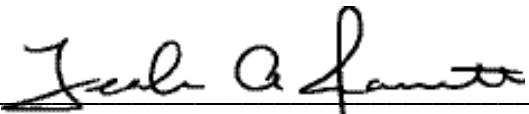




Monitoring Report
EL-01 Treatment of Students
April 9, 2026

I hereby present my monitoring report on the **Executive Limitations Policy EL-01: Treatment of Students** according to monitoring report schedule (BPD-04). I certify that the information contained in this report is true and represents compliance with a reasonable interpretation of all aspects of the policy unless specifically stated otherwise.

Signed 
Leah A. Barrett, President

Date 02 April 2026

The President shall not cause or allow conditions, procedures or decisions related to the treatment of students that are unsafe, unfair, disrespectful, or unnecessarily intrusive.

INTERPRETATION

Northeast Community College must ensure that students, staff, and visitors have a safe and secure educational environment.

Therefore, I interpret “conditions, procedures or decisions related to the treatment of students that are not unsafe” to mean:

- a) Northeast produces and publishes on the Northeast.edu website the Annual Security & Fire Safety Report as a demonstration of the College policies and procedures to ensure environmental, health, safety, and security procedures are in place.
- b) Northeast publishes on the Northeast.edu website the results of the most recent Campus Safety and Security Survey as required by the Clery Act and its amendments, demonstrating a minimal number, if any, of fires in student housing facilities and crimes on college property.

I interpret “conditions, procedures or decisions related to the treatment of students that are not unfair or disrespectful” to mean programs and program materials are offered in ways that are accessible, nondiscriminatory, welcoming, and respectful of all cultures. Compliance will be shown when:

- a) There are written operational procedures in place, reviewed at least every five years, which outline the College’s expectations regarding nondiscrimination.

Students’ engagement with their college experience is inextricably linked to student success, including higher student retention and graduation rates. To measure student engagement with their college experience, Northeast administers the Community College Survey of Student Engagement (CCSSE) every two years. The CCSSE survey allows Northeast to benchmark with Nebraska community colleges, and with national norms. CCSSE measures student engagement as an indicator of institutional effectiveness, with a focus on what students do and experience rather than how satisfied they feel. A survey is a reasonable method to measure students’ perceptions, and the CCSSE is a standard survey used in higher education to measure students’ college experience. Whether a person feels not intruded upon, is a matter of perception, so asking students to rate their experiences in this area is a reasonable way to assess it. Therefore, I interpret “conditions, procedures or decisions related to the treatment of students that are not unnecessarily intrusive” to mean:

- a) How much the college emphasizes the following two questions (quite a bit and very much responses) to be greater than or equal to the Nebraska or 2025 cohort through the Community College Survey of Student Engagement (CCSSE).
 - 9b. Providing the support you need to help you succeed at this college
 - 9d. Helping you cope with non-academic responsibilities (work, family, etc.)

EVIDENCE

- a) The Vice President of Student Services confirmed on March 17, 2026, that the [Annual Security and Fire Safety Report](#) in compliance with the Clery Act, is published on the Northeast website and includes policies and procedures ensuring environmental, health, safety, and security are in place. In addition, the Vice President of Student Services confirmed that the statistics for crimes reported to Northeast during the last three years on college property have been reported and that they are minimal (1 crime and 3 arrests) and that zero to minimal fires (0 fires) in housing facilities have been reported.

b) The following operational procedures outline the College’s expectations regarding nondiscrimination:

AP-1010.0 [Nondiscrimination](#)

AP-5260.0 [Services for Students with Disabilities](#)

Northeast does not discriminate based upon any status protected by law or College policy. This information is stated on the Northeast website and on Northeast publications. It includes a link to the [Nondiscrimination](#) page of our website, that outlines additional information as well as where to direct inquiries or concerns.

c) Northeast scored higher on CCSSE questions compared to the Nebraska and 2025 cohorts as identified in Table 1 below. In the 2025 administration, “Nebraska” consists of Central Community College, Metropolitan Community College, Mid-Plains Community College, Nebraska Indian Community College, Northeast Community College, Southeast Community College, and Western Nebraska Community College.

Table 1

How much does this college emphasize the following?	Your College (Northeast)	Nebraska	2025 Cohort
9b. Providing the support you need to help you succeed at this college (quite a bit and very much responses)	92.3%	80.6%	79.9%
9d. Helping you cope with non-academic responsibilities (work, family, etc.) (quite a bit and very much responses)	47%	40.8%	39.9%

... the President shall not:

1. Permit students and others who use College property to be without reasonable protections against hazards or conditions that might threaten their health, safety, or well-being.

INTERPRETATION

Compliance will be demonstrated when:

- a) There are operational procedures in place to protect students from conditions that might threaten health, safety, or well-being, all of which are reviewed at least every five years to ensure they are current. Procedures that require compliance by students are referred to in the Student Code of Conduct, and a link to the Student Code of Conduct is emailed to each student on an annual basis.
- b) Drug Free Communities and Schools Act information is updated and published on the College website annually and sent electronically to all enrolled students during their first term of enrollment each academic year through the Notice to Enrolled Students.
- c) The Annual Campus Safety and Security Survey in compliance with the Clery Act which presents statistics for crimes reported to Northeast as well as fires that occurred on Northeast housing properties during the last three years is shared via email with all students by September 30 each academic year and published on the Northeast website.
- d) Students have access to a communications system which informs of campus closings and cancellations due to weather or other emergency situations.
- e) The College provides students with campus-based mental and physical health services.
- f) No more than five (5) complaints and/or recorded complaints will be submitted annually regarding hazards or conditions that might threaten students' health, safety, or well-being.

This interpretation is reasonable because it ensures compliance with nationally accepted principles for safety and security for institutions of higher education.

EVIDENCE

- a) The applicable operational procedures for purposes of this section #1 are:
AP-3020.0 [Solicitation on College Premises](#)

AP-3210.0 [Safe and Secure College Environment](#)

AP-5221 [Standards of Student Conduct](#)

AP-3270.0 [Loitering](#)

AP-3231.0 [Communicable Diseases](#)

AP-3233.0 [Alcoholic Beverages and Controlled Substances](#)

AP-5791.0 [Vaccination](#)

AP-3235.0 [Tobacco and Alternative Nicotine Products Use](#)

AP-5021.0 [Missing Student Notification](#)

AP-5890.0 [Residential Housing Regulations](#)

- b) The Vice President of Student Services confirmed on March 23, 2026 that all students were emailed a link to the [Student Code of Conduct](#) on September 2, 2025 from the Northeast Dean of Students and the Code of Conduct referenced operational procedures that would require student compliance. It was sent again from the Dean of Students as a reminder to students after spring break on March 19, 2026.
- c) The Vice President of Student Services confirmed on March 17, 2026 that [Drug Free Communities and Schools Act information](#) was last updated and published on the College website, and sent electronically to all enrolled students in the [Notice to Enrolled Students](#) on September 19-24, 2025 (fall semester), October 22, 2025 (second eight week), December 18, 2025 (intersession), January 30, 2026 (spring semester), and March 27, 2026 (second eight week).
- d) The Vice President of Student Services confirmed on March 17, 2026, that the [Annual Security and Fire Safety Report](#) in compliance with the Clery Act with statistics for crimes reported to Northeast Community College during the last three years is published on the Northeast website and shared via email with all students on September 29, 2025.
- e) The Vice President of Student Services confirmed on March 17, 2026, that the College uses a [Campus Alert](#) system for campus emergencies or closures. Students and employees are automatically signed up to receive Campus Alerts through their Northeast email address and can update their preferences to include a cell phone number or multiple cell phone numbers. Students and parents/guardians are informed of this service during New Student Registration and Orientation. The [Campus](#)

[Alert](#) webpage also includes information regarding plans for inclement weather announcements. In addition, each course syllabus includes information about how the instructor will communicate class cancellations.

- f) The Vice President of Student Services confirmed on March 17, 2026 that: i) Northeast employs two full-time licensed mental health practitioners who provides free counseling services to students and whose contact information is posted on the Northeast website; and ii) an annual contract is on file with Faith Regional Health Services which provides health services for students on the Norfolk campus.
- g) The Dean of Students confirmed on April 7, 2026 that one (1) complaints was received from students regarding campus security and one (1) complaints were recorded regarding campus safety. Complaints were investigated and resolved, and none escalated to a grievance.

...the President shall not:

1.1 Allow students to be without current, enforced procedures that minimize the potential for exposure to harassment, provide remedy for harassment situations, and provide methods for dealing with individuals who harass.

INTERPRETATION

Compliance will be demonstrated when:

- a) The College has a Sexual Discrimination/Harassment procedure which is accessible to students on the website and is reviewed at least every five years.
- b) An Incident Reporting Form is easily accessible to students on the College website to report issues of harassment.
- c) The College has identified a Title IX Coordinator, and their contact information is easily accessible to students on the College website.
- d) Initial information is gathered in response to any incident report of harassment and when warranted, the Title IX Officer works with the College investigator and College attorney until there is a resolution.
- e) Results of all investigations are retained by HR.
- f) The College annually files the Clery Act report which includes a report of all harassment incidents.
- g) All employees complete the required periodic training on recognizing harassment.
- h) Administer the Title IX Climate Survey for students as part of the State of Nebraska Legislative Report for Title IX.

EVIDENCE

- a) The Vice President of Human Resources confirmed on 3/24/26 that College's [Harassment and Nondiscrimination for all Faculty, Students, Employees, and Third-Parties](#) procedure is accessible on the website, is distributed annually to students via email within the [Student of Conduct](#), and was last reviewed on August 5, 2024.
- b) Options available to students to file a report concerning harassment are accessible on the College website on the [Title IX webpage](#), as well as the [Online Reporting Forms](#) webpage under Title IX Inquiry/Incident Report Form.
- c) Contact information for the [Title IX](#) Coordinator is accessible on the College website.
- d) The [Title IX investigation process](#) is accessible on the College website.
- e) The Vice President of Human Resources confirmed on 3/24/2026 that there were 8 reports of harassment during the 2025 calendar year. All reports were investigated, but none of the reports rose to the level of a formal investigation. On- and off-campus support options were requested by one or more students for each reported case, and support was provided as requested.
- f) Annual harassment prevention and Title IX training is administered to all Northeast employees through the Learning Management System, SafeColleges. The Vice President of Human Resources confirmed on 3/24/2026 that during the 2024-2025 academic year there was 95% employee compliance and 2025-2026 academic year there was 98% employee compliance in completion of this training.
- g) The Vice President of Human Resources confirmed on 3/24/26 that Title IX training for the Title IX Coordinator, Deputy Title IX Coordinators, and other Title IX team members such as investigators, hearing officers, decision makers, and advisors is up to date.
- h) The Vice President of Human Resources confirmed on 3/24/26 that Northeast completed its last Title IX Climate Survey for students March 2025 and the last Title IX Climate Survey for employees October 2025. The last [State of Nebraska Legislative Report](#) was submitted on December 11, 2025. Next report is due September 15, 2026.

...the President shall not:

2. Deliver programs in a manner that is insensitive to students' culture.

INTERPRETATION

I interpret “not insensitive” to mean programs and program materials are offered in ways that are accessible, nondiscriminatory, welcoming, and respectful of all cultures. Compliance will be shown when:

- a) There are written operational procedures in place, reviewed at least every five years, which outline the College’s expectations regarding nondiscrimination.
- b) The number of complaints received by students or recorded by faculty and staff regarding programs being delivered in a manner that is insensitive to students’ culture are no more than five (5) annually.

EVIDENCE

- a) The following operational procedures outline the College’s expectations regarding nondiscrimination:
 - AP-1010.0 [Nondiscrimination](#)
 - AP-5260.0 [Services for Students with Disabilities](#)
- c) Northeast does not discriminate based upon any status protected by law or College policy. This information is stated on the Northeast website and on Northeast publications. It includes a link to the [Nondiscrimination](#) page of our website, that outlines additional information as well as where to direct inquiries or concerns.
- d) The Dean of Students confirmed on April 7, 2026 that one (1) complaint was received or recorded regarding discrimination during the 2024-25 academic year.

...the President shall not:

3. Permit violation of student confidentiality and privacy, except where specific disclosure is required by legislation or regulation.

INTERPRETATION

I interpret “student confidentiality and privacy” to mean the College must provide administrative procedures that outline the expectations and consequences of disclosing personally identifiable information from student records. This section is more fully interpreted in 3.1 and 3.2 below.

EVIDENCE

See the various policies, procedures, and processes outlined in 3.1 and 3.2 below for evidence.

...the President shall not:

3.1 Use forms or procedures that elicit information for which there is no clear necessity.

INTERPRETATION

The College will not ask students to complete unnecessary tasks and will reduce redundancy and inefficiencies in student processes. Compliance will be shown when Northeast’s score on the CCSSE related to college emphasis on “providing the support you need to help you succeed at this college” is great than or equal to the Nebraska or 2025 cohort. This is reasonable because requiring the use of unnecessary forms or procedures reflects on service, and whether a person feels the College provides the support needed to help you succeed is a matter of perception, so asking students to rate if this college is providing the necessary support is a reasonable way to assess it. The reasonableness of using the CCSSE is set forth in the interpretation of the initial global statement of this policy.

EVIDENCE

See question 9b. on Table 1 in the first section of this report. Northeast scored higher on CCSSE questions compared to the Nebraska and 2025 cohorts. This acknowledges a process that removes necessity/redundancy in information requests.

...the President shall not:

3.2 Use methods of collecting, reviewing, storing, or transmitting student information that inadequately protects against improper access to personal information.

INTERPRETATION

The College will have administrative procedures and processes in place to ensure students' personal information is stored and shared safely and securely, and students are informed of these procedures and the rights and responsibilities they have under these procedures.

In addition, compliance is demonstrated when there are no more than three (3) cases of inappropriate use or access to student data discovered within an academic year.

EVIDENCE

The following operational procedures outline the College's expectations regarding student confidentiality and privacy:

AP-3070.0 [Records Management](#)

AP- 3511.0 [Information Security](#)

AP-3511.1 [Acceptable Use – Technology Resources](#)

AP-3511.3 [Privacy and Release of Information \(Federal Education Rights and Privacy Act \(FERPA\)\)](#)

Northeast employs a Chief Information Security Officer (CISO) to help prevent misuse of student information by establishing, maintaining, and enforcing security procedures and protocols that govern how data is collected, accessed, shared, and retained. By working closely with academic, administrative, and support departments that use student data daily, the CISO ensures security controls align with operational needs while promoting accountability, least-privilege access, and compliant handling of sensitive student records.

Students are explained their rights under the Family Education Rights and Privacy Act (FERPA) during New Student Registration sessions, and also through an email sent to their Northeast email each academic year during their first term of enrollment in the

[Notice to Enrolled Students](#). FERPA is explained in more detail to parents during a parent session at New Student Registration. Based on feedback from last year's Monitoring Report, FERPA information is now included in the Northeast Families Newsletter. Northeast also has information regarding FERPA and the information Northeast considers "Student Directory Information" including a brief informational video on the [website](#).

The Vice President of Student Services verified on April 7, 2026 that there was one (1) case of inappropriate use or access to student data that the College was made aware of during the 2024-25 academic year.

In addition, see the Monitoring Report, EL-09 Organizational Integrity.

...the President shall not:

4. Permit admission, registration, evaluation, or recognition processes that treat students unfairly.

INTERPRETATION

I interpret "not treat students unfairly" to mean the College has administrative procedures and process that are transparent and clearly outlined to ensure equitable treatment of all students.

In addition, compliance will be demonstrated when less than five (5) complaints are received from students or recorded by staff and faculty regarding admission, registration, evaluation, or recognition processes that treat students unfairly.

EVIDENCE

The Dean of Students confirmed on April 7, 2026 that no (0) complaints were received from students or recorded by staff and faculty during 2024-25 on behalf of students regarding admission, registration, evaluation, or recognition processes that treat students unfairly.

See additional evidence provided for item #2 above.

...the President shall not:

5. Permit unfair, inconsistent, or untimely handling of student complaints.

INTERPRETATION

No more than five (5) student complaints will be submitted or recorded regarding the unfair, inconsistent, or untimely handling of student complaints.

This section is more fully interpreted in section 5.1 below.

EVIDENCE

The Dean of Students confirmed on April 7, 2026 that there was one (1) student complaint submitted or recorded regarding the unfair, inconsistent, or untimely handling of student complaints during the 2024-25 academic year. Complaints were investigated and resolved, and none escalated to a grievance.

Evidence for this section is provided in section 5.1.

...the President shall not:

5.1 Permit students to be without a process for registering a complaint or concern, including an appeal process, or be uninformed of the process.

INTERPRETATION

The College will have a clear process outlined for students to file a complaint and appeal the outcome of the complaint. Students will be able to easily access information about the process and complaint submission and be informed of the process. All complaints will be reviewed to ensure fair and equitable resolution. All students will be able to file a request for a final grade appeal.

EVIDENCE

The following operational procedure outlines the College's expectations regarding student complaints:

AP- 5230.0 [Student Complaints and Grievances](#)

A link to the Student Complaint Process is included in the Student Support Section of all course syllabi. Students are also informed about filing complaints through the [Student Code of Conduct](#), which is emailed directly to students during their first term of enrollment each academic year.

Students are provided on online [Complaint Form](#) for easily submitting their complaints. This process is outlined on the Northeast [Student Complaint](#) webpage. Complaints are tracked in Maxient, an online tracking system, and emailed immediately to the dean of students, vice president of student services, and vice president of educational services when they are submitted. The dean of students follows up on all complaints, meeting with the parties involved with the goal of coming to a positive resolution. The Student Complaint Process is clearly outlined and connected with the Student Grievance process. If the student feels the response to the complaint is not satisfactory, the formal Student Grievance Process can be initiated as outlined in the [Student Code of Conduct](#). The Dean of Students verified on April 7, 2026 that during the 2024-2025 academic year, ten formal student complaints were received. This is one less complaint received during the 2023-24 academic year.

Student Complaint Categories	2023-24	2024-25
Academic Advising		2
Academics	9	4
Athletics		1
Campus Security		1
Parking	1	
Residence Life	1	1
College Policy/Procedure		1
TOTALS	11	10

Northeast also began tracking complaints shared with faculty and staff by students or external constituents during the 2024-25 academic year. If faculty or staff receive a complaint from a student, parent, or member of the public, these complaints can now be recorded and tracked. This process is outlined on the [Student Complaint](#) webpage under Recording Student Complaints. Complaints are tracked and reviewed annually to identify trends that are affecting the College’s ability to effectively serve all students. The Dean of Students verified on April 7, 2026 that during the 2024-5 academic year, thirty (30) complaints were received. The categories of these complaints are identified below. Each complaint was resolved, and no grievances were submitted.

Recording Student/Public Complaint Categories	2024-25
Academic Advising	1
Academics	15
Campus Safety	1
Facilities	1
Financial Aid	1
Personnel (Faculty/Staff)	5
Public Perception	2
Scheduling	1
Student Code of Conduct	2
College Policy/Procedure	1
TOTAL	30

The following operational procedure outlines the College’s expectations regarding student grade appeals:

AP- 5290.0 [Final Grade Appeal](#)

Students are informed of the Grade Appeal process through the [College Catalog](#) and the Northeast [Grading](#) webpage, where a link to the [Final Grade Appeal Form](#) is available. The Vice President of Educational Services confirmed on April 6, 2026 that during the 2024-25 academic year there were no final grade appeals submitted.

...the President shall not:

5.2 Retaliate against any student for non-disruptive expression of dissent.

INTERPRETATION

The College will ensure that procedures and processes are in place to protect students from retaliation by faculty, staff, or administration when expressing their dissatisfaction or dissent in an appropriate and non-disruptive way on campus.

Less than five (5) complaints will be received or recorded annually regarding students feeling that they have been retaliated against for any non-disruptive expression of student dissent.

EVIDENCE

The following administrative procedures provide students the freedom to non-disruptively express their dissent:

AP-1030.0 [Freedom of Speech](#)

AP-3020.0 [Solicitation on College Premises](#)

AP-3270.0 [Loitering](#)

In addition, the [Student Code of Conduct](#) in Article IV: Student Conduct Code Procedures, D. Freedoms, notes that “students have the right to discuss and express by orderly means any view in support of any cause, providing it does not disrupt the operation of the institution or infringe on the rights of other members of the College community.” Also, in the Student Code of Conduct, Student Grievance Procedures, Section F. Retribution or Retaliation notes, “Under no circumstances will any person who in good faith files a grievance or assists in a hearing and/or investigation be subject to any form of retribution or retaliation.” It goes on further to state that disciplinary action will apply to anyone who participates in retribution or retaliation.

The Dean of Students confirmed on April 7, 2026 that no (0) complaints were received or recorded during the 2024-25 academic year regarding students feeling that they have been retaliated against for any non-disruptive expression of student dissent.

...the President shall not:

6. Permit students to be uninformed of student rights and responsibilities, including expectations for student behavior, and the consequence of failure to adhere to expectations.

INTERPRETATION

The College will outline the rights, responsibilities, and expected behaviors of students. The College will inform students of these expectations and ensure the information is available and easily accessible to all students.

Less than five (5) complaints will be received or recorded annually regarding students being uninformed of their rights and responsibilities, the expectations for their behavior, and the consequence of the failure to adhere to those expectations.

EVIDENCE

The Preamble within the [Student Code of Conduct](#) outlines the rights and responsibilities of Northeast students, and the remainder of the Student Code of Conduct articulates expected behaviors of students. The following administrative procedure notes the expectation of informing students of their rights and responsibilities:

AP-3330.0 [Publicity of Rules Affecting Students](#)

The Dean of Students confirmed on April 1, 2026 that there were no (0) complaints received or recorded during the 2024-25 academic year regarding students being uninformed of their rights and responsibilities, the expectations for their behavior, and the consequence of the failure to adhere to those expectations.

In addition, see evidence provided for item #1 above.

...the President shall not:

7. Permit decisions affecting students to be taken without appropriate consultation with students.

INTERPRETATION

I interpret “appropriate consultation” with students to mean that students are part of the shared governance process of the College. Compliance will be shown when each Standing Committee of the College’s shared governance structure has a student representative. This is reasonable because standing committees provide opportunities for collaboration to ensure employees are engaged in providing recommendations on curriculum, procedures, and other areas of operational effectiveness.

EVIDENCE

The “Guidelines for Shared Governance,” updated in June of 2025 and available to employees in SharePoint, notes that to ensure a broad perspective in all committee recommendations, the committee structure should have members representing all employee groups and College divisions and include a student representative. Each of the standing committees as well as President’s Council, which is the primary recommending body to the President for all standing committees, is to include a student representative.

The Director of Institutional Effectiveness confirmed on April 1, 2026, that all Standing Committees in the Shared Governance Structure had a student representative identified in their membership. This information is included in a dashboard accessible to all employees.