



2025

Annual Security and Fire Safety Report

Crime and Fire Data for Calendar Years 2022-2024

Published for 2025-2026 Academic Year

Dear Campus Community,



Ensuring the safety and security of our valued employees, students, and visitors is a commitment that we make to our campus community. We firmly believe that by fostering a secure environment, enabling everyone person to wholeheartedly pursue their educational and professional aspirations. This collective responsibility relies on the cooperation and vigilance of every individual within our campus family. Our dedicated team of professionals stand ready to listen, report, and take the necessary measures to uphold our longstanding tradition of providing a safe environment for our employees to excel in their work and for our students to achieve their academic goals.

Collaboration with local law enforcement agencies is an integral part of our security strategy, and we will continue to maintain these partnerships across all NWTC campuses. Moreover, our dedicated security and intervention teams are prepared to address security and conduct issues, and act as a liaison with our law enforcement partners whenever their assistance is required. We continually assess and enhance our security technology, policies, and procedures. NWTC has made significant investments in state-of-the-art camera monitoring and door access control systems, all operated and maintained by our security, facilities, and information technology staff.

The 2025 Annual Security and Fire Safety Report (ASFSR) is presented for all to see in accordance with the Jeanne Clery Campus Safety Act. Please take a moment to review the valuable information provided in the 2025 ASFSR. This comprehensive report offers essential information regarding our institutional policies pertaining to campus security, crime prevention, crime reporting, drug and alcohol abuse, sexual misconduct, bias-related crimes, and other critical matters. Your cooperation and support are deeply appreciated as we work towards fostering lasting success for every student, employee, and visitor. Thank you for your unwavering commitment to our shared safety and security.

Sincerely,



Kristen Raney, President
Northeast Wisconsin Technical College

TOLL FREE 800-422-NWTC

GREEN BAY
920-498-5400
2740 W. Mason Street | P.O. Box 19042
Green Bay, WI 54307-9042

MARINETTE
715-735-9361
1601 University Drive
Marinette, WI 54143

STURGEON BAY
920-746-4900
229 N. 14TH Avenue
Sturgeon Bay, WI 54235

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Campus and Community Resources

NWTC Security

Emergency.....911
 Non-Emergency.....(920) 498-5699
 2740 West Mason St., Green Bay, WI 54303
 Room SC121

Philip Schaefer – Security Manager
philip.schaefer@nwtc.edu

Kelly Milks – Security Supervisor
kelly.milks@nwtc.edu

City of Green Bay Police Department

Emergency.....911
 Non-Emergency.....(920) 391-7450
 Crime Stoppers.....(920) 432-7867
 307 S. Adams St., Green Bay, WI 54301
gbpolice.org

City of Marinette Police Department

Emergency.....911
 Non-Emergency.....(715) 732-5200
 1905 Hall Ave., Marinette, WI 54143
marinette.wi.us/174/Police-Department

City of Sturgeon Bay Police Department

Emergency.....911
 Non-Emergency.....(920) 746-2450
 421 Michigan Ave., Sturgeon Bay, WI 54235
sturgeonbaypolice.com

Florence County Sheriff's Office

Emergency.....911
 Non-Emergency.....(715) 528-3346
 501 Lake Ave., Florence, WI 54121
florencecountywi.com

Village of Crivitz Police Department

Emergency.....911
 Non-Emergency.....(715) 927-4042
 800 Henriette Ave., Crivitz, WI 54114
villageofcrivitz.com

Village of Luxemburg Police Department

Emergency.....911
 Non-Emergency.....(920) 845-5381
 206 Maple St., Luxemburg, WI 54217
luxemburgusa.com

City of Oconto Falls Police Department

Emergency.....911
 Non-Emergency.....(920) 846-4500
 500 N. Chestnut Ave., Oconto Falls, WI 54154
cityofocontofalls.com

City of Shawano Police Department

Emergency.....911
 Non-Emergency.....(715) 524-4545
 125 S. Sawyer St., Shawano, WI 54166
cityofshawano.com

Door County Sheriff's Office

Emergency.....911
 Non-Emergency.....(920) 746-2400
 121 S. Duluth Av e., Sturgeon Bay, WI 54235
doorcountysheriff.org

Village of Howard Police Department

Emergency.....911
 Non-Emergency.....(920) 391-7450
 2456 Glendale Ave., Green Bay, WI 54313
villageofhoward.com

Campus Offices

Student Involvement.....(920) 498-5483
 2740 West Mason St., Green Bay, WI 54303
 Room SC118
student.involvement@nwtc.edu

Talent and Culture.....(920) 498-6286
 2740 West Mason St., Green Bay, WI 54303
 Room CC224
talentandculture@nwtc.edu

Student Finance and Financial Aid(920) 498-5444
 2740 West Mason St., Green Bay, WI 54303
 Room SC240
StudentFinance@nwtc.edu
finaid@nwtc.edu

Disability Services.....(920) 498-6904
 2740 West Mason St., Green Bay, WI 54303
 Room SC229
disability.services@nwtc.edu

Veteran Services.....(920) 498-6928
 2740 West Mason St., Green Bay, WI 54303
 Room SC134
veteranservices@nwtc.edu

Title IX Contacts

Title IX Coordinator
 John Grant.....(920) 498-6984
 2740 West Mason St., Green Bay, WI 54303
john.grant@nwtc.edu

Title IX Deputy Coordinator
 Kelly Schumacher.....(920) 498-6390
 2740 West Mason St., Green Bay, WI 54303
kelly.schumacher@nwtc.edu

Title IX Deputy Coordinator
 Dawn Rentmeester.....(920) 498-6932
 2740 West Mason St., Green Bay, WI 54303
dawn.rentmeester@nwtc.edu

Health Resources

Campus Care.....(920) 498-6993
 2740 W. Mason St., Green Bay, WI 54303 Room
 SC120
bellin.org

Counseling Services.....(920) 498-5507
 2740 W. Mason St., Green Bay, WI 54303
 Room SC231
<https://www.nwtc.edu/student-experience/counseling>

Bellin Hospital
 General.....(920) 433-3500
 Health On-Call.....(920) 445-7373
 744 South Webster Ave., Green Bay, WI 54301
bellin.org

HSHS St. Mary's Hospital Medical Center
 General.....(920) 498-4200
 1726 Shawano Ave., Green Bay, WI 54303
hshs.org/st-marys-green-bay

HSHS St. Vincent's Hospital
 General.....(920) 433-0111
 435 South Van Buren St., Green Bay, WI 54301
stvincenthospital.org

Bay Area Medical Center
 General.....(920) 735-4200
 3003 University Dr., Marinette, WI 54143
bamc.org

Door County Medical Center
 General.....(920) 743-5566
 323 S. 18th Ave., Sturgeon Bay, WI 54235
dcmedical.org

ThedaCare Medical Center – Shawano
 General.....(715) 526-2111
 100 County Road B, Shawano, WI 54166
directory.thedacare.org/location/thedacare-medical-center-shawano

Resources - Sexual Assault, Domestic and Dating Violence, and Stalking

Sexual Assault Center of Family Services
 24 Hour Hotline.....(920) 436-8899

Brown County.....(920) 436-8899
 300 Crooks St., Green Bay, WI 54301

Door County.....(920) 746-8996
 207 S. 4th Ave., Sturgeon Bay, WI 54235

Oconto County.....(920) 846-2111
 512 Brazeau Ave., Oconto, WI 54153

Marinette County.....(715) 732-7300
 1926 Hall Ave., WI 54143

Golden House
 24 Hour Help Line.....(920) 432-4244
 Main Line.....(920) 432-0100
Goldenhousegb.org

Rainbow House
 24 Hour Crisis Line.....(800) 956-6656
 Marinette County.....(715) 735-6656
 1530 Main St., Marinette, WI 54143

Oconto County.....(920) 834-5299
 1008B Pecor St., Oconto, WI 54153
therainbowhouse.us

Safe Haven
 24 Hour Crisis Line.....(888) 303-3421
 General.....(715) 526-3421
 Text Only.....(715) 584-1258
 380 Lakeland Rd, Shawano, WI 54166
shawanoshelter.org

Caring House
 24 Hour Crisis Line.....(906) 774-1112
 General.....(906) 774-1337
 1305 Prospect Ave., Iron Mountain, MI 49801

Tri-County Safe Harbor
 24 Hour Help Line.....(906) 789-1116
 Delta County, Michigan.....(906) 789-9207
 905 1st Ave. South, Escanaba, MI 49829
safe3c.com

Menominee County.....(906) 836-1116
 1101 11th Ave., Suite B7, Menominee, MI 49858

Carney Office.....(906) 639-3021
 54 North Highway US41, Carney, MI 49812

Schoolcraft County.....(906) 789-1116
 417B Oak St., Manistique, MI 49857

Rape, Abuse and Incest National Network
rainn.org

**Office on Violence Against Women, U.S.
Department of Justice**
justice.gov/ovw

Disclosure Statement

The Annual Security and Fire Safety Report (ASFSR) is a requirement for all Title IV Colleges, meaning those who process U.S. federal student aid, such as Stafford Loans. This requirement stems from the Jeanne Clery Campus Safety Act (also known as the Clery Act). The Clery Act indicates that all Title IV colleges will compile an annual report describing policies, procedures, and statistics regarding reported crimes within the college's geography. The ASFSR must be disbursed to all current faculty, staff, and students, as well as providing a notice of its availability to all prospective faculty, staff, and students. The ASFSR is designed to inform Northeast Wisconsin Technical College (NWTC) community members of campus crime, weapon, alcohol and drug arrests and referrals, reporting and response procedures, prevention and education policies, including policies on sexual assault, domestic violence, dating violence and stalking, relevant state law, and campus safety and security services. The statistics in this report include crime, arrest, and referral statistics for the previous three calendar years, specific to all NWTC campus locations, including off-campus buildings or property owned or controlled by NWTC, and on public property within, or immediately adjacent to and accessible from campus. The ASFSR also includes fire safety statistics and protocols specific to The Orchards Student Living (see Fire Safety Report for updated agreement with NWTC).

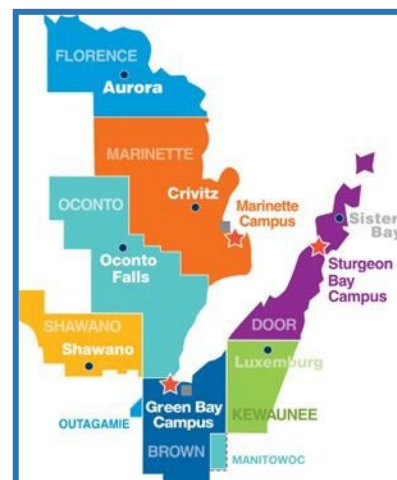
This report is prepared by the NWTC Security Department. NWTC Security collaborated with several college divisions, including Student Affairs, Academic Affairs, Talent and Culture (Human Resources), and Title IX, among other departments. Additionally, local law enforcement agencies in all NWTC locations assisted in the compilation of the crime statistics.

Statistics are gathered through reports submitted to the College, and maintained in Maxient, the records management system used by NWTC. NWTC also requested crime statistics from local law enforcement agencies that have jurisdiction over campus and non-campus property. A copy of this report is disseminated through email to faculty, staff, and students by October 1st of each fall semester. Crimes included in this report are classified using the FBI Uniform Crime Reporting Handbook. The Wisconsin state statutes are used to define drug, liquor, and weapons violations, as well as incidents of domestic and dating violence.

All policies, procedures and resources described in the report apply to all locations unless specifically noted.

"Separate campus" locations include:

- Green Bay Campus (Main)
- Marinette Campus
- NWTC Sturgeon Bay
- NWTC Aurora
- NWTC Crivitz
- NWTC Luxemburg
- NWTC Oconto Falls
- NWTC Shawano
- NWTC Sister Bay
- Artisan and Business Center – Green Bay
- North Coast Marine and Manufacturing Training Center® – Marinette



Copies of the Annual Security and Fire Safety Report can be obtained by contacting Safety and Security Manager Philip Schaefer in room SC121 or by phone at (920) 498-7147. The Annual Security and Fire Safety Report can be accessed at: <https://www.nwtc.edu/about-nwtc/safety-and-security>

Campus Security

NWTC Security consists of a manager (FT), supervisor (FT), Security Officer (FT), and part-time security officers. The security team has decades of experience in law enforcement.

The security manager serves as the liaison between all NWTC locations and local law enforcement. The security manager is also responsible for Clery Act compliance, emergency response, policy and procedure, and budgeting.

The security supervisor is responsible for the day-to-day department operations, which include supervising officers, scheduling, access control, camera operation, as well as collaborating across the district to respond to incidents.



Security officers are led by retired law enforcement professionals who work rotating morning shifts and the full-time evening officer, with the remaining hours covered by student officers. Duties of NWTC security officers include preventative patrol, personal escorts, lock/unlock rooms upon request, response to incidents, and case investigation. On the Green Bay campus, security officers are staffed when the building is open to the public. Security officers at the Marinette and Sturgeon Bay campuses and regional locations are staffed at various times during the normal business hours and weekends, as needed. All locations are equipped with a security camera system which allows multiple users across all NWTC locations access to live camera feeds in order to monitor activity district-wide.

NWTC Security personnel have the authority to enforce college policy, but do not have the authority to make arrests or detain subjects unless there is a threat to their own safety, or the safety of others. Security officers have authority only on NWTC controlled property. NWTC has a close working relationship with all local law enforcement agencies in which NWTC owns or controls property within their jurisdiction. NWTC has Memorandums of Understanding (MOU) with the following agencies, describing the working relationship, which includes the sharing of information and duties of the law enforcement agency and NWTC to investigate certain crimes.

MOUs exist with the following agencies:

- Green Bay Police Department
- Brown County Sheriff's Office
- Oneida Police Department
- Marinette Police Department
- Sturgeon Bay Police Department
- Door County Sheriff's Office
- Florence County Sheriff's Office
- Luxemburg Police Department
- Oconto Falls Police Department
- Shawano Police Department



Crime/Incident/Emergency Reporting

NWTC encourages accurate and prompt reporting of all crimes to NWTC Security and appropriate local law enforcement agencies, when the victim of the crime elects to or is unable to do so.

Campus Security Authorities (CSAs), according to 34 CFR 668.46(a), are defined as:

- campus police or security department personnel
- individuals with security related responsibilities
- individuals or organizations identified in institutional policies as an individual or organization to which students and employees should report criminal offenses
- an official who has significant responsibility for student and campus activities, including, but not limited to student housing, student discipline, and campus judicial proceedings

NWTC considers all employees to be CSAs and requires employees to report crimes to campus authorities. CSAs are notified of this requirement during new employee orientation.

Crimes and emergencies that occur on campus should be reported to NWTC Security at (920) 498-5699, and/or by calling 911 to contact local law enforcement, fire department, or emergency medical services. NWTC Security has a duty to evaluate all crime reports for the purpose of making a Timely Warning Notice or Emergency Notification. Additionally, reported crimes may potentially be included in the annual crime statistics, as well as the daily crime log. For these purposes, criminal offenses should be reported to the primary CSAs:

- Security Manager – Philip Schaefer
Room: SC121
Phone: (920) 498-7147
Email: philip.schaefer@nwtc.edu
- Security Supervisor – Kelly Milks
Room: SC121
Phone: (920) 498-5474
Email: kelly.milks@nwtc.edu
- Title IX Deputy Coordinator – Kelly Schumacher
Room: SC123
Phone: (920) 498-6390
Email: kelly.schumacher@nwtc.edu
- Title IX Deputy Coordinator – Dawn Rentmeester
Room: CC224
Phone: (920) 498-6932
Email: dawn.rentmeester@nwtc.edu

Response to a Report

NWTC Security is available to take reports from 6:15am to 10:00pm. NWTC Security may meet with the reporting party in person or conduct an initial investigation by phone, if necessary. All victims and reporting parties are encouraged to complete an incident report found at:

https://cm.maxient.com/reportingform.php?NortheastWisconsinTC&layout_id=18

Crimes and/or violations of student conduct will be evaluated by the NWTC C.A.R.E and Conduct team. When appropriate, or at the request of the victim, NWTC Security will report crimes to local law enforcement

agencies for criminal investigation and possible prosecution. The Conduct team, Talent and Culture (Human Resources), and Title IX team, may take an investigatory role depending on the nature of the crime and the parties involved.

Confidential Crime Reporting

For the purposes of including crime statistical disclosures in the ASFSR and to initiate an investigation, NWTC directs people to report Clery Act crimes to NWTC Security or the Title IX Coordinators, although people may report crimes to any employee. NWTC may be obligated to investigate when there is a report of sexual assault, domestic violence, dating violence and/or stalking and to involve local law enforcement in that investigation. NWTC's response to these crimes will be victim-centered, with consideration given to the choices of the victim to continue an investigation or involve local law enforcement.

In order to properly follow-up on the reported incident, a name is required, which assists in record keeping and assures appropriate action is taken and process is followed. Reports must include sufficient information to allow for an investigation, including location and nature of the incident, to determine if the incident occurred in Clery Act geography, is defined as a Clery Act crime, and is to be included in the annual crime statistics. For those seeking to make **confidential reports**, NWTC employs licensed professional counselors who will keep information private upon request (see next section).

Professional and Pastoral Counselors

"Professional Counselors," when acting as such, are not considered to be a CSA for Clery Act purposes. Professional counselors at NWTC are encouraged, if and when they deem appropriate, to inform people being counseled of the procedures to report crimes to NWTC Security for inclusion in the annual disclosure of crime statistics.

Professional Counselor: An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community, and who is functioning within the scope of his or her license or certification.

NWTC does not employ "Pastoral Counselors" as defined below.

Pastoral Counselor: An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Emergency Notification and Timely Warning Notice

The **NWTC Alert** system is used to provide both Emergency Notifications and Timely Warning Notices to students, faculty, staff, and visitors. **NWTC Alert** consists of a variety of media that includes email and text messaging through Rave Wireless Inc., InformaCast public address, social media/web postings, and local news broadcast. NWTC may utilize some or all of these media depending on circumstances and appropriateness. Students and staff are automatically enrolled in the **NWTC Alert** email and text message notification. **NWTC Alert** is an opt-out system. Students and staff are able to test the notification system by contacting the NWTC Security at (920) 498-5699. Notifications and preferences can be managed by visiting <https://www.getrave.com/login/nwtc>.



Emergency Notification

In the event of an emergency, NWTC will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the College community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees, and visitors. NWTC Security, facilities, and separate campus location staff are primarily responsible for confirming an emergency in conjunction with campus administrators, local first responders, and the National Weather Service.

NWTC will consider the safety of the community, determine the content of the notification, and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to: NWTC Security, local law enforcement, and/or the local fire and emergency medical services), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. If NWTC leadership and Security, or designee, in conjunction with other College administrators, local first responders, and/or the National Weather Service, confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the NWTC community, NWTC Security or public relations staff will generate a message and will use some or all of the systems described above to communicate the threat to the NWTC community. NWTC grants the authority to issue Emergency Notification using InformaCast (public address system) to any employee to ensure that the campus community will be informed as soon as possible to provide each person the best opportunity to make choices for their own health and safety.

The content of the message will vary depending on the situation. At a minimum, the messages will describe the emergency, provide basic instructions, and will direct individuals to where they can receive additional information. Follow-up information will be distributed using some or all of the identified communication systems listed above, as directed by the College president and executive leadership. The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents, and other interested parties. The larger community can also access emergency information via the nwtc.edu homepage and / or social media.

Timely Warning Notice

In the event a crime is reported, or a situation arises, within NWTC Clery Act geography (on-campus, public property, and non-campus property) or off-campus, that, in the judgment of the security manager and in consultation with responsible authorities, including the College president and executive leadership, constitutes a serious or continuing threat, a Timely Warning Notice will be issued. This warning will be at the discretion of the College president (or designee). Timely Warning Notices will be distributed as soon as pertinent information is available, in a manner that withholds the names of victims as confidential, and with the goal of aiding in the prevention of similar occurrences. This report will consist of as much information

about the offender(s) and locations(s) of the incident as possible to keep students, staff, and visitors safe, but may also be limited as to not compromise an ongoing investigation.

Timely Warning Notices are typically issued for the following Uniform Crime Reporting (UCR)/National Incident Based Reporting System (NIBRS) crime classifications:

- Murder/Non-Negligent Manslaughter
- Aggravated assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger NWTC community)
- Robbery involving force or violence (cases such as pick pocketing and purse snatching will typically not result in the issuance of a Timely Warning Notice, but will be assessed on a case-by-case basis)
- Sexual assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount information provided to NWTC Security). Sometimes cases involving sexual assault are reported long after the incident occurred, thus there is no justification to distribute a Timely Warning Notice to the community. All cases of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice.
- Major incidents of arson
- Other crimes as determined necessary by the security manager and executive leadership.

Timely Warning Notices may also be posted for non-Clery Act crime classifications and off-campus locations, even though not required by the law, at the sole discretion of the College president. Timely Warning Notices are typically written and distributed through collaboration between executive leadership, public relations, and NWTC Security.

NWTC is not required to issue a Timely Warning Notice with respect to crimes reported to professional or pastoral counselors.

NWTC assesses the **NWTC Alert** systems annually to ensure the system is in working order and that students and employees will receive important messages.

Emergency Response and Evacuation

NWTC maintains an Emergency Response Plan (ERP) that identifies the action steps taken during a variety of situations. NWTC Security, along with the facilities department, is responsible for confirming a report of an emergency on campus. For confirmation purposes, the following personnel will be primarily responsible for making an initial assessment:

- Security Manager
- Security Supervisor
- Security Officer
- Director of Facilities
- Maintenance Manager
- Lead Mechanic
- Risk Mgmt., Safety and Security Specialist
- Mechanic

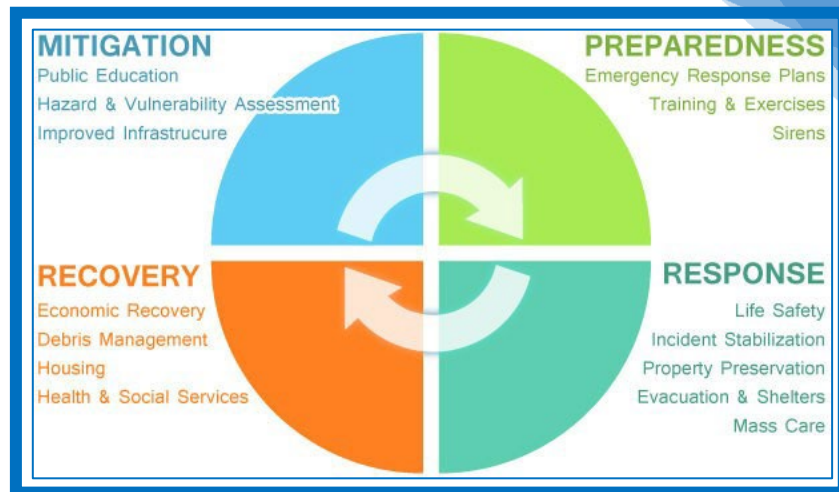
In the absence of facilities or security personnel, other employees located at separate campus locations or non-campus buildings may need to confirm a reported emergency.

The purpose of the emergency procedures outlined in the plan is to provide protection of life, property, and operations through the effective use of community, county, and state resources. This document has been developed to provide an organizational and procedural framework for the management of emergency situations. The plan also provides for coordination between the government and other emergency units. The plan does not cover every conceivable situation; however, it does supply the basic administrative guidelines necessary to cope with most emergencies. The development and administration of this ERP will be the responsibility of the College president or his/her designee. The following definitions of an emergency are provided as guidelines to assist in determining the appropriate response:

1. **MINOR EMERGENCY:** Any incident which will not seriously affect the overall functional capacity of the College, such as minor plumbing problems or an inoperative elevator.
2. **MAJOR EMERGENCY:** Any incident which affects an entire building or buildings and will disrupt the overall operations of the College. Examples might be a building fire or chemical spill. Outside emergency services will probably be required, as well as major efforts from local public safety or campus support services.
3. **DISASTER:** Any event or occurrence which has taken place and has seriously impaired or halted the operations of the College. In some cases, mass personnel casualties and severe property damage may be sustained. A coordinated effort of all campus-wide resources is required to effectively control the situation. External emergency services will be essential. In all cases of disaster, the emergency operations center will be activated, and the appropriate support and operational plans will be executed.

Types of emergencies covered in the ERP:

- Fire
- Tornado/Severe Weather
- Bomb Threat
- Chemical or Radiation Spill
- Medical and First Aid
- Explosion
- Gas Leak
- Civil Disturbances/Demonstrations
- Violent or Criminal Behavior
- Elevator Malfunction
- Psychological Crisis
- Power Failure
- Airborne Release



Testing of NWTC emergency response and evacuation procedures occurs annually to identify gaps and inefficiencies. Testing may occur using functional or tabletop exercises. Testing of emergency response and evacuation procedures is documented by the Director of Facilities or their designee. Documentation will include the type of exercise, description of the exercise, date, and time of the exercise, whether the exercise was announced or unannounced, and an objective evaluation of the outcome. Separate campus locations use generalized emergency response procedures. Employees have access to the emergency procedures quick reference guide, which are posted in rooms and common spaces.

The authority to declare a campus state of emergency rests with the College president or their designee. When this declaration is made, access to the campus may be, determined at the discretion of the College president. Those who cannot present proper identification showing their legitimate business on campus will be asked to leave the campus. Unauthorized people remaining on campus may be subjected to arrest in accordance with Wisconsin state statutes and local ordinances.

In an emergency, there are generally two actions that students, staff, and visitors will be directed to complete: evacuation or lockdown (shelter-in-place or at designated weather shelter locations).

Evacuation Procedures/Guidelines (General)

At the sound of a fire alarm or if instructed to evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize an event requiring evacuation, activate the fire alarm, evacuate to a safe location using the nearest exit, and notify NWTC Security at (920) 498-5699 or dial 911.

- Remain calm.
- Do NOT use elevators. Use the stairs.
- Assist the physically impaired. If the individual is unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform NWTC Security or the responding fire department of the individual's location.
- Proceed to a clear area at least 300 feet from the building (preferably to your vehicle) in the case of a fire alarm or proceed to leave campus completely to a safe location in the event of an emergency where the campus is deemed unsafe. Keep entrances clear for emergency vehicles.
- Do not re-enter the building until an "all clear" message is received through **NWTC Alert**.

Lockdown/Shelter-in-Place Guidelines (General)

If an incident occurs and the immediate area around you becomes unsafe, or if the air outdoors becomes dangerous due to toxic or irritating substances, it may be safer to stay indoors as leaving the area may expose you to that danger. Thus, to lockdown or “shelter-in-place” means to make a shelter of the building that you are in. In a violent intruder event, locking down may be the best course of action initially, but as circumstances evolve, escape or evacuation should be considered. If police or fire department personnel are on the scene, follow their directions. A lockdown or “shelter-in-place” notification may come from several sources such as NWTC Security, executive leadership, other college employees, local law enforcement, or other authorities utilizing emergency communications tools. How to lockdown or “shelter-in-place”:

- If you are inside, stay where you are. Collect any emergency shelter-in-place supplies (look for rooms with emergency supply kits mounted near the door) and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on scene.
- Locate a room to shelter inside. It should be an interior room without windows or with the least number of windows. If there is a large group of people inside a building, several rooms may be necessary.
- Shut and lock all windows (tighter seal) and close exterior doors.
- Turn off air conditioners, heaters, and fans.
- Close vents to ventilation systems as you are able (maintenance staff will turn off the ventilation as quickly as possible).
- Make a list of the people with you and ask someone to call the list in to NWTC Security so they know where you are sheltering.
- Make yourself comfortable.

Campus Assessment, Response and Education Team (C.A.R.E) and Conduct Team

The C.A.R.E. / Conduct Team serves as a cross functional behavioral intervention team focused on prevention and early intervention of campus situations involving students experiencing extreme distress or engaging in harmful, threatening, or disruptive behaviors. The team is made up of staff from student affairs, counseling, academic affairs, and security. Team members are trained to recognize and address student conduct issues. The team may utilize various methods and strategies in dealing with student concerns. The intended result is a plan for student success, without compromising the safety of our campuses and locations.

NWTC utilizes training and tools developed by D*Prep to assess threats of suicide and violence toward others. D*Prep experts are used as consultants, when necessary, to assist NWTC in determining the best course of action.

D • PREP

College Access Control and Building Security

NWTC uses an access control system comprised of online and offline locksets. Electronic access control creates a digital record of entry activity. All access cards are the property of NWTC and must be returned upon the request of the proper NWTC authority. Doors without access control must be manually locked or unlocked. In the absence of security at any campus or building site, facilities personnel, campus staff, and instructors are responsible for ensuring doors are locked and the building is secured.

Security Considerations Used in the Maintenance of Campus Facilities

NWTC maintains campus facilities in a manner that minimizes hazardous and unsafe conditions. Parking lots and pathways are illuminated during hours of darkness. NWTC Security works closely with facilities management to promptly address non-functioning lighting, as well as malfunctioning access control or other physical conditions that enhance security. Other members of the College community are relied upon to report equipment problems to NWTC Security or to facilities management. NWTC uses the Facilities Management Professional software to report, track, and resolve work orders in a timely manner.

Monitoring and Recording of Criminal Activity by Students at Non-Campus Locations of Recognized Student Organizations

NWTC does not have officially recognized student organizations that own or control housing facilities on-campus or off-campus.

Security Awareness Programs

NWTC encourages students, employees, and visitors to be responsible for their own security, as well as the security of others by using the “See Something, Say Something” philosophy. NWTC Security is generally responsible for delivering security awareness programs or presentations. Education programs include:

- Security presentation to employees at the new employee orientation (conducted bi-monthly).
- C.A.R.E, Conduct, and Security presentations for new faculty.
- Customized presentations as requested by student organizations or staff.
- C.R.A.S.E – Citizen Response to Active Shooter Events.
- Emergency Quick Reference Guides posted around campus for all to review at any time.

NWTC does not have a specific course of education for students and employees regarding crime prevention. When requested, NWTC Security will provide information and tips to the campus community, but does not provide specific, formalized training opportunities in this area. Please see the Green Bay Police Department’s crime prevention page for information on crime prevention: <https://greenbaywi.gov/1096/Crime-Prevention>



Tobacco Free Campuses

To create a healthier environment for everyone, NWTC campuses and locations are tobacco/nicotine free. NWTC is strongly committed to maintaining and improving the health and well-being of all employees and customers by complying with Wisconsin law. NWTC is a tobacco free campus at all locations, which includes all electronic nicotine delivering devices. Usage is prohibited on the premises (buildings, grounds, sidewalks, streets, parking lots and structures) or in college-owned or leased vehicles.

Individuals may use tobacco or e-cigarettes in their personal vehicles; however, disposal of cigarette butts, smoking materials, or garbage on campus grounds is strictly prohibited.

NWTC is committed to the health and wellness of students and staff and supports the use of Food and Drug Administration approved cessation methods on campus (i.e., gum, lozenges, patches, or medication). Electronic cigarettes are not an approved cessation device and will not be permitted. For information on cessation resources please see: <https://www.nwtc.edu/about-nwtc/policies/tobacco-free-campus>

Drug Free Schools and Communities Act

In compliance with the Drug Free Schools and Communities Act, NWTC annually publishes information regarding the College's Drug Abuse and Alcohol Prevention Program (DAAPP) and provides the information to students and employees through annual disclosures sent via email. The DAAPP includes the following information:

- Standards of conduct
- Legal and disciplinary sanctions
- Associated health risks
- Campus programs and resources

Standards of Conduct

It is NWTC policy that the unlawful manufacturing, distribution, possession, or use of narcotics, drugs, other controlled substances or alcohol by students or employees is prohibited on college premises or as part of any college-sponsored activity. In addition, the manufacturing, distribution, sale, possession, consumption, use or transportation of alcoholic beverages, controlled substances, and illegal drugs and/or possession of drug paraphernalia by any student or employee on college property, college-sponsored student activity, or at NWTC-approved classes, field trips or activities off campus is strictly prohibited. This includes possession of alcoholic beverage containers. Law violations will be reported to local law enforcement for prosecution of federal and state drug and alcohol laws.

Legal and Disciplinary Sanctions

Local, state, and federal laws provide a variety of legal sanctions and penalties for the unlawful possession, use or distribution of illicit drugs and alcohol. These sanctions include, but are not limited to, incarceration and monetary fines. The illegal or abusive use of drugs and alcohol by students or employees may result in criminal prosecution by governmental agencies in addition to disciplinary action by the College. Disciplinary action could result in removal from campus and expulsion. Status as a student or employee of the College in no way protects a law breaker from criminal prosecution and punishment. The constitutional concept of "double jeopardy" does not prevent state and/or federal prosecution and disciplinary action for conduct that violates state, or federal law and college policy.

Associated Health Risks

Alcohol (beer, wine, or liquor) has a high potential for physical and psychological dependence and increased tolerance. Possible effects include impaired memory, slurred speech, drunken behavior, vitamin deficiency, and organ damage. Overdose may result in vomiting, respiratory depression, loss of consciousness, and

possible death. Withdrawal may include trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions. Females who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. Fetal alcohol syndrome causes brain damage and growth problems. The problems caused by fetal alcohol syndrome vary from child to child, but defects caused by fetal alcohol syndrome are not reversible. The severity of fetal alcohol syndrome symptoms varies, with some children experiencing them to a far greater degree than others. Signs and symptoms of fetal alcohol syndrome may include any mix of physical defects, intellectual or cognitive disabilities, and problems functioning and coping with daily life.

Narcotics (heroin, morphine, hydrocodone, oxycodone, codeine, and others) have a high potential for both physical and psychological dependence and increased tolerance. The possible effects of using narcotics include euphoria, drowsiness, respiratory depression, constricted pupils, and nausea. Overdose may result in shallow breathing, clammy skin, convulsions, coma, and death. Withdrawal may include irritability, tremors, panic, nausea, chills, and sweating.

Other Depressants (GHB or liquid ecstasy, valium, Xanax, Ambien, and barbiturates) have a potential for both physical and psychological dependence and increased tolerance. The possible side effects include slurred speech, disorientation, appearance of intoxication, and impaired memory. Overdose may result in shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, and possible death. Withdrawal may include anxiety, insomnia, tremors, delirium, convulsions, and possible death.

Stimulants (cocaine, methamphetamine, and methylphenidate) have a possible risk of physical dependence and substantial risk for psychological dependence. Tolerance can develop in all stimulants. The possible side effects include increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, and decreased appetite. Overdose may result in agitation, increased body temperature, hallucinations, convulsions, and possible death. Withdrawal may result in apathy, prolonged periods of sleep, irritability, depression, and disorientation.

Hallucinogens (MDMA, LSD, Phencyclidine, and others) are less likely to result in physical dependence, except for phencyclidines and analogs, and vary in terms of psychological dependence, ranging from none to moderate (MDMA) to high (phencyclidine and analogs). Tolerance can develop. Possible effects include heightened senses, teeth grinding, and dehydration (with MDMA and analogs) and hallucinations, altered perception of time and distance in other types of hallucinogens. Overdose may result in increased body temperature and cardiac arrest for MDMA and more intense episodes for LSD. Some hallucinogens may result in muscle aches and depression when in withdrawal (MDMA) or may result in drug seeking behavior.

Cannabis (marijuana and hashish / hashish oil). All may result in moderate psychological dependence with THC resulting in physical dependence. Tolerance can develop in all forms. Possible effects include euphoria, relaxed inhibitions, increased appetite, and disorientation. Overdose may result in fatigue, paranoia, and possible psychosis. Withdrawal may occasionally result in insomnia, hyperactivity, and decreased appetite.

Anabolic Steroids (testosterone and others) may result in psychological dependence. Less is known as to their potential for physical dependence and increased tolerance levels. Possible effects may include virilization, edema, testicular atrophy, gynecomastia, acne, and aggressive behavior. Effects of overdose are unknown. Withdrawal may include depression.

Inhalants (amyl and butyl nitrite, nitrous oxide, and others) vary in their level of psychological dependence, with less known about their potential for physical dependence and tolerance. Possible effects may include flushing, hypotension, headache, impaired memory, slurred speech, drunken behavior, vitamin deficiency, and organ damage. Overdose may result in methemoglobinemia, vomiting, respiratory depression, loss of

consciousness, and death. Withdrawal may result in agitation, trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions.

Campus Resources

Students

NWTC counseling is a free service that is available to students who are enrolled in at least 3 credits or more per semester. To schedule an appointment, call 920-498-5507, or stop at the counseling office located in room SC231 on the Green Bay campus. Additionally, NWTC partners with BetterMynd to allow students access to virtual counseling services outside of normal business hours. Students have access to acute care for minor health issues through Campus Care in partnership with Bellin Health.

Employees

NWTC recognizes that employees may experience problems in life that may jeopardize their health, family life or job performance. To help employees deal with these problems, the College provides an employee assistance program (EAP) which offers counseling services at no cost to benefit-eligible employees and their family members. The EAP service is paid for by the College and is completely confidential. No one at the College can obtain any information regarding any employee or dependent who voluntarily seeks assistance through this program without the employee's express written consent. NWTC's current EAP provider is the ComPsych. For more information on ComPsych, call 800-272-7255. Faculty and staff have access to acute care for minor health issues through Campus Care in partnership with Bellin Health.

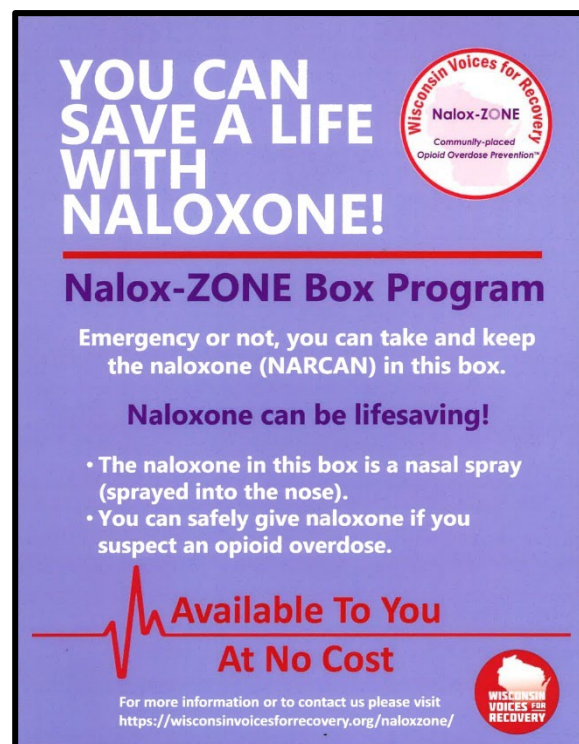
NWTC partners with Wisconsin Voices for Recovery, a University of Wisconsin-Madison Department of Family Medicine and Community program, to provide free Naloxone for opioid overdose prevention. This life saving nasal spray is located in Nalox-Zone Boxes in the following locations:

Green Bay area

Engineering and Trades (ET) 1st floor
Health Sciences (HS) 2nd floor
Student Center (SC) 1st floor
Energy Education Center (EE) 1st floor
Public Safety Training Center (PS)
Transportation Center (TC)
Universal Driving Facility (UD)
Artisan and Business Center (AC)

Other locations

Marinette and North Coast Campuses
NWTC Aurora
NWTC Crivitz
NWTC Luxemburg
NWTC Sturgeon Bay
NWTC Sister Bay
NTWTC Oconto Falls
NWTC Shawano



YOU CAN SAVE A LIFE WITH NALOXONE!

Nalox-ZONE Box Program

Emergency or not, you can take and keep the naloxone (NARCAN) in this box.

Naloxone can be lifesaving!

- The naloxone in this box is a nasal spray (sprayed into the nose).
- You can safely give naloxone if you suspect an opioid overdose.

Available To You At No Cost

For more information or to contact us please visit <https://wisconsinvoicesforrecovery.org/naloxzone/>

Wisconsin Voices for Recovery
Nalox-ZONE
Community-placed
Opioid Overdose Prevention™

WISCONSIN VOICES FOR RECOVERY

****Note: All grant funding for the service component of this program was suspended on March 25th, 2025. NWTC continues to use resources provided by this program but has yet to determine a new source of Naloxone.**

Information About Sex Offenders

In accordance with the “Campus Sex Crimes Prevention Act” of 2000, which amends the Jacob Wetterling Crimes against Children and Sexually Violent Offenders Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, NWTC Security is providing a link to the Wisconsin Department of Corrections sex offender registry. This act requires that institutions of higher education issue a statement advising the campus community where law enforcement information provided by the state concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice of each institution of higher education in the state which the person is employed, carries a vocation, or is a student. Registry information provided under this section shall be used for the purposes of the administration of criminal justice, screening of current or prospective employees, volunteers, or otherwise for the protection of the public in general, children in particular. Unlawful use of the information for purposes of intimidating or harassing another is prohibited and willful violation shall be punishable to the fullest extent of the law.

The Wisconsin Department of Corrections is responsible for maintaining this registry. Follow the link below to access the Wisconsin Dept. of Corrections sex offender registry website: <https://appsdoc.wi.gov/public>

Title IX – Sexual Harassment Policy

NWTC is committed to providing a workplace and educational environment, including the many benefits, programs and activities it offers its students and employees, free from sexual harassment in any form. To ensure compliance with applicable federal and state laws and regulations, including, without limitation, Title IX of the Education Amendments Act of 1972 and its implementing regulations (“Title IX”), and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational enterprise, NWTC has developed and enacted this policy that provide a prompt, fair, and impartial process to make clear that sexual harassment and retaliatory conduct related to sexual harassment, alleged or proven, will not be tolerated.

NWTC does not discriminate in its education programs or activity against any applicant for admission, student, applicant for employment, or employee on the basis of current, potential, or past pregnancy or related conditions as mandated by Title IX.

Policy Statement

Sexual harassment including harassment based on sex stereotypes, pregnancy or related condition, and other sex-based conduct, in any form, is prohibited in all NWTC programs and activities or as otherwise prohibited by this policy. Sexual harassment in violation of this policy includes, without limitation, sexual assault, dating violence, domestic violence, stalking and sexual exploitation. Individuals who engage in such acts have violated this policy and are subject to disciplinary action. This policy also prohibits retaliation against any individuals who report sexual harassment, who assist others in reporting sexual harassment, or who participate in NWTC proceedings relating to any report of sexual harassment. Individuals who engage in such retaliation are subject to disciplinary action.

Individuals who are subject to acts of sexual harassment are encouraged to report these incidents. All complaints will be treated seriously and investigated fully and impartially. NWTC will provide access to appropriate resources to any individual who experiences sexual harassment, regardless of whether the individual decides to file a formal complaint under this policy.

Scope

This policy applied to all faculty, employees, students, and other individuals participating in or attempting to participate in NWTC’s program or activities. Including education and employment.

Jurisdiction

This policy applies to conduct or behavior by NWTC students or employees that takes place on or within NWTC's campus, at NWTC-sponsored or supported events or activities, whether held on or off NWTC's campus, including those held in other municipalities, states and nations, or over/through/via NWTC-owned or provided technology (e.g., networks, websites or e-mail accounts). This policy can also be applicable to the effects of off-campus misconduct that effectively deprives a person of access to NWTC's education program or activities. NWTC may also extend jurisdiction to off-campus and/or to online conduct when a Title IX Coordinator determines that the sexual harassment conduct or behavior affects a substantial NWTC interest.

Regardless of where the conduct occurred, NWTC will address notice/complaints to determine whether the conduct occurred in the context of its employment or education program or activity and/or has continuing effects on campus (including virtual learning and employment environments) or in an off campus sponsored program or activity. A substantial NWTC interest includes:

- Any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeat violations of any local, state or federal law.
- Any situation where it appears that the Respondent may present a danger or threat to the health or safety of self or others.
- Any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace, causes social disorder, or substantially disrupts the NWTC educational environment (e.g., online postings or other electronic communications not under NWTC's substantial control).
- Any situation that is detrimental to the educational interests of NWTC, as determined by a Title IX Coordinator.

Reporting

All employees (including student employees), unless identified as a confidential resource, are Mandated Reporters expected to promptly report all known details of actual or suspected sexual harassment and/or retaliation to a Title IX Coordinator/Deputy Coordinator or by completing an incident report online. Submission of an incident report ensures compliance with many state and federal laws, but more importantly is the vehicle to an equitable and unbiased process.

Employees who are identified as a confidential resource, as described below, and who receive notice within the scope of their confidential role do need to submit an anonymous statistical information report for Clery Act purposes. NWTC strongly urges its students and NWTC visitors to report sexual harassment and/or retaliation in violation of this policy. If you believe you have experienced sexual harassment or retaliation, you may report it using any of the following options:

- File a formal complaint with, or give verbal notice to:
 - **Title IX Coordinator:** John Grant john.grant@nwc.edu | (920) 498-6984
 - **Title IX Deputy Coordinators:** Kelly Schumacher kelly.schumacher@nwtc.edu | (920) 498-6390 or Dawn Rentmeester dawn.rentmeester@nwtc.edu | (920) 498-6932
- Email TitleIXInfo@nwtc.edu
- Report online using the reporting form posted at https://cm.maxient.com/reportingform.php?NortheastWisconsinTC&layout_id=18

Such a report may be made at any time, including during non-business hours, by email or by mail to the Green Bay campus main office addressed to a Title IX Coordinator, or online. Policy prohibits knowingly making false statements/reports, including knowingly submitting false information at any time during the process.

At any point in time, a student or employee has the right to explore issues involving sexual harassment, or retaliation in violation of this policy with any of the following external resources:

State of Wisconsin Department of Workforce Development – Equal Rights Division

- Madison Office
201 E. Washington Ave.
Room A100
PO Box 8928
Madison, WI 53708
Phone: (608) 266-6860
- Milwaukee Office
816 N. 6th St.
Room 723
Milwaukee, WI 53203
Phone: (414) 227-4384

U.S. Equal Employment Opportunity Commission

- Milwaukee Area Office
Reuss Federal Plaza
310 W. Wisconsin Ave., Suite 500
Milwaukee, WI 53203
Phone: (800) 669-4000

U.S. Department of Education – Office of Civil Rights

- Main Office
400 Maryland Ave., SW
Washington, D.C. 20202-1100
Hotline: (800) 421-3481
Email: OCR@ed.gov
www.ed.gov/ocr
- Chicago Office
John C. Kluczynski Federal Building
230 S. Dearborn St., 37th floor
Chicago, IL 60604
Phone: (312) 730-1560

Confidentiality/Privacy

NWTC makes every effort to preserve the Parties' privacy. NWTC will not share the identity of any individual who has made a complaint of harassment, discrimination, or retaliation; any Complainant; any individual who has been reported to be the perpetrator of discrimination, harassment, or retaliation; any Respondent; or any witness, except as permitted by, or to fulfill the purposes, of applicable laws and regulations (e.g., Title IX), Family Educational Rights and Privacy Act (FERPA) and its implementing regulations, or as required by law; including any investigation, or resolution proceedings arising under these policies and procedures.

Standard of Proof

NWTC uses the preponderance of the evidence standard of proof when determining whether a Policy violation occurred. This means that NWTC will decide whether it is more likely than not (based upon the available information at the time of the decision) that the Respondent is in violation of the alleged Policy violation(s).

Sanctions

Any student or employee found responsible for violating this policy will be sanctioned, with sanctions for students ranging from warnings through expulsion and sanctions for employees ranging from warnings through termination of employment.

Enforcement

The overall administration and enforcement of this policy is the responsibility of the Title IX Coordinator. Title IX Deputy Coordinators are primarily responsible for coordinating NWTC's efforts related to the intake, investigation, resolution and implementation of supportive measures regarding Sexual Harassment and Retaliation prohibited under this Policy. Any questions or concerns should be directed at:



- **John Grant**
Associate Vice President, Student Affairs / Title IX Coordinator
2740 W. Mason St.
Green Bay, WI 54307
Phone: (920)498-6984
John.grant@nwtc.edu
- **Kelly Schumacher**
CARE and Student Conduct Case Manager / Title IX Deputy Coordinator
2740 W. Mason St.
Green Bay, WI 54307
Phone: (920)498-6390
kelly.schumacher@nwtc.edu
- **Dawn Rentmeester**
Manager of Talent Acquisition and HR Compliance Officer / Title IX Deputy Coordinator
2740 W. Mason St.
Green Bay, WI 54307
Phone: (920)498-6932
dawn.rentmeester@nwtc.edu

Definitions

For purposes of this Policy, the following have been identified as key definitions:

Complainant means an individual who has alleged in a formal complaint to be the victim of conduct that could constitute sexual harassment or retaliation for engaging in a protected activity.

Confidential Employee means an employee of NWTC whose communications are privileged or confidential under Federal or State Law. The employee's confidential status, for purposes of this policy, is only with respect to information received while the employee is functioning within the scope of their duties to which privilege or confidentiality applies. NWTC's Licensed Professional Counselors and healthcare professionals within Campus Care are confidential employees. That means that what you tell them cannot be shared (except in limited circumstances including suspected child abuse or threat of harm to others).

Consent is a mutual agreement to engage in sexual activity. It is informed, knowing, and voluntary. Regarding consent:

- No means no, but nothing also means no; silence and passivity do not equal consent.
- To be valid, consent must be given immediately prior to or contemporaneously with sexual or intimate activity.
- Consent can be withdrawn at any time, so long as it is clearly communicated verbally or non-verbally.
- Consent to one form of sexual activity does not necessarily imply consent to other forms of sexual activity.
- Prior sexual engagements between individuals does not provide consent for any future activity.

Disciplinary sanction means consequences imposed following a finding of responsible.

Employees encompass all NWTC classifications, including exempt, non-exempt, part-time; including

student employees when acting within the scope of their employment, who receive a paycheck from NWTC.

Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment or retaliation for engaging in protected activity under the Policy.

Retaliation means intimidation, threats, coercion, or discrimination against any person by the recipient, a student, or an employee or other person authorized by the recipient to provide aid, benefit, or service under the recipient's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the Title IX regulations.

Sexual Harassment is an umbrella category including the offenses of sexual harassment, sexual assault, stalking, dating violence, and domestic violence.

Student is any person currently enrolled in a credit and/or non-credit course(s) at NWTC, either full-time or part-time.

Supportive measure means individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a Complainant or Respondent, not for punitive or disciplinary reasons, and without fee or charge to the Complainant or Respondent to:

- Restore or preserve that party's access to the recipient's education program or activity, including measures that are designed to protect the safety of the parties or the recipient's educational environment; or
- Provide support during the recipient's grievance procedures or during an informal resolution process.

Conduct Prohibited by this Policy

The section below describes the specific forms of legally prohibited harassment that are also prohibited under NWTC Policy. When speech or conduct is protected by academic freedom and/or the First Amendment, it will not be considered a violation of NWTC Policy, though supportive measures will be offered to those impacted. All offense definitions encompass actual and/or attempted offenses.

Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved.

NWTC has adopted the following definitions of sexual harassment to address the unique environment of an academic community. Two definitions are required by federal law. While they overlap, they are not identical, and they each apply as noted.

Title VII Sexual Harassment applies to situations where an employee is subjected to workplace sexual harassment.

- a) Unwelcome verbal, written, graphic, and/or physical conduct;
- b) that is severe or pervasive and objectively offensive (hostile environment);
- c) on the basis of sex/gender, that
- d) unreasonably interferes with, limits, or effectively denies an individual's educational or employment access, benefits, or opportunities.

Title IX Sexual Harassment, as an umbrella category, includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking. This definition applies to all formal complaints that fall within Title IX jurisdiction as determined by the Title IX Coordinator. Sexual harassment includes conduct on the basis of sex, or that is sexual in nature, that satisfies one or more of the following:

1. Quid Pro Quo:

- a) an employee of the recipient,
- b) conditions the provision of an aid, benefit, or service of the recipient,
- c) on an individual's participation in unwelcome sexual conduct.

2. Sexual Harassment (Hostile Environment):

- a) unwelcome conduct,
- b) determined by a reasonable person,
- c) to be so severe, and
- d) pervasive, and,
- e) objectively offensive,
- f) that it effectively denies a Complainant equal access to the Recipient's education program or activity.

3. Sexual Assault, defined as:

- a) Any sexual act directed against a Complainant,
 - without their consent, or
 - instances in which the Complainant is incapable of giving consent.
- b) Incest:
 - Non-forcible sexual intercourse,
 - between persons who are related to each other, within the degrees wherein marriage is prohibited by WI law.
- c) Statutory Rape:
 - Non-forcible sexual intercourse,
 - with a person who is under the age of 18 (WI State Statute 948.01(1)).
 - Or as defined in Wisconsin state statute 940.225.

4. Dating Violence, defined as:

- a) violence,
- b) on the basis of sex,
- c) committed by a person,
- d) who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.
 - i. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
 - a) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - b) Dating violence does not include acts covered under the definition of domestic violence.

5. Domestic Violence, defined as:

- a) violence,
- b) on the basis of sex,

- c) committed by a current or former spouse or intimate partner of the Complainant,
- d) by a person with whom the Complainant shares a child in common, or
- e) by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or
- f) by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Wisconsin, or
- g) by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Wisconsin.
- h) Or as defined in Wisconsin State Statute 968.075.

6. Stalking, defined as:

- a) engaging in a course of conduct,
- b) on the basis of sex,
- c) directed at the Complainant, that
 - i. would cause a reasonable person to fear for the person's safety, or
 - ii. the safety of others; or
 - iii. Suffer substantial emotional distress.
- d) Or as defined in Wisconsin State Statute 940.32.

For the purposes of the stalking definition:

- Course of conduct means two or more acts, including, but not limited to acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.
- Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Other Civil Rights Offenses

In addition to the forms of sexual harassment described above, which are covered by Title IX, NWTC additionally prohibits the following offenses as forms of discrimination that may be within or outside of Title IX when the act is based upon the Complainant's actual or perceived protected characteristic.

- **Sexual Exploitation**

The taking by a Respondent of non-consensual or abusive sexual advantage of a Complainant for the Respondent's own benefit or for the benefit of anyone other than the Complainant that does not otherwise constitute Sexual Harassment defined above in this Policy. Examples of Sexual Exploitation include, but are not limited to, the following:

- a. Sexual voyeurism: such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed.
- b. Invasion of sexual privacy: Taking pictures, video or audio recording of another in a sexual act, or in any other sexually related activity when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity, or exceeding the boundaries of consent, such as allowing another person to hide in a closet and observe sexual activity or disseminating sexual pictures or videos without the photographed/videoed person's consent, including the making or posting of revenge pornography.
- c. Prostituting another person.

- d. Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually transmitted disease (STD) or infection (STI), without informing the other person of the virus, disease or infection.
 - e. Causing or attempting to cause the Incapacitation of another person (through alcohol, drugs or any other means) for the purpose of compromising that person's ability to give consent to sexual activity or for the purpose of making that person vulnerable to non-consensual sexual activity.
 - f. Misappropriation of another person's identity on apps, websites or other venues designed for dating or sexual connections.
 - g. Forcing a person to take an action against that person's will by threatening to show, post or share information, video, audio or an image that depicts the person's nudity or sexual activity.
 - h. Knowingly soliciting a minor for sexual activity.
 - i. Engaging in sex trafficking.
 - j. Creation, possession, or dissemination of child pornography.
- **Hazing**
Acts likely to cause physical or psychological harm or social ostracism to any person within the NWTC community, when related to admission, initiation, pledging, joining or any other group-affiliation activity (as defined further in the Hazing Policy)

Violation of any other NWTC policies may constitute a Civil Rights Offense when a violation is motivated by actual or perceived protected characteristic(s), and the result is a discriminatory limitation or denial of employment or educational access, benefits, or opportunities.

Education and Training

In accordance with NWTC's mission and vision, as well as federal guidelines, training about NWTC's Title IX-Sex Discrimination policy and procedures is recommended to all students and required for all employees.

Students: Sexual misconduct awareness and prevention training takes place during student orientation. Additional programs and offerings are available online and through Student Involvement programming. Resources for students can be found on the NWTC web site, Canvas, the NWTC student handbook, and within NWTC syllabus.

Employees: All employees are required to complete a Title IX training that provides an understanding of NWTC's policy on Title IX - Sexual Harassment and shares information regarding obligations as an NWTC employee. Employees must understand the scope of conduct that constitutes sexual harassment and their responsibilities for notification, mandatory reporting (unless designated as a confidential resource), and information sharing.

Primary Prevention Programs

NWTC's prevention programs are designed to educate students and staff about expectations related to a safe campus environment. Best practices identified through the United States Department of Education and Violence Against Women Act are used to develop awareness programs. Prevention programming may be focused on broad or specific learning outcomes and can be targeted and customized for many different audiences. NWTC's primary prevention programs include:

- NWTC has created two online, interactive training module, Understanding Title IX – Student Training and Understanding Title IX – Employee Training. These modules provide critical information about consent, bystander intervention, sexual assault, dating and domestic violence and stalking and are available to students through Canvas and available to employees through Workday.

- NWTC partners with the Sexual Assault Center for a student awareness event in April during sexual assault week.
- A public facing website educates the community and current students about Title IX.
- NWTC student organization advisors are trained on Title IX concepts by Student Involvement.
- NWTC student organization advisors are trained on Title IX concepts by Student Involvement.
- Jan. 10th, 2024: Professional Development – Supporting LGBTQ+ and Transgender Students
- Feb. 21st, 2024: History and Misconception of the Art of Drag
- April 22nd, 2024: Sex Offenders – What Every Children’s Justice / Advocacy Professional Should Know

Title IX – Sexual Harassment Resolution Process

Upon receipt of Notice, a Complaint, or knowledge of an alleged Policy violation, the Title IX Coordinator or its designee will initiate a prompt initial evaluation to determine NWTC's next steps. The Title IX Coordinator or its designee will contact the Complainant/source of the Notice to offer supportive measures and determine whether the Complaint wishes to file a Formal Complaint.

The Title IX Coordinator or designee will then initiate at least one of three responses:

1. Offering supportive measures because the Complainant does not want to file a Formal Complaint
2. An Informal Resolution (upon submission of a Formal Complaint)
3. A Formal Grievance Process including an investigation and a hearing (upon submission of a Formal Complaint)

Initial Evaluation

The Title IX Coordinator or its designee conducts an initial evaluation typically within one to five (1-5) business days of receiving Notice/Complaint/Knowledge of alleged misconduct. The initial evaluation typically includes:

- Assessing whether the reported conduct may reasonably constitute a violation of the Policy.
 - If the conduct may not reasonably constitute a violation of the Policy, the matter is typically dismissed from this process, consistent with the dismissal provision in these procedures. It may then be referred to another process, if applicable.
- Determining whether NWTC has jurisdiction over the reported conduct, as defined in the Policy.
 - If the conduct is not within NWTC jurisdiction, the matter is typically dismissed from this process, consistent with the dismissal provision in these procedures. If applicable, the conduct will be referred to the appropriate NWTC office for resolution.
- The Title IX Coordinator seeks to determine if the impacted person wishes to make a Formal Complaint, and will assist them to do so, if desired.
 - If they do not wish to do so, the Title IX Coordinator determines whether to initiate a complaint themselves [because a violence risk assessment indicates a compelling threat to health and/or safety].
- If a Formal Complaint is received, the Title IX Coordinator assesses its sufficiency and works with the Complainant to make sure it is completed correctly.
- The Title IX Coordinator reaches out to the Complainant to offer supportive measures.
- The Title IX Coordinator collaborates with the Complainant to ensure they are aware of the right to have an Advisor.
- The Title IX Coordinator collaborates with the Complainant to determine whether the Complainant prefers a supportive and remedial response, an Informal Resolution option, or a formal investigation and grievance process.
 - If a supportive and remedial response is preferred, the Title IX Coordinator collaborates with the Complainant to identify their needs, determine the appropriate support, and implements accordingly. No Formal Grievance Process is initiated, though the Complainant can elect to initiate one later, if desired.
 - If an Informal Resolution option is preferred, the Title IX Coordinator assesses whether the complaint is suitable for Informal Resolution, which informal mechanism may serve the situation best or is available, and may seek to determine if the Respondent is also willing to engage in Informal Resolution.
 - If the Complainant prefers a Formal Grievance Process, the Title IX Coordinator determines if the alleged misconduct falls within the scope of the 2020 Title IX regulations:
 - If it does, the Title IX Coordinator will initiate the formal investigation and grievance process, directing the investigation to address, based on the nature of the complaint:

- an incident, and/or
- a pattern of alleged misconduct, and/or
- a culture/climate issue

Title IX Coordinator (or Designee): Authority to Initiate a Complaint

If the Complainant does not wish to file a Formal Complaint, the Title IX Coordinator, or its designee, who has ultimate discretion as to whether a Complaint is initiated, will offer supportive measures and determine whether to initiate a Complaint themselves. To make this determination, the Title IX Coordinator or its designee will evaluate that request to determine if there is a serious and imminent threat to someone's safety or if NWTC cannot ensure equal access without initiating a Complaint. The Title IX Coordinator or its designee will consider the following non-exhaustive factors to determine whether to file a Complaint:

- The Complainant's request not to proceed with initiation of a Complaint.
- The Complainant's reasonable safety concerns regarding initiation of a Complaint.
- The risk that additional acts of sexual harassment would occur if a Complaint were not initiated.
- The severity of the alleged sexual harassment, including whether the sexual harassment if established, would require the removal of a Respondent from campus or imposition of another disciplinary sanction to end the sexual harassment and prevent its recurrence.
- The age and relationship of the Parties, including whether the Respondent is a NWTC employee.
- The scope of the alleged sexual harassment, including information suggesting a pattern, ongoing sexual harassment, or sexual harassment alleged to have impacted multiple individuals.
- The availability of evidence to assist a Decision-maker in determining whether sexual harassment occurred.
- Whether NWTC could end the alleged sexual harassment and prevent its recurrence without initiating its resolution process.

If deemed necessary, the Title IX Coordinator or its designee may consult with appropriate NWTC employees, and/or conduct a violence risk assessment²⁴ to aid their determination whether to initiate a Complaint.

When the Title IX Coordinator or its designee initiates a Complaint, they do not become the Complainant. The Complainant is the person who has experienced the alleged conduct that could constitute a violation of this Policy.

Dismissal

NWTC MUST dismiss a Complaint if any allegation therein if, at any time during the investigation or hearing, it is determined that:

1. A reasonable person would determine the alleged behavior (based on the totality of the circumstances) was NOT so severe, pervasive, and objectively offensive that it limited or denied a person's ability to participate in or benefit from NWTC's education program or activity.
2. The sexual harassment did not occur in NWTC's education program or activity, and/or NWTC does not have control of the Respondent
3. The sexual harassment did not occur against a person in the United States
4. At the time of filing a Formal Complaint, a Complainant is not participating in or attempting to participate in NWTC's education program or activity, and based on the available information, the Title IX Coordinator or designee has determined that they do not need to sign a Formal Complaint on behalf of the Recipient.

NWTC may dismiss a Complaint or any allegations therein if, at any time during the investigation or hearing:

1. NWTC is unable to identify the Respondent after taking reasonable steps to do so

2. NWTC no longer enrolls or employs the Respondent
3. A Complainant voluntarily withdraws in writing that the Complaint any or all of the allegations in the Complaint, and the Title IX Coordinator or its designee declines to initiate a Complaint

NWTC determines the conduct alleged in the Complaint would not constitute a Policy violation, if proven, the Title IX Coordinator or designee can recommend, if they believe the grounds are met. A Complainant who decides to withdraw a Complaint may later request to reinstate or refile it.

Upon any dismissal, NWTC will promptly send the Complainant written notification of the dismissal and the rationale for doing so. If the dismissal occurs after the Respondent has been made aware of the allegations, NWTC will also notify the Respondent of the dismissal. A dismissal decision is appealable by any party.

Notice of Investigation and Allegations

Prior to an investigation, the Title IX Coordinator or its designee will provide the Parties with a detailed written Notice of Investigation and Allegations (NOIA). Amendments and updates to NOIA may be made as the investigation progresses and more information becomes available regarding the addition or dismissal of various allegations. For climate/culture investigations that do not have an identifiable Respondent, the NOIA will be sent to the department/office/program head for the area/program being investigated.

The NOIA typically includes:

- A meaningful summary of all allegations
- The identity of the involved Parties (if known)
- The precise misconduct being alleged
- The date and location of the alleged incident(s) (if known)
- The specific policies/offenses implicated
- A description of, link to, or copy of the applicable procedures
- A statement that the Parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence
- The name(s) of the Investigator(s), along with a process to identify to the Title IX Coordinator or its designee, in advance of the interview process, any conflict of interest that the Investigator(s) may have
- A statement that NWTC presumes the Respondent is not responsible for the reported misconduct unless and until the evidence supports a different determination
- A statement that determinations of responsibility are made at the conclusion of the process and that the Parties will be given an opportunity during the review and comment period to inspect and review all relevant evidence
- A statement that retaliation is prohibited
- Information about the confidentiality of the process, including that the Parties and their Advisors (if applicable) may not share NWTC work product obtained through the Resolution Process
- A statement that the Parties may have an Advisor of their choice who may accompany them through all steps of the Resolution Process
- A statement informing the Parties that the NWTC's Policy prohibits knowingly making false statements, including knowingly submitting false information during the Resolution Process
- Detail on how a party may request disability accommodation during the Resolution Process
- A link to NWTC's Violence Against Women Act brochure
- An instruction to preserve any evidence that is related to the allegations

Notification will be made in writing and may be delivered by one or more of the following records or person, mailed to the local or permanent address(es) of the Parties as indicated in official NWTC records, or emailed to the Parties' NWTC-issued email or designated accounts. Once mailed, emailed, and/or received in person, the notification will be presumptively delivered.

Investigation

All investigations are adequate, thorough, reliable, impartial, prompt, and fair. They involve interviews with all relevant Parties and witnesses, obtaining relevant evidence, and identifying sources of expert information, as necessary.

Once an investigation is initiated, the Title IX Coordinator or its designee may appoint an Investigator(s) to conduct it. These Investigators may be members of the Resolution Process Pool, or any other trained Investigator, whether internal or external to the NWTC community.

After an interview, Parties and witnesses will be asked to verify the accuracy of the recording, transcript, or summary of their interview. They may submit changes, edits, or clarifications. If the Parties or witnesses do not respond within the time period designated for verification, objections to the accuracy of the recording, transcript, or summary will be deemed to have been waived, and no changes will be permitted.

NWTC may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.

The Investigators typically take the following steps, if not already completed and not necessarily in this order:

- Determine the identity and contact information of the Complainant.
- Identify all policies implicated by the alleged misconduct and notify the Complainant and Respondent of all specific policies implicated.
- Assist the Title IX Coordinator or its designee, if needed, by conducting a prompt initial evaluation to determine if the allegations indicate a potential Policy violation.
- Work with the Title IX Coordinator or its designee, as necessary, to prepare the initial Notice of Investigation and Allegations (NOIA). The NOIA may be amended with any additional or dismissed allegations.
- Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for the Parties and witnesses.
- When participation of a party is expected, provide that party with written notification of the date, time, and location of the meeting, as well as the expected participants and purpose.
- Make good faith efforts to notify each party of any meeting or interview involving another party, in advance when possible.
- Interview the Complainant and the Respondent and conduct follow-up interviews, as necessary.
- Interview all available, relevant witnesses and conduct follow-up interviews, as necessary.
- Provide each interviewed party and witness an opportunity to review and verify the Investigator's summary notes or transcript or recording of the relevant evidence/testimony from their respective interviews and meetings.
- Allow each party the opportunity to suggest witnesses and questions they wish the Investigators to ask of another party and/or witnesses. Document in the investigation report which questions were asked, with a rationale for any changes or omissions.
- Where possible, complete the investigation promptly and without unreasonable deviation from the intended timeline.
- Provide the Parties with regular status updates throughout the investigation.
- Prior to the conclusion of the investigation, provide the Parties and their respective Advisors with a list of witnesses whose information will be used to render a finding.
- Ask the Parties to provide a list of questions they would like asked of the other party or any witnesses. The Investigators will ask those questions deemed relevant, and for any question deemed not relevant,

will provide a rationale for not asking the question.

- Write a draft investigation report that gathers, assesses, and synthesizes the evidence, accurately summarizes the investigation, and party and witness interviews, and provides all relevant evidence.
- Provide the Parties and their respective Advisors with an electronic copy of the draft investigation report as well as an opportunity to inspect and review all relevant evidence obtained as part of the investigation for a review and comment period of ten (10) business days so that each party may meaningfully respond to the evidence. The Parties may elect to waive all or part of the review period.
- The Investigator may share the investigation report with the Title IX Coordinator or its designee and/or legal counsel for their review and feedback.

Informal Resolution

1. Supportive Resolution

When the Title IX Coordinator or its designee can resolve the matter informally by providing supportive measures (only) designed to remedy the situation.

2. Alternative Resolution

When the Parties agree to resolve the matter through an alternative resolution mechanism (which could include, but is not limited to, mediation, shuttle negotiation, restorative practices, facilitated dialogue)

3. Accepted Responsibility

When the Respondent is willing to accept responsibility for violating NWTC's Title IX – Sexual Harassment Policy and is willing to agree to actions that will be enforced similarly to sanctions, and the Complainant(s) and NWTC are agreeable to the resolution terms.

To initiate Informal Resolution, a Complainant must submit a Formal Complaint, as defined above. A Respondent who wishes to initiate Informal Resolution should contact the Title IX Coordinator or its designee at any time prior to final determination. NWTC will obtain voluntary, written confirmation that all Parties wish to resolve the matter through Informal Resolution before proceeding and will not pressure the Parties to participate in Informal Resolution.

The individual facilitating an Informal Resolution must be trained and cannot be the Investigator, Decision-maker, or Appeal Decision-maker.

It is not necessary to pursue Informal Resolution first in order to pursue a Formal Hearing Resolution Process. Any party participating in Informal Resolution can withdraw from the Informal Resolution Process at any time and initiate or resume the Formal Hearing Resolution Process.

The Parties may agree, as a condition of engaging in Informal Resolution, on what statements made or evidence shared during the Informal Resolution process will not be considered in the Hearing Process, should Informal Resolution not be successful, unless agreed to by all Parties.

If an investigation is already underway, the Title IX Coordinator or its designee has discretion to determine if an investigation will be paused, if it will be limited, or if it will continue during the Informal Resolution process.

Hearing Referral

Provided that the complaint is not resolved through Informal Resolution, once the final investigation report is shared with the parties, the Title IX Coordinator or designee will refer the matter for a hearing. The hearing cannot be held less than ten (10) business days from the conclusion of the investigation, when the final investigation report is transmitted to the parties and the Decision-maker, unless all parties and the Decision-maker agree to an expedited timeline.

The Title IX Coordinator or designee will select an appropriate Decision-maker and provide a copy of the investigation report and the file of related evidence. The Decision-maker will not have had any previous involvement with the complaint. The Title IX Coordinator may elect to have an alternate sit in throughout the hearing process in the event that a substitute is needed for any reason. Those who have served as Investigators will be witnesses in the hearing and therefore may not serve as Decision-makers. Those who are serving as Advisors for any party may not serve as Decision-makers in that matter. The Title IX Coordinator may not serve as a Decision-maker in the matter but may serve as an administrative facilitator of the hearing if their previous role(s) in the matter do not create a conflict of interest. Otherwise, a designee may fulfill the facilitator role. The hearing will be convened at a time and venue determined by the Title IX Coordinator or designee.

Hearing Procedures

The Decision-maker has the authority to hear and make determinations on all allegations of sexual harassment and/or retaliation under the Policy and may also hear and make determinations on any additional alleged collateral misconduct that occurred in concert with the sexual harassment and/or retaliation even though those collateral allegations may not specifically fall within the Policy. Participants at the hearing will include the decision-maker, any additional panelists, the hearing facilitator, the Investigator(s) who conducted the investigation, the parties, Advisors to the parties, any witnesses, and anyone providing authorized accommodation, interpretation, and/or assistive services. Anyone appearing at the hearing to provide information will respond to questions on their own behalf. The decision-maker will allow witnesses who have relevant information to appear at a portion of the hearing to respond to specific questions from the Decision-maker(s) and the parties, and the witnesses will then be excused. The Investigator(s) will remain present for the duration of the hearing. The Decision-maker will explain the hearing procedures and introduce the participants. The Decision-maker will answer any procedural questions prior to and as they arise throughout the hearing.

Deliberation

After closing statements from the Parties, the Decision-maker will determine whether the Respondent is responsible for the alleged Policy violation(s) based on the preponderance of the evidence (more likely than not). Deliberations are not recorded. When there is a finding of responsibility for one or more of the allegations, the Decision-maker may then consider any previously submitted impact and/or mitigation statement(s) provided by the Parties in determining appropriate sanction(s). The Title IX Coordinator or its designee will ensure that any submitted statements are exchanged between the Parties if the Decision-maker views them. Impact/mitigation statements do not influence the finding; they only potentially influence the sanctions. The Decision-maker will then provide the Title IX Coordinator or its designee with a written outcome letter detailing all findings and final determinations, the rationale(s) explaining the decision(s), the relevant and not impermissible evidence used in support of the determination(s), the evidence not relied upon in the determination(s), any credibility assessments, and any sanction(s) and rationales explaining the sanction(s).

This statement is usually five to fifteen (5-15) pages in length and is typically submitted to the Title IX Coordinator or its designee within ten (10) business days from the conclusion of the hearing unless the Title IX Coordinator or its designee grants an extension. The Title IX Coordinator or its designee will notify the Parties of any extension.

Notice of Outcome

Within ten (10) business days of the conclusion of the Resolution Process, the Title IX Coordinator or its designee provides the Parties with a written outcome notification. The outcome notification will specify the finding for each alleged Policy violation, any applicable sanctions that NWTC is permitted to share pursuant to state or federal law, and a detailed rationale, written by the Decision-maker, supporting the findings to the extent NWTC is permitted to share under federal or state law. The notification will also detail the Parties' equal rights to appeal, the grounds for appeal, the steps to take to request an appeal, and when the determination is considered final if neither party appeals.

The Title IX Coordinator or its designee will provide the Parties with the outcome notification simultaneously. The written outcome notification may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the Parties as indicated in official NWTC records, or emailed to the Parties' NWTC issued or designated email account. Once mailed, emailed, and/or received in person, the outcome notification is presumptively delivered.

Sanctions

Factors considered by the Decision-maker when determining sanctions and responsive actions may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s).
- The Respondent's disciplinary history.
- The need for sanctions/responsive actions to bring an end to the sexual harassment and/or retaliation.
- The need for sanctions/responsive actions to prevent the future recurrence of sexual harassment, and/or retaliation.
- The need to remedy the effects of sexual harassment, and/or retaliation on the Complainant and the community.
- The impact on the Parties.
- Any other information deemed relevant by the Decision-maker(s).

The sanctions will be implemented as soon as it is feasible once a determination is final, either upon the outcome of any appeal or the expiration of the window to appeal, without an appeal being requested.

Appeal

Appeals are limited to the following grounds:

1. A procedural irregularity that would change the outcome.
2. New evidence that would change the outcome and that was not reasonably available at the time the determination regarding responsibility or dismissal was made.
3. The Title IX Coordinator or its designee, Investigator(s), or Decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that would change the outcome.

If the Request for Appeal does not provide information that meets the grounds in this Policy, the request will be denied by the Appeal Decision-maker, and the Parties and their Advisors will be simultaneously notified in writing of the denial and the rationale. If any of the grounds in the Request for Appeal meet the grounds in this Policy, then the Appeal Decision-maker will notify all Parties and their Advisors, the Title IX Coordinator or its designee, and, when appropriate, the Investigator(s) and/or the original Decision-maker.

All other Parties and their Advisors, the Title IX Coordinator or its designee, and, when appropriate, the Investigator(s) and/or the Decision-maker will be provided a copy of the Request for Appeal with the approved grounds and then be given five (5) business days to submit a response to the portion of the appeal that was approved and involves them. The Appeal Decision-maker will forward all responses, if any, to all Parties for review and comment.

The non-appealing party (if any) may also choose to appeal at this time. If so, that Request for Appeal will be reviewed by the Appeal Decision-maker to determine if it meets the grounds in this Policy and will either be approved or denied. If approved, it will be forwarded to the party who initially requested an appeal, the Title IX Coordinator or its designee, and the Investigator(s) and/or original Decision-maker, as necessary, who will submit their responses, if any, within five (5) business days. Any such responses will be circulated for review and comment by all Parties. If denied, the Parties will be notified accordingly, in writing.

No party may submit any new Requests for Appeal after this time period. The Appeal Decision-maker will collect any additional information needed and all documentation regarding the approved appeal grounds, and the subsequent responses will be shared with the Appeal Decision-maker, who will promptly render a decision.

A Notice of Appeal Outcome letter will be sent to all Parties simultaneously, or without significant time delay between notifications. The Appeal Outcome will specify the finding on each ground for appeal, any specific instructions for remand or reconsideration, any sanction(s) that may result which NWTC is permitted to share according to federal or state law, and the rationale supporting the essential findings to the extent NWTC is permitted to share under federal or state law.

Written notification may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the Parties as indicated in official institutional records, or emailed to the Parties' NWTC-issued email or otherwise approved account. Once mailed, emailed, and/or received in person, the Appeal Outcome will be presumptively delivered.

Statement of Parties Rights

The Parties have the right to:

- An equitable investigation and resolution of all credible allegations of prohibited sexual harassment, retaliation, and other prohibited behaviors, when reported in good faith to NWTC officials.
- Timely written notice of all alleged violations, including the identity of the Parties involved (if known), the specific misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated Policies and procedures, and possible sanctions.
- Timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional Complainants) by updating the Notice of Investigation and Allegation(s) (NOIA) as needed to clarify potentially implicated Policy violations.
- Be informed in advance of any NWTC public release of information regarding the allegation(s) or underlying incident(s), whenever possible.
- Have all personally identifiable information protected from NWTC's release to the public without consent, except to the extent permitted by law.
- Be treated with respect by NWTC officials.
- Have NWTC Policy and these procedures followed without material deviation.
- Voluntarily agree to resolve allegations under this Policy through Informal Resolution without NWTC pressure if Informal Resolution is approved by the Title IX Coordinator or its designee.
- Not be discouraged by NWTC officials from reporting sexual harassment, retaliation, and Other Prohibited Behavior to both on-campus and off-campus authorities.
- Be informed of options to notify proper law enforcement authorities, and the option(s) to be assisted by NWTC in notifying such authorities, if the party chooses. This also includes the right not to be pressured to report.
- Have allegations of violations of this Policy responded to promptly and with sensitivity.
- Be informed of available supportive measures, such as counseling, advocacy, health care, student financial aid, visa and immigration assistance, and/or other services, both on-campus and in the community.
- A NWTC implemented no-contact order or a no-trespass order against a non-affiliated third party when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct.
- Be informed of available assistance in changing academic, and/or employment situations after an alleged incident of sexual harassment, sex discrimination, and/or retaliation, if such changes are reasonably available. No formal report, or investigation, either institutional or criminal, needs to occur for this option

to be available. Such actions may include, but are not limited to:

- Changing an employee's work environment (e.g., reporting structure, office/workspace relocation)
 - Visa/immigration assistance
 - Rescheduling or adjusting an exam, paper, and/or assignment
 - Receiving an incomplete in, or a withdrawal from, a class (may be retroactive)
 - Transferring class sections
 - Temporary withdrawal/leave of absence (may be retroactive)
 - Campus safety escorts
- Have NWTC maintain supportive measures for as long as necessary and for supportive measures to remain confidential, provided confidentiality does not impair NWTC's ability to provide the supportive measures.
 - Receive sufficiently advanced written notice of any NWTC meetings or interviews involving another party, when possible.
 - Identify and have the Investigator(s) and/or Decision-maker question relevant available witnesses, including expert witnesses.
 - Provide the Investigator(s)/Decision-maker with a list of questions that, if deemed relevant and permissible by the Investigator(s)/Decision-maker, may be asked of any party or witness.
 - Access the relevant evidence obtained and respond to that evidence.
 - A fair opportunity to provide the Investigator(s) with their account of the alleged misconduct and have that account be on the record.
 - Receive a copy of all relevant and permissible evidence obtained during the investigation, subject to privacy limitations imposed by federal and state law and be given ten (10) business days to review and comment on the evidence.
 - The right to receive a copy of the Final Investigation Report, including all factual, Policy, and/or credibility analyses performed, and to have at least seven (7) business days to review the report prior to the determination.
 - Be informed of the names of all witnesses whose information will be used to make a finding, in advance of that finding, when relevant.
 - Regular status updates on the investigation and/or Resolution Process.
 - Have reports of alleged Policy violations addressed by Resolution Process Pool members who have received relevant annual training as required by law.
 - Preservation of confidentiality/privacy, to the extent possible and permitted by law.
 - Petition that any NWTC representative in the process be recused on the basis of disqualifying bias and/or conflict of interest.
 - Be able to select an Advisor of their choice to accompany and assist the party in all meetings and/or interviews associated with the Resolution Process.
 - Apply the standard of proof, preponderance of the evidence ("more likely than not"), to make a Finding and Final Determination after an objective evaluation of all relevant and permissible evidence.
 - Be present, including presence via remote technology with approval of Title IX Coordinator or designee, during all testimony given and evidence presented during any hearing.
 - Have an impact and/or mitigation statement considered by the Decision-maker following a determination of responsibility for any allegation, but prior to sanctioning.
 - Be promptly informed of the Resolution Process finding(s) and sanction(s) (if any) and be given a detailed rationale of the decision (including an explanation of how credibility was assessed) in a written outcome letter delivered to the Parties simultaneously (without undue delay).
 - Be informed in writing of when a NWTC decision is considered final and any changes to the Final Determination or sanction(s) that occur post outcome letter delivery.

The Orchards Student Living



The Clery Act defines “on-campus student housing” as a student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus.

The Orchards Student Living facility is a privately held entity (land and building). NWTC does not have a direct ownership or operational role. However, NWTC has a written agreement with the owner that provides NWTC students priority in the housing application process. Due to this agreement, NWTC establishes a level of “control” that, by Clery Act definition, requires NWTC to include the facility as part of the Annual Security Report. The Clery Act also requires additional policy, procedure, and statistical disclosure related to fire safety (see Annual Fire Report).**

The Orchards is operated by facility ownership. NWTC works closely with the management staff to ensure that all required policies, procedures, and disclosures are met. The following information is specific to The Orchards as a student housing facility and does not apply to any other NWTC campus locations.

Missing Persons Policy Procedure

To ensure Clery Act compliance, NWTC works with The Orchards management staff to ensure that prompt action is taken if a student is reported missing for 24 hours. Residents of The Orchards can contact NWTC Security at (920) 498-5699 or the management staff at (920) 627-4203 to report a missing student. NWTC Security will work directly with the management staff and potentially local law enforcement to locate the missing resident.

****As of July 1st, 2024, NWTC no longer has an agreement with The Orchards Student Living to give NWTC students leasing priority. Thus, NWTC does not assert any control over the Orchards Student Living. Due to the amended agreement, NWTC no longer is considered to have “on-campus student housing” as defined by the Clery Act. In order to provide accurate fire statistics up until July 1, 2024, NWTC will continue to provide the Annual Fire Safety Report through the 2027/2028 academic year (requirement to provide the 3 previous years of statistics). After this time period, 2024 fire statistics will no longer be required and NWTC will cease completion of an Annual Fire Safety Report.**

Fire Safety Report (The Orchards)

The Higher Education Act (HEA) requires institutions with on-campus housing facilities to:

1. Maintain a log of all reported fires that occur in the on-campus housing facilities.
2. Publish an annual fire safety report containing fire safety policies and fire statistics for the housing facilities.
3. Submit the fire statistics from the fire safety report to the HEA through the annual Clery Act survey.

Definition of a fire - any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Fire Safety Equipment/Training /Drills

Detection Systems – Smoke detectors are located in each common area, including corridors and community meeting rooms. Within each rental unit, smoke detectors are located in every bedroom and common living spaces. Additionally, the building is equipped with pull stations to manually activate the warning systems.

Warning Systems – Audible alarms and visual strobes are located in each rental unit and in the common corridors and community meeting rooms.

Suppression (control) Systems – The water pump is located in the first-floor maintenance room. The building has a full sprinkler system, covering all common spaces, living spaces and individual spaces (bedrooms). The hallways on each floor have mounted fire extinguishers accessible to all residents, marked by placards.

An annual inspection is conducted by Green Bay Metro Fire Department. Annual testing and maintenance of the equipment is conducted in accordance with the National Fire Protection Association rules (NFPA). Staff conducts quarterly Health and Safety inspections in rooms ensuring safe exits and no accelerants. Fire drills are conducted monthly.

Residents attend mandatory apartment meetings and are provided written and verbal instructions on fire safety. Fire drills are scheduled quarterly. Residents are notified in advance and are provided instructions.

Evacuation Policy and Procedures

Evacuation Routes are posted throughout the facility. Employees and residents are not expected to fight fires and are encouraged not to use the fire extinguishers unless designated to do so and trained appropriately. Those trained may use an extinguisher to fight a small fire that presents little risk of harm to personal safety. Residents are expected to leave their room and walk to nearest stairwell, descending to the ground floor and then leave building from nearest safe exit. All exits are clearly marked with illuminated signs. All residents meet in the parking lot across the street (NWTC Campus) until fire department issues all-clear signal.

Per federal law, NWTC is required to annually disclose statistical fire data for “on-campus student housing”. If you encounter a fire at The Orchards, please contact NWTC Security at (920) 498-5699 to report, when safe to do so, and to notify The Orchards management or staff at (920) 617-4203, who will also report all fires to the NWTC Security Department for purposes the HEA requirement.

Fire Statistics for The Orchards Student Living – 2700 W. Mason St., Green Bay, WI 54303

- ❖ There were no reported fires in the years 2021, 2022, and 2023.

Campus Crime Report

Statistical charts are for the previous three calendar years (2021-2023) of reportable Clery Act crimes. These charts or statements also include crime statistics on public property within, or immediately adjacent to each “separate campus”. “Separate campus” locations include:

- Green Bay Campus (Main)
- Marinette Campus
- NWTC Sturgeon Bay
- NWTC Aurora
- NWTC Crivitz
- NWTC Luxemburg
- NWTC Oconto Falls
- NWTC Shawano
- NWTC Sister Bay
- Artisan and Business Center – Green Bay
- North Coast Marine and Manufacturing Training Center® - Marinette



Green Bay Campus (Main) statistics also include the following buildings and non-campus locations:

- Public Safety Training Center
- Transportation Center
- ThedaCare – Shawano (Controlled Spaces Only)
- Wausaukee High School (Controlled Spaces Only)
- Green Bay Botanical Gardens
- Landscape Horticulture
- Universal Driving Facility
- Startup Hub
- NWTC Green Bay East – Established June of 2021 / Closed December 31st, 2023

The data does not reflect prosecutions, convictions, or outcomes of disciplinary actions, but rather crimes that are “reported” to campus security authorities. Crime statistics published in this document reflect crimes that are reported to have occurred in one of four federally defined locations. Crimes that are reported to have occurred outside of the following locations are not included in this report. The four federally defined locations are:

- **On-campus property** is defined as any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to campus that is owned by the institution but controlled by another person, frequently used by students, and supports institutional purposes (such as a food or other retail vendor).
- **On-campus student housing** is defined as any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus. On campus student housing is a subset of on campus property in the crime statistics charts.
- **Public property** is defined as all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from campus.
- **Non-campus property** is defined as any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property that is owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the institution.

CLERY CRIME DEFINITIONS**General Crimes**

- **Murder and Non-Negligent Manslaughter** is the willful (non-negligent) killing of one human being by another.
- **Negligent Manslaughter** is the killing of another person through gross negligence. (Does not include traffic fatalities.)
- **Robbery** is the taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
- **Aggravated Assault** is an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
- **Burglary** is the unlawful entry of a structure to commit a felony or a theft.
- **Motor Vehicle Theft** is the theft or attempted theft of a motor vehicle.
- **Arson** is any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Sex Offenses

- **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest:** Nonforcible sexual intercourse between persons who are related to each other wherein marriage is prohibited by law. (WI prohibits sexual intercourse between parties nearer than 2nd cousins but allows 1st cousin sexual intercourse if the woman is over 55 years or if one party has a letter from a physician confirming sterility.
- **Statutory Rape:** Non-forcible sexual intercourse with a person who is under statutory age of consent. (Age of consent for intercourse in WI is 18).

Consent: Under WI law, consent is 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. The following persons are presumed incapable of consent, but the presumption may be rebutted by competent evidence:

1. A person suffering from mental illness or defect which impairs capacity to appraise personal conduct.
2. A person who is unconscious or for any other reason physically unable to communicate an unwillingness to act.

Domestic Violence, Dating Violence and Stalking

- **Domestic Violence** is a felony or misdemeanor committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime occurred.
- **Dating Violence** is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. (Under WI law, dating violence is a form of domestic violence.)
- **Stalking** is engaging in a course of conduct (2 or more acts) directed at a specific person that would

cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress.

Hate Crimes

A **hate crime** is a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias. **Bias** is a pre-formed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, gender identity, sexual orientation, ethnicity or national origin.

Campus Security Authorities report the following crimes **only** if they occurred as a hate crime:

- **Larceny-Theft** is the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.
- **Constructive possession** is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.
- **Simple Assault** is an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- **Intimidation** is to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- **Destruction/Damage/Vandalism of Property** is to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Illegal Weapons Possession and Substance Law Violations

In addition to disclosing statistics for the aforementioned offenses, the Clery Act requires institutions to disclose both the number of arrests, and the number of people referred for disciplinary action for the following violations:

- **Drug Law Violations** - The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. This also includes the unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance.
- **Liquor Law Violations** - The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of alcoholic beverages, maintaining unlawful drinking places, bootlegging, operating a still, furnishing liquor to a minor or intemperate person, underage possession, using a vehicle for illegal transportation of liquor, drinking on a train or public conveyance, and all attempts to commit any of the aforementioned.
- **Weapon Possession Violations** - The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Crime Statistics

Green Bay Campus

Clery Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Murder/Non-negligent Manslaughter	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Murder/Negligent Manslaughter	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Rape	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	1	0	0	0	1	1
Fondling	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Incest	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Statutory Rape	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Robbery	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Aggravated Assault	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Burglary	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Arson	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. As of July 1st, 2024, NWTC has amended its agreement with The Orchards Student Living that removes the section stipulating that The Orchards Student Living will give leasing priority to NWTC students. This means that NWTC no longer asserts any control over the privately owned and operated apartment complex and will not count crimes statistics for “on-campus student housing” after June 30th, 2024.

Green Bay Campus

Violence Against Women Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Domestic Violence	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Dating Violence	2024	0	0	0	0	0	0
	2023	1	0	0	1	0	0
	2022	0	0	0	0	0	0
Stalking	2024	2	0	0	2	0	0
	2023	1	0	0	1	0	0
	2022	1	0	0	1	0	0

Arrests and Referrals for Weapons, Drugs and Alcohol Violations						
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*
Alcohol Arrests	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Drug Arrests	2024	8	0	0	8	8
	2023	6	0	0	6	2
	2022	4	0	0	4	4
Weapons Arrests	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Alcohol Disciplinary Referrals	2024	1	1	0	1	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Drug Disciplinary Referrals	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Weapons Disciplinary Referrals	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0

There were ZERO reported Hate Crimes for the Green Bay Campus in calendar years 2022, 2023 and 2024.

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. As of July 1st, 2024, NWTC has amended its agreement with The Orchards Student Living that removes the section stipulating that The Orchards Student Living will give leasing priority to NWTC students. This means that NWTC no longer asserts any control over the privately owned and operated apartment complex and will not count crimes statistics for “on-campus student housing” after June 30th, 2024.

Marinette Campus

Clery Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Murder/Non-negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Fondling	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Incest	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Statutory Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Robbery	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Aggravated Assault	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Burglary	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Motor Vehicle Theft	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Arson	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. The Marinette Campus does not have residential facilities.

Marinette Campus

Violence Against Women Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Domestic Violence	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Dating Violence	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Stalking	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0

Arrests and Referrals for Weapons, Drugs and Alcohol Violations						
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*
Alcohol Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Alcohol Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Marinette Campus in calendar years 2022, 2023 and 2024.

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. The Marinette Campus does not have residential facilities.

NWTC Sturgeon Bay

Clery Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Murder/Non-negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Fondling	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Incest	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Statutory Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Robbery	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Aggravated Assault	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Burglary	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Motor Vehicle Theft	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Arson	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Residential facility statistics are a subset of the on-Campus category, i.e., they are counted in both categories. NWTC Sturgeon Bay does not have residential facilities.

NWTC Sturgeon Bay

Violence Against Women Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Domestic Violence	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Dating Violence	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Stalking	2024	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0

Arrests and Referrals for Weapons, Drugs and Alcohol Violations						
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*
Alcohol Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Alcohol Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Sturgeon Bay Campus in calendar years 2022, 2023 and 2024.

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. NWTC Sturgeon Bay does not have residential facilities

Artisan and Business Center

Clery Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Murder/Non-negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Fondling	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Incest	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Statutory Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Robbery	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Aggravated Assault	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Burglary	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Motor Vehicle Theft	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Arson	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. The Green Bay Artisan and Business Center does not have residential facilities.

Green Bay Artisan and Business Center

Violence Against Women Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Domestic Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Dating Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Stalking	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Arrests and Referrals for Weapons, Drugs and Alcohol Violations						
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*
Alcohol Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Alcohol Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Artisan and Business Center in calendar years 2022, 2023 and 2024.

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. The Green Bay Artisan and Business Center does not have residential facilities.

NWTC Aurora

Clery Act Offenses

	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Murder/Non-negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Fondling	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Incest	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Statutory Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Robbery	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Aggravated Assault	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Burglary	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Motor Vehicle Theft	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Arson	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. NWTC Aurora does not have residential facilities.

NWTC Aurora

Violence Against Women Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Domestic Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Dating Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Stalking	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Arrests and Referrals for Weapons, Drugs and Alcohol Violations						
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*
Alcohol Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Alcohol Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Aurora Campus in calendar years 2022, 2023 and 2024.

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. NWTC Aurora does not have residential facilities.

NWTC Crivitz

Clery Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Murder/Non-negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Fondling	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Incest	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Statutory Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Robbery	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Aggravated Assault	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Burglary	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Motor Vehicle Theft	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Arson	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. NWTC Crivitz does not have residential facilities.

NWTC Crivitz

Violence Against Women Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Domestic Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Dating Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Stalking	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Arrests and Referrals for Weapons, Drugs and Alcohol Violations						
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*
Alcohol Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Alcohol Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Crivitz Campus in calendar years 2022, 2023 and 2024.

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. NWTC Crivitz does not have residential facilities.

NWTC Luxembourg

Clery Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Murder/Non-negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Fondling	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Incest	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Statutory Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Robbery	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Aggravated Assault	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Burglary	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Motor Vehicle Theft	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Arson	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. NWTC Luxembourg does not have residential facilities.

NWTC Luxemburg

Violence Against Women Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Domestic Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Dating Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Stalking	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Arrests and Referrals for Weapons, Drugs and Alcohol Violations						
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*
Alcohol Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Alcohol Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Luxemburg Campus in calendar years 2022, 2023 and 2024.

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. NWTC Luxemburg does not have residential facilities.

North Coast Marine Manufacturing Training Center®

Clery Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Murder/Non-negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Fondling	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Incest	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Statutory Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Robbery	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Aggravated Assault	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Burglary	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Motor Vehicle Theft	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Arson	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. The North Coast Marine Manufacturing Training Center® does not have residential facilities.

North Coast Marine Manufacturing Training Center®

Violence Against Women Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Domestic Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Dating Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Stalking	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Arrests and Referrals for Weapons, Drugs and Alcohol Violations						
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*
Alcohol Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Alcohol Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA

There were ZERO reported Hate Crimes for the North Coast Campus in calendar years 2022, 2023 and 2024.

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. The North Coast Marine Manufacturing Training Center® does not have residential facilities.

NWTC Oconto Falls

Clery Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Murder/Non-negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Fondling	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Incest	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Statutory Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Robbery	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Aggravated Assault	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Burglary	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Motor Vehicle Theft	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Arson	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. NWTC Oconto Falls does not have residential facilities.

NWTC Oconto Falls

Violence Against Women Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Domestic Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Dating Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Stalking	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Arrests and Referrals for Weapons, Drugs and Alcohol Violations						
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*
Alcohol Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Alcohol Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Oconto Falls Campus in calendar years 2022, 2023 and 2024.

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. NWTC Oconto Falls does not have residential facilities.

NWTC Shawano

Clery Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Murder/Non-negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Fondling	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Incest	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Statutory Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Robbery	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Aggravated Assault	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Burglary	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Motor Vehicle Theft	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Arson	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. NWTC Shawano does not have residential facilities.

NWTC Shawano

Violence Against Women Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Domestic Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Dating Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Stalking	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Arrests and Referrals for Weapons, Drugs and Alcohol Violations						
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*
Alcohol Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Alcohol Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Shawano Campus in calendar years 2022, 2023 and 2024.

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. NWTC Shawano does not have residential facilities.

NWTC Sister Bay

Clery Act Offenses

	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Murder/Non-negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Fondling	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Incest	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Statutory Rape	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Robbery	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Aggravated Assault	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Burglary	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Motor Vehicle Theft	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Arson	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. NWTC Sister Bay does not have residential facilities.

NWTC Sister Bay

Violence Against Women Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Domestic Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Dating Violence	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
Stalking	2024	0	0	0	0	NA	0
	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0

Arrests and Referrals for Weapons, Drugs and Alcohol Violations						
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*
Alcohol Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Arrests	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Alcohol Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Drug Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
Weapons Disciplinary Referrals	2024	0	0	0	0	NA
	2023	0	0	0	0	NA
	2022	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Sister Bay Campus in calendar years 2022, 2023 and 2024.

Residential facility statistics are a subset of the on-campus category, i.e., they are counted in both categories. NWTC Sister Bay does not have residential facilities.