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Introduction

The Johnston Community College 2019 Annual Security Report is prepared by the Campus Police & Security Department, in cooperation with local law enforcement agencies. Campus crime, arrest, and referral statistics for 2016, 2017 and 2018 are included in this report. These statistics include those reported to Johnston Community College’s Campus Police & Security Department, campus security authorities (CSAs), and local law enforcement agencies surrounding its main campus and off-campus centers, including the Smithfield Police Department, Johnston County Sheriff’s Office, and Benson Police Department. Notification of the availability of the Annual Security Report is sent each semester via email to all current Johnston Community College students, faculty, and staff.

Notification of the availability of the Annual Security Report is also part of the orientation for all new students and for all new employees. Printed copies are available to prospective employees at the Human Resources Department and prospective students at Student Services, as well as posted on the Future Students and Campus Safety pages of the college’s website. The report can always be located directly from the following link: http://www.johnstoncc.edu/campus-safety/_documents/asr.pdf.

About the Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act is federal law that requires colleges and universities in the United States that are participating in federal student aid programs to disclose information about crime on and around their campus. The Clery Act requires colleges and universities to:

- Publish an Annual Security Report (ASR) by October 1, documenting three (3) calendar years of select campus crime statistics and including security policies and procedures, information and policies on dating violence, domestic violence, stalking, and sexual assault, as well as information on the basic rights guaranteed to victims of sexual assault.

Policy statements include procedures for

- students and others to report criminal actions or other emergencies occurring on campus and the College’s response to these reports
- the security of, access to, and maintenance of campus facilities
- the law enforcement authority and jurisdiction of security personnel and the working relationship of campus security personnel with state and local law enforcement agencies
- educational programs designed to increase awareness of personal safety and security practices and crime prevention
- drug and alcohol abuse prevention programs
- emergency response procedures including notifying the campus community of an immediate threat
- alcohol and drug information
- awareness and prevention information regarding dating violence, domestic violence, sexual assault, and stalking
- how to access information concerning registered sex offenders

- Keep a public crime log which documents the nature, date, time, general location, and disposition, if known, of each crime reported to the campus police or security department. The crime log for the most recent 60-day period is accessible to the public from the Campus Police & Security Department during normal business hours. Any portion of the crime log that is older than 60 days will be made available within two (2) business days upon request.

- Disclose crime statistics for incidents that occur on campus, in public areas immediately adjacent to or running through the campus, and at certain non-campus locations. The Clery Act crime categories include Murder/Non-Negligent Manslaughter, Manslaughter by Negligence, Sexual Assault (Rape, Fondling, Incest, and Statutory Rape), Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, and arrests and disciplinary referrals for Weapons, Alcohol, and Drug Law Violations.

Hate crimes must be reported by category of prejudice, including race, gender, religion, sexual orientation, gender identity, ethnicity, national origin, and disability. Statistics are required for four additional crime categories if the crime committed is classified as a hate crime: larceny/theft, simple assault, intimidation, and destruction/damage/ vandalism of property. The college must also disclose domestic violence, dating violence, and stalking incidents that were reported to campus security authorities as well as unfounded crimes.

- Issue timely warnings about Clery Act crimes which pose a serious or ongoing threat to students and employees.

- Inform prospective students and employees about the availability of the report.

- Submit crime statistics to the U.S. Department of Education. Each year, Clery Act crimes must be submitted to the Department of Education via the annual Campus Safety and Security Survey, a Web-based data collection survey maintained by the Department of Education to disclose crime statistics by type, location and year. The data is then posted on the Department of Education’s public website for use by higher education consumers and the public. The site is located at http://ope.ed.gov/campussafety.

## Timely Warnings

In the event that a criminal situation arises, either on or off campus, that, in the judgment of the president, his senior administrative staff, and/or Campus Police & Security, is a potential ongoing or continuing threat, a campus wide “timely warning” will be issued. The warning will be issued through the most effective and efficient means available and may include instant messaging to faculty and staff as well as e-mail notification and text messaging through Jaguar Alerts to faculty, staff, and students. Announcements may also be made over the College’s public address system.

Depending on the circumstances of the crime, especially in all situations that could pose an immediate threat to the community and individuals, the president or any member of his senior
administrative staff may post a notice on the Johnston Community College website at http://www.johnstoncc.edu. In such instances, a copy of the notice may also be posted on social media and digital signage displays located in common areas throughout the campus.

Anyone with information warranting a timely warning should report the circumstances to Campus Police & Security by phone at (919) 209-2111 (ext. 2111 from any campus phone) or in person at the Campus Police & Security Office located in the Student Lounge of the Wilson Building, Room C1211E, and/or to the Information Desk at (919) 934-3051 (or dial “0” from any campus phone).

### Campus Security Authorities (CSAs)

While the College prefers that community members promptly report all crimes and other emergencies directly to the Campus Police & Security Department and local law enforcement agencies, it is understood that some may prefer to report to other individuals or College offices. For this reason, the Clery Act requires all institutions to collect crime reports from a variety of individuals and organizations that are considered to be “campus security authorities,” or “CSAs,” under the law.

The Clery Act defines CSAs as an “official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.”

If unable, or unwilling, to report a crime directly to the Campus Police & Security Department, students and employees should report Clery Act crimes to CSAs for the purpose of making timely warning reports and to ensure the inclusion of the Clery Act crime in JCC’s annual disclosure of crime statistics. Persons designated by the College as CSAs include, but are not limited to: the Vice President of Student Services/Enrollment Management, directors and assistants of athletics, athletic coaches and assistants, advisors to college-recognized clubs and organizations, directors of student services departments, title IX coordinators, campus police and security officers, and off-campus building coordinators.

### Confidential Reporting of Crimes

Occasionally, victims of crime wish to report a crime but do not want to give their name and/or do not want to pursue action through the criminal justice system or the college’s disciplinary conduct procedures. Anonymous reporting of an incident can be conducted by calling Campus Police & Security at (919) 209-2111, the Director of Campus Police & Security at (919) 209-2086, or by contacting a campus security authority (CSA).

For those designated as CSAs, anonymous reports can be relayed to the Campus Police & Security Department by email, inter-office envelope, or in person. Before a report can be submitted, the CSA must document certain information, including: the date the incident occurred and actual date reported, the type of crime involved, the general location of the crime (campus building, non-campus property, etc.), and a description of the incident. The CSA must identify the individual who received the report and their contact phone number. This information will protect the confidentiality of the victim, while providing campus police and security officers with enough
information to determine whether or not the incident has already been reported, to assess if there is a pattern of criminal behavior developing that needs to be addressed, and to help determine if there is a serious or continuing threat to the safety of the campus community that would require an alert (i.e., a timely warning or emergency notification).

Campus police and security officers follow up on each anonymous report, as appropriate, based upon the timeliness and substantiation of information provided. If the investigating officer determines that the reported incident did occur and that it has not previously been reported, the officer will complete an event report, the crime will be included in the Daily Crime Log, and, if applicable, the crime statistic(s) included in the college’s annual disclosure of crime statistics.

Pursuant to the Clery Act, pastoral and professional counselors are not required to report crimes to the Campus Police & Security Department for inclusion in the annual disclosure of crime statistics or for the purpose of a timely warning. A pastoral counselor is a person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor. A professional counselor is a person whose official college responsibilities include providing mental health counseling to members of the campus community and who is functioning within the scope of his or her license or certification.

Security and Access to College Facilities

Access to Facilities:

JCC campuses are generally open to the public. During normal business hours (Monday through Thursday 7:30 a.m. to 10:00 p.m. and Friday 8:00 a.m. – 3:00 p.m. during the fall and spring semesters; summer hours vary), most buildings are open to students, parents, employees, contractors, guests, and invitees; however, there may be restricted areas that are not accessible without permission from a college representative. On evenings and weekends, certain buildings are open for scheduled classes, events, or meetings. Some buildings may stay open all day or have hours that vary at different times of the year. Generally, exterior doors are locked after the last scheduled activity. When a building is closed, only faculty, staff, and students with specific authorization are permitted inside. Emergencies may necessitate changes to any posted schedules.

Specific facilities, such as the library, are open to the community. The community is encouraged to attend and become involved in performing arts and athletic events. During non-business hours, access to all College facilities is by key, if issued, by keyless entry using a programmed photo ID badge, or by admittance via Campus Police & Security or Facility Services staff. JCC does not have any campus residences.

After-hour users of campus buildings are strongly encouraged to take special personal precautions such as locking the office doors where they are working. Individuals working alone and after hours should be careful when using restroom and break areas. Anyone working late or on the weekends is also encouraged to notify the Campus Police & Security Department of their presence.

Contractors may be provided temporary access to facilities to perform service or construction work during periods the College is closed. Special arrangements should be made to assure that
building security is provided during these periods. Access to the campus by community college or non-community college organizations during periods the College is not in scheduled operation is provided by reserving the facilities through the Associate Vice President of Auxiliary Services or his designee. Procedures for using College facilities are set forth in the Colleges Facilities Usage Policy.

Employees are issued keys and photo ID badges by the Campus Police & Security Department for access to various buildings or rooms. An employee who loans any building key or ID badge to another employee is responsible for any misuse or breach of security resulting from the transfer. Keys and ID badges should never be transferred from one employee to another, nor should any building key ever be duplicated without authorization. The transfer of keys or ID badges among employees, the replacement of lost keys, and the distribution of new keys or ID badges is the responsibility of the Front Desk Receptionist in the Wilson Building, the Locksmith, and the Campus Police & Security Department.

The amount of access granted to an individual depends on the intended space usage, current status of enrollment or employment, community safety, and state and federal regulations. Use of facilities is generally restricted to current students, faculty, and staff. In order to maintain the safety of the campus community, the college has the ability to restrict, withhold, or remove a person’s access to or presence on College property due to safety considerations relating to the campus community.

**Visitors on College Property:**

JCC sets forth the following policy regarding visitors on college property (AOM 9.28):

As a public educational institution, the College shall seek to invite and welcome visitors to the main campus and to Off-Campus Centers.

All visitors to the main campus shall be expected to report to the Information Desk in the main lobby of the Wilson Building to be welcomed, provided information materials and directed to the appropriate person or office and associated parking lot.

The College shall not authorize regular visitation by non-students on the main campus or Off-Campus Centers for purposes of recreation or to visit enrolled students, as such interferes and conflicts with the College’s educational process. To do so without specific permission shall constitute trespassing on College property and shall be deemed as a violation of law.

Repeated visitation by non-students shall be strictly forbidden by the College. As necessary, law enforcement authorities shall be contacted and asked to take appropriate action, as prescribed by law.

In order to maintain a safe and secure environment, all employees shall be expected to help enforce this policy and advise visitors accordingly.
Security Considerations in the Maintenance of Campus Facilities:

The College is committed to campus safety and security and integrates “Crime Prevention Through Environmental Design” (CPTED) principles and concepts into the design and management of its physical environment. Exterior lighting and landscape control are a critical part of that commitment. Representatives from various departments (i.e., Groundskeeping, Facility Services, Campus Police & Security, and Environmental Safety) conduct security surveys to ensure campus lighting is adequate and the landscape is appropriately controlled. Campus Police & Security personnel conduct routine checks of lighting on campus during regularly assigned patrol duties, to include night hours, when most personnel are off duty. If lights are out or dim, officers will document their conditions in a Daily Activity Report, which is submitted to the Director of Campus Police & Security, who will initiate a work order using the college’s Kbox ticketing system.

Any student, faculty, or staff member who has a non-emergency concern about physical security should contact the Campus Police & Security Department at (919) 209-2111. The Campus Police & Security Department, Information Technology, Facility Services, and Environmental Safety Officer work together to identify inoperative locking mechanisms. Campus community members are encouraged to promptly report any deficiency in lighting or locking mechanisms to the JCC Consolidated Help Desk at (919) 209-2121 or to the Campus Police & Security Department.

Facility Services, Groundskeeping, and Housekeeping staff members are available to respond to calls for service regarding unsafe facility conditions or for personal safety and property protection. These conditions may include unsafe steps or handrails, unsafe roadways on campus, leaks and spills, unsecured equipment, etc.

Campus Security Authority and Relationship with Law Enforcement

The College administration attempts to provide a safe, secure educational environment for all students and employees. Police and security officers are on duty during classes and on weekends. Since July 2010, Johnston Community College and the Town of Smithfield have maintained a written agreement, assigning sworn law enforcement officers to JCC’s main campus. These uniformed officers are armed and have full powers of arrest. Their role is to help create a peaceful campus environment by carrying out the responsibilities of certified law enforcement officers, to include, but not be limited to, the investigation of alleged criminal offenses, deterrence of criminal behavior, and furnishing guidance to faculty, staff, and students on law-related issues and ethical concepts.

The College also maintains a contract with Martin Edwards & Associates, Inc. to provide uniformed security officers on the main campus and off-campus centers, including the Johnston County Workforce Development Center, Cleveland Center, and Howell Woods Environmental
Learning Center, as-needed. These officers have been trained and authorized by the North Carolina Private Protective Services Bureau to provide unarmed security services for JCC. Their duties include, but are not limited to, routine foot and vehicle patrol, securing campus buildings, parking enforcement, and security coverage at special events, on and off campus. Depending on the nature and location of a special event, the College may also employ off-duty law enforcement coverage by the Smithfield Police Department and/or Johnston County Sheriff’s Office.

These police and security officers make up JCC’s Campus Police & Security Department, which also includes the JCC Security/Telecommunications Officer and Director of Campus Police & Security. All members of the Campus Police & Security Department routinely work with local and state law enforcement agencies. The Campus Police & Security Department reports directly to the Associate Vice President of Human Resources.

Reporting of Criminal Offenses

Johnston Community College encourages students and employees to accurately and promptly report all crimes on campus to the Campus Police & Security Department and to appropriate law enforcement agencies that share the jurisdiction of the college. In most cases, these external agencies include the Smithfield Police Department and/or the Johnston County Sheriff’s Office. If the criminal activity or emergency involves personal injury or damage, Campus Police & Security personnel and the Vice President of Student Services/Enrollment Management should be notified, immediately. If the emergency and/or criminal action involves injury to property or buildings, the Vice President of Finance and Facility Services should be notified, immediately.

The Vice President of Student Services/Enrollment Management and Vice President of Finance and Facility Services are responsible for responding to emergencies and criminal actions. In their absence, other college vice presidents are responsible for responding to any emergency in their areas. If there is an immediate threat or emergency always dial 9-1-1 first.
All crimes or emergencies should be reported to Campus Police & Security to ensure inclusion in the annual crime statistics and to aid in providing timely warnings to the community when appropriate.

### Crime Prevention and Safety Tips

Preventing campus crime is a shared responsibility between the College and all members of the campus community. Public apathy is a criminal’s greatest ally. You cannot assume that someone else has or will report unsafe, suspicious, or criminal activity. Suspicion is the only reason you need for contacting JCC’s Campus Police & Security Department.

Whether you are the victim or someone else, you should report any crime, suspicious activity, or other campus emergency immediately to Campus Police & Security by calling (919) 209-2111 or visiting our Office in the Wilson Building, next to the Jaguar Grill. For all emergencies, be sure to dial 9-1-1, first. You can also reach emergency assistance by activating any of the strategically-located emergency blue light kiosks on the main campus grounds.

If you contact Campus Police & Security, please be prepared to provide the following information:

- Your name
- Location of the incident you are reporting
- A description of the scene and suspect(s)
- A description of any vehicles involved in the incident, especially a license plate number

Your call just may be the call that prevents the next crime and protects the next victim.

Below are some safety and security tips designed to reduce your risk of becoming victim of a crime. It’s all about reducing the “opportunity” for crime. By limiting the opportunity for crime, you limit the ability for the criminal to commit the crime.

### Personal Safety

- Whenever possible, travel with a friend or in a group. Remember, there is safety in numbers.
- Stick to well-traveled and well-populated routes when moving around campus. At night, take routes that you are fully familiar with and that are well-lit.
• Plan ahead. Prepare yourself physically and mentally for any emergency.
• Walk with confidence. Avoid giving the impression that you would be an easy victim.
• Never lend out keys. Keys can be duplicated. Never loan your keys or ID Badge to anyone. If you misplace your JCC ID badge, report the loss to Campus Police & Security immediately.
• When leaving your office or work area, tell someone where you are going and when you will return.
• Avoid working or studying alone in a campus building.
• Don’t offer a ride to anyone you don’t know, even if the person claims to be a student. If you would like to help the individual, contact Campus Police & Security to provide assistance.
• Familiarize yourself with the Campus Police & Security phone number (919-209-2111) and the location of emergency call boxes/towers on campus. Don’t hesitate to report suspicious persons or activities, if you feel unsafe.
• Contact Campus Police & Security to request someone to walk out with you after dark.
• Always be aware of your surroundings, and don’t look at your phone while walking.
• Consider not using headphones – while you may enjoy listening to music while running or walking, headphones limit your ability to hear what is going on around you.
• Never prop open exterior doors. If you see a door propped, close it. Always make sure exterior doors are closed and latched after passing through.
• Report to Campus Police & Security any malfunctioning door, corridor, hallway, or exterior lighting.
• Sign up for JCC Jaguar Alerts. If you already have an account, update your preferences on how you’d like to receive alerts (i.e., email, text message, and/or phone call).
• Learn and follow all the JCC safety and security procedures. They have been created out of concern for your welfare and in consideration of everyone’s rights in the campus community. If you feel unsafe in any situation, trust your instinct and contact Campus Police & Security immediately.

Parking Lots

• Try to park in well-lit areas. If you arrive during the day and attend classes or work until after dark, consider moving your car closer during daylight hours. Avoid walking alone in the dark.
• Always lock your car doors, close windows, and secure any items that may be perceived as valuable to someone else in your trunk, under your seat, or somewhere out of view. You may think that your empty purse, makeup bag, or book bag may not contain anything of any value, but a criminal may see this as an opportunity, not knowing the bag is empty.
• Be aware of the lot in which you are parked so you can give your location quickly during an emergency call - (e.g. first section of the Wilson parking lot).
• Have keys ready. Be prepared to enter car quickly and lock doors immediately.
• Be alert to your surroundings. If you suspect you are being followed, run in a different direction; go to the other side of the parking lot or street, and yell or whistle for help; or head quickly to a lighted area, a group of people, and/or an emergency call box/tower.

• Trust your intuition! If you do not feel comfortable, call Campus Police & Security.

Preventing Theft

• Do not leave personal items such as laptops, cell phones, book bags, purses, or textbooks unattended, even for a short amount of time!

• When storing personal items in lockers, always secure the locker with a working, operational lock and never share the combination code or key.

• Keep office doors locked at all times, even when the door is open. During unsafe conditions, all you will need to do is close your door to separate yourself from danger. If you accidentally lock your keys in your office, call Campus Police & Security for assistance.

• Do not prop doors open. If a lock is not working properly, report it to Campus Police & Security.

• Keep a list of your debit/credit card numbers in a safe place. Never loan debit/credit cards or identification cards to anyone.

• Keep a list of valuable possessions, including their makes, models, and serial numbers.

• Do not carry large amounts of cash on campus.

Auto Burglary and Theft

• Do not leave valuables or important papers in your vehicle on campus in visible locations.

• Lock all doors and windows.

• Never leave your vehicle running while unattended.

• Avoid keeping a spare key to your home in your vehicle.

• Notify Campus Police & Security if your vehicle will be left overnight on campus.

• Report any individuals who appear to be wandering through parking lots or looking into vehicles.

• Report all other suspicious activity to Campus Police & Security.

Criminal Activity Off Campus

Johnston Community College Athletics is comprised of four teams: men’s basketball, women’s basketball, men’s golf, and women’s golf. Home games for the two JCC basketball teams are hosted at the Smithfield Recreation & Aquatics Center, which is not owned or controlled by Johnston Community College. JCC contracts with the Smithfield Police Department to provide a sworn law enforcement officer at each home game. The officer is responsible for patrolling the

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inside of the building where the games take place, the lobby area, parking lots, etc., in order to deter any fights from breaking out, drug activity, thefts from motor vehicles, and any other criminal activity that may occur at the location. This officer responds to calls for service at this location and reports any criminal activity to the Campus Police & Security Department, for inclusion in the Annual Security Report, if applicable. Police officers only provide security at home games; they do not travel with the teams for any away games.

In addition to the security of the College’s home basketball games, the College Foundation hosts an annual fundraiser event off campus, at the Country Club of Johnston County, where a security officer is scheduled to patrol the event and deter criminal activity. Any criminal activity is reported by the security officer to the Johnston County Sheriff’s Office, at which point, a deputy will respond to the location to resolve the situation. Any criminal activity is reported by the security officer and submitted to the Campus Police & Security Department upon his/her return to campus for inclusion in the Annual Security Report, if applicable.

### Alcoholic Beverages and Controlled Substance

#### Drug and Alcohol Policy

The users of drugs or alcohol may impair the well-being of all employees, the students, and the public at large; drug and alcohol uses may also result in an injury or damage to College property.

Therefore, it is the policy of Johnston Community College that the unlawful manufacture, distribution, possession, or use of a controlled substance or of alcoholic beverages shall be prohibited while on College premises or as part of any College-sponsored activities. This includes the enforcement of state underage drinking laws.

The term "controlled substance" shall mean any drug in 21 CFR 1308 and other federal regulations, as well as those listed in Article V, Chapter 90 of the North Carolina General Statutes. Generally, these are drugs which have a high potential for abuse. Such drugs shall include, but are not limited to: Heroin, Marijuana, Cocaine, PCP, "Crack", Methamphetamine and any other hallucinogenic, narcotic, synthetic or illegally manufactured substances. They also include "legal drugs" which are not prescribed by a licensed physician.

Any student or employee who is in a state of intoxication or any influence which may be attributed to the use of drugs or of alcoholic beverages shall not in any way limit the responsibility of the individual for the consequences of his or her actions.

#### Students:

Any student found in violation of any criminal drug or alcohol statute while on College premises or as part of any College-sponsored activity shall be subject to disciplinary action up to and including expulsion and referral for prosecution.

The Vice President of Student Services/Enrollment Management may require a student in violation to successfully finish a drug abuse program sponsored by an approved private or governmental institution as a precondition for continued enrollment at the College.
Each student shall be required to inform the Office of the Vice President of Student Services/Enrollment Management, in writing, within five (5) days after being convicted for violation of any federal, state or local criminal drug statute where such violation occurred while on College premises or as part of any College-sponsored activity. A conviction shall mean a finding of guilt (including a plea of no contest) or the imposition of a sentence by a judge or jury in any federal or state court.

**Employees:**

Employees found in violation of any criminal drug or alcohol statute while in the workplace, on College premises, or as part of any College-sponsored activity, shall be subject to disciplinary action up to and including termination and referral for prosecution.

Johnston Community College reserves the right to require an employee to submit to an alcohol/drug test at any time there appears to be reasonable cause or suspicion that the employee may be under the influence of alcohol, illegal drugs, or other intoxicant. This includes, but is not limited to, observations by college officials of apparent workplace use, possession, or impairment. Reasonable cause or suspicion may also include post-accident testing resulting in the employee receiving medical treatment or being involved in a property damage accident resulting in more than minimal damage. Also, the College may require the employee to successfully finish a drug abuse program sponsored by an approved private or governmental institution as a precondition for continued employment by the College.

The Associate Vice President of Human Resources shall be consulted before sending an employee for testing.

Each employee shall be required to inform the College, in writing, within five (5) days after being convicted for violation of any federal, state, or local criminal drug statute where such violation occurred while in the workplace, on College premises, or as part of any College-sponsored activity. A conviction shall mean a finding of guilt (including a plea of nolo contest) or the imposition of a sentence by a judge or jury in any federal or state court.

**Federal Grant Provisions:**

Convictions of employees working under federal grants, for violating drug laws in the workplace, on College premises, or as part of any College-sponsored activity shall be reported to the appropriate federal agency.

The Human Resources Department shall be expected to notify the U.S. government agency, with which the grant was made, within ten (10) days after receiving notice from the employee or otherwise receives actual notice of a violation of a criminal drug statute occurring in the workplace.

The College shall take appropriate disciplinary action within thirty (30) calendar days from receipt of notice. As a condition of further employment on any federal government grant, the law requires all employees to abide by this policy.

Students employed under the College Work Study Program shall be considered to be employees of the College, if the work is performed for the college. In addition, for work performed for a federal, state, or local public agency, a private nonprofit agency, or a private for-profit company, students shall be considered to be employees of the College unless the agreement between the College and the organization specifies that the organization is considered to be the employer.
Alcohol Usage Exception (AOM-1.08):

The College shall be committed to maintaining a healthy, secure, and safe academic community and campus environment that reflects high standard of personal responsibility and behavior.

The General Policy Exception shall permit highly limited and fully responsible use of identified alcoholic beverages in moderation by persons of legal drinking age and in specific accord with this policy. In accordance with North Carolina Administrative Code, no North Carolina public tax monies shall be used to purchase alcoholic beverages under this General Policy Exception, and use of any such tax monies for such purpose shall be prohibited.

The Board of Trustees shall delegate authority to the President to promulgate and approve exceptions regarding alcoholic beverage use and consistent with the stipulations provided herein. The Board shall grant authority to the President to identify specific portions of buildings or premises in restricted locations and only at designated times that are appropriate for holding an event/function at which limited and responsible alcoholic beverage use may be permitted.

The Board shall charge the President to ensure uniform and consistent enforcement of policy covering alcoholic beverage use. The President shall be directed to seek consensus from the Administrative Council to assure a broadly-based awareness and consideration of programs/services that would or might be impacted by holding an event/function that serves limited alcoholic beverages. The Administrative Council shall assure control of such use as per the conditions and sanctions set forth and to consider and approve any and all such requests involving the service of alcoholic beverages by parties eligible to honor this exception.

The following conditions and guidelines shall apply with respect to what situations may be included in this General Policy Exception:

1. Only events/functions held by and in support of the College Foundation and events/functions involving rental of identified College space held by an external organization, private party, or entity shall be considered and, as appropriate, approved by the Administrative Council for allowance of limited alcoholic beverage use and as responsible for same.

2. Only catering vendors approved by the Administrative Council with appropriate license and certificate of insurance shall be allowed to serve limited alcoholic beverages at any event/function.

3. The College President or his designee shall affirm and sign all contracts with the College Foundation or other eligible entities prior to official approval for any service of limited alcoholic beverages at any event/function.

4. The Administrative Council shall have authority to promulgate additional sanctions as may be necessitated so long as such are determined by the President to be consistent with the scope and intent of this policy and are determined to be the best interests of the College.

The President shall have authority to set forth Administrative Policy/Procedures that provide appropriate guidelines that must be adhered to by any organization, private party, or entity approved to hold an event/function wherein limited alcoholic beverages are to be served. The Administrative Policy/Procedures shall incorporate guidelines pertaining, but not limited, to proof
and verification of age, control of limited alcoholic beverage service and use, advertising, event promotion, and restrictions on use of alcoholic beverages.

**Laws Related to Unlawful Possession or Distribution of Illegal Drugs and Alcohol**

The unlawful manufacture, distribution, disposition, possession, and/or use of a controlled substance or alcohol is regulated by a number of federal, state, and local laws. These laws impose legal sanctions for both misdemeanor and felony convictions. Criminal penalties for convictions can range from fines and probation to denial or revocation of federal benefits (such as financial aid) to imprisonment and forfeiture of personal and real property. A summary of North Carolina alcohol and drug laws is available below. The information provided below is illustrative, not exhaustive or a definitive statement of all applicable laws, but rather it indicates the types of conduct that are against the law and the range of legal sanctions that can be imposed for such conduct. More detailed and current information is available from Campus Police & Security and the North Carolina General Statutes.

A further overview of federal laws governing the manufacture, possession, use and distribution of alcohol and illegal drugs is available on the United States Drug Enforcement Administration website.

**NC Drug Laws**

<table>
<thead>
<tr>
<th>Types of Drugs</th>
<th>Possession</th>
<th>Possession with Intent to Sell or Deliver; To Manufacture; or To Sell and/or Deliver</th>
<th>NC Statute</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Schedule I:</strong> Heroin, LSD, Peyote, Mescaline, Psilocybin (Shrooms), Other Hallucinogens, Methaqualone (Quaaludes), Phencyclidine (PCP), and MDA</td>
<td><strong>Maximum Penalty:</strong> Five (5) years in prison and/or fine. [<em>felony</em>]</td>
<td><strong>Maximum Penalty:</strong> Ten (10) years in prison and/or fine. [<em>felony</em>]</td>
<td>§90-89</td>
</tr>
<tr>
<td><strong>Schedule II:</strong> Morphine, Demerol, Codeine, Percodan, Percocet, Fentanyl, Dilaudid, Secodal, Nembutal, Cocaine, Amphetamines, and Other opioid, opiate, and opium extracts and narcotics</td>
<td><strong>Maximum Penalty:</strong> Two (2) years in prison and/or $2,000 fine [<em>misdemeanor</em>] – <strong>UNLESS</strong> 1. Exceeds 4 tablets, capsules, other dosage units or equivalent quantity of Hydromorphone; 2. Exceeds 100 tablets, capsules, other dosage units or equivalent quantity; 3. One gram or more of Cocaine.</td>
<td><strong>Maximum Penalty:</strong> Five (5) years in prison and/or fine. [<em>felony</em>]</td>
<td>§90-90</td>
</tr>
<tr>
<td>Schedule III:</td>
<td>Maximum Penalty:</td>
<td>Maximum Penalty:</td>
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<tr>
<td>Certain barbiturates, such as Amobarbital and Codeine, containing medicine such as Fiorinal #3, Doriden, Tylenol #3, Empirin #3, and Codeine-based cough suppressants such as Tussionex and Hycomine, and All anabolic steroids</td>
<td>Possession of less than 100 tablets, capsules, other dosage units or equivalent quantity: Two (2) years in prison and/or fine. [<em>misdemeanor</em>] To possess more than 100 tablets, capsules, other dosage units or equivalent quantity: Five (5) years in prison and/or fine. [<em>felony</em>]</td>
<td>Five (5) years in prison and/or fine. [<em>felony</em>]</td>
<td></td>
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<tr>
<th>Schedule IV:</th>
<th>Maximum Penalty:</th>
<th>Maximum Penalty:</th>
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</thead>
<tbody>
<tr>
<td>Barbiturates, Narcotics, and Stimulants including Valium, Talwin, Librium, Equanil, Darvon, Darvocet, Placidyl, Tranzene, Serax, and Ionamin (Yellow Jackets)</td>
<td>Possession of less than 100 tablets, capsules, other dosage units or equivalent quantity: Two (2) years in prison and/or fine. [<em>misdemeanor</em>] To possess more than 100 tablets, capsules, other dosage units or equivalent quantity: Five (5) years in prison and/or fine. [<em>felony</em>]</td>
<td>Five (5) years in prison and/or fine. [<em>felony</em>]</td>
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<tr>
<th>Schedule V:</th>
<th>Maximum Penalty:</th>
<th>Maximum Penalty:</th>
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<tr>
<td>Compounds that contain very limited amounts of Codeine, Dihydrocodeine, Ethylmorphine, Opium, and Atropine, such as Terpine Hydrate with Codeine and Robitussin AC</td>
<td>Six (6) months in prison and/or fine. [<em>misdemeanor</em>]</td>
<td>Five (5) years in prison and/or fine. [<em>felony</em>]</td>
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<tr>
<th>Schedule VI:</th>
<th>Maximum Penalty:</th>
<th>Maximum Penalty:</th>
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<tbody>
<tr>
<td>Marijuana, THC, Hashish, Hash Oil, and Tetrahydrocannabinol</td>
<td>Possession of less than ½-ounce of Marijuana or 1/20-ounce Hashish: 20 days in prison and/or $200 fine. [<em>misdemeanor</em>] If Marijuana, the sentence must be suspended. Possession of more than ½-ounce of Marijuana or 1/20-ounce Hashish: 120 days in prison and/or fine up to $500. [<em>misdemeanor</em>] Possession of more than 1½-ounce of Marijuana or 3/20-ounce of Hashish or consists of any quantity of synthetic Tetrahydrocannabinols or Tetrahydrocannabinols isolated from the resin of marijuana: Twelve (12) months in prison and/or fine. [<em>felony</em>]</td>
<td>Delivery of less than 5 grams of marijuana for no compensation is not considered sale or delivery but may still be prosecuted as possession. Less than 10 pounds: Class H felony; punishable by up to 8 months in prison and a discretionary fine for the first offense. In excess of 10 pounds, but less than 50 pounds: Class H felony; shall be sentenced up to a maximum of 39 months in prison and fined $5,000. 50 pounds but less than 2,000 pounds: Class G</td>
</tr>
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</table>

§90-91

§90-92

§90-93

§90-94
<table>
<thead>
<tr>
<th><strong>Drug Paraphernalia</strong></th>
<th><strong>Maximum Penalty:</strong></th>
<th><strong>Maximum Penalty:</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>One hundred twenty (120) days in prison and/or fine. [misdemeanor]</td>
<td>One hundred twenty (120) days in prison and/or fine. [misdemeanor]</td>
</tr>
<tr>
<td></td>
<td><strong>However, delivery of drug paraphernalia by a person over 18 years of age to someone under 18 years of age who is at least three years younger:</strong> One (1) year in prison and/or fine. [felony]</td>
<td><strong>It is unlawful for any person to purchase or otherwise procure an advertisement in any newspaper, magazine, handbill, or other publication, or purchase or otherwise procure an advertisement on a billboard, sign, or other outdoor display, when he knows that the purpose of the advertisement, in whole or in part, is to promote the sale of objects designed or intended for use as drug paraphernalia:</strong> Sixty (60) days in prison and/or fine. [misdemeanor]</td>
</tr>
<tr>
<td></td>
<td>§90-113.22</td>
<td>§90-113.24</td>
</tr>
</tbody>
</table>
## NC Alcohol Laws

<table>
<thead>
<tr>
<th>State Law</th>
<th>Penalty</th>
<th>NC Statute</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sale to or purchase by underage persons.</strong></td>
<td>Maximum Penalty: Imprisonment for a term up to 120 days and/or community service and fines up to $1,000.</td>
<td>§18B-302(a); §18B-302(a1); §18B-302.1</td>
</tr>
<tr>
<td>To possess, attempt to purchase or purchase, sell or give beer, wine, liquor, or mixed beverages to anyone under the age of 21.</td>
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</tr>
<tr>
<td><strong>Sale to or purchase by underage persons.</strong></td>
<td>Maximum Penalty: Imprisonment for a term up to 60 days and/or community service and fines.</td>
<td>§18B-302(c1); §18B-302.1</td>
</tr>
<tr>
<td>A person under 21 years of age who aids and abets to purchase or to attempt to purchase, purchase or to possess; sell or give, alcohol to a person who is under 21 years of age.</td>
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<td></td>
</tr>
<tr>
<td><strong>Sale to or purchase by underage persons.</strong></td>
<td>Maximum Penalty: Imprisonment for a term up to 120 days and/or community service and fines up to $1,000.</td>
<td>§18B-302(c2); §18B-302.1</td>
</tr>
<tr>
<td>A person over 21 years of age who aids and abets to purchase or to attempt to purchase, purchase or to possess; sell or give, alcohol to a person who is under 21 years of age.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Impaired driving.</strong></td>
<td>Maximum Penalty: 1st Offense – [misdemeanor]</td>
<td>§20-138.1</td>
</tr>
<tr>
<td>Operating a motor vehicle upon any highway, any street, or any public vehicular area within this State: while under the influence of an impairing substance; after having consumed sufficient alcohol that he has, at any relevant time after the driving, an alcohol concentration of 0.08 or more; or with any amount of a Schedule I controlled substance.</td>
<td>- Jail: 24 hours; - Fine: $200; - License Suspension: 60 days to 1 year.</td>
<td></td>
</tr>
<tr>
<td>2nd Offense – [misdemeanor]</td>
<td>- Jail: 4 days; - Fine: varies; - License Suspension: 1 to 4 years.</td>
<td></td>
</tr>
<tr>
<td>3rd Offense – [misdemeanor]</td>
<td>- Jail: 14 days to 2 years; - Fine: varies; - License Suspension: 1 year to permanent.</td>
<td></td>
</tr>
</tbody>
</table>
### Driving by person less than 21 years old after consuming alcohol or drugs.

Operating a motor vehicle on a highway or public vehicular area by a person less than 21 years old while consuming alcohol or at any time while he has remaining in his body any alcohol or controlled substance previously consumed.

<table>
<thead>
<tr>
<th>Maximum Penalty:</th>
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<tbody>
<tr>
<td>20 days in jail and fined $200.</td>
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</tbody>
</table>

If driving while impaired offense is also charged, then:

- **1st Offense** – [misdemeanor]
  - Jail: 24 hours;
  - Fine: $200;
  - License Suspension: 60 days to 1 year.

- **2nd Offense** – [misdemeanor]
  - Jail: 4 days;
  - Fine: varies;
  - License Suspension: 1 to 4 years.

- **3rd Offense** – [misdemeanor]
  - Jail: 14 days to 2 years;
  - Fine: varies;
  - License Suspension: 1 year to permanent.

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### Manner of transportation; Transporting an open container of alcoholic beverage.

Possessing an alcoholic beverage other than in the unopened manufacturer's original container, or consume an alcoholic beverage, in the passenger area of a motor vehicle while the motor vehicle is on a highway or the right-of-way of a highway.

<table>
<thead>
<tr>
<th>Maximum Penalty:</th>
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<tbody>
<tr>
<td>Imprisonment for a term up to 60 days and/or community service and fines up to $1,000. [Class 2 or 3 misdemeanor based on number of offenses]</td>
</tr>
</tbody>
</table>

§20-138.3

§18B-401; §20-138.7(a1)

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### Drug and Alcohol Abuse Education

Early recognition and treatment of drug or alcohol abuse are important for successful rehabilitation, and for reduced personal, family, and social disruption. The College has developed programs to prevent the illicit use of drugs and the abuse of alcohol by student and employees. The program provides services related to drug use and abuse including dissemination of information materials, programs sponsored by the Student Government Association, referrals, and College disciplinary actions.

A violation of any law regarding alcohol is also a violation of the College’s Student Code of Conduct and will be treated as a separate disciplinary matter by the College.

Information about various types of drugs commonly abused, to include their uses and effects, can be found at the following link:

http://www.johnstoncc.edu/consumer/_documents/drugsofabusechart2.pdf
Local mental health and substance abuse services are available at:

**Alliance Behavioral Healthcare**
521 N. Bright Leaf Blvd.
Smithfield, NC 27577
Phone: (800) 510-9132
Website: [https://www.alliancebhc.org/](https://www.alliancebhc.org/)

Additional information about drug and alcohol abuse, health risks, addiction and prevention can be accessed at the [National Institute on Alcohol Abuse and Alcoholism](https://www.niaaa.nih.gov) as well as the [National Institute on Drug Abuse](https://www.drugabuse.gov). Information regarding drug and alcohol abuse and its health effects can also be found on the college's website. Hard copies are available in Student Services upon request.

**Employee and Student Assistance Programs (EAP/SAP)**

JCC has partnered with McLaughlin Young Group to provide employees with an employee assistance program (EAP) and students with a student assistance program (SAP). An EAP or SAP is a company-sponsored benefit that offers the 24/7 support and resources needed to address personal, work-related, and school-related challenges and concerns. EAP is free for employees and their immediate household family members. Similarly, SAP is free for students and their immediate family members.

5925 Carnegie Blvd., Suite 350
Charlotte, NC 28209
Phone: (800) 633-3353 or (704) 529-1428
Website: [https://www.mygroup.com/](https://www.mygroup.com/)

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**Emergency Response and Evacuation Procedures**

Johnston Community College will immediately notify the campus community upon confirmation of a significant emergency or dangerous situation occurring on the campus involving an immediate threat to the health or safety of students or employees.

In addition to emergencies that occur on campus, the Johnston County 911 Communications Center, Smithfield Police and Fire Departments, Johnston County Sheriff’s Office, and Johnston County Emergency Services cooperate with JCC by informing the College about emergencies or dangerous situations reported to them that may warrant a timely warning and/or emergency response.

Emergency notifications are initiated to the campus community through a variety of methods, including but not limited to the following:

- Announcements made over the College’s public address system (intercom)
- Jaguar Alerts – a Regroup communications platform used to deliver alerts via text message, emails, and automated telephone calls
• Campus emails and/or Skype
• Pre-recorded voicemail announcement for incoming calls to the College’s main telephone line
• Notices posted in a banner on the main JCC website
• Indoor and outdoor digital signage
• Local media (television, radio, etc.)
• Social media (Facebook, Twitter, Instagram, YouTube, etc.)
• Public notices printed and posted on the exterior doors of campus buildings
• Bull horns
• Public Address Systems affixed to Campus Police vehicles

Notifications may be broadcasted by any, all, or a combination of the methods listed above. Public address announcements made over the intercom system and Jaguar Alerts are generally relayed by the Campus Police & Security Department. Campus emails may be sent out from any member of JCC’s Emergency Management Team. Pre-recorded voicemails are managed by Auxiliary Services; digital signage by a combination of Auxiliary Services and Media Services; and the website and local/social media communication by the Communications and Marketing Department and/or Information Technology (IT) Services.

JCC will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. In order to reduce the time needed to determine the content of emergency notifications while actively responding to emergency situations, sample notification scripts have been drafted to address various types of situations and copies have been retained from actual notifications broadcasted or posted during previous campus incidents and emergency exercises.

JCC’s Emergency Response Plan (ERP) can be located at the following website: http://www.johnstoncc.edu/campus-safety/_documents/erp.pdf. The College tests its emergency response and evacuation procedures by conducting a variety of tabletop exercises, drills, and functional exercises, at minimum, once per year. Tests are normally announced beforehand, in order to minimize the interruptions to classes, testing, meetings, campus events, conferences, etc.

The following procedures pertain to building evacuations, and can be found in the ERP:

1. A building should be evacuated anytime the building alarm sounds or upon notification that the building should be evacuated.
2. When notified to evacuate the building all occupants should immediately exit using the nearest point of safe exit in an orderly manner. Faculty should ensure all students have evacuated the building unless directed otherwise by Emergency Personnel.
3. Faculty or staff should assist anyone with special needs in exiting the building.
4. Do not attempt to reenter the building for any reason, until the “All Clear” is sounded by Emergency Personnel or Building Coordinator.
Occasionally, a campus state of emergency may be declared, resulting in the evacuation of the entire campus. When a campus state of emergency is declared, all non-essential personnel and students should begin an orderly evacuation of campus. Campus Police & Security and Facility Services personnel will remain on site and direct traffic to ensure the safest and quickest evacuation of the campus.

Special attention should be focused on the evacuation of people with special needs, whether this be due to a mobility, hearing, visual, or cognitive impairment, a lack of transportation, or a language barrier. Other special concerns may include the evacuation of children from the Child Development Center, coordination with Johnston County Schools regarding high school students on campus (CCP-Career and College Promise, ECA-Early College Academy, and CTLA-Career and Technical Leadership Academy), and visitors on campus (performing arts audience members, clients in the Cosmetology Salon, Therapeutic Massage Clinic, etc.).

![JCC Emergency Procedures Diagram](image-url)
Sexual Assault and Misconduct

Sexual misconduct includes a range of behaviors such as those defined below. In addition, any other conduct of a sexual nature that is nonconsensual or has the purpose or effect of threatening, intimidating, or coercing a person or persons (e.g. intimate partner violence) is defined as sexual misconduct. Both men and women may be perpetrators, as well as victims.

1. Sexual Assault – refers to any sexual contact directed against another person, forcibly and/or against the person’s will; or not forcibly or against the person’s will where the victim is incapable of giving consent, as well as incest or statutory rape.

2. Domestic Violence – includes felony or misdemeanor crimes of violence committed by persons who:
   - are current or former spouses;
   - are persons of opposite sex who live together or have lived together;
   - are related as parents and children, including others acting in loco parentis to a minor child, or as grandparents and grandchildren. For these purposes, an aggrieved party may not obtain an order of protection against a child or grandchild under the age of 16;
   - have a child in common;
   - are current or former household members; and/or
   - are persons of the opposite sex who are in a dating relationship or have been in a dating relationship. For these purposes, a dating relationship is one wherein the parties are romantically involved over time and on a continuous basis during the course of the relationship. A casual acquaintance or ordinary fraternization between persons in a business or social context is not a dating relationship.
   
   NC General Statute § 50B-1

3. Dating Violence – refers to violence committed by a person:
   - who is or has been in a social relationship of a romantic or intimate nature with the victim; and
   - where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

4. Stalking – occurs when an individual engages in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress.

Definitions – The following definitions apply to the above:

a) Course of conduct – Two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or
means, is in the presence of, or follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.

b) Harasses or harassment – Knowing conduct, including written or printed communication or transmission, telephone, cellular, or other wireless telephonic communication, facsimile transmission, pager messages or transmissions, answering machine or voice mail messages or transmissions, and electronic mail messages or other computerized or electronic transmissions directed at a specific person that torments, terrorizes, or terrifies that person and that serves no legitimate purpose.

c) Reasonable person – A reasonable person in the victim’s circumstances.

d) Substantial emotional distress – Significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.

NC General Statute §14-277.3A

5. Consent – explicit approval to engage in sexual activity demonstrated by clear actions or words. This decision must be made freely and actively by all participants. Non-verbal communication (i.e. pushing someone away or moving your body away from someone), silence, passivity, or lack of active resistance does not imply consent. In addition, previous participation in sexual activity does not indicate current consent to participate and consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent has not been obtained in situations where the individual:

- is forced, pressured, manipulated, or has reasonable fear that they will be injured if they do not submit to the act.
- is incapable of giving consent or is prevented from resisting due to physical or mental incapacity, which includes, but is not limited to, the influence of drugs or alcohol. This includes drugs such as GHB, Rohypnol and Ketamine that are often used to facilitate sexual assault and rape.
- has a mental or physical disability which inhibits his/her ability to give consent.

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Educational Programs

The College upholds its commitment to providing a safe and secure academic environment for all students and employees by providing educational programs aimed at promoting awareness and the prevention of dating violence, domestic violence, sexual assault, and stalking.

Since JCC is a commuter campus with student and faculty attendance varying from day to day, the best method of delivery for primary prevention and awareness programs, that will reach the most people and allow for maximum participation, is through the provision of online training that can be accessed on a student or employee’s own time.

All incoming students and new employees receive access to an online Campus SaVE Act interactive training module designed specifically for
their role (student versus employee) at JCC. These courses, developed by SafeColleges™, are tailored to the campus community and the needs of its students and employees. A link to this training is advertised beforehand and sent to student and employee campus email addresses.

The prevention component of this training addresses initiatives and strategies intended to stop dating violence, domestic violence, sexual assault and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions. The awareness component includes initiatives and strategies that increase student and employee knowledge about these issues, and share information and resources to prevent violence, promote safety, and reduce the occurrence of these offenses.

In addition to this training being provided to new students and employees, it is also sent out by email to returning students during the first few weeks of every semester. The goal is to provide a refresher course to those who have already received the training and to encourage students to re-familiarize themselves with the locations of campus resources and procedures. This also provides an opportunity to deliver any updated information that may have changed since the training was last received.

These primary and ongoing prevention and awareness programs include:

- a statement that JCC prohibits domestic violence, dating violence, sexual assault, and stalking;
- definitions of “domestic violence,” “dating violence,” “sexual assault,” and “stalking,” as defined by state and local laws;
- definition of “consent” in reference to sexual activity, as defined by state and local law;
- safe and positive options for bystander intervention that a person may take to prevent harm or intervene when there is a risk of one of these offenses; and
- information regarding risk reduction strategies to recognize warning signs of abusive behavior and how to avoid potential attacks;
- details about what to do when sexual misconduct or violence occurs; and
- an outline of JCC’s policies regarding these issues.

Workshops throughout the year, new student and employee orientations are also provided to address these issues. Additionally, Campus Police & Security, Enrollment and Student Success, and Human Resources personnel offer interpersonal violence education, literature, and/or information programs to students and employees upon request.
Options for Bystander Intervention

Bystander intervention is defined as safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. The following tips are cited from Workplace Answers, 2014 online training module titled “Preventing Discrimination and Sexual Violence: Title IX and the SaVE Act for Students”:

- Don’t leave someone alone if they are unconscious, drunk or high on drugs.
- Don’t let anyone engage in sexual activity with someone who is unconscious, drunk or high on drugs.
- Check in with your friends during parties or events and leave with them.
- Offer help to someone who is a target or at risk of sexual violence.
- Call the police if you see a sexual assault or hear a confession of rape.
- If someone jokes about rape or sexual violence, speak up to let them know it is not acceptable.
- Everyone on campus can help prevent domestic violence and stalking: Don’t encourage hostile or violent comments about other students.
- Do not share information about an acquaintance’s schedule or whereabouts with a stranger.
- If someone appears to be getting verbally abused or pushed around, ask, “Are you okay?” Intervene or get help if needed.
- If you see someone being attacked, followed or in distress, report it to Campus Security or the police immediately.
- Watch for signs that a relationship could become violent. Individuals who show extreme jealousy, controlling behavior, quick anger and unpredictable mood swings may be more likely to become violent in a relationship.
- Keep your distance if stepping in seems unsafe.
- Keep sight of the attacker and point the attacker out to authorities.
- Contact the authorities anonymously if necessary.

Procedures Victims Should Follow

If an incident of sexual assault, domestic assault, dating violence, or stalking occurs, it is important to preserve evidence so that successful criminal prosecution remains an option.

The victim of a sexual assault should not wash, shower or bathe, douche, brush teeth, comb hair, or change clothes prior to a medical exam or treatment. If a victim has removed the clothing he or she was wearing during the assault prior to seeking medical treatment, that clothing should be placed in a brown paper, not plastic, bag and brought to the hospital when treatment is sought. If the victim is still wearing the clothes that he or she was wearing during an assault, he/she should
bring a change of clothes with him/her to the hospital so that the clothes containing possible
evidence can be preserved and examined for evidence of the crime.

Evidence of violence, such as bruising or other visible injuries, following an incident of sexual
assault, or domestic or dating violence, should be documented by taking a photograph. Evidence
of stalking, including any communications such as written notes, email, voice mail, or other
electronic communications sent by the stalker, should be saved and not altered in any way. Any
and all of this evidence may assist in proving that the alleged criminal offense occurred and/or be
helpful in obtaining a protection order, as appropriate.

**Reporting an Incident of Sexual Misconduct**

Johnston Community College prohibits the crimes of dating violence, domestic violence, sexual
assault, and stalking, as such terms are defined for purposes under the *Clery Act*. The College
encourages any member of the JCC community who has experienced sexual assault, domestic
violence, dating violence, or stalking, or knows of another member of the community who has
experienced any of these crimes, to report the incident to the College.

If a JCC student, employee, or visitor, has experienced a sexual assault, domestic violence,
dating violence, or stalking, he/she should immediately report the incident to Campus Police &
Security at (919) 209-2111. An individual can also contact the campus operator at (919) 934-
3051 to connect him/her with Campus Police & Security. If there is an immediate threat, please
dial 911.

Individuals may also make an in-person report. Campus Police & Security will assist all members
of the JCC community by assessing the incident, advising the victim on how he or she can seek
legal protection, and making the victim aware of medical, counseling, and other support services.
If a reported incident did not occur on campus, Campus Police & Security can assist the victim in
notifying the local police department with jurisdiction over the crime. In case of an emergency or
ongoing threat, a victim should get to a safe location and call 911. Calling 911 will put you in
touch with local police.

Employees who have experienced sexual assault, domestic violence, dating violence, or stalking
may also report an incident to the Associate Vice President of Human Resources in the Wilson
Building, Room C1023C or at (919) 209-2025. The Associate Vice President of Human
Resources also serves as the college’s Title IX Coordinator.

Students who have experienced a sexual assault, domestic violence, dating violence, or stalking
may also report an incident to the Vice President of Student Services/Enrollment Management in
the Wilson Building, Room C1045D or by calling (919) 209-2048. The Vice President of Student
Services/Enrollment Management also serves as the college’s Title IX Deputy Coordinator for
students.

These offices will provide victims of sexual assault, domestic violence, dating violence, and
stalking with information about available support services and resources, and also assist any
victim in notifying law enforcement, including the local police, if the victim elects to do so.

Victims are not required to report to area law enforcement in order to receive assistance from or
pursue any options within Johnston Community College.
Reporting sexual assault, domestic violence, dating violence, and stalking to the police (including Campus Police & Security) does not commit the victim to further legal action. However, the earlier an incident is reported, the easier it will be for the police to investigate, if the victim decides to proceed with criminal charges.

**Written Notification of Rights and Options**

Any student or employee who reports an incident of sexual assault, domestic violence, dating violence, or stalking, whether the incident occurred on or off campus, shall receive a written explanation of their rights and options as provided for under this policy.

These rights and options include the right(s) of a victim to:

- Be assisted by Campus Police & Security authorities or college personnel if reporting a crime to law enforcement.
- Request that police or security remain at the scene until your safety is otherwise ensured.
- Change academic, working, or parking situations to avoid a hostile environment.
- Obtain or enforce a restraining order.
- Have a clear description of JCC’s disciplinary process, the rights afforded under this process, and know the range of possible sanctions up to and including suspension or expulsion.
- Receive contact information about existing counseling, health, mental health, victim advocacy, legal assistance, and other services available both on-campus and in the community.

**Confidentiality of Sexual Misconduct Reports**

Johnston Community College recognizes the sensitive nature of sexual assault, domestic violence, dating violence, and stalking incidents and is committed to protecting the privacy of individuals who report incidents of abuse, to the extent that doing so is permitted by law and consistent with the College’s need to protect the safety of the community. Different JCC officials and personnel are able to offer varying levels of privacy protections to victims.

JCC requires all College employees, with the exception of licensed counselors, to share with the Associate Vice President of Human Resources or Vice President of Student Services/Enrollment Management, information they learn concerning a report of sexual assault, an incident of domestic or dating violence, or stalking, so that the college can investigate the incidents, track trends (including possible multiple reports involving the same assailant) and determine whether steps are needed to ensure the safety of the community. It is the victim’s choice whether he/she wishes to participate in the investigation; however, the College may proceed with an investigation without the victim’s participation if there is a concern for the safety of other members of the community. Campus security authorities (CSAs) should include sufficient detail such as dates and locations and, where appropriate, personally identifying information, including name and contact information if available. No personally identifying information about the individuals involved in the crimes will be reflected in the disclosure of annual crime statistics or in the Daily Crime Log.
Reports made to Campus Police & Security will be shared with the Title IX Coordinator and/or Deputy Title IX Coordinator in all cases, and may also be made public (maintaining the victim’s anonymity) and shared with the accused in cases where criminal prosecution is pursued. Reports received by the College concerning the abuse of a minor or juvenile must be reported to state officials in compliance with state law requiring mandatory reporting of child abuse. All members of the JCC community are required by College policy to report any instances of known child abuse or neglect to Campus Police & Security, and Campus Police & Security will in turn report such information to the appropriate state authorities.

Reports and information received by JCC’s licensed counselors are considered legally protected or ‘privileged’ under North Carolina law. Those individuals will not share information they learn from victims with others within the institution (including the Associate Vice President of Human Resources or the Vice President of Student Services/Enrollment Management, or with any third party) except in cases of imminent danger to the victim or third party. Absent such circumstances of imminent danger, the only information that these employees will report to the College concerning incidents is statistical information, which does not identify the victim, so that the incident can be included in the College’s annual disclosure of crime statistics.

While federal law requires Johnston Community College to include certain reported incidents of sexual assault, domestic violence, dating violence, and stalking among its annual campus crime statistics, such information will be reported in a manner that does not permit identification of victims.

### Accommodations and Protective Measures

Students and employees who report being a victim of sexual misconduct, including dating violence, domestic violence, sexual assault or stalking, will be provided written notification for options and requesting assistance in changing academic, transportation, and working situations, as well as information about other available protective measures.

Examples of options for a potential academic change may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a security escort, etc. Possible changes to work situations may include changing working hours or working location, if feasible.

If reasonably available, the College will make requested accommodations, regardless of whether the victim chooses to report the crime to Campus Police & Security or local law enforcement. The College will maintain as confidential any accommodations or protective measures provided, to the extent maintaining such confidentiality would not impair the ability of the institution to provide accommodations or protective measures. In some cases, JCC may need to disclose some information about a victim to a third party to provide necessary accommodations or protective measures. The Vice President of Student Services/Enrollment Management, Associate Vice President of Human Resources, and Director of Campus Police & Security are responsible for determining what information about a victim should be disclosed and to whom this information will be disclosed. This decision is made on a case-by-case basis, in consideration of the totality of the circumstances at hand. If at all possible, the College will seek to notify victims before sharing personally identifying information that is believed to be necessary to provide an accommodation.
or protective measure, to include which information will be shared, with whom it will be shared, and why.

When a reported incident of abuse involves more than one member of the JCC community, the Associate Vice President of Human Resources, Vice President of Student Services/Enrollment Management, or Campus Police & Security may also issue a verbal warning prohibiting the individuals from contacting one another, either on or off campus. Employees may contact the Human Resources Department and students may contact the Office of the Vice President of Student Services/Enrollment Management for assistance.

Campus Police & Security will advise victims on how to seek a restraining order from a criminal or civil court that directs the accused to refrain from abuse and to leave the victim’s household, building, school, college, or workplace.

Johnston Community College is committed to ensuring that orders of protection issued by courts are fully upheld on all College-owned, used, and controlled property. Therefore, if any member of the JCC community obtains an order of protection or restraining order, he/she should promptly inform JCC and provide Campus Police & Security with a copy of that order, so that the College can enforce it. Johnston Community College is also committed to protecting victims from any further harm, and if the College determines that an individual’s presence on campus poses a danger to one or more members of the College community, JCC can issue a no trespass directive barring that individual from JCC property.

### On Campus and Off Campus Resources

Any student or employee who reports an incident of sexual assault, domestic violence, dating violence, or stalking will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, and other services available for victims, both within the institution and in the community.

Johnston Community College, the Town of Smithfield, and Johnston County, all offer other important resources to the victims of sexual assault, domestic assault, dating violence, or stalking, including medical treatment, counseling services, and advocacy that victims may wish to utilize.

The following JCC employees and on-campus offices can assist members of the JCC community in considering their options and navigating through any resources or recourse they may elect to pursue.

- Title IX Coordinator / Associate Vice President of Human Resources: (919) 209-2025
- Deputy Title IX Coordinator / VP of Student Services/Enrollment Mgmt: (919) 209-2048
- JCC Counseling Services: (919) 209-2128
- Director of Campus Police & Security: (919) 209-2086
- Employee Assistance Program (EAP): (800) 633-3353 or (704) 529-1428
- Student Assistance Program (SAP): (800) 633-3353 or (704) 529-1428
A victim need not formally report an incident of sexual assault, domestic violence, dating violence, or stalking to law enforcement or Johnston Community College in order to access the following resources:

Off-Campus Resources include the following:

**Harbor, Inc. of Johnston County**
P.O. Box 1903
Smithfield, NC 27577
Office: (919) 938-3566
Crisis: (919) 631-5478
E-mail: info@harborshelter.org
Website: www.harborshelter.org

**National Center on Domestic and Sexual Violence (NCDSV)**
Phone: (800) 799-SAFE
Website: www.ncdsv.org

**National Coalition Against Domestic Violence (NCADV)**
Website: https://ncadv.org, and https://ncadv.org/assets/2497/north_carolina.pdf

**National Network to End Domestic Violence (NNEDV)**
Website: www.nnedv.org

**North Carolina Coalition Against Sexual Assault (NCCASA)**
811 Spring Forest Road, Suite 900
Raleigh, NC 27609
Phone: (919) 871-1015
Fax: (919) 871-5895
Email: nccasa@nccasa.org
Website: http://www.nccasa.org
Information on Sexual Assault Centers: http://www.nccasa.org/need-help/nc-rape-crisis-centers

**North Carolina Statewide Automated Victim Assistance and Notification (NC SAVAN)**
Phone: (877) 627-2826
Website: www.ncsav.org

**Rape, Abuse & Incest National Network (RAINN)**
National Sexual Assault Hotline: (800) 656-4673
Website: https://www.rainn.org/

**Take Back The Night (TBTN)**
Website: https://takebackthenight.org
Allegations of dating violence, domestic violence, sexual assault, or stalking will be processed through the appropriate college disciplinary system. In whatever disciplinary procedure is used, both the victim and the individual accused of the offense are entitled to:

- A prompt, fair, and impartial investigation and resolution from the initial investigation to the final result.
- Proceedings conducted by officials who do not have a conflict of interest or bias for or against the accused or the accuser and who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking, and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- Timely notice of meetings at which one or the other or both may be present.
- Timely access to information that will be used after the fact-finding investigation and during any informal or formal disciplinary meetings or hearings.
- The same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. The College may not limit the choice of advisor or presence for either the accuser or the accused in any meeting or institutional disciplinary proceeding; however, the College may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties.
- Have the outcome determined by a preponderance-of-the-evidence standard based on the totality of the evidence presented.
- Simultaneous notification, in writing, to both the accuser and the accused of the result of the proceeding, the College's procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, "result" means any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution. The result must include any sanctions imposed by the College and the rational for reaching that result.

Students:

Any student who feels that he/she is a victim of discrimination, harassment or sexual misconduct and files a grievance, or, any student who is accused of any of this policy’s prohibited behaviors will be notified immediately and required to see the Vice President of Student Services/Enrollment Management (or designee). If there is an imminent threat, a college official may temporarily suspend the student for up to two days in order to immediately address the concern. Students found responsible for having committed such a violation may face a number of sanctions, as outlined in the College Catalog and Student Handbook, up to and including immediate suspension or expulsion from the College.

The Vice President of Student Services/Enrollment Management (or designee) will investigate all allegations including interviewing the respondent, the complainant, any witnesses, and collecting or reviewing any relevant evidence before rendering a decision or sanction or referring the matter
to the college’s Student Grievance Committee. The disciplinary appeals procedure and the student grievance procedure are outlined in the College Catalog and Student Handbook.

All conduct proceedings shall provide a prompt, fair, and impartial investigation and resolution. In all investigatory and adjudication proceedings conducted by the College concerning charges of sexual misconduct, both the complainant and the respondent will be afforded the same process rights, including equal opportunities to have others present. This includes the right to be accompanied by an advisor of their choice. Both the complainant and respondent will also be afforded an equal opportunity to introduce evidence and identify witnesses. Both will be informed of the outcome of the disciplinary proceedings.

Notes: The lead investigator for student-on-student issues will typically be the Title IX Deputy Coordinator. If circumstances arise where it is inappropriate for this person to serve as the lead investigator, the responsibility will be assigned to another campus official trained in issues of sexual misconduct.

The lead investigator for employee-on-employee and employee-on-student issues will typically be the Associate Vice President of Human Resources. In these situations, the Title IX Deputy Coordinator will serve as the student advocate throughout the process. If circumstances arise where it is inappropriate for this person to serve as the lead investigator or advocate, the responsibility will be assigned to another campus official trained in issues of sexual misconduct.

Employees:

If an employee feels that he/she is a victim of harassment, discrimination, or sexual misconduct by another employee, supervisor, student, or non-employee, the following steps are to be taken.

Responsibilities of Supervisors and Managers

Notify the supervisor of the situation, who shall be responsible for investigating and taking immediate, corrective and appropriate action. The supervisor will work expeditiously and fairly to address all allegations of harassment, discrimination, and sexual misconduct within their departments whether or not there has been a written or formal complaint. The supervisor must:

- Take all complaints or concerns of alleged or possible harassment, discrimination, or sexual misconduct seriously no matter how minor or who is involved.
- Ensure that harassment, discrimination, or sexual misconduct is immediately reported to Human Resources so that a prompt investigation can occur. HR will notify the police if criminal activities are alleged.
- Take any appropriate action to prevent retaliation or prohibited conduct from recurring during and after any investigations or complaints.

Managers and supervisors who knowingly allow or tolerate harassment, discrimination, misconduct or retaliation, including the failure to immediately report such misconduct to Human Resources, are in violation of this policy and subject to discipline.

Responsibilities of Human Resources

If the individual cannot talk to or approach the supervisor about the matter, or if the harassing or discriminating behavior or sexual misconduct is coming from the supervisor, the individual may
report directly to the Human Resources Department to investigate and take immediate, corrective and appropriate action. The Associate Vice President of Human Resources is responsible for:

- Ensuring that both the individual filing the complaint (hereafter referred to as the “complainant”) and the accused individual (hereafter referred to as the “respondent”) are aware of the seriousness of a harassment, discrimination, or sexual misconduct complaint.
- Explaining JCC’s discrimination, harassment, and sexual misconduct policy and investigation procedures to the complainant and the respondent.
- Exploring informal means of resolving complaints.
- Notifying the police if criminal activities are alleged.
- Arranging for an investigation of the alleged discrimination, harassment or sexual misconduct and the preparation of a written report.
- Submitting a written report summarizing the results of the investigation and making recommendations to designated college officials.
- Notifying the complainant and the respondent of the corrective actions to be taken, if any, and administering those actions.
- At any point in the process, as preferred, the individual may go to the president who shall be expected to investigate the situation and take immediate, corrective and appropriate action.

JCC will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for these purposes.

**Retaliation**

No student or employee shall be subject to any form of reprisal or retaliation for having made a good faith complaint or for participating in an investigation of such complaint. Appropriate steps will be taken to protect students and employees from retaliation.

**Sexual Offender Registration**

The *Campus Sex Crimes Prevention Act*, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained.

North Carolina law requires sex offenders who have been convicted of certain offenses to register with their county sheriff. The sheriff collects information from the offender and court documents. The sheriff then enters the information into the Registry database. The information is available on a county-wide basis at the sheriff’s office. The North Carolina State Bureau of Investigation
(NCSBI) takes certain information submitted by the sheriffs in all 100 counties in the State of North Carolina and makes it available to the public via the Sex Offender Registry website.

The North Carolina Sex Offender and Public Protection Registry can be accessed at the following link: http://sexoffender.ncsbi.gov/. This NC registry was established in January 1996 due to the General Assembly’s enactment of Article 27A of Chapter 14 of NC General Statutes (NCGS 14-208.5).

Additional information and resources can be found at the following websites:

**North Carolina Sex Offender & Public Protection Registration Programs Publication**
Website: http://docs.ncsbi.gov/Sex-Offender/SexOffenderRegPrograms.aspx

**NC SAVAN (North Carolina Statewide Automated Victim Assistance and Notification)**
- *VINELink Search for Sexual Offenders*
Website: https://vinelink.com/#/home/site/34003

**National Sex Offender Public Registry**
Website: https://www.nsopw.gov/

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**Definitions of Clery Act Crimes and Statistics**

The *Clery Act* requires colleges and universities to publicly publish three years of campus crime statistics. Johnston Community College crime statistics have been disclosed in compliance with the *Clery Act*. Definitions of *Clery Act* crimes are as follows:

- **Aggravated Assault** – An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

- **Arrest** – For *Clery Act* purposes, persons processed by arrest, citation or summons.

- **Arson** – Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

- **Burglary** – The unlawful entry of a structure to commit a felony or a theft.

- **Constructive Possession** – The condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.

- **Course of Conduct** – Two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.

- **Dating Violence** – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the parties.
of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse; dating violence does not include acts covered under the definition of domestic violence.

- **Destruction/Damage/Vandalism of Property** – To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

- **Disability (bias)** – A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

- **Domestic Violence** – A felony or misdemeanor crime of violence committed-
  - By a current or former spouse or intimate partner of the victim;
  - By a person with whom the victim shares a child in common;
  - By a person who is cohabiting with, or has cohabited with, the victim as a spouse or intimate partner;
  - By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
  - By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

- **Drug Abuse Violations** – The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics - manufactured narcotics which can cause true addiction (Demerol, Methadone); and dangerous nonnarcotic drugs (barbiturates, Benzedrine).

- **Ethnicity (bias)** – A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.

- **Fondling** – The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

- **Gender (bias)** – A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.

- **Gender Identity (bias)** – A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.
• **Incest** – Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

• **Intimidation** – To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

• **Hate Crime** – A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. For the purposes of the Clery Act, the categories of bias include the victim’s actual or perceived race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, and disability.

• **Larceny-Theft** – The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.

• **Liquor Law Violations** – The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

• **Manslaughter by Negligence** – The killing of another person through gross negligence.

• **Motor Vehicle Theft** – The theft or attempted theft of a motor vehicle.

• **Murder and Non-Negligent Manslaughter** – The willful (non-negligent) killing of one human being by another.

• **National Origin (bias)** – A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

• **Race (bias)** – A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.

• **Rape** – The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

• **Reasonable Person** – A reasonable person under similar circumstances and with similar identities to the victim.

• **Referred for Disciplinary Action** – The referral of any person to any official who initiates a disciplinary action of which a record is established, and which may result in the imposition of a sanction.

• **Religion (bias)** – A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.

• **Robbery** – The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

• **Sexual Assault (Sex Offenses)** – Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.
• **Sexual Orientation (bias)** – A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.

• **Simple Assault** – An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

• **Stalking** – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to-
  – Fear for the person’s safety or the safety of others; or
  – Suffer substantial emotional distress.

• **Statutory Rape** – Sexual intercourse with a person who is under the statutory age of consent.

• **Substantial Emotional Distress** – Significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

• **Unfounded Crime** – If a crime is investigated by law enforcement authorities and found to be false or baseless, the crime is “unfounded.” Only sworn or commissioned law enforcement personnel may unfound a crime.

• **Weapons: Carrying, Possessing, Etc.** – The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.
### Crime Statistics

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* Common law robbery
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<th>Non-Campus Property</th>
<th>Public Property</th>
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<th>Arrests and Disciplinary Referrals</th>
<th>Year</th>
<th>On-Campus</th>
<th>Non-Campus Property</th>
<th>Public Property</th>
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* Firearm left on passenger seat in locked, unoccupied vehicle.
** Reported after the fact, during investigation of an unrelated situation, both incidents having occurred “weeks ago.”
1st = allegedly involved a student waving a knife at another student.
2nd = brandishing brass knuckles (same offender, different date).
Hate Crimes
There were no reported hate crimes for the years 2016, 2017, or 2018 based on race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability. Criminal offense categories included murder/non-negligent manslaughter, sexual assault offenses (rape, fondling, incest, and statutory rape), robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, destruction/damage/vandalism of property, domestic violence, dating violence, and stalking.

Unfounded Crimes
There were no unfounded crimes reported for the years 2016, 2017, or 2018.