



*"Improve Life Through Learning"*

# **Campus Safety and Security Report For 2022**

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## **I. INTRODUCTION**

Isothermal Community College (the College) is committed to providing a safe and secure learning environment for our faculty, staff, students, and visitors (the Campus Community).

The College prepares this report in compliance with Jeanne Clery Disclosure of Campus Security Policy and Crime Statistic Act. This report is designed to provide you with important information about your safety and security by providing statistics of crimes that occur in the College's geographic areas. The statistics include crimes reported to Campus Enforcement, Dean of Students, Dean of Continuing Education, Director of Human Resources and crime information requested from local law enforcement agencies in reference to crimes committed near our campus and non-campus properties that are reported directly to other law enforcement agencies.

This report is intended not only to communicate mandatory information, such as crime statistics and campus safety information to the Campus Community and potential employees, but also to assist prospective students and their families in the decision-making process of selecting a community college by describing the many ways in which we strive to keep the community safe.

## **II. PREPARING THE ANNUAL SECURITY REPORT**

The Director of Human Resources prepares the Annual Security Report (ASR). This report is available to all current and prospective students and current and prospective employees and is available online at <https://isothermal.edu/campus-safety/assets/annual-security-report.pdf>. A hard copy of the report may be obtained at the Human Resources Department in the Administration Building or by calling 828-395-4192. The report contains three years of campus crime statistics and is designed to provide essential information concerning safety and security on the main campus and centers.

Agencies within the jurisdiction as specified by the Clery geography for the college were contacted for the production of the report. Incident reports received during the year are recorded and maintained electronically. Incident reports are reviewed to determine if they are to be included on the crime log. The report is reviewed by the President, Vice President of Administrative Services, Campus Enforcement, Dean of Students, Dean of Continuing Education and Campus Safety Committee. The Director of Human Resources and the Campus Safety Committee review security policies annually to ensure they are current and implemented as prescribed.

## **III. REPORTING OF CRIMINAL OFFENSES**

If a member of the campus community becomes aware of a campus crime, emergency, threat, or issue of concern at the Rutherford Campus, Rutherfordton Learning Center, or Polk Center they are personally responsible for reporting information to the proper authorities in a timely manner.

Also, any concern regarding suspicious activity or person seen anywhere on campus, in the parking lots or loitering around vehicles, inside, or around campus buildings, should be reported to Campus Enforcement at 828-289-5850. In addition, the Campus Community may report a concern and/or campus crime to the following areas:

|                                     |                |              |
|-------------------------------------|----------------|--------------|
| Dean of Students                    | Student Center | 828-395-1429 |
| Dean of Continuing Education        | Foundation     | 828-395-1404 |
| Director of Human Resources         | Administration | 828-395-1686 |
| REaCH Principal                     | LLC            | 828-395-4164 |
| President                           | Administration | 828-395-1300 |
| VP of Academic and Student Services | Administration | 828-395-1663 |
| VP of Administrative Services       | Administration | 828-395-1293 |
| Chief Development Officer           | Administration | 828-395-1624 |

Polk Center employees and students may call the Columbus Police Department at 828-894-5464 and the Dean of Continuing Education at 828-395-1404. Rutherfordton Learning Center (RLC) employees and students may contact the Rutherfordton Police Department at 828-287-5062 and the Dean of Continuing Education at 828-395-1404.

If there is an imminent, life-threatening emergency immediately call 911 (9-911 from a campus phone). General guidelines to follow are:

- Stay as calm as possible
- Describe the nature of the problem
- Give the campus location of the incident by building name
- Do not hang up until instructed to do so
- Send someone to watch for the emergency unit and direct the unit to the scene, if deemed safe
- Notify a college employee
- Report sexual harassment and sexual assaults in accordance with the sexual harassment policies. (See [306-01-02BP](#) and [601-02-05BP](#).) The Title IX Coordinator and the Title IX Deputy Coordinators are responsible for investigating sexual harassment and sexual assaults. Title IX and Deputy Coordinators are:

Title IX Coordinator: Charity Hardin Allen, Director of Human Resources  
Administration Building, Main Campus  
[callen@isothermal.edu](mailto:callen@isothermal.edu)  
(828) 395-1686

Deputy Title IX Coordinator: Sandra Lackner, Dean of Students  
Student Center Building, Main Campus  
[slackner@isothermal.edu](mailto:slackner@isothermal.edu)  
(828) 395-1429

Donna Hood, Dean of Continuing Education  
The Foundation Building, Main Campus  
[dhood@isothermal.edu](mailto:dhood@isothermal.edu)  
(828) 395-1404

Jeremiah McCluney, REaCH Principal  
Lifelong Learning Center, Main Campus  
[ismcclun@rcsnc.org](mailto:ismcclun@rcsnc.org)  
(828) 395-4164

Mary Metcalf Greene,  
Polk County Early College  
[mgreene@polkschools.org](mailto:mgreene@polkschools.org)  
(828) 894-2698

Guidelines for specific emergencies can be found in the [Emergency Response Guidelines](#).

An incident report must be submitted to a college employee as soon as possible. Incident reports should be submitted to Campus Enforcement, Dean of Students, Dean of Continuing Education, or Director of Human Resources. All reportable incidents will be included in the annual crime statistics report.

The College does not have a policy addressing counselors and confidential crime reporting. However, the College's practice is to not require a professional counselor employed by the College and serving in that capacity to report crimes for inclusion in the annual disclosure of crime statistics. They are encouraged, if and when they deem appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion in the annual crime statistics.

The College does not have off-campus student organizations.

#### **IV. VOLUNTARY CONFIDENTIAL REPORTING**

The College does not have a voluntary confidential reporting of crimes policy in place. However, the College's website provides information and procedures to students for reporting any matter of concern. The voluntary confidential reporting form can be found at the following link and states:

( <https://www.isothermal.edu/campus-safety/concern/index.html> )

“Do you need to report a campus concern? For example, have you witnessed a behavior on campus that you would consider unconventional or bizarre? Are you aware of a

student who may be considering self-harm or harm to others? This information may be reported anonymously by submitting the form below.

Please know that any information you submit will be handled confidentially with the purpose of assisting the student, faculty or staff person you have names. Although we accept anonymous reports, we encourage you to provide your name and contact information, so that we can follow-up should we need additional information. Also, it is important that you provide as many details as possible to assist us in further exploring your concern.”

#### **V. SECURITY OF AND ACCESS TO CAMPUS FACILITIES**

The College is a non-residential campus. The college facilities are open to the public during operating hours or special events. During non-business hours and holidays access is limited to authorized person by electronic door or key access. Keys and/or electronic access to the campus facilities are approved by the Vice President of Administrative Services. Staff is in place to ensure the campus facilities are secure when the College is closed.

The College is equipped with security cameras on the main campus, the RLC and the Polk Center, which are located on the exterior and interior of buildings.

#### **VI. LAW ENFORCEMENT RELATIONSHIPS AND JURISDICTION**

The College contracts with the Rutherford County Sherriff’s Department to provide the main campus with two deputies (Campus Enforcement). The deputies have full powers of arrest in cases involving violations of the federal, state, and local law and ordinances on campus. Campus Enforcement provides safety training to employees and students, and makes recommendations to administration for improvements for all college facilities. Campus Enforcement works closely with local, state, and federal law enforcement agencies as needed.

The College and Campus Enforcement maintain a close working relationship with the Rutherfordton and Spindale Police Departments. The departments are receptive to providing assistance as needed to ensure the safety of the main campus and RLC.

The College maintains a close working relationship with the Columbus Police Department. The department is receptive in providing assistance as needed to ensure the safety of the Polk Center.

There is no Memorandum of Understanding between the College and the local law enforcement agencies.

## **VII. TIMELY WARNING**

In the event that a situation arises, either on or off campus facilities, that, in the judgment of the college President or designee, constitutes an ongoing or continuing threat, a campus wide “timely warning” will be issued. The situation may involve safety, security, and/or health. As soon as pertinent information is available the Director of Marketing and Community Relations and/or designee will take all measures to notify the entire Campus Community. Dependent upon the situation, warnings may be disseminated by electronic notifications using email, text message, Moodle, and the website ([www.isoothermal.edu](http://www.isoothermal.edu)); flyers and/or local media. Anyone with information warranting a timely warning should report the circumstances to Campus Enforcement (828-289-5850), Dean of Students (828-395-1429), Dean of Continuing Education (828-395-1404) or Director of Human Resources (828-395-1686).

## **VIII. EMERGENCY NOTIFICATION**

The College activates its emergency notification system without delay, in response to any situation that poses an immediate threat to the Campus Community or could disrupt college operations in a significant manner. The exception to this would be when issuing a notification will, in the professional judgement of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. Situations may include active shooter, natural disaster, weather conditions, fire, gas leak, etc. Communication between the college President, designated staff, Campus Enforcement and/or Rutherford County Communications Center takes place to confirm that there is a significant emergency or dangerous situation that is an immediate threat to the Campus Community’s health or safety. Campus Enforcement, Emergency Response Team, Center Directors and/or designated staff proceed without delay in making notification once an immediate threat is confirmed; notification maybe to the entire or segment of the campus community. The Rutherford County Communications Center, Director of Marketing and Community Relations, Chief Information Officer and/or other designated staff will activate the alert to the entire or segment of the campus community using multiple communication channels. Sample notifications have been established and revised as needed depending on the threat. Channels may include outdoor warning system on main campus, fire alarms, ICC Alert which sends text and emails, college phone intercom system, website, the College’s Facebook page, and local media. Follow-up notifications will take place as needed.

The College and Rutherford County Communications Center conducts an announced test the outdoor warning, ICC Alert, and college phone systems monthly.

## **IX. EMERGENCY DRILLS, TESTING AND EVACUATION PROCEDURES**

New students and employees are provided information regarding emergency notifications and evacuations during orientation. During the year Campus Enforcement and safety committee members conduct trainings and mock drills. The Campus Safety Committee will conduct at least one announced mock drill in each building each calendar year. There are additional unannounced mock drills that are held at strategic times to allow for maximum participation among day and night classes. Every effort is made to conduct unannounced

mock drills at least twice per year for each building. Assessment takes place after the trainings which may result in additional safety measures and changes to policy and procedures. Documentation of each drill is maintained by the Campus Safety Coordinator, and includes the date, time, location, description, assessment notes and whether it was announced or unannounced. The college will publicize at a minimum one training, per building, per year, and will utilize email notifications to the campus community. In the event of a drill utilizing the outdoor notification system, notification will be given to surrounding businesses prior to conducting the drill by email and/or phone.

## **X. SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, OR STALKING POLICY**

Isothermal Community College (“College”) strives to make its campuses facilities a safe and welcoming learning and working environment. Pursuant to the Clery Act, Title IX of the Education Amendments of 1972, the Violence Against Women Act, the Campus SaVE Act and other applicable federal and state laws and regulations, the College hereby adopts these procedures when investigating, disciplining and educating the College Community about sexual harassment and sexual-based violence.

### **DEFINITIONS**

The following definitions shall apply to these Procedures and shall be collectively referred to herein as “discrimination, harassment and sexual-based violence”.

***Confidential Employee*** – is not a Responsible Employee, as defined below, and is not required to report incidents of sexual misconduct to the College’s Title IX Coordinator if confidentiality is requested by the student. Confidential Employees designated by the College are the Director of Advising and Success Center and the Counselor and Student Advocacy Coordinator. If a student is unsure of someone’s duties and ability to maintain one’s privacy, the student should ask the person before he/she speaks to him/her.

***Consent*** – explicit approval to engage in sexual activity demonstrated by clear actions or words. This decision must be made freely and actively by all participants. Non-verbal communication, silence, passivity or lack of active resistance does not imply consent. In addition, previous participation in sexual activity does not indicate current consent to participate and consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent has not been obtained in situations where the individual: i) is forced, pressured, manipulated or has reasonable fear that they will be injured if they do not submit to the act; ii) is incapable of giving consent or is prevented from resisting due to physical or mental incapacity (including being under the influence of drugs or alcohol); or iii) has a mental or physical disability which inhibits his/her ability to give consent to sexual activity.



**Dating Violence** – violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Dating violence includes, but is not limited to, sexual or physical abuse, or the threat of such abuse.

**Discrimination** – any act or failure to act that unreasonably and unfavorably differentiates treatment of others based solely on their race, religion, ethnicity, national origin, gender, gender identity, sex, age, disability, pregnancy or parenting status, genetic information, and veteran status. Discrimination may be intentional or unintentional.

**Domestic Violence** – felony or misdemeanor crime of violence committed by:

- A current or former spouse or intimate partner of the victim;
- A person with whom the victim shares a child in common;
- A person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
- Any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**Harassment** (see specific definition for Sexual Harassment) – behavior, including verbal or physical conduct, that is unwelcome; that denigrates or shows hostility toward an individual; and that is sufficiently severe, persistence and pervasive from both a subjective perspective (i.e. the recipient's view) and from an objective perspective (i.e., a reasonable person's view) that it creates an intimidating, hostile, degrading, insulting or offensive work or learning environment; interferes unreasonably with an individual's work or academic performance; or otherwise reasonably adversely affects any individual's employment or educational opportunities.

**Responsible Employee** – a college employee who has the authority to take action to address 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. The College's Responsible Employees include all College administrators (Deans, Directors, Coordinators and Vice Presidents). If a student is unsure of someone's duties and ability to maintain one's privacy, the student should ask the person before he/she speaks to him/her.

**Sexual Assault** – any sexual act directed against another person, without consent of the

victim, including instances where the victim is incapable of giving consent.

***Sexual Harassment*** – unwelcome sexual advances, requests for sexual favors, verbal comments regarding a person’s pregnant or parenting status, and other verbal or physical conduct of a sexual nature when:

- Submission to the conduct is made a term or condition of an individual’s employment or academic performance (either implicitly or explicitly);
- Submission to or rejection of the conduct is used as the basis for employment or educational decisions affecting the individual; or
- Such conduct is sufficiently severe, persistent, and pervasive from both a subjective perspective (i.e. the recipient’s view) and an objective perspective (i.e. a reasonable person’s view) that it interferes with an individual’s work or academic performance or creates an intimidating, hostile, or offensive working or learning environment. Occasional compliments of a socially acceptable nature do not constitute sexual harassment.

***Stalking*** – engaging in a course of conduct directed to a specific person that would cause a reasonable person to fear for his/her safety or the safety of others or suffer substantial emotional distress.

## **REPORTING**

All members of the College Community are expected to take appropriate action to prevent discrimination, harassment, and sexual-based violence. All Responsible Employees are required to report such alleged acts to the Title IX and/or Deputy Coordinator (Coordinator) or appropriate college officials. All Responsible Employees receiving a complaint of discrimination, harassment or sexual based violence shall immediately refer the complaint to the appropriate person. For acts of sexual based violence, Responsible Employees shall inform the Complainant of the right to contact law enforcement.

If a student wishes to keep the details of an alleged incident confidential, he/she should speak with a Confidential Employee, health service provider, or off-campus counselors in order to maintain confidentiality. Campus counselors are available to help students free of charge. For information on the College’s counseling services, contact the Director of Advising and Success Center at (828) 395-1732.

Reports of sexual harassment and sexual-based violence should be made to the College’s appropriate Coordinator:

|                                     |   |
|-------------------------------------|---|
| Employees and Community Members:    | Charity Hardin Allen, Director of Human Resources<br>Administration Building, Main Campus<br><a href="mailto:callen@isothermal.edu">callen@isothermal.edu</a><br>(828) 395-1686 |
| Curriculum Students:                | Sandra Lackner, Dean of Students Student Center Building, Main Campus<br><a href="mailto:slackner@isothermal.edu">slackner@isothermal.edu</a><br>(828) 395-1429                 |
| Continuing Education Students:      | Donna Hood, Dean of Continuing Education The Foundation Building, Main Campus<br><a href="mailto:dhood@isothermal.edu">dhood@isothermal.edu</a><br>(828) 395-1404               |
| REaCH Students:                     | Jeremiah McCluney, REaCH Principal Lifelong Learning Center, Main Campus<br><a href="mailto:ismcclun@rcsnc.org">ismcclun@rcsnc.org</a><br>(828) 395-4164                        |
| Polk County Early College Students: | Mary Metcalf Greene, Polk County Early College<br><a href="mailto:mgreene@polkschools.org">mgreene@polkschools.org</a><br>(828) 894-2698  |

The Coordinator shall receive annual training on issues related to discrimination, harassment, and sexual-based violence, and how to conduct a fair and impartial investigation that protects alleged victims and promotes accountability.

### **INITIAL INVESTIGATION**

Members of the College community are encouraged, but not required, to resolve issues informally and may attempt to do so directly with the other party or with the assistance of a supervisor or other College official. In circumstances in which informal process fails or is inappropriate, in the cases of sexual harassment and sexual-based violence, or in which the reporting party requests formal procedures, the complaints will be investigated promptly, impartially and thoroughly according to the following procedures:

1. Individuals filing complaints (“reporting party”) are urged to do so in writing as soon as possible but no later than thirty (30) days after disclosure or discovery of the facts giving rise to the complaint. Complaints submitted after the thirty (30) day period will still be

investigated; however, the reporting party should recognize that delays in reporting may significantly impair the ability of College officials to investigate and respond to such complaints. The Title IX coordinator will oversee the investigation process. Trained Title IX investigators shall fully investigate any complaints, and if the complaint also involves an employee, they will collaborate with the College's Director of Human Resources or designee. During the course of the investigation, the coordinator may consult with other relevant College administrators and the college attorney.

2. During the investigation, the coordinator and/or investigator shall speak with the reporting party and the respondent and give each party an equal opportunity to provide evidence, including informing the coordinator of any potential witnesses. Both parties will be provided access to any information provided by the other in accordance with any federal or state confidentiality laws. Both parties are afforded the right to have an advisor of their choice present during any related meeting or proceeding, including institutional disciplinary proceedings. The advisor may not participate directly in any proceedings or represent any person involved. During meetings and hearings, the advisor may talk quietly with the reporting party/respondent or pass notes in a non-disruptive manner.

3. During the investigation process, the coordinator may implement interim measures in order to facilitate an efficient and thorough investigation process as well as to protect the rights of all parties involved. The interim actions include, but are not limited to: reassignment of class schedules; temporary suspension from campus (but be allowed to completed course work); or directives that include no contact between the involved parties.

4. Confidential records regarding the complaint shall be maintained by the coordinator. Physical files will be kept in a secure, locked cabinet and any electronic files are password protected and only accessed by the Title IX Coordinator and the Title IX investigators assigned to the case. Any publicly available records, including Clery Act reporting and disclosures, will be without the inclusion of personally identifying information about the victim, in compliance with the Violence Against Women Act of 1994. To the extent possible, the College will keep all information relating to the complaint and investigations confidential; however, to maintain compliance with the Clery Act, both parties will be informed of the outcome of any institutional proceeding alleging sexual harassment or sexual-based violence. All accommodations or protective measures provided to the victim will be kept confidential, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

5. The coordinator shall make every effort to conclude the investigation as soon as possible but no later than thirty (30) calendar days. If nature of the investigation requires additional time, the coordinator shall notify the parties.

6. When a complaint is filed, parties will be provided a written explanation of their rights and options. Persons alleging sexual harassment and sexual based violence have the right to seek additional assistance from law enforcement and have the right to seek, among other things, judicial no-contact, restraining and protective orders. Reporting parties will also be notified of available counseling services and their options for changing academic situations.

## **DETERMINATION AND APPEAL**

### **Coordinator's Report**

The coordinator shall prepare a report of his/her investigation and review the report with both the reporting party and the respondent and, if appropriate, implement any corrective and/or disciplinary action. The standard of evidence used for these actions will be based on the preponderance of the evidence. Appropriate disciplinary action shall depend upon the seriousness of the misconduct and may include: a warning, written reprimand, suspension, expulsion from College property or denial of access to College services or programs.

Any disciplinary action will be implemented immediately and shall not be delayed in the event of a pending appeal.

### **Appeal to the Vice President**

If the reporting party or respondent is dissatisfied with the coordinator's determination, s/he may appeal to the appropriate vice president within ten calendar days upon receipt of the coordinator's report. The vice president will render a decision or convene a review committee. Disagreement with the responsible college administrator's findings or determination, by itself, is not grounds for an appeal. If a review committee is convened, the following will apply:

1. The committee will be composed of the appropriate vice president or designee, who serves as chair, faculty, staff, and/or administrators.
2. The appealing party will be invited to the review committee meeting, but the meeting will proceed as planned if the appealing party fails to appear. The appealing party may have an advisor present during the review committee meeting. However, the appealing party must inform the vice president in writing at least two days prior to the meeting that an advisor will be present.

3. The responsibility of the committee will be limited to:

- A review of the investigation to determine whether or not any procedural or policy error(s) occurred which may change the outcome of the decision;
- A review of substantive and relevant new information that was not available at the time of complaint investigation that may change the outcome of the decision.

A written response (hard copy or email) from the review committee chair should be sent to the complainant. A copy of the complaint, minutes from the review committee meeting, information regarding the specific steps undertaken in the review process, and the written response must be maintained by the vice president. A brief description of the nature of the complaint, the name and contact information of the student filing the complaint, a brief description of the committee review process, and the date of the response will be sent to the Title IX Coordinator who will maintain a record of the complaint including the date of the College's response.

If the appealing party is not satisfied with the decision of the review committee, the appealing party may appeal within five working days through a signed, written statement to the President of the College. The decision of the President will be final. A record of the date of this final response will be sent to the Title IX Coordinator who will maintain a record of the response.

#### **PROTECTION AGAINST RETALIATION**

The College will not in any way retaliate against an individual who makes a report of discrimination, harassment or sexual-based violence in good faith or who assists in an investigation. Retaliation includes, but is not limited to: intimidation, disciplinary action, reprisal or harassment. Retaliation is a serious violation and should be reported immediately. The College will take disciplinary action against any employee or student found to have retaliated against another in violation of these procedures.

#### **PREGNANT AND PARENTING STUDENTS**

Title IX regulations specifically prohibit discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. Title IX regulations also prohibit the college from excluding a pregnant student from participating in any part of an educational program. If a pregnant student desires accommodations to assist with their participation in the educational process, the

student may submit a Title IX Request for Academic Accommodations for Pregnancy form to the Counselor and Student Advocacy Coordinator. For more information, contact the Advising and Success Center.

### **SUSPENSION OF PROCEDURES**

In cases of emergency or serious misconduct, the president or the president's designee reserves the right to suspend this process and may enact appropriate action for the welfare and safety of the College community.

### **STUDENT AND EMPLOYEE EDUCATION AND ANNUAL TRAINING**

All new students and all employees shall be required to participate in a primary prevention and awareness program that promotes awareness of discrimination, harassment, and sexual-based violence. This program will be held annually during each fall semester.

At this annual training, students and employees must receive training in the following areas:

1. Information about safe and positive options for bystander intervention skills;
2. What "consent" means with reference to sexual activities.
3. Risk reduction programs so students recognize and can avoid abusive behaviors or potential attacks;
4. How and to whom to report an incident regarding discrimination, harassment and sexual-based violence;
5. The importance of preserving physical evidence in a sexual-based violent crime; and
6. Options about the involvement of law enforcement and campus authorities, including the alleged victim's option to: i) notify law enforcement; ii) being assisted by campus authorities in notifying law enforcement; iii) decline to notify law enforcement; and iv) obtaining "no-contact" or restraining orders.

Each year, the College will make reasonable efforts to see that all students and employees receive a copy of these procedures. They will be sent to the respective student and employees email address of record if one exists, and if not, reasonable efforts will be made to disseminate the information in another way. These procedures will be maintained online in the College's website and a hard copy will be kept on file (in English and Spanish) in the coordinator's office. Other translations will be made available upon request.

The College must, upon written request, disclose to the reporting party of any crime of violence or a non-forcible sex offense, the results of any disciplinary proceeding conducted by the College against a student who is the respondent of such crime or offense. If the alleged victim is deceased as a result of the crime or offense, the information shall be provided, upon request to the next of kin of the alleged victim.

The College has taken a proactive stance for safety and security by establishing a Sexual Assault Response Team (SART). SART has developed procedures for responding to students who report they are victims of sexual assault. SART consists of the Vice President of Administrative Services, Title IX Coordinator (Director of Human Resources), Deputy Coordinators (Dean of Students and Dean of Continuing Education), Director of Advising and Success Center, and Campus Enforcement as appropriate. Any SART representative as well as counseling staff may provide students and employees with information regarding community assistance programs and supplemental college services in areas such as personal safety, domestic violence, sexual assault, etc. Also, educational programs and material are made available to assist students and employees in managing personal safety and sexual assault prevention. For more information, contact Student Services, Human Resources, and/or Campus Enforcement.

#### **XI. REGISTERED SEX OFFENDER**

The Campus Sex Crimes Prevention Act (CSCPA) of 2000 is a federal law that provides for the tracking of convicted sex offenders enrolled at, or employed at, institutions of higher education. The CSCPA is an amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. North Carolina community colleges are also subject to N.C.G.S. 14-208.18. This amendment is known as the Jessica Lunsford Act and became effective December 1, 2008.

Students and employees are made aware through the College Catalog and Student Handbook that information regarding registered sex offenders in the local region, may be obtained by contacting the Rutherford County Sheriff's Department at (828) 287-6247 or at the website: <http://sexoffender.ncsbi.gov>.

The College takes no affirmative acts to identify or otherwise initiate any direct actions against sex offenders. If college officials become aware of possible violations, they should notify law enforcement and allow law enforcement officials to address the issue. If sex offenders inquire about their ability to attend classes or be present on any college campus or center, they should be directed to Campus Enforcement or the local sheriff's office. The local sheriff is responsible for enforcing violations of this law.



## **XII. SECURITY AWARENESS PROGRAMS**

Students are informed of services offered by Campus Enforcement to maintain personal safety in the annual College Catalog and Student Handbook, bi-annual student newsletter and orientation event (held each fall and spring semester). The College Catalog and Student Handbook informs the Campus Community of crime statistics that occurred on Isothermal's campuses and on the properties adjacent to the campus and centers. Additionally, campus safety is included in the syllabus of each curriculum course and the instructor of the course will review safety information relevant to the course.

Employees are provided with the same information through new hire orientation held in the fall and spring each year. Part-time employees receive safety information at the time they are hired. During the academic year, in cooperation with other campus organizations and departments, crime prevention programs and sexual assault/harassment prevention programs are offered. Every effort is made to meet with each department at least twice per year to discuss safety and security on campus.

A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. This includes discussion around campus doors/security measures, emergency guidebooks, evacuation/lockdown procedures, self-defense, minor first aid and stop the bleed training. In addition to seminars, information is disseminated to students and employees through brochures, flyers, and other media forms as necessary. When time is of the essence, information is released to the community through security alerts sent via email or text.

To view the Isothermal Community College Safety information, go to the website:  
<https://www.isothermal.edu/services/campus-safety/index.html>.

## **XIII. CRIME PREVENTION PROGRAMS**

Students are informed of services offered by Campus Enforcement to address crime prevention in the annual College Catalog and Student Handbook, bi-annual student newsletter and orientation event (held each fall and spring semester).

Employees are provided with the same information through new hire orientation held in the fall and spring of each year. Part-time employees receive crime prevention information at the time they are hired. During the academic year, in cooperation with other campus organizations and departments, crime prevention programs and sexual assault/harassment prevention programs are offered. Every effort is made to meet with each department at least twice per year to discuss crime prevention campus.

A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. This includes discussion of strategies and tips on how to protect themselves from sexual assault, theft, and other crimes. In addition to seminars, information is disseminated to students and employees through brochures, flyers, and other media forms as necessary.

#### **XIV. DRUG, ALCOHOL, AND SUBSTANCE ABUSE**

The College's facilities have been designated as "Drug Free" and only under approved circumstances is the consumption of alcohol permitted. The possession and/or use of any non-prescribed controlled substance, as defined in Chapter 90 of the General Statutes of North Carolina and federal laws, is not permitted on the facilities of the College. The consumption of alcohol or the possession of an open container which contains alcoholic beverages is prohibited on the campuses of Isothermal Community College. Exceptions shall be made for the use of alcohol in instructional situations, e.g. cooking classes, laboratory experiments, or in conjunction with events at The Foundation Performing Arts and Conference Center meeting the requirements of the NC State ABC Codes and of the nonexclusive catering services agreement. Appropriate disciplinary sanctions will be determined by the College on a case by case basis and may include expulsion and referral for prosecution.

The College has developed a program to prevent the illicit use of drugs, the abuse of alcohol, and underage drinking by students and employees. The program provides services related to drug use and abuse including dissemination of informational materials, educational programs, counseling services, referrals, and college disciplinary actions. The Student Activities Coordinator supports an overall coordination of the Drug-Free School Program. However, many services are the responsibility of other areas of the institution. These include:

|                               |  |
|-------------------------------|--|
| Alcohol and Drug Education:   | College Counselors, Employee Assistance Program, College Health Classes, Orientation classes |
| Counseling Services:          | College Counselors, Employee Assistance Program  |
| Referral Services:            | College Counselors, Employee Assistance Program  |
| College Disciplinary Actions: | Dean of Students, HR Director, REaCH Principal, Dean of Continuing Education                 |

**XV. CRIME STATISTICS**

**Rutherford Campus (Main)**

| On-Campus  | 2020 | 2021 | 2022 | Public Property  | 2020 | 2021 | 2022 | Non-Campus   | 2020 | 2021 | 2022 |
|--|------|------|------|--|------|------|------|--|------|------|------|
| Murder/Non-Negligent Manslaughter                          | 0    | 0    | 0    | Murder/Non-Negligent Manslaughter                          | 0    | 0    | 0    | Murder/Non-Negligent Manslaughter                          | 0    | 0    | 0    |
| Manslaughter by Negligence                                 | 0    | 0    | 0    | Manslaughter by Negligence                                 | 0    | 0    | 0    | Manslaughter by Negligence                                 | 0    | 0    | 0    |
| Rape   | 0    | 0    | 0    | Rape   | 0    | 0    | 0    | Rape   | 0    | 0    | 0    |
| Fondling   | 0    | 0    | 0    | Fondling   | 0    | 0    | 0    | Fondling   | 0    | 0    | 0    |
| Incest   | 0    | 0    | 0    | Incest   | 0    | 0    | 0    | Incest   | 0    | 0    | 0    |
| Statutory Rape   | 0    | 0    | 0    | Statutory Rape   | 0    | 0    | 0    | Statutory Rape   | 0    | 0    | 0    |
| Robbery  | 0    | 0    | 0    | Robbery  | 0    | 0    | 0    | Robbery  | 0    | 0    | 0    |
| Aggravated Assault   | 0    | 0    | 0    | Aggravated Assault   | 0    | 0    | 0    | Aggravated Assault   | 0    | 0    | 0    |
| Burglary   | 0    | 0    | 0    | Burglary   | 0    | 0    | 0    | Burglary   | 0    | 0    | 0    |
| Motor Vehicle Theft  | 0    | 0    | 0    | Motor Vehicle Theft  | 0    | 0    | 0    | Motor Vehicle Theft  | 0    | 0    | 0    |
| Arson  | 0    | 0    | 0    | Arson  | 0    | 0    | 0    | Arson  | 0    | 0    | 0    |
| Stalking   | 0    | 0    | 0    | Stalking   | 0    | 0    | 0    | Stalking   | 0    | 0    | 0    |
| Dating Violence  | 0    | 0    | 0    | Dating Violence  | 0    | 0    | 0    | Dating Violence  | 0    | 0    | 0    |
| Domestic Violence  | 0    | 0    | 0    | Domestic Violence  | 0    | 0    | 0    | Domestic Violence  | 0    | 0    | 0    |
| Weapons: Carrying, Possessing, etc.-Arrests                | 0    | 0    | 0    | Weapons: Carrying, Possessing, etc.-Arrests                | 0    | 0    | 0    | Weapons: Carrying, Possessing, etc.-Arrests                | 0    | 0    | 0    |
| Weapons: Carrying, Possessing, etc.-Disciplinary Referrals | 0    | 0    | 0    | Weapons: Carrying, Possessing, etc.-Disciplinary Referrals | 0    | 0    | 0    | Weapons: Carrying, Possessing, etc.-Disciplinary Referrals | 0    | 0    | 0    |
| Drug Abuse Violations-Arrests                              | 0    | 0    | 0    | Drug Abuse Violations-Arrests                              | 0    | 0    | 0    | Drug Abuse Violations-Arrests                              | 0    | 0    | 0    |
| Drug Violations-Disciplinary Referrals                     | 0    | 0    | 1    | Drug Violations-Disciplinary Referrals                     | 0    | 0    | 0    | Drug Violations-Disciplinary Referrals                     | 0    | 0    | 0    |
| Liquor Law Violations-Arrests                              | 0    | 0    | 0    | Liquor Law Violations-Arrests                              | 0    | 0    | 0    | Liquor Law Violations-Arrests                              | 0    | 0    | 0    |
| Liquor Law Violations-Disciplinary Referrals               | 0    | 0    | 0    | Liquor Law Violations-Disciplinary Referrals               | 0    | 0    | 0    | Liquor Law Violations-Disciplinary Referrals               | 0    | 0    | 0    |
| Hate Crimes – Larceny/theft                                | 0    | 0    | 0    | Hate Crimes – Larceny/theft                                | 0    | 0    | 0    | Hate Crimes – Larceny/theft                                | 0    | 0    | 0    |
| Hate Crimes – Simple Assault                               | 0    | 0    | 0    | Hate Crimes – Simple Assault                               | 0    | 0    | 0    | Hate Crimes – Simple Assault                               | 0    | 0    | 0    |
| Hate Crimes – Intimidation                                 | 0    | 0    | 0    | Hate Crimes – Intimidation                                 | 0    | 0    | 0    | Hate Crimes – Intimidation                                 | 0    | 0    | 0    |
| Hate Crimes – Destruction/Damage / Vandalism of Property   | 0    | 0    | 0    | Hate Crimes – Destruction/Damage / Vandalism of Property   | 0    | 0    | 0    | Hate Crimes – Destruction/Damage / Vandalism of Property   | 0    | 0    | 0    |
| Unfounded Crimes   | 0    | 0    | 0    | Unfounded Crimes   | 0    | 0    | 0    | Unfounded Crimes   | 0    | 0    | 0    |

## Rutherfordton Learning Center

| On-Campus  | 2020 | 2021 | 2022 | Public Property  | 2020 | 2021 | 2022 |
|--|------|------|------|--|------|------|------|
| Murder/Non-Negligent Manslaughter                          | 0    | 0    | 0    | Murder/Non-Negligent Manslaughter                          | 0    | 0    | 0    |
| Manslaughter by Negligence                                 | 0    | 0    | 0    | Manslaughter by Negligence                                 | 0    | 0    | 0    |
| Rape   | 0    | 0    | 0    | Rape   | 0    | 0    | 0    |
| Fondling   | 0    | 0    | 0    | Fondling   | 0    | 0    | 0    |
| Incest   | 0    | 0    | 0    | Incest   | 0    | 0    | 0    |
| Statutory Rape   | 0    | 0    | 0    | Statutory Rape   | 0    | 0    | 0    |
| Robbery  | 0    | 0    | 0    | Robbery  | 0    | 0    | 0    |
| Aggravated Assault   | 0    | 0    | 0    | Aggravated Assault   | 0    | 0    | 0    |
| Burglary   | 0    | 0    | 0    | Burglary   | 0    | 0    | 0    |
| Motor Vehicle Theft  | 0    | 0    | 0    | Motor Vehicle Theft  | 0    | 0    | 0    |
| Arson  | 0    | 0    | 0    | Arson  | 0    | 0    | 0    |
| Stalking   | 0    | 0    | 0    | Stalking   | 0    | 0    | 0    |
| Dating Violence  | 0    | 0    | 0    | Dating Violence  | 0    | 0    | 0    |
| Domestic Violence  | 0    | 0    | 0    | Domestic Violence  | 0    | 0    | 0    |
| Weapons: Carrying, Possessing, etc.-Arrests                | 0    | 0    | 0    | Weapons: Carrying, Possessing, etc.-Arrests                | 0    | 0    | 0    |
| Weapons: Carrying, Possessing, etc.-Disciplinary Referrals | 0    | 0    | 0    | Weapons: Carrying, Possessing, etc.-Disciplinary Referrals | 0    | 0    | 0    |
| Drug Abuse Violations-Arrests                              | 0    | 0    | 0    | Drug Abuse Violations-Arrests                              | 0    | 0    | 0    |
| Drug Violations-Disciplinary Referrals                     | 0    | 0    | 0    | Drug Violations-Disciplinary Referrals                     | 0    | 0    | 0    |
| Liquor Law Violations-Arrests                              | 0    | 0    | 0    | Liquor Law Violations-Arrests                              | 0    | 0    | 0    |
| Liquor Law Violations-Disciplinary Referrals               | 0    | 0    | 0    | Liquor Law Violations-Disciplinary Referrals               | 0    | 0    | 0    |
| Hate Crimes – Larceny/theft                                | 0    | 0    | 0    | Hate Crimes – Larceny/theft                                | 0    | 0    | 0    |
| Hate Crimes – Simple Assault                               | 0    | 0    | 0    | Hate Crimes – Simple Assault                               | 0    | 0    | 0    |
| Hate Crimes – Intimidation                                 | 0    | 0    | 0    | Hate Crimes – Intimidation                                 | 0    | 0    | 0    |
| Hate Crimes – Destruction/Damage/Vandalism of Property     | 0    | 0    | 0    | Hate Crimes – Destruction/Damage/Vandalism of Property     | 0    | 0    | 0    |
| Unfounded Crimes   | 0    | 0    | 0    | Unfounded Crimes   | 0    | 0    | 0    |

## Polk Center

| On-Campus  | 2020 | 2021 | 2022 | Public Property  | 2020 | 2021 | 2022 |
|--|------|------|------|--|------|------|------|
| Murder/Non-Negligent Manslaughter                          | 0    | 0    | 0    | Murder/Non-Negligent Manslaughter                          | 0    | 0    | 0    |
| Manslaughter by Negligence                                 | 0    | 0    | 0    | Manslaughter by Negligence                                 | 0    | 0    | 0    |
| Rape   | 0    | 0    | 0    | Rape   | 0    | 0    | 0    |
| Fondling   | 0    | 0    | 0    | Fondling   | 0    | 0    | 0    |
| Incest   | 0    | 0    | 0    | Incest   | 0    | 0    | 0    |
| Statutory Rape   | 0    | 0    | 0    | Statutory Rape   | 0    | 0    | 0    |
| Robbery  | 0    | 0    | 0    | Robbery  | 0    | 0    | 0    |
| Aggravated Assault   | 0    | 0    | 0    | Aggravated Assault   | 0    | 0    | 0    |
| Burglary   | 0    | 0    | 0    | Burglary   | 0    | 0    | 0    |
| Motor Vehicle Theft  | 0    | 0    | 0    | Motor Vehicle Theft  | 0    | 0    | 0    |
| Arson  | 0    | 0    | 0    | Arson  | 0    | 0    | 0    |
| Stalking   | 0    | 0    | 0    | Stalking   | 0    | 0    | 0    |
| Dating Violence  | 0    | 0    | 0    | Dating Violence  | 0    | 0    | 0    |
| Domestic Violence  | 0    | 0    | 0    | Domestic Violence  | 0    | 0    | 0    |
| Weapons: Carrying, Possessing, etc.-Arrests                | 0    | 0    | 0    | Weapons: Carrying, Possessing, etc.-Arrests                | 0    | 0    | 0    |
| Weapons: Carrying, Possessing, etc.-Disciplinary Referrals | 0    | 0    | 0    | Weapons: Carrying, Possessing, etc.-Disciplinary Referrals | 0    | 0    | 0    |
| Drug Abuse Violations-Arrests                              | 0    | 0    | 0    | Drug Abuse Violations-Arrests                              | 0    | 0    | 0    |
| Drug Violations-Disciplinary Referrals                     | 0    | 0    | 0    | Drug Violations-Disciplinary Referrals                     | 0    | 0    | 0    |
| Liquor Law Violations-Arrests                              | 0    | 0    | 0    | Liquor Law Violations-Arrests                              | 0    | 0    | 0    |
| Liquor Law Violations-Disciplinary Referrals               | 0    | 0    | 0    | Liquor Law Violations-Disciplinary Referrals               | 0    | 0    | 0    |
| Hate Crimes – Larceny/theft                                | 0    | 0    | 0    | Hate Crimes – Larceny/theft                                | 0    | 0    | 0    |
| Hate Crimes – Simple Assault                               | 0    | 0    | 0    | Hate Crimes – Simple Assault                               | 0    | 0    | 0    |
| Hate Crimes – Intimidation                                 | 0    | 0    | 0    | Hate Crimes – Intimidation                                 | 0    | 0    | 0    |
| Hate Crimes – Destruction/Damage/Vandalism of Property     | 0    | 0    | 0    | Hate Crimes – Destruction/Damage/Vandalism of Property     | 0    | 0    | 0    |
| Unfounded Crimes   | 0    | 0    | 0    | Unfounded Crimes   | 0    | 0    | 0    |