

TITLE IX

TITLE IX is a federal ruling that sought to enhance the criminal justice and community-based responses to domestic violence, dating violence, sexual violence and stalking in the United States. TITLE IX was created in 1994, and then reauthorized in 2000, 2005, and again in 2013 which has open the doors for victims of domestic violence, dating violence, sexual violence and stalking. Title IX of the Education Amendments Act of 1972 is a federal law that states “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance.”

To follow the legislation, on October 20th, 2014, the United States Department of Education published the [final regulations for the Violence Against Women Act amendments to the Clery Act](#). The regulations will require campuses to take many steps to ensure compliance in Title IX and Clery compliance by July 1, 2015, including updating Student Codes and Handbooks, and training all students and staff.

RESPONSIBLE EMPLOYEES:

Is any employee of NTI who is responsible in any way for student welfare, or who a student could reasonably believe is responsible for student welfare, and who is not by law, licensure or regulation designated as a confidential resource, must forward any report of discrimination, harassment or sexual misconduct to the Title IX Coordinator or a Deputy Title IX Coordinator as soon as possible after receiving it. This definition of “responsible employee” includes administrators and instructors.

If a responsible employee receives a complaint, before hearing it fully, the responsible employee should be clear with the Complainant that (1) they are not a confidential resource, if they are not so designated, and (2) they are obligated to report any incident to the Title IX Coordinator.

The responsible employees at Northeast Technical Institute are employees that strive to help foster a safe and secure educational environment. The responsible employees have set in place an equitable and inclusive process that promotes mutual respect for all. This policy will apply to all students and employees, regardless of sexual orientation or gender identity and does include third parties. Northeast Technical Institute does not discriminate on the basis of age, color, disability, gender identity, race, religion, sexual orientation, or sex in our programs, activities, employment, and admissions.

Northeast Technical Institute has a zero tolerance policy for retaliation in any form that may take place against staff, faculty, students, outside companies/organizations, or volunteers who files an allegation. Retaliation is a serious offense and will not be tolerated. Any questions and or concerns about retaliation should be directed to a Deputy Title IX Coordinator or Title IX Coordinator.

Northeast Technical Institutes Definitions

TITLE IX and its proposed regulations require colleges to provide these definitions in campaigns, orientations, and trainings for employees. The definitions that are required are the following: consent, dating violence, domestic violence, sexual violence, and stalking.

Consent: Is when one knowingly and willingly agrees to engage in a sexual activity, and must be voluntary. It is not true consent if any party is substantially impaired by drugs, and or alcohol, or those that have been compelled to consent by force, deceit, or threats, or those that are unaware of the act that is being performed due to mental or physical conditions, or who is persuaded by supervisory authority. Remember that consent can be withdrawn at any time.

Dating Violence: Is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with a victim. This violence can be in a controlling, abusive, and or aggressive manner and can be presented verbally, emotionally, physically, sexually, abusive, or a combination. Social relationship of a romantic or intimate nature is determined based upon the reporting party's statement (including the statement of a third-party other than the victim) taking into consideration; the length of the relationship; the type of the relationship; and the frequency of the relationship.

Domestic Violence: A crime of violence committed by; a current or former spouse or intimate partner, a person with whom the victim shares a child in common, a person cohabitating, or has cohabitated with the victim as a spouse or intimate partner, a person similarly situated to a spouse under the domestic and family violence laws of the jurisdiction in which the crime of violence; or any other person against an adult or youth victim who is protected from that person's acts under the domestic and family violence laws of the jurisdiction in which the crime of violence occurred.

Sexual Violence: Physical acts such as attempted rape, rape, sexual touching, and or sexual battery, towards an individual that has not given consent, or who is not capable to give consent where they may be under the influence of alcohol, drugs, or may have disabilities preventing to give consent.

Stalking: Engaging in two or more acts, in which the stalker directly, indirectly, or through third parties, by any action, method, devise or means, follows, monitors observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. An act directed at a specific person that would cause a reasonable person to; fear for the person's safety or the safety of others; or suffer substantial emotional distress. Substantial emotional distress is significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Rape: Is a criminal offense when one person forces sexual relations on another person against that persons will.

All Deputy Coordinators follow all Title IX requirements to ensure compliance. Below are the expectations for any incidences/cases that are designated as a Title IX incident:

- Northeast Technical Institute will complete a timely and thorough investigation, and will treat all complainants with respect. All incidences, excluding those with extenuating circumstances, will be resolved within 60 calendar days of the incident being reported.
- Once a decision has been made, one of the members of the TITLE IX team will provide all parties involved with a writing decision in writing.
- The complainant and respondent have 5 business days to appeal the decision that was made to any member of the TITLE IX team. If the complainant or respondent does appeal, both will be notified and will have a chance to review the material that is being presented in the appeal. Please provide your name, phone number, email, relationship to the incident, and an explanation of your appeal. Please make sure you sign and date your appeal letter.

Contact information for the Title IX Coordinator:

Ashley Barnett. Director of Financial Aid

51 US Route 1, Suite K

Scarborough, ME 04074

abarnett@ntinow.edu

(207) 883.5130

Response Options

Anyone who reports an incident of sexual misconduct, including sexual assault, dating violence, domestic violence, or stalking, harassment or discrimination will be assisted in understanding their reporting options and will not be forced to make any type of report with which they are uncomfortable. There are several response options available to the complainant.

There are many options available to students or staff who bring forward a Title IX related complaint. The wishes of the complainant are honored as closely as possible. Once the complainant meets with the Title IX Coordinator or Deputy Coordinator any of the following remedies or combination of remedies are available to the complainant:

- Information can and will be kept as private as possible.
- Mediation: With the approval of the complainant, NTI can contact crisis centers to help assist students in discussing the concerning behavior and its impact. Mediation is not allowed or demand appropriate for a sexual violence complaint.
- A conversation with the respondent informing them of how their behavior may be impacting the complainant.
- Change in class schedule.
- Change in room assignments.
- Assistance with contacting local law enforcement.
- Nothing. Sometimes a student just wants to tell their story and find out about their resources and then ask NTI to not engage in any formal or informal process.

How to file a complaint

Complaints and reports of discrimination including sexual assault, dating violence, domestic violence or stalking, and or sexual harassment should be reported as soon as possible after the incident in order to be most effectively investigated. All reports and complaints of

discrimination, sexual misconduct, and or harassment will be promptly investigated and appropriate action will be taken. NTI will make all reasonable efforts to protect the rights of both the Complainant and the Respondent.

NTI will honor a request by the Complainant for confidentiality. Any request for confidentiality must be balanced against NTI's obligation to provide a safe and non-discriminatory environment. NTI may also be severely limited in its ability to take action against the respondent if strict confidentiality is maintained.

NTI reserves the right to investigate and resolve a complaint or report of discrimination, sexual misconduct and/or harassment regardless of whether the Complainant ultimately desires NTI to pursue the complaint. In such cases, the parties shall be informed of the status of the investigation at reasonable times until the final decision has been of the investigation.

- You should ask to speak with a Deputy Title IX Coordinator or the Title IX Coordinator to discuss the incident.
- When filing a complaint, we ask that you write up a description of the incident. Please provide as much information as possible; names, times, dates, locations. The more detailed the better. If any witnesses were involved you may want to ask that they too write down statements of the incident.
- You may want to NTI to help assist you with finding a crisis center to get further information and or support.
- You may also want to consider reporting the incident to your local police department. Sexual violence, domestic violence, dating violence, and stalking are crimes.
- The Deputy Title IX Coordinators handle any complaints against other NTI students, but not against faculty or staff. Those complaints must be handled through Human Resources.
- Once the complaint is filed, you will be notified by a member of the TITLE IX team of the result of the investigation. NTI is required to be prompt when receiving a complaint of sex discrimination, sexual harassment, or sexual violence in order to remedy any hostile educational environment created by such behaviors. Investigations will take no more than 60 calendar days from the date of the complaint.

Student Hotlines/Crisis Numbers (local)

- **Family Crisis Services** (Cumberland County)
P.O. Box 704, Portland, ME 04104
Admin.: [207-767-4952](tel:207-767-4952)
Hotline: [1-800-537-6066](tel:1-800-537-6066); [207-874-1973](tel:207-874-1973)
All numbers TTY accessible
familycrisis@familycrisis.org
www.familycrisis.org
- **Safe Voices** (Androscoggin, Franklin & Oxford Counties)
P.O. Box 713, Auburn, ME 04212-0713
Admin.: [207-795-6744](tel:207-795-6744)
Hotline: [1-800-559-2927](tel:1-800-559-2927) or [207-795-4020](tel:207-795-4020)
info@safevoices.org
www.safevoices.org
- **Family Violence Project** (Kennebec & Somerset Counties)
P.O. Box 304, Augusta, ME 04332
Admin.: [207-623-8637](tel:207-623-8637)
Hotline: [1-877-890-7788](tel:1-877-890-7788); [207-623-3569](tel:207-623-3569)
fvp@familyviolenceproject.org
www.familyviolenceproject.org
- **Caring Unlimited** (York County)
P.O. Box 590, Sanford, ME 04073
Admin.: 207-490-3227
Hotline: [1-800-239-7298](tel:1-800-239-7298)
mail@caring-unlimited.org
www.caring-unlimited.org

Additional Student Hotlines/Crisis Numbers

- **Maine Statewide Crisis**

1-888-568-1112 (Voice/TTY)

If you are concerned about yourself or about somebody else, call the crisis hotline. This will connect you to your closest crisis center.

- **Domestic Violence**

1-866-834-HELP (4357)

This number gives you information on domestic violence, crisis counseling, and emotional support.

- More local domestic violence resource centers:

- **Hope and Justice Project** (Aroostook County)

754 Main Street, Presque Isle, ME 04769

Admin.: [207-764-2977](tel:207-764-2977)

Hotline: [1-800-439-2323](tel:1-800-439-2323)

info@hopeandjusticeproject

www.hopeandjusticeproject.org

- **New Hope for Women** (Knox, Lincoln, Sagadahoc & Waldo Counties)

P.O. Box A, Rockland, ME 04841-0733

Admin. & Hotline: [207-594-2128](tel:207-594-2128) or [1-800-522-3304](tel:1-800-522-3304)

Belfast Office [207-338-6569](tel:207-338-6569)

Wiscasset Office [\(207\) 882-6222](tel:207-882-6222)

Bath Office [\(207\) 443-8898](tel:207-443-8898)

newhope@newhopeforwomen.org

www.newhopeforwomen.org

[New Hope for Women's Facebook](#)

- **Next Step** (Hancock & Washington Counties)

PO Box 1466, Ellsworth, ME 04605

Admin: [207-667-0176](tel:207-667-0176)

Hotline: [1-800-315-5579](tel:1-800-315-5579)

info@nextstepdvproject.org

www.nextstepdvproject.org

- **Spruce Run-Womancare Alliance** (Penobscot & Piscataquis County)

Bangor office:

P.O. Box 653, Bangor, ME 04402

Admin.: [207-945-5102](tel:207-945-5102)

Hotline: [1-800-863-9909](tel:1-800-863-9909) or [207-947-0496](tel:207-947-0496) or TTY: [207-955-3777](tel:207-955-3777)

sprucerun@sprucerun.net
www.sprucerun.net

- Dover office:
P.O. Box 192, Dover-Foxcroft, ME 04426
Admin & Hotline: [207-564-8165](tel:207-564-8165)
Hotline: [1-888-564-8165](tel:1-888-564-8165)
wmncare@wmncare.org
www.wmncare.org

- **Domestic Violence Shelters**

Androscoggin County

- Safe Voice 1-800-559-2927 (Auburn)

Aroostook

- Hope and Justice Project 1-800-439-2323 (Caribou, Houlton, Fort Kent)
- Maliseet Domestic Violence and Sexual Assault Program 1-207-532-6401 (Houlton)

Cumberland

- Family Crisis Shelter 1-800-537-6066 (Portland)

Hancock

- The Next Step 1-800-315-5579 (Ellsworth)

Kennebec

- Family Violence Project 1-877-890-7788 (Augusta)

Knox

- New Hope for Women 1-800-522-3304 (Rockland)

Penobscot

- Spruce Run Womancare Alliance 1-800-863-9909 (Bangor)

Somerset

- Family Violence Projection 1-877-890-7788 (Somerset County)

Washington

- Passamaquoddy Peaceful Relations 1-877-853-2613 (Pleasant Point)

York

- Caring Unlimited 1-800-239-7298 (Sanford)

- **Sexual Violence**

1-800-871-7741

This line is open 24 hours a day for the State of Maine.

Local centers:

Androscoggin County	Sexual Assault Crisis Center (Lewiston/Auburn)	207-795-2211
Aroostook County	AMHC Sexual Assault Services (Presque Isle)	800-550-3304
Cumberland County	Sexual Assault Response Services (Portland)	800-313-9900
Eastern Cumberland County	Sexual Assault Support Services (Bath/Brunswick)	800-822-5999
Franklin County	S.A.V.E.S. (Farmington)	207-778-0110
Hancock County	Downeast Sexual Assault Services (Ellsworth)	207-667-5304
Kennebec County	Sexual Assault Crisis & Support Center (Augusta)	800-871-7741
Knox County	Sexual Assault Crisis & Support Center (Augusta)	800-871-7741
Lincoln County	Sexual Assault Support Services (Bath/Brunswick)	800-822-5999
Oxford County	Rape Education and Crisis Hotline (South Paris)	800-871-7741
Penobscot County	Rape Response Services (Bangor)	207-989-5678
Piscataquis County	Rape Response Services (Bangor)	207-989-5678
Sagadahoc County	Sexual Assault Support Services (Bath/Brunswick)	800-822-5999
Somerset County	Sexual Assault Crisis & Support Center (Augusta)	800-871-7741
Waldo County	Sexual Assault Crisis & Support Center (Augusta)	800-871-7741
Washington County	Downeast Sexual Assault Services (Ellsworth)	207-667-5304
York County	Sexual Assault Response Services (Portland)	800-313-9900

- **Being Stalked**

If you feel you are in immediate danger call 911.

Seeking a protection order, call 1-866-834-HELP (4357), or call your local police station.

- **Child Abuse**

1-800-452-1999 (Voice) 1-800-963-9490 (TTY)

The State of Maine's child abuse hotline is staffed 24 hours a day.

- **The Women's Project**

Southern Maine: 1-800-611-1588

Northern Maine: 1-800-611-1779

Helps women affected by substance abuse.

- **National Suicide Prevention Lifeline**
1-800-273-TALK (8255)
1-888-568-1112 (Voice/TTY) Crisis Hotline