

Sexual Harassment and Sexual Violence Policy

Violence Against Women Reauthorization Act (VAWA)

The Violence Against Women Reauthorization Act of 2013 expands how institutions address sexual offenses and sexual violence. This act improves upon services for all victims of sexual offenses or acts of sexual violence, including domestic violence, dating violence, sexual assault, and stalking regardless of the victim's gender, sexual orientation, gender identity, or gender expression.

Sexual Harassment and Sexual Violence Policy

Red Lake Nation College is committed to maintaining a safe and comfortable learning environment for all students. Sexual harassment undermines the mission the College, offends the integrity of the College community, and will not be tolerated. All campus-related sexual harassment, sexual offenses, or acts of sexual violence including domestic violence, dating violence, sexual assault, and stalking are strictly prohibited. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, stalking, or other verbal or physical conduct of a sexual nature that results in interfering with an individual's educational performance, or creates an intimidating environment for a student.

Both state and federal law prohibit sexual harassment. Any student who engages in sexual harassment is subject to disciplinary action, up to and including suspension from RLNC. If you believe that you have been subjected to sexual harassment or have been the victim of sexual violence, you are asked to report your concerns immediately to Security, an instructor, the Director of Enrollment and Student Information, or any other member of the College staff with whom you feel comfortable in filing such a report. To the extent permissible, all such reports will be treated confidentially and will be investigated in a prompt and responsible manner.

Sexual and Relationship Misconduct Policy

Sexual misconduct and relationship misconduct are prohibited and will not be tolerated at Red Lake Nation College. The College will take action to foster the safety and security of the entire College community. We do this by providing prevention education and support services for those who have been affected, and by holding accountable those who violate this policy. Students found responsible for any acts under this policy are subject to disciplinary sanctions up to and including suspension or dismissal from the College.

The College encourages you to report any incident of sexual and relationship misconduct, including domestic violence, dating violence, sexual assault, and stalking. Trained professionals are available to assist you and anyone who has been impacted by these incidents.

If you are in immediate danger, get to a safe place and call the Red Lake Police Department - 911. It is important to preserve any evidence. Do not shower, douche, wash clothes, brush teeth, eat or drink after an assault. The police may use this evidence for a potential criminal investigation.

Reporting Options

1. Meet with a College staff member and file an anonymous incident report. In this type of report you can leave your name and/or the name of the accused off of the report to maintain privacy. You can receive personal assistance, support and resources without initiating a campus inquiry or judicial action.
2. Meet with a College staff member to file an incident report. You can file an incident report to provide information for a preliminary inquiry.
3. File a criminal report with the Red Lake Police Department. You can report directly to the Red Lake Police Department by calling 911. A report made only to the Red Lake Nation College is not the same as a report made to the local police. The College process and the criminal justice process are two separate courses of action. If you wish to file a report with the Red Lake Police Department, any RLNC staff member can assist you with this. Only you as the person who experienced sexual misconduct may file the complaint report. Notifying the Red Lake Police Department will generally result in the reporting party being contacted by a police officer. The police department determines if a criminal investigation will occur and if the case will be referred for prosecution.

Confidentiality

Personally identifiable information about crime victims is kept in a confidential incident report and is not available to the public.