

4. An allegation of hazing, reporting of a suspicion that hazing may have occurred, or a request for an investigation of hazing may be initiated by anyone. Violations shall be reported to the Office of the Vice President of Student Services or designee. Each campus is encouraged to develop an educational program about the serious danger and risk involved in any hazing activity and the subsequent harm that can occur to both the individual subjected to hazing and those engaged in hazing.

To report an allegation of hazing, please contact the Office of the Vice President of Student Services or designee, (702) 992-2011. All investigations of hazing and procedures for adjudication shall follow Section II of the College Code of Conduct.

Subsection E: Sexual Assault

Any student found responsible for acts of sexual assault within the college community will be subject to disciplinary action. A victim of sexual assault should report the incident and seek the appropriate attention (medical care, emotional support, judicial action) from the campus or community agencies offering resources (Center for Individual and Family Counseling at UNLV, police department, Office of the Vice President of Student Services, Las Vegas Crisis Center and other agencies). A student need not officially report an incident in order to be provided assistance. Reports may be confidential, based upon the student's desires.

Subsection F: Sexual Harassment

It is the policy of Nevada State College that the sexual harassment of students, employees and users of college facilities is unacceptable and prohibited. This stance is consistent with the college's efforts to maintain equal educational opportunity, and nondiscrimination in programs, services and use of facilities.

As defined by [Board of Regents Policy, Title 4, Chapter 8, Section 13](#), unwelcome sexual advances, requests for sexual favors, and other visual, verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic status;
2. submission to or rejection of the conduct is used as a basis for academic or employment decisions or evaluations, or permission to participate in an activity; or
3. the conduct has the purpose or effect of substantially interfering with an individual's academic or work performance, or of creating an intimidating, hostile, or offensive environment in which to work or learn.

Sexual harassment may take many forms-subtle and indirect, or blatant and overt. For example,

- It may occur between individuals of the opposite sex or of the same sex.
- It may occur between students, between peers and/or co-workers, or between individuals in an unequal power relationship.
- It may be aimed at coercing an individual to participate in an unwanted sexual relationship or it may have the effect of causing an individual to change behavior or work performance.
- It may consist of repeated actions or may even arise from a single incident if sufficiently severe.
- It may also rise to the level of a criminal offense, such as battery or sexual assault.

Subsection G: Sexual Harassment Complaint Procedure

Complaints of sexual harassment must be filed within one hundred eighty (180) calendar days after the discovery of the alleged act of sexual harassment. The complaint should be filed with the supervisor, department chair, dean, affirmative action officer or the director of faculty human resources. The two Sexual Harassment Officers at Nevada State College are the Vice President for Academic Affairs, (702) 992-2060, and the Vice President for Student Services, (702) 992-2011.

1. A student who believes that he or she has been subjected to sexual harassment by anyone is encouraged-but it is neither necessary nor required-to promptly tell the person that the conduct is unwelcome and ask the person to stop the conduct. A person who receives such a request must immediately comply with it and must not retaliate against the student for rejecting the conduct.
2. The student may also choose to file a complaint with his or her major program chair, who will in turn immediately contact one of the officials listed above.
3. If the student feels uncomfortable about discussing the incident with the department chair, the student should feel free to bypass the program director and file a complaint with one of the above officials or to any program director, vice president or dean, who will in turn immediately contact one of the officials listed above to forward the complaint, whether or not the complaint is in writing, to discuss it and/or to report the action taken. The program director has a responsibility to act even if the individuals are not supervised by that chair or dean.