

JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT (CLERY ACT) AND THE SAFE AND DRUG-FREE SCHOOLS AND COMMUNITIES ACT (DFSCA): POLICIES, REPORTING, WARNINGS, NOTIFICATIONS, AND SANCTIONS

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, more commonly known as the Clery Act, is contained in section 485 of the Higher Education Act, codified at 20 U.S.C.S 1092. It requires all post-secondary education institutions to maintain records and report annually on the nature, date, time, and place of crimes occurring on campus, including hate crimes. It also prescribes a number of security related protocols for emergency response procedures, timely notifications for on-campus crimes, etc. The act is intended to provide students and their families, as higher education consumers, with accurate, complete, and timely information about safety on campus so that they can make informed decisions.

Preparation of the Annual Security Report

Northwestern Technological Institute prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. This report is prepared annually in cooperation with local law enforcement agencies surrounding our main campus. Campus crime, arrest and referral statistics include those reported to designated school officials (including but not limited to the School Director), as well as local law enforcement agencies. Campus crime data is gathered the same day that it is reported. The resulting data is used to prepare the annual crime statistics report. Also included in this report is Northwestern Technological Institute's Drug and Alcohol Abuse Prevention Programs. Both the Annual Security Report and Drug and Alcohol and Abuse Prevention Programs are available online at www.northwesterntech.edu.

Annual Security Report

Northwestern Technological Institute believes that an informed campus, including students, faculty, and staff promotes a healthier and more secure environment and we encourage all students, faculty and staff to accept responsibility for their own security as well as the security of other members of the Institute.

Northwestern Technological Institute's commitment to safety and security includes:

- Providing a secure and crime free environment for students, faculty and staff.
- Performing regular evaluation of security programs.
- Monitoring and following up on each crime reported at Northwestern Technological Institute.

As you read the following report, please address any comments, questions or concerns to:

Northwestern Technological Institute
Attention: Lorne Gauthier, School Director
24567 Northwestern Highway, Suite 200
Southfield, MI 48075

Distribution of the Annual Security Report

The Annual Security Report is published and distributed annually by October 1st to all enrolled students and all employees. Prospective students and employees are made aware of this report via publication, are provided a general summary of its contents, and may request a copy prior to enrollment or employment.

Reporting of Criminal Offenses

Northwestern Technological Institute is committed to creating an environment that both promotes and assists in the prompt reporting of all criminal offenses including domestic violence, dating violence, sexual assault, and stalking to provide a compassionate support v e n v i r o n m e n t for survivors.

Students, faculty, or staff who wish to report criminal actions are encouraged to accurately and promptly report any and all crimes or emergencies occurring on campus directly to the School Director. Students, faculty, and staff are cautioned to never attempt to apprehend or pursue a suspected criminal. If you have any doubts about whether to report something that has occurred, report it. Victims of, or witnesses to, crimes may disclose them to the School Director (Title IX Coordinator), or to a Responsible Northwestern Technological Institute Employee (all faculty and office staff are designated as responsible employees of the Institute). The Title IX Coordinator can then determine whether the event constitutes a crime that has to be collected and statistically reported. Filing a report with the Institute does *NOT* obligate the victim to prosecute. An incident of sexual misconduct may be reported at any time, regardless of how much time has elapsed since the incident occurred. Any information given by the victim will remain confidential (in accordance with the Confidential Reporting Procedures below) and will not be shared without the victim's consent or unless the victim has also reported the incident to law enforcement. Your cooperation in timely reporting assists the School in issuing equally timely warnings to the Northwestern Technological Institute campus if necessary. Always use your eyes, ears, and (cell) phone to keep campus officials advised of what you see and hear. Contact the School Director (Title IX Coordinator) immediately, in person or via telephone (248) 358-4006, if you see any of the following:

- Strangers loitering in office areas, hallways, classrooms, or student lounge areas, etc.
- Unsecured doors or windows in the building that should be locked.
- Anyone tampering with a motor vehicle or loitering in the school parking lot.
- Persons publically displaying a weapon on school property.
- Suspicious persons carrying articles, equipment, luggage, or other packages out of the building.

Crimes or suspected criminal activity should be reported to the School Director or, if appropriate, to 911. Criminal actions should then be immediately reported by students, faculty, or staff to the local authorities. During this time, an Incident Report Form will be completed by Northwestern Technological Institute, along with the person reporting the crime. This report should be filed as soon as possible with the School Director (Title IX Coordinator), who will follow up on the report personally or assign responsibility to another appropriate administrator to follow up and report on the outcome as well as determine any preventative measures necessary to ensure the safety and security of all staff, faculty, and students. In addition, Northwestern Technological Institute must report in its Annual Security Report and disclose the number of crimes that were “unfounded” (determined by a sworn or commissioned law enforcement officer to be false or baseless) to the Department of Education. Additional copies of the Northwestern Technological Institute Incident Report Form may be requested from the School Director’s Office.

Confidential Reporting Procedures

All faculty and office staff are designated as responsible employees of the Institute, and are obligated to report incidents to the Title IX Coordinator, including the names of the alleged perpetrator and student involved in the sexual violence, as well as any relevant facts including the date, time, and location. If a victim discloses an incident directly to the Title IX Coordinator, or to another designated official (Jody Maki) but wishes to maintain confidentiality, or requests that no investigation into a particular incident be conducted or disciplinary action taken, the Title IX Coordinator will evaluate the request against the school’s obligation to provide a safe environment for all students. If the school honors the request for confidentiality, a victim must understand that the school’s ability to investigate the incident and pursue disciplinary action against the alleged perpetrator(s) may be limited.

Reporting Policy Relative to Counselors

As a result of the negotiated rulemaking process which followed the signing into law, the 1998 amendments to 20 U.S.C. Section 1092 (f) clarification was given to those considered to be campus security authorities. Campus “Pastoral Counselors” and Campus “Professional Counselors”, when acting as such, are not considered to be a campus security authority and are not required to report crimes to the School Director (Title IX Coordinator) for inclusion into the annual disclosure of crime statistics without the victim’s permission. As a matter of policy, they are encouraged; if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistic. Northwestern Technological Institute does not have an employee on staff who is a professional counselor, however, the Institute contracts with a licensed counselor in the event counseling services are needed.

The rulemaking committee defines counselors as:

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.

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. Northwestern Tech. does not have an employee on staff who is a professional counselor, however, the Institute contracts with a licensed counselor in the event counseling services are needed.

Timely Warnings

In the event a situation arises, either on or off campus, that, in the judgment of the School Director, constitutes an ongoing or continuing threat to the student body, staff and or faculty, a campus-wide warning will be issued in a manner that is timely and aids in the prevention of similar crimes. The warning will be issued via memorandum, in-class announcements, or other appropriate means to all students, faculty, and staff. Anyone with information warranting a timely warning should immediately report the circumstance to the School Director, in person or via telephone at (248) 358-4006. In addition, the School Director may issue an alert regarding a crime occurring off-campus but in a location frequented by students, even though such a crime would not be included in the annual report. Timely warnings will withhold as confidential, the names of any victims.

Security and Access

During business hours, the Institute is open to students, parents, guests, employees and invitees. During non-business hours, access to Institute facilities is by key, if issued. The building is equipped with a security system to include cameras which monitor student areas such as parking, vending, hallways and stairways, etc. The Institute maintains no campus residences or dormitories. Maintenance personnel have supervised and limited building access to the extent of completing their assigned maintenance and janitorial job duties.

Campus Law Enforcement

Northwestern Technological Institute is a non-residential School and does not employ specific campus security personnel. Responsibility of security rests with the employees of the Institute. Students and employees are strongly encouraged to immediately report all crimes/incidents to campus personnel. A determination is then made as to the necessity of outside local or State law enforcement agencies. Campus personnel do not possess arrest authority.

Voluntary confidential reporting: Since Northwestern Technological Institute is a non-residential School, and does not have a campus police force; all crimes must be reported to the local or State authorities.

All members of the school campus community are encouraged to assist one another by taking responsibility for personal safety and assisting with the security needs of others. While school staff and security measures may offer assistance regarding safety and security concerns, ultimately the primary responsibility for safety begins with each individual.

Personal Safety

- Be aware of your surroundings and of those around you.
- Do not walk in dark, unlighted areas or surroundings.
- Walk in pairs or groups when entering and exiting the Institute.
- Avoid working or studying alone at night, in remote areas or offices, and keep your door locked if you have to work late.
- Have your keys ready and in hand when approaching your vehicle or office.

Vehicle Security

- Park in well lighted areas and always lock your car.
- Secure your windows by rolling them up.
- Secure valuables such as CDs, radios, phones, books, and packages by placing them in the trunk or out of sight.
- Invest in a car alarm; kill switch, and/or steering wheel locking device.
- Park in authorized spaces and between the lines to reduce the chance of damage or vandalism to your vehicle.

Property Security

- Lock and secure your desk and office when not in use.
- Lock up equipment when not in use.
- Do not leave books, bags, purses, wallets, keys or any other possessions unattended.
- Identify your valuables with tags, marker, etc...

Security and Crime Prevention Awareness Programs

Northwestern Technological Institute provides its students, staff and faculty with information on personal safety and crime prevention. Students and employees are made aware of campus crime through the following:

- Annual Reports: Each year, Northwestern Technological Institute prepares an annual disclosure of crime statistics with the assistance of the Southfield Police Department.
- Distribution of Crime Prevention/Security Awareness Material: Northwestern Technological Institute offers a variety of Crime Prevention/Security Awareness literature that is readily available to both students and employees.
- Student Services Program

Off-Campus Student Organizations/Criminal Activity

Any criminal activity occurring off-campus that is Institute related will be appropriately recorded and monitored via communication with the suitable law enforcement agency.

Emergency Notification - Response and Evacuation Procedures

Upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff on campus, Northwestern Technological Institute will immediately notify, without delay, all offices, classrooms and student areas simultaneously via intercom alert system. A warning may be withheld if the warning jeopardizes or compromises efforts to contain the emergency. To ensure, as far as practicable, that no individual suffers injury or illness as a result of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring on campus, Northwestern Technological Institute has developed and implemented the following emergency response and evacuation procedures. The procedures that follow are designed to assist in the organization and implementation of emergency evacuation procedures for all areas occupied by Northwestern Technological Institute.

1. **Emergency Evacuation Priorities**

- **First Priority: Protection of Life**

To ensure that all individuals who may be in danger are warned and that necessary action is taken to protect their safety, protection of life is given first priority before any other steps are taken to control the situation, to secure assets, or to dissolve the situation at hand.

- **Second Priority: Controlling the Situation**

The second priority aims at controlling the extent of the situation within the building while protecting any and all individuals involved.

- **Third Priority: Safeguard Assets**

Preventing the Institute's assets from being damaged or destroyed in the event of an emergency situation is priority number three.

- **Fourth Priority: Elimination of the Situation**

The final priority is to eliminate or resolve the emergency situation.

2. **Responsibility for Developing and Implementing Emergency Procedures**

The School Director is responsible for the development and implementation of emergency procedures at the Institute.

3. **Emergency Response Team (ERT)**

- Northwestern Technological Institute has developed an Emergency Response Team (ERT) to assist in the response and evacuation of an emergency situation on campus. The Emergency Response Team is comprised of individuals employed within Northwestern Technological Institute, who have been given specific responsibilities to ensure the safety of the students and staff and resolution of the situation at hand. The emergency Response Team members are comprised of:

- Tim Barrett - Instructor
- Chuck Cooper - Program Coordinator
- Lorne Gauthier – School Director
- Curtis Leonard – Program Coordinator
- Lonnie McLawyer – Student Account Advisor
- Kelly Paton – Admissions Director
- Mike Reynolds – Instructor
- Amy Roberts – Default Management

4. **Emergency Response and Evacuation Practice Tests**

Northwestern Technological Institute annually tests the Emergency Response and Evacuation procedures with the assistance and or notification of the Southfield Police Department. Practice tests are documented and kept on file for record. All Emergency Response Team members are notified prior to the test and their attendance is required.

5. **Lockdown Procedures**

Upon the confirmation of a significant emergency or dangerous situation involving a threat to the health or safety of students or staff on campus, Northwestern Technological Institute will immediately notify all offices, classrooms and student areas simultaneously via the Institute's intercom alert system. Please note, a warning may be withheld if the warning jeopardizes or compromises efforts to contain the emergency.

6. **Emergency Response Contact Information**

To report any police, fire, or medical emergency, dial 911.

Poison Control

(800) 222-1222

<http://www.aapcc.org/>

Southfield Fire Department

24477 Lahser Rd.

Southfield, MI 48033

Non-Emergency (248) 796-5650

Southfield Police Department

26000 Evergreen

PO Box 2055

Southfield, MI 48037

Non-Emergency (248) 796-5500

Alcoholic Beverages and Illegal Drugs

Northwestern Technological Institute complies with the Drug-Free Schools and Campuses Act. The distribution, possession, use and sale of controlled substances, illicit drugs, and alcohol that is illegal under state and federal law is prohibited on the campus of Northwestern Technological Institute. Any persons appearing on campus while under the influence of alcoholic beverages, narcotics, and other drugs, will be subject to disciplinary and/or legal action. The possession of alcohol by anyone less than 21 years of age is illegal. Violators will be subject to disciplinary and/or legal action.

- Disciplinary actions may consist of a written reprimand, restriction of privileges, disciplinary probation, suspension, or dismissal.
- Legal actions may consist of the payment of fines, restitution of damages, and/or imprisonment.
- A determination is made by the Institute official as to whether a situation requires assistance from law enforcement officials.

Drug/Alcohol Abuse Education Programs

Information relative to available Drug/Alcohol Abuse Prevention programs can be found in Northwestern Technological Institute's Drug and Alcohol Prevention Program packet. This packet contains information regarding health risks, legal sanctions, assistance organizations, etc. Northwestern Technological Institute is committed to working with the community for drug abuse education and prevention. All employees and students receive a Drug-Free Awareness Statement containing information on the effects of certain drugs/narcotics and alcohol, the penalties of possession of drugs/narcotics and alcohol, and information on where assistance can be obtained if a problem exists.

Violence Against Women Reauthorization Act of 2013 (VAWA)

On March 7, 2013 President Obama signed the Violence Against Women Reauthorization Act of 2013 (VAWA). Among other provisions, this law amended the Clery Act to require postsecondary institutions to include in the Annual Security Report all instances of domestic violence, dating violence and stalking; and instances of gender identity and national origin crimes which fall under the category of Hate Crimes.

Reportable Offenses under the Clery Act

The Clery Act requires Northwestern Technological Institute to report of the following offenses:

- Murder/Non-Negligent Manslaughter
- Negligent Manslaughter
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson
- Sexual Offenses:
 - Rape
 - Fondling
 - Statutory Rape
 - Incest
- Hate Crimes: Where the victim is intentionally selected because of his/her actual or perceived race, gender, religion, sexual orientation, ethnicity, and or disability.
 - Larceny-Theft
 - Simple Assault
 - Intimidation
 - Destruction, damage, or vandalism of property
- Violence Against Women:
 - Sexual Assault
 - Domestic Violence
 - Dating Violence
 - Stalking
- Arrests, or persons referred for campus disciplinary action for liquor law violations
- Arrests, or persons referred for campus disciplinary action for drug-related violations
- Arrests, or persons referred for campus disciplinary actions for weapons possession

Campus Sexual Violence Elimination Act

The Campus Sexual Violence Elimination Act, or Campus SaVE Act (SaVE), is a 2013 amendment to the federal Jeanne Clery Act. SaVE was designed by advocates along with victims/survivors and championed by a bi-partisan coalition in Congress as a companion to Title IX that will help bolster the response to and prevention of sexual violence in higher education. President Obama signed the measure into law as part of the Violence Against Women Reauthorization Act of 2013 on March 7, 2013.

SaVE requires colleges and universities, both public and private, participating in federal student aid programs to increase transparency about the scope of sexual violence on campus, guarantee victims enhanced rights, provide for standards in institutional conduct proceedings, and provide campus community wide prevention educational programming. In addition, SaVE also requires schools to educate students, staff, and faculty on the prevention of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking.

Northwestern Technological Institute strictly prohibits all offenses of sexual misconduct, including sexual assault, domestic violence, dating violence, and stalking and attempts to protect members of the school community, including visitors, from such offenses. This policy applies to all students, staff, and faculty, regardless of sexual orientation or gender identity. Northwestern Technological Institute offers any student, faculty or staff member who survives a sexual assault that occurs within the context of the school community the support necessary to enable them to continue to pursue their academic or career goals. In addition, Northwestern Technological Institute has support staff available to assist victims in notifying appropriate law enforcement authorities regarding such crimes, if so requested by the victim.

Northwestern Technological Institute has adopted The Centers for Disease Control and Prevention (CDC) definition as its own of unwanted sexual contact as the intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh, or buttocks of any person without his or her consent, or of a person who is unable to consent or refuse. Unwanted sexual contact can be perpetrated against a person or by making a person touch the perpetrator. Unwanted sexual contact could be referred to as "sexual harassment" in some contexts, such as a school or workplace. Northwestern Technological Institute strictly prohibits the offenses of sexual assault, domestic violence, dating violence, and stalking and attempts to protect members of the school community, including visitors, from such offenses. Northwestern Tech. offers any student, faculty or staff member who survives a sexual assault that occurs within the context of the school community the support necessary to enable them to continue to pursue their academic or career goals. In addition, Northwestern Technological Institute has support staff available to assist victims in notifying appropriate law enforcement authorities regarding such crimes, if so requested by the victim.

Sexual Assault Prevention Programs/Reporting Procedures

Northwestern Technological Institute has established the following ongoing and primary prevention programs to prevent sexual assault as well as procedures to follow if a sexual assault has occurred. Ongoing prevention and awareness campaigns are programs sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution.

Primary prevention programs are initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

In effort to provide a safe environment for our students, staff, and faculty, Northwestern Technological Institute provides prevention and awareness programs (referenced above) to enhance awareness of sexual assault and the condition that fosters this offense on school campuses. Northwestern Technological Institute undertakes efforts to safeguard the rights and interests of the survivor and pursues sanctions against the perpetrator(s) of sexual assault. Any individual who has been sexually assaulted, including date or acquaintance rape, is strongly encouraged to report the incident to the local police (if off-campus), the School Director (Title IX Coordinator) as well as any civil authorities that an individual deems appropriate. Furthermore, Northwestern Technological Institute prohibits any and all retaliation by its faculty and staff against a person who exercises his or her rights or responsibilities under any provision of the Campus SaVE Act.

Sex crimes, including but not limited to sexual assault, domestic violence, dating violence, and stalking, represent violations of criminal and civil law, and constitute a serious breach of student or employee conduct. All parties engaging in sexual activity must be based upon explicit consent among the parties. Verbal communications of non-consent, non-verbal acts of resistance or rejection, or mental impairment of the victim due to any cause including the victim's use of alcohol or drugs may constitute lack of consent. The use of alcohol or drugs will not be accepted as an explanation for the actions of any individual charged with a violation of this policy.

A. Educational Programs

In compliance with the SaVE act requirements for primary prevention and awareness of these offenses, Northwestern Technological Institute has implemented an educational program for students, staff, and faculty to prevent and promote the awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking which shall include primary prevention and awareness programs for incoming students and new employees, as well as ongoing prevention awareness programs for students and faculty, that includes, but is not limited to the following:

- Sexual Violence Prevention and Awareness Training (presented at time of student’s enrollment with the School).
- Widespread distribution and publication of campus security information.
- Nationally recognized handouts available (School Library) on awareness and prevention of Sexual Violence.
- Trauma Training for “Responsible Employees” - School Officials on Campus Sexual Violence.
- Distribution of Campus Sexual Misconduct Policy.

B. Procedures to Follow if a Sexual Offense has Occurred

- If you are a victim of a sexual offense, domestic violence, dating violence, sexual assault, or stalking at Northwestern Technological Institute, your first priority should be to get to a place of safety. Medical attention and/or treatment should then be obtained as quickly as possible following the incident. Assaults should be reported directly to a school official (i.e. School Director (Title IX Coordinator), Responsible Employee, at (248) 358-4006, and/or local law enforcement authorities at 911. If a student chooses, campus authorities will assist the student in notifying the proper law enforcement authorities. Because of the importance of preserving evidence in order to provide proof of criminal domestic violence, dating violence, sexual assault, or stalking, or for obtaining a protection order, students should contact either a school official or the proper law enforcement as soon as possible after the incident (Please see page 12 for more information on Preserving Evidence after a Sexual Assault.).
- If the assailant is identified as a Northwestern Technological Institute student, a school official will report the incident to the School Director (Title IX Coordinator) or a Responsible Employee, who will assist with the appropriate course of action in accordance with the Student Conduct Policy and procedures. Potential school sanctions include permanent termination from the program.
- If the assailant is a Northwestern Technological Institute employee, a school official will report the incident to the School Director (Title IX Coordinator) or a Responsible Employee for appropriate action. Potential school sanctions include termination of employment.

C. Procedures for Institute Disciplinary Action in Cases of Alleged Domestic Violence, Dating Violence, Sexual Assault and Stalking (The Federal Campus Sexual Assault Victims’ Bill of Rights)

- Northwestern Technological Institute will do its best to provide a prompt, fair, and impartial investigation and resolution on all cases of alleged domestic violence, dating violence, sexual assault, and stalking.
- The proceedings shall be conducted by a school official who has received training on an annual basis on issues related to domestic violence, dating violence, sexual assault, and stalking, and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- The accuser and the accused are entitled to the same opportunities to have others present during an Institute Disciplinary Proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice.
- Both the accuser and the accused shall be simultaneously informed, in writing, of:
 - The outcome of the Institutional Disciplinary Proceeding
 - The Institution’s procedures for the accused and the victim to appeal the results
 - Any change in the results that occurs prior to the time the results become final
 - When the results become final
- Northwestern Technological Institute will provide information on how to obtain orders of protection, no contact orders, restraining orders, or similar orders issued by a criminal, civil, or tribal court. The Institute will illustrate how it will protect the confidentiality of victims, including how publicly-available recordkeeping will be accomplished without the inclusion of identifying information about the victim, to the extent permissible by law. In addition, Northwestern Technological Institute will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.
- All parties involved will be provided, in writing, of existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and around the community.
- Northwestern Technological Institute will provide assistance, if reasonably available, in changing a victim’s academic, living, working, or transportation situation, regardless of whether the victim chooses to report the crime to the Institute or local law enforcement. Accommodations or protective measures are provided if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to the Institute or local law enforcement.

- Following the final determination of an Institute Disciplinary Proceeding, the Institute will impose sanctions regarding rape, acquaintance rape, or other forcible or non-forcible sex offenses such as termination from the program in the case of a student, and termination of employment in the case of an employee.
- Any student or employee who reports to the Institute that they have been a victim of one of the aforementioned crimes shall be provided with a written explanation of their rights and options, regardless of whether the crime took place on or off campus.
- All current students and employees will be made aware of incidents of sexual assault and other crimes via this Campus Crime Report publication, which is distributed to all employees in their employment packet and to students on their first day of classes. This report is updated annually and is distributed to both new and current students and employees.

D. Protections against Retaliation

- Retaliation against an individual for reporting discrimination or harassment or assisting in providing information relevant to a claim of discrimination or harassment is a serious violation of Northwestern Technological Institute's policy. If the Institute concludes that any individual has attempted to intimidate, threaten, or take adverse actions against someone for bringing forward a good faith complaint of discrimination or harassment, the person found to have engaged in retaliatory conduct will be subject to appropriate disciplinary action, including but not limited to change in work assignment, disciplinary probation, mandatory training, suspension, and/or dismissal/termination from the Institute or program. Any concern of retaliation should be reported immediately to the School Director (Title IX Coordinator) and the Institute will promptly investigate.

Campus Sex Crimes Prevention Act - Sex Offender Information

In accordance with the "Campus Sex Crimes Prevention Act" of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, Northwestern Technological Institute is providing a link to the State of Michigan Sex Offender Registry. This act requires Institutions of higher education to provide a method whereby the campus community can obtain law enforcement information provided by the State concerning registered sex offenders. The Michigan State Police is responsible for maintaining this registry. Follow the link to access the Michigan State Police Website at <http://www.mipsor.state.mi.us/>. Information is also available in the United States Department of Justice national sex offender registry at <http://www.nsopw.gov/core/portal.aspx>.

Sexual Assault Policy & Procedures

It is Northwestern Technological Institute's policy that any form of sexual assault is strictly prohibited. The Institute will make all responsible efforts to maintain a campus environment free from sexual assault.

What is Sexual Assault?

The Campus SaVE Act defines Sexual Assault, as an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. The State of Michigan defines Sexual Assault (often known as rape) as forcing or coercing an individual to engage in any non-consensual sexual contact or sexual penetration. In Michigan, the law regarding sexual assault is called the Criminal Sexual Conduct Act. It is gender neutral and includes marital, stranger, date, acquaintance, and child sexual assault.

There are four degrees of criminal sexual conduct. First and third degrees involve forced or coerced penetration. This can involve vaginal, anal or oral intercourse, or putting a finger or object in another person's genital or anal opening. The second and fourth degrees involve forced or coerced sexual contact. This includes touching the groin, genital area, inner thighs, buttocks, breasts or the clothing covering these parts.

How serious the crime is considered by the prosecutor depends on a number of factors such as: more than one assailant, a weapon, a physical injury other than sexual assault, extortion or the element of surprise. The charges of criminal sexual assault are viewed as more serious if the victim is under 13 years of age, from 13-15 years of the age and the assailant is a member of the family or in a position of authority over the victim, such as a teacher, counselor, clergy or doctor. Criminal sexual conduct does not require a witness other than the victim. It is also a crime if the assailant is your dating partner or spouse (www.michigan.gov/datingviolence).

Sexual Harassment

Sexual harassment defined by the State of Michigan as the unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communication of a sexual nature under the following conditions (www.legislature.mi.gov/):

- Submission to the conduct or communication is made a term or condition either explicitly or implicitly to obtain employment, public accommodations or public services, education, or housing.
- Submission to or rejection of the conduct or communication by an individual is used as a factor in decisions affecting the individual's employment, public accommodations or public services, education, or housing.

- The conduct or communication has the purpose or effect of substantially interfering with an individual's employment, public accommodations or public services, education, or housing, or creating an intimidating, hostile, or offensive employment, public accommodations, public services, educational, or housing environment.

Domestic Violence

Domestic Violence is defined by the State of Michigan as the occurrence of any of the following acts by a person that is not an act of self-defense: causing or attempting to cause physical or mental harm to a family or household member; placing a family or household member in fear of physical or mental harm; causing or attempting to cause a family or household member to engage in involuntary sexual activity by force, threat of force, or duress; and/or engaging in activity toward a family or household member that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested(http://www.michigan.gov/dhs/0,4562,7-124-7119_7261-15005--,00.html) . Further, the act defines "family or household member" to include any of the following:

- A spouse or former spouse.
- An individual with whom the person has or has had a dating relationship.
- An individual with whom the person is or has engaged in a sexual relationship.
- An individual to whom the person is related or was formerly related by marriage.
- An individual with whom the person has a child in common.
- The minor child of an individual described in the above bullet points.

Dating Violence

Dating violence is a pattern of assaultive and controlling behaviors that one person uses against another in order to gain or maintain power and control in the relationship. The abuser intentionally behaves in ways that cause fear, degradation and humiliation to control the other person. Forms of abuse can be physical, sexual, emotional and psychological. Victims and abusers come from all social and economic backgrounds, faith communities, and racial and ethnic backgrounds. Abuse also occurs in same-sex relationships. Both females and males can be victims of dating violence, but numerous studies reveal the reality that the majority of victims are females (usually more than 95 percent). Victims are often referred to as females and abusers as male. That reference does not change the fact that every survivor -- male or female -- deserves support, options, resources and safety.

Abusers attempt to control their partners in a variety of ways. The following is a list of common controlling behaviors:

- **Isolation:** Trying to cut off the victim's relationship with family and friends; using jealousy to justify behavior.
- **Emotional:** Humiliating the victim in front of friends or making the victim feel guilty when she confronts the abuser about the abuse.
- **Intimidation:** Making the victim fearful by using threatening behavior, abuse of animals, verbal aggression or destruction of property.
- **Coercion:** Threatening to find someone else if the dating partner doesn't comply with the abuser's wishes or demands. Threats to harm self or others if the dating partner leaves.
- **Physical:** Using or threatening to use physically assaultive behaviors such as hitting, shoving, grabbing, slapping, beating, kicking, etc.
- **Sexual:** Touching or forcing the victim to engage in unwanted sexual activity.

At the beginning stages of the dating relationship, these behaviors may not be apparent or the use of them is so subtle that they may be mistaken for the abuser's caring and concern. For example, the abuser may suggest that the couple spend all their time together because when they are apart, they will miss each other. If the victim spends time with other friends, the abuser may appear to be sad or disappointed. As the relationship becomes more involved, the abuser may gradually escalate the use of these behaviors to include severe jealousy, which is not a sign of love as many in our society believe (www.michigan.gov/datingviolence).

Stalking

Stalking is defined as a willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested (Michigan Penal Code MCLA750.411 h). In this definition, "willful course of conduct" refers to a pattern of behavior made up of a series of two or more separate non-continuous acts which share the same purpose. The term harassed is defined as repeated or continuing unconsented contact directed toward a victim resulting in emotional distress http://michigan.gov/documents/publications_stalking_understanding_your_rights_8897_7.pdf).

Consent for Sexual Activity

Sexual activity requires consent, which is defined as voluntary, positive agreement between the participants to engage in specific sexual activity.

Communicating Consent:

- Consent to sexual activity can be communicated in a variety of ways, but one should presume that consent has not been given in the absence of a clear, positive agreement.
- While verbal consent is not an absolute requirement for consensual sexual activity, verbal communication prior to engaging in sex helps to clarify consent. Communicating verbally before engaging in sexual activity is imperative. However potentially awkward it may seem, talking about your own and your partner's sexual desires, needs, and limitations provide a basis for a positive experience.
- Consent must be clear and unambiguous for each participant at every stage of a sexual encounter. The absence of "no" should not be understood to mean there is consent.
- A prior relationship does not indicate consent to future activity.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- Consent can be withdrawn at any time.
- Silence or an absence of resistance does not imply consent.
- Coercion, force, or threat of either invalidates consent.

Alcohol and Drugs:

- A person who is asleep or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason, is not capable of giving valid consent.
- The use of alcohol or drugs may seriously interfere with the participants' judgment about whether consent has been sought and given.

In Michigan, the age of consent is 16, and people who engage in sexual activity with children who are underage may be convicted of statutory rape (also called criminal sexual conduct). Michigan's laws also prohibit teachers from engaging in sex with students 17 years of age and under. In statutory rape cases, the determinative fact is the age of the child. Even if the underage person pursues or agrees to the sexual relationship, the defendant can still face criminal conviction. Of course, people who commit sex acts against others without their consent can also be convicted of sexual assault or assault and battery.

Statutory Rape

Under Michigan's laws a person commits criminal sexual conduct in the third degree by engaging in sexual penetration (intercourse, oral or anal sex, or digital penetration) with:

- A child under the age of 16 but over the age of 13, or
- A child age 16 or 17 if the defendant is a teacher or school employee.

Any sexual activity (including, but not limited to sexual penetration) with a child under the age of 13 or with a child between the ages of 13 and 16 by an adult who is in the child's family or household or in a position of authority over the child is punished more severely, as first or second degree criminal sexual conduct (Mich. Comp. Laws Ann. §§ 750.520b, 750.520c, 750.520d.).

Other Sexual Conduct

It is a lesser crime (criminal sexual conduct in the fourth degree) to engage in sexual activity short of sexual penetration with:

- A child under the age of 16 but over the age of 13, when the defendant is at least five years older, or
- A child age 16 or 17 if the defendant is a teacher or school employee. (Mich. Comp. Laws Ann. §§ 750.520e.)

Child Enticement and Exploitation

In Michigan, people who lure or encourage children under the age of 16 to engage in any sexual conduct, commit the crime of child enticement, even if no sexual conduct ever results. A common scenario that results in enticement charges is a defendant who meets a child online and arranges to visit the child for sex. Sexual exploitation" includes allowing, permitting, or encouraging a child to engage in prostitution, or allowing, permitting, encouraging, or engaging in the photographing, filming, or depicting of a child engaged in a listed sexual act as defined in section 145c of the Michigan penal code, 1931 PA 328, MCL 750.145c (www.legislature.mi.gov/).

You Can Help:

What is a bystander?

A bystander is a person or group of people who intervene in a safe and positive way to prevent harm or provide resources to a person in need.

Bystander Intervention Options

Bystander intervention programs teach potential witnesses safe and positive ways that they can act to prevent or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

Why should bystanders be accountable?

In the past, people were comfortable in a passive role, only being responsible for themselves. The bystander approach acknowledges the fact that we are all interdependent and can all have a positive impact on each other. If we keep our eyes open to potentially dangerous situations, we can step in before something bad happens. As people feel empowered to become “active” bystanders, it will, in turn empower others surrounding them. The goal of this program is engaging members of our campus community to realize its true potential to influence others, and potentially save lives.

5 Steps to Accountability:

- Notice the event.
- Recognize it as a risky situation.
- Take responsibility for helping in the situation.
- Have the skills necessary to intervene.
- Take Action!

Intervening in Any Situation

- Gather details about the situation.
- Ask for help from other bystanders or friends.
- Be sensitive and understanding.
- Intervene early and in a safe manner.
- Consider multiple options.
- Don't be afraid to call for help!

Non-emergency Intervention

- Don't make assumptions about the people involved or the situation.
- Keep your eyes open for red flags.
- Set a goal or a plan.
- In conversations, keep in mind that it is about mutual respect.

Risk Reduction to Recognize Warning Signs of Abusive Behavior

Risk reduction is defined as the options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Northwestern Technological Institute has made available to its student body, staff, and faculty, reading material on recognizing the warning signs of abusive behavior as well as information on how to avoid potential attacks. This material is located in the Student Library.

Suggestions to Reduce Risk – On and Off Campus:

- Drink responsibly or not at all.
- Remain Drug-Free.
- Strength in numbers: Have a preplanned signal to let your friend know that you want to leave or if you need help.
- Know your limits. It's never too late to say "no". Never be embarrassed or ashamed to say "no" or ask someone to stop.
- Verbalize your expectations and be up front. A potentially embarrassing conversation could save you from a traumatic situation.
- Trust your gut instinct and guard your personal space. If someone makes you uncomfortable, remove yourself from the situation.

- Believe in yourself. You are in charge of your body and you can say "NO".
- End the night early if your date becomes drunk or abusive. No one deserves physical or emotional abuse.

Importance of Preserving Evidence after a Sexual Assault

Evidence of a sexual assault should be preserved as soon as possible after the incident, even if the reporting student is unsure about reporting a or filing criminal charges.

- A Sexual Assault Forensic Examination (SAFE) will preserve evidence and may be done up to 72 hours after an assault.
- A SAFE may be done regardless of whether or not the student receiving the examination wants to pursue criminal charges.
- The student does not need to provide his/her name to police to have the exam and for the evidence to be preserved.
- Preserving evidence, including from a SAFE, does not obligate the student to pursue criminal charges or appear in court.
- Steps to preserve evidence:
 - Do not shower or douche
 - Try not to urinate. Urinating may reduce the ability to detect "date rape" drugs
 - If there was oral contact, do not smoke, eat, or brush teeth
 - Do not change clothes. If you have already changed your clothes, place them in a paper bag (plastic may destroy evidence) If you haven't changed, keep the original clothes on and bring an extra set to wear home from the hospital
 - Go to a hospital with the ability of providing a SAFE exam. The cost of a SAFE examination is paid for from a state fund

Discussion

If a student is sexually assaulted, preserving any available evidence, including the results of a SAFE, blood tests for "date rape" drugs, and/or testing urine, allows the student to leave open the option of criminal prosecution in the future without obligating the student to take that step. Moreover, because some kinds of evidence may only be collected within a short period of time after an assault, delaying action to preserve evidence immediately after an assault may reduce the chances for a successful criminal prosecution in the future. After a sexual assault, you may not feel like having a rape kit done or reporting the sexual assault to law enforcement. However, you may still wish to seek medical attention. A Rape Response Services advocate can accompany you to any medical appointment and will not pressure you to file a report to law enforcement or have a Sexual Assault Forensic Examination. What you want to do is always your choice. To reach an advocate, call 1-800-310-0000.

Medical Examination without a Police Report

Hospitals will provide a SAFE, including appropriate blood and urine tests, even if the student does not want to make a police report. These examinations are referred to as "Non-Reporting" SAFEs, or "Jane Doe" examinations. This option allows the student to have potential evidence collected and preserved without giving his/her name to the police, or being obligated to pursue criminal charges. Hospital staff will conduct the non-reporting SAFE in the same manner as if a police report were being made so that the evidence is usable by police detectives and potentially admissible in court. Hospital staff will contact police once the examination is completed. A police officer will respond to collect the evidence and assign a police report number (without the student's name), and will enter any evidence collected into police evidence. However, the evidence will not be processed or examined by detectives unless the student subsequently makes a report to police.

Costs of a SAFE and Medical Care

The cost of the Sexual Assault Forensic Examination is covered by a state fund. However, if the student requires additional medical care for injuries suffered during the assault or follow up care, those costs may be billed to the student's health insurance. If criminal charges are filed, a state victim's compensation fund may cover some or all of the costs for medical care.

Crime Statistics Table

Category	2015 On-Campus/ Public Property	2014 On-Campus / Public Property	2013 On-Campus / Public Property	2012 On-Campus / Public Property
Criminal Homicides Reported:				
Murder/Non-Negligent Manslaughter	0	0	0	0
Negligent Manslaughter	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	0	0	0	0
Motor Vehicle Theft	0	0	1	0
Arson	0	0	0	0
Sex Offenses*:				
Rape	0	0	N/A	N/A
Fondling	0	0	N/A	N/A
Statutory Rape	0	0	N/A	N/A
Incest	0	0	N/A	N/A
Simple Assault**	0	0	0	0
Larceny – Theft**	0	0	0	0
Intimidation**	0	0	0	0
Destruction \ Damage \ Vandalism of Property**	0	0	0	0
Violence Against Women:				
Sexual Assault	0	0	0	N/A
Domestic Violence	0	0	0	N/A
Dating Violence	0	0	0	N/A
Stalking	0	0	0	N/A
Number of persons arrested or referred for campus disciplinary actions:				
Liquor Law Violations	0	0	0	0
Drug Related Violations	0	0	0	0
Illegal Weapons Possession Violations	0	0	1	0

On-Campus is defined as any building or property owned or controlled by the institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to its educational purposes. Northwestern Tech does not own the building in which it is located, however, as a tenant; the Institute does control the 2nd and 3rd Floors, as well as approximately 1800 square feet of office space on the 1st Floor of the building.

Public Property is defined as all public property including thoroughfares, streets, sidewalks, and parking facilities that is within the same campus or immediately adjacent to and accessible from the campus. This would not include, for example, highways that are adjacent to the campus, but that are separated from the campus by a fence or other man-made barrier. Northwestern Technological Institute is surrounded on three sides primarily by adjacent office and/or commercial, privately owned buildings. Immediately in front of the Institute is the Lodge Freeway/Northwestern Highway Service Drive. The Institute currently has an agreement with Tapestry restaurant (24580 Evergreen Rd, Southfield, MI), where additional parking is offered to students on a daily basis. The parking lot is adjacent to the school's main parking lot and is included in the definition of Public Property.

**Victims of a sexual assault are encouraged to report the crime immediately to the Title IX Coordinator (School Director; Lorne Gauthier).*

***These crimes are required to be reported if they are motivated by hate/bias of the offender and will be reported by category of prejudice, including race, gender, gender identity, national origin, religion, sexual orientation, ethnicity, and disability.*

Definitions as Defined by the Federal Bureau of Investigation's Uniform Crime Reporting Program's (UCR) Summary Reporting System

Murder/Non-Negligent Manslaughter

The willful (non-negligent) killing of a human being by another.

Negligent Manslaughter

The killing of another human being through gross negligence.

Sex Offenses:

- **Rape:** 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.
- **Forcible 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:** Sexual intercourse between persons who are related to each other within the degree wherein marriage is prohibited by law.
- **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

Robbery

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

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. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

Burglary

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned—including joyriding.)

Arson

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.

Hate Crimes

Any criminal act against a person, group of persons, or the property of any person or group of persons involving one or more of the above listed crimes, or the crimes of Simple Assault, Intimidation, Vandalism, and Larceny which was motivated by a bias against the victim's ethnicity, race, national origin, religion, gender, gender identity, sexual orientation, gender identity, disability or the perception that the person or group has one or more of these characteristics.

- **Simple Assault**

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.

- **Larceny – Theft**

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

- **Intimidation**

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**

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.

Liquor Law Violations

The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Drug Related 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. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Illegal Weapons 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.

Violence Against Women Reauthorization Act (VAWA):

Sexual Assault

The term "sexual assault" covers behavior from unwanted touching to rape. Each state has its own legal definition and code, and thus definitions of acts that constitute sexual assault vary. These definitions are gender neutral because sexual assault happens to both males and females, although the vast majority of sexual assault victims are females. Rape, as defined by the UCR is 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.

Dating Violence

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

- The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type or relationship, and the frequency of interaction between the persons involved in the relationship.
- For the purpose of this definition:
 - A social relationship of a romantic or intimate nature means a relationship which is characterized by the expectation of affection or sexual involvement between the parties.
 - Dating violence can be a single event or a pattern of behavior that includes, but is not limited to, sexual or physical abuse.
 - Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence

Domestic violence can be a single event or a pattern of behavior that includes, but is not limited to, sexual, or physical abuse.

- A felony or misdemeanor crime of violence 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 cohabiting with or has cohabited 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 of violence occurred.

Stalking

- Engaging in a course of conduct directed at a specific person that would cause a reasonable person to
 - Fear for his or her safety or the safety of others; or
 - Suffer substantial emotional distress.
- For the purpose of this definition
 - Course of conduct is defined as two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
 - Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

The Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989

The Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989 require all federal grant recipients to certify a drug-free environment. Northwestern Technological Institute has a vital interest in maintaining a safe and healthy learning environment for the benefit of all its students and employees, and to ensure its successful operation as an educational institution. In compliance with the Drug-Free Workplace Act of 1988, and the Drug-Free Schools and Communities Act Amendments of 1989, Northwestern Technological Institute has established the following policy which reinforces the Institute's commitment toward promoting a drug-free learning environment. As a condition of receiving an education at Northwestern Technological Institute, each student is required by federal law to comply with the terms of the below mentioned statement.

IT IS THE POLICY OF NORTHWESTERN TECHNOLOGICAL INSTITUTE THAT THE UNLAWFUL MANUFACTURE, DISTRIBUTION, DISPENSION, POSSESSION, OR USE OF ILLICIT DRUGS AND ALCOHOL IS PROHIBITED ON INSTITUTE PROPERTY OR AS PART OF ITS ACTIVITIES.

Each student/employee so engaged in the performance of any federal grant is required by federal law to comply with the terms of this statement. The Institute must be notified of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. The Institute is required to notify the granting agency within ten (10) days after receiving notice of a conviction of a student/employee under any criminal drug statute. Any student or employee who is found to have violated the policy will be subject to sanctions by the Institute, which may include suspension, expulsion/termination, mandated participation in a drug abuse assistance or rehabilitation program, or referral for prosecution.

This statement will be distributed annually. Every two (2) years the statement will be evaluated for its effectiveness. As part of this biennial review, schools must determine:

- The number of drug and alcohol-related violations and fatalities that occur on a school's campus, or as part of any of the school's activities and are reported to campus officials:
- The number and type of sanctions that are imposed by the school as a result of drug and alcohol-related violations and fatalities on the school's campus or as part of any of the school's activities.

For the year 2015, zero alcohol-related violations or fatalities occurred on school campus, resulting in zero imposed sanctions. Both students and employees of Northwestern Technological Institute are asked to sign an Acknowledgement of Receipt upon distribution of this disclosure. Federal law also requires that you be advised of the following:

- **Legal Sanctions:** Federal, State, and Local laws prohibit the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances, illicit drugs, and alcohol. Specific criminal penalties are applicable to unlawful activities and may include imprisonment and fines. For more specific information on legal sanctions, you may visit the Drug Enforcement Administration (DEA) website at www.dea.gov.
- **Health Risks:** Significant health risks are associated with and result from the use of illicit drugs and abuse of alcohol, including raised blood pressure, blurred vision, dizziness, loss of sleep, anxiety and depression, heart or respiratory failure: and liver, brain, and stomach destruction. Additionally, there can be serious health risks to an unborn child.
- **Counseling, Rehabilitation and Treatment:** Northwestern Technological Institute is committed to assisting students and employees with substance abuse problems in utilizing available drug and alcohol counseling, rehabilitation, treatment, or re-entry programs. Contact Information for various counseling, rehabilitation and treatment facilities are listed below.

Maple Grove Substance Abuse Treatment Center

West Bloomfield, MI
(248) 661-6100
www.henryford.com

Alcoholics Anonymous

Ferndale, MI
(248) 541-6565
www.aa.org

National Institute on Drug Abuse

(800) 662-HELP
www.drugabuse.gov

24 Hour Alcohol and Drug Abuse Information and Treatment

(800) ALCOHOL

Sacred Heart Drug Rehabilitation Center

(888) 802-7472
www.sacredheartcenter.com

Salvation Army Harbor Light Rehabilitation

(734) 384-3402
www.usc.salvationarmy.org/usc/www_usc_detroit1.nsf

For more information, please contact:

Financial Aid Advisor

Northwestern Technological Institute
24567 Northwestern Highway, Suite 200
Southfield, MI 48075 (248) 358-4006