



NORTHEAST

WI Technical College



2024

Annual Security and Fire Safety Report

(Crime and Fire Data for Calendar Years 2021-2023)

(Published for 2024-2025 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, we enable 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 2024 Annual Security and Fire Safety Report (ASFSR) is presented for all to see in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Please take a moment to review the valuable information provided in the 2024 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 Ave., 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 Affairs (920) 498-6984
 2740 West Mason St., Green Bay, WI 54303
 Room SC240
john.grant@nwtc.edu

Diversity, Equity, and Inclusion

2740 West Mason St., Green Bay, WI 54303
equity@nwtc.edu

Talent and Culture (920) 498-6286

2740 West Mason St., Green Bay, WI 54303
 Room CC224
talentandculture@nwtc.edu

Student Financial Wellness (920) 498-5444

2740 West Mason St., Green Bay, WI 54303
 Room SC240 and SC133
studentfinance@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 Service.....(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

Sexual Assault, Domestic / Dating Violence, and Stalking Resources

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 Disclosure of Campus Security Policy and Campus Crime Statistics Act (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 ASFR is designed to inform Northeast Wisconsin Technical College (NWTC) community members of crime, arrest and referral statistics, crime response, reporting procedures, prevention, and education policies, including policies on sexual assault, domestic violence, dating violence and stalking, campus discipline, 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 (the Orchards) 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 NWTC Security, the Vice President of Student Affairs Office, Title IX Coordinators, Talent and Culture (Human Resources), as well as other campus security authorities. 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. 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 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, supervisor, dispatchers and security officers. The security team leadership has several years of experience in law enforcement and corrections. The remainder of the team consists of student security officers.

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 management, policy and procedure, capital budgeting, and incident response.

The security supervisor is responsible for the day-to-day operations of the department, which includes supervising officers, scheduling, door access, camera operation, as well as working closely with the security manager to address behavior/conduct issues.



Security officers are led by retired law enforcement professionals who work rotating morning shifts with the remaining staff comprised of 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 on NWTC controlled property. NWTC has a close working relationship with all local law enforcement agencies in which NWTC has owned or controlled 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 the NWTC Security Department and other 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, 5699 from an internal phone, 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 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:
- 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 during main campus open hours (6am – 10pm). 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 NWTC Conduct/CARE 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 Student Conduct Team or Talent and Culture (Human Resources), including Title IX investigators, 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 statistic 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 assuring 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 on 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 persons 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 regional learning center 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 Department, 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 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 an 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 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.

The public information officer and public relations staff will create and disseminate the messages through all appropriate communication mediums available at the NWTC locations affected, such as mass e-mail, text messaging and website/social media postings. Dissemination may be accomplished through the assistance of informational and instructional technology (IIT), security, or other staff members trained in the various media formats.

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 important messages will be received by students and employees.



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 to make an initial assessment:

- Security Manager
- Security Supervisor
- Security Officer
- Director of Facilities
- Maintenance Manager
- Lead Mechanic
- Safety Coordinator
- Mechanic

In the absence of facilities or security personnel, other employees may need to confirm a reported emergency. Those positions located at a separate campus, or non-campus location include:

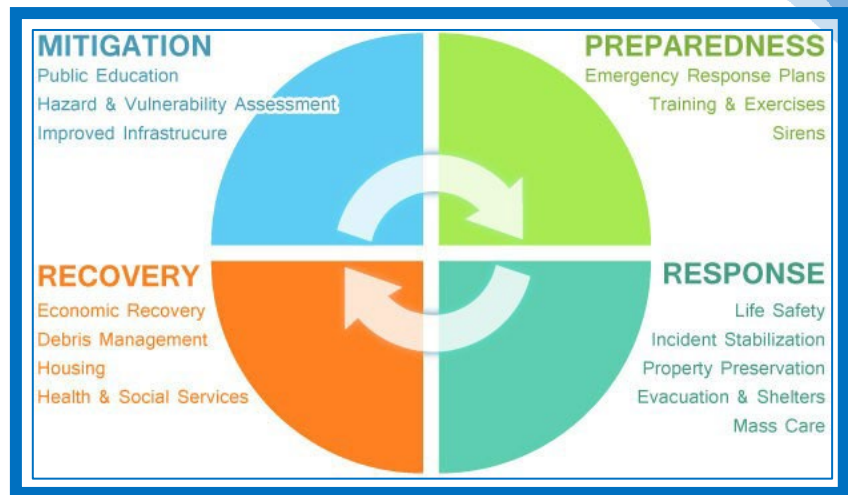
- Campus Dean
- Campus Manager
- Office Supervisor
- Facilities or Maintenance Mechanic

The purpose of the emergency procedures outlined in the plan is to provide protection to 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 the 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 security manager will be designated to serve as the emergency director during any major emergency or disaster. 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. Outside 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 on each campus to identify gaps and inefficiencies. Testing may occur using functional or tabletop exercises. NWTC also utilizes a Critical Incident Response Team (CIRT) to assist with the labor needs of emergency situations. CIRT members are NWTC employees who volunteer to assume additional responsibilities during emergency situations. CIRT members are assigned radios to assist in performing these additional duties. They are easily identified by their high visibility vests, which are required when CIRT is activated. Due to the size and workforce of each campus, CIRT may not be available at all times. Regional learning centers use general emergency response procedures. Employees are provided with an emergency procedures quick reference guide, which are generally located near campus phones. Testing of emergency response and evacuation procedures is documented by the security manager. 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.

The authority to declare a campus state of emergency rests with the College president or his/her designee. When this declaration is made, access to the campus may be limited to registered students, faculty, and employees 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 persons 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 the 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 maybe 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 (college staff will turn off the ventilation as quickly as possible).
- Make a list of the people with you and ask someone (hall staff, faculty, or other staff) to call the list in to NWTC Security so they know where you are sheltering. If only students are present, one of the students should call in the list.
- Make yourself comfortable.

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

The C.A.R.E. 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 is a member of the National Association for Behavioral Intervention and Threat Assessment, which allows C.A.R.E. Team members access to training, best practices, policy development, legal updates, and other resources.



College Access Control and Building Security

NWTC uses an access control system comprised of online and offline locks. This allows for greater access control throughout the district and allows for a faster response when an access card is lost, misplaced, or stolen. 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 management, 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 Pro program to report, track, and resolve facilities related issues 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

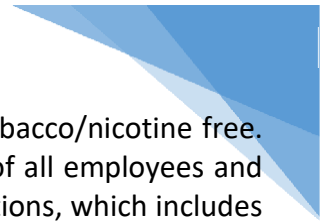
NWTC encourages students, employees, and visitors to be responsible for their own security, as well as the security of others by using the “See Something, Say Something” philosophy. NWTC Security is generally responsible for delivering security awareness programs or presentations. Education programs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

- Security presentation to employees at new employee orientation (conducted bi-monthly)
- CARE/BIT/ Security presentations for new faculty
- Customized presentations as requested by student organizations or staff (variable times)
- C.R.A.S.E – Citizen Response to Active Shooter Events (available for all employees/teams/departments)
- 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, and 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 in 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. 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
- Aurora Regional Learning Center
- Crivitz Regional Learning Center
- Luxemburg Regional Learning Center
- Sturgeon Bay Regional Learning Center
- Sister Bay Regional Learning Center
- Oconto Falls Regional Learning Center
- Shawano Regional Learning Center

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

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 – Sex Discrimination Policy

The College is bound by, and supports, all applicable laws. The Title IX of the Higher Education Act of 1972 (Title IX) ensures the College does not discriminate based on sex in its education programs and the Campus Sexual Violence Elimination Act (SAVE) of 2013 and Violence Against Women Reauthorization Act (VAWA) ensures that Colleges and universities implement policies and programs to prevent sexual assault, dating violence, domestic violence, and stalking.

NWTC does not discriminate on the basis of political affiliation, age, race, creed, marital status, color, religion, sex (including sexual orientation, gender identity, and gender expression), national origin, disability, veteran status, genetic testing or other applicable legislated categories (each a “protected class”), in its services, employment programs, and/or its educational programs and activities, including but not limited to admissions, treatment and access.

Students, instructors, and staff are subject to various federal, state, and local laws, which regulate civil and criminal conduct. Title IX of the Higher Education Act of 1972 (“Title IX”) prohibits discrimination based on the basis of sex, sexual harassment and retaliatory conduct related to sex-based harassment, alleged or proven, in education programs or activities operated by recipients of Federal financial assistance. Sexual assault and harassment are forms of sex discrimination that are illegal under Title IX. Sexual assault is an act of sexual violence, which involves any form of sexual contact or conduct without a person's consent. Title IX and the Campus Sexual Violence Elimination Act of 2013 ensure that Colleges and universities implement policies and programs to prevent sexual harassment, sexual assault, stalking, and relationship-based violence, and hate crimes.

Every employee (including student employees), unless identified as a confidential resource, are Mandated Reporters and are expected to promptly report all known details of actual or suspected sex discrimination, sex-based harassment and/or retaliation to a Title IX Coordinator/Deputy Coordinator or through completing an incident report online. NWTC strongly urges its students and NWTC visitors to report sex discrimination, sex-based harassment and/or retaliation in violation of this policy through filing a complaint or giving verbal notice to a Title IX Coordinator/Deputy Coordinator.

If a Title IX Coordinator/Deputy Coordinator is alleged to be the person who engaged in discrimination or sexual misconduct, the report may be filed with the Vice President of Student Affairs. Complaints can also be

filed with the Office of Civil Rights (OCR), U.S. Department of Education. The OCR encourages reporting parties to follow the College process prior to filing a complaint with OCR; however, it is not required. Generally, complaints must be filed with OCR within 180 days of the alleged event.

Consistent with federal and state law and the intended culture of the College, NWTC strives to provide a safe and welcoming campus environment. In order to attain this goal, the College seeks to provide safety, privacy, and confidentiality where possible, and support to victims of sexual assault and violence at all NWTC campuses and regional learning centers. NWTC offers educational programming to promote the awareness and prevention of rape, acquaintance rape, sexual assault, sexual harassment, domestic violence, dating violence, and stalking. There are instances where conduct or content of a sexual nature are a legitimate part of the curriculum, whereas the same conduct might be sexual harassment in another context. Reports involving violations of this policy will be taken seriously and incidents will be responded to in a prompt and equitable manner.

Laws and the requirements of this policy affect all relationships within the College community, including, but not limited to:

- Student relationships with other students
- Instructor and staff conduct toward students
- Student conduct toward instructors and staff
- Conduct between members of different gender
- Conduct between members of the same gender
- Conduct toward persons outside the NWTC community may be considered a violation of this policy if the College concludes there is a sufficient connection between the conduct and the College to warrant the College to act
- Conduct between campus visitors and students or employees

NWTC believes in a zero-tolerance policy for gender-based misconduct. When an allegation of misconduct is brought to the Title IX Coordinator/Deputy Coordinator(s) attention, and a responding party has been found to have violated this policy, serious sanctions will be used to reasonably ensure that such actions are not repeated. This policy has been developed to:

- reaffirm these principles
- provide recourse for these individuals whose rights have been violated
- define community expectations
- establish when expectations have been violated

Even if the misconduct did not occur in the context of an education program or activity, NWTC will consider the effects of off-campus misconduct when evaluating whether there is a hostile environment on-campus or in an off-campus education program or activity because students often experience the continuing effects of off-campus sexual violence while on campus or in an off-campus education program or activity. The College cannot address the continuing effects of off-campus sexual violence on campus or in an off-campus education program or activity unless it processes the complaint and gathers appropriate additional information in accordance with its established procedures. The timelines included in this policy may be extended for good cause, which may include but are not limited to the unavailability of witnesses, the complexity of the investigation, or obtaining advocates or counsel or other law enforcement investigations.

Overview of Policy Expectations with Respect to Consensual Relationships

There are inherent risks in any romantic or sexual relationship between individuals with unequal authority (such as an instructor and student or supervisor and employee). These relationships may be less consensual than perceived by the individual whose position has the authority. The relationship also may be viewed in

separate ways by each of the individuals, particularly in retrospect. Furthermore, circumstances may change, and conduct previously welcomed may become unwelcomed and a consensual romantic or sexual relationship may no longer be consensual by both individuals. For the personal protection of all individuals associated with NWTC, relationships in which there may be real or perceived authority (instructor-student, staff-student, administrator-student) are prohibited. A consensual romantic or sexual relationship in which there is a direct supervisory or evaluative role over another individual is in violation of the code of conduct. Therefore, persons with direct supervisory or evaluative responsibilities who participate in such relationships must bring those relationships to the immediate attention of their supervisor, so arrangements to remedy the supervisory or evaluative conflict can be implemented.

Definitions

Student is a person who has gained admission.

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 the 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.

Wisconsin law also states the following individuals are not able to provide consent:

- Individuals who are asleep or unconscious
- Individuals who are unable to communicate consent because of a mental or physical condition
- Individuals who have not reached the age of 18

NWTC may conclude that an instance of sexual contact was sexual harassment because it was without another person's consent, even if that conduct would not meet the standard of a criminal sexual assault. For example, it is possible the College would conclude under some circumstances that a person who was intoxicated on alcohol could not consent and therefore, did not give consent to sexual contact, even though the criminal courts might not reach the same conclusion.

Coercion is defined as compelling someone to act based on:

- pressure
- harassment
- threats
- intimidation

When someone makes clear that he or she does not want to engage in sexual conduct, wants it to stop, or does not wish to go past a certain point of sexual interaction, continued pressure beyond that point is coercive.

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.

Hate Crime means a victim is intentionally selected because of the actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, or disability.

Sex-based harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, that is:

- **Quid pro quo harassment**

An employee, agent, or other person authorized by the recipient to provide an aid, benefit, or service under the recipient's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct.

- **Hostile environment harassment**

Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the recipient's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

- a. The degree to which the conduct affected the complainant's ability to access the recipient's education program or activity.
- b. The type, frequency, and duration of the conduct.
- c. The parties' ages, roles within the recipient's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct.
- d. The location of the conduct and the context in which the conduct occurred; and
- e. Other sex-based harassment in the recipient's education program or activity; or

- **Specific offenses**

- a. Sexual assault meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.
- b. Dating violence meaning violence committed by a person:
 - c. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - d. Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - i. The length of the relationship
 - ii. The type of relationship; and
 - iii. The frequency of interaction between the persons involved in the relationship.
- e. Domestic violence meaning felony or misdemeanor crimes committed by a person who:
 - i. Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the recipient, or a person similarly situated to a spouse of the victim.
 - ii. Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner.
 - iii. Shares a child in common with the victim; or
 - iv. Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction; or
- f. Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - i. Fear for the person's safety or the safety of others; or
 - ii. Suffer substantial emotional distress.

Sex Discrimination means being treated less favorably based on a person's sex. Sex discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related condition, sexual orientation, and gender identity.

Sexual Misconduct is a broad term encompassing any non-consensual behavior of a sexual nature that is committed by force or intimidation, or that is otherwise unwelcome. The term includes:

- sexual assault
- sexual exploitation
- sexual harassment
- stalking
- intimate partner violence
- hostile environment

Sexual misconduct may vary in its severity and consists of a range of behaviors or attempted behaviors. It can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual misconduct can occur between members of the same or different gender and can also occur while individuals are fully clothed.

Sexual Assault is defined very broadly by criminal law. A person does not consent to sexual activity when that person is incapacitated or subjected to coercion. It includes a wide variety of conduct from sexual intercourse to sexual contact, without the consent of the other person. Criminal sexual contact can be as limited as a single instance of touching a woman's breast, buttocks, or genital area, or touching a man's buttocks or genital area, without that person's consent, even if the person touched is fully clothed. Other examples of sexual assault include:

- rape
- acquaintance rape
- forcible fondling
- sodomy (oral or anal intercourse)
- sexual penetration with an object

Sexual Exploitation involves taking non-consensual sexual advantage of another person, even though the behavior might not constitute one of the other sexual misconduct offenses. Examples can include, but are not limited to the following behaviors:

- Distribution or publication of sexual or intimate information about another person without consent, including by means of social media
- Electronic recording, photographing, or transmitting sexual or intimate utterances, sounds, or images without knowledge and consent of all parties
- Engaging in indecent exposure
- Voyeurism - Voyeurism involves both secretive observation of another's sexual activity and secretive observation of another for personal sexual pleasure
- Going beyond the boundaries of consent (such as letting your friends hide in the closet to watch you having consensual sex)

Stalking is a course of conduct directed at a specific person that would cause a reasonable person to feel fear.

Intimate Partner Violence is defined as actual or threatened physical violence, intimidation, or other forms of physical or sexual abuse that would cause a reasonable person to fear harm to self or others. For this policy, "intimate relationship" means marriage, domestic partnership, engagement, casual or serious romantic involvement, and dating, whether in a current or former relationship. Intimate partner violence can be a single

act or a pattern of behavior. Intimate partner violence is sometimes referred to as, and includes behaviors that would be considered, dating violence, domestic violence, or relationship violence.

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 and training materials 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 (Sex Discrimination) and shares information regarding obligations as an NWTC employee. Employees must understand the scope of conduct that constitutes sex discrimination 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 and Civil Rights – Students Training and Understanding Title IX and Civil Rights – Employee Training These modules provides 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 Learn.
- Presentations related to Title IX and relevant training are conducted by Title IX staff for student awareness.
- 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 organizations are trained on Title IX concepts by Student Involvement.

Title IX – Sex Discrimination Resolution Process

NWTC's policy to address cases of alleged sexual misconduct is designed to:

- Consider the rights of the reporting party, the rights of the responding party, the safety of the community, and compliance with applicable laws and college policies.
- Conduct a timely, fair, impartial, and equitable investigation and adjudication process with thoroughness and respect for all involved parties.
- Protect the privacy of all parties to the extent practical, while balancing the need to perform an investigation, follow the procedures outlined below, comply with applicable law, and maintain campus safety.
- Provide appropriate remedies and sanctions to address the discriminatory effects of sexual misconduct on the reporting party and others.
- Support the needs of the reporting party and responding party in the areas of emotional and mental health, physical well-being, and safety from future violence or retaliation.

In situations where a reporting party insists on confidentiality, the College's ability to respond may be limited. Depending upon the circumstances, the College may not be able to ensure confidentiality because of its obligation to provide a safe and non-discriminatory environment for all students. Factors that may impact the request include the seriousness of the alleged conduct and whether there have been other complaints about the same individual. Confidential resources available to consult with students are listed in this policy.

Once a NWTC employee (non-confidential reporter) has either been told or should have known about an incident(s) of sexual harassment or sexual misconduct, NWTC will:

- Take immediate and appropriate steps to investigate what occurred.
- Take prompt and effective action to:
 - ❖ Stop the harassment
 - ❖ Remedy the effects of the behavior
 - ❖ Prevent the recurrence of said behavior

Student Complaint Procedure

Any student who believes he, she or another student has been the victim of any form of sexual misconduct is encouraged to file a complaint identifying the alleged individual and describing the conduct, incident(s) or occurrence(s) that form the basis for the complaint. Students may file complaints with any NWTC employee, who will then notify the Title IX Coordinator for employees or students. The Title IX Coordinators for student and employees may be interchanged as the investigator if the either Title IX Coordinator is alleged to be the person who engaged in discrimination or sexual misconduct.

Any NWTC staff member can help with filling out the incident report. It is preferred that the complaint be submitted via an electronic incident report. Incident reports can be found at:

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

If due to a disability, accommodations are needed to assist the student with filing a complaint, please contact Disability Services at (920) 498-6904. The reporting party is encouraged to file the complaint as soon as possible after the incident to ensure a prompt and effective due process for all the parties involved in the situation.

If the reporting party requests confidentiality or requests that the complaint not be pursued, the Title IX Coordinator (or trained investigator) will take all reasonable steps to investigate the complaint and respond consistently with the reporting party's request. If the College determines that an investigation needs to continue, the alleged responding party will be told that the reporting party requested the College to not proceed. Information will only be shared with individuals responsible for addressing incidents of sexual violence. Prior to disclosing information, the reporting party will be notified of the information to be disclosed, whom it will be disclosed to, and why the information needs to be disclosed. Honoring a request for confidentiality may limit the College's ability to respond to the allegation, including pursuing sanctions and remedies against the responding party(s). In addition, the College will need to determine if the confidentiality request can be honored while providing a safe and non-discriminatory environment. The College will take steps to maintain confidentiality of persons reporting incidents of sexual misconduct and relationship violence in records available for public inspection by using alternative means of identification and not including personally identifiable information in the annual campus security report, campus crime log, and emergency warning notices required under the Clery Act. Requests for confidentiality will be evaluated in the context of the College's responsibility to provide a safe and nondiscriminatory environment for all students.

A reporting party has the option to file a report with local law enforcement. The NWTC Title IX investigator or NWTC Security will offer aid if the individual elects to contact the police. Declining to speak with an

investigator or the police at the time of the initial report does not prevent the individual from filing a criminal report or a Title IX complaint at a later date. The NWTC Security may seek the assistance of local law enforcement agencies in the investigation.

The College will not condone false reporting. Any person who makes a report that is later found to have been intentionally given falsely or made maliciously without respect for the truth may be subject to suspension or expulsion.

Initial Remedies

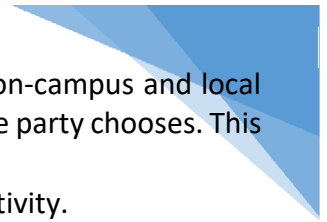
Prior to initiating an investigation, the Title IX Coordinator will contact the reporting party and provide written notification of victim options regarding accommodations and assistance that NWTC can provide, including:

- No contact agreement between reporting party and responding party
- Change in academic and office assignment if requested by reporting party or responding party and reasonably available
- Absence and assignment requirements
- Request for leave of absence or withdrawal
- Plan to address safety concerns

A meeting with the reporting party will include explanation of the investigation process and the eventual resolution. The Title IX Coordinator will encourage him / her to participate fully in the investigation and hearing processes as well as provide a list of resources. Students will also be notified of their rights and the process to file a complaint with local law enforcement. Any available accommodations will be offered regardless of the victim's decision to report the incident to local law enforcement. Written notification of reporting and responding party rights are listed below. You have these rights regardless of your race, color, ethnicity, national origin, age, sex, sexual orientation, gender identity or expression, physical or mental disability, religion, or any other protected class.

Statement of the Parties' Rights

- An equitable investigation and resolution of all credible allegations of prohibited sex discrimination, sex-based 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 sex discrimination, sex-based harassment, retaliation, and Other Prohibited Behavior to both on-campus and off-campus authorities.



- Be informed of options to notify proper law enforcement authorities, including on-campus and local police, and the option(s) to be assisted by NWTC in notifying such authorities, if the party chooses. This also includes the right to not 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 sex discrimination, sex-based harassment, 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
 - ❖ Alternative course completion options
- 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.
- Have Complainant's inadmissible sexual interests/prior sexual history or any Party's irrelevant character evidence excluded by the Decision-maker.
- 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.



- A decision-making panel that is not single sex in its composition, if a panel is used.
- Preservation of confidentiality/privacy, to the extent possible and permitted by law.
- Meetings, interviews, and/or hearings that are closed to the public.
- 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, 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.
- Be informed of the opportunity to appeal the Resolution Process finding(s) and sanction(s), and the procedures for doing so in accordance with NWTC’s grounds for appeal.
- A fundamentally fair resolution as defined in these procedures.

Investigation

Throughout the investigation, appropriate support for the reporting party and responding party will be provided. In compliance with guidelines distributed by Office of Civil Rights (OCR), in their 2011 Dear Colleague Letter, NWTC uses a “preponderance of the evidence” (more likely than not) standard for determining responsibility. This is different than the standard used in a criminal investigation.

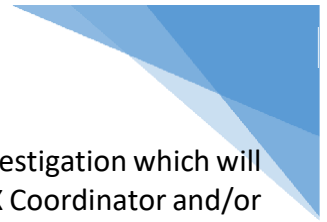
A preliminary investigation will be conducted to determine if there is reasonable cause to believe a policy was violated. If no reasonable grounds for the complaint are found, the Title IX Coordinator will dismiss the case. The reporting party will be informed why the act does not constitute sexual misconduct and voluntary, informal methods may be used to resolve the complaint. If it is determined by the Title IX Coordinator that there may be some validity to the allegation, a formal investigation will begin immediately.

Sanction Statement

The College reserves the right to take whatever measures it deems necessary in response to an allegation of sexual misconduct to protect students’ rights and personal safety. Such measures include, but are not limited to, class schedule modifications, interim suspension from campus pending a hearing, and reporting the matter to the local police.

Not all forms of sexual misconduct will be deemed to be equally serious offenses, and the College reserves the right to impose different sanctions, ranging from verbal warning to expulsion, depending on the severity of the offense. Previous conduct code violations will be considered in determining the appropriate sanction. The College will consider the concerns and rights of both the reporting party and the responding party of sexual misconduct.

The hearing panel reserves the right to broaden or lessen any range of recommended sanctions in the case of serious mitigating circumstances or egregiously offensive behavior. The initial hearing officers, appeals body, or designee may not deviate from the range of recommended sanctions unless there is compelling justification to support a deviation.



Formal Investigation Process

The following process will be used to further investigate allegations:

- a) Upon receiving a complaint, the Title IX Coordinator will facilitate a fact-finding investigation which will include assigning a trained Title IX investigator to review the complaint. The Title IX Coordinator and/or a trained Title IX investigator will conduct interviews with the reporting party, responding party, and other appropriate individuals. The investigation will be prompt, thorough and impartial.
- b) The intent of the interview with the reporting party, responding party and potential witnesses is to determine a true and complete account of the complaint. The following information will be sought during the interview process:
 - The severity of the conduct
 - The number and frequency of acts of alleged harassment
 - The apparent intent of the person alleged to have engaged in sexual misconduct
 - The relationship of the parties
 - The response of the reporting party at the time of the incident(s)
 - The relevant educational/work environment
- c) Periodic updates to all parties will be provided during the entire process.
- d) All persons involved in a sexual misconduct investigation, will be reminded that the incident is not to be discussed and that retaliatory action against the reporting party, responding party or witnesses will not be tolerated.
- e) The Title IX Coordinator will complete a report detailing the allegations, all evidence collected, statements from the reporting party, responding party and any relevant witnesses to the conduct. The report will include the finding as well as any recommendations for sanctions, if warranted. A written record of the investigation will be made, including all notes made of interviews, conversations, or verbal responses to questions posed by the Title IX Investigator(s) to the reporting party, witnesses or responding party, and any other aspects of the investigation.
- f) Potential sanctions for students who are found responsible for acts of sexual misconduct could be, but are not limited to the following:
 - Disciplinary action up to and including expulsion of a person found responsible for violating these policies.
 - Referral to law enforcement when there is danger or threat to community and/or when requested by victim.
 - Referral to counseling, mental health, and student services both on campus and in the community.
- g) Communication from the Title IX Coordinator regarding the outcome is communicated to the reporting party and the responding party.

Appeal Process

Any party may submit a written request for appeal (“Request for Appeal”) to the Title IX Coordinator (or designee) within five (5) business days of the delivery of the Notice of Outcome. The Title IX Coordinator or its designee will designate a single Appeal Decision-maker chosen from the Pool, or other trained internal or external individuals, to hear the appeal. No Appeal Decision-maker(s) will have been previously involved in the Resolution Process for the Complaint, including in any supportive measure or dismissal appeal that may have been heard earlier in the process. If a panel is used, a voting Chair of the Appeal Panel will be designated by the Title IX Coordinator (or designee).



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 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
4. The final determination by the Decision-maker is substantially contrary to the weight of the evidence in the record (applicable to sanctions of suspension, expulsion, or termination, only)
5. The sanctions fall outside the range of sanctions designated for this offense, considering the cumulative conduct/disciplinary record of the Respondent (applicable to sanctions of suspension, expulsion, or termination, only)

An appeal must include the name, address and telephone number of the appealing party and a clear statement explaining the nature and circumstances of the appeal, citing the new evidence and/or the explanation with specifics of the alleged lack of fairness in the prior hearing.

The Appeal Decision-Maker will render and cause a decision to be sent to the student within 7 business days after receipt of the appeal. The appeal decision shall be considered final.

Appeals will be conducted in accordance with the following guidelines:

- The parties will be provided a full and fair opportunity to present evidence relevant to the issues raised by the student relating to the subject matter of the appeal.
- All parties have the right to be assisted by legal counsel at any time during the process.

The appeal decision will be provided in writing and be based solely on the evidence presented in the appeal notice, which will include a summary of the evidence and reasoning for the decision.

Disclosures – FERPA Exemptions

The final results of a disciplinary proceeding will be disclosed to the alleged victim. The results of an investigation or hearing will only include the name of the student, the violation committed, and any sanction imposed by NWTC against the student. NWTC may not disclose the name of any other student, including the reporting party or witness, without prior written consent of the student. More information on disclosure and re-disclosure limitations can be found in the student handbook. The final results of a disciplinary proceeding can be disclosed to anyone if NWTC determines that the student is an alleged perpetrator of a crime of violence or non-forcible sex offense; and with respect to the allegations made against him or her, the student has committed a violation of the institution's rules or policies. However, NWTC may not disclose the name of any other student, including a victim or witness, without the prior written consent of the other student. This disclosure is not subject to the re-disclosure limitation and notice requirements otherwise identified in FERPA.

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. 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 schedule 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 “non-campus” locations:

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

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. This category includes property that is outside of Madison, outside of Wisconsin, and outside of the United States.

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	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Murder/Negligent Manslaughter	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Rape	2023	0	0	0	0	0	0
	2022	1	0	0	0	1	1
	2021	0	0	0	0	0	0
Fondling	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Incest	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Statutory Rape	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Robbery	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Aggravated Assault	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Burglary	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Arson	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	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	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	1	0	0	1	0	0
	2021	0	0	0	0	0	0
Stalking	2023	1	0	0	1	0	0
	2022	1	0	0	1	0	0
	2021	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	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
Drug Arrests	2023	6	0	0	6	2
	2022	4	0	0	4	4
	2021	0	0	0	0	0
Weapons Arrests	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
Alcohol Disciplinary Referrals	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
Drug Disciplinary Referrals	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0
Weapons Disciplinary Referrals	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2021	0	0	0	0	0

There were ZERO reported Hate Crimes for the Green Bay Campus in calendar years 2021, 2022 and 2023.

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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Fondling	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Incest	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Statutory Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Robbery	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Aggravated Assault	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Burglary	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Motor Vehicle Theft	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Arson	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	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	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Alcohol Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Marinette Campus in calendar years 2021, 2022 and 2023.

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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Fondling	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Incest	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Statutory Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Robbery	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Aggravated Assault	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Burglary	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Motor Vehicle Theft	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Arson	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	0	0	0	0	0	0
Stalking	2023	0	0	0	0	0	0
	2022	0	0	0	0	0	0
	2021	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	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Alcohol Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Sturgeon Bay Campus in calendar years 2021, 2022 and 2023.

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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Fondling	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Incest	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Statutory Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Robbery	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Aggravated Assault	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Burglary	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Motor Vehicle Theft	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Arson	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Dating Violence	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Stalking	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Alcohol Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Artisan and Business Center in calendar years 2021, 2022 and 2023.

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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Fondling	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Incest	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Statutory Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Robbery	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Aggravated Assault	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Burglary	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Motor Vehicle Theft	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Arson	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Dating Violence	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Stalking	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Alcohol Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Aurora Campus in calendar years 2021, 2022 and 2023.

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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Fondling	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Incest	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Statutory Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Robbery	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Aggravated Assault	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Burglary	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Motor Vehicle Theft	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Arson	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Dating Violence	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Stalking	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Alcohol Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Crivitz Campus in calendar years 2021, 2022 and 2023.

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 Luxemburg

Clery Act Offenses							
	Year	On- Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Murder/Non-negligent Manslaughter	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Fondling	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Incest	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Statutory Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Robbery	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Aggravated Assault	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Burglary	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Motor Vehicle Theft	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Arson	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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 Luxemburg 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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Dating Violence	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Stalking	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Alcohol Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Luxemburg Campus in calendar years 2021, 2022 and 2023.

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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Fondling	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Incest	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Statutory Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Robbery	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Aggravated Assault	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Burglary	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Motor Vehicle Theft	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Arson	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Dating Violence	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Stalking	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Alcohol Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA

There were ZERO reported Hate Crimes for the North Coast Campus in calendar years 2021, 2022 and 2023.

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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Fondling	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Incest	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Statutory Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Robbery	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Aggravated Assault	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Burglary	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Motor Vehicle Theft	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Arson	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Dating Violence	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Stalking	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Alcohol Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Oconto Falls Campus in calendar years 2021, 2022 and 2023.

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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Fondling	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Incest	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Statutory Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Robbery	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Aggravated Assault	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Burglary	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Motor Vehicle Theft	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Arson	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Dating Violence	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Stalking	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Alcohol Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Shawano Campus in calendar years 2021, 2022 and 2023.

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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Murder/Negligent Manslaughter	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Fondling	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Incest	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Statutory Rape	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Robbery	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Aggravated Assault	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Burglary	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Motor Vehicle Theft	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Arson	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Dating Violence	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	0	0	0	0	NA	0
Stalking	2023	0	0	0	0	NA	0
	2022	0	0	0	0	NA	0
	2021	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	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Arrests	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Alcohol Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Drug Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA
Weapons Disciplinary Referrals	2023	0	0	0	0	NA
	2022	0	0	0	0	NA
	2021	0	0	0	0	NA

There were ZERO reported Hate Crimes for the Sister Bay Campus in calendar years 2021, 2022 and 2023.

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.