2025 Annual Security Report

&

Fire Safety Report

September 2026

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Report Introduction

Minnesota North College works diligently to ensure the safety and well-being of students, faculty, staff, and visitors at our six campuses. Students and college community members are encouraged to be aware, informed, and alert regarding safety issues on campus and to share the responsibility to prevent crime by reporting illegal and inappropriate activities. Minnesota North College systematically reviews our services, facilities, and policies relating to safety; each of us has a responsibility to review this information for our own personal safety and security.

Minnesota North College's six campuses are located in northern Minnesota.

- Eveleth Campus, 1100 Industrial Parkway, Eveleth, MN
- Hibbing Campus, 1515 E 25th Street, Hibbing, MN
- Itasca Campus, 1851 US-169, Grand Rapids, MN
- Rainy River Campus, 1501 US Highway 71, International Falls, MN
- Vermilion Campus, 1900 East Camp Street, Ely, MN
- Virginia Campus, 1001 Chestnut Street West, Virginia, MN

In 1990, Congress enacted the *Crime Awareness and Campus Security Act of 1990* (Title II of Public Law 101-542), which amended the *Higher Education Act of 1965* (*HEA*). This act required all postsecondary institutions participating in *HEA's* Title IV student financial assistance programs to disclose campus crime statistics and security information. The act was amended in 1992, 1998, 2000 and 2008. The 1998 amendments renamed the law the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* in memory of a student who was slain in her dorm room in 1986. It is generally referred to as the *Clery Act* and is in section 485(f) of the *HEA*.

On March 7, 2013, the *Violence Against Women Reauthorization Act of 2013 (VAWA)* (Public Law 113-14) was signed into law. *VAWA* includes amendments to the *Clery Act*. These changes require institutions to disclose statistics, policies and programs related to dating violence, domestic violence, sexual assault and stalking, among other changes.

Minnesota North College does not have a dedicated security department but works closely with local Police Departments for immediate response and investigation to all crimes, emergencies, or requests for service generated by the campus.

Campus	**Local Police Department**
Eveleth	Eveleth Police Department
Hibbing	Hibbing Police Department
Itasca	Grand Rapids Police Department
Rainy River	International Falls Police Department
Vermilion	Ely Police Department
Virginia	Virginia Police Department

Minnesota North College recognizes Suellen Sack, Safety Coordinator, as the primary Clery Compliance Officer for compiling this report and annual crime statistics. The Safety Coordinator works with the Clery Compliance Group, who is composed of Campus Directors, Housing Directors,

Counselors and Conduct Officers. Statistics are collected also from other reporting authorities including, but not limited to, local law enforcement agencies and officials of Minnesota North College who have significant responsibility for student and campus activities. These college officials, known as Campus Security Authorities, are listed later in Appendix 3.

Minnesota North College publishes the Annual Security Report each year by October 1st. The report is distributed to all potential students on the college application form and prospective employees on the job announcement via a direct link to the report. All current students, faculty and staff are sent an email that briefly describes the report and contains the exact Internet address where it can be found ***https://minnesotanorth.edu/about-us/notifications-reports/.*** Printed copies of the report are available, at no cost, upon request from *the Campus* Directors.

Geography

Pursuant to the Act, the Clery Compliance Group monitors criminal activity and publishes this report containing a three-year statistical history of select crimes or incidents that occur. The statistics are gathered from four specific geographic areas: campus, residence halls (subset of campus if applicable), non-campus property or institution sanctioned buildings or property and public property that is adjacent to campus and are submitted on an annual basis to the U.S. Department of Education.

The following definitions are taken from the Higher Education Act of 1965, 485(f) (20 U.S.C. 1092(f)), the "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act" and are used to classify the locations listed in the Minnesota North College Crime Statistics.

Campus: The term "campus" means any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is used by students, and supports institutional purposes (such as a food or other retail vendor

Non-Campus Building or Property: The term "non-campus building or property" means any building or property owned or controlled by an institution; and any building or property (other than a branch campus) owned or controlled by an institution of higher education that is used in direct support of, or in relation to, the institution's educational purposes, is used by students, and is not within the same reasonably contiguous geographic area of the institution.

Residential Facilities:

Campus	**Residence Hall**
Eveleth	Not Applicable
Hibbing	Cardinal Hall
Itasca	Wenger and Itasca Hall
Rainy River	Rainy hall
Vermilion	Vermilion Hall, Timber Ridge, OLC and College Apartments
Virginia	Not Applicable

Public Property: The term "public property" means all public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution's educational purposes.

Minnesota North College public property includes all public property – such as streets, parking lots, sidewalks, stairwells, and parking facilities – that is within campus, or immediately adjacent to and accessible from campus.

Eveleth Campus Geography Information

Eveleth Map of Campus property includes:

Eveleth non-campus property includes: None

Hibbing Campus Geography Information

The following map indicates the reporting area for the Minnesota North College - Hibbing campus. This area includes the Hibbing Chisholm Youth Hockey Fairgrounds Arena, which is privately owned and does not support Hibbing Campus's educational purposes; along with the City of Hibbing's properties of the Snowmobile Trail and Bike Path that are both adjacent to Hibbing Campus's property. These inclusions are separated out in the crime statistics and make up the "Public Property" category.

Hibbing Campus Buildings includes:

Buildings A, B, C, D, E, F, L, M, U, PE	1515 East 25th Street – Hibbing, MN 55746
Buildings 1 through 6	1515 East 25th Street – Hibbing, MN 55746
Student Housing	1601 East 25th Street – Hibbing, MN 55746
Planetarium	1502 East 23rd Street – Hibbing, MN 55746

Hibbing non-Campus Buildings includes:

Lee's Rental – Advanced MN's Industrial Custom Training Center	2900 E. Beltline, Unit #9 - Hibbing, MN 55746

Hibbing Public Property includes:

MN State Snowmobile Trail	Highway 169 between 23rd and 25th Street – Hibbing, MN 55746
City of Hibbing Bike Path	25th Street from Hibbing Campus Student Housing to Hibbing Football Field – Hibbing, MN 55746

Itasca Campus Geography Information

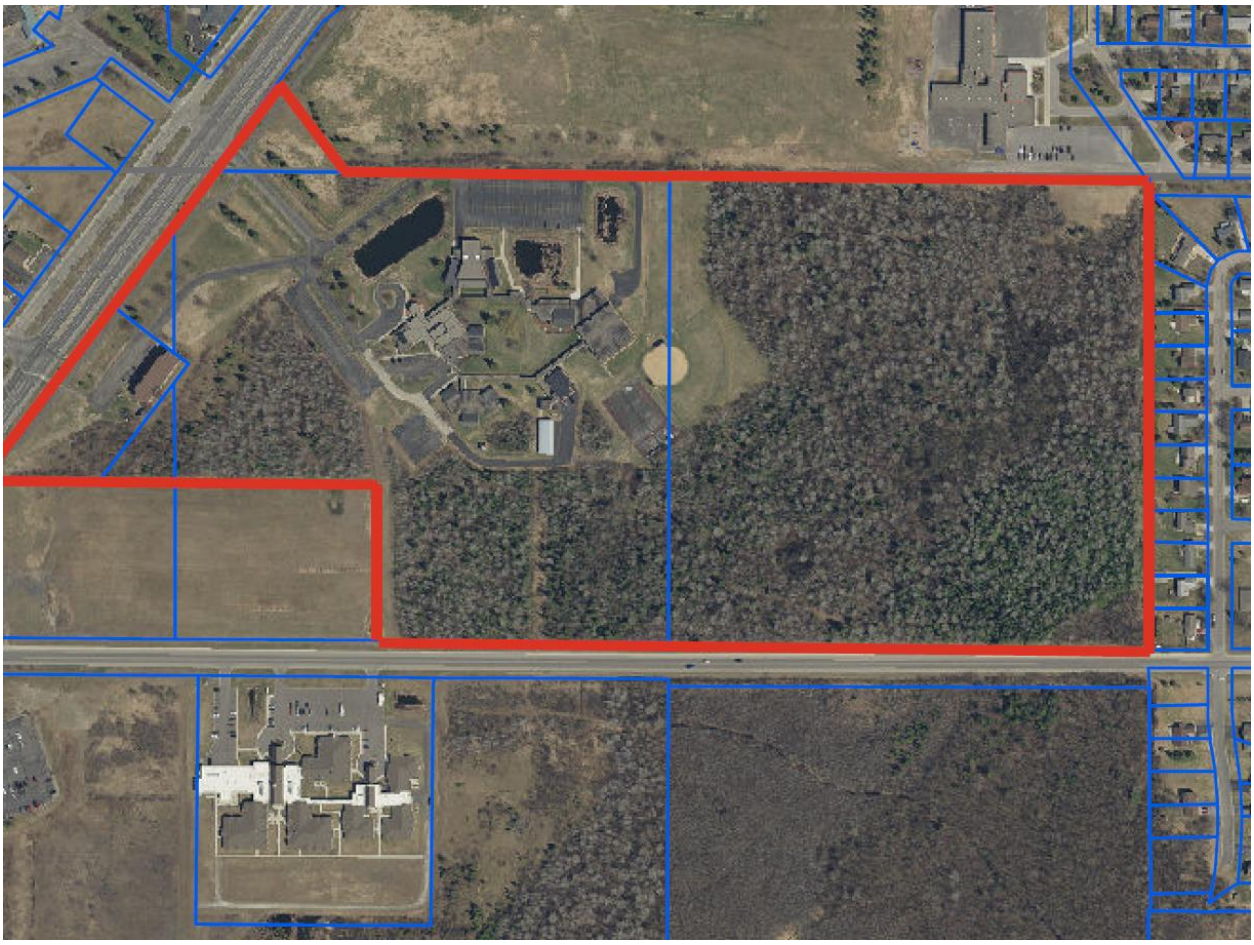
Itasca Map of Campus property includes:

Itasca non-campus property includes:
Grand Rapids High School Noble Hall Field – Sporting events
Grand Rapids Sport Complex – Sporting practice and events
Legion Baseball Field – Sporting practice and events
The Forge – Welding and Manufacturing lab

Rainy River Campus Geography Information

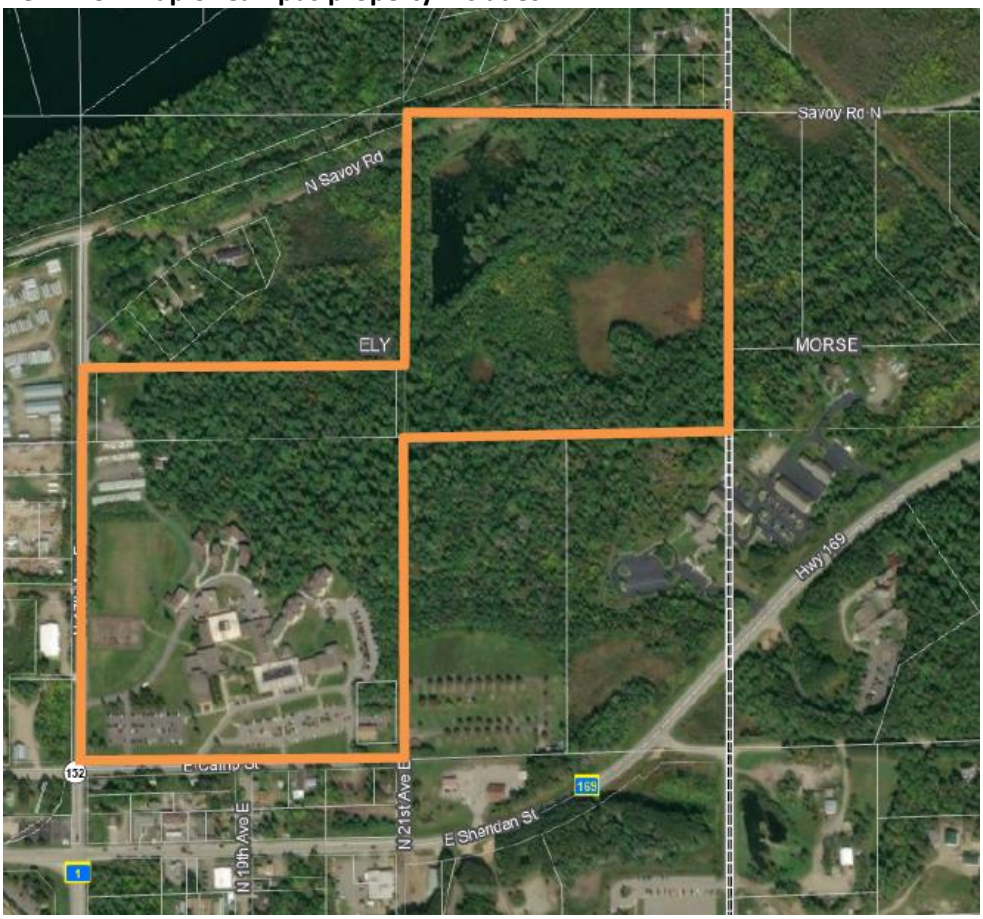
Rainy River Map of Campus property includes:

The following map indicates the reporting area for the Rainy River Community College campus. This area includes the City of International Falls Cross Country Ski Trail and Bike Path that are both adjacent to RRCC's property. These inclusions are separated out in the crime statistics and make up the "Public Property" category.

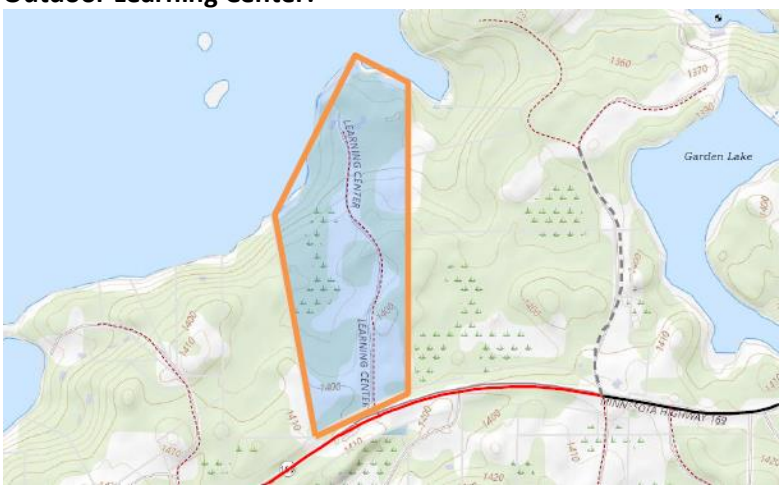


Vermilion Campus Geography Information

Vermilion Map of Campus property includes:



Outdoor Learning Center:



Vermilion non-campus property includes:
Ely High School Football, Baseball and Softball Field – Sporting events

Virginia Campus Geography Information

Virginia Map of Campus property includes:

Virginia non-campus property includes:
Alpine Village
Mountain Iron – Buhl Football Field – Sporting events

Types of Crimes

See Appendix 1 for definitions

Criminal homicide:
- Murder and non-negligent manslaughter
- Negligent Manslaughter

Sex Offenses:
- Rape
- Fondling
- Incest
- Statutory rape

Robbery
Aggravated assault
Burglary
Motor vehicle theft
Arson

Arrests and referrals for disciplinary actions, including:
- Arrests for liquor law violations, drug law violations, and illegal weapons possession.
- Persons who were referred to campus disciplinary action for liquor law violations, drug law violations, and illegal weapons possession.

Hate crimes, including:
- The number of the following crimes that are determined to be hate crimes:
  - Larceny-theft
  - Simple assault
  - Intimidation
  - Destruction/damage/vandalism of property

For each hate crime recorded, an institution must identify the category of bias that motivated the crime. For the purposes of this, the categories of bias include the victim's actual or perceived:
- Race
- Gender
- Gender identity
- Religion
- Sexual orientation
- Ethnicity
- National origin
- Disability

Dating violence
Domestic violence
Stalking

Minnesota North College Crime Statistics

This information is provided to you in compliance with the Federal Crime Awareness & Campus Security Act of 1990 (Clery Act).

Data for this report is collected from local law enforcement, Campus Directors of Operations, Housing Directors, and Conduct Officers. Data includes Minnesota North College - off-campus college sponsored activities that are monitored by local law enforcement.

This report is available from the Minnesota North website *https://minnesotanorth.edu/about-us/notifications-reports/* and the department of education website (http://ope.ed.gov/security). A hard copy of this report is available upon request from the campus office of Campus Directors.

Crime Statics are reported by campus below in the following order Eveleth, Hibbing, Itasca, Rainy River, Vermilion and Virginia.

Eveleth Campus Crime Statistics

Eveleth Reported Offense - Criminal Offenses	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Sex Offenses, Forcible (including forcible rape and fondling)	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Sex Offenses, Non-Forcible (including incest and statutory rape)	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Eveleth Reported Offense - Criminal Offenses	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Stalking	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Bias Motivated Crimes

Eveleth Bias Motivated Crimes	Year	Crime	Bias Motivation	Location
	2025	0	0	0
	2024	0	0	0
	2023	0	0	0

** Bias Motivation: Race, gender, religion, sexual orientation, ethnicity/national origin, and disability. The crimes of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property are included in the list of crimes that must be reported as hate crime statistics if there is evidence that the crime was perpetrated by the offender's bias towards the victim's actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, national origin or disability.*

Eveleth Arrests	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Weapons: Carrying/Possession/etc.	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Abuse Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Eveleth Disciplinary Actions	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Weapons: Carrying/Possession/etc.	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Abuse Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Hibbing Campus Crime Statistics

Hibbing Reported Offense - Criminal Offenses	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Sex Offenses, Forcible (including forcible rape and fondling)	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Sex Offenses, Non-Forcible (including incest and statutory rape)	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Hibbing Reported Offense - Criminal Offenses	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Stalking	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Bias Motivated Crimes

Hibbing Bias Motivated Crimes	Year	Crime	Bias Motivation	Location
	2025	0	0	0
	2024	0	0	0
	2023	0	0	0

** Bias Motivation: Race, gender, religion, sexual orientation, ethnicity/national origin, and disability. The crimes of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property are included in the list of crimes that must be reported as hate crime statistics if there is evidence that the crime was perpetrated by the offender's bias towards the victim's actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, national origin or disability.*

Hibbing Arrests	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Weapons: Carrying/Possession/etc.	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Abuse Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Hibbing Disciplinary Actions	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Weapons: Carrying/Possession/etc.	2025	1	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Abuse Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	20	0

Itasca Campus Crime Statistics

Itasca Reported Offense - Criminal Offenses	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Sex Offenses, Forcible (including forcible rape and fondling)	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Sex Offenses, Non-Forcible (including incest and statutory rape)	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Itasca Reported Offense - Criminal Offenses	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	1	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Stalking	2025	1	0	0	0
	2024	0	0	0	0
	2023	1	0	0	0

Bias Motivated Crimes

Itasca Bias Motivated Crimes	Year	Crime	Bias Motivation	Location
	2025	0	0	0
	2024	0	0	0
	2023	0	0	0

** Bias Motivation: Race, gender, religion, sexual orientation, ethnicity/national origin, and disability. The crimes of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property are included in the list of crimes that must be reported as hate crime statistics if there is evidence that the crime was perpetrated by the offender's bias towards the victim's actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, national origin or disability.*

Itasca Arrests	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Weapons: Carrying/Possession/etc.	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Abuse Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Itasca Disciplinary Actions	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Weapons: Carrying/Possession/etc.	2025	1	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Abuse Violations	2025	2	1	0	0
	2024	0	0	0	0
	2023	9	0	0	0
Liquor Law Violations	2025	0	0	0	0
	2024	1	1	0	0
	2023	2	0	0	0

Rainy River Crime Statistics

Rainy River Reported Offense - Criminal Offenses	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Sex Offenses, Forcible (including forcible rape and fondling)	2025	0	0	0	0
	2024	1	1	0	0
	2023	0	0	0	0
Sex Offenses, Non-Forcible (including incest and statutory rape)	2025	0	0	0	0
	2024	2	2	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Rainy River Reported Offense - Criminal Offenses	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	1	1	0	0
	2023	0	0	0	0
Stalking	2025	0	0	0	0
	2024	0	0	0	0
	2023	1	0	0	0

Bias Motivated Crimes

Rainy River Bias Motivated Crimes	Year	Crime	Bias Motivation	Location
	2025	0	0	0
	2024	0	0	0
	2023	0	0	0

** Bias Motivation: Race, gender, religion, sexual orientation, ethnicity/national origin, and disability. The crimes of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property are included in the list of crimes that must be reported as hate crime statistics if there is evidence that the crime was perpetrated by the offender's bias towards the victim's actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, national origin or disability.*

Rainy River Arrests	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Weapons: Carrying/Possession/etc.	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Abuse Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Rainy River Disciplinary Actions	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Weapons: Carrying/Possession/etc.	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Abuse Violations	2025	3	3	0	0
	2024	5	5	0	0
	2023	11	11	0	0
Liquor Law Violations	2025	32	37	0	0
	2024	13	13	0	0
	2023	5	5	0	0

Vermilion Campus Crime Statistics

Vermilion Reported Offense - Criminal Offenses	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Sex Offenses, Forcible (including forcible rape and fondling)	2025	0	0	0	0
	2024	1	1	0	0
	2023	1	1	0	0
Sex Offenses, Non-Forcible (including incest and statutory rape)	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	1	1	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	1	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Vermilion Reported Offense - Criminal Offenses	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	1	1	0	0
Stalking	2025	0	0	0	0
	2024	0	0	0	0
	2023	1	1	0	0

Bias Motivated Crimes

Vermilion Bias Motivated Crimes	Year	Crime	Bias Motivation	Location
	2025	0	0	0
	2024	0	0	0
	2023	0	0	0

** Bias Motivation: Race, gender, religion, sexual orientation, ethnicity/national origin, and disability. The crimes of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property are included in the list of crimes that must be reported as hate crime statistics if there is evidence that the crime was perpetrated by the offender's bias towards the victim's actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, national origin or disability.*

Vermilion Arrests	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Weapons: Carrying/Possession/etc.	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Abuse Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Vermilion Disciplinary Actions	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Weapons: Carrying/Possession/etc.	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Abuse Violations	2025	37	37	0	0
	2024	44	44	0	0
	2023	11	11	0	0
Liquor Law Violations	2025	14	14	0	0
	2024	22	22	0	0
	2023	5	5	0	0

Virginia Campus Crime Statistics

Virginia Reported Offense - Criminal Offenses	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Sex Offenses, Forcible (including forcible rape and fondling)	2025	0	0	1	0
	2024	0	0	0	0
	2023	0	0	0	0
Sex Offenses, Non-Forcible (including incest and statutory rape)	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	1	1	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Burglary	2025	0	0	0	0
	2024	1	1	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Virginia Reported Offense - Criminal Offenses	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	1	0
	2024	0	0	0	0
	2023	0	0	0	0
Stalking	2025	0	0	0	0
	2024	0	0	0	0
	2023	1	0	0	0

Bias Motivated Crimes

Virginia Bias Motivated Crimes	Year	Crime	Bias Motivation	Location
	2025	0	0	0
	2024	0	0	0
	2023	0	0	0

** Bias Motivation: Race, gender, religion, sexual orientation, ethnicity/national origin, and disability. The crimes of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property are included in the list of crimes that must be reported as hate crime statistics if there is evidence that the crime was perpetrated by the offender's bias towards the victim's actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, national origin or disability.*

Virginia Arrests	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Weapons: Carrying/Possession/etc.	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Abuse Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Virginia Disciplinary Actions	Year	On-Campus Property	On-Campus Student Housing Facilities*	Non-Campus Properties	Public Property
Weapons: Carrying/Possession/etc.	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Drug Abuse Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	7	7	0	0
Liquor Law Violations	2025	0	0	0	8
	2024	8	8	0	0
	2023	4	4	0	0

Emergency Response and Timely Warning

Minnesota North College is required by policy and fire code to have evacuation and emergency operations plans in place. Evacuation and emergency procedures can be found posted in classrooms and on the safety and security section of the website. Minnesota North College also has a current Emergency Operations Plan based on the all-hazards concept, incorporating the National Incident Management System and coordinated with the system office and local emergency response agencies. This plan is used to respond to any level of emergency impacting Minnesota North College and outlines the responsibilities and actions necessary to protect life, property and the environment. Some of the processes and procedures are included in this report.

Emergency Response: Minnesota North College will immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health and safety of students, faculty or staff occurring on campus. (Minnesota State) has numerous systems in place for communicating information quickly. Some or all of these methods of communication may be activated in the event of an immediate threat. These methods of communication include but are not limited to:

Active Messaging: Minnesota North College has the ability to address the campus with the following systems.

- Eveleth – fire panel or alarm
- Hibbing – fire panel or alarm
- Itasca – fire panel or alarm
- Rainy River – fire panel or alarm
- Vermilion – loudspeaker or fire panel or alarm

- Virginia – loudspeaker or fire panel or alarm

Passive Messaging: Minnesota North College will provide emergency information via the main web page. The administration will use campus-wide mass email and any other available media such as signs, reader boards, and internal closed-circuit televisions to disseminate emergency notifications to students, faculty and staff. Twitter and Facebook social media will also be used to disseminate emergency notification either individually or through the Star Alert system.

Individual Messaging: Minnesota North College utilizes an emergency notification system branded Star Alert, provided by Blackboard Connect, which disseminates emergency notification through SMS text, direct phone calls and email, at the selection of the recipient. This is an opt-out system for email and voice call system.

Minnesota North students are encouraged to opt-in to the texting function of this system at the time of registration. College employees are informed of the texting option as part of their orientation session. Students, faculty, and staff have the option of permanently opting out of Star Alert should they choose. For additional information on access, issues concerning individual accounts, or other questions, contact: Suellen Sack, Safety Coordinator (218-235-2154).

Minnesota North College will test the emergency response and evacuation procedures annually in accordance with this policy and applicable state and federal regulations. Tests may be announced or unannounced and emergency response and evacuation procedures will be publicized in conjunction with at least one test per calendar year. Results of each test will be documented and include a description of the exercise, the date, time, and whether it was announced or unannounced. This information will be maintained *on the MNC Security Teams folder.* Records for all Clery related requirements are maintained for seven years and available upon request.

Timely Warning: Minnesota North College will issue a timely warning for all Clery Act crimes reported to Campus Security Authorities or local police agencies and considered by Minnesota North College officials to represent a serious or continuing threat to students, faculty and staff. Timely warning will not be limited to violent crimes or crimes against persons and may include crimes against property or other types of serious or continuing threats. Timely Warning Notices will withhold the name of victims as confidential.

Issuance of a Timely Warning is determined on a case-by-case basis. Factors included are the nature of the crime or threat, the continuing danger to the campus community and the possible risk of compromising law enforcement efforts. Minnesota North College will consult with local law enforcement and other officials when determining the need and content of any Timely Warning.

The intent of a Timely Warning is to enable the campus community to protect themselves and include all information that would promote safety and aid in the prevention of similar crimes or protection from specific threats. Timely Warnings will be disseminated using the Star Alert text and email features, campus email system, or any other passive or individual method of notification to students, faculty and staff.

Campus Security Policies

Any Minnesota North College student, faculty or staff member should call 911 from campus phone or 911 from a cell phone to report an emergency situation or crime.

Crimes can be reported directly to the Campus Director or Housing Director. Please notify those listed above anytime 911 services are requested (fire, law enforcement, medical) on campus as appropriate.

All criminal activity occurring on campus should be reported immediately to those listed above, in person or by phone. Contact information for each campus is listed in Appendix 3. Minnesota North College Staff can assist the complainant in completing reports. Internal reports may be shared with other departments on campus as necessary to complete an investigation and/or to ensure the safety of the campus community. Minnesota North College will assist the Police Department(s) with investigations as required. Depending on many factors, Minnesota North College may or may not hold reports of crime in confidence and may be required by law to release information based on the events or nature of the crime. Whenever possible, Minnesota North College will attempt to protect the identity of crime victims.

In addition, crimes can be reported to any of the Campus Security Authority below who have significant responsibility for student and campus activities (not including counselors).

Minnesota North College is not required to report statistics for crimes reported to a pastoral or professional counselor. Pastoral and professional counselors, if and when they deem appropriate, are encouraged to inform the persons they are counseling, of any procedures to report crimes on a voluntary, confidential basis for including in the annual disclosure of crime statistics.

Minnesota North College security personnel and officials ARE NOT certified or sworn peace officers and do not possess law enforcement (arrest) authority. Minnesota North College personnel may utilize private person arrest authority pursuant to Minnesota State Statute 629.37 when appropriate.

Minnesota North College works closely with local and county police departments, State Patrol, Bureau of Criminal Apprehension, and other state and federal law enforcement agencies as required

Minnesota North College encourages students, faculty and staff to accurately and promptly report all crimes to one of the above listed agencies and offices when the victim of a crime elects to, or is unable to make, such a report.

Minnesota North College continuously reviews the physical security infrastructure to ensure appropriate steps are taken to maintain and enhance the safety and security of the campus. Landscaping and lighting are checked *by facility service supervisors at the start of each semester* and discrepancies are addressed immediately, the campus works closely and routinely with the system Emergency Preparedness and Security Specialist and the Facilities department to evaluate campus physical security and vulnerability, programming resources to address any potential threats, vulnerabilities or contingencies.

Minnesota North College Campus Buildings are open Monday through Friday and campus housing is restricted entrance by ID or key with exception of the back entrance of Vermilion Hall to allow access to

student areas and laundry. There is some variation in campus hours during the year based on class schedules.

Campus facilities, offices, classrooms and other spaces use a combination of keyless entry, keys issued to authorized personnel only and manually operated locks. Typically, campus maintenance opens and/or grants access and secures all facility access points after hours.

Minnesota North College provides the following programs at the frequency noted, to inform students, staff and faculty about campus security procedures and practices:

Program	Frequency/Dates	Audience
D2L – Sexual Violence Prevention Training	Semester Start	All students
ELM – Security Training Program	Annually	CSA faculty and staff

Minnesota North College encourages students, faculty and staff to be responsible for their own security and the security of others by following the tips provided:

Protect your room or apartment:

- Lock your door – even if you are only going out for a short time. It only takes 8 seconds to walk into an open room and steal your valuables.
- Always lock your door and windows when you are asleep. You are also encouraged to lock your door and windows when you are awake.
- Do not prop open locked exterior building doors. These doors are locked for your protection and the protection of other residents.
- Never open exterior doors of the building for strangers or non-residents. Always escort your guests to and from the main entrance doors.
- Do not loan your keys or Student ID card swipe to anyone – even a classmate or friend. They may not be careful with them and may misplace them, giving the wrong person access.
- Do not put your name or address on key rings as they may be used to steal your property if found by the wrong person.
- Smoke detectors are provided in each housing unit for your safety. AT NO TIME SHOULD THEY BE DISCONNECTED OR REMOVED (or a fee may be imposed).

Protect your property:

- Personal property (purses, backpacks, calculators, cell phones, etc.) should never be left unattended. Take such items with you if you are leaving the office, classroom, or your residence.
- Take valuables home with you during vacations and school breaks.
- Park your bike where you can keep an eye on it if possible. Always lock your bike.

Protect your automobile:

- Always lock your car doors and never leave your keys or valuable items such as cameras, wallets, etc. in plain sight or on the seats in the vehicle.
- Try to park your car in a well-lit area.

Protect yourself at night:

- Avoid walking alone at night.
- Refrain from taking shortcuts; walk where there is plenty of light and traffic.

- Call for an escort in advance

Protect yourself walking and jogging:

- Avoid walking and jogging alone after dark. If you must travel alone at night, call for someone to escort you to your on-campus destination.
- Walk along well-lit routes.
- Be alert to your surroundings. If you suspect you are being followed, run in a different direction, go to the other side of the street and yell for help, or head quickly for a lighted area or a group of people.
- Have your keys ready when returning to your residence or apartment, and keep your personal or valuable items concealed and close to your body.

Help us protect you:

- Watch for suspicious persons in and around college buildings and in parking lots. Do not pursue them. Call 911 first and then
  1. Suspicious activity:
     (a) If you see any suspicious activity or people on or near campus, call law enforcement. Do not assume that what you observe is an innocent activity or that it has already been reported.
     (b) Do not assume the person is a visitor or college staff member that you have not seen before.
  2. Suspicious people may be:
     (a) Loitering about at unusual hours and locations; running, especially if something of value is being carried.
     (b) Exhibiting unusual mental or physical symptoms. Person(s) could be under the influence of drugs or otherwise needing medical or psychiatric assistance.
     (c) Carrying property that might be suspicious, depending on the circumstances, going from room to room trying door handles.
     - Report all thefts and property loss immediately to the Campus Director, the Housing Director or the police.
     - Be security conscious at all times.

Missing Student Policy

If at any time a student, faculty or staff member becomes aware or suspects a student is missing for 24 hours, report ***immediately*** to the Minnesota North College Department of Operations and/or (local law enforcement agency. Any missing student report by any other Campus Security Authority will be referred immediately to the Director of Operations and/or the (Local) Police Department(s) having jurisdiction for the campus.

Campus	**Campus Director of Operations**	**Contact Information**	**Local Police Department**	**Contact Information**
Eveleth	Natasha Orhn	218-293-6893	Eveleth Police	218-744-7560
Hibbing	Jen Boben	218-403-9219	Hibbing Police	218-263-3601
Itasca	Lisa Marcis	218-322-2439	Grand Rapids Police	218-326-3464
Rainy River	Brad Krasaway	218-598-9308	International Falls Police	218-283-4416

Vermilion	Keith Turner	218-403-9211	Ely Police	218-365-3222
Virginia	Jodi Pontinen	218-550-2537	Virginia Police	218-748-7510

Students have the option of identifying and designating a contact person or persons whom Minnesota North College shall notify within 24 hours of the determination that the student is missing, as determined by Minnesota North College or local law enforcement agency. The students' contact can, but does not need to, be their general emergency contact. They have an annual option to change their contact person for the missing student contact. Students are advised that their contact information will be registered confidentially and will only be accessible to authorized campus officials. Information may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation. If students are under 18 years of age and not emancipated, Minnesota North College MUST notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student. Minnesota North College will notify local law enforcement within 24 hours of the determination that the student is missing, unless law enforcement was the agency that made the determination that the student is missing.

Sexual Assault and Related Offenses

Minnesota North College does not discriminate based on sex in its educational programs and sexual harassment, and sexual violence are types of sex discrimination. Sexual violence includes a continuum of conduct that includes sexual assault, non-forcible sex acts, dating and relations violence, stalking, as well as aiding acts of sexual violence. Sexual assault and related offenses are governed and adjudicated under Minnesota State Board Policy 1B.3 Sexual Violence Policy, the Violence Against Women Act as amended and the Clery Act as amended. As a result, Minnesota North College issues this statement of policy to inform the community of our comprehensive plan addressing sexual misconduct, educational programs, and procedures that address sexual assault, domestic violence, dating violence, and stalking, whether the incident occurs on or off campus and when it is reported to a Minnesota North College official. In this context, Minnesota North College prohibits the offenses of domestic violence, dating violence, sexual assault and stalking and reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the university community.

For a complete copy of Minnesota State Board Policy 1B.3 Sexual Violence Policy, visit *http://www.minnstate.edu/board/policy/1b03.html* .

Definitions: The following definitions apply:

Affirmative Consent: Consent is informed, freely given, and mutually understood willingness to participate in sexual activity that is expressed by clear, unambiguous, and affirmative words or actions. It is the responsibility of the person who wants to engage in sexual activity to ensure that the other person has consented to engage in the sexual activity. Consent must be present throughout the entire sexual activity and can be revoked at any time. If coercion, intimidation, threats, and/or physical force are used, there is no consent. If the complainant is mentally or physically incapacitated or impaired so that the complainant cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes conditions due to alcohol or drug consumption, or being

asleep or unconscious. A lack of protest, absence of resistance, or silence alone does not constitute consent, and past consent to sexual activities does not imply ongoing future consent. The existence of a dating relationship between the people involved or the existence of a past sexual relationship does not prove the presence of, or otherwise provide the basis for, an assumption of consent. Whether the respondent has taken advantage of a position of influence over the complainant may be a factor in determining consent.

Sexual Assault: an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting system. A sex offense is any act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. An actual, attempted, or threatened sexual act with another person without that person's consent. Sexual assault is often a criminal act that can be prosecuted under Minnesota law, as well as form the basis for discipline under Minnesota State student conduct codes and employee disciplinary standards. Sexual assault includes but is not limited to:

1. Involvement without consent in any sexual act in which there is force, expressed or implied, or use of duress or deception upon the victim. Forced sexual intercourse is included in this definition, as are the acts commonly referred to as "date rape" or "acquaintance rape." This definition also includes the coercing, forcing, or attempting to coerce or force sexual intercourse or a sexual act on another.
2. Involvement in any sexual act when the victim is unable to give consent.
3. Intentional and unwelcome touching, or coercing, forcing, or attempting to coerce or force another to touch a person's intimate parts (defined as primary genital area, groin, inner thigh, buttocks, or breast).
4. Offensive sexual behavior that is directed at another such as indecent exposure or voyeurism.

Rape: is defined as 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: is defined as the touching of the private parts of another person for the purposes 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: is defined as nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: is defined a nonforcible sexual intercourse with a person who is under the statutory age of consent.

Domestic Violence: The term ''domestic violence'' means felony or misdemeanor crimes of violence committed—

1. By a current or former spouse or intimate partner of the victim;
2. By a person with whom the victim shares a child in common;
3. By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;

4. 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
5. 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.

Dating Violence: The term ''dating violence'' means 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 based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Stalking: The term "stalking" means engaging in a course of conduct directed at a specific person that is unwanted, unwelcome, or unreciprocated; and that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress.

1. Course of conduct means two or more acts, including, but not limited to, acts 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.

2. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

3. Reasonable persons means a reasonable person under similar circumstances and with similar identities to the victim.

Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Minnesota North College engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking. Minnesota North College has developed an annual educational campaign consisting of presentations that include distribution of educational materials to new students and participating in and presenting information and materials during new employee orientation. Primary prevention and awareness programs are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome. Environmental risk and protective factors are considered as they occur on the individual, relationship, institutional, community, and societal levels.

Name of Awareness Program(s)	**Date Held**	**Location Held**

Sexual Violence Prevention Training	Start of Semester	D2L

Procedures for Reporting a Complaint

Minnesota North College has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available. Minnesota North College will make such accommodations, if the complainant requests them and if they are reasonably available, regardless of whether the complainant chooses to report the crime to the Minnesota North College Conduct Officer or local law enforcement. Students and employees should contact:

Campus	Name	Phone Number	E-mail
Eveleth	Natasha Orhn	218-293-6893	Natasha.orhn@minnesotanorth.edu
Hibbing	Jen Boben	218-403-9219	Jen.boben@minnesotanorth.edu
Itasca	Lisa Marcis	218-322-2439	Lisa.marcis@minnesotanorth.edu
Rainy River	Brad Krasaway	218-598-9308	Brad.krasaway@minnesotanorth.edu
Vermilion	Keith Turner	218-403-9211	Keith.turner@minnesotanorth.edu
Virginia	Jodi Pontinen	218-550-2537	Jodi.pontinen@minnesotanorth.edu

In Minnesota, evidence may be collected even if you chose not to make a report to law enforcement. Evidence collected during a medical forensic exam will only be tested if a report is made to law enforcement.

Under Minnesota law, the county in which the sexual assault or rape occurred is responsible for the cost of collecting evidence during your medical forensic examination. The county must pay regardless of whether or not you report to law enforcement. After your medical forensic examination has been performed, the county may be reimbursed from your insurance with your permission. Counties must obtain your approval prior to billing your insurance. Whether or not the county uses your insurance is your choice. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease.

Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to Minnesota North College investigators or police. Although Minnesota North College

strongly encourages all members of its community to report violations of this policy to law enforcement, it is the victim's choice whether or not to make such a report and victims have the right to decline involvement with the police. Minnesota North College will assist any victim with notifying local police if they desire. The local Police Department may also be reached directly by calling *the number below, or* in person at *the address.*

Campus/PD	**Phone Number**	**Address**	**Website URL**
Eveleth PD	218-744-7560	415 Pierce St., Eveleth, MN	https://www.evelethpd.gov/
Hibbing PD	218-263-3601	1810 12th Ave. E, Hibbing, MN	*https://www.hibbingmn.gov/169/Police-Department*
Itasca (Grand Rapids PD)	218-326-3464	420 Pokegama, Grand Rapids, MN	*https://cityofgrandrapidsmn.com/police/custom-contact-page/police-contact-information*
Rainy River (International Falls PD)	218-283-4416	900 5th St., International Falls, NB	*https://www.ci.international-falls.mn.us/services/police-department/*
Vermilion (Ely PD)	218-365-3222	209 E. Chapman St., Ely, MN	*https://www.ely.mn.us/police*
Virginia PD	218-748-7510	327 1st S., Virginia, MN	*https://www.virginiamn.us/department/police_department/index.php*

Additional information about the Police Department may be found online at their website

Minnesota North College will provide resources, on campus, off campus or both, to include medical, health, to persons who have been victims of sexual assault, domestic violence, dating violence, or stalking upon request, and will apply appropriate disciplinary procedures to those who violate this policy. The procedures set forth below are intended to afford a prompt response to charges of sexual assault, domestic or dating violence, and stalking, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of this policy.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the institution, below are the procedures that the institution will follow as well as a statement of the standard of evidence that will be used during any judicial hearing on campus arising from such a report:

Minnesota North College Campus Security Authorities or the Title IX Coordinator, when informed of an alleged incident of sexual violence, shall promptly assist the complainant, as requested. Minnesota North College may:

1. Provide complainant with written information to access medical care, depending on when reported (immediate vs. delayed report).
2. Assess immediate safety needs of complainant.
3. Assist complainant with contacting local police if complainant requests and provide contact information for local police department.
4. Provide complainant with referrals to on and off campus mental health providers.
5. Assess need to implement interim or long-term protective measures, such as housing changes, change in class schedule, "No Contact" directive between both parties
6. Provide a "No Trespass" directive to accused party if deemed appropriate
7. Provide written instructions on how to apply for an Order of Protection
8. Provide a copy of the Sexual Violence Policy to complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution
9. Inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is
10. Enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation.

When appropriate, Minnesota North College may pursue legal action against a respondent, including, but not limited to, trespass or restraining orders, in addition to disciplinary action under the applicable student or employee conduct standard.

Assistance for Victims - Rights and Options

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, Minnesota North College will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. In Minnesota, a victim of domestic violence, dating violence, sexual assault or stalking has the following rights:

1. Be informed of prosecutor's decision to decline prosecution or dismiss the case along with information about seeking a protective or harassment order at no fee
2. Protection against employer retaliation for victims to take reasonable time off to attend order for protection or harassment restraining order proceedings
3. Domestic abuse victims have the ability to terminate a lease without penalty
4. Sexual assault victims can make a confidential request for HIV testing of a convicted offender
5. Sexual assault victims do not have to pay the cost of a sexual assault examination
6. Sexual assault victims may not be required to undergo a polygraph examination in order for an investigation or prosecution to proceed.

Further, Minnesota North College complies with Minnesota law in recognizing Orders of Protection and Harassment Restraining Orders. Any person who obtains an order of protection from Minnesota or any reciprocal state (Under VAWA's full faith and credit provision, every state must recognize and enforce protection orders issued in other states, as if issued in the enforcing state) should provide a copy to the Office of the Title IX Coordinator. A complainant may then meet with Minnesota North College officials and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but in not limited to: escorts, special parking arrangements, changing classroom location or allowing a student to complete assignments from home, etc.) Minnesota North College cannot apply for

a legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s). The victim is required to apply directly for these services. Protection from abuse orders may be available through the local county court at no cost. Minnesota North College may issue an institutional no contact order if deemed appropriate or at the request of the victim or accused. To the extent of the victim's cooperation and consent, Minnesota North College offices will work cooperatively to ensure that the complainant's health, physical safety, work and academic status are protected, pending the outcome of a formal investigation of the complaint. The victim **will** be provided written notification about options for or available assistance in, and how to request changes to changes to academic, living, or working situations in addition to counseling, health services, visa and immigration assistance and assistance in notifying appropriate local law enforcement. Additionally, personal identifiable information about the victim will be treated as confidential and only shared with persons with a specific need to know who are investigating/ adjudicating the complaint or delivering resources or support services to the complainant (for example, publicly available record-keeping for purposes of Clery Act reporting and disclosures will be made without inclusion of identifying information about the victim, as defined in 42 USC 1395 (a) (20).) Further, Minnesota North College will maintain as confidential, any accommodation 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.

Type of Order	**Who Can File For One**	**Where to go for assistance**	**Criteria for Order**
Order for Protection (OFP) Domestic Abuse	• Spouses • Former Spouses • Parents and Children • Persons related by blood • Persons who live together or who have lived together in the past • Persons who have a child in common, even if they have not been married or lived together • Persons who have an unborn child in common • Persons involved in a significant romantic or sexual relationship	Visit the *St. Louis County (Hibbing, Eveleth, Vermilion, Virginia Campuses), Itasca County, or Koochiching County (Rainy River)* Courthouse. District Court staff will help you complete the paperwork (Affidavit and Petition) needed to ask for a temporary "ex parte" Order for Protection. You are called the "Petitioner" and the person you are filing against is called the "Respondent." Conduct Officers and Counselors can assist students in completing and filing OFP's and harassment orders.	• physical harm, bodily injury, or assault; • the infliction of fear of imminent physical harm, bodily injury, or assault; or • terroristic threats, within the meaning of section 609.713, subdivision 1; criminal sexual conduct, within the meaning of section 609.342, 609.343, 609.344, 609.345, or 609.3451; or interference with an emergency call within the meaning of

			section 609.78, subdivision 2.
Harassment Restraining Order (HRO)	Anybody who does not fall under the criteria for the Order for Protection.	To file a Harassment Restraining Order, you must first fill out a Court Administration form titled "Petitioner's Affidavit and Petition for Harassment Restraining Order." You may pick up a copy of this form from the *St. Louis County (Hibbing, Eveleth, Vermilion, Virginia Campuses), Itasca County, or Koochiching County (Rainy River)* Service Center, or download it from the Minnesota Court System's web site. Provide as many details as possible on the form, and return it to Court Administration.	A single incident of physical or sexual assault or repeated incidents of intrusive or unwanted acts, words, or gestures that have a substantial adverse effect or are intended to have a substantial adverse effect on the safety, security, or privacy of another, regardless of the relationship between the actor and the intended target.

*Criteria for Order reflects Minnesota Statutes

The institution does not publish the name of crime victims nor house identifiable information regarding victims in the Daily Crime Log or online. Victims may request that directory information on file be removed from public sources by an email request the Registrar at *records@minnesotanorth.edu*. There is a form for Request to Restrict Directory Information on the student forms page: https://minnesotanorth.edu/current-students/student-forms/

Resources for Victims (On-Campus)

Service (Eveleth)	**Name**	**Contact Information**
Counseling	Kelly Dailey	(218) 550-2506, *kelly.dailey@minnesotanorth.edu*
Health	No on-campus health services, but for referrals and resources see Kelly	
Mental Health	Kelly Dailey	(218) 550-2506, *kelly.dailey@minnesotanorth.edu*
Victim Advocacy	Kelly Dailey	(218) 550-2506, *kelly.dailey@minnesotanorth.edu*
Visa and Immigration	Bill Marshall	(218) 322-2340, *william.marshall@minnesotanorth.edu*

Service (Hibbing)	**Name**	**Contact Information**
Counseling	Lisa Bestul	(218) 403-9224, *lisa.bestul@minnesotanorth.edu*
	Melissa Wilson	(218) 403-9209, *melissa.wilson@minnesotanorth.edu*

Health	No on-campus health services, but for referrals and resources see Lisa Bestul or Melissa Wilson	
Mental Health	Lisa Bestul	(218) 403-9224, lisa.bestul@minnesotanorth.edu
	Melissa Wilson	(218) 403-9209, melissa.wilson@minnesotanorth.edu
Victim Advocacy	Lisa Bestul	(218) 403-9224, lisa.bestul@minnesotanorth.edu
	Melissa Wilson	(218) 403-9209, melissa.wilson@minnesotanorth.edu
Visa and Immigration	Bill Marshall	(218) 322-2340, william.marshall@minnesotanorth.edu
Basic Needs	Hibbing Basic Needs Website	https://minnesotanorth.edu/campuses/hibbing/student-basic-needs/

Service (Itasca)	**Name of Person/Office to Contact**	**Contact Information**
Counseling	Amie Furlong or Becky Niemi	Student Services Office 322-2320
Health	Amie Furlong or Becky Niemi	Student Services Office 322-2320
Mental Health	Amie Furlong or Becky Niemi	Student Services Office 322-2320
Victim Advocacy	Amie Furlong or Becky Niemi	Student Services Office 322-2320
Legal Assistance	Amie Furlong or Becky Niemi	Student Services Office 322-2320
Visa and Immigration	William Marshall/Enrollment Office	218-322-2340,
Other	Itasca Basic Needs Website	https://minnesotanorth.edu/campuses/itasca/student-basic-needs/

Service (Rainy River)	**Name**	**Contact Information**
Counseling	Kristie Hills	(218)-598-9323, kristie.hills@minnesotanorth.edu
Health	No on-campus health services, but for referrals and resources see Kristie Hills	
Mental Health	Kristie Hills	(218)-598-9323, kristie.hills@minnesotanorth.edu
Victim Advocacy	Kristie Hills	(218)-598-9323, kristie.hills@minnesotanorth.edu
Visa and Immigration	Bill Marshall	(218) 322-2340, william.marshall@minnesotanorth.edu

Service (Vermilion)	**Name**	**Contact Information**
Counseling	Kate Cowley	(218) 235-2121, kate.cowley@minnesotanorth.edu
	Marja Nelson	(218) 235-2146, marja.nelson@minnesotanorth.edu
Health	No on-campus health services, but for referrals and resources see Kate Cowley,	
Mental Health	Kate Cowley	(218) 235-2121, kate.cowley@minnesotanorth.edu
	Marja Nelson	(218) 235-2146, marja.nelson@minnesotanorth.edu
Victim Advocacy	Kate Cowley or	(218) 235-2121, kate.cowley@minnesotanorth.edu
Visa and Immigration	Bill Marshall	(218) 322-2340, william.marshall@minnesotanorth.edu

Service (Virginia)	Name	Contact Information
Counseling	Kelly Dailey	(218) 550-2506, *kelly.dailey@minnesotanorth.edu*
Health	No on-campus health services, but for referrals and resources see Kate Cowley,	
Mental Health	Kelly Dailey	(218) 550-2506, *kelly.dailey@minnesotanorth.edu*
Victim Advocacy	Kelly Dailey	(218) 550-2506, *kelly.dailey@minnesotanorth.edu*
Financial-aid Assistance	Shari Christenson	(218) 550-2504, *shari.christenson@minnesotanorth.edu*
Visa and Immigration	Bill Marshall	(218) 322-2340, *william.marshall@minnesotanorth.edu*

Resources for Victims (Off-Campus)

A detailed listing of resources is available at the Minnesota North College website, *https://minnesotanorth.edu/about-us/title-ix/* .

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

http://www.rainn.org – Rape, Abuse and Incest National Network
http://www.ovw.usdoj.gov/sexassault.htm - Department of Justice
http://www2.ed.gov/about/offices/list/ocr/index.html Department of Education, Office of Civil Rights

Bystanders: Bystanders play a critical role in preventing sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some of the ways to be an active bystander. If you or someone else is in immediate danger, call 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are OK.
2. Confront people who seclude, hit on, and/or try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in the Annual Security Report or other resources for support in health, counseling, or with legal assistance

Reducing the Risk of Sexual Assault

You can reduce the chances of sexual assault by doing the following:

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas, it is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don't know where you are going, act like you do.
4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. Try not to load yourself down with packages or bags as this can appear more vulnerable.
6. Make sure your cell phone is with you and charged.
7. Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
8. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
9. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you find a way out of a bad situation.
10. Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (call 911)
11. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink unattended, just get a new one.
12. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they have had, or is acting out of character, get him or her to a safe place immediately.
14. If you suspect you or a friend has been drugged, contact law enforcement immediately. Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
    a. Remember that being in this situation is not your fault. You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
    b. Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
    c. Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come and get you or make up an excuse for you to leave.
    d. Lie. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave that to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.

16. Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgement before doing anything you may regret later.

Complainants' Rights

are as follows:

1. Complainants have the right to file criminal charges with local law enforcement officials in any sexual assault case
2. They have all of the rights under the crime victims bill of rights, Minn. Stat. §§ 611A.01 – 611A.06, including the right to assistance from the Crime Victims Reparations Board and the commissioner of public safety
3. Complainants are afforded the availability of prompt assistance from campus officials, upon request, in notifying the appropriate campus investigating authorities and law enforcement officials, and, at the direction of law enforcement authorities, assistance in obtaining, securing, and maintaining evidence in connection with a sexual violence incident
4. Campus Security Authorities will assist in preserving sexual violence complainant materials relating to a campus disciplinary proceeding
5. Complaints of incidents of sexual violence made to campus security authorities must be promptly and appropriately investigated and resolved
6. Upon a sexual assault complainant's request, Minnesota North College will take action to prevent unwanted contact with the alleged assailant, including, but not limited to, transfer of the complainant and/or the respondent to alternative classes, or to a work site or to alternative college-owned housing, if such alternatives are available and feasible. Any accommodation or protective measures provided to the victim will be maintained in confidence, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.
7. Upon the request of the complainant, students who report sexual assaults to (Minnesota State) and subsequently chose to transfer to another college or university will be provided with information about resources for victims of sexual assault at the college or university to which the complainant is transferring

Investigation and Disciplinary Procedures

Investigations and disciplinary procedures will be conducted by Minnesota North College officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. Minnesota North College officials who conduct investigations and disciplinary procedures will not have any bias or conflict of interest toward either the accuser or the accused.

Procedures used in response to a complaint of sexual violence complainants should avoid requiring complainants to follow any plan of action, to prevent the possibility of re-victimization. The process will be respectful of the needs and rights of individuals involved and they will be treated with dignity. It is never assumed or suggested that the complainant or victim was at fault for the sexual assault or should have behaved differently to prevent the assault. All proceedings will be acted on promptly and conducted within reasonable timeframes. The process will allow for extensions of those timeframes for

good cause with written notice to the complainant and the respondent of the delay and the reason for the delay. The process will be consistent with these policies and transparent to the complainant and the respondent. Student complainants and respondents will have the same opportunity to have an appropriate support person or advisor present at any interview or hearing, in a manner consistent with the governing procedures and applicable data practices law. Employees have the right to representation consistent with the appropriate collective bargaining agreement or personnel plan. All procedures will be conducted in accordance with applicable due process standards and privacy laws. The complainant and respondent will simultaneously be inform, in writing, of the outcome in a timely manner, as permitted by applicable privacy law. Outcomes will be based on a preponderance of evidence standard, meaning that it is more likely than not that the policy, procedure, or code has been violated. The past sexual history of the complainant and respondent are deemed irrelevant except as that history may directly relate to the incident being considered. A respondent's use of any drug, including alcohol, judged to be related to an offense may be considered to be an exacerbating rather than mitigating circumstance.

Minnesota North College takes allegations of sexual violence very seriously and recognizes the consequences such allegations may have on a respondent as well as the complainant. Any individual who knowingly provides false information regarding the filing of a complaint or report of sexual violence, or who provides false information during the investigation of such a complaint or report, may be subject to discipline or, under certain circumstances, legal action. Complaints of conduct that are found not to violate policy are not assumed to be false.

If a complainant no longer desires to pursue a complaint through Minnesota North College proceeding, Minnesota North College reserves the right to investigate and resolve the complaint as it deems appropriate. Minnesota North College reserves discretion whether to pursue alleged violations of policy under appropriate circumstances, including, but not limited to, a determination that an effective investigation is not feasible because of the passage of time, or because the respondent is no longer a student or employee of Minnesota North College.

The Investigative process is available in the Student Code of Conduct Policy at https://minnesotanorth.edu/wp-content/uploads/2024/09/Student-Code-of-Conduct-Policy_Minnesota-North-College_FINAL_08152023.pdf

The institution will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for the purposes of this paragraph.

Sanctions

Minnesota North College may, at any time during the report/complaint process, reassign or place on administrative leave an employee alleged to have violated Board Policy 1B.3, in accordance with the procedures in System Procedure 1B.1.1. Such action must be consistent with the applicable collective bargaining agreement or personnel plan.

Minnesota North College may summarily suspend or take other temporary measures against a student alleged to have committed a violation of Board Policy 1B.3, in accordance with System Procedure 1B.1.1 or Board Policy 3.6.

Sanctions that may be imposed if a finding is made that sexual violence has occurred include, but are not limited to, suspension, or expulsion of students, or termination from employment for employees. The appropriate sanction will be determined on a case-by-case basis, taking into account the severity of the conduct, the student's or employee's previous disciplinary history, and other factors as appropriate. Witnesses or victims who report in good faith an incident of sexual violence will not be sanctioned by Minnesota North College for admitting in the report to a violation of the student conduct policy on the use of alcohol or drugs.

Actions by a student or employee intended as retaliation, coercion, discrimination, reprisal, or intimidation against an individual for making a complaint or participating in any way in a report or investigation under this policy are prohibited and are subject to appropriate disciplinary action.

In accordance to 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*, section 121 of the Adam Walsh Child Protection and Safety Act of 2006, and the Family Educational Rights and Privacy Act of 1974, the Minnesota North College providing a link to the Minnesota Sex Offender Registry. This act requires institutions of higher education issue a statement advising the campus community where law enforcement information provided by a 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 that State at which the person is employed, carries a vocation, or is a student.
The Minnesota Level 3 Sex Offender Registry is available via Internet. Information regarding Level 3 sex offenders can be found at *https://coms.doc.state.mn.us/publicregistrantsearch* and information regarding Level 2 offenders is available at the (Local Law Enforcement) Police Department.

Filing an Appeal

The complainant or the respondent may appeal the decision of the decision maker. An appeal must be filed in writing with the president or designee within ten (10) business days after notification of the decision. The appeal must state specific reasons why the complainant or respondent believes the decision was improper. In a complaint against a president or other official who reports directly to the chancellor, an appeal may be considered by the chancellor whether or not the chancellor served as the decision maker.

For employees represented by a collective bargaining agreement, an appeal under this procedure is separate and distinct from, and is not in any way related to, any contractual protections or procedures. During the pendency of the appeal disciplinary or corrective action taken as a result of the decision shall be enforced. In addition, in cases involving sanctions of suspension for ten (10) days or longer, students shall be informed of their right to a contested case hearing under Minnesota Statutes Chapter 14.

The president or designee shall review the record and determine whether to affirm or modify the decision. The president or designee may receive additional information if the president or designee believes such information would aid in the consideration of the appeal. The decision on appeal shall be made within a reasonable time and the complainant, respondent and designated officer shall be notified

in writing of the decision, consistent with applicable state and federal data privacy laws. The decision on appeal exhausts the complainants' and respondents' administrative remedies under this procedure except as provided herein.

Hazing Policy and Reporting under the Stop Campus Hazing Act

Minnesota North College is committed to fostering a safe and inclusive campus environment free from hazing. In compliance with the Stop Campus Hazing Act, signed into law on December 23, 2024, and effective as of January 1, 2025, the institution has implemented policies and procedures to prevent, address, and report hazing incidents. This federal legislation amends the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) to include hazing as a reportable offense and mandates enhanced transparency and prevention efforts.

Definition of Hazing

Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that-

a. Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
b. Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including-
    i. Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
    ii. Causing, coercing or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or similar activity;
    iii. Causing, coercing or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
    iv. Causing, coercing or otherwise inducing another person to perform sexual acts;
    v. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
    vi. Any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
    vii. Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

The current Minnesota State policy regarding hazing is as follows:

Colleges and universities may hold students accountable for a violation of the behavioral proscriptions contained in their student codes of conduct committed on/off campus when:

- Hazing is involved; or
- The violation is committed while participating in a college- or university-sanctioned or sponsored activity; or

- The victim of the violation is a member of the college or university community; or
- The violation constitutes a felony under state or federal law; or
- The violation adversely affects the educational, research, or service functions of the college or university.

Reporting Hazing Incidents

Minnesota North College collects statistics on hazing incidents reported to campus security authorities or local law enforcement, as required by the Stop Campus Hazing Act. These statistics are compiled for inclusion in the Annual Security Report. Reported incidents occurring on campus, in or on noncampus buildings or property, or on public property within or immediately adjacent to campus, as defined by the Clery Act, are included in these statistics. To report a hazing incident, individuals may contact Campus Directors. Campus security authorities, as defined under the Clery Act, are trained to recognize and report hazing incidents to ensure accurate data collection.

Anti-Hazing Investigation

Hazing incidents will follow the normal Student Code of Conduct investigation process outlined elsewhere in this report.

Hazing Statistics

Data collection for hazing incidents began on January 1, 2025, and will be reported in the 2026 Annual Security Report, covering incidents from the 2025 calendar year. No statistics are available for prior years, as this is a new reporting requirement under the Stop Campus Hazing Act.

In calendar year 2025, zero hazing incidents were reported to campus security authorities or local police agencies.

Campus Hazing Transparency Report

Beginning July 1, 2025, Minnesota North College collects information on hazing incidents involving student organizations found in violation of our standards of conduct. If any incidents occur, this information summarized in the Campus Hazing Transparency Report (CHTR), which is publicly available on our website at no later than December 23, 2025, and updated at least twice annually (January 15 and July 15). The CHTR includes the name of the organization, a general description of the violation, dates of the incident and investigation, findings, and any sanctions imposed, while protecting personally identifiable information in compliance with applicable privacy laws.

Applicable Laws:

Minnesota Statute 135A.155 HAZING POLICY.

The Board of Trustees of the Minnesota State Colleges and Universities shall, adopt a clear, understandable written policy on student conduct, including hazing. The policy must include procedures for reporting incidents of inappropriate hazing and for disciplinary actions against individual violators and organizations. The policy shall be made available to students by appropriate means as determined by each institution, which may include publication in a student handbook or other institutional publication, or posting by electronic display on the Internet, and shall be posted at appropriate locations on campus.

Drug and Alcohol Policies

Minnesota North College prohibits the unlawful possession, consumption (use), sale, or distribution of alcohol and marijuana by all students and employees and enforces all applicable drinking/liquor laws

and policies on campus, including Federal law, Minnesota State law, Local Ordinances and institution policy.

The possession or consumption of alcohol and marijuana is prohibited in all Minnesota North College campus buildings, and applies regardless of age. The only exception for alcohol is for special events authorized by the Minnesota State Colleges and Universities Board of Trustees.

Students are subject to the Student Code of Conduct while participating in school sponsored activities at off campus locations- any violations of the Student Code of Conduct while participating in any such activities will be investigated by Minnesota North College and the Office of Student Conduct

Students who are found to be in possession of an open container or consuming alcohol or marijuana while on campus will be subject to disciplinary action for violating the Student Code of Conduct. If students are not cooperative the local Police Department may be called to assist, and the student may be subject to citation or arrest. **Employees** who are found to be in possession of an open container or consuming alcohol while on campus will be subject to disciplinary action. **Non-students/ non-employees** who are found to be in possession of an open container or consuming alcohol while on campus may be asked to leave campus, may be prohibited from returning for one year, if uncooperative the local Police Department may be called to assist, and the individual may be subject to citation or arrest.

Students who are believed to be under the influence of alcohol may be subject to disciplinary action for violating the Student Code of Conduct. **Employees** who are believed to be under the influence of alcohol may be subject to disciplinary action. **Non-students/ non-employees** who are believed to be under the influence of alcohol may be asked to leave campus, may be prohibited from returning for one year, and if uncooperative the local Police Department may be called to assist, and the individual may be subject to citation or arrest.

Illegality of Drugs on Campus and the Enforcement of Federal and State Drug Laws

Minnesota North College enforces Federal, State, and local drug laws regarding the use, possession, and sale of illegal drugs and drug paraphernalia. Minnesota North College forbids the possession, use, or distribution of illegal drugs on campus. This includes but is not limited to possession, sale, and use, growing, manufacturing and making of narcotic drugs. Exceptions would be drugs prescribed by a doctor's order.

Students who are believed to be under the influence of a controlled substance may be subject to disciplinary action for violating the Student Code of Conduct. **Employees** who are believed to be under the influence of a controlled substance may be subject to disciplinary action. **Non-students/ non-employees** who are believed to be under the influence of a controlled substance may be asked to leave campus, may be prohibited from returning for one year, and if uncooperative the local Police Department may be called to assist, and the individual may be subject to citation or arrest.

For petty misdemeanor crimes, the following actions will be taken: Students who are found to be in violation of the law may be subject to disciplinary action for violating the Student Code of Conduct. If students are not cooperative the local Police Department may be called to assist, and the student may

be subject to citation or arrest. **Employees** who are found to be in violation of the law while on campus may be subject to disciplinary action. **Non-students/ non-employees** who are found to be in violation of the law while on campus may be asked to leave campus, may be prohibited from returning for one year, if uncooperative the local Police Department may be called to assist, and the individual may be subject to citation or arrest for misdemeanor and felony level drug crimes the local Police Department will be contacted.

Drug and Alcohol Abuse Education Programs

Minnesota North College recognizes the reality of chemical dependency and is aware of its occasional presence in the higher education community. As a safeguard against this dependency, numerous campus organizations provide prevention programs to the campus community. Minnesota North College encourages and provides reasonable assistance to any student, faculty or staff member who seeks information on chemical dependency or treatment for chemical dependency. Various offices, including Counseling and Human Resources, provide information and referral to prevention programs for those seeking help with substance abuse.

Firearms Policy: Board Policy 5.21 Possession or Carry of Firearms ***https://www.minnstate.edu/board/policy/521.html***

Purpose and Scope. The purpose of this policy is to establish restrictions on possession or carry of firearms applicable to the Minnesota State Colleges and Universities System, in accordance with the Minnesota Citizens' Personal Protection Act of 2003, Minnesota Statutes section 624.714, and other applicable law.

Definitions.

Employee. "Employee" means any individual employed by Minnesota State Colleges and Universities, its colleges and universities and the system office, including student employees.

Firearm. "Firearm" means a gun, whether loaded or unloaded, that discharges shot or a projectile by means of an explosive, a gas or compressed air.

Pistol. Means a weapon as defined in Minnesota Statutes section 624.712, subd. 2

Student. "Student" means an individual who is:

1. registered to take or is taking one or more courses, classes, or seminars, credit or noncredit, at any system college or university; or
2. between terms of a continuing course of study at the college or university, such as summer break between spring and fall academic terms; or
3. expelled or suspended from enrollment as a student at the college or university, during the pendency of any adjudication of the student disciplinary action.

Campus property. "Campus property" means the facilities and land owned, leased, or under the primary control of Minnesota State), Minnesota State Colleges and Universities, its Board of Trustees, and system office.

Visitor. "Visitor" means any person who is on campus property, but does not include (1) an employee of the Minnesota State Colleges and Universities acting in the course and scope of their employment; or (2) a student, when that student is on campus property.

No person is permitted to carry or possess a firearm on campus property except as provided in this policy.

Employees.

1. Prohibition. Employees are prohibited from possessing or carrying a firearm while acting in the course and scope of their employment, either on or off campus property, regardless of whether the employee has a permit to carry a firearm, except as otherwise provided in this policy.
2. Employee reporting responsibility. An employee with a reasonable basis for believing an individual is in possession of or carrying a firearm in violation of this policy has a responsibility to report the suspected act in a timely manner, unless doing so would subject the employee or others to physical harm. Reports should be made to the official designated in the applicable policy included in this report. This policy shall not prohibit prompt notification to appropriate law enforcement authorities when an immediate threat to personal safety exists. Employees shall not make reports of a suspected violation knowing they are false or in reckless disregard of the truth.

Students. Students are prohibited from possessing or carrying a firearm while on campus property, regardless of whether the student has a permit to carry a firearm, except as otherwise provided in this policy.

Visitors. Visitors are prohibited from possessing or carrying a firearm while on system property, except as otherwise provided in this policy.

Exceptions. The following are exceptions to this policy:

Parking areas. This policy does not prohibit the lawful possession or carry of firearms in a parking area or parking facility.

Authorized uses. This policy does not prohibit:

1. Lawful possession or carry related to an academic use or use at a campus shooting range, such as law enforcement programs, approved in writing by the college or university president; or
2. Transport of an unloaded firearm directly between a parking area or parking facility and the location authorized for its use, or transport of an unloaded firearm directly between a parking area or parking facility and a storage facility provided by the college or university.
3. Possession or carry of a pistol by a visitor who has a lawful permit to carry a pistol pursuant to Minnesota Statutes section 624.714, subd..
4. Possession or carry of a firearm by a licensed peace officer under Minnesota Statutes section 626.84, subd.1(c) or by a qualified law enforcement officer pursuant to 18 United States Code section 926B when possession or carry is otherwise authorized by law.

Violations. Violations of this policy by students or employees are misconduct subject to discipline, up to and including expulsion or termination.

Referral to Law Enforcement. Minnesota North College may refer suspected violations of weapons law to appropriate law enforcement authorities and provide access to investigative or other data as permitted by law.

Annual Fire Safety Report

The Higher Education Opportunity Act (HEOA) was signed into law in August 2008 and contains several crucial campus safety components. One of the main provisions of the HEOA is the Campus Fire Safety Right-to-Know Act. This provision calls for all Title IV eligible institutions that participate in Title IV programs and maintain on-campus student housing facilities to publish an annual fire safety report that outlines fires safety systems, policies, practices, and statistics. The following report discloses all information required by HEOA as it relates to Minnesota North College.

Description of On-campus Student Housing Fire Safety Systems

Residential Facilities (Must include street address)	Fire Alarm Monitoring (By Whom)	Full Sprinkler System	Smoke Detection	Fire Extinguishers	Evacuation Plans and Placards	Number of Evacuation Drills (Calendar year/Semester)
Cardinal Hall 1601 E. 25th St Hibbing, MN	LVC	Yes – Wet System	Yes	Yes	Yes	1 per semester
College Apartments 1900 E. camp Street, Ely, MN	No	No	Yes	Yes	Yes	1 per semester
Itasca Hall 1851 E Highway 169, Grand Rapids, MN	Brothers Fire and Security	Yes – Wet System	Yes	Yes	Yes	1 per semester
Outdoor Learning Center 13884 Rocky Ridge Rd., Ely, MN	No	No	Yes	Yes	No	No
Rainy Hall 1515 Highway 71 International Falls, MN	Viking Monitoring System	No	Yes	Yes	Yes	1 per semester
Timber Ridge 1900 E. Camp St., Ely, MN	ESC	Yes -Wet System	Yes	Yes	No	1 per semester
Vermilion Hall 1900 E. Camp St., Ely, MN	Nardini	No	Yes	Yes	No	1 per semester

Wenger Hall 1851 E Highway 169, Grand rapids MN	**Brothers Fire and Security**	**Yes – Wet System**	**Yes**	**Yes**	**Yes**	**1 per semester**

Statistics and Related Information Regarding Fires in Residential Facilities

Residential Facility	Total Fires	Cause of fire	Number of Injuries Requiring Treatment	Number of Deaths Related to Fire	Value of Property Damage Caused
Alpine Village					
2025	N/A	Property no longer college run.			
2024	0				
2024	0				
Cardinal Hall					
2025	0				
2024	0				
2023	0				
College Apartments					
2025	0				
2024	0				
2023	0				
Itasca Hall					
2025	0				
2024	0				
2023	0				
OLC					
2025	0				
2024	0				
2023	0				
Rainy Hall					
2025	0				
2024	0				
2023	0				
Timber Ridge					
2025	0				
2024	0				
2023	0				
Vermilion Hall					
2025	0				
2024	0				
2023	0				
Wenger Hall					

2025	0				
2024	0				
2023	0				

Fire Safety Policies

For your own safety and the safety of others, residents are expected to maintain their rooms in an orderly manner at all times in compliance with the following fire regulations:

1. Unattended cooking is not allowed in rooms or kitchens.
2. Use of open flame cooking devices or hot plates is not allowed in rooms.
3. Microwave ovens, popcorn poppers, toasters, coffee pots or other such devices should not be used under lofts and/or near flammable materials.
4. Light bulbs should be used in approved lamps or holders and be of proper wattage for the device; excessive wattage may result in a fire.
5. Light fixtures must not be tampered with in any way, and items which might serve as conductors of electricity should not be hung from them.
6. Room doors must be able to fully open and be self-closing. Room doors must be closed when the room is left unattended or the residents of the room are sleeping. Closet doors may not be removed.
7. An emergency aisle of at least 22 inches must be maintained within the room.
8. When arranging furniture, consideration must be taken so that if tipped over, items do not block the door.
9. Kitchen doors must not be propped open.
10. Use power strips/surge protectors with breakers instead of octopus plugs or extension cords. Multi plugs or extension cords are not allowed.
11. Power strips/surge protectors must be unplugged after use and should not be placed under carpet or attached to, woven through or touching metal in any manner.
12. Students are responsible for notifying a Residential Life staff immediately after identifying problems with smoke detectors.
13. Anyone caught tampering with smoke detectors or fire alarms may face criminal charges.
14. Portable heaters are prohibited in student rooms/apartments.
15. Motorbikes or other motorized vehicles may not be stored in students' rooms or in any residential community.
16. Excessive use of paper on walls is not permitted.
17. Wastebaskets are provided in students' rooms. Garbage receptacles should not be taken from other areas of the hall into students' rooms.
18. Highly combustible materials such as propane, gas, lighter fluid, helium, grills, charcoal and firewood are prohibited.

Candles may not be burned in any residential areas, including student rooms, due to potential fire hazards. New/unburned candles are permitted for decorative purposes only.

Burning of Incense, Sage, Sweet Grass, or Cedar: Incense, sage, sweet grass, cedar, hookahs and similar items are not allowed to be burned in residential communities. An exception for the sole purpose of religious ceremony may be granted with prior approval from your Residence Hall Director

within three working days. All requests must be in writing, and student should expect a written response within one business day.

Fire Safety Education: the following are required fire safety education activities:

Fire Drills: As required by state law, a fire drill is scheduled for each semester. These fire drills are unannounced to provide a realistic practice situation. Failure to evacuate during a fire drill or false alarm could result in prosecution. Failure to evacuate will also subject a student to Residential Life disciplinary procedures.

Fire Safety Equipment: Fire extinguishers are located throughout each building for the protection of the residents. Misuse of fire extinguishers including breaking or smashing the fire extinguisher glass will result in disciplinary action by the Department of Residential Life and/or referral to appropriate authorities. State law requires Minnesota North College to provide smoke detectors and smoke alarms in each residence hall room/apartment. It is a misdemeanor punishable by 90 days in jail and/or $300 to either remove the batteries or alarm from its location. While this represents a violation of state law, it also poses a threat to the safety of students living in the residential community and will be considered a violation of the Student Code of Conduct. Most rooms also have a sprinkler system that will automatically turn on in case of fire. The system will continue to operate until turned off by campus personnel or the fire department. This system can be accidentally activated when hit by an object; therefore, take proper precautions not to accidentally bump the system. There must be at least an 18 inch radius around the sprinkler, with no objects placed on or near it. Students will be held financially responsible for costs associated with damage to the sprinkler system. Vandalism/damages may result in disciplinary action including possible suspension and/or removal from the Residential Life program (as well as restitution).

Evacuation Procedures:
If you hear an alarm:

1. Close windows, open curtains, and turn on lights.
2. Check for heat on door and then open slowly and check for smoke.
3. If smoke is thick and/or fire is present, remain in your room with the door closed. Block air vents and door crack with towel or clothing. Call th911and identify yourself and your location.
4. If smoke is absent, exit the building using the nearest exit. Close and lock your door when you leave.
5. Stand away from the building and do not re-enter until the all-clear is given by Residential Life staff, Minnesota North College staff or civil authorities.

If you see a fire:

1. Pull alarm in hallways.
2. Call 911.
3. Exit the building. Evacuation procedures are posted in each building.

Regardless of 911 reports, all fires that occur on Minnesota North College campus property should be reported to the Minnesota North College, Director of Facilities, David Marshall at 218-235-2125.

Institutions must maintain a fire log that reflects the nature of the fire, date, time and general location of each fire in on-campus student housing facilities. Minnesota North College complies with this rule by

including all fire related incidents in the Daily Fire Log. Minnesota North College safety office maintains a Fire Log of all incidents reported.

This log includes the incident type, date incident is reported, date and time of occurrence, general location of each reported incident type and the disposition of the incident if that information is known. Safety posts specific incidents in the Fire Log within two (2) business days of receiving a report of an incident and reserves the right to exclude reports from a log in certain circumstances as permitted by law.

Appendix 1 - Terms and Definitions

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 displays weapon in a threatening manner) or by means likely to produce death or great bodily harm (e.g. victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness).

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.

Burglary: The unlawful entry of a structure with the intent to commit a felony or theft.

Affirmative Consent: Consent is informed, freely given, and mutually understood willingness to participate in sexual activity that is expressed by clear, unambiguous, and affirmative words or actions. It is the responsibility of the person who wants to engage in sexual activity to ensure that the other person has consented to engage in the sexual activity. Consent must be present throughout the entire sexual activity and can be revoked at any time. If coercion, intimidation, threats, and/or physical force are used, there is no consent. If the complainant is mentally or physically incapacitated or impaired so that the complainant cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes conditions due to alcohol or drug consumption, or being asleep or unconscious. A lack of protest, absence of resistance, or silence alone does not constitute consent, and past consent to sexual activities does not imply ongoing future consent. The existence of a dating relationship between the people involved or the existence of a past sexual relationship does not prove the presence of, or otherwise provide the basis for, an assumption of consent. Whether the respondent has taken advantage of a position of influence over the complainant may be a factor in determining consent.

Criminal Homicide – Negligent Manslaughter: The killing of another person through gross negligence. As a general rule, any death caused by the gross negligence of another is classified as Criminal Homicide—Manslaughter by Negligence (b).

Dating and Relationship Violence: Dating and relationship violence includes physical harm or abuse, and threats of physical harm or abuse, arising out of a personal intimate relationship. This violence also may be called domestic abuse or spousal/partner abuse and may be subject to criminal prosecution under Minnesota state law.

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.

Drug law violations: Arrests or referrals for the violation of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

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. Note: This offense includes stalking.

Larceny-theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another person.

Liquor law violations: Arrests or referrals for the violation of laws or ordinances prohibiting the manufacture, sale, transporting, furnishing, or possessing of intoxicating liquor.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. Note: A motor vehicle is a self-propelled vehicle that runs on the surface of land and not on rails and that fits one of the following property descriptions:

- **Automobiles** - sedans, coupes, station wagons, convertibles, taxicabs, or other similar motor vehicles that serve the primary purpose of transporting people
- **Buses** - motor vehicles that are specifically designed (but not necessarily used) to transport groups of people on a commercial basis
- **Recreational Vehicles** - motor vehicles that are specifically designed (but not necessarily used) to transport people and also provide them temporary lodging for recreational purposes
- **Trucks** - motor vehicles that are specifically designed (but not necessarily used) to transport cargo
- **Other Motor Vehicles** - any other motor vehicles, e.g., motorcycles, motor scooters, trail bikes, mopeds, snowmobiles, or golf carts.

Murder and Non-negligent Manslaughter: The willful (non-negligent) killing of one human being by another. As a general rule, any death caused by injuries received in a fight, argument, quarrel, assault, or commission of a crime is classified as Murder and Non-negligent Manslaughter (1a).

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 that force will be used.

Robbery is a vicious type of theft in that it is committed in the presence of the victim. The victim, who usually is the owner or person having custody of the property, is directly confronted by the perpetrator and is threatened with force or is put in fear that force will be used. Robbery involves a theft or larceny but is aggravated by the element of force or threat of force.

Sexual Assault: "Sexual assault" means an actual, attempted, or threatened sexual act with another person without that person's consent. Sexual assault is often a criminal act that can be prosecuted under Minnesota law, as well as form the basis for discipline under student conduct codes and employee disciplinary standards. Sexual assault includes but is not limited to:

1. Involvement without consent in any sexual act in which there is force, expressed or implied, or use of duress or deception upon the victim. Forced sexual intercourse is included in this definition, as are the acts commonly referred to as "date rape" or "acquaintance rape." This definition also includes the coercing, forcing, or attempting to coerce or force sexual intercourse or a sexual act on another.

2. Involvement in any sexual act when the victim is unable to give consent.

3. The intentional touching or coercing, forcing, or attempting to coerce or force another to touch an unwilling person's intimate parts (defined as primary genital area, groin, inner thigh, buttocks, or breast).

4. Offensive sexual behavior that is directed at another such as indecent exposure or voyeurism.

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.

Sex Offenses – Defined:

Forcible Sex Offenses- Any sexual act directed against another person, forcibly and/or against that person's will or not forcibly or against the person's will in instances where the victim is incapable of giving consent.

Reported offenses may include:

- **Forcible Rape** - The carnal knowledge of a person, forcibly and/or against that person's will or not forcibly or against the person's will in instances where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity (or because of his/her youth).
- **Forcible Sodomy** - Oral or anal sexual intercourse with another person, forcibly and/or against that person's will or not forcibly or against the person's will in instances where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.
- **Sexual Assault with an Object** - To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will or not forcibly or against the person's will where in instances where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

  Note: An object or instrument is anything used by the offender other than the offender's genitalia. Examples include but are not limited to a finger, bottle, handgun, or a stick.

- **Forcible Fondling** - The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.

  Note: Forcible Fondling includes Indecent Liberties and Child Molesting. Because Forcible Fondling is an element of Forcible Rape, Forcible Sodomy, and Sexual Assault with an Object, it should be reported only if it is the sole Forcible Sex Offense committed against a victim.

Sex Offenses, Non-forcible: Unlawful, non-forcible sexual intercourse. Reported offenses may include:

- **Incest** - non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** - non-forcible sexual intercourse with a person who is under the statutory age of consent.

  Note: If force was used or threatened, or if the victim was incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity, then the offense should be classified as forcible rape, not statutory rape.

Sexual Violence: Sexual violence includes a continuum of conduct that includes sexual assault, and non-forcible sex acts, dating and relationship violence, stalking, as well as aiding acts of sexual violence.

Stalking: Stalking is conduct directed at a specific person that is unwanted, unwelcome, or unreciprocated and that would cause a reasonable person to fear for her or his safety or the safety of others or to suffer substantial emotional distress.

Weapons law violations: Arrests or referrals for the violation of laws or ordinances dealing with weapon offenses.

Resources: 2016 Handbook for Campus Safety and Security Reporting
Title 34: Education PART 668—STUDENT ASSISTANCE GENERAL PROVISIONS
Subpart D—Institutional and Financial Assistance Information for Students
Bystander intervention strategies Stanford University's Office of Sexual Assault & Relationship Abuse
Various Minnesota State Colleges and Universities Annual Security Reports.

Appendix 2 - College Drug Free Schools and Communities Act

Biennial Review Process

A committee was convened and oriented to the requirements of the Drug Free Schools Act and the completion of a Biennial Review to comply with the act.

Members represented: Residential Living, Enrollment Services, Counseling, Athletics, Student Life, and Student Services.

The committee reviewed components essential to the College's drug and alcohol program: policy statements, publications, services, data collection, campus life, and data on student and employee conduct.

General Conclusion

- Minnesota North College appears to be in full compliance with federal legislation.
- Minnesota North College has developed and maintains a drug prevention policy
- Minnesota North College distributes the drug-free policy to all staff, faculty and students annually.
- Minnesota North College provides services and activities to promote a strong drug-free campus environment.
- Minnesota North College tracks the number of drug and alcohol related offenses, sanctions, and referrals.

Minnesota North College Policy
Drug and Alcohol-Free Campus and Worksite Policy

Part 1. Scope of Policy
The Minnesota North College Drug-and Alcohol-Free Campus Policy is for Students and Employees of Minnesota North College and includes all campus locations.

Part 2. Purpose
Minnesota North College, along with all Minnesota State Colleges and Universities (MnSCU), is committed to ensuring an educational and employment environment where students and employees can work, learn and develop to their full potential. Because the use and abuse of alcohol and controlled substances negatively impacts the ability of students and employees to work, learn and develop to their full potential, and to comply with federal and state laws, Minnesota North College has adopted and will implement the following drug-and alcohol-free campus policy.

Part 3. Drugs, Alcohol Prohibited
The unlawful manufacture, growing, possession, use, dispensation, sale or distribution of controlled substances and the manufacture, use, sale, distribution or possession of alcoholic beverages by Minnesota North College students and employees is strictly prohibited: 1) on Minnesota North College property; 2) while participating in a student activity, activities sponsored by officially recognized student organizations, or an event or activity sponsored or sanctioned by Minnesota North College or Minnesota State Colleges and Universities, including off-site activities; and 3) while performing work, including overtime work and rest breaks.

Subpart A. Exceptions
The use of alcoholic beverages may be permitted only:

1. For Minnesota North College or Minnesota State Colleges and Universities educational/ awareness programs; or
2. For a specific event or circumstance authorized by the above. However, in no case may students or employees violate Liquor Laws.

Subpart B. Employees
No Minnesota North College employee may:

1. Report to work under the influence of alcohol, controlled substances or other drugs which affect her/his alertness, coordination, reaction, response, judgment, decision- making or safety; or
2. Operate, use or drive any Minnesota North College or state equipment, machinery or vehicle while under the influence of alcohol, controlled substances or mind-altering drugs.

An employee who is under the influence of alcohol, controlled substances or other mind-altering drugs, or who is taking medically authorized drugs or other substances which may affect job performance, has an affirmative duty to immediately notify the appropriate supervisor that the employee's mental or physical condition precludes her/his ability to operate, use or drive Minnesota North College or state equipment.

Employees are discouraged from consuming alcoholic beverages off-site during lunch or dinner meals when returning to perform work on behalf of Minnesota North College. In any situation subsequent to the intake of alcohol, an employee whose behavior or condition adversely affects her/his performance is subject to discipline.

Since engaging in off-duty sale, purchase, transfer, use or possession of controlled substances may have a negative effect on an employee's ability to perform his/her work, a Minnesota North College employee involved in such circumstances is subject to discipline.

Employees working on federal grants or contracts who are convicted of a criminal drug statute violation occurring in the workplace are required to notify Minnesota North College or Minnesota State Colleges and Universities within five (5) working days of such a conviction.

Part 4. Penalties for Policy Violations
Minnesota North College employees and students who violate this policy are subject to Itasca Community College and system sanctions and may be subject to legal sanctions under local, state or federal law.

Minnesota North College students will be disciplined according to the Student Code of Conduct. Disciplinary sanctions include, but are not limited to, warning, confiscation, restitution, dismissal, suspension, expulsion and referral for prosecution.

Minnesota North College employees covered by a Collective Bargaining Agreement will be disciplined according to the process delineated in the appropriate agreement. Other employees will be disciplined according to the Excluded Administrators Plan or the Commissioner’s Plan. Discipline may include, but is not limited to, oral and written reprimand, suspension, termination, and referral for prosecution.

Part 5. Information
Minnesota North College provides voluntary educational programs designed to inform students and staff about the health risks associated with drug and alcohol use, community resources available to aid individuals dealing with drug and/or alcohol abuse issues, the legal ramifications associated with illegal use of drugs and/or alcohol, and penalties for policy violations under Minnesota Law.

Minnesota North College - Student Code of Conduct

Unauthorized use, sale, possession, or presence on campus or at Minnesota North College-sponsored events of alcoholic beverages or controlled substances and/or drug paraphernalia. The state of being under the influence of alcohol or controlled substances on Minnesota North College -controlled property, or at Minnesota North College-sponsored events. A complete copy of the Drug and Alcohol-Free Campus Policy is available for students and employees in the Student Services Office..

Distribution of Written Policy

Minnesota North College drug and alcohol policies are found in the Annual Campus Crime Report and on Minnesota North College website...

Appendix 3 – Campus Security Authorities

Leadership Team Campus Security Authorities		
Office	**Location**	**Phone**
Vice President, Academic & Student Affairs Bart Johnson	Itasca Campus	218-322-2388
Financial Aid Director and Virginia Campus Director		

Title IX Coordinator Jodi Pontinen	Virginia Campus	218-550-2537
Title IX Coordinator Amy Sirjord	Hibbing Campus	218-293-6913
Vice President, Human Resources and Deputy Officer Charlotte Peterson	Virginia Campus	218-322-2502
Vice President, Finance and Facilities Jerritt Johnston	Ely Campus	218-235-2137
Eveleth Director of Operation Natash Ohrn	Eveleth Campus	218-550-2627
Hibbing Director of Operations Jennifer Boben	Hibbing Campus	218-403-9210
Itasca Director of Operation Lisa Marcis	Itasca Campus	218-322-2439
Rainy River Director of Operations and Deputy Title IX Coordinator Brad Krasaway	Rainy River Campus	218-598-9308
Vermilion Director of Operations Keith Turner	Vermilion Campus	218-403-9211
Virginia Director of Operations Jodi Pontineau	Virginia Campus	218-748-7510

Campus directors, campus athletic directors, athletic coaches, club advisors, academic advisors, campus housing directors, and facility service supervisors are classified as campus security authorities.