

Confidentiality and Privacy

Confidentiality and Privacy as outlined in the Title IX Sexual Harassment Policy

Every effort is made by Central Arizona College (CAC) to preserve the privacy of reports of allegations of sexual harassment/discrimination. For the purpose of the Title XI policy, privacy and confidentiality have distinct meanings.

Privacy means that information related to a complaint will be shared with a limited number of CAC employees who “need to know” in order to assist in the assessment, investigation, and resolution of the report.

All employees who are involved in CAC’s response to notice under this policy receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law. The privacy of student education records will be protected in accordance with the Family Educational Rights and Privacy Act (“FERPA”), as outlined in the CAC FERPA policy. The privacy of employee records will be protected in accordance with Talent Development policies.

Confidentiality exists in the context of laws that protect certain relationships, including those who provide services related to medical and clinical care, mental health providers, counselors, attorneys, and ordained clergy. The law creates a privilege between certain health care providers, mental health care providers, attorneys, clergy, and others, with their patients, clients, and parishioners. CAC does not have a health center or mental health counselors on site to provide medical or mental health services. As such, CAC has designated one individual who has the ability to have privileged communications as a Confidential Resource. The confidential resource is the College Ombudsperson.

When information is shared by a Complainant with the Confidential Resource, the Confidential Resource cannot reveal the information to any third party, except when an applicable law or a court order requires or permits disclosure of such information. For example, information may be disclosed when:

1. the individual gives written consent for its disclosure;
2. there is a concern that the individual will likely cause serious physical harm to self or others; or
3. the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18, elders, or individuals with disabilities.

Non-identifiable information may be shared by Confidential Resources for statistical tracking purposes as required by the federal Clery Act. Other information may be shared, as required by law.

CAC will not share the identity of any individual who has made a report or complaint of harassment, discrimination, or retaliation; any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, or any witness, except as permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g; FERPA regulations, 34 CFR part 99; or as required by law; or to carry out the purposes of 34 CFR Part 106, including the conducting of any investigation, hearing, or grievance proceeding arising under these policies and procedures.

Only a small group of officials who need to know will typically be told about the complaint, including, but not limited to, Vice President of Student Services, Vice President of Talent Development, Public Safety, and the Behavior Intervention Team. Information will be shared as necessary with Investigators, Decision-makers, witnesses, and the parties. The circle of people with this knowledge will be kept as tight as possible to preserve the parties' rights and privacy.

CAC may contact parents/guardians to inform them of situations in which there is a significant and articulable health and/or safety risk, but will consult with the student first before doing so, when appropriate.

Other Confidential Resources

Sexual misconduct can be a complex and painful experience that can require many different types of support including medical, legal, psychological, and academic resources. There are no employees within CAC who can guarantee complete confidentiality; however, there are resources outside of CAC that you may wish to have a confidential conversation with about your options and what next steps you would like to take.

National Sexual Assault Hotline and Website

Access free, 24/7 local crisis support online or by calling 1-800-856-HOPE (4673). For more information, visit ohl.rainn.org/online.

Off-Campus Counselors, Advocates and Resources

Off-campus counselors, advocates, and health care providers will also generally maintain confidentiality and not share information with CAC unless the victim requests the disclosure and signs a consent or waiver form.

National resources

- [GLBTQ Domestic Violence Project](#)
 - Domestic Violence 24 Hour Hotline: 1-800-832-1901
- [The Network/La Red](#)
 - 24 Hour Crisis Line for GLBTQA Survivors: (617) 742-4911(v); (617) 227-4911(TTY)
- [National Coalition Against Domestic Violence](#)
 - 24 Hour Hotline: 1-800-799-7233 (SAFE); 1-800-787-3224 (TTY)
- [Rape, Abuse, and Incest National Network \(RAINN\)](#)
 - Phone: 1-800-656-HOPE
- [Womenspace National Network to End Violence Against Immigrant Women](#)
 - 24 Hour Hotline: (609) 394-9000

Local Resources

- [A New Leaf](#)
 - Advocacy: (602) 372-7605
 - Hotline: 1-844-SAFEDVS
- [Arizona Coalition to End Sexual and Domestic Violence](#)
 - Legal advocacy: (602) 279-2900; (800) 782-6400
 - Hours of Operation: 8:30 am 5:00 pm, Monday-Friday
- [Autumn House](#)
 - 24 Hour Crisis Line: (480) 835-5555
- [Chrysalis](#)

- 24 Hour Hotline: (602) 944-4999
 - Programs and Services: (602) 955-9059
- [CONTACS](#)
 - 24 Hour Hotline: (602) 263-8900; 1-800-799-7739
- [Faith House](#)
 - 24 Hour Crisis Line: (623) 939-6798
- [Shelter Without Walls](#)
 - Phone (English): (602) 452-4640
 - Phone (Spanish): (602) 534-3087
- [Sojourner Center](#)
 - Crisis Line: (602) 244-0089; (602) 889-1610 (TDD)
- [Southwest Family Advocacy Center](#)
 - Phone: (623) 333-7900