



"Improve Life Through Learning"

**Campus Safety and Security Report
For 2023**

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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 Resource Officers, Associate Vice President for Student Affairs, 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 Operations, Campus Resource Officers, Associate Vice President for Student Affairs, 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 Campus 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 Resource Officers at 828-289-5850. In addition, the Campus Community may report a concern and/or campus crime to the following areas:

Associate Vice President for Student Affairs	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 Operations	Administration	828-395-1293
Chief Development Officer	Administration	828-395-1624

Polk Campus 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. 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 [03.03.07](#) and [05.03.04](#).) 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
 (828) 395-1686

Deputy Title IX Coordinator: Sandra Lackner
 Associate Vice President for Student Affairs
 Student Center Building, Main Campus
slackner@isothermal.edu
 (828) 395-1429

Donna Hood
Dean of Continuing Education
The Foundation Building, Main Campus
dhoo@isothermal.edu
(828) 395-1404

Jeremiah McCluney
REaCH Principal
Lifelong Learning Center, Main Campus
jmclun@rcsnc.org
(828) 395-4164

Mary Metcalf Greene
Polk County Early College
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 Resource Officers, Associate Vice President for Student Affairs, 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 Operations. 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 Campus, 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 Resource Officers). The deputies have full powers of arrest in cases involving violations of the federal, state, and local law and ordinances on campus. Campus Resource Officers provides safety training to employees and students and makes recommendations to administration for improvements for all college facilities. Campus Resource Officers works closely with local, state, and federal law enforcement agencies as needed.

The College and Campus Resource Officers 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 Campus.

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); flyers and/or local media. Anyone with information warranting a timely warning should report the circumstances to Campus Resource Officers (828-289-5850), Associate Vice President for Student Affairs (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 Resource Officers 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 Resource Officers, 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 Resource Officers 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 this procedure. The definitions are not intended to operate as speech codes, promote content and viewpoint discrimination or suppress minority viewpoints in the academic setting. Indeed, just because a person’s speech or expression is deemed offensive by others does not mean it constitutes discrimination or harassment.

- A. **Complainant** – an individual who is alleged to have been subjected to conduct that could constitute Sexual Harassment, as defined in these Procedures, and who was participating or attempting to participate in the College's education program or activity at the time of the alleged Sexual Harassment.
- B. **Confidential Employees** – 1) employees with confidentiality bestowed by law or professional ethics, such as lawyers, medical professionals, clergy, and mental health counselors; 2) employees whom the College has specifically designated as Confidential Employees for purposes of providing support and resources to a Complainant; and 3) employees conducting human subjects research as part of a study approved by the College's Institutional Review Board.
- C. **Consent** – knowing, voluntary, and clean permission by word or action to engage in sexual activity. Consent is evaluated from the perspective of what a reasonable person would conclude are mutually understandable words or actions. Reasonable reciprocation can establish consent. Consent to some sexual contact (such as kissing or fondling) cannot be assumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent.

Consent has not been obtained in situations where the individual: i) is forced, coerced, 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.

- D. **Dating Violence** – violence on the basis of sex committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. For purposes of this definition, Dating Violence includes but is not limited to sexual or physical abuse or the threat of such abuse.

- E. **Domestic Violence** – violence on the basis of sex committed by a current or former spouse or intimate partner of the Complainant; by a person with whom the Complainant shares a child in common; by a person with whom the Complainant cohabitates or has cohabitated as a spouse or intimate partner; by a person similarly situated to a spouse of the Complainant under the domestic violence laws of the State; or by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic violence laws of the State.
- F. **Education Program or Activity** – for purposes of these Procedures, this means any locations, events, or circumstances in which the College exercises substantial control over both the Respondent(s) and the context in which the alleged sexual harassment occurs. It also means any building owned or controlled by a student organization that is officially recognized by the College.
- G. **Formal Complaint** – a verbal or written report alleging sexual harassment against a Respondent that objectively can be understood as a request for the College to investigate the allegation(s) and make a policy violation determination. A Formal Complaint initiates a formal grievance process in which parties are entitled to due process protections. A Formal Complaint is separate and distinct from a Report, which provides only notice to the College of an allegation or concern about sexual harassment and provides an opportunity for the Title IX Coordinator to provide information, resources, and supportive measures.
- H. **Informal Resolution** – a resolution reached regarding an allegation of sexual harassment without going through the entire formal grievance process. Informal Resolution may include mediation, facilitated dialogue, conflict coaching, restorative justice, or other models of alternative dispute resolution. Informal Resolution cannot be used for a student's allegation of sexual harassment against a College employee.
- I. **Report** – notice to the College of an allegation or concern about sexual harassment that provides an opportunity for the Title IX Coordinator to provide information, resources, and supportive measures. When the College receives a Report of alleged sexual harassment, the College is deemed to have knowledge of conduct that reasonably may constitute sexual harassment.
- J. **Respondent** – an individual who has been reported to engage in conduct that could constitute Sexual Harassment.
- K. **Retaliation** – to intimidate, threaten, coerce, or discriminate against any person by the College, a student, employee, or a person authorized by the College to provide aid, benefit, or service under the College's education program or activity, for the purpose of interfering with any right or privilege secured by law or policy, or because the person has made a report or complaint, testified, assisted, participated, or refused to participate in any manner in an investigation, proceeding, or hearing under these Procedures.

The exercise of rights protected by the First Amendment does not constitute retaliation. It is also not retaliation for the College to pursue Policy violations against those who make materially false statements in bad faith in the course of a resolution under these Procedures.

- L. **Sexual Assault** – an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting system.

- M. **Sexual Harassment** – a form of sex discrimination that means harassment on the basis of sex. Sexual Harassment includes hostile environment harassment; quid pro quo harassment; or any instance of sexual assault, dating violence, domestic violence, or stalking.

Hostile environment harassment is unwelcome sex-based conduct, which based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the College's education program or activity.

Hostile environment harassment is a fact-specific inquiry that includes consideration of the degree to which the conduct affected the Complainant's ability to access the College's education program or activity; the type, frequency, and duration of the conduct; the parties' ages, roles, previous interactions, and other factors that may be relevant; the location of the conduct and the context in which the conduct occurred; and any other sexual harassment in the College's education program or activity.

Quid pro quo harassment is when a College employee or agent who provides an aid, benefit, or service under the College's education program or activity and explicitly or impliedly conditions the provision of such aid, benefit, or service on a person's participation in unwelcome sexual conduct.

- N. **Stalking** – engaging in a course of conduct on the basis of sex, directed at the Complainant, which would cause a reasonable person to fear for his/her safety or the safety of others or suffer substantial emotional distress.

For purposes of this definition, "course of conduct" means two or more acts, including but not limited to acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

- O. **Standard of Evidence** – the College uses preponderance of the evidence as the standard for proof of whether a violation of this policy has occurred. In the student due process hearing and employee grievance process, legal terms like "guilt", "innocence" and "burden of proof" are not applicable. Student and employee due process hearings are conducted to take into account the totality of all evidence available from all relevant sources. The College will find the Respondent either "responsible" or "not responsible" for violating these Procedures.
- P. **Supportive Measures** – individualized services reasonably available that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party that are offered to restore or preserve educational access, protect safety, or deter sexual harassment. Examples of support measures are referral to counseling, medical, or other healthcare services; extensions of deadlines or other course-related adjustments; modifications of work or class schedules; campus escort services; mutual restrictions on contact between the parties; leaves of absences; increased security and monitoring of certain areas of the College; and other similar measures.

SCOPE AND APPLICABILITY

- A. These Procedures apply to the conduct of and protect:

1. College students and applicants for admission into the College
 2. College employees and applicants for employment
 3. College student organizations
 4. Third parties participating in a College education program or activity
- B. These Procedures apply to conduct that occurs in any College Education Program or Activity or under circumstances where the College has disciplinary authority and of which the College has knowledge.
- C. When a party is participating in a dual enrollment program, the College will coordinate with the party's school district to determine jurisdiction and coordinate providing supportive measures based on the allegations and identities of the parties.

REPORTING

A. Reporting to Local Law Enforcement

Individuals may report sexual harassment directly to local law enforcement agencies by dialing 911. Individuals who make a criminal allegation may also choose to pursue the College's grievance procedure simultaneously. A criminal investigation into the matter does not release the College from its obligation to conduct its own investigation (nor is a criminal investigation determinative of whether sexual harassment has occurred). However, the College's investigation may be delayed temporarily while the criminal investigators are gathering evidence. In the event of such a delay, the College must make available supportive measures when necessary to protect the parties and/or the College community.

Individuals may choose not to report alleged sexual harassment to law enforcement authorities. The College respects and supports individuals' decisions regarding reporting; nevertheless, the College may notify appropriate law enforcement authorities if legally required or warranted by the nature of the allegations.

B. Reporting to College Officials

The College's Title IX Coordinator oversees compliance with these Procedures and Title IX regulations. Questions about these Procedures should be directed to the Title IX Coordinator. Anyone wishing to make a report relating to sexual harassment may do so by reporting the concern to the College's Title IX Coordinator in person, by mail, by telephone, by email, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report of alleged sexual harassment.

C. Employee's Mandatory Reporting

All College employees, including student-employees, other than those deemed Confidential Employees, are Mandated Reporters and are expected to promptly report all known details of actual or suspected sexual harassment to appropriate officials immediately. Failure of a Mandated Reporter to report an incident of sexual harassment of which they become aware is a violation of College Policy and may subject the employee to disciplinary action.

D. Confidential Employees' Reporting

Confidential Employees designated by the College are not required to report actual or suspected sexual harassment. Confidential Employees must, however, provide a Complainant with the Title IX Coordinator's contact information and offer options and resources without any obligation to inform an outside agency unless otherwise required by law.

E. External Contact Information

Concerns about the College's application of these Procedures and compliance with certain federal civil rights laws may be addressed to:

Office for Civil Rights (OCR)
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202-1100
Email: OCR@ed.gov
Phone: (202) 453-6012

Equal Employment Opportunity Commission (EEOC)
131 M Street, NE
Washington, D.C. 20507
Email: info@eeoc.gov
Phone: 1-800-669-4000

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
Administration Building, Main Campus
callen@isothermal.edu
(828) 395-1686

Curriculum Students: Sandra Lackner
Associate Vice President for Student Affairs
Student Center Building, Main Campus
slackner@isothermal.edu
(828) 395-1429

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

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

Polk County Early College Students:

Mary Metcalf Greene
Polk County Early College
mgreene@polkschools.org
(828) 894-2698

INITIAL INVESTIGATION

A. Scope

1. Use of these grievance procedures applies to reports alleging sexual harassment carried out by employees, students, or third parties.
2. All reports of sexual harassment are taken seriously. At the same time, those accused of sexual harassment are presumed "not responsible" throughout this grievance procedure.

B. Initial College Response and Assessment

1. After receiving a report of sexual harassment, the Title IX Coordinator takes prompt and appropriate steps to:
 - a. Communicate with the individual who reported the alleged conduct;
 - b. Offer and implement supportive measures to eliminate and prevent the recurrence of sex harassment, deter retaliation, remedy the effects of sex harassment, and provide due process rights during a College investigation;
 - c. Provide the individual with a copy of this Policy and Procedure; and
 - d. Determine whether the alleged conduct, as described by the reporting party, falls within the scope of this policy and if so, initiate the investigation and resolution procedures outlined below.
 - e. The Title IX Coordinator may delegate the authority to take some or all of these steps to a Deputy Title IX Coordinator.
2. Supportive Measures
 - a. Any Party may seek modification or reversal of the College's decision to provide, deny, modify, or terminate supportive measures applicable to the Party. A request to do so should be made in writing to the Title IX Coordinator.
 - b. An impartial employee who has authority to modify or reverse the decision will determine whether to provide, deny, modify, or terminate the supportive measures if they are inconsistent with the definition of supportive measures as defined in this Procedure.
 - c. The College will also provide the Parties with the opportunity to seek additional modification or termination of supportive measures applicable to them if circumstances materially change.
3. There is no time limitation on providing a Formal Complaint to the Title IX Coordinator. However, if the Respondent is no longer subject to the College's jurisdiction and/or significant time has passed, the ability to investigate, respond, and/or provide remedies may be more limited or impossible.
4. False Allegations and Evidence
 - a. Deliberately false and/or malicious accusations under this Policy or Procedure are a serious offense and will be subject to appropriate disciplinary action. This does not include allegations that are made in good faith but are ultimately shown to be erroneous or do not result in a determination of a Policy violation.

- b. Witnesses and Parties who knowingly provide false evidence, tamper with or destroy evidence, or deliberately mislead an official conducting an investigation or resolution process can be subject to discipline under appropriate College policies, procedures, and rules.
5. Emergency Removals/Administrative Leave
- a. The College may remove a student Respondent, upon receipt of a report, Formal Complaint, or at any time during the grievance process, on an emergency basis when the College performs an individualized safety and risk analysis and determines that an imminent and serious threat to the health or safety of any student or other individual justifies removal.
 - i. A threat assessment team must recommend to the appropriate College official to implement or stay an emergency removal of a student and the conditions and duration of such emergency removal following a risk analysis.
 - ii. In all cases in which an emergency removal is imposed, the student shall be given notice and an opportunity to challenge the removal decision immediately following the removal by submitting a written appeal to the President.
 - iii. Violation of an emergency removal under this Procedure is grounds for independent disciplinary action, up to and including suspension or expulsion.
 - b. The College may place an employee on suspension with pay upon receipt of a report, Formal Complaint, or at any time during the grievance process. An employee does not have a right to appeal a determination to place the employee on suspension with pay pending the conclusion of the Title IX grievance procedure. Violation of the terms of the suspension is grounds for independent disciplinary action, up to and including dismissal.
6. The Title IX Coordinator may administratively close a Formal Complaint of sexual harassment at any time if:
- a. The Complainant voluntarily withdraws any or all of the allegations in the Complaint and the Title IX Coordinator declines to initiate a Complaint;
 - b. The Respondent is no longer enrolled or employed by the College;
 - c. The College is unable to identify the Respondent after taking reasonable steps to do so; or
 - d. The College determines the conduct alleged in the Complaint would not constitute a violation of this Policy and Procedure, even if proven.

The Title IX Coordinator will notify the parties if a Formal Complaint of sexual harassment is closed under this section, including the reason(s) for closure, and direct the parties to the appropriate College office or department to resolve the report or complaint. All parties may appeal the Title IX Coordinator's dismissal of a Formal Complaint under this section by using the appeal procedures in Section VI, below.

7. Confidentiality/Privacy

- a. The College makes every effort to preserve the Parties' privacy. The College will not share the identity of any individual who has made a report of sexual harassment, any Complainant, any individual who has been reported to be the perpetrator of sexual harassment, any Respondent, or any witness, except as permitted or required by or to fulfill the purposes of applicable laws and regulations.
 - b. Parties and Advisors are prohibited from unauthorized disclosure of information obtained by the College through these Procedures to the extent that information is the work product of the College, meaning it has been produced, compiled, or written by the College for purposes of its investigation and resolution of a Formal Complaint. It is also a violation of these Procedures to publicly disclose institutional work product that contains a Party or witness's personally identifiable information without authorization or consent.
8. Regardless of when alleged sexual harassment is reported, a Complainant must be participating in or attempting to participate in the College's education program or activity for a Formal Complaint to be investigated.
9. Consolidation
- The College may consolidate complaints of sexual harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against another party, when the allegations of sexual harassment arise out of the same facts or circumstances.

C. Informal Resolution

1. Any party may request the College facilitate an informal resolution to a sexual harassment complaint at any time prior to a final determination. The Title IX Coordinator may offer the parties the opportunity for informal resolution, too.
 - i. Upon a request for informal resolution, the Title IX Coordinator determines whether informal resolution is appropriate based on the facts and circumstances of the case. The Title IX Coordinator ensures that any proposed informal resolution is consistent with the College's obligations to prevent and redress sexual harassment.
 - ii. A student's allegations of sexual harassment against a College employee are not eligible for informal resolution.
 - iii. The Title IX Coordinator provides the parties with written notice of proceeding with an informal resolution, including the allegations of sexual harassment, the requirements of the informal resolution process, the potential terms that may be requested or offered in informal resolution, and what information the College will maintain, including any potential disclosures of information.
 - iv. The Title IX Coordinator also designates an independent, neutral person to facilitate the informal resolution, which could be the Title IX Coordinator.
2. Informal resolution is voluntary.
 - i. The Complainant and Respondent must provide written consent for informal resolution to take place.

- ii. Any party has a right to end the informal resolution process at any time prior to agreeing to a resolution and begin or continue the formal investigation and grievance process.
3. Informal resolution concludes the matter only when all parties have signed a written agreement that confirms resolution of the allegations.
 - i. The resolution agreement must include a waiver of the parties' right to have a formal grievance process on the allegations that have been informally resolved.
 - ii. Parties are prohibited from revoking or appealing a resolution agreement. Should the Respondent violate the terms of an informal resolution agreement, such violation will subject the Respondent to an investigation and the formal grievance process contained in this procedure.
4. If a resolution agreement is not reached, the College will continue with a formal investigation.

D. Investigations

1. The goal of a formal investigation is to reach a determination as to whether a Respondent has violated one or more College policies prohibiting sexual harassment and if so, remedy the effects of a violation.
 - i. The Title IX Coordinator may include possible violations of other College policies that contributed to, arose from, or are otherwise related to alleged violations of this Policy and Procedure in the scope of an investigation.
 - ii. The Title IX Coordinator gives written notice to the Complainant and Respondent of the investigation, providing sufficient details to allow the parties to respond and prepare for initial interviews, including the identity of the parties involved (if known), the conduct alleged to be sexual harassment, the date and location of alleged incidents (if known), the specific policies implicated, a statement that the Respondent is presumed not responsible and a determination of responsibility is made at the conclusion of the process, information regarding the parties' right to an advisor and the right to review relevant evidence, a statement that retaliation is prohibited, information about the confidentiality of the process, and notice that the College prohibits knowingly making false statements or submitting false information during the grievance process.
 - iii. The Title IX Coordinator designates an investigator to investigate the allegations of sexual harassment. The Title IX Coordinator may serve as the investigator if the Title IX Coordinator is not serving in another role throughout the grievance process.
 - iv. The investigator is also the decision-maker as to whether a Respondent has violated one or more College policies prohibiting sexual harassment, unless otherwise determined by the Title IX Coordinator.
2. Parties to an investigation can expect a prompt, thorough, and equitable investigation of complaints, including the opportunity for parties to ask questions, present witnesses and provide information regarding the allegations.

3. Parties and witnesses should cooperate in the investigation process to the extent required by law and this policy. If a party or witness chooses not to participate or becomes unresponsive, the College reserves the right to continue its grievance process without their participation to ensure a prompt resolution.
4. The standard of proof used in investigations is preponderance of the evidence. It is the College's responsibility to establish the standard of proof and gather evidence during investigations.
5. The College aims to bring all investigations to a resolution within forty-five (45) days from the date the Title IX Coordinator determines an investigation will commence.
 - i. Extensions of timeframe for good cause are allowed, so long as written notice and the reason for the delay is provided to the parties. Good cause includes:
 - The complexity and/or number of the allegations;
 - The severity and extent of the alleged misconduct;
 - The number of parties, witnesses, and other types of evidence involved;
 - The availability of the parties, witnesses, and evidence;
 - A request by a party to delay an investigation;
 - The effect of a concurrent criminal investigation or proceeding;
 - Intervening holidays, College breaks, or other closures;
 - Good faith efforts to reach a resolution; or
 - Other unforeseen circumstances.
 - ii. Investigations typically include interviews with the Complainant, the Respondent, and any witnesses, and the objective evaluation of any physical, documentary, or other evidence as appropriate and available. The College will give the Complainant and the Respondent written notice of any interview, meeting, or hearing at which a party is invited or expected to participate. This written notice may be via e-mail.
 - iii. The Title IX Coordinator will inform the Complainant and Respondent at regular intervals of the status of its investigation.
 - iv. The Parties have an equal opportunity to present witnesses and other evidence tending to prove or disprove the allegations.
6. Interviews conducted as part of an investigation under this Procedure may be recorded by the College. Recordings not authorized by the College are prohibited.
7. The Complainant and Respondent have the right to be accompanied by an advisor of their choosing during all stages of an investigation.
 - a. A party may elect to change advisors during the process.
 - b. All advisors are subject to the same rules:
 - i. During the investigation, the advisor's role is limited to providing advice, guidance, and support to the Complainant or Respondent. An advisor is not permitted to act as a participant or advocate during the investigative process.
 - ii. Advisors are expected to maintain the privacy of the records shared with them.
 - iii. Advisors are expected to refrain from interfering with investigations.

- iv. Any advisor who oversteps their role or interferes during an investigation process will be warned once. If the advisor continues to disrupt or otherwise fails to respect the limits of the advisor role, the advisor will be asked to leave. The Title IX Coordinator determines whether the advisor may return or should be replaced by a different advisor.
 8. Prior to finalizing a report, the investigator provides all parties an equal opportunity to review any relevant evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint.
 - a. The Complainant and Respondent may submit a written response to the evidence, including any questions a party wants asked of another party or witness, within ten (10) days after receipt of the evidence.
 - i. Responses must be submitted to the investigator via email, mail, or hand delivery by 4:30 p.m. eastern standard time on the date responses are due.
 - ii. Responses may not exceed 10 double-spaced pages on 8.5x11 paper with one-inch margins and 12-point font.
 - b. The investigator considers any responses received from the parties and conducts any further investigation necessary or appropriate.
 9. Following an investigation, the investigator submits an investigative report and written determination to the parties that fairly summarizes relevant evidence. The report and determination includes a summary of the allegations; a summary of the response; a summary of the investigative steps taken to verify the allegations and response; a summary of the evidence relevant to a determination of responsibility; a determination on the question of responsibility, including rationale for the result and any discipline sanction that the College is permitted to share pursuant to State or federal law; and the procedures and permissible bases for the parties to appeal.
 10. In cases where the Respondent is a student, after the investigative report and written determination has been sent to the parties, all parties shall have ten (10) days to request a hearing. If either party requests a hearing, the hearing procedures described in College Procedure 5.3.2.2, Discipline and Appeal for Non-Academic Violations shall be followed, except that 1) all parties shall have the right to participate in the hearing to the extent required by Title IX; and 2) a single hearing officer will be utilized in lieu of a committee.
- E. The following sanctions may be imposed for those who have violated these Procedures:
1. Students
 - a. Verbal or Written Warning
 - b. Restrictions
 - c. Probation
 - d. Administrative withdrawal from a course without refund
 - e. Required Counseling
 - f. No Contact Directive
 - g. Suspension
 - h. Expulsion
 - i. Other consequences deemed appropriate to the specific violation
 2. Employees
 - a. Verbal or Written Warning

- b. Performance Improvement Plan
- c. Required Counseling
- d. Required Training or Education
- e. Transfer or reassignment
- f. Demotion
- g. Suspension with or without Pay
- h. Dismissal
- i. Other consequences or conditions of employment deemed appropriate to the specific violation

If the investigator or hearing officer finds student expulsion or employee suspension, demotion or dismissal is an appropriate sanction for a Respondent, but the investigator does not have authority to authorize such sanction, the investigator or hearing officer will make a recommendation of the sanction to the appropriate College official after the time for appeal has expired. If the investigator or hearing officer recommends the Respondent be expelled, suspended, demoted, or dismissed, during the time in which either party has to appeal, the Respondent shall remain in their current status (allowed on campus, on emergency removal, or on paid administrative leave) unless otherwise determined by the appropriate College official.

APPEALS

After the investigator submits their investigative report and written determination to the Complainant and Respondent, all parties are given an equal opportunity to appeal the determination. Appeals may be based only on these grounds:

- A. Procedural irregularity that would change the outcome
- B. New evidence that was not reasonably available at the time of the decision that would change the outcome; and/or
- C. The Title IX Coordinator, investigator, or decision-maker had a bias or conflict of interest for or against complainants or respondents generally or the individual Complainant or Respondent that would change the outcome.

Parties must submit any appeal, specifying at least one of the grounds above, to the President of the College by 4:30 p.m. eastern standard time via email or mail, within ten (10) days of receiving the written determination of responsibility. Appeals may not exceed ten (10) double-spaced pages on 8.5x11 paper with one-inch margins and 12-point font.

The College notifies all parties when an appeal is filed and provides all parties a copy of the appeal and a chance to submit a written statement supporting or challenging the outcome. Parties must submit written statements supporting or challenging the outcome to the President of the College by 4:30 p.m. eastern standard time via email or mail, within two (2) days of receiving a copy of an appeal.

Within ten (10) days of receiving an appeal, the President shall conduct a review of the record, including the appeal(s) received, any written statements supporting or challenging the outcome, the investigation report and written determination, and any accompanying evidence prior to issuing a written decision to the Complainant and Respondent that describes the result of the appeal and the rationale for the result. If the appeal does not provide information that meets the grounds for appeal, the President will deny the appeal.

The President's written decision is final.

PROTECTION AGAINST RETALIATION

The College will not in any way retaliate against an individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report or complaint, testified, assisted, participated, or refused to participate in any manner in an investigation, proceeding, or hearing under these Procedures.

Retaliation is a violation of College policy regardless of whether the underlying allegations are ultimately found to have merit. Reports of retaliation are treated separately from reports or complaints of sexual harassment.

LIMITED IMMUNITY

The College community encourages the reporting of misconduct and crimes. Sometimes, complainants or witnesses are hesitant to report to College officials or participate in resolution processes because they fear they themselves may be accused of various policy violations. It is in the best interest of this College that as many complainants as possible choose to report to College officials and that witnesses come forward to share what they know. To encourage reporting, the College offers sexual harassment complainants and witnesses amnesty from minor policy violations.

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 Patriot Hub.

SUSPENSION OF PROCEDURES

In cases of emergency or serious misconduct, the College 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 College employees shall receive annual trainings on the following topics:

- A. The College's obligation to address sex discrimination in its education programs or activities;
- B. The scope of conduct that constitutes sex discrimination under Title IX, including the definition of "sex-based harassment"; and
- C. All applicable notification and information requirements.

In addition to the training that all College employees must receive, the Title IX Coordinator, investigators/decision-makers, those hearing appeals, and those involved in any informal resolution process shall receive annual trainings on the following topics:

- A. These grievance procedures;
- B. How to serve impartially, including avoiding prejudgment of facts at issue, conflicts of interest, and bias;
- C. Issues of relevance of questions and evidence; and
- D. The types of evidence that are impermissible regardless of relevance.
- E. In addition, for Title IX Coordinators: training on specific Title IX Coordinator responsibilities, the College's recordkeeping system, and Title IX recordkeeping requirements.

These Procedures will be maintained online in the College's website and a hard copy will be kept on file in the Title IX Coordinator's office.

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. 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.

XI. REGISTERED SEX OFFENDER

G.S. 14-208.18(a)(3) makes it unlawful for anyone on the sex offender list to knowingly be at any place where minors gather for regularly scheduled educational, recreational, or social programs. Registered sex offenders needing further guidance are encouraged to seek information from Rutherford County's Sheriff's Office.

General information regarding registered sex offenders in the local region may be obtained by contacting the Rutherford County Sheriff's Office at 828-287-6247 or at the website: <https://sexoffender.ncsbi.gov/>

XII. SECURITY AWARENESS PROGRAMS

Students are informed of services offered by Campus Resource Officers 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.

New employees receive the same 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 Resource Officers 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).

New employees receive the same 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: Associate Vice President for Student Affairs, HR Director, REaCH Principal, Dean of Continuing Education

XV. CRIME STATISTICS

Rutherford Campus (Main)

On-Campus	2021	2022	2023	Public Property	2021	2022	2023	Non-Campus	2021	2022	2023
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	1	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-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	2021	2022	2023	Public Property	2021	2022	2023
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 Campus

On-Campus	2021	2022	2023	Public Property	2021	2022	2023
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