



Annual Security Report

2021

Department of Campus Safety and Security
1333 Jake Alexander Blvd
Salisbury, NC 28146

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Legal Requirements and Purpose of the Annual Security Report (ASR)

The federal Clery Act requires colleges and universities to meet certain standards defined in the United States Code of Federal Regulations specifically found at 34 CFR 668.

In compliance with the reporting requirements of the Jeanne Clery Disclosure of Campus Security Police and Campus Crime Statistics Act 20 U.S.C. 1092(f), and section 485(f) of the Higher Education Act of 1965(HEA), Rowan-Cabarrus Community College will publish an Annual Security Report every year by October 1 that contains the three previous years of campus crime statistics and certain campus security policy statements.

On March 7, 2013, President Obama signed the Violence Against Women Reauthorization Act of 2013 (VAWA) (Pub. Law 113-4), which, among other provisions, amended section 485(f) of the HEA, otherwise known as the Clery Act. Notably, VAWA amended the Clery Act to require institutes of higher education (IHE) to compile statistics for incidents of domestic violence, dating violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in their annual security reports (ASR's).

Rowan- Cabarrus Community College shall distribute the report by October 1 of each year to:

- Current students and employees by appropriate publication and mailings through notice of availability through electronic mail and posting on the campus internet and intranet web sites (provided all required recipients are directly notified of how to access the report and given an opportunity to request a paper copy).
- Prospective students and employees upon request are informed of the availability of the security report, given a summary of its contents and given the opportunity to request a copy. Institutions may comply with this requirement by using an internet web site if they provide the exact electronic address of the report and provide a paper copy upon request.
- The crime statistics must also be submitted to the US Department of Education every year in a manner prescribed by the DOE.

It is the intention of Rowan-Cabarrus Community College to fully comply with each requirement of the federal Clery Act.

- Disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms. The statistics must be gathered from campus security staff, local law enforcement, and other college officials, known as Campus Security Authorities, who have “significant responsibility for student and campus activities.”
- Provide “timely warning” notices of those crimes that have occurred and pose an ongoing threat to students and employees. In addition, provide “emergency alerts” for conditions or circumstances requiring immediate notification to the campus community for the purpose of preventing serious bodily injury or death.
- Disclose in a public crime log any crime that occurred on campus or within the patrol jurisdiction of the Department Campus Safety and Security, the local law enforcement

agency having proper legal jurisdiction, and is reported to Campus Safety or local law enforcement authorities having legal jurisdiction.

- Prohibit the institution, or an officer, employee, or agent of the institution, participating in any program under this title from retaliating, intimidating, threatening, coercing, or otherwise discriminating against any individual with respect to the implementation of any provision of the Clery Act.

The Annual Security Report is written for disclosure of campus safety and security policies and campus crime statistics, and includes information students, prospective students, employees, and visitors may review regarding campus safety and crime prevention. In compliance with the federal Jeanne Clery Disclosure of Campus Security Police and Campus Crime Statistics Act (20 U.S.C.1092(f), Rowan-Cabarrus Community College publishes specified information on campus crime statistics and security policies. The information summarized in this document is available in the Student Services Office or may be obtained by contacting the Director of Campus Safety and Security at 704-216-7230.

The purpose of this report is to:

- Provide an overview of the Department of Campus Safety and Security.
- Share crime statistics required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.
- Inform current and prospective students, staff and visitors about the policies and programs related to safety and security.
- Provide information regarding emergency preparedness and planning.
- Provide procedural information for the process of reporting crimes occurring in or near the College's campuses and off-campus sites.
- Provide information regarding assistance and resources for counseling and incident reporting for victims of crimes, especially sexual assaults.
- Provide guidance regarding campus policies regarding the consumption or possession or distribution of alcohol or drugs on campus, and guidance regarding the possession or use of illegal weapons on campus.

Separate Annual Report

Rowan-Cabarrus Community College will produce a separate annual statistical report for each separate campus as defined in this report.

Programs to Inform Students and Employees about Campus Security, Crime Prevention and Emergency Procedures

During online new student orientation, students are linked to campus security information and campus crime statistics available through the Rowan-Cabarrus Community College website. Students are also provided with information regarding campus security and crime prevention during in-person, new student orientation conducted at the beginning of each semester.

New employees are linked to similar information during new-hire orientation. Employees also receive weekly safety and security updates and safety tips through emails named “This Week @ RCCC,” published by the Department of Marketing and Communications.

Campus Safety information and statistics relating to crimes reported on and around each campus are accessible to everyone through the Rowan-Cabarrus Community College website and the Rowan-Cabarrus Community College Student Handbook and Catalog. Crime prevention, campus safety, security procedures, and sexual assault prevention information is available through the Department of Campus Safety and Security, the Division of Student Success and Service Excellence, and, upon request, through Rowan-Cabarrus Community College counselors.

Crime statistics and reports of recent criminal occurrences for Rowan-Cabarrus Community College campuses are available on the campus website, at each campus location, and from the Department of Campus Safety and Security reported in the Clery Act Annual Security Report and the Campus Crime Log. In addition, the Department of Campus Safety and Security will provide, upon request, training classes and presentations to student groups, faculty, and staff, on topics of campus/personal safety, emergency procedures and notification, fire safety, emergency preparedness, and special topics in workplace violence and active attack.

A common theme of all awareness and crime prevention information is to encourage students and employees to be aware of their responsibility for their security and the security of others. Members of the campus community are encouraged to take advantage of opportunities to raise their awareness of campus safety and security practices and to take measures to enhance personal safety through personal responsibility. When time is of the essence, information is released to the college community through security alerts posted on the college website, email notifications, Campus Connect telephone messages, and SMS text.

Campuses, Non-Campus Buildings or Property, and Public Property Locations

For Clery Act purposes, a campus is defined as any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls. Any building or property within or reasonably contiguous to the previously noted area that is owned by the institution but controlled by another person is frequently used by students and supports institutional purposes.

A non-campus building or property is any building or property owned or controlled by a student organization that the institution officially recognizes. Additionally, any building or property owned or controlled by institutions that are used in direct support of, or concerning, the institution’s educational purposes is frequently used by students and is not within the same reasonably contiguous geographic area of the institution.

Public property is defined as all public property, including thoroughfares, streets, sidewalks, and parking facilities, within the campus or immediately adjacent to and accessible.

Rowan-Cabarrus Community College operates two main campuses, three branch campuses, one satellite center, and numerous non-campus locations:

Campuses and Centers

Campus	Address	Phone
North	1333 Jake Alexander Blvd S Salisbury, NC 28146	704-216-7222
South	1531 Trinity Church Road Concord, NC 28027	704-216-7222
Rowan-Cabarrus Community College at the North Carolina Research Campus	399 Biotechnology Lane, Kannapolis, NC 28081	704-216-7222
Cabarrus Business and Technology Center	660 Concord Parkway N Concord, NC 28025	704-216-7222
College Station	489 N. Cannon Blvd Kannapolis, NC 28081	704-216-7222

Emergency/Non-Emergency Campus Primary Numbers

Type	Number
Emergency	911
Campus Non-Emergency	704-216-7600
Campus Information	704-216-RCCC (7222)

Reporting Emergencies and Crimes in Progress at Rowan-Cabarrus Community College

Students, faculty, and staff are encouraged to report all crimes and emergencies occurring promptly and accurately on Rowan-Cabarrus Community College property. Anyone needing to report an emergency or a crime in progress should dial 9-1-1 from any campus telephone or your cellphone. After calling 9-1-1, you may follow up with a call to the Department of Campus Safety by calling 704-216-7600.

Rowan-Cabarrus Community College has implemented a network of primary emergency management response staff at all campuses. Each campus has a Campus Emergency Response Team consisting of a Campus Safety Coordinator, Building Safety Coordinators, and Facilities Maintenance staff. Additionally, on Rowan-Cabarrus has Campus Resources Officers contracted through the Rowan and Cabarrus County Sheriff's Offices.

Use of Campus Emergency Phones and Parking Lot Call Station Towers

Rowan-Cabarrus Community College campuses have marked emergency phones in the main hallways on each campus building floor to report any fire, medical, or security emergency. In an emergency, press the red round button to contact 911 and the black round button to contact the Navigation Station Emergency Communication Center (NECC). The NECC comprises Navigation Station-North, North Campus Safety Coordinator, and South Campus

Safety Coordinators. You may also use the keypad to dial 9-1-1 to contact the local emergency services agency. You may also dial extension 7600 on any hallway or office phone to contact the NECC. When calling, please report the type of emergency, exact location, and your name so that appropriate emergency responders and campus officials may be notified.

College parking lots and courtyards are equipped with emergency call station towers, commonly referred to as “blue light towers” because of the blue lights affixed to them. These towers are located at the following locations:

- North Campus: Parking lot at building N110, connecting walkway between buildings N110 and N105, central courtyard, west side of building N106, south side of building N102, and south side of building N106.
- South Campus: All parking lots
- Concord Business and Technology Center: Main parking lot
- NCRC: Main parking lot
- College Station: Main parking lot

Each emergency phone call station tower is clearly marked for use. Please know that parking lot call station towers are not monitored when the College is closed.

In the event of an emergency, press the emergency activation button on the face of the call station tower. At the North campus location, you will receive a call back via hardline telephone communication from a campus emergency operator. On South Campus and the CBTC you will receive a call back from a radio-transmitted system that will put you in direct contact with a Campus Resource Officer or other College official. When using the emergency call system, please give your location, name, and nature of the call.

At all locations, indoors or outdoors, you may use emergency telephones to call 9-1-1 by pressing the black button. You will hear the dial tone and then may dial 9-1-1. Then locate the safest possible place or shelter nearest to the call station and wait for the emergency responders.

In certain circumstances, it may be more effective to contact a Campus Safety Coordinator or Campus Resource Officer directly.

There is no emergency assistance available after 11:00 p.m. on any Rowan-Cabarrus Community College campus.

Reporting Crime and Non-Emergencies at Rowan-Cabarrus Community College

The most effective method for reporting crime or any suspicious activity or persons may be accomplished by reporting to a Campus Security Authority by dialing 704-216-7600, picking up

an emergency hallway phone, calling on a parking lot emergency phone, or reporting directly to any campus security officer. For all life-threatening crimes in-progress call 9-1-1.

Crimes may also be reported to any of the following Campus Security Authorities:

Title	Phone
Vice President, Corporate and Continuing Education	704-216-3500
Director of Student Counseling Center	704-216-3623
Director of Student Life	704-216-3605
Director of Campus Safety and Security	704-216-7230
Vice President, Academic Programs	704-216-3475
Associate Vice President of Academic Programs	704-216-3710
Chief Officer, College Environment	704-216-3765

Department of Campus Safety and Security

The Department of Campus Safety and Security serves as an administrative oversight authority for law enforcement and emergency management operations for all the campuses and centers. Rowan-Cabarrus is committed to creating a safe and secure environment for students, faculty, staff, and visitors. The Department of Campus Safety and Security works closely with local law enforcement and other local first responders throughout Rowan and Cabarrus Counties, as well as other state and federal authorities.

The Department of Campus Safety and Security is administratively accountable to the Chief Officer of College Environment. The Department is headed by the Director of Campus Safety and Security and supported by the Chief Officer, College Environment and Civility, the Office of the President, Chief Officers, Vice- Presidents, and College Directors. The Director of Campus Safety and Security has been designated by the College President as the Clery Act compliance officer for the purpose of enforcing provisions of the Act.

The Department is responsible for coordination of all safety of personnel serving on Rowan-Cabarrus Community College campuses and centers. Any campus event requiring security services must be coordinated through the Director of Campus Safety and Security. The Department is staffed by Campus Safety Coordinators for operational coordination, safety, and emergency management on campus. The Department is staffed with contracted full and part-time sworn law enforcement officers from the Rowan County and Cabarrus County Sheriff's Offices. Sworn law enforcement officers from the Rowan & Cabarrus County Sheriff's offices are assigned to Rowan-Cabarrus as Campus Resource Officers (CRO). The total staffing force is about 60 personnel covering all operational safety and emergency management for five of the college campuses and centers.

Law enforcement for Rowan-Cabarrus Community College's is provided by the following agencies:

Agency	Campus
Rowan County Sheriff's Office	North Campus
Cabarrus County Sheriff's Office	South Campus
	North Carolina Research Campus (NCRC)
	Cabarrus Business and Technology Center (CBTC)
	College Station

All Campus Resource Officers working at Rowan-Cabarrus Community College are empowered to investigate alleged criminal activity, search and arrest persons and property as authorized by law, use necessary and reasonable force to enforce the law and maintain order, and protect persons and property from harm. All Campus Resource Officers are armed and maintain current certification as required by the North Carolina Department of Criminal Justice Education and Training Standards Commission or North Carolina Sheriffs' Education and Training Standards Commission. Campus Resource Officers enforce all state and local laws and local ordinances, including underage drinking, controlled substances, and all other misdemeanor and felonious criminal laws. Campus Resource Officers can enforce all campus rules and regulations, i.e., smoking violations, parking violations, etc. However, that role is delegated to the Campus Safety Coordinator.

The Department of Campus Safety and Security works closely with the Office of Civility and Student Life on matters of student conduct or student needs for counseling services.

All persons are encouraged to report criminal activity promptly and accurately to Campus Safety and Security and local law enforcement authorities.

Rowan-Cabarrus Community College has law enforcement, fire, EMS, and rescue training departments located on the North Campus in Salisbury, staffed by extraordinarily skilled and experienced first responders whose expertise and availability are integrated into the emergency response plan for the Rowan-Cabarrus Community College system.

The Department of Campus Safety and Security provides the following services:

- Campus Emergency Management
- Campus Emergency Preparedness, to include training
- Campus security escorts
- Motorist assistance
- Lost property
- Criminal investigations
- Parking control
- Documenting criminal complaints
- Campus safety and security programs
- Maintain campus order

- Threat Assessment
- Enforce Campus policies and procedures
- Campus Access
- Crime Alerts
- Crime prevention and reduction
- Enforcement of the Clery Act

Questions regarding the Department of Campus Safety and Security should be directed to the Director of Campus Safety and Security at 704-216-7230. For assistance from the Department of Campus Safety and Security call 704-216-7600.

Preparation of the Annual Security Report

The Director of Campus Safety and Security is primarily responsible for preparing and overseeing the development and distribution of this report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act). The Director works with many other departments and agencies including the Office of Civility, Student Life, Facilities, Directors, Deans, Vice Presidents, and local law enforcement agencies to compile the information. Official letters are sent to each local law enforcement agency requesting official crime statistics that may not have been captured by the College. We encourage members of the Rowan-Cabarrus Community College community to use this report as a guide for safe practices on and off campus. The full text report is available online at: www.rccc.edu, go to “Student Resources”, then “Campus Safety and Security”, and under federal mandates you can find the “Annual Clery Safety and Security” link.

In addition, the Director of Campus Safety and Security is responsible for supervising the entry of the official statistical campus crime data into the crime data record maintained by the United States Department of Education.

The Annual Security Report is compiled using local campus crime statistics, United States Code of Federal Regulations, and the Clery Handbook for Campus Crime Reporting.

College Policy on Campus Crime

Rowan-Cabarrus Community College will not tolerate criminal activity on any of its campuses or at any activity or event sponsored by the College. Specifically, Rowan-Cabarrus Community College will not tolerate crimes of violence, sexual assault, domestic violence, dating violence, fondling, stalking, intimidation, hate crimes, robbery, burglary, property crimes, aggravated assault, simple assault, affray, hazing, communicating threats, stalking, weapons violations, arson, alcohol/drug violations, and vandalism.

Students who participate in crimes on campus will be subject to disciplinary action in accordance with the Student Code of Conduct. Disciplinary action may result in a range of

campus responses including and up to expulsion. Students may also be subject to arrest by local law enforcement and prosecution by the State of North Carolina.

Definition of Clery Act Reportable Criminal Offenses

Offenses in Criminal Crime Reporting use the Federal Bureau of Investigation Uniform Crime Reporting (UCR) and the National Incident-Based Reporting System (NIBRS) crime classification definitions.

Excerpted from the Implementing Regulations of the “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act,” 20 U.S.C. Section 1092, (originally the Campus Security Act published in the Federal Register on April 29, 1994 (Vol. 59, No. 82).

The following definitions are to be used for reporting the crimes listed in 34 CFR sec. 668.46 (previously 668.47) in accordance with the Federal Bureau of Investigation’s Uniform Crime Reporting (UCR) Program. The definitions for murder, robbery, aggravated assault, burglary, motor vehicle theft, weapons law violations, drug abuse violations and liquor law violations are excerpted from the Uniform Crime Reporting Handbook. The definitions of forcible and non- forcible sex offenses are excerpted from the National Incident-Based Reporting System (NIBRS) Edition of the Uniform Crime Reporting Handbook.

Beginning March 7, 2013, President Obama signed into law the Violence Against Women Reauthorization Act of 2013 (VAWA) (Pub. Law 113-4), which amended section 485(f) of the Higher Education Act of 1965, as amended, 20 U.S.C. & 1092(f), otherwise known as the Clery Act. As a consequence, the United States Department of Education published rulemaking final regulations on October 20, 2014 which appears in 34 CFR 668.46, and went into effect July 1, 2015. The final regulations now require that all U.S. colleges and universities collect and report the following offenses occurring on or after January 1, 2013 through December 31, 2014 (two years and hereinafter annually). In addition, the final regulations require institutions to report how many of these crimes are found to be “unfounded” for both 2013 and 2014. The amendments now require the following reporting changes in the Clery Annual Safety and Security Report:

- Reporting the crimes of Domestic Violence, Sexual Assault, Dating Violence and Stalking;
- Reporting the number of “unfounded” crimes;
- Reporting the number of “exceptionally cleared” complaints

The following categories of crime statistics for the campuses, certain non-campus properties, and certain public property areas which have been reported to local law enforcement authorities must be disclosed for the most recent three calendar years:

Criminal Homicide-Murder and Non-Negligent Manslaughter

The willful (non-negligent) killing of one human being by another.

Criminal Homicide- Manslaughter by Negligence

The killing of another person through gross negligence.

Sex Offense-Forcible

Any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against that person's will where the victim is incapable of giving consent.

- Forcible Rape: The carnal knowledge of a person, forcibly and/or against that person's will; or not forcibly or against that person's will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity or because of his/her youth.
- Forcible Sodomy: Oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly against that person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.
- Sexual Assault with an Object: The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly or against that person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.
- Forcible Fondling: The touching of the private parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against that person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Sex Offenses-Non-Forcible

Unlawful, non-forcible sexual intercourse.

- Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Domestic Violence

Domestic violence means the commission of one or more of the following acts upon an aggrieved party or upon a minor child residing with or in the custody of the aggrieved party by a person with whom the aggrieved party has or has had a personal relationship, but does not include acts of self-defense:

- Attempting to cause bodily injury, or intentionally causing bodily injury; or
- Placing the aggrieved party or a member of the aggrieved party's family or household in fear of imminent serious bodily injury or continued harassment, as defined in G.S. 14-277.3A, that rises to such a level as to inflict substantial emotional distress; or
- Committing any act defined in G.S. 14-27.2 through G.S. 14-27.7.
- For purposes of this section, the term "personal relationship" means a relationship wherein the parties involved:
- 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 purposes of this subdivision, 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.
- Are persons of the opposite sex who are in a dating relationship or have been in a dating relationship. For purposes of this subdivision, 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.

Dating Violence

Violence committed by a person who has been in a romantic or intimate relationship with the victim. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.

Stalking

On more than one occasion, following or otherwise harassing, as defined in G.S. 14-277.3A(b)(2), another person without legal purpose with the intent to do any of the following:

- Place the person in reasonable fear either for the person's safety or the safety of the person's immediate family or close personal associates.
- Cause that person to suffer substantial emotional distress by placing that person in fear of death, bodily injury, or continued harassment and that in fact causes that person substantial emotional distress.
- Unlawful conduct. – The commission of one or more of the following acts by a person 16 years of age or older upon a person, but does not include acts of self-defense or defense of others:
 - Nonconsensual sexual conduct, including single incidences of nonconsensual sexual conduct.
 - Stalking.
- Victim. – A person against whom an act of unlawful conduct has been committed by another person not involved in a personal relationship with the person as defined in G.S. 50B-1(b). (2004-194, s. 1; 2004-199, s. 50; 2007-199, s. 1; 2009-58, s. 6.)

Aggravated Assault

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This

type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed).

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.

Burglary

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned including joyriding).

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. The law also requires that schools provide statistics for the following categories of arrests or referral for campus disciplinary action (if an arrest was not made).

Weapon Law Violations

The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

North Carolina General Statute 14.269.2, made an exception to allow persons with a valid concealed carry permit to possess a handgun on campus under the following strictly defined conditions:

- The person must possess a valid concealed carry permit
- The weapon must be a handgun
- The handgun must, at all times while on campus, be kept in a closed compartment within a locked vehicle; or, must be kept in a locked container securely affixed to the individual permit holder's locked vehicle
- Permitted handgun owners are allowed to enter and exit vehicles only. Removing the handgun from the locked vehicle or compartment may constitute a felony

It is important to note that all other provisions of the law regulating weapons on public educational property in North Carolina have not changed and it remains a crime to possess any weapons already prohibited in N.C.G.S. 14-269.2. The College Department of Campus Safety will rigorously enforce weapons violations on all of its campuses.

By policy, Rowan-Cabarrus Community College forbids any weapon on campus as defined by North Carolina law, with exceptions noted.

Drug Abuse Violations

The violation of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs is strictly prohibited. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non- narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations

The violation of laws or ordinances prohibiting; the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. Drunkenness and driving under the influence are not included in this definition.

Hate Crimes

Hate crimes must also be reported by category of prejudice if committed in combination with certain offenses:

The violation of any of the above listed offenses or other crimes listed below that manifests evidence that the victim was intentionally selected because of the perpetrator's bias based on:

- Race
- National Origin
- Gender
- Gender Identity
- Religion
- Sexual Orientation
- Ethnicity
- Disability
- Applicable other crimes include:
- Larceny/theft
- Vandalism/damage/destruction of property
- Intimidation
- Simple Assault
- Crimes Involving Bodily Injury

Definition of Gender Identity

A person's sense of being male or female, resulting from a combination of genetic and environmental influences.

Definition of National Origin
A person's birth nationality.

The two sets (general and hate crimes) of crime statistics disclosed must be broken down by the following geographic categories:

- On-Campus
- Non-Campus Building or Property
- Public Property

As an option, a school may choose to use a map which depicts its campus, non-campus buildings or property, and public property areas. Rowan-Cabarrus Community College currently opts not to use geographic maps to depict areas for statistical disclosure.

College Notifications

In the event a situation arises, either on or off campus, that constitutes an ongoing or continuing threat, a campus – wide “timely warning” will be issued. Timely warnings will be issued through the college email system and by utilizing Campus Connect to call all students, faculty and staff.

Persons that Reports Should Be Made to for the Purpose of Making Timely Warnings:

Title	Phone
Director of Campus Safety and Security	704-216-7230
Director of Public Information	704 216-3706

Rowan-Cabarrus Community College may issue any of four types of notifications if conditions require them.

Campus Information

Administrative messages may be issued to communicate important but not emergency information to the campus community. These are “information only” notices and are not timely warnings. An example would be a notification for snow closing.

Campus Notifications

Campus Notifications may be issued for routine, but important information regarding non-emergency events or to elicit information leading to the clearance of non-violent crimes. Examples might include road hazards or information leading to the arrest and conviction of persons committing criminal acts occurring on our campuses.

Campus Crime Warning (also called Timely Warnings)

Campus Warnings may be issued whenever a report is received of a violent crime against a person or a substantial crime against property on campus that represents a serious or ongoing threat to the college community. Campus crime warnings will be issued to give students,

faculty, staff, and visitors timely notification of crimes that may represent a serious or on-going threat and to heighten safety awareness. Campus crime warnings may also seek information that may lead to arrest and conviction of serious and dangerous offenders when violent crimes against persons or substantial crimes against property have been reported.

The Department of Campus Safety and Security, in conjunction with the Office of the President, members of the President's Cabinet, and the Public Information Director issues campus crime warning alerts in a timely manner to notify campus community members about certain crimes. Members of the campus community who know of a crime or other serious incident that presents an on-going threat should report that incident to law enforcement and the Department of Campus Safety and Security so a campus crime warning alert can be issued. Information for alerts may also come from other public safety agencies, i.e., law enforcement, Department of Corrections, Emergency Operations Center, etc.

Every attempt will be made to distribute the alert within a reasonable but expedited amount of time after the incident has been reported to the Department of Campus Safety and Security or other college officials; however, the release is subject to the availability of accurate facts concerning the incident, and investigation limitations allowed under the Clery Act. Updates to the Alerts may be made at any time as new information or circumstances develop warranting additional notification. Campus Crime Warning alerts are originated by the Department of Campus Safety and Security, approved by the College President and Cabinet, and distributed by Public Information Officer. Campus crime warning alerts are triggered when Rowan-Cabarrus Community College determines that a crime for which it must report under the purview of the Clery Act has occurred and a continued threat exists. The crimes that may trigger the campus crime warning alert are the same as enumerated in the Definition of Clery Act Reportable Criminal Offenses section of this report.

Campus crime warnings may also be issued to give students, faculty, staff and visitors timely notification of circumstances that although not crimes, could lead to criminal activity and pose a significant threat to the health or safety. The campus crime warning seeks to heighten awareness to identify possible on-going criminal threats, identify potential criminal suspects, encourage the reporting of potential criminal threats, and empower campus security and executive officials to take timely and appropriate actions to prevent crimes.

Campus Crime Warnings may be assigned the same incident number as the corresponding security report as registered in the campus "crime log," and as documented in the Department of Campus Safety and Security Criminal Records Management System (CRMS) known as Maxient, and provide details of the crime or event, and a description of the suspect if known, and information on whom to contact with information and safety tips.

Campus Crime Warnings must be issued campus-wide for an ongoing or continuing threat for crimes covered by the Clery Act to include criminal homicide, negligent manslaughter, non-negligent manslaughter, rape and other forcible and non-forcible sexual assault, arson, robbery, aggravated assault, burglary, motor vehicle theft, weapons violations, drug law

violations, liquor violations, hate crimes and certain other crimes committed for the purpose of intentionally selecting a victim because of the perpetrator's bias based on race, gender, religion, sexual orientation, ethnicity or disability.

Campus Warnings may also be issued to announce information about off-campus crimes, the near presence of wanted persons, or other extraneous conditions that warrant urgent notification to the campus community or that poses a serious ongoing threat to the safety of students, faculty, and staff.

The issuance of Campus Crime Warnings may be delayed to protect the safety or identity of victims or witnesses, or when issuance may substantially hamper the ability of law enforcement to identify or capture criminal suspects.

Whenever local law enforcement issues a news release about an off-campus crime that represents a serious or on-going threat to the safety of students, faculty, and staff, the college may assist in publicizing the crime on campus.

Campus Crime Warnings typically include the following information:

- A succinct statement of the incident
- Any connection to previous incidents
- Physical description and/or composite drawing of the suspect, if appropriate
- Date and time the bulletin was released
- Other relevant and important information
- Relevant safety tips

With respect to the "timely reports" the Clery Act mandates for crimes considered a threat to other students and employees, that victims' names be withheld.

Notification Methods

Rowan-Cabarrus Community College will issue Campus Crime and Safety Alerts using several methods. Once the college determines that an alert is necessary, the alert will be issued through the Campus Connect System utilizing email and telephonic communications; and the alert will be posted on the college website at <http://www.rccc.edu>. Campus Warnings may be E-mail, SMS text message, telephone recordings, bulletin boards or other available means, as reasonably and timely as possible to students, faculty and staff, distributed throughout the campus, provided to campus media, posted on the campus web site and, if appropriate, posted in off-campus areas frequented by students.

The Director of the Department of Campus Safety and Security will coordinate with the Public Information Officer to develop the format, language, and information to be published in the alerts. If warranted, they will print and distribute warning posters on bulletins boards and exterior doors throughout the affected campus(s). Campus crime warnings will be issued as reasonably and timely as possible to faculty, staff, and students, distributed throughout the

campus, provided to campus media, posted on the Rowan-Cabarrus Community College web site and, if appropriate, posted in off-campus areas frequented by students.

Emergency Notifications Procedures

Emergency Authorization

The College President (or delegate), or any member of the President's Cabinet, is responsible for authorizing the issuance of emergency notifications of immediate threats to the campus community. However, other individuals in control of a campus location may be in a better position to take immediate action (see Immediate Lockdown, Shelter in Place, and Evacuation section) and issue emergency notifications, if only by voice announcement or intercoms. Emergency notifications must be made without delay and take into account the safety of the campus community.

Emergency Event Confirmation

The decision to order the issuance of an immediate emergency notification will be based upon the reasonable belief that conditions exist that require notification to members of the campus community to allow them to protect themselves from imminent harm. A reasonable belief will be based upon any information received by the administrative decision-maker that is established by direct observation of an imminent threat to health or safety, or information from a credible source with like information, that would cause a reasonable person to believe that an imminent threat of violence exists or is imminent and requires immediate action to mitigate the threat.

Content of Notifications

The Public Information Officer, and the Director of Campus Safety and Security shall develop the content of emergency notification message. Depending on the nature of the events and the notification delivery systems, some messages may be designed specific to the event or may be pre-scripted.

Emergency Notification

The Public Information Officer, will at the direction of the President or any member of the President's Cabinet, initiate electronic emergency notification systems (Re-Group) notifying the campus community of a significant emergency or dangerous situation involving a threat to the health or safety of the campus community, unless the notification at that time would compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. The College will delegate at least one other person on campus to serve as a back-up person who initiates the emergency notification systems.

Those authorized to issue Campus Emergency Alerts, upon report of an emergency condition, will disseminate emergency information to the campus community through the following methods of emergency notification, which may include but are not limited to public address system, voice messages to phones, communications to local media, campus and building safety coordinators, security staff, campus radio systems, campus email system, SMS text,

campus websites and campus electronic signboards. Testing of message delivery systems shall be conducted at least on an annual basis. Evacuation, shelter-in-place, or lockdown shall follow campus procedures for such events. The College will provide more detailed follow-up information, following the initial emergency notification as soon as conditions permit. Follow-up information may be disseminated in an alternate method from the initial emergency notification.

Immediate Lockdown, Shelter in Place, and Evacuation

College leadership, Campus Safety Coordinators, Campus Resource Officers, or any other College administrators in control of a campus, shall have the authority to order an immediate campus lockdown, shelter-in-place, or evacuation when a crisis is so imminent that serious injury or death might occur if immediate actions are not taken, and there exists no reasonable time or ability to contact the College President or any member of the President's Cabinet. There may be situations where individuals other than those listed above may need to make emergency decisions. Examples might include confirmed active shooter on campus, or explosions and tornados striking with little or no warning. Decisions to act under these circumstances shall follow the same reasonable belief described in the above "Emergency Event Confirmation" section.

General and Targeted Notification

Emergency notifications may come in different forms and may target only a segment or segments of the population. The notification response and targeted population will depend on a number of variables. An example might be a tornado affecting one campus but not others.

Emergency Notification and Response Procedures Testing

Rowan-Cabarrus Community College will conduct an annual tabletop exercise to test the preparedness, capabilities, and effectiveness of its overall emergency response plan. The exercise will include involvement of the College President, the President's Cabinet, the Director of Campus Safety and Security, the Public Information Officer, the Director of Facilities Maintenance, the Director of Evening and Weekend Operations, and others as may be deemed necessary. There shall also be an annual test of all emergency notification systems. Finally, evacuation and drills shall be conducted at least once each semester on all Rowan-Cabarrus Community College campuses. Campus Site Directors shall be responsible for coordinating and documenting all emergency tests, drills, and exercises. Documentation reports of these events shall include at least: Date, time, location, target population, type, system/process, activation and response times, problems noted and recommendations for improvement. Test/drill reports shall be submitted to the Director of Campus Safety and Security for review, to determine the need for improvements, and to archive documentation of tests, drills, and exercises for seven years. Emergency tests, drills and exercises generally shall not be announced prior to the event, except to those who have a compelling need to know. In the interest of public safety, some exercises (full-scale) may be announced prior to the event and may require notification to external authorities. Where external notification is required, the Director of Campus Safety and Security shall make notification to local public officials. For

off-campus community notification, Public Information Officer shall make notification to the local media of the upcoming event.

Emergency Response Procedure Publication

Rowan-Cabarrus Community College will publicize its emergency response procedures describing what students, faculty, and staff should do in the event of an emergency. (The publication of emergency plans are exempt by North Carolina law for public inspection). These procedures may be found in the College emergency procedures manual found on the SharePoint intranet site (accessible only to campus employees and faculty), on the public internet site at <http://www.rccc.edu/>, E-mails, posters, flyers, training classes and presentations, room flip charts, and other forms of marketing and media releases.

The College has contracted with Campus Connect system to provide emergency notification services to the college community via cell phone text messages and email. These notices also post to the college web homepage at <http://www.rccc.edu/> The Rowan-Cabarrus Community College emergency text messaging system is available to all Rowan-Cabarrus Community College students, faculty, and staff. To receive this service, individuals must sign up by completing the request for telephone numbers and email addresses on the college website under WebAdvisor.

Emergency messaging will primarily be used only for those situations that pose an immediate threat to the health and safety of students or employees on campus or for the closing of an entire campus (i.e., severe weather, chemical spills, fires, and crimes). Messaging about criminal activity generally will not be sent using these systems unless it is decided there is an imminent threat of continuing danger. In those cases, a campus crime warning alert will be issued, as previously described.

The emergency messaging system is provided in addition to existing emergency notification procedures and does not replace or eliminate any other emergency notification systems (e.g. fire alarms, tornado and sirens).

Rowan-Cabarrus Community College will generally provide follow-up information to the college community via the college website.

Additional Communications

In the event of a significant on-campus emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty, or staff, the college will also post information on its homepage at <http://www.rccc.edu/>. As part of the College Disaster Recovery and Business Continuity Plan, the College maintains an off-site back-up server in the event any of the college campuses computing services fail during an emergency. Among preparations developed to respond in a disaster or emergency are large-scale power generators at many campus locations.

The Director of Governance, Foundation Operations and Public Information is charged with notifying the media in the event of an emergency. Updated information will be posted to the College's website and provided to the media.

Annual Publications

General information and updates about the college's response, and evacuation procedures, are publicized each year as part of its "Campus Safety and Security Report," which is published as part of its compliance with the Clery Act.

Emergency Management Handbooks

The College publishes two handbooks for information regarding emergency management and campus security:

Emergency Management Handbook for Students and Visitors

Emergency Management Handbook for Faculty and Staff

Both handbooks provide valuable information to assist in emergency response planning and emergency response reaction. The handbooks are found online at

<https://www.rccc.edu/safety/emergency-management-handbook-for-students-visitors/>
https://sharepoint.rccc.edu/capitalimprovement/safetysecurity/Linked%20Documents/EmergMgmtHand_FacultyStaff.pdf

Criminal and Incident Reporting

Incidents that occur on Rowan-Cabarrus Community College property, including crimes, health emergencies, fires, or other similar occurrences, should be reported immediately to the Department of Campus Safety and Security. If a serious crime or medical emergency occurs, call 9-1-1 first and then notify the security department. Crimes, which represent a continuing threat, will be reported to the campus security through several mass notification methods.

Persons should report sex offenses to the security department and local law enforcement. Campus Safety personnel will assist a victim in reporting to local law enforcement if a request is made by the victim. Prompt reporting ensures that evidence is not destroyed and increases the probability of suspect apprehension and successful criminal prosecution. Incidents may be reported in person to any Campus Safety personnel, or by calling 704-216-7600 and asking for Campus Safety. For the convenience of the campus community, emergency telephones with direct access to the Navigation Station Emergency Communications Center are located throughout the campus facilities. Parking lot call stations are located on the South Campus, Concord Business and Technology Center and Rowan-Cabarrus Community College at the North Carolina Research Center.

All reported incidents will be investigated and when necessary, referred to the Rowan or Cabarrus County District Attorney's Office for prosecution. Victim counseling and mental health services are available through the Rowan-Cabarrus Community College Student Services

Counseling Center by calling 704-216-3600. If you require Rowan- Cabarrus Community College counseling services after normal business hours or on weekends, you may call 704- 216-7222. If a student, faculty, or staff member is sexually assaulted on campus, the college will pay for a sexual assault examination. This examination is critical for the successful prosecution of the perpetrator. If you are the victim of a sexual assault, it is important to notify security, law enforcement and medical personnel as soon as possible.

Campus Security Authorities

Campus Security Authorities are Rowan-Cabarrus Community College officials that meet any of the following Clery Act definitions:

- A campus police department or a campus security department of an institutions.
 - Rowan-Cabarrus Community College does not maintain a campus police department but does maintain a campus safety department with a Director of Campus Safety, contracted sworn armed local law enforcement officers, known as Campus Resource Officers and non-sworn Campus Safety Coordinators.
- Any individual or individuals who have responsibility for campus security but who don't constitute a campus police department or a campus security department under the previous paragraph of this definition, such as an individual or organization who is responsible for monitoring entrance into institutional property.
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students or employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. If such an official is a pastoral or professional counselor as defined below, the official is not considered a campus security authority when acting as a pastoral or professional counselor. Although exempt as campus security authorities, the College policy is to encourage professional mental health counselors to refer persons they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual crime statistic. The DPSS will conduct annual training to instruct professional counselors regarding the procedures for confidential reporting of crimes. Specifically, campus professional mental health counselors are provided with a Clery Act Crimes Reporting Form to be used for confidential reporting of crimes to the Department of Campus Safety.
- Pastoral counselor
 - There are no pastoral counselors affiliated with Rowan-Cabarrus Community College for the purposes of Clery Act reporting
- Professional counselor
 - A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of his or her license or certification.
 - This definition applies even to professional counselors who are not employees of the institution but are under contract to provide counseling at the college. Also exempt

are persons who are unlicensed and uncertified but acting under the supervision of an exempt counselor, example: graduate student doing an internship in counseling.

The following groups or individuals have been identified as campus security authorities:

- The College President
- All College Vice-Presidents and Associates
- All College Chief Officers
- All College Directors
- All Campus Safety Coordinators
- Building Safety Coordinators
- All Department of Campus Safety and Security Campus Resource Officers
- All other campus employees and volunteers enumerated in Appendix “B” with information on how to contact them.

All campus security authorities are required to undergo initial in-class training for understanding their role in Clery Act reporting requirements. Thereafter, they receive annual refresher training on an annual basis.

Off-Campus Criminal Activity

Rowan-Cabarrus Community College does not have any recognized student groups that maintain off-campus properties. However, students engaged at off-campus locations of student organizations officially recognized by the College, should report all crimes to local law enforcement agencies, the Rowan-Cabarrus Community College Department of Campus Safety and Security, and should register their student organization with the department. A copy of all campus recognized student organizations is listed in Appendix C.

Campus Crime Prevention Education and Security Awareness Programs

The Department of Campus Safety and Security promotes crime prevention education and awareness through the following strategies:

- Providing useful information to students, faculty and staff on a semi-annual basis through orientation and presentations, making them aware of how to contact campus security and of the importance of reporting criminal activity.
- Giving verbal and written crime prevention tips to the campus community on an informal basis, encouraging them to approach campus security with information about crime on campus.
- Publication of a general crime prevention brochure that outlines many crime prevention strategies community members should practice when on campus. The brochures will be available in the office of Student Services, student lounges, and any campus commons. The department will also post crime prevention information on bulletin boards at all campuses and centers.

Additional safety and security tips may be found by reading the weekly newsletter of Rowan-Cabarrus Community College, and by visiting the Department of Campus Safety and Security web link at www.rccc.edu/safety/

Monitoring Criminal and Suspicious Activity

The Rowan-Cabarrus Community College Department of Campus Safety and Security provides security services on its campuses, centers, and adjoining public property during all operational hours. The department provides general security, crime prevention and investigative services. Campus Security Officers are responsible for all law enforcement related matters on campus property to include the enforcement of applicable North Carolina criminal and traffic laws.

After hours, weekends and holidays are monitored by local law enforcement agencies having jurisdiction over Rowan-Cabarrus Community College property for the purposes of crime prevention and investigation. For the North Campus this is the Salisbury Police Department; South Campus and Rowan-Cabarrus Community College at the North Carolina Research Center is Kannapolis Police Department (Rowan-Cabarrus Community College at NCRC is also monitored by the NCRC Security Department 24/7/365); and the Concord Business and Technology Center is Concord Police Department. The Rowan-Cabarrus Community College Department of Campus Safety and Security works closely in a collaborative effort with local, state and federal agencies to receive information regarding incidents on campus property or information used to enhance security for the campus community. The college will actively pursue any information it receives for the purpose of following up on alleged crimes and to protect lives and property. Based upon events, circumstances and credible information, the college will issue a Campus Safety Alert to inform the college community of any continuing threat.

Public Crime Log

The Department of Campus Safety and Security will maintain a daily public Crime Log for the purpose of documenting and publishing information regarding the incidence of crime on all Rowan-Cabarrus Community College campuses, centers, and off-campus events. The log will include all reported crimes, misdemeanor and felony, and will include the following data: campus location, nature (classification), case number, date/time reported, date/time occurred, location, whether on or off campus, and disposition. Reported crimes need not be reported to the police, result in an arrest or prosecution to be recorded in the log. Only law enforcement authorities may determine a reported crime as “unfounded,” as required by the Clery Act.

The log includes a record of all crimes occurring in the most recent 60 days. The log will be updated during this 60-day period but will not be updated thereafter. The information found in this report shall be available for public inspection during normal campus business hours which are Monday through Thursday, 7:00 a.m.-11:00 p.m., and Friday, 7:00 a.m.-5:00 p.m. Public Daily Crime Logs for the most recent 60 days are open to the general public for inspection on the campus web site and at all campus locations at locations specified in the below table. They will also be available upon request at any Rowan-Cabarrus Community College campus or

center and shall be reproduced within two business days of the request. A written request for the log and requestor identification shall not be required. A reasonable fee may be charged for paper copies.

The log is available on the Rowan-Cabarrus Community College website at <http://www.rccc.edu>. In some cases, the release of some crime log information may be unavailable when prohibited by law or its release would jeopardize an investigation or the victim's identification. The crime log is also available by using one of the publicly accessible computer terminals located at the following campus sites:

Campus	Location
North	LRC Room 520
South	LRC Room 1303
Concord Business & Technology Center	LRC Room 9255
North Carolina Research Campus	LRC Room 120
College Station Campus	Reception Area

Reporting by Professional Counselors

The Department of Campus Safety and Security will assist crime victims with contacting a professional counselor, when appropriate. Crime victim participation is strictly confidential and counseling services provided will be kept in confidence. Professional counselors shall not be required to provide personal identifying information to Campus Security Authorities or Campus Security, while serving in their roles as counselors. This shall not apply if professional counselors are serving in other non-counseling roles. However, statistics related to all crimes on campus must be reported to the Department of Campus Safety and Security, even if the victim does not wish to report the crimes, identify themselves, or further prosecute a case against perpetrators.

Campus Policy for Prevention of Sexual Assault, Dating Violence, Domestic Violence and Stalking

For the purposes of inclusion in the Annual Safety and Security Report, sexual assault is defined as any rape, acquaintance rape, dating rape or other forcible or non-forcible sex offense. The Campus Sexual Violence Elimination Act (SAVE) of 2013 amended the Clery Act by broadening the definition of sexual assault and adding dating violence, domestic violence and stalking. In compliance with the U.S. Department of Education requirement of Section 485 of the Higher Education Act (also known as the Jeanne Clery Disclosure of Campus security Policy and Campus Crime Statistic Act @ 20 U.S.C. Section 1092), and the SAVE Act. Rowan-Cabarrus Community College acknowledges that sexual offenses, forcible and non-forcible, dating violence, domestic violence and stalking are violent, demeaning crimes and completely inconsistent with the values and mission of the college. Therefore, Rowan- Cabarrus Community College stands strongly behind its prohibited conduct as related to sexual misconduct, dating violence, domestic violence and stalking. Rowan-Cabarrus Community

College will support the policy of the U.S. Department of Education and will increase awareness through educational prevention seminars, special literature and counseling; and, assisting victims of sexual assault by contacting law enforcement authorities and assisting with the arrangement of proper medical attention.

College Sexual Misconduct and Interpersonal Violence Policy in Compliance with Title IX and the Campus Sexual Violence Elimination (SAVE) Act

Policy

Rowan-Cabarrus Community College takes pride in a commitment to its core values of civil personal conduct. Students, as integral members of the Rowan-Cabarrus Community College community, should conduct themselves in a manner that consistently represents the College in a positive light and exemplifies responsible citizenship. To that end, responsible citizenship includes an expectation that members actively participate in behavior that complements and upholds the values and mission of Rowan-Cabarrus Community College. Members of the College community are expected to engage in conduct that contributes to the culture of integrity and honor upon which the College is grounded. Acts of sexual misconduct, sexual harassment, dating sexual violence, acquaintance sexual violence, domestic violence and stalking jeopardize the health and welfare of our campus community and the larger community as a whole. Therefore, Rowan-Cabarrus Community College stands strongly behind its prohibited conduct as related to sexual misconduct, dating violence, domestic violence, and stalking.

Reporting

Reports regarding an alleged violation of Title IX, including those taking place off campus, such as sexual misconduct, sexual harassment, dating violence, domestic violence, stalking; sexual misconduct incidents involving minors, guests and third party users; and any allegation of inequity in educational programs and activities should be reported to any College “Responsible Employee”, Student Success, Campus Security; and communicated to the Title IX Administrator immediately. By College definition, a “Responsible Employee” is any member of college full- time or part-time employee- faculty, adjunct faculty, staff, administrator, work study student or contract employee of the College. Information for the reporting of sexually inappropriate conduct or crimes may be found on the College website under “Help” and go to “Title IX.” The College Title IX staff, with contact information is:

To Report Title IX Incidents

Name	Title	Role	Phone	Email
Jonathan Rowe	Title IX Coordinator	Students	704-216-3750	jonathan.rowe@rccc.edu
Kathy Hall	Deputy Title IX Coordinator	Students	704-216-3693	kathy.hall@rccc.edu
Nekita Eubanks	Title IX Coordinator	Employees	704-216-3778	nekita.eubanks@rccc.edu
Barbara Cooper	Deputy Title IX Coordinator	Employees	704-216-3677	barbara.cooper@rccc.edu

Confidentiality

The College will take reasonable steps to protect student and employee confidentiality. However, confidentiality cannot be guaranteed since certain situations may require disclosure. Examples might include responses to court orders or non-identifying information for the purposes of recording and publicizing crime statistics. However, in all cases, the identity of complainants will not be released.

Investigation

Rowan-Cabarrus Community College will conduct a disciplinary investigation of all alleged acts of sexual misconduct, sexual harassment, stalking, dating violence or domestic violence. The College will assist complainants to contact local law enforcement to report crimes a complainant freely elects to report. The Director of Campus Safety and Security shall be responsible for reporting all felonious acts covered under this policy to the district attorney.

Standard of Evidence

The standard of evidence in determining violations for violations of the Student Code of Conduct is the “preponderance of proof,” or the greater weight of the evidence.

Notice of Decision

The accuser and accused must be notified “simultaneously” and “in writing” of: the outcome of the proceeding; appeal procedures; any change to the result before it becomes final; and when the result becomes final.

Rowan-Cabarrus Community College identifies sexual misconduct as follows:

- Sexual assault: engaging in vaginal, oral or anal intercourse or penetration without that person’s consent.
- Non-consensual sexual contact: engaging in the intentional touching of any person’s genitalia, groin, breast, buttock or clothing covering them, or forcing a person to touch another’s intimate parts as listed above without that person’s consent.
- Sexual exploitation: taking nonconsensual, unjust or abusive sexual advantage of another for one’s own advantage or benefit; or to benefit or advantage anyone other than the one being exploited; even if that behavior does not constitute rape, sexual assault or sexual harassment.
 - Examples of Sexual Exploitation include but are not limited to prostituting another person; nonconsensual sexually-oriented photographing of another person; video or audio taping of sexual activity without the participant(s)’s consent; going beyond the boundaries of consent, such as allowing others to observe sexual activity without the consent of a partner; engaging in voyeurism; and inducing incapacitation with the result of inflicting sexual misconduct on another person or with the result of creating opportunity for a third party to inflict sexual misconduct on another person.
- Sexual harassment: Sexual harassment is considered prohibited conduct as stated in Rowan-Cabarrus Community College’s Sexual Harassment Policy Depending upon the nature and severity of the harassment, it may also qualify as sexual misconduct.

- [C300.00.22.01.L Sexual and Other Unlawful Harassment.pdf](#)

The two categories of sexual harassment are:

- **Quid Pro Quo**
Sexual harassment presented as a “bargain” (quid pro quo). Unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature by one in a superior position constitutes “bargained-for sexual harassment” when submission by another is made either an explicit or implicit term or condition of employment or of academic standing.
- **Abuse of Power**
The use of employment superior position as in “retaliation” to attempt to control the victim to discourage filing a complaint or moving forward with a previously filed complaint.

Environmental Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature constitute “environmental sexual harassment” when such conduct has the purpose or effect of creating an intimidating, hostile or offensive environment which unreasonably interferes with another’s work, academic performance or privacy.

Please note: Title IX requires institutions to respond to both sexual violence and sexual harassment. Sexual harassment is also a violation of College Policy. The support services, education, prevention, outreach and the rights of the victim and accused (if a student or employee) are similar to the information noted in this policy. Should you experience sexual harassment please contact the Director of Student Success or a Title IX Coordinator.

Consent

An action is without that person’s consent when it is inflicted upon a person who has not freely and actively given consent. ‘Consent’ is an understandable exchange of affirmative actions or words which indicate an active, knowing and voluntary agreement to engage in mutually agreed upon sexual activity. Consent is not freely given when it is in response to force or threat of force or when a person is incapacitated by the (voluntary or involuntary) use of drugs or alcohol or when the person is otherwise physically helpless and the person performing the act knows or should reasonably know that the other person is incapacitated or otherwise physically helpless. A person is not required to physically resist sexual conduct in order to show lack of consent. Past consent for sexual activity does not imply ongoing future consent.

The Rowan-Cabarrus Community College Code of Conduct identifies dating violence, domestic violence and stalking as follows: Domestic/Dating Violence: Physical abuse, domestic/dating violence, threats, intimidation, harassment, coercion, and/or any other conduct which threatens or endangers the health or safety of any person includes but is not limited to:

- Conduct which threatens, coerces, harasses or intimidates another person or identifiable group of persons, in a manner that is unlawful or in violation of a constitutionally valid College policy, while on College premises or at College activities based upon a person’s

race, color, religion, national origin, gender, sexual orientation, gender-identity, creed, disability or veteran status.

- Unlawful harassment which leads to a hostile environment. Unlawful harassment includes contact that creates a hostile environment by meeting the following criteria:
 - Directed towards a particular person or persons.
 - Based upon the person's race, color, religion, national origin, gender, sexual orientation, gender-identity, creed, disability or veteran status.
 - Unwelcome.
 - Severe or pervasive.
 - Objectively offensive.
 - So reasonably interferes with the target person's employment, academic pursuits, or participation in college sponsored activities as to effectively deny equal access to the College's resources and opportunities.

Stalking

Includes but is not limited to Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, and suffer substantial emotional stress.

Violations of the Code of Conduct and Sexual Harassment Policy may also be violations of law, and for that purpose, the College has included in this document the North Carolina General Statutes which address rape, sexual assault, domestic and dating violence and stalking, which include:

North Carolina General Statute Definitions

§ 14-27.2*. First-degree rape.

A person is guilty of rape in the first degree if the person engages in vaginal intercourse:

- With a victim who is a child under the age of 13 years and the defendant is at least 12 years old and is at least four years older than the victim; or
- With another person by force and against the will of the other person, and:
 - Employs or displays a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon; or
 - Inflicts serious personal injury upon the victim or another person; or
 - The person commits the offense aided and abetted by one or more other persons.

§ 14-27.3. Second-degree rape.

A person is guilty of rape in the second degree if the person engages in vaginal intercourse with another person:

- By force and against the will of the other person; or
- Who is mentally disabled, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know the other person is mentally disabled, mentally incapacitated, or physically helpless.

§ 14-27.4. First-degree sexual offense.

A person is guilty of a sexual offense in the first degree if the person engages in a sexual act:

- With a victim who is a child under the age of 13 years and the defendant is at least 12 years old and is at least four years older than the victim; or
- With another person by force and against the will of the other person, and:
 - Employs or displays a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon; or
 - Inflicts serious personal injury upon the victim or another person; or
 - The person commits the offense aided and abetted by one or more other persons.

§ 14-27.5. Second-degree sexual offense.

A person is guilty of a sexual offense in the second degree if the person engages in a sexual act with another person:

- By force and against the will of the other person; or
- Who is mentally disabled, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know that the other person is mentally disabled, mentally incapacitated, or physically helpless.

§ 14-27.5A. Sexual battery.

A person is guilty of sexual battery if the person, for the purpose of sexual arousal, sexual gratification, or sexual abuse, engages in sexual contact with another person:

- By force and against the will of the other person; or
- Who is mentally disabled, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know that the other person is mentally disabled, mentally incapacitated, or physically helpless.

§ 50B-1. Domestic Violence.

Domestic violence means the commission of one or more of the following acts upon an aggrieved party or upon a minor child residing with or in the custody of the aggrieved party by a person with whom the aggrieved party has or has had a personal relationship, but does not include acts of self-defense:

- Attempting to cause bodily injury, or intentionally causing bodily injury; or
- Placing the aggrieved party or a member of the aggrieved party's family or household in fear of imminent serious bodily injury or continued harassment, as defined in G.S. 14-277.3A, that rises to such a level as to inflict substantial emotional distress; or
- Committing any act defined in G.S. 14-27.2 through G.S. 14-27.7.

For purposes of this section, the term "personal relationship" means a relationship wherein the parties involved:

- 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 purposes of this subdivision, 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;
- Are persons of the opposite sex who are in a dating relationship or have been in a dating relationship. For purposes of this subdivision, 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.

The following definitions apply in this Chapter:

- Abuse. – To physically or mentally harm, harass, intimidate, or interfere with the personal liberty of another.
- Civil no-contact order. – An order granted under this Chapter, which includes a remedy authorized by G.S. 50C-
- Nonconsensual. – A lack of freely given consent.
- Sexual conduct. – Any intentional or knowing touching, fondling, or sexual penetration by a person, either directly or through clothing, of the sexual organs, anus, or breast of another, whether an adult or a minor, for the purpose of sexual gratification or arousal. For purposes of this subdivision, the term shall include the transfer or transmission of semen.
- Stalking. – On more than one occasion, following or otherwise harassing, as defined in G.S. 14-277.3A(b)(2), another person without legal purpose with the intent to do any of the following:
 - Place the person in reasonable fear either for the person's safety or the safety of the person's immediate family or close personal associates.
 - Cause that person to suffer substantial emotional distress by placing that person in fear of death, bodily injury, or continued harassment and that in fact causes that person substantial emotional distress.
- Unlawful conduct. – The commission of one or more of the following acts by a person 16 years of age or older upon a person, but does not include acts of self-defense or defense of others:
 - Nonconsensual sexual conduct, including single incidences of nonconsensual sexual conduct.
 - Stalking.
- Victim. – A person against whom an act of unlawful conduct has been committed by another person not involved in a personal relationship with the person as defined in G.S. 50B-1(b). (2004-194, s. 1; 2004-199, s. 50; 2007-199, s.1; 2009-58, s.6.)
§ 50C-2 Information on the process for obtaining a no contact order can be found at: <http://www.ncleg.net/gascripts/statutes/StatutesTOC.pl?Chapter=0050C>
- Responsible Employee: A Responsible Employee is any person employed by Rowan-Cabarrus Community College who

- has the authority to take action to redress sexual harassment/misconduct;
- who has been given the duty of reporting incidents of sexual harassment/misconduct or any other misconduct by students to the Title IX Coordinator or other appropriate designee; or
- who a student reasonably believes has this authority or duty. Rowan-Cabarrus Community College affirmatively elects to specifically identify authorized Responsible Employees as any full-time or part-time employee of the College.

§ 14-277.3A. Stalking.

Legislative Intent. – The General Assembly finds that stalking is a serious problem in this State and nationwide. Stalking involves severe intrusions on the victim’s personal privacy and autonomy. It is a crime that causes a long- lasting impact on the victim’s quality of life and creates risks to the security and safety of the victim and others, even in the absence of express threats of physical harm. Stalking conduct often becomes increasingly violent over time.

The General Assembly recognizes the dangerous nature of stalking as well as the strong connections between stalking and domestic violence and between stalking and sexual assault. Therefore, the General Assembly enacts this law to encourage effective intervention by the criminal justice system before stalking escalates into behavior that has serious or lethal consequences. The General Assembly intends to enact a stalking statute that permits the criminal justice system to hold stalkers accountable for a wide range of acts, communications, and conduct. The General Assembly recognizes that stalking includes, but is not limited to, a pattern of following, observing, or monitoring the victim, or committing violent or intimidating acts against the victim, regardless of the means.

Definitions. – The following definitions apply in this section:

- **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.
- **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.
- **Reasonable person.** – A reasonable person in the victim’s circumstances.
- **Substantial emotional distress.** – Significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.

Offense. – A defendant is guilty of stalking if the defendant willfully on more than one occasion harasses another person without legal purpose or willfully engages in a course of conduct directed at a specific person without legal purpose and the defendant knows or should know

that the harassment or the course of conduct would cause a reasonable person to do any of the following:

- Fear for the person's safety or the safety of the person's immediate family or close personal associates.
- Suffer substantial emotional distress by placing that person in fear of death, bodily injury, or continued harassment

Additional information regarding NC General Statutes can be found by going to:

<http://www.ncleg.net/gascripts/Statutes/StatutesTOC.pl?Chapter=0014>

Education, Training, Prevention, Counseling and Other Outreach

New students and new employees must be offered "primary prevention and awareness programs" that promote awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking. In addition, existing employees shall receive training and shall undergo future training on a continuous basis. The College counseling and human resources department shall make reasonable efforts to identify and reach out to students and employees who are victims of violent crime.

Education and Prevention

Rowan-Cabarrus Community College provides educational programming on sexual assault, sexual misconduct, sexual harassment, dating and domestic violence prevention, stalking and personal safety through a variety of avenues. College security officers are available to present programs to student organizations, faculty, staff, and classes.

Bystander Intervention

Often the most effective way to help is through intervention by peers. As students and members of this campus community, each should be invested in the well-being of their peers. If you see something going on with a fellow student that doesn't seem right, say something to someone and consider doing something to help. Do not be afraid to talk to a friend or acquaintance about your concern for them and provide them with assistance. Below are some ways a bystander could intervene.

- Notice the issue: Listen to your gut instincts. If something doesn't look or feel right about a situation, take a few moments to assess the situation;
- Interpret the urgency: Now that the situation has been briefly assessed, determine the urgency of the situation. Is this something that is an emergency? Is this something where someone needs help?
- Take responsibility: Take responsibility for providing help. Whether intervening firsthand unless intervention places the intervener into a position of physical harm, or by calling for help, once the decision is made to offer assistance, follow through is vital.

Ways to provide help:

- Call police, Campus Safety, College staff or a friend to assist;

- Help the person leave the situation; connect them with friends or help them get home safely;
- Confront the behavior which is occurring, address the issue;
- Diffuse the situation – distract the parties, introduce others (such as friends of either party) who can help deescalate the situation, separate the individuals;

Tips for intervening:

- Always approach everyone from a place of care and concern;
- Do not be antagonistic, accusatory or condescending;
- Avoid using violence or threats of violence;
- Be honest, direct and as clear as possible as to why you are there;
- Get help if necessary;
- Keep yourself safe;
- If things escalate or you feel unsafe, call the police.

Students have the ability to create a campus environment free of interpersonal and sexual violence, free of words and behaviors which make any member of the community feel marginalized. We encourage students to educate themselves about interpersonal and sexual violence, as well as issues surrounding bias and to share this knowledge and information with their friends and peers. We encourage students to confront their friends and peers who make excuses for their (or other people's) abusive or inappropriate behaviors. We encourage students to speak up against racist, homophobic, and sexist remarks. To learn more bystander intervention tips, students can attend a program or by working together, speaking up and taking action, our campus can be a safer and more welcoming place for all.

Counseling and other outreach

Counseling and related support is available on campus at our Student Counseling and Advising Center (704-216- 7222). Students can confidentially discuss sexual or interpersonal violence with our counselors, receive assistance and be connected with community resources. Student counseling can also provide off campus referrals to a counselor or therapist should you chose to see someone outside of the College.

Organization	County	Phone
Mental Health Services	Rowan	704-637-9301
	Cabarrus	704-788-1130
Family Crisis Council	Rowan	704-636-4718
Victim Assistance	Cabarrus	704-788-2826

Students can also contact Campus Security at (704-202-7600). Student Services can provide resources and support. Campus Security can provide information on the criminal process.

We encourage students to seek out assistance, whether on or off campus and to utilize available resources to help with their recovery.

Guide for Students Who Have Been Sexually Assaulted

Sexual assault is an act of violence. Crimes of violence affect everyone, regardless of gender and can occur in any relationship, whether you are straight, gay, lesbian, transgender, or questioning – sexual violence affects everyone. Victims of a sexual assault are often in a state of disbelief and shock – feeling angry, fearful, and helpless – and can also be feeling shame and guilt. The variety of emotions which can be experienced by a victim of sexual assault can be overwhelming and he/she may not know who they can ask for help. We provide this guide in an effort to help give students resources to assist in their recovery and to help prevent a future assault. We encourage students to seek help from the resources presented.

When Sexual Assault Occurs

If a student is sexually assaulted, the student should get to a safe place as soon as possible. Try to preserve physical evidence. Do not wash, bathe, shower, douche, use the toilet or change clothing. If changing clothes is unavoidable, put all the clothing you were wearing in a paper bag, not a plastic bag. Do not move any physical items which may have been touched by the assailant. Get medical attention as soon as possible. It is important to address your physical health needs. In addition, it is important in order to preserve and collect evidence should you decide later to pursue legal action. Effective evidence collection must occur no later than seventy-two (72) hours after the assault and must include a physical examination at a local emergency room.

DNA and forensic evidence collection are vital and will be collected by medical staff specially trained in working with patients who have been assaulted. Medical attention will also be paid to treating injuries, testing for pregnancy and sexually transmitted diseases. Medications to prevent sexually transmitted diseases and pregnancy and protect against HIV transmission may also be offered. Medical attention is vital and does not mean you must pursue criminal action. If your injuries are critical or life- threatening, please call 9-1-1.

Also contact Campus Security by calling 704-216-7600. Calling Campus Security does not mean you must pursue criminal charges. Campus Safety staff are trained to help assist you in securing medical attention and professional counseling. In addition, they are able to assure that evidence related to the incident which is collected and properly preserved should you decide later to prosecute. Speaking with a counselor can provide emotional support as well as additional resources in a confidential environment. To contact our Counseling Center, call 704-216-7222 and ask to speak with a counselor – they will page the counselor on call for you. A student can confidentially discuss sexual or interpersonal violence with our Rowan-Cabarrus Community College counselors. When campus counselors are called, a counselor will help secure medical attention and emotional support from campus resources, you can also call local crisis centers. You have the ability to consider criminal action as well as pursuing action through the College Disciplinary process on campus, if your assailant is a student. This document provides you with information on both avenues. If you have questions, you can call Student Services or Campus Safety at 704-216-7222 or for more urgent matters 704-216-7600.

Past Abuse or Off-Campus Abuse

It is not uncommon for a sexual assault victim to withdraw and never tell anyone of the incident. Whether the assault occurred years ago or recently, please seek assistance. Our Counseling Center is here to help. You can also contact the local crisis centers of Rowan or Cabarrus Counties. You may also report sexual abuse to our counselors or security, even if it occurred off campus. Regardless of where it happened, our staff will assist with counseling assistance or prosecution, if the victim wishes. Reporting any sexual assault incident does not mean that the victim must prosecute the crime.

Medical Treatment

It is very important to seek out medical attention so you can be assessed and treated for any physical injuries. Evaluation of sexual assault includes the testing and treatment for sexually transmitted diseases, medication to prevent pregnancy and the preservation, collection and documentation of evidence of the assault (which would aid in criminal prosecution, should you decide to pursue legal action). DNA and forensic evidence should be collected immediately, preferably within the first seventy-two hours. Evidence can be collected later but the quality and quantity of the evidence can be greatly impacted. Medical attention is vital and does not mean you must pursue criminal charges. Should you deem your injuries critical or life-threatening, please call 9-1-1.

Immediate Emergency Services

A special exam should be conducted as soon as possible after a sexual assault. Even if there are no physical injuries, this special exam, which includes a rape kit, is recommended to maintain all legal options. The exam is performed by an emergency department physician and/or a specially trained nurse. A nurse is also present throughout the procedure, and you are welcome to have a support person with you as well. Routinely, hospital staff will contact the police whenever treatment is provided for injuries that could be the result of a crime. Although the police are contacted and may respond, this does not mean you have to proceed with criminal charges.

Transportation

Campus Safety or Student Services are able to help with transportation to the hospital if necessary. You can reach either at 704-216-7600.

Non-emergency Medical Procedures

Non-emergency medical treatment can be obtained from local providers and urgent care centers listed at the bottom of this policy). The Rowan and Cabarrus County Health Departments are also available for free or reduced fee services.

Counseling, Resources and Emotional Support

Student Counseling and Advising Center 704-216-7222 <https://www.rccc.edu/counseling/>

Community Counseling Service

Organization	Type/Notes	Phone
Caring for Families	Rowan County Aids Task Force	704-637-8704
Community Care Clinic	Healthcare Clinic	704-636-4523
Daymark Recovery Services	Mental Health & Substance Abuse Services	704-633-3616
Families First NC-Inc	Family	704-630-0481
Family Crisis Council	Domestic Violence	704-636-4718
Piedmont Behavioral Healthcare	Mental Health, Substance Abuse	1-800-939-5911
Rowan Care Connections	Nurse on Call	1-800-335-4921
Rowan County Health Department	Healthcare Services	704-216-8777
Rowan Helping Ministries	Crisis Assistance	704-637-6838
Rowan Regional Medical Center	Medical/Healthcare	704-210-5000
Family Crisis Council		704-636-4718
Crisis Pregnancy Center of Cabarrus County		704-782-2221
Rape Crisis Services Cabarrus County	Safe Alliance	704-721-0110
Counseling Center Concord	Cabarrus Baptist Association	704-786-9205

Reporting to Campus Safety

For urgent matters, call 704-216-7600 to reach Campus Safety. For non-urgent matters call 704-216-7222. Choosing to speak with an officer and report an incident does not necessarily mean that you have to choose to prosecute or pursue campus action through our disciplinary Process. You may choose whether to pursue criminal or campus action at a later time. Campus Safety will begin take immediate actions to protect you from further harm and will place you in contact with College counseling services and relevant college reporting officials.

The Campus Safety Coordinator or Campus Resource Officer may also assist in preserving evidence and preparing a case for court or for our disciplinary process as well as helping to protect you and others from future victimization. They are there to listen to your statement of what happened. They will ask questions related to the scene of the assault and any witnesses, as well as the events leading up to and following the incident. You will be asked for an identification of or a description of the assailant. If the assault happened off campus, they will help you contact the proper law enforcement agency if desired.

Campus Safety will share the report with the appropriate college leadership, and they will meet with the alleged victim from a place of care and concern and to go over avenues for resolution, available campus resources, as well as interim actions and accommodations.

Criminal Investigation and Charges

Campus Safety is required by law to provide information on all sexual assaults and other felonies to the local District Attorney's office. In the majority of cases reported to the district attorney, the decision to pursue criminal charges rests with the victim. Campus Safety will

report all criminal sexual assault cases (rape, sexual offense, sexual battery or other sexual criminal felonies) to the local law enforcement agency of original jurisdiction. If you chose to pursue criminal charges, an Assistant District Attorney or District Attorney's Investigator from the local District Attorney's office will provide you with legal representation for the proceedings without cost. An Assistant District Attorney from the District Attorney's office and/or a personal attorney may also provide legal advice to assist you in making a decision with regards to prosecution.

Campus Safety Coordinators and Campus Resource Officers will initiate a preliminary investigation of all reported crimes that occur on or off campus. This is done to determine the need for personal emotional and medical support, complying with various federal laws, and to determine whether criminal prosecution is an option. In serious cases, local law enforcement officers are contacted to serve as the primary investigative agency. If crimes happen off campus the local law enforcement agency having jurisdiction will likely be the primary investigative agency. Officers understand that the questions related to the incident can be difficult for victims. You may request the presence of a support person during security or law enforcement interviews.

If a victim chooses to pursue criminal prosecution and the suspect is taken into custody, the suspect will be taken before a magistrate and charged with the appropriate offense. A suspect or student under investigation for any criminal offense has a constitutional right to have a lawyer present during questioning; however, the student/suspect does not have a right to have a support person other than their lawyer.

Student Disciplinary Procedures for Cases Involving a Student Assailant

The Student Disciplinary process is the adjudication process for any alleged violation of the Student Code of Conduct. The Student Disciplinary Procedure process works to provide a prompt, fair and impartial investigation and resolution to alleged violations of the Code. Hearing officers and staff that work with the Student Disciplinary Procedure, receive annual training on conduct issues, processes and procedures related to resolving cases of alleged misconduct.

Sexual misconduct (as defined in this policy) is prohibited at Rowan-Cabarrus Community College and is a violation of the Student Code of Conduct. Students have a right to file a formal complaint of sexual misconduct with the Office of Student Success. When a report of sexual misconduct is received, the student will have the opportunity to provide a written statement regarding the incident. If the victim wishes to file a criminal complaint, the Director of Campus Safety and Security will contact the law enforcement agency of original jurisdiction for the purposes of taking a victim's complaint. Complaints of sexual misconduct shall be resolved according to the procedures outlined in the Student Code of Conduct process unless otherwise specified. A preponderance of the information (whether more likely than not) is the standard used for determination of responsibility for any alleged violation of the Student Code of Conduct. The Office of Civility will review the complaint and seek avenues for resolution, determine available campus resources, and identify interim actions and accommodations. The

Director of Student Success will coordinate the implementing of protective measures (such as no contact orders) to discuss the student's role in the process. If there is any additional investigation needed for the process, the Office of Civility or their designee will coordinate. As noted above, complaints of sexual misconduct shall be resolved according to the procedures outlined in the Student Code of Conduct unless otherwise specified.

Retaliation is prohibited, including any retaliation facilitated on behalf of an individual by a third party. Should an act of retaliation occur, disciplinary action (as well as any other action, such as criminal prosecution should it necessitate) will occur.

Minimum recommended sanction for a violation of sexual misconduct is College suspension.

Rights of the Victim

Any person who is a complainant in a case of sexual misconduct shall be afforded all rights as outlined in the Student Code of Conduct plus the following rights specific to sexual assault cases: The right to be assisted by an advisor, advocate or support person of their choice, at their own expense (if a fee is charged), throughout the entire Student Disciplinary process, including investigation, informal disposition of the case, hearings and appeals. The advisor, advocate or support person may not speak in any proceeding or part of the process. They may only speak in private to the victim.

Specific Victim Rights

- The right to have their name or other personally identifiable information withheld (by the College) from release to the public, the press or others who are not directly involved in the case.
- The right to be notified of the outcome of any student disciplinary action in a case of sexual misconduct concurrent to the notification of the accused (if participating in the hearing process, or subsequent if not participating).
- The right to request extra time to make up academic work the student has missed because of time lost due to the assault, investigation and the hearing. This is done solely at the discretion of the instructor.
- The right, when reasonable and possible, to have their classes reassigned so as not to share classes with the accused.
- The right not to have the student's sexual history discussed during the hearing.
- The right to be present for the entire hearing (with the exception of deliberations).
- The right to make a victim impact statement to be presented to the hearing body subsequent to a determination of responsibility for a violation of the Student Code of Conduct and prior to the determination of a sanction or sanctions.
- The right to give testimony from separate or divided room (or other accommodation which separates the student complainant from the accused which is approved by the Vice President of Student Success).

Rights of the Accused

A student facing charges of sexual misconduct is afforded all rights as outlined in the Student Code of Conduct, plus the following rights specific to sexual assault cases.

- Specific Accused Rights:
 - The right to be assisted by an advisor, advocate or support person of their choice, at their own expense (if a fee is charged), throughout the entire Student Disciplinary process, including investigation, informal disposition of the case, hearings and appeals. The advisor, advocate or support person may not speak in any proceeding or part of the process. They may only speak in private to the accused.
 - The right to have their name or other personally identifiable information withheld from the public as part of the disciplinary process – however at the close of the process, when a case is resolved, the College is permitted to release name, charge(s) and resolution of the case. Investigative records in the College Department of Campus Safety and Security and local law enforcement are not covered the same and may not be released to the public without a court order (N.C.G.S. 132-1.2 (a)(b)(d)3).
 - The right to be notified of the outcome of any Student Disciplinary action in a case of sexual misconduct concurrent to the notification of the accused (if participating in the hearing process, or subsequent if not participating).
 - The right to request extra time to make up academic work the student has missed because of time lost due to the investigation and the hearing. This is done solely at the discretion of the instructor.
 - The right, when reasonable and possible, to have their classes reassigned so as not to share classes with the student complainant.
 - The right not to have the student's sexual history discussed during the hearing.
 - The right to be present for the entire hearing (with the exception of deliberations).
 - The right to make a victim impact statement to be presented to the hearing body subsequent to a determination of responsibility for a violation of the Student Code of Conduct and prior to the determination of a sanction or sanctions.
 - The right to give testimony from separate or divided room (or other accommodation which separates the student complainant from the accused which is approved by the Vice President of Student Services).

When a student complainant does not want to pursue resolution or requests confidential
If a student complainant does not want to pursue a formal resolution or requests that the complaint be kept confidential, Title IX nevertheless requires the College to investigate and take reasonable action in response to the complainant's information. The student complainant will be informed that the College's ability to respond may be limited if confidentiality is requested. The College may conduct a preliminary investigation into the alleged misconduct or assault and weigh the request for confidentiality against the following factors: the seriousness of the alleged misconduct, whether there have been other complaints against the same accused, and the accused's right to receive information about the allegations. The complainant will be informed if the College is unable to maintain confidentiality. Should the College move forward with action or resolution, the student complainant is not required to participate in the process.

Guide for Students Who Are Experiencing Relationship/Domestic Violence and/or Stalking

Domestic violence, dating violence, and stalking can affect everyone regardless of gender and can occur in any relationship. Victims can experience myriad emotions, including fear, anger, self-blame, betrayal, and feelings of shame and guilt.

The extensive resources, both on campus and in the community, which help victims of sexual assault, are also available to victims of relationship/domestic violence and stalking. The Student Disciplinary process provides victims of relationship/domestic violence and stalking with the same resources and rights in our process as noted above for sexual misconduct. The Vice President of Student Success (or delegate) is available to review avenues for resolution, campus resources, interim actions, and accommodations. The Director of Campus Safety and Security can provide information on pursuing criminal action (or connecting you with law enforcement in the appropriate jurisdiction), a personal safety plan, and information on obtaining an N.C.G.S. 50 B protective order. Campus Safety should keep a copy on file if a protective order is obtained. It is the responsibility of the complainant to provide a copy of the protective order to the Director of Campus Safety and Security. If the order is against a student, Campus Safety and the Vice President of Student Success or delegate can assist with its implementation in the campus environment (which may include, when possible, adjusting the class schedule and working with both parties to avoid contact).

Filing a Title IX Discrimination Complaint with OCR

Anyone who believes there has been an act of discrimination on the basis of sex against any person or group in a program or activity that receives financial assistance may file a complaint with the Office of Civil Rights (OCR), U.S. Department of Education, under Title IX. The person or organization filing the complaint need not be a victim of the alleged discrimination but may be affected by a general “hostile sexual environment” or complain on behalf of another person or group. A complaint should be sent to the OCR enforcement office that serves the state in which the alleged discrimination occurred. You can find the address, email and phone number of your local OCR enforcement office at <https://www.hhs.gov/ocr/complaints/index.html>

A complaint must be filed within 180 days of the date of the alleged discrimination, unless the time for filing is extended for good cause by the Enforcement Office Director. Prior to filing a complaint with OCR against an institution, a potential complainant may want to use his or her school’s institutional grievance process to have the complaint resolved (though a complainant is not required by law to use the institutional grievance procedure before filing a complaint with OCR). If a complainant uses an institutional grievance process, his or her Title IX complaint must be filed with OCR within 60 days after the last act of the institutional grievance process.

How to file

Title IX complaints are generally submitted online, either through the electronic submission of the [pre-prepared OCR complaint form](#) or by email (OCR@ed.gov). However, you can submit your complaint, whether based on the online form or not, by US mail.

Resource Directory

Name	Phone	Website
Emergency	911	
Campus Safety and Security	704-216-7600	www.rccc.edu/capussafety
Student Wellness Center	704-216-7222	https://www.rccc.edu/wellness/
Novant- Rowan Medical Center	704-210-5000	https://www.novanthealth.org/rowan-medical-center.aspx
Our Voice Counseling	828-255-7576	https://www.ourvoicenc.org/
Salisbury Police Department	704-638-5333	https://salisburyinc.gov/government/police
Rowan County Sheriff's Office	704-216-8700	https://www.rowancountync.gov/485/Sheriffs-Office
Kannapolis Police Department	704-920-4000	https://www.kannapolisnc.gov/government-departments/police
Cabarrus County Sheriff's Office	704-920-3000	https://www.cabarruscounty.us/Government/Departments/Sheriffs-Office
Concord Police Department	704-920-5000	https://concordnc.gov/departments/police
Rowan County District Attorney's Office	704-797-3010	https://www.nccourts.gov/locations/rowan-county/contact-directory
Cabarrus County District Attorney's	704-262-5500	https://www.nccourts.gov/locations/cabarrus-county/contact-directory
Title IX Coordinator (Students)		
Title IX Coordinator (Employees)		
North Carolina Coalition Against Sexual Assault	919-871-1015	http://www.nccasa.org/
Rape, Abuse and Incest National Network	1800-656-HOPE (4673)	https://www.rainn.org/
National Sexual Violence Resource Center		http://www.nsvrc.org/

Rowan-Cabarrus Community Department of Campus Safety and Security Information and Campus Crime Statistics <https://www.rccc.edu/safety/>
 Student Code of Conduct <https://www.rccc.edu/civility/>

Sexual Assault Offenses and Filing a Complaint

Rowan-Cabarrus Community College encourages all victims of sexual offense crimes to promptly report the incident as soon as possible. Prompt reporting will increase the probability of capturing sexual assailants, assist in the successful prosecution of the criminal act, provide an opportunity to assist victims with counseling and treatment, and diminish the likelihood of repeat offenses by the perpetrator. See the above section **Criminal Investigation and Charges** for further.

Officers assigned to the campus Department of Campus Safety and Security make the following promises to victims of sexual assault:

- Every victim will be treated with dignity, respect and sensitivity.
- Every case will be taken seriously and thoroughly investigated, regardless of the victim's gender or the gender of the assailant.
- The College will assist the victim in obtaining necessary medical attention and counseling and will continue to assist victims as they navigate campus reporting and investigative processes.

Changes in Victim's Academic Campus or Work Conditions

The Rowan-Cabarrus Community College Division of Student Success will make changes in the victim's academic campus or work conditions when possible. The Department of Campus Safety will also provide enhanced surveillance for victim's violent crimes and especially of sexual assault while on college premises until the risk of threat subsides.

Counseling Resources

The Office of Student Services provides first response counseling services for victims of sexual assault and assists with the placement of victims with community or private counseling resources for follow up evaluation and treatment. Professional counseling services are provided to students, prospective students, and the entire college community in the areas of personal counseling. The staff is comprised of trained counselors who are qualified to help individuals assess and understand their personal issues and crises. Counseling services are confidential. Counseling services include personal issues relating to sexual assault, depression, anxiety, relationships, crisis intervention, and referral and information services.

For emergency counseling services dial 704-216-7600. Crisis counseling is given the highest priority by our counseling services professional staff.

You may also do any of the following:

- Make an appointment in person at the Student Services reception area at either the North or South Campus locations or by calling 704-216-3593 for North Campus or 704-216-3637 at South Campus.
- Faculty can facilitate access to counseling services by bringing a student to the reception area or by assisting in placing the call or providing the necessary information.
- Referrals: Counselors maintain comprehensive referral resource information.
- Counseling services may also be obtained by e-mail at: studentservices@rccc.edu
- Counselors are available for appointment and emergencies on both campuses: 8:00 a.m., Monday-Thursday; 8:00 a.m.-5:00 p.m. on Friday.

College Response Procedures to Criminal Acts

If a criminal offense involves another student, in addition to criminal prosecution, disciplinary action may be initiated within the College.

The accuser and the accused are entitled to the same opportunities to have others present during a disciplinary proceeding. The outcome of the proceedings will be provided to both the

accuser and the accused. Sanctions may include counseling, suspension or expulsion. Student victims may also request changes in college classroom or activities arrangements, and those requests will be granted when such changes are reasonably available. Additional information regarding university procedures is contained in the Code of Student Rights, Responsibilities, and Conduct. If you are the victim of sexual assault you may be feeling a number of strong emotions and/or experiencing various physical problems. If you would like to talk to someone about what happened support services are available to you. Assistance and counseling for victims of sexual assault is available on campus at the Counseling Center. Assistance is also available by contacting the student services at 704-216-7222.

Student's Option to Notify Law Enforcement

Students who are victims of rape, acquaintance rape, dating rape, stalking or domestic violence, or other forcible or non-forcible sex offenses may elect the option not to notify local law enforcement authorities. If the victim declines the opportunity to file an official criminal complaint with the law enforcement agency of proper jurisdiction but files an official campus report, the victim shall be informed that the sanctions that may be imposed on the offender may vary, and may include, but not be limited to, expulsion from the college.

Sexual Assault and Sex Offenses

Rowan-Cabarrus Community College provides counseling and literature on sexual assault, date rape education, and risk reduction through the Office of Student Services. Additional information is available upon request through Rowan-Cabarrus Community College counselors and campus security.

If you are the victim of a sexual assault, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment. Rowan-Cabarrus Community College strongly recommends that victims of sexual assault report the incident in a timely manner. Time is a critical factor for evidence collection and preservation. An assault should be reported directly to law enforcement. However, Rowan-Cabarrus Community College counselors and Campus Security Authorities are available to assist the victim in making a report to local law enforcement.

Filing an incident report with campus security will not obligate the victim to criminally prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers. Filing a report will:

- Ensure that a victim of sexual assault receives the necessary medical treatment and tests;
- Provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam);
- Assure the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

The victim of a sexual assault may choose for the investigation to be pursued through the criminal justice system and Rowan-Cabarrus Community College Campus Code of Conduct, or only the latter.

Rowan-Cabarrus Community College counselors are available to assist the victim in understanding the various options available and support the victim in any decisions to be made. Counseling and support services are available through Rowan-Cabarrus Community College, as well as through Cabarrus County United Family Services and Rowan County Family Crisis Center. Rowan-Cabarrus Community College counselors can also provide additional resources upon request.

The Rowan-Cabarrus Community College Campus Code of Conduct outlines the procedures for campus disciplinary action in cases of alleged sex offense and sexual harassment. Under these procedures, both the accuser and accused are entitled to the same opportunities to have others present during disciplinary proceedings. Additionally, both the accuser and accused will be informed of the outcome of any institutional disciplinary proceeding based on allegations of sex offense. A student found to have violated college behavior standards related to violence or harassment may be suspended or expelled from Rowan-Cabarrus Community College for the first offense.

In addition to services provided by the College Office of Student Services, the Department of Campus Safety and Security provides periodic training sessions in sexual assault prevention, awareness and response. The training sessions offer tips on sexual assault victim risk reduction, self-defense techniques, criminal prosecution, campus disciplinary procedures, and campus sexual assault initiatives. The sessions may be limited in size due to the nature of the content or the resources necessary for class delivery.

Code of Student Conduct

Behavior Standards

The college reserves the right to maintain a safe and orderly educational environment for students and staff. When in the judgment of college officials, a student's/patron's conduct disrupts or threatens to disrupt the college community, appropriate disciplinary actions will be taken to restore and protect the well-being of the college community. Students are expected to conduct themselves in accordance with generally accepted standards of scholarship and morality. Community patrons are expected to conduct themselves in accordance with the accepted standards of good citizenship in the state of North Carolina. The purpose of this Code of Student Conduct is not to restrict student or patron's rights, but to protect the rights of individuals in their academic pursuits on the campus.

The Division Student Services is responsible for administering the student Code of Conduct. The Division Student Services may request the assistance of the Department of Campus Safety, or other local law enforcement agencies to assist them in administering student conduct, if such conditions are warranted. Conduct that may require assistance might include, but is not

limited to indecent conduct, violence, harassment, disruption, failure to comply, loitering and trespass, theft and damage, occupation and seizure, fraud, unauthorized assembly, abuse of fire alarms, emergency phones, abuse of campus properties, intoxication, gambling, weapons possession, and possession of controlled substances.

Disciplinary Action for Alleged Sex Offenses

If a sexual assault involves another student, in addition to criminal prosecution, disciplinary action may be initiated within the College. The accuser and the accused are entitled to the same opportunities to have others present during a disciplinary proceeding. The outcome of the proceedings will be provided to both the accuser and the accused.

Sanctions Following Determination of a Sexual Offense

Sanctions may include counseling, suspension or expulsion. Student victims may also request changes in college classroom arrangements, and those requests will be granted when such changes are reasonably available. Additional information regarding college procedures is contained in the Code of Student Conduct and Rights.

Sexual Harassment

If you feel that you are being sexually harassed, contact the Human Resources Office which reacts to all employee complaints. Sexual harassment includes any unwelcome sexual advance, request for sexual favors and other physical conduct of a sexual nature. The Human Resources Office may be contacted at 704-216-3778. Student sexual harassment complaints should be directed to the Office of Civility or Campus Safety.

Sanctions Following Determination of a Sexual Harassment Claim

Penalties range from warnings to dismissal and complaints are protected from retaliation by the alleged harasser. The Human Resources Office, Office of Civility, and Campus Safety offers presentations and information on sexual harassment.

Sexual Assault Programs

The Division of Student Services will assist any student victim of sexual assault with counseling assistance at the request of the victim. This service, in addition to resources provided by the Human Resources Offices, will provide counseling assistance to Rowan-Cabarrus Community College employees requesting assistance for sexual assault counseling. In addition, prevention programs and initiative, strategies and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking are available on campus. Examples include:

- Speak Out Series,
- Student Health 101
- Student Services overview used in class presentations,
- Human resources posters,
- New Employee Orientation, and Sexual Harassment training in Skillport,
- Presentations by the Department of Campus Safety and Security promoting awareness of these incidents

Federal Campus Sexual Assault Victims' Bill of Rights

- To be informed of their right to notify law enforcement, and to be assisted by campus authorities in doing so;
- To be informed of existing counseling, mental health or student services for victims on and off campus (contact information must be included); and
- To be informed of options for changing academic and living situations if requested by the victim and reasonably available.
- The same opportunity to have others, such as a support person or witnesses, present during a disciplinary proceeding; and
- To be informed of the outcome of any disciplinary proceeding (such disclosure is unconditional meaning the victim is free to share the outcome with anyone they wish)

State Information on Registered Sex Offenders

Persons who are registered sex offenders are required by state and federal law to disclose to local law enforcement their interest in attending college, and verify the dates, times and locations of their coursework of interest. Offenders must receive approval from local law enforcement before enrolling or registering for courses. Offenders who fail to comply with state and federal laws regarding enrollment will forfeit their educational opportunity with Rowan- Cabarrus Community College, even if otherwise qualified.

The Campus Sex Crimes Prevention Act is a federal law that requires institutions of higher education to issue a statement, in addition to other disclosures required under the Act, advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vacation, or is a student.

Information regarding individuals on the registered sex offenders' list can be obtained from the following sources:

Agency	County	Website
Rowan County Sheriff's Office	Rowan	www.rowancountync.gov
Cabarrus County Sheriff's Office	Cabarrus	www.cabarruslaw.us
NC Department of Corrections	Statewide	www.doc.state.nc.us
NC Sex Offender Registry	Statewide	sexoffender.ncsbi.gov

Missing Persons

Rowan-Cabarrus Community College is not required to report missing person's statistics to comply with the Clery Act because the College does not own or maintain student housing. However, the College will assist local law enforcement with lawfully available information that may assist them in conducting missing person reports.

Tobacco Free Campus Policy

All Rowan-Cabarrus Community College campuses and centers are tobacco-free campuses. The use of tobacco or tobacco products is prohibited on college owned, operated, or leased property or vehicles. Parking lots owned, leased or controlled by the college are included in this ban. Violations of this policy will be addressed through existing student, faculty and staff disciplinary processes.

Alcohol and Drug Policy

College policy prohibits unauthorized possession, use, or sale of alcoholic beverages, use and possession by under-aged individuals, and other controlled substances, or their use, possession, or sale of contrary to law. Rowan- Cabarrus Community College Campus Resource Officers enforce compliance with local ordinances and state and federal laws governing alcohol and other drugs. A violation of any law pertaining to alcohol and other drugs is also a violation of the college Code of Conduct. Such violations may be referred to the Division of Student Success and may be subject to additional sanctions. The College also prohibits the misuse of over-the-counter drugs and prohibits being in a state of intoxication on college premises or at college-sponsored or supervised functions, including off-campus functions or in a college-owned vehicle.

Rowan-Cabarrus Community College assists students with alcohol and/or drug problems. Drug and alcohol education are available to students, faculty, and staff and individual screenings for substance abuse and related problems are available for students through the Student Counseling Center. Referrals to community agencies and counselors offering more intensive treatment are facilitated as warranted. Information about community counseling resources is available at the Counseling Center. College policies pertaining to alcohol and other drugs are outlined in the College's Drug-Free Workplace Policy statement and in the Code of Student Rights, Responsibilities, and Conduct. Statements of policy are contained in the College's Personnel Policies manual, and notices addressing the U.S. Department of Education Regulations regarding Alcohol and Drug use (required under Section 120(a)-(d) of the HEA), including available drug or alcohol treatment. These documents are available from the Office of the Vice President of Student Success and the Department of Human Resources. From time to time, the Rowan-Cabarrus Community College Department of Campus Safety and Security will sponsor or present alcohol and drug education programs to students, faculty, and staff.

Weapons Policy and Law

The College prohibits possession, storage, use, or threat of use of firearms, weapons, ammunition, incendiary devices or explosives on college premises or in personal vehicles (except as provided in N.C.G.S. 14-269.2 (k) (1-3) "Weapons on Campus and Other Educational Property) parked on college premises or a college-sponsored activity site. This also includes unauthorized use of any instrument capable of inflicting serious bodily injury to any person. Possession or use of firearms or other weapons on college premises for instructional purposes must have the prior approval of the Vice President for Academics. North Carolina General Statute 14-269.2 makes it unlawful for any person to possess or carry, whether openly or

concealed, any gun, rifle, pistol or any other weapon of like kind as defined by the statute. Valid holders of a NC concealed carry permit may bring a firearm on campus however it the firearm must remain out of sight in the permit holders locked vehicle and cannot brought into any campus building or space other than the parking lot where the car is parked.

Disciplinary Probation

The College prohibits violation of the terms of disciplinary probation during the period of probation. Additional violations of any college regulation during the probationary period will result in immediate review for additional sanctions.

Violation of Rowan-Cabarrus Community College Policy, Rule or Regulation

The College prohibits violation of any Rowan-Cabarrus Community College policy, rule or regulation published in hard copy or available electronically on the Rowan-Cabarrus Community College website at www.rccc.edu.

Student Support Team (SST)

Rowan-Cabarrus Community College cares about the emotional and physical well-being of our students and the safety of our campus community. The Rowan-Cabarrus Community College Student Support Team is committed to a proactive approach to helping our students succeed and to provide guidance and assistance to students who are experiencing crisis, displaying odd or unusual behaviors, or engaging in other behaviors that may be perceived as being harmful either to the student individually or to others. Our goal is to support a safe and respectful environment for everyone. The Rowan-Cabarrus Community College Student Support Team is a cross-unit group of qualified and dedicated college professionals who respond efficiently and work collaboratively to respond to reports about students of concern. Membership of the SST consists of college staff from Student Conduct and Civility, College Security Services, Student Wellness, and Academic Programs.

Reporting

The Rowan-Cabarrus Community College Student Support Team uses an online reporting form to provide a way to share concerns about events and behaviors that may affect the Rowan-Cabarrus community. The online form may be found on the College website at <https://www.rccc.edu/civility/concerning-or-worrisome-behavior/>

Rowan-Cabarrus Community College encourages all faculty and staff to tell us about individuals who may be struggling with personal or emotional difficulties, or who may be exhibiting worrisome, concerning, or threatening behavior. This reporting form supports an early intervention effort and helps to facilitate a “See Something, Say Something” culture at the College. Rowan-Cabarrus Community College embraces and supports the goals and objectives of the federal See Something, Say Something program. The reporting system is used by the Student Support Team to track and manage reports of issues or behaviors that raise safety concerns on campus. Reported information is shared with the Student Support Team members who will use the information to develop an appropriate response

Violation of Law

The College prohibits violation of any federal, state or local law.

Disciplinary Actions & Sanctions

Violation of the Campus Code of Conduct, or of Rowan-Cabarrus Community College policies, or of North Carolina and federal laws while on campus or while off campus when participating in activities sponsored by Rowan-Cabarrus Community College, subjects violators to appropriate sanctions. Charges that a student has violated behavior standards will be investigated by the Vice President of Student Success to determine whether the charges are significant or whether they may be dropped or informally resolved. Charges that a student has violated an academic standard will be investigated by the appropriate Dean to determine if the charges are significant, whether the charges will be dropped or informally resolved. Charges that a college staff member has violated the Campus Code of Conduct will be investigated by the Chief Officer of Human Resources to determine if the charges are significant, inform the patron and appropriate administrative unit of any restrictions imposed and notify the Director of Campus Safety and Security of any additional action to be taken.

Procedures for Disciplinary Actions

This section describes the College disciplinary procedures in response to violations of the Campus Code of Conduct. The Vice President of Student Success is responsible for implementing student disciplinary procedures.

Disposition of Disciplinary Cases

The following section outlines the procedure for handling student disciplinary cases in accordance with due process and justice.

Charges

Any member of the college community may file charges with the Vice President of Enrollment and Student Experience against any student for violation of the college regulations. The individual(s) making the charge must complete a charge form stating:

- The name(s) of the student(s) involved
- The alleged provision of the Campus Code of Conduct, college regulation, state or federal law that has been violated.
- The date, time and location of the incident
- The names of students or staff directly involved or who witnessed the infractions, and e. The actions taken by the complainant related to the incident.
- The desired solution(s).

The completed charge form (written or electronic) with the printed name and signature of the person filing the charge should be forwarded directly to the Director of Student Success.

Investigation and Decision

Within five (5) business days after the charge is filed, Director of Student Success shall complete a preliminary investigation of the charge, and the schedule a meeting with the student(s) alleged to be in violation.

After meeting with the student(s) to review the alleged infraction(s) one of the following actions will be taken:

- Drop the charge(s)
- Impose a sanction consistent with those listed below
- Refer the student(s) to a college office or community agency for service

Notifications

The decision of Director of Student Success shall be presented to the student in writing or mailed within five (5) business days. In instances where the student cannot be reached to schedule an appointment or where the student refuses to cooperate, Director of Student Success shall send a certified letter to the student's last known address providing the student with a list of charges, the decision, and instructions governing the appeals process.

Immediate Interim Suspension

is a procedure which can be invoked by any college official for any student who has been involved in conduct that threatens the health or well-being of any member of the College community or disrupts the function or good order of the College or college premises. The college official must advise the student that failure to cease and desist will result in immediate interim suspension. If the student fails to cease and desist, the college official may invoke the interim suspension until disciplinary proceedings are completed. College officials may contact college security officers to have the student removed from campus.

Once interim suspension has been invoked by a college official, a written report must be filed with the Vice President of Student Success. The report must detail the individual(s) involved and the nature of the infraction with supporting information including other students or employees who observed the incident. The report must be filed immediately, but not more than two (2) working days after the incident. Incidents in the classroom should be reported to the program head and dean of the division by the instructor involved.

The Director of Student Success will notify the student in writing of the interim suspension and the reasons for the suspension. The notice will include a description of disciplinary procedures including the time, date and location of any subsequent hearing. The procedural timeline outlined in a subsequent section will be followed by the College to resolve the pending matter.

Interim suspension may result in continued exclusion (beyond the incident date) from class and or other privileges including presence on college property or college sponsored activities until a final decision has been made concerning the alleged conduct violation.

Disciplinary Sanctions

- *Verbal Warning:* A verbal communication given to the student/employee by a college official to cease a behavior or action deemed inappropriate or possibly a violation of the Campus Code of Conduct. The issuing college official should document the issuing of a verbal warning, including the incident and the student's or employees' name
- *Written Warning:* A written communication which gives official notice to the student/employee regarding the offense noted and that any subsequent offense of the Campus Code of Conduct will carry heavier penalties because of the prior infraction.
- *Interim Suspension:* Exclusion from class or other privileges or activities as set forth in the notice, until a final decision has been made concerning the alleged violation.
- *General Probation:* A minor disciplinary offense may result in this penalty which allows the student to show the willingness and capacity to observe the Campus Code of Conduct without further penalty. If a second penalty occurs during the probationary period further action can be taken. The probationary period can be in effect for no more than 2 academic terms.
- *Restrictive Probation:* A major disciplinary offense or series of violations may result in a loss of good standing and a matter of official record (transcript notation) denoted by this sanction. Restrictive probation limits the student's/patron's activity on the campus and within the college community.

The student cannot be initiated into any local or national organization, receive any college award or recognitions, occupy a position of leadership or travel with any college student organization. Further, the College may restrict the student's/patron's access to campus or use of campus services and facilities. Restrictive probation is for a period of not less than two academic terms. Any violation of Restrictive Probation orders may result in immediate suspension.

Restitution

The student may be ordered to pay for damage, misuse, destruction, or loss of property belonging to the College, college personnel, student, or contract agent for the college.

Loss of Academic Credit or Grade

Imposed as result of academic dishonesty.

Withholding grade reports, diplomas, right to register or participate in graduation ceremonies

Imposed when financial obligations are not met.

Suspension

Exclusion from class(es) or all other privileges or activities of the College for a specified period of time. Reserved for offenses which warrant discipline more severe than probation or for repeated misconduct. Students who receive this sanction must get specific written permission from the Vice President before returning to campus.

Expulsion

Dismissing a student/patron from campus for an indefinite period. Loss of student/patron status means that the individual will not be permitted on the College property, may not register for any course (basic skills, curriculum, and continuing education, occupational or corporate) and may not participate as a citizen in any college sponsored event. The individual may be readmitted to the College only with the approval of the Director of Student Success.

Appeal of Disciplinary Sanctions

The disciplinary decision of the Office of Civility or academic dean must be presented to the student in writing within five (5) working days after the charge is investigated. If a disciplinary sanction is imposed, the student may appeal the decision as follows:

The student must submit the appeal in writing within five (5) working days to the Associate Vice President of Enrollment and Student Experience. The appeal must include the student's reason for appeal, mitigating circumstances or evidence which needs to be considered. The Associate Officer in Office of Civility will render a decision and will notify the student of the decision within five (5) working days of receipt of the appeal.

- Further appeals of disciplinary sanctions must be made in writing within five (5) working days of receipt of the Associate Officer in Office of Civility. Appeals are made to the Student Appeals Committee through the Director of Counseling, The Student Appeals Committee consists of two faculty, two staff and one student who render a decision based on the written appeal submitted.
- The decision of the Student Appeals Committee will be submitted in writing to the student within five (5) days. The decision of the Student Appeals Committee is final except in the case of expulsion.
- Final appeal regarding expulsion may be issued to the President within five (5) working days of receipt of the Student Appeals Committee decision to support the disciplinary sanction of expulsion. The President may solicit evidence and information regarding the student case, appeal proceedings, recommendations of the Student Appeals Committee and take any other steps deemed appropriate before rendering a decision as soon as possible but not more than ten (10) days from the date received. In the event that a suspension or expulsion is issued, campus security will be notified.

Disclosure of Disciplinary Actions

The College will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or any non-forcible sex offense, the report on the results of any college disciplinary proceeding 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 will be treated as the alleged victim for the purpose of this policy.

Community Resources

For more information, contact any of the below resources for information regarding their services:

Rowan County

Senior Services

Name	Address	Phone
Rufty-Holmes Senior Center	1120 S. Boundary St Salisbury, NC 28144	704-216-7714
Social Security Administration	1816 E. Innes St Salisbury, NC 28144	
Care-Line Information & Referral		1-800-638-6810
Rowan Information and Referral		704-638-3131
Rowan County Social Services	1236 W. Innes St Salisbury, NC 28144	704-633-0352

Medical Assistance:

Name	Address	Phone
Community Care Clinic of Rowan County	315-G Mocksville Ave Salisbury, NC 28144	704-636-4523
Good Sheppard's Clinic	220 N. Fulton St Salisbury, NC 28144	704-636-7200
Rowan Baptist Association	832 S. Main St Salisbury, NC 28144	704-637-3407
Rowan Health Department	1811 E. Innis St Salisbury, NC 28144	704-216-8777
Novant-Rowan Hospital	612 Mocksville Ave Salisbury, NC 28144	704-210-5000

Housing/Financial/Social Assistance:

Name	Address	Phone
American Red Cross	1930 Jake Alexander Blvd Salisbury, NC 28147	704-633-38-54
East Spencer Housing Authority	820 S. Long St East Spencer, NC 28039	704-637-3384
Goodwill	839 Jake Alexander Blvd Salisbury, NC 28147	704-637-6673
Habitat for Humanity	1707 S Main St, Salisbury, NC 28144	704-642-6292
Meals on Wheels of Rowan	1918 W. Innes St Salisbury, NC 28144	704-633-0352
Rowan County Social Services	1236 W. Innes St Salisbury, NC 28144	704-633-0352
Rowan County Housing Authority	310 Long Meadow Dr Salisbury, NC 28144	704-633-8380

Rowan Helping Ministries	226 N. Long St Salisbury, NC 28145	704-637-6838
Salisbury Housing Authority	200 S. Boundary St Salisbury, Nc 28144	704-636-1410
Salvation Army	620 Bringle Ferry Rd Salisbury, NC 28144	704-636-6491

Education

Name	Address	Phone
Adolescent and Family Enrichment Council of Rowan County, Inc	450 W. Jake Alexander Boulevard Salisbury, NC 28147	704-630-0481
Communities in Schools of Rowan County	204 E. Innis St Salisbury, NC 28145	704-797-0210
Family Support Network of Southern Piedmont	PO Box 1367 Concord, NC 28026	704-788-1616

Counseling Services

Name	Address	Phone
Consumer Credit Counseling	1917 W. Innes St Suit 501 Salisbury, NC 28146	704-636-0089
DayMark Recovery Services	1807 Innes St Salisbury, NC 28146	704-633-3616
Family Crisis Council	131 W. Council St Salisbury, NC 28144	704-636-4718
Family Therapy Institute	420 Statesville Blvd Salisbury, NC 28145	704-639-9889
Hospice & Palliative Care Center	512 Klumac Rd Salisbury, NC 28144	704-633-5447
Piedmont Behavioral Health Care	1807 E. Innes St Salisbury, NC 28146	1-800-939-5911
Pregnancy Support Center	847 S. Main St Salisbury, NC 28145	704-633-7695
Rape, Child, & Family Abuse Crisis	131 W. Council St Salisbury, NC 28144	704-636-4718
Rowan County Social Services	1236 W. Innes St Salisbury, NC 28144	704-633-0352
Novant-Rowan Health & Hospice	612 Mocksville Ave Salisbury, NC 28144	704-638-7645
USA National Suicide Hotline		1-800-784-2433 1-800-273-8255
The Hope Center	204 E Innes St #110 Salisbury, NC 28144	704-630-4673

Career Services

Name	Address	Phone
Rowan County Job Link Career Center	1904 S. Main St Salisbury, NC 18144	704-639-7529

Law Enforcement Agencies

Name	Address	Phone
China Grove Police	3333 N. Main St China Grove, NC 28023	704-857-7755
East Spencer Police	105 S. Main St East Spencer, NC 28039	704-6363-7111
Granite Quarry Police	143 N. Salisbury Ave Granite Quarry, NC 28072	704-279-5596
Landis Police	136 N. Central Ave Landis, NC	704-857-2129
Rockwell Police	303 W. Main St Rockwell, NC 28138	704-279-3420
Salisbury Police	130 E Liberty St Salisbury, NC 28138	704-638-5333
Spencer Police	600 S. Salisbury Ave Spencer, NC 28159	704-633-3574
Rowan County Sheriff's Office	232 N. Main St Salisbury, NC 28144	704-216-8700

Legal Services

Name	Address	Phone
Central Carolina Legal Services	122 N. Elm St Greensboro, Nc 27402	336-272-0148
Guardian ad Litem	PO Box 4599 Salisbury, NC 28145	704-639-7517
Rape, Child, & Family Abuse Crisis	131 W. Council St Salisbury, NC 28144	704-636-4718
Rowan County Courthouse	210 N. Main St Salisbury, NC 28144	704-639-7505
Legal Aid of North Carolina	Lexington Office	1-800-951-2257

Disabled/Veterans/Elderly/Retired

Name	Address	Phone
ARC Rowan	1918 W. Innes St Salisbury, NC 28144	704-637-1521
Division of Vocational Rehabilitation	205 Guffy Street Salisbury, NC	704-639-7575
Rowan Health Department	1811 E. Innis St Salisbury, NC 28144	704-216-8777

Rowan County Senior Services	1120-A S. Boundary St Salisbury, NC 28144	704-636-2344
Rowan Vocational Opportunities	2728 Old Concord Rd Salisbury, NC 28146	704-633-6223
VA Medical Center	1601 Brenner Ave Salisbury, NC 28144	704-638-9000

Cabarrus County

Name	Address	Phone
Care-Line Information & Referral		1-800-638-6810
Cabarrus Information and Referral		704-638-3131
Community Free Clinic	528 Lake Concord Rd Concord, NC 28025	704-782-0650
Atrium Northeast	920 Church St N Concord, NC 28025	704-403-1275

Housing/Financial Assistance

Name	Address	Phone
Baptist Sharing House	200 Branchview Dr Concord, NC 28205	704-786-9167

Emergency Assistance Programs

Name	Address	Phone
American Red Cross	167 S. Union St Concord, NC 28025	704-782-9022
Cabarrus County Social Services	1303 S. Cannon Blvd Kannapolis, NC 28083	704-920-1400
Cabarrus Meals on Wheels	320-C Copperfield Blvd Concord, NC 28205	704-788-3412
Concord Salvation Army	216 Patterson Ave SE Concord, NC 28026	704-782-7822
Cooperative Christian Ministry	PO Box 1717 Concord, NC 28206	704-786-4706
Family Thrift Store- Salvation Army	2901 Cloverleaf Parkway Kannapolis, NC 28083	704-788-2055
Housing Department- Concord	283 Harold Goodman Circ Concord, NC 28026	704-788-1139
Habitat for Humanity of Cabarrus	8 Church St Concord, NC 28025	704-786-4001
Westpoint Baptist Church Food Pantry	1100 Pine St Kannapolis, NC 28081	704-933-2631
Lutheran Family Service Emergency Shelter	173 Spring St SW Concord, NC 28025	704-786-2908
Operation Bread-Basket	59 Chestnut Dr Concord, NC 28025	704-784-2581
Salvation Army	216 Patterson Ave SE	704-782-7822

	Concord, NC 28025	
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Counseling Services

Name	Address	Phone
Cabarrus County Social Services	1303 S. Cannon Blvd Kannapolis, NC 28083	704-920-1400
Counseling Center at Concord- Cabarrus Baptist Association	930 Lee Ann Dr NE Concord, NC 28025	704-786-9205
Crisis Pregnacncy Center	163 Winecoff Ave NW Concord, NC 28025	704-782-2221
DayMark Recovery Services	1305 S. Cannon Blvd Kannapolis, NC 28083	704-939-1100
Cabarrus County Vicitims Assistance	PO Box 1749 Concord, NC 28026	704-788-2826
Hospice of Cabarrus County	369 Concord Pkwy N Concord, NC 28027	704-788-9434
New Day Family Center	1027 Rockland Cir Concord, NC 28027	704-793-4754
Piedmont Behavioral Healthcare	245 LePhillip CT NE Concord, NC 28025	704-721-7000 704-939-1100
Psychological Support Services	236 LePhillip CT Concord, NC 28025	704-786-4503
National Suicide Hotline	Nationwide	1-800-784-2433 1-800-273-8255

Career Services

Name	Address	Phone
Employment Security Commission	2275 Kannapolis HWY Concord, NC 28205	704-637-7529

Police Departments

Name	Address	Phone
Concord Police	41 Cabarrus Ave Concord, NC 28206	704-920-5007
Kannapolis Police	401 Laureate Wy. Kannapolis, NC 28081	704-920-4000

Sheriff's Office

Name	Address	Phone
Cabarrus County	30 Corban Ave SE Concord, NC 28025	704-920-3000

Legal Services

Name	Address	Phone
Central Carolina Legal Services	122 North Elm St Greensboro, NC 27402	336-272-0148
CVAN-Women's Program	PO box 1749 Concord, NC 28206	704-788-1108
Legal Services of the South Piedmont	1431 Elizabeth Ave Charlotte, NC 28204	704-376-1600

Disabled/Veterans/Elderly/Retired

Name	Address	Phone
ARC Cabarrus	PO Box 1367 Concord, NC	704-788-1616
Concord Social Security Administration	830 Florence St NW Concord, NC 28027	704-788-3130
Department of Aging	331 Corban Ave SE Concord, NC 28025	704-920-3484
Division of Vocational Rehabilitation	2295 Kannapolis Hwy Concord, NC 28027	704-788-2172
Rowan Health Department	1811 E. Innis St Salisbury, NC 28144	704-216-8777
Psychological Support Services	236 LePhillip CT Concord, NC 28025	704-786-4503

Education

Name	Address	Phone
United Way	2339 Concord Lake Rd Concord, Nc 28025	704-331-4878

Workplace Violence

Purpose and Scope

It is the goal of Rowan-Cabarrus Community College to promote a safe, respectful and productive work environment in which to deliver quality academic programs, public service activities, and administrative services. To this end, the College will not tolerate, condone or ignore workplace violence. Each department head, supervisor and employee are responsible for keeping the workplace free of violence. This includes intimidating, hostile, threatening or violent behavior by employees or non-employees (vendors, job applicants, visitors, spouses, etc.) against self, others, College property or property owned by third parties but present on college premises.

Threats and/or threatening behavior or acts of violence by college employees against staff members, faculty, students, visitors, or other individuals on college property or by college employees while in the conduct of college business off campus, are cause for removal from the

workplace and may result in discipline and/or termination of employment. As outlined in Rights, Rules, Responsibilities, threatening behavior may include, but is not limited to hitting, shoving, sexual assault, attacks, stalking, verbal or nonverbal threats, vandalism, arson, and carrying a weapon of any type (regardless of whether the owner is licensed to carry it or not), or explosives.

In addition, damage, or destruction to college property by any employee will result in termination of employment. An employee who exhibits inappropriate or disruptive workplace behavior that can be deemed threatening or potentially threatening may be subject to disciplinary action up to and including termination of employment. The employee may be required to attend an employee assistance program for assessment and counseling as a condition of continued employment. Failure to attend counseling may result in further disciplinary action, up to and including termination of employment.

All staff members have a responsibility to report threatening or violent behavior, whether that behavior is exhibited by a member of the Rowan-Cabarrus Community College community or visitors to the campus. A report of threatening and/or violent behavior is disclosed only to those accepting the report in order to protect the reporting individual(s) from possible retaliation as well as the alleged offender. Information regarding such reports is provided only to individuals with a need to know and as required by courts and law enforcement agencies, manage supervisor and employee is responsible for keeping the workplace free of violence. This includes intimidating, hostile, threatening or violent behavior by employees or non-employees (vendors, job applicants, visitors, spouses, etc.) against self, others, College property or property owned by third parties but present on college premises.

Procedure for Reporting and Investigating Workplace Violence

Any person, who experiences, observes, or has knowledge of actual or threatened workplace violence has the responsibility to report the situation immediately to any Responsible Employee, including security staff. In the case of an actual or imminent act or threat of violent behavior, call 9-1-1.

All other reports should be made to the Office of Human Resources at 704-216-3778 or the Department of Campus Safety and Security at 704-216-7230. All reports of workplace violence will be investigated promptly, impartially and as confidentially as possible. Employees are required to cooperate in any investigation. A timely resolution of each report should be reached and communicated to all parties involved as soon as possible. Any form of retaliation against employees for making a bona fide report concerning workplace violence is prohibited.

Reporting Responsibilities of Supervisors

Supervisors are critical to the prevention of employee violence in the workplace. By recognizing early signs and intervening prudently and appropriately, supervisors can reduce the chances of violent behavior. When left unchecked, inappropriate behaviors can escalate to higher levels. Behavior warning signs which, in some combination, may indicate a potential for violence, could include but are not limited to: paranoia (e.g., others are out to get me or get my

job); frequent angry outbursts, difficulty controlling temper; recent isolation of self from co-workers, seems to turn a cold shoulder; rash or impulsive behavior without apparent forethought; failure to accept criticism or blames others when things go wrong; drug/alcohol use or abuse; obsession about possessing or collecting weapons or getting someone; co-workers fear or have concerns about this person's behavior; and/or bragging about past acts of violence. A supervisor, who observes such behaviors in an employee, particularly when the changes represent recent and sudden behavioral changes, should consult with his or her manager to determine whether other College resources are required in dealing with the situation. Any doubts should be resolved in favor of consulting Human Resources. Human Resources can assist with this determination and can provide counseling through the Employee Assistance Program at 704-216-3778.

Responsibilities of Members of the College Community

Employees should report workplace violence, as defined above, regardless of the relationship of the employee to the person believed to have engaged in workplace violence, to their supervisor. Recurring or persistent workplace violence that an employee reasonably believes is not being addressed satisfactorily, or violence that is or has been perpetrated by the employee's supervisor, should be reported to Human Resources at 704-216-3778.

Employees who have obtained restraining orders or other judicial orders involving inappropriate contacts are required to provide a copy of such order to Human Resources who shall provide copies to the Director of the Department of Campus Safety and Security. A victim of domestic violence who believes the violence may extend into the workplace, or employees who believe they may be subjected to violence extending into the workplace, are encouraged to notify the Director of the Department of Campus Safety and Security at 704-216-7230 or a Campus Safety Coordinator.

Supervisors

All College supervisors and administrators, including department chairs, deans, directors and managers, are required to respond to a notification of a violation of this policy in a timely manner, taking the actions as required herein. Further, supervisors are required to report the suspected violation to the appropriate designated college representative. Supervisors are required to call 9-1-1 in the event of imminent or actual violence. Supervisors are expected to inform the next higher supervisor promptly about any acts or threats of violence even if the situation has been addressed and resolved.

Students

Students who witness violence or learn of threats of violence as defined in this policy should report the incident to any Responsible Employee as defined by United States Title IX. At Rowan-Cabarrus Community College, a Responsible Employee is defined as any part-time or full-time member of faculty or staff, to include security officers. For emergencies, when someone is threatened with serious bodily injury or death, call 9-1-1. For urgent, non- life-

threatening situations, please contact the Rowan-Cabarrus Community College Department of Campus Safety and Security at 704-216-7600

Confidentiality

The College shall attempt to maintain the confidentiality of investigations to the extent possible within the requirements of conducting reasonable investigations while ensuring the safety of the college community. However, it should be understood that confidentiality cannot always be maintained and is not guaranteed. The College will act on the basis of anonymous complaints where it has a reasonable basis to believe that there has been a violation of this policy and that the safety and well-being of members of the college community would be served by such an action.

Retaliation

Retaliatory action against anyone acting in good faith who has made a complaint of workplace violence, who has reported witnessing workplace violence or who has been involved in the reporting of, investigation or responding to a workplace violence is a violation of this policy. It is also a violation of this policy to take adverse action against an employee solely on account of his/her being an actual or potential victim of workplace violence. Anyone who believes they have been retaliated against needs to report the retaliatory act to Human Resources at 704-216-3778 immediately.

Education

The Department of Campus Safety and Security in collaboration with Human Resources has an established Workplace Violence Policy workshop to develop and implement training sessions to inform employees of the Colleges' Workplace Violence Policy and to raise awareness about workplace violence. For materials concerning training or implementation of this program, contact Human Resources at 704-216-3778.

Hate Crime Reporting

Purpose

This policy is designed to assist Rowan-Cabarrus Community College employee identify crimes motivated by bias toward an individual's race, religion, ethnic background and/or sexual orientation and to define appropriate steps for assisting victims and apprehending suspects.

Policy

It is the policy of Rowan-Cabarrus Community College to safeguard the state and federal rights of all individuals irrespective of their race, religion, ethnic background, or sexual orientation. Any acts or threats of violence, property damage, harassment, intimidation or other crimes designed to infringe upon these rights are viewed very seriously by this College and will be given high priority. The College and the Department of Campus Safety and Security will use every necessary resource to rapidly and decisively to identify the perpetrators, arrest or assist with their arrest, and take any other vigorous enforcement action as deemed appropriate.

Also, recognizing the particular fears and distress typically suffered by victims of these crimes, the potential for reprisal and escalation of violence and the possible far-reaching negative consequences of these acts on the community and the college, particular attention shall be given to addressing the security and related concerns of the immediate victims as well as their families, acquaintances, and others affected by the crime.

Definitions

Hate Crime

Any unlawful action designed to frighten, harm, injure, intimidate or harass an individual in whole or in part, because of a bias motivation against the actual or perceived race, religion, ethnic background or sexual orientation of the victim.

Bias

Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation, ethnicity or national origin.

Race

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 that distinguish them as a distinct division of humankind (e.g., Asians blacks, whites, etc.).

Ethnic Group

A group of persons of the same race or national origin who share common or similar traits, languages, customs, and traditions (e.g., Arabs, Hispanics, etc.).

National Origin: A preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs and/or traditions.

Religious Group

Any 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, atheist, etc.).

Sexual Orientation

A sexual attraction toward, and responsiveness to, members of one's own sex or members of the opposite sex (e.g., gays, lesbians, heterosexuals, etc.).

Gender Identity

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.

Religion

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.

Disability

A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

When an employee of the College, at the scene of an incident, believes that it may have been motivated by racial, religious, ethnic or sexual orientation bias, the employee shall take preliminary actions as necessary, but not limited to

- Determining whether any perpetrators are present, and, if so, taking appropriate enforcement measures.
- Restoring order to the crime scene and taking any necessary actions to gain control of the situation.
- Identifying any injured parties and taking steps to provide medical assistance.
- Identifying any witnesses or others who have knowledge about the crime.
- Protect the crime scene,
- Notifying the Director of Campus Safety and Security and/or any readily available secondary responder in person or by phone/pager.

Secondary Responder's Responsibilities

The secondary responder will respond to the scene and shall confer with the initial responding officer, take measures to ensure that all necessary preliminary actions have been taken. The secondary responder shall request any appropriate additional personnel necessary to accomplish the following:

- Provide immediate assistance to the crime victim, beyond any measures already taken by the initial public safety officer, such as:
- Expressing sympathy for the victim and showing a sincere interest in his/her well-being.
- Expressing the college's official position on the importance of these cases, the measures that will be taken to apprehend the perpetrator(s), and the investigating authority's interests in the victim's well-being.
- Allowing the victim time to ventilate his/her immediate concerns and express his/her feelings.
- Assisting the victim in identifying and contacting individuals or agencies that may provide support and assistance. These may include family members or close acquaintances, family clergyman or college chaplain and community service agencies that provide shelter, food, clothing, childcare or other related services.
- Providing security and precautionary advice to the victim and arranging for any additional security that may be required for the victim while on campus.

- Assuring that the crime scene is properly protected and preserved until appropriate law enforcement authorities arrive and take over the crime scene.
- Conduct a standard preliminary investigation to include preliminary interviews of the victim and any witnesses to the incident, unless inconsistent with the interests of any following criminal investigation.
- Ensure that all relevant facts are documented on an incident and/or arrest report, and make an initial determination as to whether the incident should be classified as a hate crime offense.

Follow-up Responsibilities

Investigative follow up secondary responder personnel assigned to alleged RRES incidents shall be responsible for the following:

- After law enforcement authorities have released the crime scene, any remaining evidence of an inflammatory nature shall be promptly removed (e.g., painted words or signs on a wall) notify the maintenance department and ensure the task is completed in a timely manner. Great caution should be taken to notify law enforcement authorities of any additional unknown criminal evidence and great care should be taken to preserve and protect the evidence until law enforcement authorizes re-take control of the crime scene.
- Conducting a comprehensive interview with all victims and witnesses at the crime-scene, or as soon as possible thereafter, unless inconsistent with the interests of any following criminal investigation.
- Notifying other appropriate personnel in organization hierarchy depending on the nature and seriousness of the offense, and its potential inflammatory and related impact on the community.
- Working closely with the district attorney's office to ensure that a legally adequate case is developed for prosecution.
- Working with investigative agencies to provide any insight or analysis of any patterns, organized groups and suspects potentially involved in the offense.
- Coordinating the internal investigation of events with relevant Rowan-Cabarrus Community College primary and secondary responders to ensure consistency of the investigation.
- Maintaining contact with the initial responding security officer and keeping him/her apprised of the status of the case.
- Making a final determination as to whether the incident should be classified as an RRES crime, and.
- Completing any reports necessary to comply with statistical reporting requirements for hate crimes. Secondary responders shall also take the lead role in providing ongoing assistance to the crime victim to include
 - Contacting the victim periodically to determine whether he is receiving adequate and appropriate assistance.
 - Providing ongoing information to the victim about the status of the criminal investigation.

Community Relations and Crime Prevention

Hate crimes are viewed in the community not only as crimes against the targeted victim, but also as a crime against the victim's racial, religious, ethnic, or sexual orientation group as a whole. Working constructively with segments of this larger audience after such incidents is essential to help reduce fears, stem possible retaliation, help prevent additional hate crime incidents and encourage any other previously victimized individuals to step forward and report those crimes. Towards this end, the college's community relations function, through the Department of Campus Safety and Security, and other college officials as deemed appropriate, shall:

- Periodically meet with neighborhood groups, residents in target communities and other identified groups to allay fears, relay this agency's concern over and response to this and related incident, reduce the potential for counter-violence and provide safety, security and crime prevention information.
- Provide direct and referral assistance to the victim and his/her family.
- Conduct community meetings on threats and violence in general, and as it relates to specific incidents.
- Establish liaison with formal organization and leaders; and
- Expand, where appropriate, existing preventative programs such as anti-hate seminars

Community-Oriented Policing

The college Department of Campus Safety and Security embraces the core principles of Community-Oriented Policing on all of its campuses and at off campus events. The Department embraces the concept that a shared responsibility to prevent or mitigate crime by working with the entire campus community, and the surrounding community, contributes to a safer campus.

Building Security, Access, and Maintenance

During business hours, most campus facilities are open to students, parents, employees, contractors, guests, and invitees. Students should have student ID available and on campus at all times. Our normal campus operating hours are 7:00 a.m. – 11:00 p.m. Monday through Thursday and 7:00 a.m. -5:00 p.m. Friday. Certain college programs and events deviate from normal hours on a case-by-case basis. Security officers are on duty at all times during these days and hours and are responsible for opening and closing the college campuses. All building access points comply with local and state building code regulations and are equipped with safety doors permitting rapid evacuation. The campuses are closely monitored by Campus Safety Coordinators, Campus Resource Officers and Campus Building Safety Officers.

Access Doors

North Campus

Open campus. Primary access is through the paved courtyard between buildings N101 and N102 through the archway. The courtyard leads to access doors to all campus buildings except building N110 and the maintenance building N114. Secondary access points are through the

north side of buildings N101 and N103; the south side of building N106. Building N107 is accessible from the east entrance facing the parking lot. Primary access to building N110 is through the front door facing east off the main parking lot. Secondary access is from the southwest side of the building coming from the connector sidewalk to the main campus.

South Campus

Open campus. Primary access is through the front doors of each of the three main campus buildings off the main parking areas. Secondary access is at ground level on the backside of each building from the outdoor student commons areas.

Concord Business and Technology Center

Primary and only access is through the front door, facing east, off the main parking lot.

College Station

Primary and only access for students is through the front doors of the storefront facing west, off the main parking lot. Public access is through the front doors of the storefront facing east.

North Carolina Research Campus

Primary and only access is through the front door of the only campus building, facing west off the primary parking lot.

Campus Resource Officers and Campus Safety Coordinators actively patrol campuses. Additionally, local law enforcement agencies conduct ride throughs to act as a force multiplier. Shrubbery and trees are regularly trimmed to maintain a safe and attractive landscape. All campus lighting is well maintained by the campus maintenance department.

Rowan-Cabarrus Community College has no residential facilities for students or faculty.

Emergency Operations Response Plan

The College Emergency Operations Response Plan (EORP) is the core document underpinning and outlining all college emergency and disaster responses. The plan is modeled after the Department of Homeland Security federal model and fully embraces its objective and goals, uses the National Incident Management System – Incident Command System, as the operational tool for emergency response execution.

Publication of Annual Crime Statistics

The crime statistics are available on the Rowan-Cabarrus Community College website at www.rccc.edu or <https://ope.ed.gov/campussafety/#/> and search for Rowan-Cabarrus Community College.

Rowan-Cabarrus Community College is not required to file a Clery fire report because there are no residential facilities provided by the College for student use.

Rowan-Cabarrus Community College 2018-2021 Crime Statistics
2019-2021 Summary of Crime Statistics
North Campus

Type of Offense		On Campus	Non- Campus	Public Property
Criminal Homicide				
Murder / Non-Negligent Manslaughter	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Negligent Manslaughter	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Sex Offense				
Rape	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Statutory Rape	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Incest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Fondling	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Robbery				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Aggravated Assault				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Burglary				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Motor Vehicle Theft				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Arson				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

North Campus VAWA Statistics

Domestic Violence				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Stalking				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Dating Violence				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

North Campus Arrest and Referrals

Liquor Law Violations				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

Drug Law Violations				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Illegal Weapons Possession				
Arrest	2019	1	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Unfounded Cases				
	2019	1	0	0
	2020	0	0	0
	2021	0	0	0

North Campus Hate Crime *(No Hate Crime Unless Otherwise Noted)*

R = Race RE= Religion
G = Gender Identity N = National Origin
D = Disability S = Sexual Orientation

Type of Offense		On Campus						Non-Campus						Public Property					
Category		R	G	S	RE	D	N	R	G	S	RE	D	N	R	G	S	RE	D	N
Criminal Homicide																			
Murder/Non-Negligent Manslaughter	2019																		
	2020																		
	2021																		
Negligent Manslaughter	2019																		
	2020																		
	2021																		
Sex Offenses																			
Rape	2019																		
	2020																		
	2021																		
Statutory Rape	2019																		
	2020																		
	2021																		
Incest	2019																		
	2020																		
	2021																		
Fondling	2019																		
	2020																		
	2021																		
Robbery																			
	2019																		
	2020																		
	2021																		
Aggravated Assault																			
	2019																		
	2020																		
	2021																		
Burglary																			
	2019																		
	2020																		
	2021																		
Arson																			
	2019																		
	2020																		
	2021																		
Motor Vehicle Theft																			
	2019																		

	2020																		
	2021																		
Larceny-Theft																			
	2019																		
	2020																		
	2021																		
Simple Assault																			
	2019																		
	2020																		
	2021																		
Intimidation																			
	2019																		
	2020																		
	2021																		
Destruction/Damage/Vandalism of Property																			
	2019																		
	2020																		
	2021																		

2019-2021 Summary of Crime Statistics South Campus

Type of Offense		On Campus	Non- Campus	Public Property
Criminal Homicide				
Murder / Non-Negligent Manslaughter	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Negligent Manslaughter	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Sex Offense				
Rape	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Statutory Rape	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Incest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Fondling	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Robbery				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Aggravated Assault				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Burglary				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Motor Vehicle Theft				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Arson				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

South Campus VAWA Statistics

Domestic Violence				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Stalking				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Dating Violence				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

South Campus Arrest and Referrals

Liquor Law Violations				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

Drug Law Violations				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Illegal Weapons Possession				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Unfounded Cases				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

South Campus Hate Crime *(No Hate Crime Unless Otherwise Noted)*

R = Race	RE= Religion
G = Gender Identity	N = National Origin
D = Disability	S = Sexual Orientation

Type of Offense		On Campus						Non-Campus						Public Property					
Category		R	G	S	RE	D	N	R	G	S	RE	D	N	R	G	S	RE	D	N
Criminal Homicide																			
Murder/Non-Negligent Manslaughter	2019																		
	2020																		
	2021																		
Negligent Manslaughter	2019																		
	2020																		
	2021																		
Sex Offenses																			
Rape	2019																		
	2020																		
	2021																		
Statutory Rape	2019																		
	2020																		
	2021																		
Incest	2019																		
	2020																		
	2021																		
Fondling	2019																		
	2020																		
	2021																		
Robbery																			
	2019																		
	2020																		
	2021																		
Aggravated Assault																			
	2019																		
	2020																		
	2021																		
Burglary																			
	2019																		
	2020																		
	2021																		
Arson																			
	2019																		
	2020																		
	2021																		
Motor Vehicle Theft																			
	2019																		

	2020																		
	2021																		
Larceny-Theft																			
	2019																		
	2020																		
	2021																		
Simple Assault																			
	2019																		
	2020																		
	2021																		
Intimidation																			
	2019																		
	2020																		
	2021																		
Destruction/Damage/Vandalism of Property																			
	2019																		
	2020																		
	2021																		

2019-2021 Summary of Crime Statistics

Rowan-Cabarrus North Carolina Research Campus

Type of Offense		On Campus	Non- Campus	Public Property
Criminal Homicide				
Murder / Non-Negligent Manslaughter	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Negligent Manslaughter	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Sex Offense				
Rape	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Statutory Rape	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Incest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Fondling	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Robbery				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Aggravated Assault				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Burglary				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Motor Vehicle Theft				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Arson				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

NCRC Campus VAWA Statistics

Domestic Violence				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Stalking				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Dating Violence				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

NCRC Campus Arrest and Referrals

Liquor Law Violations				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

Drug Law Violations				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Illegal Weapons Possession				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Unfounded Cases				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

NCRC Campus Hate Crime (No Hate Crime Unless Otherwise Noted)

R = Race RE= Religion
G = Gender Identity N = National Origin
D = Disability S = Sexual Orientation

Type of Offense		On Campus						Non-Campus						Public Property					
Category		R	G	S	RE	D	N	R	G	S	RE	D	N	R	G	S	RE	D	N
Criminal Homicide																			
Murder/Non-Negligent Manslaughter	2019																		
	2020																		
	2021																		
Negligent Manslaughter	2019																		
	2020																		
	2021																		
Sex Offenses																			
Rape	2019																		
	2020																		
	2021																		
Statutory Rape	2019																		
	2020																		
	2021																		
Incest	2019																		
	2020																		
	2021																		
Fondling	2019																		
	2020																		
	2021																		
Robbery																			
	2019																		
	2020																		
	2021																		
Aggravated Assault																			
	2019																		
	2020																		
	2021																		
Burglary																			
	2019																		
	2020																		
	2021																		
Arson																			
	2019																		
	2020																		
	2021																		
Motor Vehicle Theft																			
	2019																		

	2020																		
	2021																		
Larceny-Theft																			
	2019																		
	2020																		
	2021																		
Simple Assault																			
	2019																		
	2020																		
	2021																		
Intimidation																			
	2019																		
	2020																		
	2021																		
Destruction/Damage/Vandalism of Property																			
	2019																		
	2020																		
	2021																		

2019-2021 Summary of Crime Statistics Cabarrus Business and Technology Center

Type of Offense		On Campus	Non- Campus	Public Property
Criminal Homicide				
Murder / Non-Negligent Manslaughter	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Negligent Manslaughter	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Sex Offense				
Rape	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Statutory Rape	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Incest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Fondling	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Robbery				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Aggravated Assault				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Burglary				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Motor Vehicle Theft				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Arson				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

CBTC Campus VAWA Statistics

Domestic Violence				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Stalking				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Dating Violence				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

CBTC Campus Arrest and Referrals

Liquor Law Violations				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

Drug Law Violations				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Illegal Weapons Possession				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Unfounded Cases				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

CBTC Campus Hate Crime (No Hate Crime Unless Otherwise Noted)

R = Race RE= Religion
 G = Gender Identity N = National Origin
 D = Disability S = Sexual Orientation

Type of Offense		On Campus						Non-Campus						Public Property					
Category		R	G	S	RE	D	N	R	G	S	RE	D	N	R	G	S	RE	D	N
Criminal Homicide																			
Murder/Non-Negligent Manslaughter	2019																		
	2020																		
	2021																		
Negligent Manslaughter	2019																		
	2020																		
	2021																		
Sex Offenses																			
Rape	2019																		
	2020																		
	2021																		
Statutory Rape	2019																		
	2020																		
	2021																		
Incest	2019																		
	2020																		
	2021																		
Fondling	2019																		
	2020																		
	2021																		
Robbery																			
	2019																		
	2020																		
	2021																		
Aggravated Assault																			
	2019																		
	2020																		
	2021																		
Burglary																			
	2019																		
	2020																		
	2021																		
Arson																			
	2019																		
	2020																		
	2021																		
Motor Vehicle Theft																			
	2019																		

	2020																		
	2021																		
Larceny-Theft																			
	2019																		
	2020																		
	2021																		
Simple Assault																			
	2019																		
	2020																		
	2021																		
Intimidation																			
	2019																		
	2020																		
	2021																		
Destruction/Damage/Vandalism of Property																			
	2019																		
	2020																		
	2021																		

2019-2021 Summary of Crime Statistics College Station Campus

Type of Offense		On Campus	Non- Campus	Public Property
Criminal Homicide				
Murder / Non-Negligent Manslaughter	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Negligent Manslaughter	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Sex Offense				
Rape	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Statutory Rape	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Incest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Fondling	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Robbery				
	2019	0	0	0
	2020	0	0	0
	2021	1	0	0
Aggravated Assault				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Burglary				
	2019	0	0	0
	2020	0	0	0
	2021	1	0	0
Motor Vehicle Theft				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Arson				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

College Station Campus VAWA Statistics

Domestic Violence				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Stalking				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Dating Violence				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

College Station Campus Arrest and Referrals

Liquor Law Violations				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

Drug Law Violations				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Illegal Weapons Possession				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Unfounded Cases				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

College Station Hate Crimes *(No Hate Crime Unless Otherwise Noted)*

R = Race	RE= Religion
G = Gender Identity	N = National Origin
D = Disability	S = Sexual Orientation

Type of Offense		On Campus						Non-Campus						Public Property					
Category		R	G	S	RE	D	N	R	G	S	RE	D	N	R	G	S	RE	D	N
Criminal Homicide																			
Murder/Non-Negligent Manslaughter	2019																		
	2020																		
	2021																		
Negligent Manslaughter	2019																		
	2020																		
	2021																		
Sex Offenses																			
Rape	2019																		
	2020																		
	2021																		
Statutory Rape	2019																		
	2020																		
	2021																		
Incest	2019																		
	2020																		
	2021																		
Fondling	2019																		
	2020																		
	2021																		
Robbery																			
	2019																		
	2020																		
	2021																		
Aggravated Assault																			
	2019																		
	2020																		
	2021																		
Burglary																			
	2019																		
	2020																		
	2021																		
Arson																			
	2019																		
	2020																		
	2021																		
Motor Vehicle Theft																			
	2019																		

	2020																		
	2021																		
Larceny-Theft																			
	2019																		
	2020																		
	2021																		
Simple Assault																			
	2019																		
	2020																		
	2021																		
Intimidation																			
	2019																		
	2020																		
	2021																		
Destruction/Damage/Vandalism of Property																			
	2019																		
	2020																		
	2021																		

2019-2021 Summary of Crime Statistics Rowan-Cabarrus Community College

Type of Offense		On Campus	Non- Campus	Public Property
Criminal Homicide				
Murder / Non-Negligent Manslaughter	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Negligent Manslaughter	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Sex Offense				
Rape	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Statutory Rape	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Incest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Fondling	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Robbery				
	2019	0	0	0
	2020	0	0	0
	2021	1	0	0
Aggravated Assault				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Burglary				
	2019	0	0	0
	2020	0	0	0
	2021	1	0	0
Motor Vehicle Theft				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Arson				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

Rowan-Cabarrus Community College

VAWA Statistics

Domestic Violence				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Stalking				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Dating Violence				
	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

Rowan-Cabarrus Community College

Arrest and Referrals

Liquor Law Violations				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0

Drug Law Violations				
Arrest	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Illegal Weapons Possession				
Arrest	2019	1	0	0
	2020	0	0	0
	2021	0	0	0
Referred for Disciplinary Action	2019	0	0	0
	2020	0	0	0
	2021	0	0	0
Unfounded Cases				
	2019	1	0	0
	2020	0	0	0
	2021	0	0	0

Rowan-Cabarrus Community College

Hate Crime (No Hate Crime Unless Otherwise Noted)

R = Race	RE= Religion
G = Gender Identity	N = National Origin
D = Disability	S = Sexual Orientation

Type of Offense		On Campus						Non-Campus						Public Property					
Category		R	G	S	RE	D	N	R	G	S	RE	D	N	R	G	S	RE	D	N
Criminal Homicide																			
Murder/Non-Negligent Manslaughter	2019																		
	2020																		
	2021																		
Negligent Manslaughter	2019																		
	2020																		
	2021																		
Sex Offenses																			
Rape	2019																		
	2020																		
	2021																		
Statutory Rape	2019																		
	2020																		
	2021																		
Incest	2019																		
	2020																		
	2021																		
Fondling	2019																		
	2020																		
	2021																		
Robbery																			
	2019																		
	2020																		
	2021																		
Aggravated Assault																			
	2019																		
	2020																		
	2021																		
Burglary																			
	2019																		
	2020																		
	2021																		
Arson																			
	2019																		
	2020																		
	2021																		
Motor Vehicle Theft																			

	2019																		
	2020																		
	2021																		
Larceny-Theft																			
	2019																		
	2020																		
	2021																		
Simple Assault																			
	2019																		
	2020																		
	2021																		
Intimidation																			
	2019																		
	2020																		
	2021																		
Destruction/Damage/Vandalism of Property																			
	2019																		
	2020																		
	2021																		