



Campus Safety & Security Reporting Manual

Pennco Tech Bristol Campus Location: 3815 Otter

Street
Bristol, PA 19007
215-785-0111

Revision Date: September 2026

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Campus Awareness

The purpose of this document is to aid all staff, prospective students, and current students in the understanding and awareness of the prevention of crime and the surrounding issues of personal security. Pennco Tech regularly reviews and posts an annual security report (ASR) highlighting applicable crime statistics, policies, and practices of the institution concerning Campus Security and Fire Safety on the institution's site and staff/student portal. A written copy of this report will be provided upon request and is available in the Career Services Office or from any member of the Education Department's officials.

Campus Geography

The campus consists of 3 main Buildings within its property lines all of which are privately owned and operate under the main address of 3815 Otter Street Bristol, PA. There are two public entrances into the Campus that are conveniently located on Otter Street which borders the front of all 3 buildings. Behind the Campus and on its border is a railroad track owned and operated by Amtrak. Adjacent to the Main office building is a privately owned convenient store, "Smokers Express," and on the opposite side of the campus is a creek that runs into the Delaware River

Campus Crime Statistics

Crime statistics are collected and reported within the geographical setting to disclose those statistics in the annual security report and the annual web-based data collection system. The office that maintains all crimes reported is the Career Services Office, managed by Mrs. Denise Hartman.

Campus Security Authorities (CSA)

Campus Security Authorities are the designated officials responsible for the reporting of all campus crimes that occur within the campus geographical setting. If you fall victim to a crime, observe a crime or suspicious activity, or witness an emergency in progress, immediately notify one of the Campus Security Authorities listed below, and/or the local police department. The Bristol Township Police Department may also be contacted at 215-785-4040. Call 911 for an emergency.

Campus Security Authorities

1. School Director- Danielle J. Cattell
2. Director of Education- Chase Kilmer
3. Director of Student Services- Matthew Newman
4. Evening Administrator- Mark Devlin

All Campus Security Authorities are required to maintain and complete incident reports for all crimes or suspicious activities that take place on campus. All reports and an annual local police report containing records of arrests are collected, reviewed yearly, and disclosed in Pennco Tech's annual security report by October 1.

Statistics from Local Law Enforcement Agencies

Statistics utilized in the annual security report are not based solely on the records collected and reported by the campus security authorities. Crime statistics collected by the local police department are requested and supplemented in the report to ensure that all crimes committed in the geographical setting of the campus are reported for the disclosure of the annual security report.

Emergency Response and Evacuation Procedures

Emergency planning is critical to the health and welfare of members of the Pennco Tech

community. Its purpose is to respond to threats. This plan outlines the general areas of responsibility for responding to emergencies. Detailed emergency procedures are contained in The Pennco Tech Emergency Action Plan and individual department emergency response plans, which will be executed, as appropriate, during emergencies.

Anyone who becomes aware of a life-threatening emergency on campus should call 911 and report the situation to local authorities, and then ensure a Pennco Tech employee is informed of the distress.

Administrative decisions that relate to confirming emergency or dangerous situations, such as those that would call for a decision to initiate emergency response procedures, are made by the School Director, Acting School Director, or the Director of Maintenance.

Confirmation Process and Initiation Procedures of an emergency or dangerous situation

1. Anyone on or off campus who becomes alerted to a dangerous or life-threatening situation should report the incident to any member of the Pennco Tech staff.
2. Pennco Tech staff members will assess the emergency for information and a determination of the nature of the threat to inform a Campus Security Authority.
3. The threat assessment will then be forwarded immediately to the School Director, or Acting School Director, to determine which segments of the campus community should be notified for an emergency response.
4. Once there is confirmation of an emergency, the content of the notification response, and the segment to be notified are established, the **E2-Campus Emergency Notification system** will be activated to alert the campus community for emergency response procedures.

At this time the school will, without delay, and taking into account the safety of the campus community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

If the School Director or Acting School Director determines that the emergency information needs to be communicated to the Larger Community, that person will contact the local authorities and/or media outlets as needed.

At a minimum, the Pennco Tech Emergency Response and Evacuation Procedures Program will be tested annually. This test may be announced or unannounced based on the type of event the school is trying to simulate. Pennco Tech also maintains an open line of communication with the Local police department to help further develop insight into situations that may warrant an emergency response.

Timely Warnings

In a case where any reportable *Clery Act* crime has occurred, the campus community will be alerted by one of the messaging systems utilized by the Campus Security Authorities, School Director, or Acting School Director. The messaging systems used and the determinants used in choosing which notification system to use.

1. Staff and Student Portal-For crimes committed that don't pose an immediate threat that would warrant the initiation of emergency response procedures.
2. E2Campus-For Crimes that pose an immediate threat and require an emergency response

Note: Pennco Tech also maintains an open line of communication with the Local police department to help further develop insight into situations that may warrant a timely warning.

The Pennco Tech Sexual Violence and Sexual Harassment Misconduct Policy

Current Federal Title IX Status

As of September 2026, the U.S. Department of Education is enforcing the Title IX regulations issued in 2020. The 2024 Title IX regulations were vacated by a federal district court on January 9, 2025 and are not in effect. Pennco Tech will administer this policy consistent with the Title IX regulations currently in force, the Clery Act/VAWA, and applicable Pennsylvania law.

This policy, dated March 18, 2025, supersedes any policies previously adopted and/or published in Campus handbooks, operational guides, or on the website.

Scope of This Policy

Federal Title IX requirements, the Clery Act as amended by the Violence Against Women Act (VAWA), and applicable Pennsylvania law establish protections and institutional responsibilities concerning sex discrimination, sexual harassment, sexual assault, dating violence, domestic violence, stalking, and retaliation. The procedures applicable to Pennco Tech are described in this policy.

This policy applies to all Pennco Tech active students, employees, and third parties both on and off campus, as well as in cyberspace. Off-campus coverage of this policy includes incidents that occur on employee-led trips, internship sites, service-learning sites, and Pennco Tech-owned properties.

Any questions regarding this policy from employees/students of the Pennco Tech Community should be directed to the Title IX Coordinator.

Ms. Teresa Gallagher
TGallagher@penncotech.edu
Direct dial – 267-554-7623
Director of Human Resources
3815 Otter Street,
Bristol, PA 19007

AND

Any questions regarding this policy from students may also be directed to the Deputy Title IX Coordinators, the School Directors.

Bristol Campus:
Mrs. Danielle J. Cattell
dcattell@pennccotech.edu
Direct dial – 856-373-5593
School Director
3815 Otter Street,
Bristol, PA 19007

OR

U.S. Department of Education
Office of Civil Rights
Lyndon Baines Johnson Department of Education Bldg.,
400 Maryland Ave., SW,
Washington, DC 20202-1100
Telephone: 800-421-3481 Fax: 202-453-6012 TDD: 877-521-2172
Email: ORC@ed.gov

SEXUAL VIOLENCE AND SEXUAL HARASSMENT MISCONDUCT POLICY

I. Summary

The term “sexual misconduct” is a broad term used to refer to all the prohibited sexual violence and sexual harassment behaviors under this policy. As used in this policy, sexual misconduct may also encompass criminal conduct under Pennsylvania, and/or federal law. Additionally, sexual misconduct under this policy may result in civil and/or administrative legal consequences.

Definitions of Covered Conduct and Important Terms:

Complainant: The individual who experienced the alleged sex discrimination, sexual harassment, or sexual misconduct. In certain instances, such as where there is a danger to the Pennco Tech community and the individual who experienced the alleged conduct is unable or unwilling to file a complaint, Pennco Tech reserves the right to proceed with the complaint based on the relevant details of the situation, even if the reporting party does not want to continue.

Consent: For purposes of Pennco Tech policy and Pennsylvania Act 55 compliance, consent means a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent must be informed, freely given, and may be withdrawn at any time. Consent to one form of sexual activity does not constitute consent to another form, and a current or prior relationship does not by itself constitute consent. Consent is not present when obtained through force, threat, coercion, intimidation, or when a person is incapacitated or otherwise unable to consent. Silence or lack of resistance, by itself, does not constitute consent.

When alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. When drug use is involved, incapacitation is a state beyond being under the influence of or impaired by the use of the drug. Alcohol and other drugs impact each individual differently. Determining whether an individual is incapacitated requires an individualized determination.

When determining whether a person can provide consent, Pennco Tech will consider whether a sober, reasonable person in the same position knew or should have known that the other party could or could not consent to the sexual activity. When determining whether consent has been provided, all the circumstances of the relationship between the parties will be considered.

Coercion: Coercion is a direct or implied threat of danger, hardship, or retribution sufficient to persuade a reasonable person to engage in sexual activity in which they otherwise would not engage or to which they otherwise would not submit. Coercion is different from seductive behavior based on the type of pressure someone uses to get another to engage in sexual activity. A person's words or conduct cannot amount to coercion unless they wrongfully impair the other's free will and ability to choose whether or not to engage in sexual activity. Coercion can include unreasonable and sustained pressure for sexual activity. When someone makes clear that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Intimate-Partner Violence – An act of violence or threatened act of violence by or against one person who is, or has been, involved in a sexual, dating, domestic, or other intimate relationship with another person. This includes:

1. **Dating Violence** – Violence, including but not limited to sexual or physical abuse, or the threat of such violence, committed by a person who is or has been in a social relationship of a romantic or intimate nature with the person. The existence of such a relationship will be determined based on the reporting party's statement and other relevant information, taking into consideration the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
2. **Domestic Violence** – Violence, including but not limited to sexual or physical abuse, or the threat of such violence, committed by a current or former spouse, or sexual or intimate partner; a person who is living as a spouse or who lived as a spouse; parents and children; other persons related by blood or marriage; or by someone with whom the person shares a child in common. Under applicable Pennsylvania law, certain offenses, including but not limited to rape, aggravated assault, and stalking, can be deemed domestic violence depending on the relationship of the parties involved.

Incapacitation: A person may be unable to give consent due to incapacitation as a result of drug or alcohol use, use of medication, or disability status (for example, a person may be unable to communicate due to a mental or physical condition). A person who is passed out, asleep, or unconscious is incapacitated and cannot consent to sexual activity. In evaluating whether a complainant was incapacitated due to the consumption of alcohol, Pennco Tech will consider the totality of the circumstances, including factors such as the presence of slurred speech, an unsteady gait/stumbling, unfocused eyes, and impaired memory.

Inducing Incapacitation: To provide alcohol or drugs to an individual, with or without that individual's knowledge, to cause impairment or intoxication, or to take advantage of that individual's impairment or incapacitation.

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 an actual physical attack.

Respondent: The individual accused of the alleged sex discrimination, sexual harassment, or sexual misconduct.

Retaliation: Adverse conduct of which the institution is aware, where there is evidence of a causal connection between the conduct and a protected activity such as filing a Title IX complaint, participating in a Title IX investigation, or otherwise asserting rights under Title IX. Retaliation includes but is not limited to, ostracizing the person, pressuring the person to drop or not support the complaint or to provide false or misleading information, engaging in conduct that may reasonably be perceived to affect adversely that person's educational, living, or work environment, threatening, intimidating or coercing the person, or otherwise discriminating against any person for exercising their rights or responsibilities under this policy.

Sexual Assault – This includes the following:

1. Sexual Penetration Without Consent - Any penetration of the mouth, sex organs, or anus of another person, however slight, by an object or any part of the body, when consent is not present. This includes performing oral sex on another person when consent is not present.
2. Sexual Contact Without Consent - Knowingly touching or fondling a person's genitals, breasts, buttocks, or anus, or knowingly touching a person with one's genitals or breasts, when consent is not present. This includes contact done directly or indirectly through clothing, bodily fluids, or with an object. It also includes causing or inducing a person, when consent is not present, to similarly touch or fondle oneself or someone else.
3. Statutory Sexual Assault – The age of consent for sexual activity in Pennsylvania is 16. Minors under the age of 13 cannot consent to sexual activity. Minors aged 13-15 years old cannot consent to sexual activity with anyone who is 4 or more years older than they are at the time of the activity. Minors aged 16 years of age or older can legally consent to sexual activity with anyone they choose, as long as the other person does not have authority over them as defined in Pennsylvania's institutional sexual assault statutes.

Sex Discrimination: Sex discrimination occurs when persons are excluded from participation in or denied the benefits of any Pennco Tech program or activity because of their sex. Sex discrimination can include adverse treatment based on one's sex, as well as conduct that meets the definitions of sexual harassment, sexual assault, and sexual violence, as outlined in this document. Sex discrimination also includes discrimination based on pregnancy and failure to conform to stereotypical notions of femininity and masculinity (i.e., gender stereotyping).

Sexual Exploitation: Taking sexual advantage of another person or violating the sexual privacy of another when consent is not present. This includes, but is not limited to, the following actions (including when they are done via electronic means, methods, or devices):

1. Sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person without that person's consent;
2. Indecent exposure or inducing others to expose themselves when consent is not present;

3. Recording or distributing information, images, or recordings of any person engaged in sexual or intimate activity in a private space without that person's consent.
4. Prostituting another individual;
5. Knowingly exposing another individual to a sexually transmitted disease or virus without that individual's knowledge; and
6. Inducing incapacitation to make another person vulnerable to non-consensual sexual activity.

Sexual Harassment: Unwelcome conduct of a sexual nature where either or both of the following are present:

1. Quid pro quo: Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person's employment or education, including participation in any Pennco Tech program and/or activity; or
2. Hostile Environment: Such conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual of participating in or benefitting from Pennco Tech's education or employment programs and/or activities. The existence of a hostile environment is to be judged both objectively, meaning a reasonable person would find the environment hostile, and subjectively, meaning the impacted individual felt the environment was hostile.
A single, isolated incident of sexual harassment alone may create a hostile environment if the incident is sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to create a hostile environment, particularly if the harassment is physical.

Sexual Misconduct: This is an umbrella term that covers the types of conduct covered by this policy, including sex discrimination, sexual harassment, sexual assault, sexual violence, dating and domestic violence, and stalking.

Sexual Violence: Sexual violence is a particularly severe form of sexual harassment. Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol. An individual may also be unable to give consent due to an intellectual or other disability. Sexual violence includes acts such as rape, sexual assault (forcible and non-forcible), sexual battery, and sexual coercion.

Stalking: Engaging in a course of conduct or repeatedly communicating and/or committing acts toward another person under circumstances that demonstrate or communicate intent:

1. to place the other person in reasonable fear of bodily injury; or
2. to cause substantial emotional distress to the other person.

A course of conduct is when a person engages in two or more acts that include but are not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveys, threatens or communicates to or about a person in a prohibited way, or interferes with a person's property.

Stalking includes the concept of cyberstalking, in which electronic media such as the Internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used to pursue, harass, or make unwelcome contact with another person in an unsolicited fashion.

II. Policy

A. Title IX, VAWA, and Nondiscrimination Statement

Pennco Tech prohibits any form of discrimination and harassment based on sex, race, color, age, religion, national or ethnic origin, sexual orientation, gender identity or expression, pregnancy, marital or family status, medical condition, genetic information, veteran status, or disability in any decision regarding admissions, employment, or participation in a Pennco Tech program or activity by the letter and spirit of federal, state, and local non-discrimination and equal opportunity laws, such as Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, The Age Discrimination in Employment Act, The Americans with Disabilities Act and ADA Amendments Act, The Equal Pay Act, and the Pennsylvania Human Relations Act.

Pennco Tech also complies with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act, as amended by the Violence Against Women Act (VAWA). Title IX prohibits retaliation for asserting or otherwise participating in claims of sex discrimination. VAWA imposes additional duties on universities and colleges to investigate and respond to reports of sexual assault, stalking, and dating or domestic violence, and to publish policies and procedures related to the way these reports are handled. Pennco Tech has designated the Title IX Coordinators, the Director of Human Resources, and the appropriate School Director to coordinate Pennco Tech's compliance with Title IX and VAWA and to respond to reports of violations. Pennco Tech has directed its School Directors to coordinate Pennco Tech's compliance with the Clery reporting-related VAWA requirements. Pennco Tech will promptly and equitably respond to all reports of sexual misconduct to eliminate the misconduct, prevent its recurrence, and redress its effects on any individual or community.

B. Scope of Policy

Title IX applies to sexual harassment occurring against a person in the United States in a Pennco Tech education program or activity where Pennco Tech exercises substantial control over both the respondent and the context in which the alleged harassment occurs, consistent with 34 C.F.R. Part 106. Conduct outside Title IX jurisdiction may still be addressed under other Pennco Tech policies, the Clery Act/VAWA, and applicable Pennsylvania law when Pennco Tech has authority to act.

Please see the **Reporting Sexual Misconduct** section below to make a report of misconduct, discrimination, and/or harassment, or to file a complaint.

C. Statement on Privacy and Confidentiality

Pennco Tech is committed to protecting the privacy of all individuals involved in a report of

sexual misconduct. Every effort will be made to protect the privacy interests of all individuals involved. Privacy, confidentiality, and privilege have distinct meanings under this policy. Privacy generally means that information related to a report of sexual misconduct will only be shared with a limited circle of individuals, including individuals who “need to know” to assist in the review, investigation, or resolution of the report or to deliver resources or support services. While not bound by confidentiality or privilege, these individuals will be discreet and respect the privacy of all individuals involved in the process. All participants in an investigation of sexual misconduct, including advisors and witnesses, will be informed that privacy helps enhance the integrity of the investigation and protect the privacy interests of the parties and will be asked to keep any information learned in an investigation meeting or hearing confidential, to the extent consistent with applicable law, except in very limited situations, such as when failure to disclose the information would result in imminent danger to the individual or to others or as otherwise required by law.

Pennco Tech will respect the reporting party’s expectations of privacy to the extent permissible by law while still ensuring compliance with other reporting obligations. Complaints involving minors may be subject to mandatory reporting requirements. Where a report involves suspected abuse or neglect of a child, Pennco Tech personnel must comply with Pennsylvania reporting requirements, including immediate reporting to the Pennsylvania State Central Registry at 1-877-PA-ABUSE (1-877-652-2873), as applicable.

Confidentiality has a different meaning than privacy. Individuals who wish to speak with someone in confidence about an experience of sexual misconduct may contact one of the following off-campus resources. Pennco Tech does not employ practicing licensed counselors or pastoral counselors, and therefore, does not have any confidential reporting resources on campus.

Non-campus resources available for confidentiality are:

Rape, Abuse, and Incest National Network: www.rainn.org

National Sexual Assault Hotline: 1-800-656-HOPE

The National Domestic Violence Hotline: 1-800-799-7233

Love is Respect: 1-866-331-9474; text “love is” to 22522

Bucks County Network of Victim Assistance (NOVA) – rape crisis/victim services: 24-hour helpline 1-800-675-6900; free and confidential services.

24-HOUR HOTLINE: 1-800-675-6900 or www.novabucks.org

A Woman’s Place (Bucks County domestic violence program): 24-hour hotline 1-800-220-8116; free, private, and confidential services.

All Pennco Tech proceedings are conducted in compliance with the requirements of the Family Educational Rights and Privacy Act (FERPA), the Clery Act, Title IX of the Education Amendments of 1972 (“Title IX”), Violence Against Women Act (VAWA), state and local law, and Pennco Tech policy. No information will be released from such proceedings, except as required or permitted by law and Pennco Tech policy.

Pennco Tech may share non-identifying information about reports received in aggregate form, including data about outcomes and sanctions.

D. Prohibited Conduct

Pennco Tech prohibits the following forms of conduct:

1. Sexual Assault, including Sexual Penetration Without Consent, Sexual Contact Without Consent, and Statutory Sexual Assault
2. Sexual Harassment
3. Sexual Exploitation
4. Intimate-partner violence, including Dating Violence and Domestic Violence
5. Stalking
6. Retaliation

This prohibited conduct can affect all genders, gender identities, and sexual orientations. Some of these prohibited forms of conduct may also be crimes under Pennsylvania or federal law.

E. Free Expression and Academic Freedom

Pennco Tech is firmly committed to free expression and academic freedom and to creating and maintaining a safe, healthy, and harassment-free environment for all members of its community. Sexual misconduct, including retaliation, against members of Pennco Tech is not protected expression nor the proper exercise of academic freedom. Pennco Tech will consider principles of free expression and academic freedom in the investigation of reports of sexual misconduct or retaliation that involve an individual's statements or speech.

F. Alcohol and Drug Use Amnesty

The health and safety of every student and employee at Pennco Tech is of utmost importance. Pennco Tech recognizes that students/employees who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time sexual misconduct occurs may be hesitant to report such incidents due to fear of potential consequences for their conduct. Pennco Tech strongly encourages students/employees to report incidents of sexual misconduct. A witness to or individual who experiences sexual misconduct, acting in good faith, who discloses any incident of sexual misconduct to Pennco Tech officials or law enforcement will not be sanctioned under Pennco Tech's code of conduct for violations of alcohol and/or drug use policies occurring at or near the time of the incident(s) of sexual harassment or sexual violence. Pennco Tech may request the individual attend an approved alcohol or drug education program without assessing any charges for such program. This amnesty provision also applies to student groups making a report of sexual misconduct. Amnesty does not preclude or prevent action by police or other legal authorities under relevant state or federal criminal statutes.

III. Reporting Sexual Misconduct

A. Reporting Options

Any individual, including a third party, may make a report concerning sexual misconduct. Complainants and third parties are encouraged to report sexual misconduct as soon as possible to allow Pennco Tech to respond promptly and effectively.

A person who has experienced sexual misconduct under this policy, or a person who witnesses sexual misconduct under this policy, has the right to simultaneously file a complaint with Pennco Tech and to pursue a criminal complaint with law enforcement. Victims and witnesses of sexual misconduct have the right to be assisted by Pennco Tech in notifying law enforcement authorities of sexual misconduct, or they can decline to notify such authorities. Pennco Tech may, however, have a statutory reporting obligation when it becomes aware of certain factual allegations. Parties may also have options to file civil actions in court or with administrative agencies.

Pennco Tech has designated the Title IX Coordinator to oversee complaints of sexual misconduct at Pennco Tech. An individual who has experienced sexual misconduct has the right to choose whether to report the incident to Pennco Tech's Director of Human Resources for investigation. These officials are trained to work with individuals who report sexual misconduct and have knowledge about resources and services, both on and off campus, including the availability of supportive measures.

Please call or email Pennco Tech's Title IX Coordinator to set up a meeting if you have a complaint involving sexual misconduct. You can also call for general information.

The Title IX Coordinator/designee, in consultation with others (as necessary), will conduct an initial assessment of the conduct, the reporting party's desired course of action, and the necessity for any supportive or interim measures to protect the safety of the complainant or the community. The goal is to eliminate any hostile environment. If a report of misconduct discloses a serious or immediate threat to the campus community, Pennco Tech will issue a timely notification to the community to protect the health or safety of the community. The timely notification will not include any identifying information about the complainant.

Please Note: Title IX Coordinators are not a confidential source of support. While they will address your complaint with sensitivity and will keep your information as private as possible, confidentiality cannot be guaranteed. For more information regarding confidential resources, please contact the Director of Human Resources at: tgallagher@penncotech.edu

Please Also Note: Making a report is different from filing a complaint. A report is defined as a notification of an incident of sexual misconduct to the Title IX Coordinator/designee by any responsible employee or reporting person. A report may be accompanied by a request for (1) supportive or interim measures; (2) no further action; (3) a request to initiate an informal resolution process; and/or (4) the initiation of the formal complaint process. Filing a complaint initiates the Pennco Tech formal disciplinary processes; see Sexual Misconduct Resolution Process on page 17.

B. Electronic and Anonymous Reporting

You may also file a complaint about sexual misconduct using the appropriate links below. While anonymous complaints are accepted, Pennco Tech's ability to address misconduct reported anonymously is significantly limited.

Individuals may use <https://www.pennco.edu> to electronically file a report of sexual misconduct anonymously with Pennco Tech.

Individuals may also file a report electronically by email to: Reporting@penncotech.edu.

An immediate auto-response email with information about resources and options will be sent in response to reports filed by email.

C. Other Pennco Tech Reporting Options:

Pennco Tech does NOT use any third-party service for reporting complaints, including anonymous complaints, by phone or online.

D. Criminal Reporting Options

Pennco Tech does NOT employ its own Campus Police. You should immediately report any sexual misconduct that also constitutes criminal conduct to the civil authorities for the Campus you attend, listed below, regardless of whether the individual who is making the report chooses to pursue criminal charges.

Local law enforcement information: Always call 911 for an immediate response

Bristol Campus local law enforcement number Emergency and Non-Emergency
215-785-4040

State Police information:

Pennsylvania State Police call 911

A complainant may seek resolution through Pennco Tech's informal or formal resolution process. A complainant may also seek to initiate a criminal complaint, independent of or parallel with any resolution process of Pennco Tech. Pennco Tech's policy, definitions, and burden of proof may differ from Pennsylvania criminal law. Neither law enforcement's decision whether to prosecute nor the outcome of any criminal prosecution is determinative of whether sexual misconduct has occurred under this policy. In cases where there is a simultaneous law enforcement investigation, there may be circumstances when Pennco Tech may need to temporarily delay its investigation while law enforcement gathers evidence. However, Pennco Tech will generally proceed with its investigation and resolution of a complaint even during the time of a pending law enforcement investigation.

E. External Reporting Options

421-3481 OCR.Philadelphia@ed.gov A person may also file a complaint with the U.S. Department of Education, Office for Civil Rights (OCR), regarding alleged sex discrimination or other civil-rights violations within OCR's jurisdiction. Current complaint-filing instructions and contact information should be obtained from OCR's official website.

<https://www.phrc.pa.gov/Pages/default.aspx><https://www.phrc.pa.gov/Pages/default.aspx> A person may also contact the Pennsylvania Division on Civil Rights regarding potential violations of the Pennsylvania Human Relations Act. DCR may be reached at 1-833-NJDCR4U (833-653-2748).<https://www.phrc.pa.gov/Pages/default.aspx>

Pennsylvania students and employees may also seek information and assistance from appropriate state and local civil-rights, victim-services, and law-enforcement agencies.

Employees may also file a charge with the Equal Employment Opportunity Commission regarding an alleged violation of Title VII by calling 1-800-669-4000 or visiting <https://www.eeoc.gov/employees/howtofile.cfm>.

F. Reporting Obligations of Pennco Tech

Pennco Tech requires employees who receive notice of possible sex discrimination, sexual harassment, or sexual misconduct to promptly provide the information to the Title IX Coordinator or designee, except where a legally recognized confidential or privileged role applies. For Title IX purposes, Pennco Tech will evaluate whether it has “actual knowledge” through notice to the Title IX Coordinator or an official with authority to institute corrective measures, as required by the 2020 Title IX regulations. Separate Clery CSA and Pennsylvania mandated-reporting duties continue to apply where applicable.

G. Assessment and Timely Warnings

The Title IX Coordinator/designee, in consultation with the Title IX assessment team and others (as necessary), will conduct an initial assessment of the conduct, the reporting party’s desired course of action, and the necessity for any interim measures or services to protect the safety of the complainant or the community. The goal is to eliminate any hostile environment. If a report of misconduct discloses a serious or immediate threat to the campus community, Pennco Tech will issue a timely notification to the community to protect the health or safety of the community. The timely notification will not include any identifying information about the complainant.

IV. Sexual Misconduct Resolution Process

A. Participant Roles

1. A **complainant** is a person who has been impacted by an alleged policy violation and has chosen to participate in the resolution process.
2. A **respondent** is the person who is alleged to have violated Pennco Tech policy.
3. **Parties** is a term that refers to the complainant and the respondent collectively.
4. A **witness** is a person who has knowledge related to specific aspects of a case and may have reported such aspects to the institution.
5. An **advisor** is a support person who may be present to provide support to a complainant or respondent throughout an investigation and/or hearing, provided the choice of advisor does not unduly delay the process. Advisors may not speak, write, or otherwise communicate with investigators, conduct administrators, hearing panel members, or appeal reviewers on behalf of the party being advised. Each party is responsible for coordinating and scheduling with their choice of advisor.

All participants have the responsibility to be truthful with the information they share at all stages of the process. Any individual who knowingly or intentionally provides false information as part of a report or investigation under this policy may be subject to discipline. This provision does not apply to a good-faith report that is not substantiated or proven by a preponderance of the evidence.

B. Conflict of Interest

Parties have the opportunity to raise the issue of a potential conflict of interest within two (2) days of being advised of the identity of the investigator, panel member, or appeal reviewer. The Title IX Coordinator/designee will determine whether a conflict of interest exists. No investigator, panelist, or appeal reviewer will make findings or determinations in a case in which they have a conflict of

interest.

C. Burden of Proof

The burden of proof refers to who has the responsibility of showing a violation has occurred. It is always the responsibility of Pennco Tech to satisfy the burden of proof. The respondent does not have the burden to prove that a violation did not occur. Respondents may decide not to share their side of the story or may decide not to participate in an investigation or hearing. This does not shift the burden of proof away from Pennco Tech and does not indicate responsibility. Additionally, the fact-finding committee shall not make an adverse inference against a respondent for the respondent's refusal to participate in an investigation or hearing, nor will the respondent's refusal to participate result in increased sanctions if the respondent is found responsible for the accusations.

D. Standard of Proof

Pennco Tech uses the preponderance of the evidence standard in investigations of complaints alleging sexual misconduct and any related violations. This means that the investigation determines whether it is more likely than not that a violation of the policy occurred.

E. Timeline for Resolution

Pennco Tech will resolve all cases in a prompt and timely manner; however, the timeline will vary based on the circumstances of the case, including breaks in the academic calendar, availability of the parties and witnesses, the scope of the investigation, need for interim actions, and unforeseen or exigent circumstances. The parties will be periodically updated on the status of their case.

F. Title IX Outreach

Upon receipt of a report of sexual misconduct, the Title IX coordinator/designee will provide resources and support information by contacting the potential complainant and offering an initial meeting between the reporting party and the Title IX coordinator/designee. The initial meeting is optional, and the reporting party may decline. The purpose of the initial meeting is for the Title IX/designee to gain a basic understanding of the nature and circumstances of the report and provide information about resources, supportive measures, and resolution options to the reporting party.

G. Initial Inquiry

Pennco Tech will conduct a preliminary inquiry to determine if the allegations, if true, would rise to the level of a violation of Pennco Tech policy. The possible next steps include the following: (1) A decision to close the case when insufficient evidence exists to move forward or because the allegation, even if proven, would not violate Pennco Tech policy; (2) Informal Action (see below); or (3) Formal Resolution (see below).

H. Interim and Supportive Measures

When Pennco Tech becomes aware of an allegation of sexual misconduct and the complainant or other affected parties, including the respondent, request interim or supportive measures, Pennco Tech will take appropriate supportive and interim measures to protect affected parties, assist the parties, and protect against retaliation. Pennco Tech may also take interim measures to protect the Pennco Tech community at large.

1. Supportive Measures. The following are examples, but not an exhaustive list, of supportive measures:
 - a. Making appropriate changes to academic programs, including changes in class schedule, accommodations to permit the affected party to take an incomplete or drop a course or courses without penalty, providing an academic tutor, or extending deadlines for assignments;
 - b. Assisting with reasonable changes to academic, transportation, work, or other school-related arrangements, as appropriate and reasonably available;
 - c. Changing an employee's work assignment or schedule;
 - d. Providing the affected party with an escort to and from class or campus work location;
 - e. Arranging appropriate transportation services to ensure safety;
 - f. Providing information on available counseling services through the counseling center or other appropriate office, or referral to an off-campus agency;
 - g. Assisting the affected party in obtaining medical and other services, including access to rape crisis centers;
 - h. Assistance with filing a criminal complaint and/or seeking an order of protection; and/or
 - i. Enforcing a protection-from-abuse order.

Supportive measures will be individualized and appropriate based on the information available, making every effort to avoid depriving any student of their education or impacting employment. The measures needed by each party may change over time, and parties should communicate with Pennco Tech throughout the resolution process to ensure the supportive measures are effective.

2. Interim Measures

- a. No Contact Orders - When the respondent is a student, employee, or volunteer of the institution, the complainant has the right to request a Pennco Tech-issued "no contact order" under which continued intentional contact with the complainant would violate this policy. No contact orders may be issued for both the complainant and the respondent, as well as other individuals as appropriate.
- b. Interim Suspension - In exceptional circumstances where it is determined that a respondent is a continuing threat to the health and safety of the community, Pennco Tech may seek an emergency interim suspension of a student or take similar emergency measures against an employee, consistent with applicable Pennco Tech policy. For students who are given an interim suspension, Pennco Tech will convene a hearing within 10 working days, unless extenuating circumstances warrant an extension, in which case a hearing shall be provided at the earliest possible date.
- c. Orders of protection: If a party has obtained an ex parte order of protection, a full order of protection, or any other restraining order or no contact order against another from a criminal, civil, or tribal court, the order should be

provided to the Title IX Coordinator, Deputy Title IX Coordinator, or designee. Pennco Tech will take all reasonable and legal action to implement such an order. If an order is violated, local law enforcement can also be contacted for assistance.

3. Process for Review of Interim Measures

- a. For students who are given an interim suspension, Pennco Tech will convene a hearing within 10 working days, unless extenuating circumstances warrant an extension, in which case a hearing shall be provided at the earliest possible date.
- b. For interim measures involving employees, Pennco Tech will follow applicable requirements in Pennco Tech policy.

Pennco Tech will maintain as confidential any interim measures provided, to the extent that maintaining such confidentiality would not impair Pennco Tech's ability to implement the measures.

I. Informal Resolution

Informal resolution involves a mutual agreement by the parties to resolve the matter by mutual agreement. Informal resolution may not be used when a formal resolution is desired by a reporting party or where the Title IX Coordinator/designee has determined that Pennco Tech needs to proceed with an investigation. Informal resolution may take place at any time before a decision is issued in a hearing or a respondent takes responsibility. The informal resolution process will be conducted by the Title IX Coordinator/designee. Both the complainant and the respondent have the right to end the informal resolution process at any time. Any informal resolution must be acceptable to the complainant, the respondent, and the Title IX Coordinator/designee.

If a resolution is reached, the complainant and the respondent shall be notified in writing, and the Title IX Coordinator/designee will confer with appropriate parties to memorialize the agreed-upon resolution and any consequences for non-compliance in a memorandum. This memorandum will be included in the respondent's student record. If no agreement is reached within a reasonable time, the Title IX Coordinator /designee shall proceed with the formal resolution process.

The informal resolution does not result in findings related to responsibility.

J. Formal Resolution

1. Notification to Respondent - If a case is referred for formal resolution, the respondent will be notified of the alleged misconduct and allowed to respond. The notification will include the allegations, identities of the parties involved, the specific section(s) of Pennco Tech policy allegedly violated, the precise conduct allegedly constituting the potential violation, and the date and location of the incident (if known). This notice will be given before any initial interview. Pennco Tech may modify the list of policies allegedly violated based on additional information learned during the investigation.
2. Acceptance of Responsibility - Before the conclusion of a sexual misconduct investigation, the respondent may elect to take responsibility for the prohibited conduct by contacting the Title IX Coordinator/designee in writing. The Title IX Coordinator/designee will issue a brief outcome determination summarizing the allegations and stating the respondent has accepted responsibility, and refer the matter to the appropriate office for sanctioning.

Following the determination of sanctions, parties may appeal the sanctions but not the finding(s) of responsibility.

3. Investigation - For investigations of respondents who are employees of Pennco Tech, Pennco Tech will follow applicable requirements in its policy. For investigations of respondents who are students, Pennco Tech will follow applicable requirements in Pennco Tech policy.
4. Hearing - For hearings for respondents who are employees of Pennco Tech will follow applicable requirements in Pennco Tech policy. For hearings for respondents who are students, Pennco Tech will follow applicable requirements in Pennco Tech policy.
5. Sanctioning - For sanctions for respondents who are employees of Pennco Tech, will follow applicable requirements in Pennco Tech policy. For sanctions for respondents who are students, Pennco Tech will follow applicable requirements in Pennco Tech policy.

K. Appeal

The complainant or respondent may appeal the hearing outcome and/or sanction(s).

For appeals by parties who are employees, Pennco Tech will follow applicable requirements in Pennco Tech policy. For appeals by parties who are students, Pennco Tech will follow applicable requirements in Pennco Tech policy.

In the event sanctions are imposed, it shall be at the discretion of the Title IX Coordinator/designee and the sanctioning office whether the sanctions shall be implemented or stayed pending resolution of an appeal.

The limited grounds for appeal are as follows:

- New information that could affect the outcome of the matter and was not reasonably available through the exercise of due diligence at the time of the hearing below;
- A deviation from Pennco Tech policy or procedures that materially affected the hearing outcome or sanctions; and
- The sanction is too harsh or too lenient.

Appeals must be made to the Title IX Coordinator and/or Deputy Title IX Coordinator and be filed within 7 calendar days of the date that written notice of the outcome was provided. Pennco Tech will decide the appeal promptly, but generally within 30 calendar days, and provide the respondent and complainant with concurrent/simultaneous written notice of the final determination within 7 calendar days of making the final determination, including any changes to the previous determination and/or the sanctions imposed. The appeal decision is final and not subject to further appeal.

V. Rights/Responsibilities

- A. Reports and complaints have different meanings. An individual has a right to make a report of sexual misconduct to Pennco Tech, which may be accompanied by a request for supportive measures. An individual also has a right to make a complaint of sexual misconduct, which is a request to initiate Pennco Tech's informal resolution process or a formal disciplinary process, which includes an investigation and may proceed to a formal hearing.
- B. Before the conclusion of a sexual misconduct investigation, the reporting party may request to withdraw the complaint by contacting the Title IX Coordinator/designee in

writing. He or she will determine whether to close the case or conclude the investigation without the complainant's continued participation.

- C. An individual also has the right to report sexual misconduct to law enforcement, separate and apart from any report or complaint made to Pennco Tech.
- D. At the time a report is made, the reporting party does not have to decide whether to file a complaint or make a report of sexual misconduct to law enforcement.
- E. An affected party has the right to request supportive measures from Pennco Tech, which may include interim contact restrictions.
- F. The reporting party has the right to seek medical treatment to address physical and mental health and to preserve evidence.
- G. A report may become a formal complaint, either initiated by the reporting party or Pennco Tech, depending on the outcome of the Title IX assessment. To file a complaint, please contact the Title IX Coordinator/designee.

VI. Prevention and Awareness Programs

Pennco Tech provides prevention and awareness education concerning sexual violence, dating violence, domestic violence, stalking, consent, bystander intervention, risk reduction, reporting options, and available resources. For the Bristol campus, Pennco Tech will maintain the education, prevention, notification-of-rights, and follow-up programming required for Pennsylvania private licensed schools under Article XX-G (Act 55 of 2022), in collaboration with the local rape crisis center and domestic violence program identified in Pennco Tech's required memoranda of understanding. Required programming and notices will be provided to students and employees as applicable and documented for compliance purposes.

VII. Prohibition against Retaliation

Retaliation in any form (including acts of intimidation or harassment) against any person who makes a Title IX report, witnesses or experiences harassment, or asserts rights under Title IX will also not be tolerated. Reports of retaliatory conduct should be made to the Title IX Coordinator and/or Deputy Title IX Coordinator using the contact information set forth above.

VIII. False Reporting

Allegations of discrimination and harassment are extremely serious and must be made honestly and in good faith. Knowingly providing false information to a school official may result in disciplinary action up to and including termination for employees, and suspension or termination for students.

IX. Related Information

Staff Training:

Pennco Tech's Title IX Coordinator, Teresa Gallagher

Training from Clery Center

Clery Center's Institutional Policies Training: Integrating Title IX and Clery Act Requirements training. A recording of the training can be found here:

<https://vimeo.com/724484963/6c85ce2451>

Jeanne Clery Act Certificate of training:

Pennco Tech's Deputy Title IX Coordinators;

Bristol Campus – Mrs. Danielle J. Cattell

Training from Thompson Coburn LLP

Module 1 – Fundamentals of the Law: <http://content.thompsoncoburn.com/video/Module-1-Fundamentals-of-the-Law.mp4>

Module 2 – Formal Complaints: <http://content.thompsoncoburn.com/video/Module-2-Formal-Complaints.mp4>

Module 3 – Investigations & Informal

Resolutions: <http://content.thompsoncoburn.com/video/Module-3-Investigations-and-Informal-Resolutions.mp4>

Module 4 – Hearings: <http://content.thompsoncoburn.com/video/Module-4-Hearings.mp4>

Module 5 – Determinations: <http://content.thompsoncoburn.com/video/Module-5-Determinations.mp4>

Module 6 – Appeals: <http://content.thompsoncoburn.com/video/Module-6-Appeals.mp4>

Cleary Center Know More, Do More: Building your Team:

<https://vimeo.com/745463308/dedf02b5de>

X. Revision History:

Original Document July 2018

Revised Document June 2020 – to meet new PA DOE requirements

Revised Document August 2020 – to meet new US DOE requirements

Revised Document September 2021 – to update staff training

Revised Document September 2022 – to update staff training

Revised Document September 2023 – to update staff training

Revised Document September 2024 – to update staff training

Revised Document September 2025 – to update staff training

Revised 2020 Document, March 2025, to comply with January 9, 2025, federal court ruling.

Revised September 2026 – Pennsylvania compliance revision for Bristol Campus; updated campus/state references; aligned Title IX language with the 2020 regulations currently in force; added Pennsylvania Act 55 private licensed school requirements, Pennsylvania child-abuse reporting language, Pennsylvania victim-service resources, Pennsylvania Megan’s Law information, and federal hazing requirements. All revised/new language is highlighted in yellow for review.

End of:

The Pennco Tech Sexual Violence and Sexual Harassment Misconduct Policy

Violence Against Women Act (VAWA)

The Office on Violence Against Women (OVW) provides federal leadership in developing the national capacity to reduce violence against women and administer justice for and strengthen services to victims of domestic violence, dating violence, sexual assault, and stalking.

You can learn more about the Office on Violence Against Women Act by visiting the United States Department of Justice website at: <https://www.justice.gov/ovw/about-office>.

Information on Registered Sex Offenders

www.nationalalertregistry.com, Information about registered sexual offenders in Pennsylvania is maintained by the Pennsylvania State Police under Pennsylvania’s Megan’s Law/SORNA

framework. Members of the campus community may use the official Pennsylvania State Police Megan's Law public website to search for registered offenders who reside, work, or attend school in Pennsylvania. The registry is maintained for public-protection purposes and should be used in accordance with applicable law.

Bristol Campus - Student Housing and Fire Safety Reporting Applicability

Pennco Tech Bristol does not operate on-campus student housing. Therefore, the Clery Act provisions that apply specifically to institutions maintaining on-campus student housing facilities - including the missing-student notification policy and Annual Fire Safety Report/student-housing fire log requirements - are not applicable to the Bristol campus. Pennco Tech nevertheless maintains general emergency, evacuation, fire prevention, and drill procedures for its instructional facilities under its Emergency Action Plan.

Hazing Prevention and Reporting

Pennco Tech prohibits hazing. For Clery Act purposes, hazing is addressed consistent with the Stop Campus Hazing Act and applicable federal regulations. Pennco Tech has no recognized student organizations, clubs, fraternities/sororities, or intercollegiate athletic teams at the Bristol campus. Pennco Tech will nevertheless collect and disclose reportable hazing statistics for its Clery geography and will comply with applicable hazing-prevention, policy, and transparency requirements. If Pennco Tech later recognizes or establishes a student organization, it will evaluate and implement any additional Campus Hazing Transparency Report requirements that apply to findings of hazing violations involving such organizations.