Salish Kootenai College Roles and Responsibilities

Understanding our roles and responsibilities in responding to crises is essential. SKC faculty and staff should become familiar with the following:

**Responsible Employer** - Responsible Employees are all SKC employees including: administration, faculty, staff and affiliates, who must report instances of sexual discrimination, such as sexual violence, stalking, rape, intimate partner violence, relationship violence, harassment and retaliation to the Title IX Coordinator in accordance to Title IX guidelines.

**Exception:** The Center for Prevention and Wellness (CPW) has been identified as a “Confidential” program on campus. Reporting to the CPW allows students to determine their options while having access to numerous services. Other SKC Employees may be identified as “Confidential” sources and will be published through SKC student email on a quarterly basis.

**Title IX of the Education Amendments of 1972**—prohibits sex discrimination—which includes sexual violence—in educational programs and activities. All public and private schools, school districts, colleges and universities receiving federal funds must comply with Title IX. As a result, Salish Kootenai College must attend to the following (refer to the US Department of Education Office of Civil Rights):

- Respond promptly and effectively to sexual violence
- Provide interim measures as necessary
- Make known where students can find confidential support services
- Conduct an adequate, reliable, and impartial investigation
- Provide remedies as necessary
- Ensure students know their rights
- Under Title IX, students have up to 180 days from date of incident to report.


**SKC Campus Security Authorities (CSA)—**are officials with significant responsibilities for student and campus activities, campus police or security department, individuals who have responsibility for campus security, and individuals or offices designated to receive campus reports. CSAs are responsible for reporting Clery Act Crimes.

Examples of Campus Security Authorities:

- Residential Advisors
- Housing Director
- Club Advisors
- Coaches & Athletic Directors
- Dean of Students
- Faculty Advisors to Student Groups

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act)—requires campuses to collect information with respect to campus crime statistics and campus security policies, publish findings, and distribute information related to:

- Murder, Manslaughter
- Sex offenses, forcible or non-forcible
- Robbery, Burglary
- Aggravated assault (i.e. physical assault, domestic violence, dating violence, etc.)
- Motor vehicle theft
- Arson
- Arrests or persons referred for campus disciplinary action for liquor law violations, drug-related violations, and weapons possession. Other crimes (i.e. Intimidation, stalking, property damage offenses, crimes that result in bodily harm, national origin, sexual orientation, gender identity, race/ethnicity, disability, religion, etc.)

For more information on the summary of the Jeanne Clery Act, please visit https://www.federalregister.gov/articles/2014/10/20/2014-24284/violence-against-women-act/print_view. For more information, please refer to the SKC website at http://www.skce.edu to review campus security information and annual security report.

**SKC Center for Prevention & Wellness—**Center for Prevention & Wellness staff members are confidential employees as they provide direct student services related to advocacy, mental health counseling, and public health services.

**SKC Confidential Sources—**are SKC faculty and/or staff members designated under the United States Department of Justice Sexual Assault Victim Emergency (SAVE) medical response grant initiative through the Office of Violence Against Women. As a result, the Center for Prevention & Wellness and Coordinated Community Response team has identified and selected key campus representatives as confidential sources. Through this capacity, they are able to maintain a level of confidentiality, act in the best interest to support students, assist students with accessing resources, and do not fall under SKC responsible employees.

**SKC Coordinated Community Response Team—**is comprised of SKC faculty, staff, and key community partners who work together to support programming and policy centered around sexual assault, domestic violence, dating violence, and stalking in accordance with the SAVE grant directives.

**SKC Health Clinic—**provides access to students, student’s children, staff, and faculty for acute medical care.

**Montana Mandatory Reporting Laws—**requires all individuals to report instances of suspected child abuse and/or neglect, elder and persons with developmental disabilities abuse and/or neglect to the Montana Department of Public Health and Human Services agencies. For child abuse/neglect concerns, SKC employees shall contact Centralized Intake 866-820-5437. For elder or persons with developmental disabilities concerns of abuse/neglect, SKC employees shall contact Adult Protective Services at 800-551-3191.

For specific information regarding the mandatory reporting regulations, please review the Montana Code Annotated 41-3-201 which discusses who is required by law to report instances of child abuse and neglect. The Montana Code Annotated 52-3-911 which discusses who is required by law to report instances of elder and persons with developmental disabilities abuse and/or neglect. Please note the MCA is in compliance with federal regulations under the United States Codes. Additionally, the Confederated Salish and Kootenai Tribes Laws Codified 2013, recognizes these offenses as class E felonies under concurrent (shared) jurisdiction with the State of Montana. Therefore, all SKC employees are required by law to report instances of possible child abuse and/or neglect.