

# PURPOSE

The Center for Civil Rights' Investigation Office is committed to fostering a campus climate in which members of the BSU and NTC communities are protected from all forms of sex discrimination, including sexual harassment, sexual violence, and gender-based harassment and discrimination. It is committed to safety, fairness, neutrality, due process, and the use of trauma-informed practices during investigations.

## YOUR RIGHTS UNDER TITLE IX

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs including housing and activities sponsored by the university. Sex discrimination includes sexual harassment, sexual assault, dating and domestic violence, stalking, invasions of sexual privacy, and discrimination based on gender. Everyone is protected by Title IX, regardless of their actual or perceived sex, gender identity, and/or gender expression. Title IX also prohibits discrimination against pregnant, lactating, and parenting students, staff, and faculty.



# CONTACTS

<b>In Case of Emergency</b>	<b>9-1-1</b>
<b>Sanford Health Emergency</b>	<b>218-751-5430</b>
<b>Bemidji Policy Department</b>	<b>218-751-9111</b>
Campus Security	218-755-3888
Sanford Hospital Emergency	218-333-5596
Nursing Staff at Student Health Center	218-755-2053
Title IX Coordinator, Steven D. Parker	218-755-4121
Suicide Prevention	800-422-0045
Suicide Prevention	Text: 741-741
International Program Center	218-755-4096
Student Life & Success	218-755-2075
International Program Center	218-755-4096

### **BEMIDJI STATE UNIVERSITY**

1500 Birchmont Dr. NE #3, Bemidji, MN 56601

### **NORTHWEST TECHNICAL COLLEGE**

905 Grant Ave. SE, Bemidji, MN 56601

Phone: 218-755-4121

E-mail: [steven.parker@bemidjistate.edu](mailto:steven.parker@bemidjistate.edu)

# TITLE IX

**Bemidji State University**



**Northwest Technical College**

Members of the Minnesota State system

## REPORTING TITLE IX INCIDENTS

Your safety is critical. If you wish to make a formal report to Campus Security or the Bemidji Police, OR for emergencies, immediately contact BSU/NTC Public Safety at 218-755-3888 or the Bemidji Police Department by dialing 911. Doing so does not require you to pursue legal action. Possible Title IX incidents can also be reported to the Title IX Office at 218-755-4121 or by using the online reporting link at: [https://cm.maxient.com/reportingform.php?BemidjiStateUniv&layout\\_id=7](https://cm.maxient.com/reportingform.php?BemidjiStateUniv&layout_id=7)

## INTERIM MEASURES ARE PROVIDED AS NECESSARY

People reporting incidents of sex discrimination, sexual harassment or sexual violence have the right to receive immediate help — e.g., changing classes, campus housing, campus employment or transportation arrangements — so that they can continue their education or employment free from ongoing sex discrimination, sexual harassment or sexual violence. BSU and NTC can take steps to promote safety even if individuals choose not to file a formal complaint or request a formal investigation. Those who participate in the Title IX process are protected from retaliation.

## REPORTING TITLE IX INCIDENTS

Title IX investigators will conduct prompt, reliable and impartial investigations using trauma-informed investigation techniques. Complaint investigation and resolution procedures are conducted by individuals trained in protecting the safety of reporting and responding parties.

Both the reporting and responding parties have the same opportunities to have a support person present during the investigation and resolution process, including the opportunity to be accompanied to any related meeting or proceeding by a process advisor of their choice. Both parties also have equal rights to:

- Present witnesses, evidence, and information.
- Obtain notification of the time frames for all major stages of the investigation.
- Receive simultaneous written notification of the result of any college or university investigation and disciplinary proceeding.
- Appeal the outcome of an investigation.

BSU and NTC use a preponderance-of-evidence standard of proof in all investigations. This means that a policy violation decision will be made based on whether the evidence shows that it is more likely than not that the alleged conduct occurred.

[www.bemidjistate.edu/offices/  
diversity-equity-inclusion/divisional-areas/  
center-for-civil-rights/affirmative-action-office/](http://www.bemidjistate.edu/offices/diversity-equity-inclusion/divisional-areas/center-for-civil-rights/affirmative-action-office/)

[www.ntcmn.edu/offices/diversity-equity-inclusion](http://www.ntcmn.edu/offices/diversity-equity-inclusion)

Steven D. Parker | 218-755-4121

## REMEDIES

If an investigation determines that sex discrimination, sexual harassment or sexual violence occurred, BSU or NTC will take prompt and effective steps reasonably calculated to end the prohibited conduct, eliminate the hostile environment, prevent recurrence, and, as appropriate, remedy its effects.

## WHERE TO GO FOR MORE INFORMATION

The policies and procedures governing discrimination, harassment, and sexual violence are found on the Center for Civil Rights: Investigation Office webpages for BSU and NTC.

The pages also contain a wealth of other important information:

### BSU:

[www.bemidjistate.edu/offices/diversity-equity-inclusion/  
divisional-areas/center-for-civil-rights/affirmative-  
action-office/](http://www.bemidjistate.edu/offices/diversity-equity-inclusion/divisional-areas/center-for-civil-rights/affirmative-action-office/)

### NTC:

[www.ntcmn.edu/offices/diversity-equity-inclusion/](http://www.ntcmn.edu/offices/diversity-equity-inclusion/)