

**ROGUE COMMUNITY COLLEGE
GENERAL INFORMATION AND
ADMINISTRATIVE PROCEDURES**

Procedure: DOMESTIC VIOLENCE (AP-064)

Contact: Director of Human Resources and Risk Management, Ext. 7087

Description - Domestic violence is abusive behavior that is physical, sexual and/or psychological and is intended to establish and maintain control over a partner.

Safety and Security - Rogue Community College (RCC or the College) will not tolerate domestic violence including harassment of any employee or student while on our campuses and other facilities. This includes physical, verbal and non-verbal threats, threatening behavior, related actions against RCC employees, students, visitors, guests or other individuals by anyone on RCC property that may result in physical or emotional injury or otherwise place one's safety and productivity at risk.

Any employee or student who threatens, harasses or abuses someone at the institution or uses college resources such as work time, offices or classrooms, phones, fax machines, mail, email or other means to threaten, harass, or abuse someone may be subject to disciplinary action which may include dismissal and/or expulsion. Disciplinary action may also be taken against students or employees who are arrested, convicted or issued a permanent injunction as a result of domestic violence when such action has a direct connection to the student's performance or the employee's duties at the college.

Also see Board Policy II.B.100 -- Conduct of Persons on Campus.

Restraining Orders - Individuals who apply for or obtain a protective or restraining order that lists Rogue Community College campuses or other facilities as protected areas, should provide the College Security/Safety Officer with a copy of the related petition and declarations and/or the temporary or permanent protective or restraining order.

Staff and students are directed to call the local 9-1-1 operator as a first response in case of an immediate threat or emergency situation.

Reporting and Confidentiality - Domestic violence victims and perpetrators are encouraged to tell a trusted instructor, co-worker, supervisor or manager, human resources and/or a Title IX Coordinator (Chauncey Kieley, Compliance Coordinator for Students; Sara Moye, Director of Human Resources for Employees; or Curtis Sommerfeld, Vice President, College Services (Lead)) and/or the College Security/Safety Officer about their situation and ask for assistance.

The College will provide resources and referral information (available from Human Resources, the Title IX Coordinators (listed above), or the Counseling Departments), as needed. Work schedule adjustments or leave may also be provided if necessary for assistance with domestic violence situations in compliance with state and federal law.

All reports of domestic violence will be treated with confidentiality and respect for the privacy of the reporting individual(s) and will be directed to the College's Security/Safety Officer. Redwood Campus: 541-218-2930; Riverside and Table Rock Campuses (541-218-2931) during normal class hours. After hours call the Redwood Campus: 541-218-2930.

Reports of employee misconduct will be immediately referred to the Director of Human Resources. Reports of student misconduct will be immediately referred to the Compliance Coordinator, Student Services. There will be no reprisals taken against an employee or student solely for being a victim of harassment in the workplace.