	Total
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Stalking	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Antigo Campus had zero hazing cases in 2025.

Criminal Offenses Reporting Table – Wittenberg Campus

Primary Crimes	Year	On Campus	Non-campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Fondling	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Northcentral Technical College had no reported hate crimes for the years reported in the chart and no unfounded crimes in 2023, 2024, and 2025 at the Wittenberg Campus.

Arrests and Disciplinary Referrals Reporting Table – Wittenberg Campus

Arrests and Referrals for Disciplinary Action	Year	On Campus	Non-campus	Public Property	Total
Liquor Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Offenses Reporting Table – Wittenberg Campus

VAWA Offenses	Year	On Campus	Non-campus	Public Property	Total
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Stalking	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Wittenberg Campus had zero hazing cases in 2025.

Criminal Offenses Reporting Table – Phillips Campus

Primary Crimes	Year	On Campus	Non-campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Fondling	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	1	0	0	1
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Northcentral Technical College had no reported hate crimes for the years reported in the chart and no unfounded crimes in 2023, 2024, and 2025 at the Phillips Campus.

Arrests and Disciplinary Referrals Reporting Table – Phillips Campus

Arrests and Referrals for Disciplinary Action	Year	On Campus	Non-campus	Public Property	Total
Liquor Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Offenses Reporting Table – Phillips Campus

VAWA Offenses	Year	On Campus	Non-campus	Public Property	Total
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Stalking	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Phillips Campus had zero hazing cases in 2025.

Criminal Offenses Reporting Table – Medford Campus

Primary Crimes	Year	On Campus	Non-campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Fondling	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Northcentral Technical College had no reported hate crimes for the years reported in the chart and no unfounded crimes in 2023, 2024, and 2025 at the Medford Campus.

Arrests and Disciplinary Referrals Reporting Table – Medford Campus

Arrests and Referrals for Disciplinary Action	2025	0	0	0	0
	Year	On Campus	Non-campus	Public Property	Total
	2023	0	0	0	0
Liquor Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Offenses Reporting Table – Medford Campus

VAWA Offenses	Year	On Campus	Non-campus	Public Property	Total
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Stalking	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Medford Campus had zero hazing cases in 2025

Criminal Offenses Reporting Table – Spencer Campus

Primary Crimes	Year	On Campus	Non-campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Fondling	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2024	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Northcentral Technical College had no reported hate crimes for the years reported in the chart and no unfounded crimes in 2023, 2024, and 2025 at the Spencer Campus.

Arrests and Disciplinary Referrals Reporting Table – Spencer Campus

Arrests and Referrals for Disciplinary Action	Year	On Campus	Non-campus	Public Property	Total
Liquor Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Offenses Reporting Table – Spencer Campus

VAWA Offenses	Year	On Campus	Non-campus	Public Property	Total
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Stalking	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Spencer had zero hazing cases in 2025.

Criminal Offenses Reporting Table – Marathon County Farm Campus

Primary Crimes	Year	On Campus	Non-campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2024	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Fondling	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Northcentral Technical College had no reported hate crimes for the years reported in the chart and no unfounded crimes in 2023, 2024, and 2025 at the Marathon County Farm Campus.

Arrests and Disciplinary Referrals Reporting Table – Marathon County Farm Campus

Arrests and Referrals for Disciplinary Action	Year	On Campus	Non-campus	Public Property	Total
Liquor Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Offenses Reporting Table – Marathon County Farm Campus

VAWA Offenses	Year	On Campus	Non-campus	Public Property	Total
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Stalking	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Marathon County Farm Campus had zero hazing cases in 2025.

All policy statements in this Annual Security and Fire Safety Report apply to the following campuses: Wausau Campus, Antigo Campus, Medford Campus, Phillips Campus, Spencer Campus, Wittenberg Campus and, Merrill Campus unless otherwise stated in the report.

