

BRUNSWICK

COMMUNITY COLLEGE

Annual Security Report

2017

July 2017

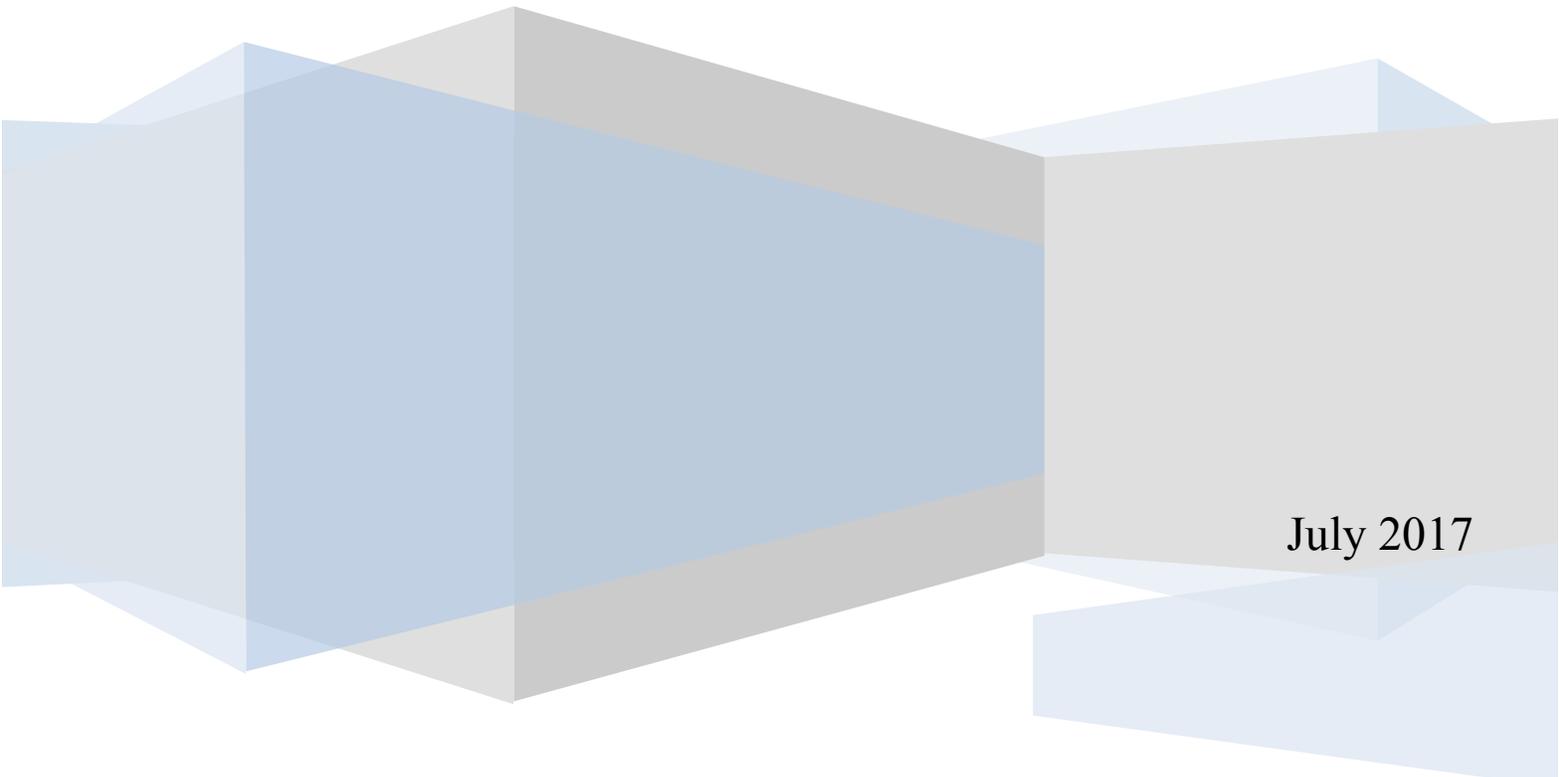


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ANNUAL SECURITY AND REPORT 2017

Campus Law Enforcement Authority

Brunswick Community College (BCC) retains its own police department pursuant to North Carolina General Statutes. BCC police officers have full police powers on BCC property and all public property immediately adjacent to the college property. The officers are responsible for all law enforcement related matters on campus property to include the enforcement of applicable North Carolina criminal and traffic laws.

Police officers work closely with local, state and federal police agencies and have direct radio communication with the Brunswick County “911” center. The college relies on its close working relationships with other law enforcement agencies to receive information about incidents involving students on campus. The college will actively investigate any crime information it receives. If the college is notified of a situation in which a student is the victim of a crime on campus, the college may issue a Campus Safety Alert, detailing the incident and providing tips so that other community members may avoid similar incidents.

All reasonable efforts will be made to maintain confidentiality. Upon receiving the report, an investigation into the incident will begin immediately. The BCC Administration Officials along with the Chief of Police or their designee will determine if a campus alert should be issued in the interest of public safety.

The police office is located in building “A” room 135, by the student center. For emergencies, dial 911. The telephone number for non-emergency calls is 910-755-7330. To leave information anonymously dial 910-755-7410 and leave a message on the recorded line or by e-mailing the following: tipline@brunswickcc.edu. All e-mails and phone messages will be checked several times daily and all information will be addressed promptly. The BCC police department consists of police officers dedicated to providing quality service to the community.

Campus Security Act Legal Requirements

The Campus Security Act requires colleges and universities to:

Publish an annual security report every year by October 1 that contains three years of campus crime statistics and certain campus security policy statements,

Disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms. The statistics must be gathered from BCC police and other college officials who have “significant responsibility for student and campus activities”

Provide “timely warning” notices of those crimes that have occurred and pose an ongoing “threat to students and employees,” and

Disclose in a public crime log any crime that occurred on campus or within the patrol jurisdiction of BCC police department and is reported to BCC police department.



Timely Warning Notices and Campus Safety Alerts

To help prevent crimes or serious incidents, the BCC President or their designee, in conjunction with the Chief of Police or their designee, issues Campus Safety Alerts in a timely manner to notify campus community members about Clery Act crimes in and around our community. Members of the campus community who know of a crime or other serious incident should report that incident to BCC police so BCC administration can issue a Campus Safety Alert, if warranted. If community members report crimes or serious incidents to other college administrators, those administrators should notify the police department. Timely warning policy can be viewed at <http://www.brunswickcc.edu>.

The college distributes Campus Safety Alerts in various ways. Once the college determines that an alert will be issued, the college will: send text messaging alerts, e-mail the announcement, post the alert on BCC's Web site <http://www.brunswickcc.edu>, post the alert on the electronic bulletin boards and post on social media sites such as the BCC Facebook page and BCC twitter page.

Reporting and Notification

For an emergency dial "911". The Brunswick County Emergency Services center (911) will immediately alert BCC Police by radio, telephone. For non-emergencies, dial 910-755-7330. To leave information anonymously dial 910-755-7410 and leave a message on the recorded line or by e-mailing the following: tipline@brunswickcc.edu. All e-mails and phone messages will be checked several times daily and all information will be addressed promptly. In addition, you may receive assistance with the reporting of a criminal offense from, but not limited to, the following people:

1. Vice-President for Academic Services	910-755-7474 Building A, Room 242
2. Associate VP of Student Affairs	910-755-7472 Building A, Room 147
3. Director, Counseling and Student Life	910-755-7338 Building A, Room 164
4. Director, Athletics (Men's Baseball Coach)	910-755-7321 Building L, Room 163
5. Men's Basketball Coach	910-755-7327 Building L, Room 165
6. Dean, Arts and Sciences	910-755-7359 Building B, Room 244
7. Dean, Profession and Technical Program	910-755-7343 McLamb Building, Room 152
8. Title IX Coordinator	910-755-7391 Building A, Room

Emergency Services

BCC police are the primary first responders. They respond to campus emergencies such as injury, illness, fire, tornadoes, etc. In the event of an emergency, follow the instructions of college officials.

All students, employees, and guests should promptly report criminal incidents, accidents, and other emergencies. Individuals may also report incidents in person at the police office. The college has installed emergency call boxes for use during emergencies.

Emergency Call Boxes

These emergency call boxes provide users with a simple way to call for emergency assistance. Press the large red button and speak clearly into the telephone. The call is automatically sent to "911". This two-way call box is located at parking lot 7 and the Dinah E. Gore Fitness and Aquatics Center pool area.



Emergency Response Procedures

Brunswick Community College is committed to the safety of faculty, staff, students and visitors. In the event of a significant emergency or dangerous situation involving an immediate threat to the health and safety of students or employees, college officials will immediately notify the campus community.

College officials, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless the notification will, in the professional judgment of reasonable authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Upon receipt of a report threatening the safety of the college community, the BCC Chief of Police, will confirm that an emergency exists, the BCC administration officials along with the Chief of Police or their designee will determine who should be notified, the content of the notification and the BCC administration will initiate the notification system.

BCC will disseminate emergency information to the larger community in a timely manner that will not significantly affect or interfere with response efforts. Dissemination will be by the use of radio, television and newspapers.

Emergency Notification

BCC has adopted an Emergency Notification System (ENS) through Regroup as part of its Emergency Notification plan. The ENS allows BCC administrative personnel to notify faculty, staff and students quickly by sending alerts via text messages, social networking sites, office or home phones, e-mail and utilizing monitors throughout the campus should an emergency situation occur that may threaten the college environment.

In the event of an emergency and upon activation of the system, participants will receive notification at any and all of the contact numbers provided. Furthermore, periodic testing of the system will be conducted for safety measures. However, no personal information will be used for any other purpose(s) and will not be disseminated for any reason.

Employees and students must register for Dolphin Alerts (Regroup Emergency Notification System) via the college's website. If the employee or student does not sign up, they will NOT receive any emergency notifications.

Emergency Response Testing

BCC will test its emergency response procedures and systems annually. As a part of the testing process, BCC will direct faculty, staff and students to response procedures publicized on the college website and document all announced and unannounced exercises.



Security and Access to Campus Facilities

The main college campus is open from 7 a.m. to 10 p.m., Monday through Friday and 7 a.m. to 3 p.m. on Saturday (depending on class schedule), closed on Sunday and holidays.

The Dinah E. Gore Fitness and Aquatics Center schedule is posted at the facility.

The Leland Center is open from 8 a.m. to 10 p.m., Monday through Thursday, 8 a.m. to 3 p.m. on Friday, 8 a.m. to 4 p.m. on Saturday (depending on the class schedule), and closed on Sunday and holidays.

The Southport Center is open from 8:30 a.m. to 5 p.m. on Monday, 8:30 a.m. to 9 p.m. on Tuesday through Thursday, and closed on Friday, Saturday, Sunday and holidays.

The South Brunswick Islands Center is open from 9 a.m. to 5 p.m. on Monday, 9 a.m. to 9 p.m. on Tuesday through Thursday, and closed on Friday, Saturday, Sunday and holidays.

Electronic security systems and surveillance cameras are located throughout the campus.

BCC does not have any officially recognized student organizations with off-campus locations.

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 the community. Most campus facilities are open during weekday business hours.

Faculty/Staff are allowed access to campus during normal business hours. After hour's access shall be approved by the President or their designee.

Security Considerations in the Maintenance of Campus Facilities

BCC is committed to campus safety and security. Exterior lighting and landscape control is a critical part of that commitment. Representatives from various departments continually conduct security surveys to ensure campus lighting is adequate and that the landscape is appropriately controlled.

BCC police conduct routine checks of lighting on all campuses during regularly assigned patrol duties. If lights are out or dim, officers will initiate an immediate work order, which is acted upon by a representative of the appropriate maintenance office.

College Policy on Campus Crime

BCC exhibits zero tolerance toward violence on campus, including sexual assault, aggravated assault, physical confrontations of any kind, verbal threats of intent to cause harm, harassment designed to intimidate another, hate crimes, robbery, burglary, and property crimes such as destruction, theft, and sabotage.

Students who participate in campus violence will be subject to criminal prosecution and/or disciplinary actions up to and including expulsion (see "Student Code of Conduct" in the student handbook).

All reports will be investigated. BCC does not have procedures for voluntary, confidential reporting of crime through Pastoral or Professional Counselors. Violations of the law will be referred to BCC police and when appropriate, to the BCC Dean of Student Services and Enrollment Management for review. When potentially dangerous threats to the BCC community arise, timely reports or warnings will be issued.



Campus Escort

If you must travel alone at night, the police officers will provide a safe, reliable way to travel throughout the campus. You can contact a police by dialing 910-755-7330 if you need this service.

Campus Safety Procedure and Security

Student - Each academic semester, instructors will inform student of campus security procedures and practices and individual security tips while on campus.

Faculty/Staff – Training will be conducted as needed, with a minimum of once a year, to inform employees of campus security procedures and practices and individual security tips while on campus.

New employees - Training will be conducted on BCC's Moodle site through Human Resources during new employee orientation.

Campus Alcohol Policy

Students at BCC are expected to be acquainted with and abide by state laws and college regulations regarding alcohol and drugs and to be aware of the social, physiological, and psychological consequences of excessive drinking in order to make responsible and informed decisions about the serving and consumption of alcohol.

In accordance with the Drug Free Workplace Act of 1998, the Drug Free Schools and Communities' Act of 1989 (Public Law 101-226), as well as Underage Drinking Laws and the laws of the state of North Carolina, the college has endorsed the following drug and alcohol policy:

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.

(Except for special permitted events)

Campus Drug Policy

BCC does not condone the possession, use, manufacture, or distribution of illegal substances or drug paraphernalia of any kind in any amount. Students in violation of this policy may be jeopardizing their own well-being as well as the well-being of the college community.

The college alcohol and drug policy can be found at <http://www.brunswickcc.edu>.

Prevention and Response to Sexual Assault

BCC recognizes that sexual offenses, forcible and non-forcible, are violent, demeaning crimes and will not be tolerated. BCC will support this policy and increase awareness through educational prevention seminars, special literature, and counseling. Services and resources for victims will also be provided.

BCC does not maintain a list of sex offenders; this information is maintained by The North Carolina State Bureau of Investigation and can be accessed through its website - <http://sexoffender.ncdoj.gov>.



Reporting Sexual Assault

The college encourages all victims of sexual offenses to report the incident as soon as possible. We understand the sensitive issues involved with this type of crime; therefore the following individuals may be contacted: Police at “911” or 910-755-7330, Dean of Student Services and Enrollment Management at 910-755-7325 or the Title IX Coordinator, Nicole Williams at 910-755-7391.

In an emergency or after hours, use the call boxes to contact Brunswick County “911” Center or dial “911”. The college emphasizes the importance of preserving all evidence for the proof of a criminal offense.

What to do if you or someone you know is sexually assaulted

Go to a place that is safe and seek medical treatment. If a sexual assault occurs, safety and medical assistance are the first considerations. Whether or not you decide to report the incident, seek medical treatment immediately and get counseling as soon as possible.

Do not douche, bathe, shower, or change clothes before seeking medical attention. Preserving evidence is important in later pursuing a criminal or other judicial case.

Options

There are several options and resources for individuals who have been sexually assaulted. Seeking assistance does not require the victim to take further legal or disciplinary actions; it allows the victim to receive private and confidential treatment and emotional and psychological support. BCC personnel will assist the student in notifying authorities if requested to do so by the student.

Counseling Services

BCC has counselors to assist victims with their immediate needs. They are located in Building A, Student Services department.

Changing Class and/or Work Schedules

If a student who is a victim of a sexual assault or domestic violence requests a change in her or his work or academic schedule, the office of the Dean of Student Services and Enrollment Management is obligated to assist the student. The Dean of Student Services and Enrollment Management will make changes to a student’s schedule as long as those changes are reasonably available.

Filing an Internal Complaint within the College

If you have been sexually assaulted, you have options for addressing such conduct. You may wish first to discuss the problem privately with a counselor. The College’s response system is designed to afford a complainant (person who is bringing a charge) and a respondent (person who is answering a charge) a fair, prompt, and appropriate resolution process. The process is designed to help persons who need support as they address these incidents, and incorporates both informal resolutions and formal disciplinary procedures.

To resolve a complaint informally, college designated individuals are available to answer questions, provide guidance, discuss options, and refer persons to other appropriate resources. The primary role of the designated individuals is to see that the college responds promptly and fairly to complaints of sexual assault or harassment.



The resolution of a formal sexual assault complaint is handled by the appropriate college judicial system. In determining whether the alleged conduct constitutes sexual harassment or assault, the full context in which the alleged incident occurred must be considered. In any case, both the accuser and the accused are entitled to the same opportunities to have others present during any disciplinary proceeding. Both the accuser and the accused will be informed of the outcome of any proceeding.

BCC, upon written request, will disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by the college against the student who is the alleged perpetrator of the crime of offense. If the alleged victim is deceased as a result of the crime of offense, BCC will provide the results of the disciplinary hearing to the victim's next of kin, if so requested.

The accuser and the accused are entitled to the same opportunities to have others present during a disciplinary proceeding. Both the accuser and the accused must be informed of the outcome of any institutional disciplinary proceeding that is brought alleging a sex offense. Compliance with this paragraph does not constitute a violation of the Family Educational Rights and Privacy Act (FERPA). For the purpose of this paragraph, the outcome of the disciplinary proceeding means only the institution's final determination with respect to the alleged sex offense and any sanction that is imposed against the accused.

A student found guilty of violating BCC's Sexual Harassment Policy may be suspended or expelled from Brunswick Community College and if criminal law was violated, could face criminal charges.

Filing a Report with BCC Police

If the victim or witness elects to contact the police department to file a formal report of the assault, an officer will work with the individual to notify appropriate assistance. The victim always retains the right to decide whether they want to proceed with a criminal prosecution. The officer will ensure that the victim gets the counseling and other assistance they need. The safety of the victim will always remain the top priority of BCC police department.

Daily Police Log

The police department will maintain a daily log, documenting all crimes and incidents reported to the police department. The information found in this report shall be open for public knowledge, except when the release of the information is prohibited by law, would jeopardize an investigation or the victim's confidentiality. The daily log includes the nature, date, time, and general location of each incident reported to the police department.

Crime Statistics

In accordance with the Student Right-to-Know, the Campus Crime Security Act of 1990, and the Clery Act, the college is required to provide information about serious crimes on campus, as defined by the acts, which have occurred during the last three (3) calendar years.

This report is updated annually to the U.S. Department of Education, in accordance with the law, in October of each year. Copies of the Campus Crime Statistics Report and Annual Security Report may be obtained by the college's website at <http://www.brunswickcc.edu>. Crime statistics are also disseminated to students at registration each semester and copies are available at BCC's Police Department.



Definitions of Crimes

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.

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.

➤ Forcible Sex Offenses

Forcible rape - The carnal knowledge of a person, 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 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.

➤ 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. (Drunkness and driving under the influence are not included in this definition.)

Drug abuse violations - Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making 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.

CRIMINAL OFFENSES																					
Offense Type	Main Campus			Leland Campus			South Brunswick Islands			Brunswick Educational Transition Center			Southport Campus			Non-campus Building or Property			Public Property		
	2014	2015	2016	2014	2015	2016	2014	2015	2016	2014	2015	2016	2014	2015	2016	2014	2015	2016	2014	2015	2016
Criminal Homicide - Murder/Non-Negligent Manslaughter/Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Assaults - Rape/Fondling/Incest/Statutory Rape	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arrests and Judicial Referrals																					
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Violations	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



Violence Against Women Act (VAWA) - Title IX

Brunswick Community College is committed to ensuring equal access to its educational programs and employment opportunities without regard to sex, gender, race, color, national origin, religion, age, disability, pregnancy, gender identity, sexual orientation, predisposing genetic characteristics, marital status, veteran status, military status, domestic violence victim status, or ex-offender status. Brunswick Community College is committed to providing an environment not impaired by sex and gender-based misconduct, including sex discrimination and sexual harassment. Title IX of the Education Amendment of 1972 is a federal law that prohibits discrimination on the basis of sex in educational programs, activities and employment practices. Therefore, students, employees, applicants and other members of the Brunswick Community College community (including without limitation, vendors, visitors, and guests) may not be subject to discrimination or harassment or otherwise treated adversely based upon a protected characteristic. This includes, without limitation, sexual harassment, sexual assault, domestic violence, dating violence, and stalking. Similarly, the College will not tolerate harassing, violent, intimidating or discriminatory conduct by its students, employees or any other member of or visitor to the College community.

This policy applies to conduct occurring on campus, during any College program or activity on or off-campus or abroad, including academic programs, admissions, athletics, recruitment, financial aid, employment, as well as certain off-campus conduct perpetrated or suffered by a Brunswick Community College student, employee, staff member, or third party member of the College community.

Violence Against Women's Act (VAWA)

The College encourages individuals to report all gender-based misconduct immediately to the Title IX Coordinator, or another College staff or faculty member. The College will fully and promptly investigate all allegations of gender-based misconduct and will impose disciplinary measures, or take similar actions, as may be appropriate.

Sexual harassment is a type of sex discrimination and is prohibited by Title IX and by Brunswick Community College policy. Sexual harassment may include unwelcome sexual advances, requests to engage in sexual conduct or for sexual favors, and other behavior of a sexual nature where:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education or employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting the individual; and/or
3. Such conduct has the purpose or effect of substantially interfering with an individual's academic or work performance, or of creating an intimidating, hostile or demeaning educational or employment environment.

Sexual harassment can be verbal, visual or physical and can occur regardless of the relationship, position, gender, or sexual orientation of the parties involved. It can be overt (e.g., in a suggestion that a person can get a higher grade by submitting to sexual advances), or implied from conduct or circumstances.

Sexual harassment can also consist of unwelcome attempts to make an educational or professional relationship into a personal one. It may include severe, persistent and pervasive unwelcome sexual flirtation or inappropriate or derogatory language, including jokes involving individuals or classes of people, or persistent requests for dates. A single incident or few incidents may not necessarily amount to harassment, but a single extreme incident could constitute prohibited discrimination or harassment. Sexual harassment can also include the



display of offensive materials, unwelcome physical contact, or serious physical abuse such as sexual assault or rape.

Definitions

Sexual Assault is any non-consensual, intentional physical contact of a sexual nature, such as unwelcome contact with a person's genitals, buttocks or breasts, or any form of sexual intercourse without consent. Rape is a form of sexual assault.

Forcible sex offense is defined as any sexual act directed against 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. They include rape, sodomy, sexual assault, and forcible fondling.

Non-forcible sex offense includes incest and statutory rape.

Consent is voluntary and sober. It requires words or actions that show a voluntary willingness or agreement to engage in a mutually agreed upon sexual activity. Consent is not present when one is incapable of consent, by reason of intoxication or incapacitation due to drugs or alcohol, when subject to coercion or threat of coercion, or subject to force. Consent to conduct does not occur when a person is incapable of evaluating the nature of the conduct, incapable of declining participation in, or communicating unwillingness to engage in, a sexual act or other acts. Submission to conduct does not mean the conduct was welcome or consensual; in other words, the absence of "no" does not mean "yes."

Just because someone has consented to certain sexual activities in the past does not mean that that person is consenting to sexual activity at present. Further, even if someone consents to certain types of sexual contact that does not mean that person also wants to engage in sexual intercourse or other sexual activities.

Domestic Violence may include violent acts by a current or former spouse; by a person with whom the victim shares a child in common; by a person who is or has cohabitated with the victim as a spouse; by a person similarly situated to a spouse; between a parent and child; between members of the same household in an intimate relationship; or by any other person similarly situated. Domestic violence can be physical, sexual, emotional or economic in nature.

Dating Violence can be violence or abusive behavior used by one partner to gain or maintain control over another partner. It can be violence committed by a person who is or has been in a social, romantic or intimate relationship with the victim. The existence of such a relationship will be determined by factors such as the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved.

Stalking is unwanted or obsessive attention by an individual or group toward a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or to suffer substantial emotional distress. Stalking may include the monitoring of an individual online or involve the use of social media, email or other technology. It may also include unwanted observation or surveillance.

Awareness Programs are community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety and reduce perpetration.



Bystander Intervention

Bystander Intervention is a social science model that predicts that most people are unlikely to help others in certain situations. A bystander is anyone who observes an emergency or a situation that looks like someone could use some help. They must then decide if they are comfortable stepping in and offering assistance.

Research has found that people tend to struggle with whether helping out is their responsibility and one of the major obstacles to intervention is something called diffusion of responsibility -- which means that if several people are present, an individual is much less likely to step up and help out because he/she believes someone else will. Other major reasons that bystanders fail to intervene are that the situation is too ambiguous, that the bystander is worried about misjudging the situation and thus will be embarrassed by intervening, or that the bystander believes the victim is in some way responsible for the situation and is thus, getting what they deserve.

Bystander Intervention programs teach people to overcome their resistance to checking in and helping out. These programs have been found to be very helpful on college campuses to thwart sexual assault, abusive alcohol consumption, dorm damage, and concerns about suicide, depression and eating disorders.

Active Bystanders

1. Communicate that the behavior is unacceptable without embarrassing the offending person
2. Name or identify inappropriate behavior so it isn't just glossed over or ignored.
3. Protect someone from being hurt or offended and someone else from giving offense or harm.
Make it clear that such behavior is not acceptable in this community.
4. Help someone who has been hurt or offended, and/or prevent further injury or offense.
5. See that the situation is handled by those best able to cope.
Make people responsible for this class, department, residence, office, etc. aware of what is going on.



On-going Prevention and Awareness Campaigns

Brunswick Community College maintains educational programs to promote prevention, intervention, and reporting of rape, acquaintance rape, dating violence, domestic violence, sexual assault, and stalking, among other topics. These education programs include primary prevention and awareness programs for all incoming students and new employees designed to reduce risk, encourage reporting, and engage bystanders in prevention. In addition, the college offers ongoing awareness and prevention programs to continuing students and employees, including faculty.

Primary Prevention Program

Primary Prevention goes beyond raising awareness of domestic violence and works to promote the behaviors we want to see adopted. Strategies are often focused on stopping potential perpetrators before they commit their first act. This is a relatively new concept for many working to end domestic violence whose primary focus has been on responding to the needs of people who have been victimized.

Growing up with or living with violence (sometimes called “exposure”) causes personal and community health problems, according to a strong and growing body of research. This same research shows that violence is also preventable.

Primary prevention strategies include:

- working with children, their parents or caregivers to set expectations for healthy communication
- working with schools, workplaces and other community settings (faith-based organizations, neighborhoods, athletic associations, etc.) to change social norms
- saturating the community with healthy relationships messaging and promoting responsible bystander behaviors
- encouraging policies and leaders that set an expectation for healthy relationships and communities

Risk Reduction

- If you have limits, make them known before things go too far.
- Tell a sexual aggressor “NO” clearly and loudly, like you mean it.
- Try to extricate yourself from the physical presence of a sexual aggressor.
- Grab someone nearby and ask for help.
- Be responsible for your alcohol intake/drug use and realize that alcohol/drugs lower your sexual inhibitions and may make you vulnerable to someone who views a drunk or high person as a sexual opportunity.
- Watch out for your friends and ask that they watch out for you. A real friend will get in your face if you are about to make a mistake. Respect them if they do.
- If you find yourself in the position of being the initiator of sexual behavior, you owe sexual respect to your potential partner.



These suggestions may help you to reduce your risk for being accused of sexual misconduct:

- Don't Make Assumptions. About consent. About someone's sexual availability. About whether they are attracted to you. About how far you can go. About whether they are physically and mentally able to consent to you.
- Clearly communicate your intentions to your sexual partner and give them a chance to clearly relate their intentions to you.
- Mixed messages from your partner should be a clear indication that you should step back, defuse the sexual tension, and communicate better. Perhaps you are misreading them. Perhaps they haven't figured out how far they want to go with you yet. You need to respect the timeline with which they are comfortable.
- Don't take advantage of someone's drunkenness or drugged state, even if they did it to themselves.
- Realize that your potential partner could be intimidated by you, or fearful. You may have a power advantage simply because of your gender or size. Don't abuse that power.
- Understand that consent to some forms of sexual behavior does not necessarily imply consent to other forms of sexual behavior.

On this campus, silence and passivity cannot be interpreted by you as an indication of consent. Read your potential partner carefully, paying attention to verbal and non-verbal communication and body language

Brunswick Community College prohibits any form of sexual harassment involving any of its students or employees. The College has a firm belief and has established a policy that all students and employees are entitled to work in an environment free of discrimination or intimidation based on sex. Any act, comment or behavior which is of a sexually suggestive or harassing nature and which in any way interferes with a student's or employee's performance or creates an intimidating, hostile or offensive environment is strictly prohibited. Harassment consisting of either physical or verbal conduct of a sexual or harassing nature (such as unwelcome sexual advances, requests for sexual favors, repeated overt offensive sexual flirtations, continued or repeated abuse of a sexual nature, graphic or degrading comments about an individual, the display of sexually suggestive objects or pictures, or any offensive or abusive physical contact) will not be tolerated of any student or employee.

Sexual harassment does not require physical contact, but merely has to create an unwelcome environment. Occasional compliments of a socially acceptable nature do not constitute sexual harassment. Sexual harassment is behavior which is not welcome, which is personally offensive, which undermines morale, and which, therefore, interferes with work effectiveness.

Students or employees, without any fear of reprisal, have the responsibility to bring any form of sexual harassment to the attention of their supervisor, department head or anyone that is a Campus Security Authority so that a confidential investigation may be immediately begun into the circumstances of the incident and the allegations of an student or employee who believes that he or she is or has been the object of sexual harassment. Following this investigation, a review of the results of the investigation with the person(s) involved will be conducted and corrective and/or disciplinary action will be taken against the responsible employee(s), up to and including immediate termination of employment.



Procedure

Any supervisor or department head to which such a report is made will immediately investigate the matter and report it to the President. If an student or employee is uncomfortable with initially reporting such harassment to his or her supervisor or department head, he or she should go directly to the Vice President responsible for his/her area. If uncomfortable with initially reporting, such harassment to the Vice President, he or she should go directly to the President.

In the event the President is alleged to be personally involved in harassment, the employee may go directly to the Director of Human Resources who will contact the Chairman of the Board of Trustees. It is the responsibility of the Chairman of the Board to contact the President and inform him/her of the allegation and pending investigation. The Board of Trustees will conduct a confidential investigation and will reach a final disposition of the matter.

If the initial report of the harassment is made by an employee to his or her supervisor, dean, or to a Vice President, any review of the decision rendered must follow the Grievance Procedure.

If an student or employee initially reports the harassment to his or her supervisor or department head, as the case may be, and is dissatisfied with the decision rendered, the student or employee may then follow the Grievance Procedure. If a student or employee is uncomfortable with filing a written request for further review with the Vice President or initially reports the harassment to the Vice President and is dissatisfied with the decision rendered, a written appeal for further review may be filed with the Hearing Committee. The College will retain as confidential all documentation of all allegations and investigations and will take appropriate corrective action, including disciplinary measures when justified, to remedy violations of this policy. Disciplinary action, up to and including immediate termination of employment or expulsion from the College will be taken against any student or employee engaging in sexual harassment.

Confidentiality

Upon receipt of a report, the Title IX coordinator and those participating in any disciplinary proceedings, will make all reasonable efforts to maintain confidentiality and respect the privacy of those involved. The College understands that reports of this nature can be difficult, emotional and stressful. Therefore the College will only share information as is needed to conduct a prompt, thorough and effective investigation. All members of the College community should understand that even if the complainant asks the College not to pursue an investigation, or decides to attempt to resolve the situation informally, the College must still investigate the allegations and address the conduct as may be necessary.

Complaint Process

Brunswick Community College's greatest concern is for the safety and physical and mental health of all its students, faculty, staff, and guests and is committed to maintaining a welcoming and supportive educational climate. Therefore, the following procedures are available to all students, staff, administrators and faculty who feel they have experienced or witnessed gender-based misconduct, including sexual harassment and gender discrimination as discussed above.



Once the College is informed of alleged misconduct, the Title IX coordinator will notify the complainant and the accused of their rights pursuant to Title IX. The Title IX coordinator will help the parties navigate the formal complaint process, should you choose to engage it, access appropriate medical, emotional or academic services, discuss possible interim arrangements during the investigation and resolution phases, understand your rights, and answer your questions along the way. The College is obligated by Title IX to promptly, thoroughly and impartially investigate and resolve all complaints, whether made formally or informally. The Title IX coordinator will therefore respond to every report of alleged sex or gender-based misconduct, facilitate the implementation of measures to stop the behavior, and take steps to prevent its recurrence.

If you have been the victim or target of a sexual assault or other type of sexual misconduct, you are also encouraged to contact the Brunswick Community College Police Department. In certain circumstances, depending on the type of conduct alleged and the parties involved, the College may be independently obligated to contact the police.

The College will promptly and equitably respond to all issues involving gender-based misconduct. It may be necessary to adjust on a case-by-case basis, the procedures and timeframes discussed in this section due to the nature and complexity of the issues, the parties involved, and the College's academic calendar. Both the complainant and the accused will be notified of any procedural or timeframe adjustments.

Investigation

After the receipt of a report of discrimination, harassment, including sexual harassment, or sexual or gender-based misconduct, the Title IX coordinator will meet with the complainant to gather as much information as possible. The Title IX coordinator will also meet with any witnesses or individuals who may have information about the conduct at issue.

If after this initial fact-finding phase the College determines that a violation of College policy may have occurred, it will proceed with a full investigation. The complainant and the accused will be notified that an investigation is underway and will be afforded the opportunity to meet independently with the Title IX coordinator to review this procedure and to have his/her rights explained. The Title IX coordinator will also meet with the accused to listen to his or her side of the story and to gather any evidence he or she may offer to better understand the nature of the conduct at issue. The complainant and the accused will have the opportunity to submit names of individuals with knowledge of the situation and the College will follow up with those individuals. The Title IX coordinator will counsel the complainant and the accused on academic and other emotional supports available.

During an investigation, the Title IX coordinator may ask for written statements and other documents or evidence which may aid in the investigation. Therefore, it is important to preserve all evidence associated with the conduct or that you think might help others understand what happened. Such evidence can include text messages, Facebook or Instagram posts, photos, voicemails, emails or items of clothing.

Depending on the type of conduct and the parties involved, the College may unilaterally contact the Brunswick Community College Police Department. The College will continue its own investigation into the alleged conduct, regardless of whether or not the police decide to pursue their own investigation. The College will cooperate with all police investigations and will honor and enforce any judicial no-contact, restraining, or protective orders the parties may obtain outside the College process.

During the investigation process interim measures will be discussed with the parties and implemented as may be appropriate. Possible interim measures available to students, faculty, staff or other individuals participating in



this process may include a change in class schedule, or work arrangements. All efforts will be made to minimize the impact that these interim measures have on the complainant.

Both the accused and the complainant will be updated throughout the investigation process. At the close of an investigation, the Title IX coordinator will make a determination based on the preponderance of the evidence, which means he or she will determine whether it is reasonable to conclude, based on the evidence available, that it is more likely than not that the alleged conduct occurred. The complainant and the accused will be notified in writing of the Title IX Coordinator's determination and any penalty imposed; such notice will be provided on a simultaneous basis, to the extent feasible. The complainant will be informed of subsequent modifications to the sanctions, if any are made.

Possible penalties include exclusion from certain College buildings, classes, and College events as well as suspension, expulsion, and/or discharge from employment or enrollment. Individuals doing business at the College or third party vendors found to be in violation of this policy may be banned from the College and the College will notify their respective employers of all charges and disciplinary outcomes. Visitors may also be banned from the College.

Resolution and Appeal

In the event that a student or employee party to a complaint disagrees with the outcome of an investigation under this Title IX policy, the student or employee may seek a review of the outcome by submitting a written appeal statement to:

Dr. Susanne Adams
PO Box 30
Supply, NC 28462

An appeal under this policy must be made within 14 calendar days of receipt of the written notice of the outcome of the investigation. An appeal may be made on one or more of the following grounds only: (1) an error occurred that, if corrected, may change the outcome of the investigation; or (2) new information has arisen, that was not available or known to the student or employee at the time of the investigation, which if considered may change the outcome of the investigation. Information that was known or available to the student during the investigation will not be considered.

Dr. Adams will conduct an impartial review of the appeal and will provide the appealing student or employee with a written determination. Dr. Adams will seek to issue her determination on each appeal within 30 calendar days of its receipt of the appeal; however, this timeframe may be longer in certain cases. All appellate decisions are final. Both parties will be informed of the outcome of any appeal.

Compliance with VAWA does not constitute a violation of the Family Educational Rights and Privacy Act (20 U.S.C. 1232g).



Victim Resources

Brunswick Community College Counselors
Julianna Olsen
Building A-164
(910)755-7338

Brunswick Community College Police Department
Building A-135
(910) 755-7330

Brunswick County Sheriff Department
70 Stamp Act Drive
Bolivia, NC 28422
(910) 253-2777

Brunswick County Health Department
25 Courthouse Drive NE
Bolivia, NC 28422
(910) 253-2250

Alpha Counseling Center (910) 791-5171
Cape Fear Psychological (910) 763-8134
Carolina Counseling Center (910) 763-9512
Coastal Horizons (910) 343-0145
Delta Behavioral Health (910) 343-6890
Gateway Psychological Services (910) 793-6144
North Star Psychology (910) 547-3093
Trinity Counseling (910) 343-8424
North Carolina Gay Advocacy Legal Alliance – www.ncgala.org
Project Rainbow Net – www.projectrainbownet.org

Area Hospitals

Novant Hospital
240 Hospital Drive
Bolivia, NC 28422
(910) 721-1000

Dosher Memorial
924 N. Howe Street
Southport, NC 28461
(910) 547-3800

New Hanover Regional Medical Center
2131 South 17th Street
Wilmington, NC 28401
(910) 667-7000

