

Title IX of the Education Amendments of 1972 is a federal gender equity law that governs how educational institutions receiving federal funds must respond to allegations of sex discrimination, harassment, and/or retaliation. The U.S. Department of Education Office for Civil Rights issued new Title IX regulations effective August 1, 2024, which dictate how institutions must respond to incidents of sex-based harassment, sexual assault, dating violence, domestic violence, and stalking.

In accordance with the new Title IX regulations, Northland Pioneer College(NPC) has revised Procedure 2110, Equal Opportunity, Harassment, and Nondiscrimination, available at:
<https://www.npc.edu/procedure-2110>

All NPC faculty and employees (including student-employees), other than those deemed Confidential Employees, are **Mandated Reporters** and are expected to promptly report all known details of actual or suspected sex discrimination, sex-based harassment, retaliation, and/or Other Prohibited Conduct as defined under Procedure 2110 to appropriate officials immediately.

Notice means that an employee, student, or third-party discloses the alleged occurrence of sex discrimination, sex-based harassment, retaliation, or Other Prohibited Conduct as defined by NPC procedure to a Mandatory Reporter.

As a **Mandatory Reporter** you are required to promptly report (within two (2) business days) all known information regarding the alleged misconduct to the Title IX Coordinator. Failure to do so may result in disciplinary action.

Mandatory Reporters can report Notice by either of the following methods:

- 1) Report to Josh Rogers, Title IX Coordinator, directly. Such a report may be made at any time (including during non-business hours) via telephone or email address, or by mail to the address listed for the Title IX Coordinator.
- 2) Report online, using the reporting form posted at <https://www.npc.edu/report-it> click REPORT IT-REFER A STUDENT.

Mandatory Reporters are **not** permitted to submit anonymous reports.¹ This means that a Mandatory Reporter must include their own name and contact information when submitting a report as well as all information known about the disclosure. It is not the Mandatory Reporter's responsibility to determine if the institution has jurisdiction over the alleged misconduct, or to determine whether misconduct took place. The Title IX Coordinator or other appropriate officials will make that determination on behalf of the institution.

You have access to NPC's VAWA Student Guide by going to: <https://www.npc.edu/title-ix/title-ix-resources-students>. A link **MUST** be provided by you to anyone who gives you notice.

¹ A Mandatory Reporter may report their own experience of sex discrimination, harassment, retaliation, and/or Other Prohibited Conduct anonymously; however, anonymous reports may significantly impact the institution's ability to effectively respond to alleged misconduct.

Institutional policy and federal regulation require you to maintain the confidentiality of the notice you are given, except to fulfill reporting responsibilities identified in policy.

If a Complainant would like the details of an incident to be kept confidential, the Complainant may speak with the external resources such as counselors/therapists. For students over the age of 18, they may access a counselor through BetterMynd. For more information, go to: www.npc.edu/bettermynd

If you have any questions about this notification, please contact:

Josh Rogers

Phone: 928-536-6227

Email: joshua.rogers@npc.edu

1611 S. Main St.

Snowflake, AZ 85937

Office: SCC-SC107

Thank you for your assistance in complying with this federal law and supporting institutional efforts to maintain an environment free of sex discrimination, harassment, and/or retaliatory conduct.