

# NCNM DISCRIMINATION AND HARASSMENT POLICY

NCNM is committed to providing a healthy learning and work environment for its students, staff and faculty. Discrimination, harassment and retaliation are forms of misconduct that fundamentally compromise the integrity of human relationships, affect morale and performance, and threaten an individual's sense of security and well-being. These actions may also violate the law.

Any student who believes that he/she is being, or may be, subject to harassment or discrimination, should immediately report it to one of the following: dean of students, director of human resources, a program dean or the Title IX coordinator.

Complaints will be promptly investigated, and the college will take corrective and preventive actions where appropriate.

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For confidential assistance and/or counseling, please contact the Student Counseling Center.

Director of Counseling Services:  
503.552.1605

Counseling Center Appointment Line:  
503.552.1780



049 SW Porter Street  
Portland, OR 97201  
503.552.1555  
[www.ncnm.edu](http://www.ncnm.edu)

Distributed by the Office of Student Services  
and the Counseling Center

# INTERPERSONAL VIOLENCE

## INFORMATION AND RESOURCES



Interpersonal violence and abuse can happen to anyone regardless of age, gender, race, sexual orientation, size or strength.

Everyone has the right to be safe.  
You are not alone.



## WHAT IS INTERPERSONAL VIOLENCE?

“Interpersonal violence includes child maltreatment, intimate partner violence, sexual violence, youth violence and elder abuse. It takes place in the home, on the streets and in other public settings, in the workplace and in institutions such as schools, hospitals and residential care facilities.”

—*World Health Organization*

## WHAT IS DOMESTIC VIOLENCE?

“Domestic violence can happen between people in a family, intimate partners, or other people who live in the same house. It includes hurting, threatening or putting someone down or making them afraid. It also includes trying to control them or make them do things. The abuse can get worse over time.”

—*Oregon Department of Human Services*

## WHAT IS SEXUAL ASSAULT?

“Sexual assault takes many forms including attacks such as rape or attempted rape, as well as any unwanted sexual contact or threats. Usually a sexual assault occurs when someone touches any part of another person’s body in a sexual way, even through clothes, without that person’s consent. Assaults can be strangers, acquaintances, friends, or family members.”

—*The National Center for Victims of Crime*

## HEALTHY vs. UNHEALTHY RELATIONSHIPS

Characteristics of a healthy relationship:

- Mutual respect
- Trust
- Honesty
- Good communication
- Individuality
- Understanding
- Self-confidence
- Compromise

Characteristics of an unhealthy relationship:

- Control
- Dependence
- Dishonesty
- Disrespect
- Hostility
- Intimidation
- Physical/Sexual violence
- Verbal abuse



## RESOURCES

### **Bradley Angle House**

(Domestic violence shelter for women and their children)  
503.281.2442 (Crisis Line)  
[www.bradleyangle.org](http://www.bradleyangle.org)

### **Portland Women’s Crisis Line**

888.235.5333

### **Domestic Violence Resource Center**

503.469.8620 (Crisis line for Portland Metro area)

### **Multnomah County Crisis Line**

503.988.4888

### **Oregon Department of Human Services**

503.945.5811

[www.oregon.gov/DHS/abuse/domestic](http://www.oregon.gov/DHS/abuse/domestic)

### **National Rape Crisis Hotline**

800.656.HOPE (4673)

### **Sexual Minority Youth Resource Center (SMYRC)**

503.872.9664

### **Child Abuse Reporting Hotline**

800.509.5439 (Multnomah County)

### **El Programa Hispano** (all services in Spanish)

503.231.4866 (Portland)

503.669.8350 (Gresham)

### **Healing Roots Center**

(Multiservice center for African & African American survivors of domestic violence)

503.595.9591

### **Native American Family Healing Center**

503.288.8177

### **Russian Oregon Social Services**

503.777.3437

### **NCNM Student Counseling Center**

503.552.1780

### **NCNM Security**

503.830.3613 (Security cell phone)

**In case of crisis or emergency, DIAL 911**