



Date: December 14, 2020
To: Campus Community
From: Director of Human Resources
Subject: Crime Awareness and Campus Security Act
of 1990, Annual Report

It is a goal of this office and the campus security services to provide the safest educational environment possible for all faculty, staff, students, and visitors at Southeastern Community College.

In accordance with the requirements of the Clery Act, Southeastern Community College will:

1. Issue timely warnings, to alert the campus community of Clery Crimes that pose a serious or continuing threat to the campus. Timely warnings will be disseminated throughout the campus as soon as pertinent information is available and will provide information that will allow the community to take precautions to protect themselves and prevent similar crimes from occurring.
2. Issue emergency notifications, to alert and inform the campus community about a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.
3. Maintain a daily crime log of all crimes reported. This log will be available for public inspection, upon request.
4. Maintain a daily fire log of all fire-related incidents reported. This log will be available for public inspection, upon request.
5. Collect reports of Clery Crimes made to Campus Police, local law enforcement, college officials and others associated with the college who have significant responsibility for student and campus activities.
6. Compile and disclose statistics of reports on the types of Clery Crimes reported to have occurred on campus and remote classroom facilities and certain non-campus facilities.

7. Create and publish an annual report to the Department of Education disclosing statistics of Clery Crimes reported over the past three years, as well as college policies and procedures addressing campus security and safety.
8. Annually disclose/provide access to the campus community and the public, the Annual Security Report, which provides:
 - o Crime data (by type);
 - o Security policies and procedures in place to protect the community; and
 - o Information on the handling of threats, emergencies and dangerous situations.
9. Identify Campus Security Authority (CSA) personnel on a regular, ongoing basis, and notify these individuals of their obligations under the Clery Act to report any and all Clery Crimes that they witness, or are reported to them.
10. Provide regular, mandatory training for all CSAs.
11. Work with the Campus Police and other appropriate departments to create, establish and conduct programs to educate the campus and surrounding community about the Clery Act and Clery Act obligations, and to promote general awareness of all crime and safety-related issues on campus.

Reporting an Incident

Any person who believes dating violence, domestic violence, sexual assault or stalking may have occurred is strongly encouraged to report the matter promptly and to preserve any evidence intact. This immediate action is the most effective way to ensure that a complete investigation occurs as soon as possible and that if a criminal assault occurred, it can be prosecuted effectively.

Known and suspected violations of federal, state, or local laws and on-campus emergencies should be reported as soon as possible.

In case of an emergency or ongoing threat, a victim should get to a safe location and contact 911.

Students participating in off-campus (college sponsored) activities need to report criminal incidents to the law enforcement agency having jurisdiction, and must inform the Southeastern Community College Campus Police, Director of Human Resources/Title IX Coordinator or the VP of Student Services as soon as possible after the incident.

SCC Campus Security	910-625-9089
Campus Police Officer	910-770-3232
HR Director/Title IX Coordinator	910-788-6310
VP of Student Services	910-788-6381
Student Services	910-788-6269
SCC Switchboard	910-642-7141 x 0

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

Campus Security Authority (CSA)- employees who, because of their function, have an obligation under the Clery Act to notify the college of alleged Clery Crimes that are reported to them in good faith, or alleged Clery Crimes that they may personally witness. These individuals, by virtue of their position due to official job duties, ad hoc responsibilities, or volunteer engagements, are required by federal law to "report" crime when it has been observed by, or reported to them by another individual. The individuals typically fall under one of the following categories:

1. A member of a campus police/security department.
2. Individuals having responsibility for campus security in some capacity, but are not members of a campus police/security department (e.g., an individual who is responsible for monitoring the entrance to College property).
3. People or offices that are not members of a campus police/security department, but where policy directs individuals to report criminal offenses to them or their office.
4. Officials having significant responsibility for student and campus activities, including but not limited to, student discipline and campus judicial proceedings.

Examples of CSAs include (but are not limited to):

- Presidents, Vice Presidents, Deans, Directors and Department Heads
- Faculty
- Student Services Personnel
- Campus Police and Security Personnel
- Athletic Director, Athletic Coaches
- Advisors to student organizations
- Career and Academic Planning

Examples of Who Is Not a CSA:

- Administrative Assistants
- Maintenance Staff
- Receptionist

False and Malicious Accusations and Prohibit Conduct

Any person electing to utilize the complaint resolution process will be treated courteously, the problem handled swiftly and as confidentially as possible in light of the need to take appropriate corrective action, and the registering of a complaint will in no way be used against an employee nor will it have an adverse impact on the individual's employment status. While reporting such incidents may be a difficult personal experience, allowing harassment activities to continue will

most certainly lead to less desirable outcomes. For that reason, employees and students are strongly urged to use the process. However, filing groundless and malicious complaints is an abuse of SCC policy and is prohibited.

Access to Campus Facilities

Access to campus buildings and grounds is a privilege extended to students, faculty, staff, and authorized guests. The College encourages an open environment with limited constraints to ensure the reasonable protection of all members of the community. The President will establish the business, operating and closed hours for the College to allow for the accomplishment of the College’s mission, and the conduct of necessary activities, and to ensure the safety of employees and the protection of college property. The President or his/her designee will communicate the business, operating, and closed hours to faculty, staff, students and the general public.

1. Unless modified by the President or his/her designee, the College’s business, operating and closed hours will be:
 - a. Business Hours: 8:00am – 5:00pm Monday – Thursday, and 8:00am – 3:00pm on Friday.
 - b. Operating Hours: 6:00am – 11:00pm, Monday – Sunday
 - c. Closed Hours: 11:00pm – 6:00am, Monday – Sunday
2. Summer business hours will be determined by the President or his/her designee and will be communicated as early as practicable.
3. During business, operating and closed hours, college buildings and the campus will be available for scheduled classes and other activities as scheduled by the college.

Other availability is as follows:

	College Employees	Public
Business Hours	Access to buildings and campus grounds	Access to buildings and the campus grounds as required to conduct business
Operating Hours (outside of business hours)	Access to buildings and campus grounds as noted below	Access to campus grounds
Closed Hours	No access unless approved by the president	No access

4. The College reserves the right to limit the access of college employees and the public to the campus and buildings as deemed necessary for the safe operation of the College.

Campus Police and Security Personnel

Southeastern Community College police/security officers are employees of the college. These officers are responsible for enforcing parking regulations and for observing and reporting any on-campus violations of local, state, or federal laws or campus regulations. Campus security is

supplemented by support from federal, state, and local agencies having jurisdiction in the college's service area. Responsibilities related to Clery include:

- Receive incident reports, conduct investigations and provide to the Title IX Coordinator, reports of Clery Crimes on and off campus.
- Issue "timely warnings" alerts to the campus and surrounding community about Clery Crimes.
- Issue "emergency notifications" to the campus and surrounding community when deemed necessary and appropriate.
- Maintain a daily crime log of all crimes reported.
- Maintain a daily fire log of all fire-related incidents reported.
- Compile and provide to the Title IX Coordinator, statistics of reports on the types of Clery Crimes reported for the College, the immediately adjacent public areas and public areas running through the campuses, remote classroom facilities and non-campus facilities.

Ongoing Prevention and Awareness Campaigns

SCC is committed to increasing the awareness of and prevention of violence both on and off campus. The college makes continued efforts to provide students and employees with information and strategies intended to prevent sexual offenses to include dating violence, domestic violence, sexual assault, or stalking.

New Employee Orientation

The Human Resources office provides information to all new employees regarding the Campus SaVE Act. Each employee receives online training to include the Clery Act; Campus SaVE Act; and Anti-harassment, which includes information on dating violence, domestic violence, sexual assault, or stalking; discrimination and harassment; and sexual harassment. A campus police officer also provides new employees with information concerning issues of safety and personal awareness while on and off campus.

Student Orientation

Curriculum students are required to take an ACA course which is designed for student success. Information and strategies intended to prevent offenses to include dating violence, domestic violence, sexual assault, or stalking is incorporated into the syllabus. Information regarding prevention of sexual offenses to include dating violence, domestic violence, sexual assault, or stalking are reviewed.

In addition, all new curriculum students are strongly encouraged to attend "Student Orientation" which also provides this information.

Non-curriculum students will be made aware of the SCC Policy 2.6 and 2.6.1 regarding the Campus SaVE Act: Dating Violence, Domestic Violence, Sexual Assault and Stalking at the beginning of each new class during registration.

Campus Awareness

In an effort to promote on-going awareness on campus safety, on occasion, SCC conducts informational sessions on a wide-variety of subjects related to the health, safety and well-being of employees and students.

Crime Bulletins and Alerts

SCC informs campus employees and students of incidences of crime which occurred on campus each month. Bulletins and alerts are also posted on our website not only to inform employees and students of imminent threats but general reminders about measures that can be taken to enhance personal and property security.

Bulletin Board

Occasionally, information is posted on the electronic SCC Bulletin Board and student emails to provide information on crime prevention and safety issues related to employees and students both on and off campus.

Faculty, staff, and students must recognize that they should take individual precautions to protect themselves from becoming victims of a crime. Working together as a campus community in crime prevention programs is essential in the successful development of a safe campus environment.

Campus Sex Crimes Prevention Act

Obtaining Information on Registered Sex Offenders

In accordance to the “Campus Sex Crimes Prevention Act “ (CSCPA) of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act and the Jeanne Clery Act, Southeastern Community College is providing a link to the North Carolina Sex Offender and Public Protection Registry.

This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice of each institution of higher education in that State at which the person is employed, carries a vocation, or is a student.

North Carolina law requires sex offenders who have been convicted of certain offenses to register with their county sheriff. Information about offenders is then entered into the Registry database by the sheriff’s office and transmitted to the N.C. State Bureau of Investigation. The North Carolina State Bureau of Investigation collects information submitted by sheriffs in all 100 counties in the state and makes it available to the public via the Sex Offender and Public Protection Registry website. The website for North Carolina and websites for other state registries are listed below:

- State websites: <http://www.fbi.gov/hq/cid/cac/states.htm>
- National Sex Offender Public Registry: <http://www.nsopr.gov>
- NC Sex Offender and Public Protection Registry: www.ncfindoffender.gov

Campus SaVE Act: Dating Violence, Domestic Violence, Sexual Assault and Stalking

Southeastern Community College reaffirms the principle that students and employees have a right to be free from any form of sexual offense, both forcible and non-forcible. Sexual offenses are unlawful and prohibited. The college provides programs to promote the awareness and prevention of dating violence, domestic violence, sexual assault and stalking throughout the year. In compliance with federal law, specifically the Jeanne Clery Act (Clery Act) and the Campus Sexual Violence Elimination Act (SaVE Act), the College prohibits the crimes of dating violence, domestic violence, sexual assault and stalking, as defined in the procedures which follow. This policy applies to all members of the College community (students, faculty, and staff) as well as contractors and visitors. Following an investigation, individuals who the College determines more likely than not engaged in these types of behaviors are subject to penalties up to and including dismissal from the College, regardless of whether they are also facing criminal or civil charges in a court of law. Procedures victims should follow if a sexual offense, dating violence, domestic violence, sexual assault or stalking has occurred can be found in Procedure 2.6.1: Campus SaVE Act: Dating Violence, Domestic Violence, Sexual Assault and Stalking

Anti-harassment

The college strives to create and maintain an environment in which individuals are treated with dignity, decency and respect. The environment of the college should be characterized by mutual trust and the absence of intimidation, oppression and exploitation. Employees/students should be able to work and learn in a safe, yet stimulating atmosphere. The accomplishment of this goal is essential to the mission of the college. For that reason, the college will not tolerate unlawful discrimination or harassment of any kind.

Prohibited Conduct Under SCC Policy

Discrimination

It is a violation of this policy to discriminate in the provision of educational and/or employment opportunities, benefits or privileges; to create discriminatory conditions; or to use discriminatory evaluative standards in employment if the basis of that discriminatory treatment is, in whole or in part, the person's race, color, national origin, age, religion, disability status, gender, sexual orientation, gender identity, genetic information or marital status.

Discrimination of this kind also may be strictly prohibited by a variety of federal, state and local laws, including Title VII of the Civil Rights Act 1964, the Age Discrimination Act of 1975, Americans with Disabilities Act of 1990 and Title IX of the Educational Amendments Act of 1972. This policy is intended to comply with the prohibitions stated in these anti-discrimination laws.

Sexual harassment and sexual violence are forms of sexual discrimination prohibited by Title IX, as outlined in the "U.S. Department of Education's Dear Colleague Letter, 2011". Title IX also prohibits retaliation against people for making or participating in complaints of sexual discrimination as outlined in the letter above.

Unlawful discriminatory behaviors under Title IX include, but are not limited to: sexual harassment, sexual violence, stalking, dating violence and retaliation.

Discrimination in violation of SCC policy will be subject to severe sanctions up to and including termination or expulsion.

Harassment

Harassment, including sexual harassment, is prohibited by federal and state laws. SCC policy prohibits harassment of any kind, and the college will take appropriate action swiftly to address any violations of this policy. The definition of harassment is verbal or physical conduct designed to threaten, intimidate or coerce. Also, verbal taunting (including racial and ethnic slurs) that impairs an employee's ability to perform his or her job and a student's ability to learn in a safe, yet stimulating atmosphere.

Bullying is another form of harassment. SCC defines bullying as "repeated inappropriate behavior, either direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, in an educational setting, at the place of work and/or in the course of employment. Such behavior violates SCC policy which clearly states that the college will maintain an environment in which people are treated with dignity, decency and respect. All employees and students will be treated with dignity and respect.

Sexual harassment in any form is prohibited under the SCC policy. The Equal Employment Opportunity Commission defines sexual harassment as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Such behavior constitutes sexual harassment when:

- submission to such conduct is a term or condition of employment or enrollment/academic progress.
- submission to such conduct becomes a basis for employment-related or educational-related decisions.
- such conduct unreasonably interferes with an employee's job performance or student's academic performance and creates a hostile or intimidating environment.

Drug, Alcohol and Tobacco Free Campus

Southeastern Community College (SCC) promotes a drug free, alcohol free, and tobacco free campus environment. Southeastern Community College is committed to providing its employees and students with a safe and healthful environment. The College supports this nationwide movement and is committed to maintaining such an environment for all employees and students.

The drug and alcohol policy of the College is required by the Drug-Free Workplace Act. The act requires that agencies receiving federal grants certify that they are providing a drug-free

workplace. The users of drugs or alcohol may impair the well-being of all employees, students, and the public at large; drug and alcohol uses may also result in damage to college property. Therefore, the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance or alcohol is prohibited while in the workplace, on college premises, or as part of any college-sponsored activities.

Any employee or student violating this policy is subject to disciplinary action up to and including referral for prosecution, expulsion, or termination. This policy applies to both students and college employees.

SCC recognizes the use of tobacco products on campus grounds is detrimental to the health and safety of students, staff, faculty and visitors. SCC also recognizes that it has the legal authority to prohibit tobacco use pursuant to G.S. 143-599.

Based on SCC Board of Trustees approval (November 2009), the college has established the 100 percent tobacco free campus policy to be implemented on August 1, 2010.

Crime Statistics

Southeastern Community College is strictly a commuter college and does not provide residential facilities. The Campus Police and the Title IX Coordinator, is responsible for compiling crime statistics for the College. The Campus Police Officer is located on campus in the Health and Human Services Building, Room 206. The Campus Police Officer maintains a close relationship with local law enforcement agencies to ensure that the College is notified of any crime report that is made directly to them. The Department will disclose any crime report made directly to any local law enforcement agency by a member of the campus community.

The Campus Police Officer collects the crime statistics through a number of methods. Security Officers submit campus incident reports as they occur prior to end of their shift. The Campus Police Officer reviews the report to ensure it is appropriately classified in the correct crime category. The information is then entered into the crime log. A report is updated and posted on the College website. Crime statistics are also collected from local law enforcement agencies and are included in this report.

Clery Act Crimes ("Clery Crimes")- crimes required by the Clery Act to be reported annually to the campus community, including: criminal homicide (murder and negligent/non-negligent manslaughter); sex offenses (forcible and non-forcible); robbery; aggravated assault; burglary; motor vehicle theft; arson; hate crimes (including larceny-theft, simple assault, intimidation, or destruction/damage/vandalism of property that are motivated by bias); dating violence; domestic violence; stalking; and arrests and referrals for disciplinary action for any of the following: (a) liquor law violations, (b) drug law violations, and (c) carrying and possessing illegal weapons.

Definitions of reportable crimes:

Criminal homicide

Murder and non-negligent manslaughter: The willful (non-negligent) killing of one human being by another.

Negligent manslaughter: The killing of another person through gross negligence.

Forcible sex offenses

Forcible rape: The carnal knowledge of a person, forcibly and/or against that person's will; or not forcibly or against the person's will, where the victim is incapable of giving consent because of his or her temporary or permanent mental or physical incapacity (or because of his or her youth).

Forcible sodomy: Oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly against the person's will, where the victim is incapable of giving consent because of his or her youth or because of his or her temporary or permanent mental or physical incapacity.

Sexual assault with an object: The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly or against the person's will, where the victim is incapable of giving consent because of his or her youth or because of his or her temporary or permanent mental or physical incapacity.

Forcible fondling: The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against the person's will, where the victim is incapable of giving consent because of his or her youth or because of his or her temporary or permanent mental or physical incapacity.

Non-forcible sex offenses

Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Robbery

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

Aggravated assault

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by a means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used that could and probably would result in serious personal injury if the crime were successfully completed.)

Burglary

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

Motor vehicle theft

The theft or attempted theft of a motor vehicle. (Motor vehicle theft is classified as any case where an automobile is taken by a person not having lawful access, even if the vehicle is later abandoned, including joy riding.)

Arson

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

Other offenses

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

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

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

Hate Crimes

Commission of the crimes listed above as well as larceny-theft, simple assault, intimidation, and destruction, damage, or vandalism of property, and of other crimes involving bodily injury to

any person that manifests evidence that the victim was intentionally selected because of the perpetrator's bias.

The categories of bias are:

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

Gender: A preformed negative opinion or attitude toward a group of persons because those persons are male or female.

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

Sexual orientation: A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex (e.g., gays, lesbians, heterosexuals).

Ethnicity/national origin: A preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs and traditions (e.g., Arabs, Hispanics).

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

As required by the provisions of the Act, the following statistics are provided for your information:

Offenses Reported	2017	2018	2019
Murder/Manslaughter	0	0	0
Sex Offense	0	0	0
Robbery	0	1	0
Aggravated Assault	0	0	0

Burglary	0	0	0
Motor Vehicle Theft	1	0	0
Alcohol Violations	0	2	0
Drug Violations	0	0	2
Weapon Violations	0	0	0
Arson	0	0	0
Hate Crimes	0	0	0
Stalking	0	0	0
Dating Violence	0	0	0
Domestic Violence	0	0	0