

# HARASSMENT POLICY

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Northwestern Michigan College (NMC) prohibits sexual misconduct, which includes but is not limited to: rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence, and domestic violence. Sexually violent acts, termed sexual misconduct by NMC are violations of NMC's Student Rights & Responsibilities, and can be crimes as well.

The College shall promptly and thoroughly investigate complaints of discrimination and/or harassment. Complaints of discrimination and/or harassment will be treated as confidentially as possible. The College will conduct fair, thorough, impartial, and timely investigation of the allegation(s) presented in a complaint. Procedures detailing the investigation and resolution processes of NMC can be found online: [www.nmc.edu/policies/](http://www.nmc.edu/policies/) (<http://www.nmc.edu/policies/>) (D-702.01 - Discrimination and Harassment Complaint Procedure).

For additional information, contact the Vice President for Student Services and Technologies at (231) 995-1671. Employees may contact the Director of Human Resources at (231) 995-1342.