

YOUR RIGHT TO KNOW

Chippewa Valley Technical College is committed to maintaining a campus environment that enhances and supports student learning and achievement.

The CVTC Board, administration, and staff recognize that a majority of its student population are at some point of transition in their lives and that the College has a responsibility to maintain a safe campus, as well as a drug free campus, so this transition may be as smooth as possible.

The Wisconsin Legislature and the U.S. Congress passed laws requiring colleges and universities to provide all students and staff detailed information in writing about these issues, including relevant state and federal laws, along with sanctions. The intent of the law is to insure that you have complete information about the extent of the problem, the risks involved, the legal standards that have been adopted, and the offices and agencies in the community to which you can turn for help. In order to comply with the requirements of the laws, we are providing this publication.

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Paper copies of the information contained in this document will be provided upon request. Please contact Student Life at 715-833-6270

Who to contact:

Concern	Contact
Safety & Security	Stan Bonk, Business Education Center, Room BEC 108, (715) 833-6670 or sbonk@cvtc.edu
Complaints or grievances dealing with discrimination, harassment, or retaliation	<i>Employees</i> - Mary Casey, Equal Opportunity Officer, Business Education Center, Room M104, (715) 852-1377 or mcasey@cvtc.edu <i>Students</i> - Ka Vang, Diversity/Equal Opportunity Specialist, Business Education Center, Room 115, (715) 833-6343 or kvang@cvtc.edu
General student concerns; formal grade appeals, college service complaints, or concerns regarding other students	Margo Keys, Vice President – Student Services, Business Education Center, Room BEC 116, (715) 833-6341 for appointment or mkeys@cvtc.edu
Complaints concerning the quality of instruction	Educational Council Member, Business Education Center, Room BEC 100, contact Turi Miller for an appointment at (715) 833-6343 or tmiller@cvtc.edu
Accommodations for Disabilities	Aaron Czappa, Learning Support Specialist, Business Education Center, Room BEC133A, (715) 852-1386 or aczappa@cvtc.edu

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

Introduction: The following policies are intended to comply with all applicable state and federal laws, as well as express the District Board's commitment to the principles of equal opportunity for employees, applicants for employment, students and the general public without regard to race, color, national origin, ancestry, religion, creed, sex, disability, age, arrest or conviction record, marital status, parental status, veteran's status, pregnancy, or sexual orientation.

Compliance: The board will seek continuous compliance with the following laws: Title VI and Title VII of the Civil Rights Act, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Equal Pay Act of 1963, as amended; Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act; the Americans with Disabilities Act of 1990, the Wisconsin Fair Employment Law; 1989 Wisconsin Acts 186, 177; Federal and Wisconsin Executive Orders; Wisconsin Administrative Code, rules of the Department of Employee Relations; the Carl D. Perkins Vocational Education Act; the Office of Civil Rights Guidelines of Eliminating Discrimination in Vocational Education Programs; and the Civil Rights

Restoration Act of 1987, and any other legislation or executive order related to equal opportunity.

Equal Employment Opportunity: It is the college's policy not to discriminate but to maintain fair and impartial relations with employees and qualified applicants for employment. Chippewa Valley Technical College is in full compliance with applicable Federal and State laws, Executive Orders and Regulations regarding non-discrimination employment practices including, but not limited to, recruiting, hiring, transfers, promotions, training, compensation, benefits, layoffs, terminations, retention, certification, testing and committee appointments.

Affirmative Action: The principles and concepts of affirmative action established to overcome the effects of past discrimination will be integrated into all phases of full- and part-time hiring practices. Affirmative action will be used to achieve a balanced work force which includes an appropriate representation of women, ethnic/racial minorities, and the handicapped.

Equal Educational Opportunity: The college will provide equal educational opportunity which includes, but is not limited to, access to courses and programs; admissions; student policies and their application; counseling, guidance, and placement services; physical

education and athletics; financial assistance; work study; housing; and extra curricular activities. Chippewa Valley Technical College will seek to maintain an educational climate conducive to and supportive of cultural and ethnic diversity.

Affirmative Action/Equal Opportunity Responsibility: Ultimate responsibility for affirmative action and equal opportunity rests with the College President. Responsibility for implementing the AA/EO program rests with the District Affirmative Action Officer. All managerial and supervisory staff will assume active roles in implementing and complying with the Affirmative Action Plan.

Role of the Affirmative Action Officer: The College Affirmative Action Officer's responsibilities include: developing a written Affirmative Action plan; internal and external communication procedures; collecting and analyzing employment and student data; identifying problem areas; setting goals and timetables; developing and implementing programs to remedy/eliminate discriminatory practices; designing and implementing an internal monitoring system; and submitting compliance plans and reports to the Wisconsin Board Affirmative Action Officer and Federal Reports as required. The Affirmative Action Officer will meet with the President on a regular basis. The officer will plan, monitor, and advise the President, appropriate staff members, and appropriate college employees on equal opportunity and affirmative action matters. The Affirmative Action Officer will report to the full board on a periodic basis.

Grievance Procedure: A grievance or complaint of discrimination/harassment on the basis of race, color, national origin, ancestry, religion, creed, sex, disability,

age, arrest or conviction record, marital status, parental status, veteran's status, pregnancy or sexual orientation is utilized to process charges. A formal and informal process exists and is administered by the College Affirmative Action Officer.

Harassment: Harassment of and by its employees, non-employees or students participating in the activities of the college on the basis of the protected groups listed under the Grievances Section is an unlawful employment and education practice and is prohibited by the college. Appropriate disciplinary sanctions and preventive measures will be used to eliminate harassment. The grievance procedure is available from the College Affirmative Action Office.

Accommodations for Persons with Disabilities: Reasonable accommodation will be provided for persons with disabilities to ensure equal access to employment and educational programs. The college will maintain physical accessibility.

Religion/Creed Accommodations: In response to a student or employee request, reasonable accommodations will be provided for the student's or employee's sincerely held religious beliefs with regard to examinations and other academic or workplace requirements.

Vendors: The college will obtain nondiscrimination assurances from contractors and suppliers of services and will also seek assurance of contractors and suppliers of service of their maintenance of reputable affirmative action practices.

CVTC's Diversity Statement

Chippewa Valley Technical College welcomes, values, and respects differences and commonalities of all people. By valuing differences, we demonstrate our commitment to treating everyone with fairness and respect.

ALCOHOL & DRUG POLICY

Alcoholic beverages (beverages containing alcohol) are not allowed on Chippewa Valley Technical College (CVTC) campuses (except as an ingredient in food preparation or in the Improved Field Sobriety Testing Program).

The use, possession, manufacture, sale or delivery of illegal drugs is prohibited on CVTC campuses and at CVTC activities and will be reported to the local law enforcement agency. Staff or students found in violation of the policy shall, in addition to any penalties imposed by the civil authorities, be subject to disciplinary action in accordance with the procedures described in the Sequential Discipline Policy for Employees (GAM) and the Student Handbook. Violation of this policy may result in dismissal from CVTC.

Staff or students who demonstrate abuse of alcohol and/or other drugs while on CVTC campuses or at other CVTC instructional facilities may be required to leave the campus. (An alcohol or drug abuser is defined by the college as an individual whose use of substances for nonmedical reasons adversely affects satisfactory performance or interferes with normal social adjustment at college.) If the safety of the person dictates, a taxi or an ambulance may be called by CVTC personnel at a cost to the person. In the case of behavior problems, law enforcement personnel will be called. Upon return CVTC, the staff member or the student will be offered a referral to CVTC's counseling services, Employee Assistance Program (EAP), or a community agency.

The expenditure of student activity fees for alcoholic beverages is not allowed. These expenditures include the activity fee transfers that are allocated to student organizations each semester.

All college sponsored activities (using tax dollars and/or activity fees) must be open to all students regardless of age. If alcoholic beverages are present at off-campus CVTC sponsored activities, provisions must be made to accommodate any student under 21.

The consumption of alcoholic beverages is prohibited during the scheduled time of an educational field trip.

The advertising of alcoholic beverages is prohibited on Chippewa Valley Technical College property and in college publications.

Alcohol and Other Drug Guidelines for Student Life Activities

Working together, we assist students in planning activities that are legal, provide enjoyable social interaction, and promote a positive image of the organization and CVTC. Questions regarding these guidelines should be referred to the Student Life Specialist, BEC115.

Banquets. If student organizations schedule a banquet at an off-campus site that has a liquor license, the group sponsoring the activity and the Student Life Specialist will send the proprietor a letter providing information that minors may be in attendance. The letter will request that the establishment check I.D.s when serving alcoholic beverages.

Club Travel and Educational Field Trips. Field trips are scheduled learning activities. All disciplinary procedures in existence on campus apply to field trips. Illegal drug use at any time, and alcohol use during the scheduled part of the trip, is prohibited and is cause for dismissal from the trip. The consumption of alcoholic beverages on educational field trips is forbidden during the scheduled part of the trip or in a motor vehicle or chartered bus. Disciplinary action upon return to the campus will be taken according to district policy. Groups permitting the consumption of alcoholic beverages in motor vehicles forfeit subsidy from the Student Government. Furthermore, violating student(s) or group(s) may be denied the privilege of scheduling or participating in future trips. The consumption of alcoholic beverages is permitted, but not advised, once the group reaches the destination.

Fundraisers. Fundraisers (such as silent auctions or other sales) by student organizations must be in compliance with the policy prohibiting advertisement of alcoholic beverages by NOT offering alcohol or drug related paraphernalia or promotional items (such as neon bar signs, mirrors, or articles of clothing with beer logos, etc.) as available prizes or purchases.

TOBACCO POLICY:

Chippewa Valley Technical College recognizes a responsibility to provide a safe and healthy learning environment. Because of this commitment the use of tobacco in any form is prohibited on college property. Individuals who repeatedly and willfully violate this policy may be subject to corrective action.

Disciplinary Procedures:

Students who violate CVTC's Alcohol, Tobacco and Other Drug Policy will face disciplinary action as outlined below:

1. The instructor may report the unacceptable behavior to a counselor for further assessment of the problem and possible remediation using the standard counselor referral form.
2. If immediate disciplinary action is warranted, the instructor will report the unacceptable behavior to the supervisor of the student's training program. The supervisor will confer with the student explaining the violation in writing and reviewing desired student behavior. Students who demonstrate abuse of alcohol and/or other drugs while on the CVTC campus or at other CVTC instructional facilities may be required to leave the campus for the remainder of the day. The supervisor will report this temporary suspension to the Student Services Administrator.
3. If this behavior is not modified, the supervisor will either follow up with another conference with the student, allowing additional time to correct the behavior, or submit a written referral to the Student Services Administrator.
4. The Enrollment Management Administrator will meet with the student to review the violation and allow the student to respond. The Dean of Student Support will have the option of identifying conditions for continuing enrollment in the class or program and will explain these conditions in writing to the student. For violation of the ATODA policy, these conditions may include proof of successful completion of the recommended course of remediation up to and including an ATODA treatment program.
5. If, in the opinion of the Enrollment Management Administrator, the behavioral problem warrants probation, the student will be informed in writing that he/she is being placed on probation. The probation letter will indicate the following:
 - a. reason for the probation.
 - b. the possibility of suspension or dismissal if the behavioral problem continues.
 - c. the standard of behavior expected.
6. Where the behavioral situation continues, the Enrollment Management Administrator will recommend suspension or dismissal to the President and will also provide written notice to the student of the recommendation, such written notice to further indicate that the student has five days to request a hearing with the President or his/her designee. If, following the hearing or otherwise, the President or his/her designee concludes that the behavior warrants suspension or dismissal, the President will notify the student in writing of the suspension or dismissal.
7. When the student engages in behavior of a very serious nature, immediate suspension and ensuing dismissal may take place in lieu of the foregoing progressive discipline procedure. Law enforcement personnel will be called when needed. The President or his/her designee, after preliminary investigation of the matter, may proceed to summarily suspend the student, pending action to dismiss the student from school. The student will be informed in writing of the action taken, the specific charges behind the suspension, and the possibility of dismissal if the charges are sustained. The student will also be informed he/she has five days to request a hearing with the President or his/her designee prior to final action being taken. If, following such hearing or otherwise, the President or his/her designee determines that the charges have been sustained and that the charges warrant dismissal, the student will be dismissed from school, and the President will so notify the student in writing. Where it has been determined that the charges have not been sustained, or that dismissal is unwarranted, the suspension will be lifted, and the student will return to school subject to whatever conditions are deemed appropriate.

ACCOMMODATING RELIGIOUS BELIEFS

CVTC complies with s38.04(16), Stats, which provides for the reasonable accommodation of a student's sincerely held religious beliefs. Students can request a reasonable accommodation with regard to scheduling an examination and other academic requirements. The student request must be in writing and submitted to the instructor five working days prior to the date or dates of the anticipated absence. The student request will be kept confidential. Instructors will provide a means by which a student can perform the make up examination or other academic requirement in a timely manner without any prejudicial effect.

ACCOMODATING DISABILITIES

CVTC is in compliance with Section 504 of the 1973 Rehabilitation Act and with the Americans with Disabilities Act of 1990, ensuring that no qualified person solely by reason of disability will be denied access to, participation in, or the benefits of any program or activity operated by the College. Reasonable accommodations and auxiliary aids will be available for qualified students with disabilities. Reasonable accommodations are not mandatory when the person with the disability poses a direct threat to the health or safety of others. If you feel you may need an accommodation and/or service, please let your instructor know as early as possible at the start of the term.

CAMPUS SAFETY & SECURITY

A new federal rule requires institutions to publish and distribute an annual security report containing campus security policies and procedures, as well as campus crime statistics. This report includes a description of the type and frequency of programs designed to inform students and employees about campus security procedures and to encourage them to be responsible for their own security and the security of others.

Security of Buildings and Grounds/Safety and Security on Campus: CVTC is concerned about the safety and security of staff, students, and visitors in any building or on property owned by the college; and the safeguarding of college property against theft, loss, and damage.

Reporting of Criminal Actions: All crimes occurring on campus property are to be reported directly to local law enforcement agencies. Campus Security Officers do not have police powers and refer all criminal activity to the local law enforcement agencies.

If students are involved in perpetrating a reported crime occurring on campus property, they are subject to disciplinary action under Student Probation, Suspension and Dismissal Policy, IHE. Employees are subject to Sequential Discipline Policy, GAM.

Access to Campus Facilities: Campus buildings are accessible to students and staff including visitors during the normal hours of business, Monday through Friday, and on weekends depending on usage demand. This excludes holidays and most Sundays.

Security of Campus Facilities: Periodic surveys of campus property will be requested of local law enforcement for the purpose of reporting any deficiencies. Parking lots of the College are monitored for parking violations only.

Relationships with Law Enforcement Agencies: CVTC maintains a close working relationship with local law enforcement agencies. Meetings will be held on an as-needed basis. Crime-related reports and statistics are exchanged upon request.

Security Awareness and Crime Prevention Programs: Crime prevention activities and literature coordinated through Student Services and the Student Senate will be provided to students and staff on a regular basis.

Emergency Management and Student Notification: Annual drills and emergency system test are held by college policy. Student notification systems are in place. On campus emergency announcements go to all campus phones using an Inform-A-Cast system, and off campus students receive phone messages via a Connect Ed System.

Reporting Crime Statistics to Students/Employees: reports will be made to students, staff, and public on a timely basis about campus crime/crime related problems. The number of crimes occurring on campus will be provided yearly to all students in compliance with the Crime Awareness and Campus Security Act of 1990, and to prospective students upon request.



ANNUAL SECURITY REPORT FOR JULY 1, 2007, TO JUNE 30, 2009

Public Law 101-542, also known as the Student Right-to-Know and Campus Security Act, requires that Chippewa Valley Technical College make public, statistics on reportable crimes.

The law requires that these statistics be collected beginning August 1, 1991, and the information be disseminated to the campus community on a timely basis in a manner that will aid in the prevention of similar occurrences. On September 1 of every year an annual report on crime statistics and existing policies is to be made available to any applicant for enrollment upon request.

CRIME	EC - Business Education Center			EC - Health Education Center			EC - Emergency Services Education Center			EC - Transportation Education Center			EC - Manufacturing Education Center		
	'07	'08	'09	'07	'08	'09	'07	'08	'09	'07	'08	'09	'07	'08	'09
Year															
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	12	8	0	0	0	0	0	0	0	0	0	0	0	0	1
Sex Offenses, Forcible or Non-Forcible	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0
Liquor law Violations	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

CRIME	Chippewa Falls			River Falls			Menomonie		
	'07	'08	'09	'07	'08	'09	'07	'08	'09
Year									
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	1	0	0	0	0	0	0	0	0
Sex Offenses, Forcible or Non-Forcible	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0
Liquor law Violations	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Murder	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Weapons Possession	0	0	0	0	0	0	0	0	0

SEXUAL ASSAULT - INFORMATION YOU NEED TO KNOW

This information is provided to help protect you from becoming a victim of sexual assault or acquaintance rape. However, if you are assaulted or witness a sexual assault, we want you to know the people and resources that are available to help you.

Definition and Penalties for Sexual Assaults

1. Sexual Assault: It is a criminal offense for a person to engage in sexual contact or sexual intercourse with any other person without their consent. Sexual contact is the intentional touching of a person's intimate parts for the purpose of sexually degrading or humiliating the victim, or sexually arousing or gratifying the perpetrator. Penalties for one convicted of this offense range from a fine

of up to \$10,000 and imprisonment. Factors which may make the offense more serious or allow an increased penalty include:

- a. The sexual intercourse resulted in pregnancy or great bodily harm to the victim.
 - b. The sexual intercourse or contact was accompanied by the use or threat of use of a dangerous weapon.
 - c. The sexual contact or intercourse was aided or abetted by another person or by use or threat of use of force.
 - d. The sexual contact or intercourse was with a person suffering from a mental illness or deficiency rendering that person incapable of appraising their conduct, and the perpetrator knows of such condition.
 - e. The sexual contact or intercourse was with a person known by the perpetrator to be unconscious.
2. Sexual Assault of a Child: It is a crime for any person to have sexual contact or sexual intercourse with anyone under the age of 16. The maximum penalty for one convicted of this offense may be a fine of up to \$10,000 or 10 to 20 years imprisonment depending upon the age of the victim. Consent of the victim is not an issue for this offense.
3. Sexual Exploitation by a Therapist: It is unlawful and criminal for any person who purports to be a therapist to intentionally have sexual contact with a patient or client during an ongoing therapist/patient relationship. Such conduct is a crime regardless of whether or not it occurs during any treatment, consultation, interview, or examination. Consent of the victim to the sexual contact is not an issue. Persons included under the title Atherapist@ are physicians, psychologists, social workers, nurses, chemical dependency counselors, members of the clergy, and all other persons, licensed or not, who perform or purport to perform psychotherapy. The maximum possible penalty for this offense is a fine of up to \$10,000 and imprisonment for up to five years.

Reporting an Attack

Whether or not you decide to press charges, it's strongly recommended that you report any assault or attempt. This will ensure that evidence is preserved should you decide to press charges later. It could also prevent the attacker from assaulting others.

How Sexual Assault Can Be Avoided

In most cases of sexual assault, the criminal is known by the victim and often trusted. These tips can help you avoid acquaintance rape.

Women should know their desires and communicate their limits clearly. Watch nonverbal behavior. Assert dislikes. Be alert to surroundings and behavior of others. Use alcohol in moderation. Don't use illicit drugs. Pursue any interest in self-protection courses through law enforcement agencies.

Men should know their desires and communicate their limits clearly. Forcing sex is criminal. If a woman says no that's precisely what the law says she means. A woman's appearance is her business. It says nothing, necessarily, about what's on her mind. Use alcohol in moderation. Don't use illicit drugs.

At Home

We all like to feel safe in our homes and apartments and often don't consider the possibility of being attacked while at home. There are some ways, however, that you can make your home safer.

- Do not allow anyone in your home with whom you are not comfortable or do not know.
- Always check identification of repair/sales people before opening your door. If you have doubts, call the employer.
- If you live alone, do not advertise it. Use only last name on mailbox and first initial and last name in phone book.
- Teach children not to open the door or give out information by phone about who is home or how long they may be out.
- When you come home, if you notice any signs of tampering on doors or windows, do not go inside. Leave immediately and call police.
- Install dead bolt locks and a peephole viewer in the door and use them.
- Never open your door without knowing who is on the other side.

While Driving or Riding

Be especially cautious even when driving your car and/or using public transportation. Reduce risks by taking these precautions.

- Have keys ready in your hand for your car or home.
- Park your car in well-lighted areas.

- After entering or leaving your car, always lock the door.
- If you think you are being followed, drive to a public place or police station.
- When taking public transportation wait in a well-lighted place.
- Notice who gets on and off with you.
- Sit near the driver.
- If you feel you are being followed by someone, go to the nearest well-lighted area or house/business and request help.

Date or Acquaintance Rape

We all have the right to pursue a social life without being hindered by the fear of sexual assault. However, the reality is that people are more often assaulted by people they know than by strangers. Both direct attacks by strangers and subtle coercion by dates or friends can be considered sexual assault because neither offers choice. It is important to remember that every person has the right to set social/sexual limits.

The following are common examples of how and when women and men may feel pressured, intimidated, or coerced into sex.

- Date expects sex in exchange for buying dinner or drinks.
- "If you love me, you'll have sex with me."
- "Nobody will believe you didn't want to have sex with me when you invited me in after our date."
- "We're married. It's your duty to have sex with me."

If you feel your date is pressuring you into sex you don't want, be assertive in expressing your feelings. Every person has the right to say NO.

For Instruction on Self-Protection Skills

Contact your local law enforcement agency and any of the assault support agencies listed at the start of this section.

If Attacked

Because all people and all situations are different, there is no one way to protect you. We all have different capabilities, and you must decide for yourself the best defense method for you. Don't panic. THINK.

There are many factors which will determine how you may react. Make a quick assessment of the situation. Is there a weapon involved? Is there available help? Is

there a means of escape? Do you have something you could use as a weapon or could an element of surprise throw the attacker off guard? Whether you choose to escape, talk your way out of it or fight your way out of it, there is no wrong decision. You'll do what you have to do to survive.

Immediate assertive action has been shown to be effective in many situations.

If the assault can't be prevented, concentrate on identifying characteristics so you can make an accurate report to the police. Reporting sexual assaults or attempted assaults to the police is a personal decision. Reporting can help prevent the assailant from victimizing others in the future.

After an assault, do not change clothing, shower, bathe or apply medication even though this would be your natural reaction. The physical evidence will be important in the prosecution of the attacker, should you decide to report the assault.

It is recommended that you have a medical exam not only for collection of evidence, but also because of the possibility of injury, pregnancy or venereal disease.

You are encouraged to discuss your situation with a volunteer at the Sexual Assault Center. Services are free and confidential.

Numbers of Reported Sexual Assaults for the Nation, the State of Wisconsin, and the Campus of Chippewa Valley Technical College

According to the statistics available as of July 1, 2009, from the Office of Justice Assistance, Madison, Wisconsin, there were 1,126 reported forcible rapes and 5,628 sexual assaults in Wisconsin in the State of Wisconsin. These are the most recent figures available.

According to statistics for 2008, the city of Eau Claire had 107 reported sexual assaults; the city of Chippewa Falls had 54 reported sexual assaults; the city of Menomonie had 0 reported sexual assaults; the city of River Falls had 0 reported sexual assaults. Chippewa Valley Technical College reported one sexual assault since 1989.

This information is provided in compliance with the 1989 Wisconsin Act 177.

REGISTERED SEX OFFENDERS

Section 1601 of Public Law 106-386, Campus Sex Crimes Prevention Act, provides for the tracking of convicted sex offenders. These offenders, who already must register in a state, must also report each institution of higher education in that state, at which he/she is employed, carries on a vocation, or is a student.

In compliance with Public Law 106-386, CVTC is required to provide the campus community with information of where to obtain law enforcement agency information provided by the state concerning registered sex offenders.

Information regarding registered sex offenders in the state of Wisconsin can be found on the website listed below.

www.offender.doc.state.wi.us/public

DISCRIMINATION/HARASSMENT

Discrimination or harassment in any service, program, course or facility of CVTC or in any CVTC employment practice on the basis of race, color, national origin, ancestry, religion, creed, sex, disability, age, arrest or conviction record, marital status, parental status, military status, veteran's status, pregnancy or sexual orientation is prohibited and in violation of federal and state laws and CVTC policies.

Discrimination means any action, policy or practice, including bias, stereotyping and harassment, which is detrimental to a person or group, which differentiates or distinguishes among persons, or which limits or denies a person or group of person's opportunities.

Harassment means behavior which is pervasive, severe, and which substantially interferes with a person's work or academic performance or creates an intimidating, hostile or offensive working or academic environment.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either

explicitly or implicitly a term or condition of an individual's employment or status as a student; (2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions or enrollment, rating or grading of a student; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work or academic progress, or creating an intimidating, hostile or offensive work or academic environment.

Sexual harassment is explicitly forbidden, be it between staff, between students, or between staff and students.

Harassment of individuals in other protected classes (race, color, national origin, ancestry, religion, creed, disability, age, arrest or conviction record, marital status, parental status, veteran's status, pregnancy or sexual orientation) is also contrary to CVTC policy when it (1) has the purpose or effect of creating an intimidating, hostile, or offensive academic or working environment; (2) has the purpose or effect of unreasonable interference with an individual's academic or work performance; or (3) otherwise adversely affects an individual's academic progress or employment opportunities.

Any individual who engages in discrimination or harassment will be subject to disciplinary action.

Community Resources

Alcohol & Drugs

Alcohol Action Helpline - (800) 234-0420

Buffalo County

Buffalo County Human Services - (608) 685-4412

Coulee Council on AODA - (608) 784-4177

La Crosse Lutheran Hospital Recovery Centers -
(608) 785-0530

Marriage and Family Health Services (Mondovi) –
(715) 926-5886

Chippewa County

Alcoholics Anonymous - (715) 723-7626

Chippewa County Guidance Clinic - (715) 726-7788

Chippewa County Human Services - (715) 726-7830

Community Counseling Services - (715) 723-1221

Council on Alcohol and Other Drug Abuse –
(715) 723-1101

L.E. Phillips Libertas Center - (715) 723-5585

Lutheran Social Services - (715) 838-9856

Serenity House (transitional, men) - (715) 723-8468

St. Joseph's Hospital - (715) 723-1811

Transitus House (transitional, female) –
(715) 723-1155

Center Lutheran Church - (715) 723-9336

Clark County

Clark County Community Services - (715) 743-5204

Sunburst Youth Homes - (715) 743-3154

St. Joseph's Hospital Oasis Program (Marshfield) –
(800) 468-9700

Dunn County

Alanon - (715) 235-4058

Clinical Services Center - UW Stout –
(715) 232-2404

Dunn County Association on AODA –
(715) 235-4537

Dunn County Human Services - (715) 232-1116

Lutheran Social Services - (715) 235-1195

Narcotics Anonymous - (715) 235-6712

Our House (transitional, co-ed) - (715) 235-4537

Eau Claire County

Affinity House (transitional) - (715) 833-0436

Alcoholics Anonymous/Narcotics Anonymous –
(715) 832-3234

Al-Anon - (715) 833-1878

Bolton Refuge House - (715) 834-9578

Eau Claire County Human Services - (715) 833-1977

Fahrman Center - (715) 835-9110

First Things First - (715) 832-8432

Luther Hospital - (715) 838-3311

Lutheran Social Services - (715) 834-2046

Marriage and Family Health Services –
(715) 832-0238

Midelfort Clinic Recovery Services - (715) 839-5369

Omne Clinic - (715) 832-5454

Sacred Heart Hospital - (715) 839-4121

Triniteam Treatment Alternative Program –
(715) 836-8114

University Counseling Service (UWEC) –
(715) 836-5521

Jackson County

Black River Memorial Hospital - (715) 284-5361,
(715) 284-1330

Krohn Clinic - (715) 284-4311

Lutheran Hospital - (715) 284-9477

Wazee House (male) - (715) 284-4987

Pepin County

Marriage and Family Health Services –
(715) 672-8585

Pepin County Human Services (Durand) –
(715) 672-8941

Pierce County

AODA Services - (715) 273-6770

Narcotics Anonymous - (715) 425-9878

Pierce County Human Services - (715) 273-6766

Kinnic Falls Alcohol and Drug Abuse Services
(Transitional) - (715) 426-5950

St. Croix County

Burkwood Residence (adult residential) –
(715) 386-6125

Community Action - (715) 386-9803

Hudson Medical Center - (715) 386-0158

Lutheran Social Services - (715) 386-3581

St. Croix County Human Services - (715) 246-8209

Taylor County

Taylor Clinic - (715) 381-5698

Taylor County Human Services - (715) 748-1480

Trempealeau County

Cottage/Farnam House (Whitehall) –
(715) 538-4518

St. Joseph's Hospital (Arcadia) - (608) 323-3341

Trempealeau County Health Care Services –
(715) 538-4312

Trempealeau County Unified Board (Whitehall) –
(715) 538-2311

Sexual Assault

If You've Been Sexually Assaulted:

To report, contact:

- Your local law enforcement agency at 911

For help and support, contact one of these agencies:

- Sexual Assault Center, Luther Hospital at (715) 839-7273
- Chippewa Valley Technical College Student Counseling at (715) 833-6200
- Sacred Heart Hospital 24-Hour Emergency Center at (715) 839-4222
- Chippewa County Family Support Center at (715) 723-1138
- Bolton Refuge House, Eau Claire, 24-Hour Crisis Line at (715) 834-9578
- The Bridge to Hope, Menomonie at (715) 235-9074
- Turning Point, River Falls at 1 (800) 338-2882
- Taylor County Citizens Against Domestic Abuse at (715) 748-5140
- Timeout Shelter, Ladysmith at (715) 532-6976