

GENERAL INFORMATION

TITLE IX

Anti-Discrimination Statement

Western Nevada College (WNC) and the Nevada System of Higher Education (NSHE) are guided by the principle that there shall be no difference in the treatment of persons because of race, religion, color, age, sex (including a pregnancy related condition), sexual orientation, military status or military obligations, disability (whether actual or perceived by others to have a disability including veterans with service connected disabilities, or national origin, and that equal opportunity and access to facilities shall be available to all. This extends to individuals who experience discrimination (including antisemitism) based on their actual or perceived: (i) shared ancestry or ethnic characteristics; or (ii) citizenship or residency in a country with a dominant religion or distinct religious identity. Similarly, there shall be no difference in the treatment of persons who file charges of discrimination or harassment, participate in a discrimination or harassment proceeding, or otherwise oppose discrimination or harassment. This principle is applicable to every member of the Nevada System of Higher Education community, both students and employed personnel at every level, and to all units, facilities, and services of the Nevada System of Higher Education.

WNC and NSHE are committed to providing a place of work and learning free of discrimination on the basis of a person's age (40 or older), disability, whether actual or perceived by others (including service-connected disabilities), sex (including pregnancy or related conditions), military status or military obligations, sexual orientation, gender identity or expression, genetic information, national origin, race (including hair texture and protective hairstyles such as natural hairstyles, afros, bantu knots, curls, braids, locks and twists), color, or religion. Discrimination on the basis of a protected class, including unlawful harassment, which is a form of discrimination, is illegal under federal and state law. Where unlawful discrimination is found to have occurred, WNC will act to stop the unlawful discrimination, to prevent its recurrence, to remedy its effects, and to discipline those responsible.

(B/R 8/24)

WNC does not discriminate on the basis of sex in any education program or activity that it operates. Non-discrimination on the basis of sex is mandated by Title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.) and the corresponding implementation regulations (34 C.F.R. Part 106). The college's commitment to nondiscrimination in its education programs and activities extends to applicants for admission and employment.

Inquiries concerning the application of these provisions and/or questions as to how to file a complaint of unlawful discrimination may be referred to WNC's Title IX Coordinator:

Victor Navarro at TitleIX@wnc.edu or (775) 445-4235
 Western Nevada College
 2201 West College Parkway
 Bristlecone Building, Room 157
 Carson City, NV 89703
 AND/OR the U.S. Department of Education, Office of Civil Rights, 1-800-421-3481.

Policy Against Unlawful Discrimination and Harassment

To ensure compliance with Title IX and other federal and state civil rights laws, Western Nevada College hereby adopts the policy found in the Board of Regents Handbook, [Title 4, Chapter 8, Section 14](#) as its non-discrimination policy prohibiting unlawful discrimination by employees, students, or third parties.

Information pertaining to the college's grievance procedures and grievance process, including how to report or file a complaint of unlawful discrimination, how to report or file a formal complaint of sexual harassment, and how the college will respond can be found in the Board of Regents Handbook, [Title 4, Chapter 8, Section 14](#).

Title IX Training

Title IX training, including the prevention of sex discrimination, sexual harassment, and sexual assault, is required of all WNC employees every two years and is offered to WNC students each fall and spring semester.

Employees may contact Human Resources TitleIX@wnc.edu for more information. Title IX training for students is offered to students through an online training platform.

Students are not required to complete the training, but doing so is the best way for students to understand their rights and responsibilities under Title IX. Students may contact Heather Rikalo (Heather.Rikalo@wnc.edu) to request the training.

Title IX Coordinator

Victor Navarro

Title	Title IX Coordinator
Department	Western Nevada College
Email	TitleIX@wnc.edu
Phone	775-445-4235
Office	Carson City Bristlecone Building, Room 157

Title IX Officials With Authority (OWAs) - Obligated Reporters

OWAs at WNC include the Title IX Coordinator and any official of the institution who has authority to institute corrective measures on behalf of the institution. When a complainant or other person reports an incident of unlawful discrimination or harassment to an OWA, they have the right to expect the institution to take prompt and appropriate steps to investigate what happened and to resolve the matter promptly and equitably.

OWAs must report to the Title IX Coordinator all relevant details about the alleged unlawful discrimination or harassment shared by the reporting individual and that the institution will need to determine what happened including the name(s) of the complainant, respondent(s) and any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident. To the extent possible, information reported to an OWA will be shared only with people responsible for handling the institution's response to the report.

The following individuals are OWAs at WNC:

Melody Duley

Title	Chief HR Officer Chief of Staff Title IX Coordinator
Department	Western Nevada College
Email	melody.duley@wnc.edu
Phone	775-445-4235
Office	Carson City Bristlecone Building Room 157

Kyle Dalpe

Title	President, WNC
Email	kyle.dalpe@wnc.edu
Phone	775-445-4431
Office	Carson City Bristlecone Building Room 165

Heather Rikalo

Title	Student Life Coordinator and Assistant to the President
Department	President Office
Email	heather.rikalo@wnc.edu
Phone	775-445-3241
Office	Carson City Joe Dini Library and Student Center Room 108

Dana Ryan

Title	Vice President of Academic & Student Affairs
Department	Academic & Student Affairs
Email	dana.ryan@wnc.edu
Phone	775-445-4454
Office	Carson City Bristlecone Building Room 165

Coral Lopez

Title	Chief Financial Officer
Department	Western Nevada College
Email	coral.lopez@wnc.edu
Phone	775-445-4230
Office	Carson City Bristlecone Building Room 167B

Niki Gladys

Title	Executive Director of Advancement
Department	Advancement
Email	niki.gladys@wnc.edu
Phone	775-445-3239
Office	Carson City Bristlecone Building Room 147

Counselors - Confidential Resources

WNC Counselors are not required to report any information about an incident to the Title IX Coordinator without a complainant's permission. Visit the [Academic Advising and Access](#) page for contact information.

Training Materials

Title IX Personnel and other faculty have completed the following training:

- Title IX Coordinator Level 1
- Title IX Coordinator Level 2
- Title IX Investigator Level 1
- Title IX Investigator Level 2
- Title IX Investigator Level 3
- Title IX Hearing Officer & Decision Maker 2020
- Title IX Hearing Officer & Decisions Maker 2021
- Rationale Writing Workshop for Decisions Makers & Investigators
- Align Your Title IX Policy and Procedures to the New Law
- Review of the Title IX Coordinator Role
- The Hearing Process and Disciplinary Actions
- Ongoing Training Needs for Investigators and Decision Makers
- Officials with Authority and Responsible Employees: Helping Mandatory Reporters Comply with New Title IX Regulations [\[Website\]](#)
- Assessing Credibility in Title IX Cases [\[Presentation\]](#)
- Solutions for Managing Intake, Jurisdiction and Dismissal in the Title IX Grievance Process [\[Website\]](#)
- Investigation Report Writing [\[Website\]](#)
- Informal Resolution: Foundations [\[Website\]](#)
- Hearings and Sanctions [\[Website\]](#)
- Responding to Title IX Disclosures: Training for Faculty and Staff [\[Website\]](#)
- 2023 Title IX Regulations Implementation for Higher Education Overview, Nuances & Best Practices [\[Website\]](#)
- 5 Essentials to Title IX Investigations [\[Website\]](#)
- Mitigating and Responding to Bias in Your Title IX Process [\[Website\]](#)
- Conducting Trauma-Informed Investigations for Sexual Misconduct Cases [\[Website\]](#)
- Overcoming Bias in Your Title IX Investigative Process [\[Website\]](#)

ADA 504 Coordinators**Susan Trist, Coordinator for Students**

Title	Disability Support Services Director
Department	Western Nevada College
Email	susan.trist@wnc.edu
Phone	775-445-4459
Office	Carson City Cedar Building Room 208

Victor Navarro, Coordinator for Employees

Title	Title IX Coordinator
Department	Western Nevada College
Email	TitleIX@wnc.edu
Phone	775-445-4235
Office	Carson City Bristlecone Building

Jeffrey Erickson, Coordinator for College Facilities

Title	Interim Director of Facilities, Planning & Construction
Department	Western Nevada College
Email	jeffrey.erickson@wnc.edu
Phone	775-445-4259
Office	Carson City Bristlecone Building Room 120

Additional Resources

- [WNC Human Resources Office](#)
- [U.S. Department of Education, Office of Civil Rights](#)