



2021 Annual Security Report

2021 Crime Prevention and Criminal Activity Policies and Reporting Procedures

Bellin College is a dynamic learning community that strives to create an environment of mutual respect and concern for all persons. The 2021 Annual Security Report contains important information about campus safety policies, crime statistics and safety guidelines designed to promote the safety of those who work, study, or visit our campus. We at Bellin College are committed to offering students, faculty, staff, and visitors to the College opportunities for meaningful and positive experiences in the pursuit of educational, employment and social goals.

The Security Team works in partnership with the Offices of Student Services, and Human Resources to ensure effective campus safety oversight. The Security Team also enjoys a close working relationship with the public safety service providers of Brown County. A safe and secure campus environment, which promotes learning and social harmony, is achieved through the cooperation of all its members. Each person is a partner in this mission. Information presented via the Campus Safety and Security web page at <https://www.Bellincollege.edu> is designed to support the safety and security objectives of the College community.

Bellin College is committed to hosting an educational environment that is intellectually, spiritually, and personally challenging

Table of Contents:

[Introduction to the Clery Act](#)

- [The Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act](#)
- [Jeanne Clery Act Geography](#)
- [What is considered a Clery Act Reportable Crime?](#)

[Campus Safety](#)

[Campus Security Authority](#)

[Security Procedures and Practices](#)

[Crime Prevention](#)

[How to Report a Crime or Emergency](#)

[Voluntary Confidential Reporting](#)

[Drug & Alcohol Policy and Standards of Conduct](#)

[Drug & Alcohol – Abuse Education Programs](#)

[Firearms & Weapons](#)

[Title IX](#)

[Sexual Discrimination, Sexual Harassment & Sexual Violence](#)

[VAWA Statements](#)

[How To Respond To Sexual Violence](#)

[Anti-Intimidation/Anti-Harassment Oriented Healthy Campus](#)

[Anti-Harassment Policy](#)

[Incidents Motivated by Hatred or Prejudice](#)

[Non-Discrimination Policy](#)

[Discrimination – Conduct Prohibited](#)

[Complaint Procedure; Prohibitions against Retaliation or False Complaints](#)

[Possible Sanctions](#)

[Registered Sex Offenders Information](#)

[24/7 External Support Resources](#)

[Crime and Non-Crime Reporting Statistics](#)

[Crime Reporting](#)

[Non-Crime Reporting](#)

Introduction to the Clery Act

Overview: The Jeanne Clery Act



Campus Crime Data

The Jeanne Clery Act, a consumer protection law passed in 1990, requires all colleges and universities who receive federal funding to share information about crime on campus and their efforts to improve campus safety as well as inform the public of crime in or around campus. This information is made publicly accessible through the university's annual security report.



Support for Victims

Under the Act, institutions must provide survivors of sexual assault, domestic violence, dating violence, and stalking with options such as changes to academic, transportation, or living, or working situations, and assistance in notifying local law enforcement, if the student or employee chooses to do so. It also provides both parties in a campus disciplinary process certain rights.



Policies & Procedures

Colleges and universities must outline specific policies and procedures within their annual security reports, including those related to disseminating timely warnings and emergency notifications, options for survivors of sexual assault, domestic violence, dating violence, and stalking, and campus crime reporting processes.

The Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act requires colleges and universities to:

- Publish an annual report by October 1 of each year, which contains three years of campus crime statistics and certain campus security policy statements.
- Disclose crime statistics for the campus, public areas immediately adjacent to the campus, and certain non-campus facilities and remote classrooms. The statistics must be gathered from campus safety, local law enforcement, and other College officials who have “significant responsibility for student and campus activities;”
- Provide “timely warning” notices of those crimes that have occurred and “pose an ongoing threat to students and employees;”
- Disclose any crime that occurred on campus. . . or within the patrol jurisdiction of the campus safety department and is reported to the campus safety department and,
- Disclose any official agreements with state and/or local law enforcement.

Jeanne Clery Act Geography

“Campus” is defined as all buildings and property owned or controlled by Bellin College within the same reasonably contiguous geographical area and used by the College in direct support of, or in a matter related to, the institution’s educational purposes. Bellin College declares the Main Campus Building, as “Campus Buildings” and the surrounding land within the property lines, including any storage buildings, as “Campus Property”. “Public Property” is defined as all public property including thoroughfares, streets, and parking areas immediately adjacent to the campus. The Security Team is required to maintain a daily crime log that records any crime that is reported to that department that occurred on campus, on a non-campus building or property, on public property adjacent to the campus, and those remote locations controlled by Bellin College.

What is Considered a Clery Act Reportable Crime?

- Criminal homicide (murder and non-negligent manslaughter)
- Sex offenses (rape, statutory rape, fondling, incest)
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson
- Arrests and referrals for disciplinary action for alcohol law violations
- Arrests and referrals for disciplinary action for drug law violations
- Arrests and referrals for disciplinary action for weapons law
- Hate crimes for all of the above crimes and crimes of larceny-theft, simple assault, intimidation, vandalism / damage / destruction of property, motivated by a bias from one of the bias categories, race, gender, gender identity, religion, sexual orientation, ethnicity, disability, national origin
- Dating violence, domestic violence, and stalking

Campus Safety

Providing a safe learning environment is critical and Bellin College is committed to the safety and security of all students, faculty, staff, and visitors. Campus safety and security is a shared responsibility between the College and its campus community members. **See the [Safety and Security Page](#) for additional information.**

Campus Security Authority

A Campus Security Authority (CSA) within the Bellin College organization is a person who has the responsibility to receive information about criminal activity affecting the College, and who is required to forward information about reported criminal activity to the Security Team, or to local law enforcement officials.

Bellin College Campus Security Authorities include the President, Vice Presidents, Deans, Title IX Coordinator, Director of Technology, Security Officers, and Concierge.

A crime is “reported” when it is brought to the attention of a Campus Security Authority or local law enforcement personnel by a victim, witness, or other third party.

Bellin College CSAs:

Travis Smith	Director of Technology
Scott Mertens	Security
Kevin Stringer	Health Sciences Resource Center Technology Coordinator
Dr. Connie Boerst	President / CEO / Professor of Nursing
Matt Rentmeester	Vice President of Admissions and Marketing
Thomas Shefchik	Vice President of Advancement
Ginger Krummen Schraven	Vice President of Business and Finance
Mark Bake	Dean of Allied Health Sciences / BSRS Program Director / Associate Professor
Dr. Mary Roloff	Dean of Nursing / Associate Professor of Nursing
Dr. Nancy Burruss	Dean of Student Services / Associate Professor of Nursing / Title IX Coordinator
Concierge	Various students hired for Concierge role

All CSAs should encourage any person who reports a crime or other incident involving campus security to notify a Bellin College Security Officer.

Powers of Campus Safety and Security Personnel

Bellin College Safety and Security personnel have the authority to ask persons for personal identification and to determine whether individuals have lawful business on the Campus. Bellin College Safety and Security personnel have the authority to conduct parking control and enforcement of Campus parking rules and regulations. Safety and Security personnel do not have the power of arrest. Criminal matters are referred to local law enforcement authorities who have jurisdiction on campus. The Bellin College Security Team enjoys a professional working relationship with the Bellevue Police Department, Brown County Sheriff's Department, and Bellevue Fire Department. These relationships include the exchange of information for the purpose of crime prevention and crime reporting.

Security Procedures and Practices

General Access to Campus Facilities

Building exterior entrance doors are operated by a computerized electronic locking system, which is activated through a central control point. Each student, faculty and staff member has been issued a programmable electronic door access key card. The door locking system allows key card access to

certain areas and restricts access to others, depending on individual authorization. During the regular semester students have access to the facility Monday through Thursday from 7:00am – 9:00pm, Friday from 7:00am – 8:00pm, and Saturday from 8:00am – 4:00pm. The college is open to the public Monday through Friday from 7:00am – 4:30pm. Student access to the building may become more limited during the summer or winter terms, and holidays.

More detailed information on upcoming building hours can be viewed [here](#).

Students are welcome to have guests visit the campus. All guests check in and check out from the Campus at the Concierge Desk near the entrance. All guests must wear Visitor badges obtained from the Concierge at time of sign in and return the badge at time of check out.

Maintenance Access to Campus Facilities

Standard maintenance, repair, modification, and adjustment of Bellin College facilities are performed by the College's Building & Grounds Technician. Additional, related work may be performed by outside contractors in conjunction with and coordinated by the technician and / or senior administrative staff. The following procedure is followed for such occasions:

1. The contractor must sign in as a 'guest' at the Concierge Desk near the main entrance. All contractors must wear a Visitor badge obtained from the Concierge at time of sign in and return the badge at time of check out.
2. The Concierge will contact the Building & Grounds Technician or senior administrative staff who will supervise related maintenance.
3. When complete, the Contractor will sign out at the Concierge Desk returning the Visitor badge.

Evacuation

The fire alarm(s) station lever may be pulled if a building needs to be evacuated. Fire extinguishers and alarm pull stations are located on every floor. Evacuation from buildings may be required due to emergencies such as fire, chemical spill, flooding, gas leak, bomb, or other threats, or during other immediate safety and health crises when the need to leave the building outweighs the need to remain inside. Campus Safety personnel will circulate to give directions about the emergency and the next steps to take. Evacuation destinations will be subject to the nature of the emergency and conditions, which exist at the time of evacuation. The Bellin College emergency notification system, "School Messenger", may also be activated. These procedures are tested at intervals throughout the calendar year.

Crime Prevention

Student Orientation

Every year during Student Orientation, students receive a presentation from Bellin College staff related to crime prevention, safety and security, and Title IX.

Additional Crime Prevention and Security Awareness Programs

Personnel from the Campus Security Authority are available to present to academic classes, departments, student organizations and campus offices information regarding campus safety issues around crime prevention and security awareness.

Campus Security Authority - Continuing Crime Prevention and Wellness Programs

Bellin College provides all employees who are Campus Security Authorities with training and information concerning their responsibilities related to crime prevention and wellness program, and the reporting of crimes.

How to Report a Crime or Emergency

Students, employees, and visitors are encouraged to accurately and immediately report any criminal offense, suspected criminal activity, or other emergency directly to the Brown County Emergency Services. Reporting crimes in-progress or emergency conditions can be done by contacting 911 from a cell phone or 9-911 from a campus phone; and, for non-emergencies (920) 448-4200 to reach the Bellevue Police Department.

The Bellin College Security Team encourages anyone who is the victim of, or witness to any crime to promptly report the incident to both the local police and to the Security Team. For non-emergencies report to the Bellin College Security Team by calling (920) 433-6699 (256699 internally) during daytime hours or (920) 433-6698 (256698 internally) during evening and weekend hours. We encourage students and employees to put this non-emergency number into their cell phones as a speed dial entry.

All crimes should be reported to the Security Team for the purpose of making timely warning reports and to fulfill the annual statistical disclosure requirement.

Always use 911 in the event of an emergency

Voluntary Confidential Reporting

Whether you are the victim or someone else, you should report a crime, suspicious activity or other emergency on campus. During regular business hours (M-F 8:00-4:30pm) contact the Security Officer Onsite or Student Service Office (920-433-6699). There will be security provided during the regular business hours, and a security officer on duty during all non-regular business hours that the College Health Sciences Resource Center/library and computer lab are open. **You may also contact Campus Security using the online Incident Report found on the [Safety and Security Page](#).** If you contact security, please be prepared to provide the following information:

- Your name
- Location of the incident you are reporting
- A description of the scene and suspects
- A description of any vehicles involved in the incident especially a license plate number

The most important thing to remember is that suspicion of a crime does not require proof. If you suspect that a crime is being committed or has been committed, contact security immediately. During non-regular business hours, the security personnel will be patrolling the campus, and will have a primary desk area in the main floor atrium.

Security contacts the local police department for any actual or potential criminal offenses. The security officers can detain suspects but are not able to make arrests. The arrest of suspects is via the Village of Bellevue Police Department or the Brown County Sherriff's Department.

If you are assaulted:

Contact security as soon as possible. Try to remember as much about the person as possible. Important characteristics to include sex, race, hair color, length and texture, body size, clothing description, scars and other noticeable markings, mode of travel, type of vehicle, color and license number. The campus will be searched immediately for suspects and neighboring police agencies will be notified. In many incidents, the victim may already know the name of the person committing the assault.

If you see a suspicious person/or suspicious activity:

If you see suspicious situations, contact security at once. Do not approach the person yourself. Report the type of suspicious activity and give a general description of the subjects (number of persons, sex, race, dress, vehicle, location).

If you receive a bomb threat:

If you receive a bomb threat, it is important to obtain as much information from the caller as possible.

Things to ask include:

- location of bomb
- time of explosion
- type of bomb

Observe and document the caller's voice and any background noises you may hear. Such information may assist in identifying the caller. Contact security immediately. **DO NOT PANIC!** Security will provide further directions.

Drug & Alcohol Policy and Standards of Conduct

The purpose of this policy is to provide an alcohol and drug-free environment for faculty; students, administration, and support staff at Bellin College in order that the College may carry out its mission and comply with the Drug-Free Workplace Act of 1988.

The College does not oversee the personal lives of college members on or off campus. However, everyone is expected to be responsible for her/his own conduct, abide by all state and federal laws, and follow College policies and guidelines. The unlawful manufacture, distribution, dispensing, possession, use, or being under the influence of a controlled substance or alcohol is prohibited within the Bellin College building, on the campus grounds, or in other settings in which the faculty, staff, or students may be carrying on the business of the College. Any exceptions to the College policy of not serving alcoholic beverages at college-sponsored events must be approved through the President's Office. Consumption of alcohol at such events must be in moderation.

Violations of federal and Wisconsin laws regarding drugs and alcohol will be considered a violation of the Bellin College foundational behaviors and should be reported to the Dean of Student Services within two business days. A violation of drug and alcohol use must be reported to the respective state or national board examination organization if applicable. Eligibility for credentialing and licensure is at the discretion of the respective regulatory body.

Bellin College cooperates with civil authorities in the enforcement of local, state, and federal laws. Penalties against persons found in violation of this policy include disciplinary action up to and including termination from the College program or employment. Persons found in violation may be required to participate satisfactorily in a drug or alcohol abuse assistance or rehabilitation program, which is approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency. Licensed Practical Nurses who are nursing students may be reported to the Wisconsin Board of Nursing.

Resources available for alcohol and drug abuse problems include, but are not limited to, the Bellin Health Office, the Bellin Health Employee Assistance Program, resources affiliated through colleges that students may be dually enrolled, and/or other community resources.

To comply with the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226), the College annually provides information regarding: the College policy regarding drugs and alcohol, a description of the legal sanctions and health risks, a description of available treatment programs, and sanctions to be imposed if violations occur. This information is available via the College website and through printed material.

Drug & Alcohol – Abuse Education Programs

Professional assistance is available through Bellin's Employee Assistance Program (EAP). Contacting EAP is confidential. For information or an appointment, call (920) 433-7483. Additional information is available through:

Dr. Nancy Burruss

Dean of Student Services / Associate Professor of Nursing / Title IX Coordinator

(920) 433-6632, (256632 internally)

nancy.burruss@bellincollege.edu

Firearms & Weapons

Bellin College prohibits the possession or storage within its buildings, of all types of firearms, bows and arrows, slingshots, explosives, impact instruments, or any device that is designed to propel a projectile or to be propelled in an offensive manner. Cutting instruments that are not designed to be used as tools during college related work or educational projects are also prohibited.

2011 Wisconsin Act 35 notwithstanding, the Bellin College Administration reserves the right to determine whether any article is to be allowed onto or prohibited from the campus. Prohibited possession of weapons on Bellin College property may result in academic expulsion, termination of employment, or referral to the judicial system. Possession of legal weapons does not apply to storage within a vehicle that is driven onto the property or parked in the parking facility.

The policy does not apply to peace officers, members of the armed forces, or military personnel armed in the line of duty, or any person authorized by the police chief of any city, village or town, or the sheriff of any county to possess a firearm in any building.

Title IX:

It is the policy of Bellin College to be nondiscriminatory because of race, color, creed, national and ethnic origin, religion, age, gender, gender identity, sexual orientation, marital status, or disability in the admission of students, in student programs, and in the employment of college faculty and staff.

What is Title IX?

Title IX of the Education Amendments of 1972 Implementing Regulations at: 20 U.S.C. & 1681 & 34 C.F. R. Part 106, is a Federal civil rights law that prohibits discrimination based on sex in educational programs and activities. Sex discrimination encompasses all forms of sexual

violence and sexual harassment by employees, students, or third parties against students, employees, or third parties.

Sexual Discrimination, Sexual Harassment & Sexual Violence

Sexual Discrimination: Sex discrimination involves treating someone (a student or employee) unfavorably because of that person's sex. Discrimination against an individual because of gender identity, including transgender status, or because of sexual orientation is discrimination.

Sexual Harassment: Misconduct on the basis of sex that satisfies one or more of the following conditions: Unwelcome conduct that a reasonable person would determine to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the school's education program or activity; sexual assault, as defined in the Clery Act, or dating violence, domestic violence or stalking as defined in the Violence Against Women Act (VAWA); a school employee conditioning education benefits on participation in unwelcome sexual conduct (i.e., quid pro quo). Only one of the three conditions listed must be met for the conduct to be considered sexual harassment.

Sexual Violence – The United States Department of Education's Office of Civil Rights 2014, defines sexual violence as "physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. An individual's inability to consent to sexual activity may arise from use of drugs or alcohol or individual conditions including intellectual or other disability". Sexual violence includes rape, sexual assault, sexual battery, sexual abuse, and sexual coercion. Sexual violence can be carried out by school employees, other students, or third parties.

For example...

- Sexual violence or intimate partner violence
- Attempting to coerce an unwilling person into a sexual relationship
- Engaging in sexual interactions without freely given consent
- Conditioning a benefit on submitting to sexual advances
- Gender-based stalking or bullying
- Repeatedly subjecting a person to egregious, unwanted sexual attention
- Touching of a sexual nature
- Sexually suggestive phone calls, texts, email, or social media posts; gestures, jokes, or innuendos; derogatory, degrading, or sexist remarks about a person's body, clothing, or sexual activities
- Displaying or distributing sexually explicit drawings, pictures, or written materials
- Reprisal for a refusal to comply with any of the above statements

Consent

Sexual activity requires consent, which is defined as positive, unambiguous, and voluntary agreement to engage in specific sexual activity throughout a sexual encounter. Consent as defined by Wisconsin state law:

“Words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact.” Minors, persons suffering from mental illness or defect, and sleeping or unconscious persons are presumed unable to give consent. Failure to resist does not indicate consent. **-WI Statute Section 940.225 (4).**

Awareness & Prevention

Awareness and preventive measures are key elements in reducing the risk of assault, but no one can predict or control another person’s behavior. Most assaults are committed by people the victim knows. If you are a victim of sexual assault, seek support and help immediately.

The use of alcohol or drugs can interfere with your ability to assess situations and to communicate effectively. Do not accept drinks from people you do not know well or leave your beverage unattended. Tell a friend if you suspect you have been drugged unknowingly.

Trust your instincts about possible danger and take appropriate actions to protect yourself. Look out for others, as well as yourself. Use the “buddy system.” Get involved if you believe a friend is at risk. Do not be afraid to intervene if you see that a friend is in trouble or being pressured in any way.

Reporting

Don’t be afraid to report

Sometimes people are afraid to report sexual violence or harassment because drugs or alcohol are involved. The College’s highest priority is the safety of everyone on campus. Any other rule violations will be handled separately from the sexual harassment or violence complaint. The use of alcohol or drugs never makes the person who was victimized at fault for sexual violence.

We do not tolerate retaliation

The College prohibits any form of retaliation against a complainant. Any allegations of retaliation will result in an immediate investigation and appropriate action consistent with the College’s due process procedures.

Take action and don’t ignore it

Pay attention to cues, comments, instincts, and experiences. Address unwanted contact immediately.

Say no

Tell the person that the conduct is unwanted. Tell them to stop.

Tell someone

If you are a student, tell a faculty member, campus security, a staff member, or anyone that can help. If you are an employee, tell your supervisor, an administrator, staff or faculty member.

We take every complaint seriously

Bellin College takes any complaint about sexual violence or sexual harassment very seriously. The College follows the guidelines published by the U.S. Department of Education and Office of Civil Rights. Each complaint is immediately assessed to determine imminent danger and duty to warn others. A preliminary investigation is performed. Once an outcome has been determined based on the preponderance of evidence, the complainant and respondent are informed, and appropriate actions are taken based on that outcome.

Contacts

Who to tell

To make informed choices when consulting college resources, people that have been victimized need to be aware of confidentiality and mandatory reporting laws.

Some resources may maintain your complete confidentiality, offering you options and advice without obligation to tell anyone, unless you want them to.

Other resources are expressly there for you to report crimes and policy violations, and they are obligated to act when you report your victimization.

If you are unsure of someone's duties and their ability to maintain your privacy, be sure to ask before talking to them.

Confidential help

For complete confidential assistance, contact Janelle Maricque. Privacy laws prohibit this individual from disclosing your conversation without your written permission.

Reporting

You may also make a formal or informal complaint directly to the Title IX Coordinator. They will initiate an immediate investigation of the complaint.

**Resources available Monday through Friday
8:00 a.m. - 4:30 p.m.**



Janelle Maricque

Confidential Help
Title IX Advocate
(920) 433-6663

janelle.maricque@bellincollege.edu



Dr. Nancy Burruss

Mandatory Reporting
Title IX Coordinator
(920) 433-6632

nancy.burruss@bellincollege.edu



Benjamin Rieth

Mandatory Reporting
Deputy Title IX Coordinator
(920) 433-6635

benjamin.rieth@bellincollege.edu



Kevin Stringer

Mandatory Reporting
Deputy Title IX Coordinator
(920) 433-4301
kevin.stringer@bellincollege.edu

VAWA Statements

Violence Against Women Act (VAWA) – Enacted in 1994 to raise awareness of domestic violence and assault crimes against women. Some of its provisions mandated that states create separate criminal statutes for domestic violence, provided additional protections to victims like quicker access to restraining orders, ability to break housing contracts without penalty, and provided funding for safe houses. It's been updated and modified numerous times, most notably to expand the coverage to include basically all humans (men, transgender, transsexual, etc.) *VAWA applies to everyone in America.*

Bellin College prohibits all VAWA offenses. Acts of domestic violence, dating violence, stalking, and aggressions related to national origin or gender identity are considered serious violations. Because of the seriousness of these actions, the full range of institutional sanctions, including probation, termination, suspension, and dismissal may be imposed.

As violence Against Women Act (VAWA) is closely related to Title IX, those regulations set forth by Bellin College for Title IX in related policy and procedures (see in this document) also encompass Bellin College's VAWA regulations and related procedures.

How do these laws overlap and work together?

VAWA was updated in 2013 with changes to become effective Oct. 1, 2014. One of the updates is the Campus SAVE provision which modifies the Clery Act by putting new requirements on schools about what to report and how to report it. The implementation of VAWA's SAVE provision and the new Clery reporting requirements must comply with Title IX's equal protection clauses.

VAWA requirements and definitions

- **Domestic Violence** - Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

- **Dating Violence** – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
- **Stalking** - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.
- **National Origin** - A preformed negative opinion about a group of persons based upon them being from a particular country or part of the world.
- **Gender Identity** - A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity.

How To Respond To Sexual Violence

Medical Care

As soon as possible, the victim should get medical care. The victim will benefit from being examined for physical injury or infection, and possible pregnancy. To preserve physical evidence of assault, do not bathe, shower, douche or change clothes before the exam. It is best to report the incident within 120 hours (5 days).

Report the Incident

Several avenues are available for reporting a sexual assault or rape, criminal prosecution, civil prosecution, prosecution through the student, non-academic disciplinary procedures, or making a confidential/anonymous report.

Filing a confidential report does not obligate the victim to press charges. No action will be taken without your consent. The only exception required by law is the reporting of sexual assaults to individuals less than 18 years of age.

Anti-Intimidation/Anti-Harassment Oriented Healthy Campus

Bellin College endorses and promotes a healthy workplace culture. The College prohibits conduct, which may be interpreted as intimidation or harassment as described in this policy. The college wishes to promote a friendly, welcoming, and healthy environment in conjunction with the College's Mission Statement. Every individual is entitled to be treated with respect and to be free from intimidation and harassment. All members of the college community are expected to behave in a manner which demonstrates proper regard for the rights and welfare of others.

Staff are required, and students are strongly encouraged, to provide support to individuals who are intimidated or harassed and to report incidents to a Campus Security Authority.

Anti-Harassment Policy

Bellin College does not tolerate or condone any form of harassment including sexual harassment and bullying.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or unsolicited verbal, written, or physical conduct of a sexual nature of any kind and especially when:

- Submission to such conduct or communication by an individual is made a term or condition, either explicitly or implicitly, of employment, service, education, or housing.
- Submission to or rejection of such conduct or communication by an individual is used as a factor of discrimination in decisions affecting such individual's employment, service, education, or housing.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance, creating an intimidating, hostile, or offensive employment, educational, or living environment.

Harassment can also come in various forms of bullying. Anti-bullying provision defines bullying as:

- Verbal, mental and/or physical abuse.
- Threatening, humiliating, or intimidating conduct towards another person.
- Sabotage or interference that prevents completion or performance of one's academic or work responsibilities.
- Exploitation of a known psychological or physical vulnerability.

Students of the College who believe they are or have been the object of such conduct outlined above should contact the Dean of Student Services or another member of the College's administration. Depending upon the severity, discipline for sexual and other forms of harassment may include verbal or written reprimand, law enforcement involvement, and/or up to and including dismissal from the College, depending upon the severity of the harassment.

Incidents Motivated by Hatred or Prejudice

Bellin College values the diversity of its people and recognizes that a threat against any member of our community is truly a threat against our way of life. As a result, standardized protocol has been developed for the reporting and referral to the appropriate authorities of incidents motivated by hatred or prejudice, which involve members of the College community.

Acts or threats of violence motivated by hatred or prejudice are serious acts, often vicious in nature, which tear at the fabric of our society. These occurrences generate fear among victims

as well as the entire community and have the potential of recurring, escalating and possibly causing counter-violence.

Examples of hate-related crimes include prejudice based on:

- Race
- Religion
- Sexual Orientation
- Gender
- Gender Identity
- Ethnicity
- National Origin
- Disability

It is the policy of Bellin College to ensure that the rights of all students, faculty, staff, and visitors, as guaranteed by the Constitution of the United States, and the State of Wisconsin are protected. Among those constitutional guarantees is the right to live without fear of attack by, or threat from, an individual or group due to hatred or prejudice. When any act motivated by hatred or prejudice occurs, Bellin College will use every necessary and legal resource to identify the suspects and bring them to justice rapidly and decisively.

Non-Discrimination Policy

It is the policy of Bellin College to be nondiscriminatory of race, color, creed, national and ethnic origin, religion, age, gender, sexual orientation, marital status, or handicap in the admission of students, in student programs, and in the employment of college faculty and staff.

In conformance with applicable federal and state regulations, Bellin College is committed to nondiscrimination, equal opportunity, and affirmative action in its educational programs and employment policies. Inquiries concerning this policy may be directed to the Dean of Student Services.

Discrimination – Conduct Prohibited

While harassment is a form of discrimination under law, federal and local laws prohibit, more broadly, different treatment of similarly situated individuals based on race, color, religion, gender, national origin, age, disability or other legally protected characteristics or conduct. Examples of discrimination may include any distinction, preference, advantage for or detriment to an individual compared to others that are based upon an individual's actual or perceived race, color, religion, sex, marital status, national origin, age, disability, citizenship, sexual

orientation, veteran status, and any other groups protected by federal, state, or local statutes. The conduct must be so egregious as to alter the conditions of the individual's employment or educational experience.

Complaint Procedure; Prohibitions against Retaliation or False Complaints

Bellin College seeks to resolve all student concerns in a timely and effective manner. To that end, this complaint process serves as an ongoing means for students to discuss concerns or register formal complaints that pertain to alleged violations of State consumer protection laws that include but are not limited to fraud and false advertising; alleged violations of State laws or rules relating to the licensure of postsecondary institutions and complaints relating to the quality of education or other State or accreditation requirements. Academic Affairs, Student Services, Admissions, Bursar, Registrar, and Financial Aid all provide specific administrative means to address and resolve most, if not all the questions and concerns you may have. **See the [Complaints Process document](#) for full details.**

Possible Sanctions

Acts of dating violence, sexual assault, harassment, stalking, and discrimination are considered serious violations. Because of the seriousness of these actions, the full range of institutional action may be imposed. These may include one or more of the following:

- Parental notification (for minors)
- Formal Hearing
- Formal verbal and/or written warning
- Restricted contact with complainant or involved party
- Training on sexual conduct
- Banishment from part or all of BC property and functions
- Discretionary sanction-required work or educational assignments
- Probation
- Loss of privileges
- Relocation of educational placements
- Suspension
- Revocation or withholding of degree
- Revocation of Admission
- Dismissal from the College
- Suspension of employment with or without pay
- Termination of employment

Registered Sex Offenders Information

The Wisconsin Department of Corrections sex offender registry was established in June 1997 due to the enactment of Wisconsin Act 440 - Wisconsin Statutes 301.45 and 301.46. This law requires registration of individuals who have been convicted of certain sexual offenses. By law, the registry generally contains information on those individuals who were convicted of, incarcerated, or on supervision for a sex offense **on or after December 25, 1993. It is not a list of every person who has ever committed, been arrested for, or convicted of a sex offense.** If a person has not been convicted of a qualifying offense, or if information has not been submitted about that person, information about that person may not be included in the registry. The information contained in the registry will not reflect the entire criminal history of a particular individual.

It is not the intent of the Legislature that this information be used to injure, harass, or commit a criminal act against persons named in the registry, their families, or employers. Anyone who takes any criminal action against these registrants, including vandalism of property, verbal or written threats of harm or physical assault against these registrants, their families or employers is subject to criminal prosecution.

Wisconsin Department Of Corrections – Sex Offender Registry

24/7 External Support Resources

- Employee Counseling & Support Program (EAP) – (920) 433-7483
- Sexual Assault Center – (920) 436-8899
- Golden House – (920) 432-4244
- Crisis Center – (920) 436-8888
- SANE, Sexual Assault Nurse Examiner, St. Vincent Hospital – (920) 433-8384

Crime and Non-Crime Reporting Statistics

Crime Reporting

Crime statistics are gathered annually from the previous academic year to be included in the Clery Annual Security Report. Each event to be included in the following criminal offense categories are gathered leveraging on campus instances and those documented by local law enforcement as they relate to the campus and its geographic boundaries.

Criminal Offenses – On campus

Criminal offense	Total occurrences on campus		
	2018	2019	2020
a. Murder/Non-negligent manslaughter	0	0	0
b. Negligent manslaughter	0	0	0
c. Sex offenses – Forcible	0	0	0
d. Rape	0	0	0
e. Fondling	0	0	0
f. Sex offenses – non-forcible	0	0	0
g. Incest	0	0	0
h. Statutory rape	0	0	0
i. Robbery	0	0	0
j. Aggravated assault	0	0	0
k. Burglary	0	0	0
l. Motor vehicle theft	0	0	0
m. Arson	0	0	0

Criminal Offenses – Public Property

Criminal offense	Total occurrences on Public Property		
	2018	2019	2020
a. Murder/Non-negligent manslaughter	0	0	0
b. Negligent manslaughter	0	0	0
c. Sex offenses – Forcible	0	0	0
d. Rape	0	0	0
e. Fondling	0	0	0
f. Sex offenses – Non-forcible	0	0	0
g. Incest	0	0	0
h. Statutory rape	0	0	0
i. Robbery	0	0	0
j. Aggravated assault	0	0	0
k. Burglary	0	0	0
l. Motor vehicle theft	0	0	0
m. Arson	0	0	0

Hate Crimes – On campus

Occurrences of Hate crimes		Category of Bias for crimes reported in 2020						
Criminal offense	2020 Total	Race	Religion	Sexual orientation	Gender Identity	Disability	Ethnicity	National Origin

a. Murder/ Non negligent manslaughter	0	0	0	0	0	0	0	0	0
d. Rape	0	0	0	0	0	0	0	0	0
e. Fondling	0	0	0	0	0	0	0	0	0
g. Incest	0	0	0	0	0	0	0	0	0
h. Statutory rape	0	0	0	0	0	0	0	0	0
i. Robbery	0	0	0	0	0	0	0	0	0
j. Aggravated assault	0	0	0	0	0	0	0	0	0
k. Burglary	0	0	0	0	0	0	0	0	0
l. Motor vehicle theft)	0	0	0	0	0	0	0	0	0
m. Arson	0	0	0	0	0	0	0	0	0
n. Simple assault	0	0	0	0	0	0	0	0	0
o. Larceny- theft	0	0	0	0	0	0	0	0	0
p. Intimidation	0	0	0	0	0	0	0	0	0
q. Destruction/ damage/ vandalism of property	0	0	0	0	0	0	0	0	0

Occurrences of Hate crimes

Criminal offense	2019 Category of Bias for crimes reported in 2019								
	Total	Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin

a. Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0
d. Rape	0	0	0	0	0	0	0	0	0
e. Fondling	0	0	0	0	0	0	0	0	0
g. Incest	0	0	0	0	0	0	0	0	0
h. Statutory rape	0	0	0	0	0	0	0	0	0
i. Robbery	0	0	0	0	0	0	0	0	0
j. Aggravated assault	0	0	0	0	0	0	0	0	0
k. Burglary	0	0	0	0	0	0	0	0	0
l. Motor vehicle theft	0	0	0	0	0	0	0	0	0
m. Arson	0	0	0	0	0	0	0	0	0
n. Simple assault	0	0	0	0	0	0	0	0	0
o. Larceny- theft	0	0	0	0	0	0	0	0	0
p. Intimidation	0	0	0	0	0	0	0	0	0
q. Destruction/ damage/ vandalism of property	0	0	0	0	0	0	0	0	0

Criminal offense	Occurrences of Hate crimes						
	2018	Category of Bias for crimes reported in 2018					
	Total	Race	Religion	Sexual orientation	Gender	Disability	Ethnicity/ National origin

l. Motor vehicle theft	0	0	0	0	0	0	0
m. Arson	0	0	0	0	0	0	0
n. Simple assault	0	0	0	0	0	0	0
o. Larceny-theft	0	0	0	0	0	0	0
p. Intimidation	0	0	0	0	0	0	0
q. Destruction/damage/ vandalism of property	0	0	0	0	0	0	0

VAWA Offenses – On Campus

Crime	Total Occurrences On Campus		
	2018	2019	2020
a. Domestic violence	0	0	0
b. Dating violence	0	0	0
c. Stalking	0	0	0

VAWA Offenses – Public Property

Crime	Total Occurrences on Public Property		
	2018	2019	2020
a. Domestic violence	0	0	0
b. Dating violence	0	0	0
c. Stalking	0	0	0

Arrests – On campus

Crime	Number of Arrests		
	2018	2019	2020
a. Weapons: carrying, possessing, etc.	0	0	0
b. Drug abuse violations	0	0	0
c. Liquor law violations	0	0	0

Arrests – Public Property

Crime	Number of Arrests		
	2018	2019	2020

a. Weapons: carrying, possessing, etc.	0	0	0
b. Drug abuse violations	0	0	0
c. Liquor law violations	0	0	0

Disciplinary Actions – On Campus

Crime	Number of persons referred for Disciplinary Action		
	2018	2019	2020
a. Weapons: carrying, possessing, etc.	0	0	0
b. Drug abuse violations	0	0	0
c. Liquor law violations	0	0	0

Disciplinary Actions – Public Property

Crime	Number of persons referred for Disciplinary Action		
	2018	2019	2020
a. Weapons: carrying, possessing, etc.	0	0	0
b. Drug abuse violations	0	0	0
c. Liquor law violations	0	0	0

Unfounded Crimes

	Number		
	2018	2019	2020
a. Total unfounded crimes	0	0	0

Non-Crime Reporting

One formal complaint was filed in January 2017. The complaint was determined to be a violation of the College’s Anti-Harassment Policy by two students to a peer. Corrective actions were imposed on the two students such as but not limited to completion of two training courses, “Practicing Inclusion: Diversity Awareness for Undergraduate Students” and “Unlawful

Harassment Prevention". The summary of the investigation and findings are filed in the President's area as per our policy.