



NPC Title IX

New Employee Orientation



What is Title IX?

Title IX prohibits sex-based discrimination in any school or education program that receives funding from the federal government.

TIX Team

Team Members:

Josh Rogers, Director of Student Services, Interim TIX Coordinator

Wei Ma, Dean of Instructional Innovation

Harshika Bhatt, Faculty in College and Career Preparation

Richard Harris, Faculty in Spanish

Ryan Orr, Faculty in English

Justin White, Director of Facilities and Transportation

Michael Colwell, Academic Advisor

Janalda Nash, Center Manager

Pam Dominguez, Assistant to the Vice President for Learning & Student Services

What is your part?

All NPC faculty and employees (including student-employees) are **Mandated Reporters** and are expected to promptly report all known details of actual or suspected discrimination, harassment, retaliation and/or Other Prohibited Conduct to the TIX Coordinator

When you receive a disclosure

Ensure the person's immediate safety

- ▶ Physical
- ▶ Medical
- ▶ Mental Health

Be Transparent

- ▶ Inform the individual of your obligation to report, while emphasizing that reporting ensures access to information and resources.

When you receive a disclosure

- ▶ Clarify that the information may not be kept confidential, but can be kept **private** (only those who need to know to remedy the situation)
- ▶ Reinforce that you want them to share their story with you. Resist the impulse to insist they share everything with you.
- ▶ Ensure the individual that NPC will take the steps to stop the behavior, prevent its reoccurrence, and remedy the impact

REPORT IT!!

How do you report?

1. Submit Online Form

- npc.edu >> Report It >>
Report It - Refer a Student

2. Email the Title IX Coordinator

- joshua.rogers@npc.edu

3. Call the Title IX Coordinator

- 928-536-6227



Northland Pioneer College
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Concerning Incident/Behavior Referral

This Reporting Form is NOT a 911 or Emergency Service:

Do not use this site to report events presenting an immediate threat to life or property. Reports submitted through this service may not receive an immediate response. **If you require emergency assistance, please dial 911.**

Background Information

If you wish to make an anonymous report of concerning or worrisome behavior, a trained college employee will evaluate the report and determine what follow-up (if any) is necessary to address the concerns. Please consider providing your name and contact information to allow us to call or email if we have additional questions regarding your report.

Nature of this report *(Required)*:

Please Choose... ▾

Urgency of this report *(Required)*:

- Nonacademic Misconduct
- Concerning Behavior
- Online Student Grievance (SARA)
- Student Grievance
- Student Grade Appeal
- Sexual Harassment or Discrimination**

Location of incident *(Required)*:

Tell Us What You Are Concerned About

Pregnancy & Related Conditions

The full spectrum of processes and events connected with pregnancy, including pregnancy, childbirth, termination of pregnancy, or lactation; related medical conditions; and recovery therefrom.

- ▶ You **must** provide the TIX Coordinator's contact information to the individual
- ▶ Be sure to let them know that there are accommodations available, including leave

Title IX Coordinator

Email - joshua.rogers@npc.edu

Phone - 928-536-6227

Office - SCC - SC107

Website - npc.edu/title-ix