Tennessen Warning (Minnesota Statute 13.04, subd. 2)

When private or confidential data on an individual is collected, the Minnesota Government Data Practices Act requires that we provide you with notice of the following:

Why the information is being collected.

The college is currently conducting an investigation into alleged or possible improprieties. As part of the investigation process, it is necessary to gather the details and facts by interviewing student(s), respondent, and others who may have knowledge of the details.

How the data will be used within the agency collecting the data.

The data will be used to find out what happened and to report to the President or designee of the college a description of details, a summary of the investigation, and a determination of whether improprieties occurred. The President or designee will decide the resolution of the investigation and communicate this to you within the parameters of the law. Individuals found to have acted inappropriately may be subject to appropriate disciplinary sanctions.

Whether the individual can refuse or is legally required to provide the data being requested.

While individuals are not legally required to provide information during an investigation, you do have a responsibility to:

1) cooperate fully with the investigation, and
2) respond truthfully to the questions during an investigation.

Whether the consequences are of either supplying or refusing to supply the information requested.

There can be no retaliation against anyone for refusing to supply the information requested. College policy and state laws protect individuals who participate in in-house investigations.

Who will have access to the data provided.

The college will keep the information it gathers as confidential as possible, consistent with state and federal laws, and efforts will be made to protect the privacy of all parties involved in the investigation within the constraints of the law. Individuals who will have access to the data provided will be limited to the designated college harassment officer, the college President, and the Chancellor (or designee) of the Minnesota State Colleges and Universities. However, these records may be discoverable by legal counsel should the incident be pursued through the courts, the Department of Human Rights, the EEOC, or in the event that the improprieties are substantiated resulting in disciplinary sanctions of the respondent, through the various grievance procedures.