



North Carolina Wesleyan College

2020

Annual Security Report

And

Fire Safety Report

(Reporting for Calendar Years 2017, 2018, 2019)

December 17, 2020

Contents

Introduction	5
Preparation of Annual Security Report and Disclosure of Crime Statistics	5
NC Wesleyan College Campus Overview	6
Message from the Director of Campus Safety	8
Overview of Campus Security	10
Rocky Mount Campus.....	10
Durham Campus.....	11
Goldsboro Campus	11
Public Safety	11
General Procedures for Reporting a Crime or Emergency	13
Sexual Misconduct	14
Sexual Misconduct Policy (Title IX Violations).....	14
Steps to Prevent Sexual Misconduct	16
Sexual Misconduct Survivors – What do you do?	16
On-Campus Resources for Reporting an Incident	18
Off-Campus Resources for Reporting an Incident.....	19
Confidential Reporting.....	20
Pastoral Counselor.....	21
Professional Counselor	21
Sexual Misconduct.....	21
Prohibited Conduct.....	21
Reporting Sexual Misconduct to College Officials.....	25
Deliberate Indifference Standard	26
B. Anonymous Reporting	27
C. Reporting to Law Enforcement	27
D. Reporting Considerations	28
Sexual Misconduct Complaint Process	30
Resolution Procedures.....	30
Investigations:	32
Campus Sex Crimes Prevention Act	41
Workplace Violence	41
Crime Prevention/Educational Programs	42
Crime Prevention Recommendations.....	42

Protect your automobile.....	43
Protect yourself at night	43
Protect yourself walking and jogging	43
Help us protect you	43
Monitoring and Recording Criminal Activity	44
Off-Campus	44
Daily Crime Log.....	44
Fire Log.....	45
Campus Crime Statistics.....	45
Registered Sex Offenders.....	46
Explanation of How Statistics Are Compiled.....	46
Emergency Management	47
Critical Incident Emergency Management Plan/Team	47
Timely Warnings Procedures	47
Emergency Notifications.....	48
Communications.....	49
Imminent and Immediate Safety Risk.....	50
Non-Imminent/Safety Communication	50
Non-Critical Incidents/Crisis Situation Communication	51
Building Evacuation Procedures.....	51
Testing Emergency Response and Evacuation Procedures.....	51
Lock Down and Shelter in Place Drills.....	53
Local Police Department	53
Access to Campus Facilities	53
Educational Programs	54
Alcohol and Drug Policies	55
Parent Notification for Drug and Alcohol Violations.....	56
Crime Statement and Statistics Reporting	56
Crime Statistics for this Report	56
Geographical Reporting Area.....	57
Missing Students Statement	59
Annual Fire Safety Report.....	59
Fire Safety and Equipment Policy	60
Appendix 1-Definitions of Reportable Crimes.....	62

Appendix 2-Crime Statistics	65
North Carolina Wesleyan College- Rocky Mount Campus.....	65
North Carolina Wesleyan College- Durham Campus.....	67
North Carolina Wesleyan College-Goldsboro Campus	69
Appendix 3- Fire Safety Definitions	71
Appendix 4 – Description of Student Housing Facilities & Fire Detection and Suppression Devices	72
Appendix 5 – Fire Statistics	74
Student Right-to-Know & Campus Security Act / CLERY Policy Statements	75

Introduction

North Carolina Wesleyan College Incorporated, hereafter referred to as “the College” or “NCWC”, is pleased to publish the 2020 Annual Security and Fire Safety Report for calendar years 2019, 2018 and 2017. This report is prepared by using input from law enforcement and various campus officials. It complies with the Jeanne Clery Disclosure of Campus Policy and Campus Crime Statistics Act and is a part of the ongoing efforts to keep our campus informed and safe through available safety programs and services. The safety and well-being of our students, faculty, staff, and visitors is of the utmost concern to the College.

North Carolina Wesleyan College works diligently to reduce the risk and potential for crime on our campus. However, despite our best efforts, crimes may occur. Safety and security is a shared responsibility, and we expect all current and prospective community members to contribute to the safety and security of our campus.

If you have any questions or suggestions concerning this publication, please contact the Clery Compliance Officer, Director J. Wayne Sears at (252) 985-5585.

Preparation of Annual Security Report and Disclosure of Crime Statistics

The Director of Campus Safety prepares this report in compliance with the Jeanne Clery Disclosure of Campus Security and Crime Statistics Act (Clery Act) using crime information maintained by law enforcement, the North Carolina Wesleyan College (NCWC) Campus Security Office and information provided by other designated college authorities known as Campus Security Authorities or CSA’s. In addition to these sources, information provided by various local law enforcement agencies who have jurisdiction of the main campus and the areas surrounding the main campus, satellite campuses, facilities owned or leased by the College, public property adjacent to the College, and non-campus property, as defined in the Clery Act, is collected, maintained and compiled for this report.

Campus crime, arrest, and referral statistics include those reported to the NCWC security office, the NCWC Director of Campus Safety, Campus Security Authorities (CSA’s) which include but is

not limited to directors, deans, department heads, designated NCWC staff, judicial affairs, advisors to students/student organizations, athletic coaches, assistant coaches and their interns and all full time faculty, law enforcement officers whom work at the campus in an off duty capacity and local law enforcement agencies with geographical jurisdiction. North Carolina Wesleyan College accepts and encourages anonymous crime reporting especially in the concerning area of sexual assault in which a victim might be reluctant to come forward. These statistics are maintained and reported to the Director of Campus Safety regardless of whether or not the survivor client chooses to file a report or involve law enforcement.

Each year, notification is made to all applying and enrolled students providing the web address to access this report. Faculty and staff receive similar notification through campus mail. All current students, current employees, prospective students, employees and the general public may access a copy from the NCWC website ([Annual-Security-and-Fire-Safety-Report-.\)](#)

North Carolina Wesleyan College remains committed to the safety of all members of the Bishop Community. The manner in which many safety, security and discipline issues are mitigated, managed, investigated, adjudicated or prepared for may be found under the Student Right-to-Know & Campus Security Act Including CLERY Policy Statements. That report's link is: [Student's Right to Know and Policy Statements](#)

NC Wesleyan College Campus Overview

The liberal arts and sciences are the foundation of North Carolina Wesleyan College's curriculum for all undergraduate degree programs. Students choose from a variety of majors, all of which help prepare them for rewarding personal lives, good citizenship, and productive careers. Instruction emphasizes critical thinking, analytical reasoning, reading, writing, speaking, informed decision-making, and information skills. The College understands the increasing importance of a global perspective and of helping students learn to function in a complex society. It provides a learning environment that encourages ethical and spiritual development

The College provides degree programs, a master's program in Criminal Justice and Business a RN to BSN nurses' educational program and other educational opportunities for residential, commuting, and adult students. The traditional program in Rocky Mount for residential and commuting students emphasizes small classes and individual attention. It also encourages

student development through co-curricular and extra-curricular activities. The non-traditional Adult Studies Program is designed for students who wish to strengthen their academic background, enhance their professional knowledge and skills, and advance their careers. The College operates separate Adult Studies Programs in Durham and Goldsboro. We also operate seated Adult Studies Program classes through cooperative agreements at the following locations;

- The College of the Albemarle, Manteo, NC
- Craven Community College, New Bern, NC
- Pitt Community College, Winterville, NC
- Beaufort County Community College, Washington, NC
- Cape Fear Community College, Castle Hayne and Wilmington NC

This program is tailored to the learning styles and schedules of working adults. These programs provide student support services to ensure academic success.

The College has a special commitment to the Rocky Mount area and to eastern North Carolina. Through individual faculty, staff, and alumni activity, and through its educational and cultural programs, the College promotes the development of the region. The Wesleyan community includes students from diverse cultural and racial backgrounds. The College works to create an environment in which students, faculty, and staff come together in a dynamic learning community.

Message from the Director of Campus Safety

At North Carolina Wesleyan College, Safety and Security are an integral part of everyday campus life. We consider our students, faculty and staff our most valuable asset. Our incoming Wesleyan family begins their education as soon as they arrive, with safety and security education being an important part of their orientation. Parents of incoming students receive briefings on helping their incoming student be safe by making good decisions. This student education continues during the semester with security tips, programs, modules, symposiums and forums on substance abuse, dating violence, bystander intervention, sexual harassment/assault, anonymous reporting of crimes, how to report crime and other instances of concern.

In 2020, we had a very trying year due to the unprecedented strains of working within and under constraints due to the COVID 19 pandemic. As we moved to an online education model in the late spring semester and returned to a shortened fall hybrid semester, student issues that involve campus security were dominated by a new category: "COVID 19 Protocol Violation". The suspension of face-to-face meetings impacted the number and quality of safety and security programs overall. However, preliminary statistics indicated fewer campus crimes and Clery-reportable incidents in 2020 over 2019.

As we move through the academic year, we are looking at ways to improve our delivery of procedures and best practices to keep the Wesleyan family informed and provide them the resources that help them continue to make good decisions. We keep trained, state-certified, full-time security officers on site at Rocky Mount main campus and at our off-site housing unit, the Wesleyan Inn. During weekdays, uniformed Rocky Mount Police Officers patrol the campus in marked police cars four hours per evening until approximately 2AM. During weekends or during special events this number will increase as necessary. All Security Officers are AED and CPR certified.

During 2020, we continued to expand our security programs under the College's second major security grant that was obtained in 2019. This significant grant allowed us to expand our 9-1-1 emergency call tower system from seven units to ten units. The towers are located in key areas

of campus. Major lighting improvements were made in the area between the Braswell building and the Gateway Technology Center, and additional cameras were added to multiple outdoor areas including the Dunn Center. Future improvements will include additional card access points in residential buildings, science labs, and the athletic field house. Also, we continue to pursue emergency notification systems for the classrooms and additional security features for residence hall doors.

We believe our commitment to resources, personnel and practices leads to an environment that fosters good Christian behavior that directly leads to enhanced safety for all present on our campus.

In closing, we ask all to stay “Wesleyan Wise”!

J. Wayne Sears

NCWC Director of Campus Safety

FBINA 186

Overview of Campus Security

North Carolina Wesleyan College is dedicated to the safety and well-being of the College community. Campus Security works closely with local police departments and the College is constantly striving to improve and enhance policies and procedures through education and training.

North Carolina Wesleyan College makes every effort to enhance the quality of life for the entire Wesleyan community by maintaining a secure environment, where the safety of all is balanced with the rights of the individual. Our success depends upon an effective working relationship between Campus Security personnel and the diverse elements of the Wesleyan community, including students, staff, faculty, and visitors. Critical to this relationship is mutual respect. Therefore, we pledge to respect the diverse needs and interests of the community we serve. We pledge to be diligent and relentless in the protection of both persons and property.

In return, we ask that our partners in the community assume their individual and collective responsibilities to make all Wesleyan campuses a place that is free of crime, fear, and disorder, and to provide a civil and open environment that fosters learning.

Rocky Mount Campus

Includes the Wesleyan Inn and the Villas at Wesleyan along with an off-site music production class room.

- Campus security is staffed by 1 full-time Director of Campus Safety employed by NCWC. We contract 6 full-time and 4 part-time security officers employed by Universal Allied Security. These officers are not sworn, do not carry firearms and they do not have police powers or arrest authority. Campus security officers are assigned mobile posts. Patrols are conducted in the campus security vehicle and on foot. We also employ full time Rocky Mount Police Officers every weekday until approximately 2AM and on weekends this number is increased in proportion to student activities. These sworn armed officers are assigned a marked patrol vehicle as part of their role.

Durham Campus

- The Durham Campus is staffed by 1 part-time security officer employed by Ultimate Security Agency. The officer is not sworn, does not carry a firearm and does not have police powers or arrest authority. The security officer has access to secure the building in the evening the entrance and exit at 4426 South Miami Blvd, Durham, NC, but does not have access to individual offices. Officer can lock and open classrooms and is on duty each evening from 6:00 pm until 10:00 pm or as requested.

Goldsboro Campus

- The Goldsboro Campus is staffed by 1 part-time security officers employed by Sentry Security Services. The officers are not sworn, do not carry firearms and do not have police powers or arrest authority. Officers are certified to carry Tasers. Officers are posted at the back entrance* to 1101 Parkway Drive in Goldsboro, NC. Officers have access to optical surveillance both inside and outside. The building is equipped with an alarm system that is set every evening and on weekends.
**This is the closest entrance from the student parking lot and is the only door that is unlocked after 5 p.m. Students and Faculty must enter through that door from 5 to 10 p.m. and are required to show their student ID to enter.*

Public Safety

Compliance with the College's policies and procedures is necessary for the achievement of a safe environment in our community. These policies were developed to promote a safe campus and high-quality campus life. The effectiveness of these policies depends upon the active participation of all community members.

Drug and Alcohol Use

Consumption of alcohol is prohibited on the campus of North Carolina Wesleyan College with the exception of permitted use for events held in the Dunn Center for the Performing Arts. No students, regardless of age may consume alcohol on the campus, in any building, on the grounds, at any school activity or in residence halls. Possession of alcoholic containers whether empty or full is not allowed.

It is illegal in the state of North Carolina for anyone under the age of 21 to possess alcoholic beverages for consumption. Every student assumes full responsibility for their compliance with North Carolina State laws and College policy. False or fraudulent identifications for the purpose of purchasing alcoholic beverages is illegal and can result in an arrest by law enforcement.

Substance Abuse

The College is committed to maintaining a drug-free campus environment. Any member of the Wesleyan community, faculty, staff or student, who violates this policy is subject to any series of actions, ranging from written warnings to dismissal from the College. Counseling and treatment programs are available through the College's Health Center and/or Counseling Center. In 2019 Vape products that contain hemp were included as a banned substance under this policy.

Weapons Policy

No student, faculty or staff or contractor shall carry or possess any prohibited weapons on or about his or her person whether visible or concealed in or on the campus of North Carolina Wesleyan College or leased buildings, grounds, and other facilities. No employee acting within the scope of their employment or employees of organizations utilizing College facilities, shall carry or possess any prohibited weapon on or about his or her person whether visible or concealed in or on NC Wesleyan owned or leased buildings, grounds, and other facilities. No other individual shall carry or possess any prohibited weapon on or about his or her person whether visible or concealed in or on NC Wesleyan owned or leased buildings grounds and other facilities. No vehicle owned, leased or otherwise under the control of the College shall be used to store or carry a firearm. NC Wesleyan College is "posted" that no weapons are allowed and as such under North Carolina General Statute 14-269 no weapons are allowed on campus whether or not any person affected by this posting has or possess a carry concealed permit. For the purpose of this policy and in the language of NC state law weapons include any gun, stun gun, air rifle, air pistol, bowie knife, dirk, dagger, slingshot, leaded cane, switchblade knife, blackjack, metallic knuckles, razors and razor blades (except solely for personal shaving), firework, or any sharp-pointed or edged instrument except instructional supplies, unaltered nail files and clips and tools used solely for preparation of food, instruction, and maintenance, on

educational property. This policy does not apply to any sworn law enforcement officer who is in their jurisdiction and is acting within the scope of their department's policy.

General Procedures for Reporting a Crime or Emergency

Students, employees, and guests at North Carolina Wesleyan College (NCWC) campuses are encouraged to report criminal incidents, accidents, and other emergencies promptly to the campus security office, campus security authorities and/or to local law enforcement agencies, either by phone or in person. Additionally, incidents can be reported to any NCWC Campus Security Officer or Police Officer. Campus Security investigates all reports of crimes including confidential (where the reporting parties' names are known but not released) and anonymous (where the reporting parties' names are not known) reports. Daily Crime Logs containing the times, dates, and locations of all reported incidents are maintained at the Rocky Mount campus in the Office of Student Affairs and are available for review from 8:30am until 5:00pm during any school day. The campus security office is located in room 109 in the Hardee's building, or a security officer may be contacted by phone at (252) 406-7928.

In addition, you may report any alleged crime to the following office or personnel:

J. Wayne Sears

Director of Campus Safety	252-985-5585	Hardee's Building Office D
---------------------------	--------------	----------------------------

Office of Student Affairs	252-985-5178	Hardee's Building, Suite 111
---------------------------	--------------	------------------------------

Dr. Jason Modlin Dean of Students	252-985-5404	Hardee's Building, Suite 111
--------------------------------------	--------------	------------------------------

Dr. Molly Wyatt Director of Academic Affairs, Provost	252- 51494	Braswell Bldg. Provost Office
--	------------	-------------------------------

Dr. Barry Drum ** Chaplain	252-985-5223	Leon Russell Chapel
-------------------------------	--------------	---------------------

Quenetta Johnson M. Ed, NCC, LPC** 252-985-5369 Health Center
Director of Counseling & Disability Services

Jessica Brys-Wilson 252-985-5186 Health Center
Director of Health Services

**confidential reporting available

The Director of Campus Safety will investigate or oversee the investigation of all reports. Incident reports and investigatory findings are forwarded to the Dean of Students or their designee for review and potential on-campus judicial action.

If assistance is required from the Rocky Mount Police Department or the Rocky Mount Fire Department, the appropriate authority will be contacted. If a sexual misconduct or sexual assault should occur, College staff on the scene, including Campus Security, will offer the victim a wide variety of services. NC Wesleyan College has a sexual misconduct policy in place to address such issues.

All Incidents should be reported to the security office to ensure a prompt and thorough investigation and aid in providing timely warning notices to the community, when appropriate, and to ensure inclusion in the annual crime statistics. Victims are advised that timeliness of reporting is important and that they should not take a shower or wash before reporting any assault as valuable evidence may be destroyed.

Sexual Misconduct

Sexual Misconduct Policy (Title IX Violations)

Also see NCWC's complete Title IX policy at ncwc.edu/policies-and-notice/title-ix/

North Carolina Wesleyan College (NCWC) defines sexual misconduct as the touching or penetration of an individual's intimate parts without the express, affirmative verbal consent or permission of the individual upon whom the contact is made. North Carolina Wesleyan College

prohibits sexual misconduct and/or sexual harassment in any form. Sexual misconduct includes Sexual Harassment, the use of coercion, intimidation, threats or force to engage in contact of a sexual nature. Contact of a sexual nature includes sexual intercourse, oral sex, sodomy, or touching or forcing an individual to touch those intimate parts of the body normally associated with sexual activity or arousal. The individual upon whom the contact is made or who is made to engage in such conduct will be considered incapacitated and unable to provide express, affirmative verbal permission if the individual is under the influence of alcohol or other drugs or substances, irrespective of whether ingested by self or administered by another person. Additionally, individuals will be considered responsible for sexual misconduct if they either knew or should have known that the victim was incapacitated or physically helpless due to sleep or unconsciousness. Neither alcohol nor drug consumption by either party will be considered an excuse or reason for not being held responsible.

The College treats allegations of sexual misconduct extremely seriously and has a system in place to assist survivors in obtaining medical treatment, counseling, visa and immigration, student financial aid and legal assistance within the institution and in the community. The Office of Student Affairs is committed to treating survivors with care, compassion, and respect. In a campus setting, sexual misconduct often occurs when one or both parties are intoxicated from alcohol or other drugs or in connection with group activities where unanticipated social pressures may develop. Therefore, it is important to understand that intercourse or other sexual activity with a person unable to give free and full consent (e.g., because of intoxication, substance abuse, or intimidation) may constitute sexual misconduct or rape. Furthermore, the offender's use of a mind-altering substance does not in any way diminish his or her responsibility for abusive behavior.

When cases are reported, the confidentiality and protection of the victim and prevention of further injury are the first priority. The College will make every reasonable effort to be responsive and sensitive to the victims of sexual misconduct and/or sexual harassment. Because of the traumatic nature of these cases, the College's judicial system will respond quickly to the charges and resolve the case as expediently as possible while using all reasonable efforts to ensure that the rights of all parties involved are protected.

Steps to Prevent Sexual Misconduct

North Carolina Wesleyan College recognizes that sexual misconduct is never the fault of the survivor and encourages all students to be aware of personal safety in order to reduce the risk of victimization. Please read the information provided herein and in other publications from Student Affairs and be aware of the effects of alcohol and other drugs and the dynamics of social gathering.

Sexual Misconduct Reporting

The College is committed to maintaining an environment conducive to learning for all students and a workplace free from harassment and discrimination for its employees. North Carolina Wesleyan College will not tolerate harassment or discrimination on the basis of sex, race, color, national origin, age, religion, disability, sexual orientation, or any other trait or characteristic protected by any applicable federal, state, or local law or ordinance. Harassment on the basis of sex or any other protected characteristic may affect the terms and conditions of employment or interfere with a student's work or academic performance and create an intimidating or hostile environment for that employee or student. As such, harassment or discrimination on the basis of any protected trait or characteristic is contrary to the values of North Carolina Wesleyan College, violates the Student Code of Conduct, and is a violation of College policy applicable to faculty, administration, and staff. The safety and well-being of survivors are of paramount importance. The College strongly encourages survivors to contact trained professionals for emotional support, medical services, and advocacy with reporting and or the criminal justice system.

Sexual Misconduct Survivors – What do you do?

1. In the immediate aftermath of a sexual assault such as rape, go to a safe place. The individual should not shower, bathe, or change clothes and may be taken to the hospital 24 hours a day, 365 days per year, or to the Student Health Center, Monday-Friday, 9:00 am – 4:00 pm or local hospital.
2. Timely and prompt reporting of a sexual assault, preferably within 72 hours is critical in preserving evidence important in providing a criminal case against the assailant. Do not bathe, douche, brush teeth, use the toilet, or change clothing.
3. The survivor should seek medical attention immediately, regardless of whether the survivor reports the matter to the police. The survivor may decline to report the incident to authorities if they so choose.

4. The survivor may file a police report with the appropriate law enforcement agency. For on campus incidents contact NCWC Campus Security at (252) 985-5273 or (252) 406-7928.
5. If the survivor would like assistance in filing a police report, NCWC Campus Security can assist you.
6. North Carolina Wesleyan College a counselor available in the Hardee's Building, room 110A, phone number (252) 985-5369. The Director of Campus Safety at NCWC – Hardees Building (252) 985-5585 can also provide information on additional resources. For those wishing off campus services, contact My Sister's House 888-465-9507.
7. In order to minimize contact between the victim and the alleged assailant, NCWC will, at the request of the survivor, attempt to provide a change in classes, academic schedules, residence hall rooms, transportation or working arrangements as applicable and take other appropriate remedial measures. NCWC will provide written notification to victims of these options. These options are available to the victims regardless of whether the victim chooses to report the crime to law enforcement or campus authorities.
8. The survivor has the right to petition for Restraining/Protection Order. The Rocky Mount Police Department has information available on how to file for and request an OFP or HRO. North Carolina Wesleyan College may take actions it deems necessary or appropriate in response to all protection, restraining or no contact orders.
9. The Rocky Mount Police Department Victims Assistance Unit will assist in filing for Victims Assistance Funding via the North Carolina Crime Victims Compensation Services. Victims Compensation Services reimburses citizens who suffer medical expenses and lost wages as a result of being an innocent victim of a crime committed in North Carolina. Victims of rape, assault, child sexual abuse, domestic violence, and drunk driving, as well as the families of homicide victims are eligible to apply for financial help. Since 1987, Victims Compensation Services has assisted innocent victims and their families to heal from the devastating effects of criminal violence with payments for a diversity of needs, including medical care, counseling, lost wages and funerals. Like other compensation programs, North Carolina is a payer of last resort paying for financial losses not covered by other sources, including, but not limited to:
 - Health Insurance
 - Auto or disability insurance
 - Public funds such as Medicaid

- Workers Compensation; or
- Restitution paid by an offender.

The program does NOT compensate victims for damaged or stolen property or for pain and suffering. The maximum amount that can be compensated is \$30,000

10. North Carolina Wesleyan College will provide written notification of support services available on campus and in the community to the victim. These include, but are not limited to; physical and mental health, victim advocacy, legal assistance as well as written explanation of his or her rights and options under North Carolina Wesleyan's Sexual Violence Policy.

On-Campus Resources for Reporting an Incident

Incidents should be reported to one of the following on-campus offices:

Dr. Jason Modlin, Ed.D. [Title IX Coordinator](#)

Dean of Students

111 Hardees Student Union

252.985.5404 jmodlin@ncwc.edu

The Title IX Coordinator has oversight of the College's compliance with Title IX regulations and works with the individuals listed below to ensure all complaints are handled promptly and equitably. The Title IX Coordinator has oversight of the reporting, investigating and resolving of all complaints involving students, faculty, and/or staff. The Title IX Coordinator also has oversight of training for students, faculty, and staff along with education and prevention efforts.

Darrell Whitley, Deputy Title IX Coordinator for Human Resources

Director of Human Resources

141 Braswell

252.985.5105 dwhitley@ncwc.edu

Carol Carson, Deputy Title IX Coordinator for Athletics
Assistant Athletic Director for Medical Services
110B Taylor Center
252.985.5221 ccarson@ncwc.edu

J. Wayne Sears 252-985-5855
Director of Campus Safety and Title IX investigator.

Office of Student Affairs 252-985-5178

Residential Life Staff 252-985-5177

Campus Security 252-977-7374

Health Center 252-985-5186

Off-Campus Resources for Reporting an Incident

Incidents may be reported to one of the following off-campus agencies:

Immediate medical assistance: Emergency Services (EMS, Fire, Police) 911

UNC Nash Hospital/ SARN (Sexual Assault Response Nurse) (252) 962-8000

Victim Assistance and Support -My Sister's House (Domestic Abuse) (252) 462-0366,
(252) 459-3094 or 888-465-9507 www.mshnc.org

National Rape Hotline (800) 656-HOPE (4673)

National Domestic Violence Hotline (800) 799-SAFE (7233) www.thehotline.org

Health, Mental Health, and Counseling Services: Counseling Center (252) 985-5369

Employee Assistance Program (employees only) (Contact Human Resources)

Campus Offices

Financial Aid (252) 985-5293

Immigration & Visa Assistance (252) 985-5124

Rocky Mount Police Department 911 or (252)972-1411

Confidential Reporting

The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the College can keep an accurate record of the number of incidents; determine where there is a pattern of crime with regard to a particular location, method or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

The College has an anonymous tip line (ncwc.edu/tipline) that may be used to disclose information without identification.

Campus health care staff, pastoral counselors, and campus professional counselors, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, they should inform clients of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

Talking to a counselor does not constitute reporting the incident; however, the counselor can help you report the incident if you choose to do so. Talking to a counselor and/or reporting the incident can be initiated at any time. It does not have to be immediate and it does not depend on the collection of physical evidence. Members of the Counseling and Disabilities Office staff are confidential resources and do not investigate

Incidents. They do not make identifiable reports of incidents to College staff unless the student requests them to do so. Faculty, staff, and administrators outside of this area are not confidential resources. If a student discusses the incident with College staff or a faculty

member, with the exception of a counselor, the staff member or faculty member must contact student affairs or campus security staff to file a report or an Anonymous Report of Sexual Misconduct as required by the Clery Act. For the purpose of this report, counselors are defined as follows:

Pastoral Counselor

An employee of an institution who is associated with a religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor

An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community and who is functioning within the scope of his or her license or certification.

Sexual Misconduct

The College considers sexual misconduct and assault one of the most grievous of offenses. It is a key focal point of our prevention strategies, awareness campaigns, and conversations within the NC Wesleyan family. From these concerns, and an effort to keep everyone informed, we are compelled to make our policies on this issue part of our annual report.

Prohibited Conduct

A. Sexual Harassment

Any unwelcome conduct of a sexual nature, to include sexual advances, requests for sexual favors, verbal or physical conduct of a sexual nature, or conduct of a sexual nature based on a person’s gender, gender identity, or sexual orientation, when one or more of the following conditions are present:

- 1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s enrollment, employment, academic success, or athletic or other program participation (quid pro quo harassment);
- 2) The behavior is so severe and pervasive and objectively offensive that it deprives an individual of equal educational access;
- 3) Such conduct has the purpose or effect of substantially interfering with an individual’s work or academic performance or creates an intimidating, hostile, or offensive work or educational environment.

Conduct is unwelcome when it is not solicited and it is regarded as offensive by the recipient. In determining whether the conduct is harassment and creates a hostile environment, the College will consider the issue from both an objective (reasonable person) and subjective (complainant's) viewpoint. A single incident of harassment may be severe enough to create a hostile environment on its own. A pattern of similar behavior may not be needed in order to determine that the conduct creates a hostile environment. This threshold will be used to determine whether a hostile environment exists, whether in an on-campus or off-campus educational program and/or activity.

In making this determination, the College will consider a number of factors, including:

- * The nature, severity, duration, and context of the conduct;
- * The relationship between the respondent and the complainant;
- * Whether academic freedoms protect the conduct; and
- * Whether the conduct was part of other discriminatory conduct.

Sexual harassment can include but is not limited to conduct that is:

- * Physical, such as unwelcome touching, unwelcome sexual advances, blocking another's movements, sexual or physical assault.
- * Verbal, such as comments of a sexual nature, derogatory comments about another, crude humor, verbal descriptions of another's body, verbal descriptions of sexual activity with another.
- * Visual, such as the display of sexually-oriented images in public, sexually-oriented gestures toward others.
- * Quid pro quo, such as offers for academic or work-related benefits in exchange for sexual favors. Such offers can be explicit or implicit. First amendment protections are appropriate for educational institutions where students are learning, and employees are teaching. Students, faculty, and others should enjoy free speech and academic freedom protections, even when speech or expression is offensive.

B. Non-Consensual Sexual Penetration

Any sexual penetration, no matter how slight, of the vagina or anus with any body part (penis, finger, tongue, etc.) or object, or oral penetration by a sex organ of another person, without consent.

C. Non-Consensual Sexual Contact

The intentional, non-accidental touching of intimate body parts such as genitalia, groin, breast, buttocks, or mouth or any clothing covering them, without consent; the removal of another person's clothing without consent; touching a person with one's own intimate body parts without consent; compelling another to touch one's intimate body parts without consent; or any other intentional sexual touching with any object by a person upon another person, without consent.

D. Sexual Exploitation

Taking sexual advantage of another person without consent. This includes but is not limited to: causing the incapacitation of another person for a sexual purpose; causing the prostitution of another person; electronically recording, photographing, or transmitting intimate or sexual utterances, sounds, or images of another person; allowing third parties to observe sexual acts; engaging in voyeurism; distributing intimate or sexual information about another person; and engaging in sexual activity with another person while knowingly infected with a sexually transmitted infection, including HIV, without notifying the other person of the infection.

E. Interpersonal Violence

Includes actions often referred to as Domestic Violence and Dating Violence. Interpersonal violence includes but is not limited to acts of abuse, coercion, violence or the threat of violence that is physical and/or sexual in nature. This behavior can be physical, sexual, economic, verbal, emotional, or psychological actions or threats of actions that influence another person.

Interpersonal violence can occur between persons of the same or different gender, gender identity, and sexual orientation.

Domestic violence refers to any of the acts listed above that are committed by:

- A current or former spouse or intimate partner of the complainant.
- A person with whom the complainant shares a child in common.
- A person who is cohabitating or has cohabitated with the complainant as an intimate partner or spouse.

- A person committing the violence against an adult or a youth who is protected from such conduct by the domestic or family laws of North Carolina.

Dating violence refers to any of the acts listed above that are committed by:

- A person who is or has been in a social relationship of a romantic or intimate nature with the complainant.

Domestic violence, dating violence, stalking (see Stalking definition), and retaliation may all be forms of interpersonal violence when committed by an individual who is or has been in a relationship as described above.

F. Stalking

Involves a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or that of others or which causes substantial emotional distress.

A course of conduct refers to two or more acts in which the stalker directly, indirectly, or through third-parties, by any action, method, device or means, follows, observes, contacts, threatens, or communicates to or about a person or interferes with a person's property when such acts are unwelcome.

Substantial emotional distress refers to significant mental suffering that may, but does not require, medical or counseling referral or treatment.

Examples of stalking behaviors include, but are not limited to:

- * Unwelcome communication including in-person, email, text, social media, instant messages, letters, notes, gifts or other communications.

- * Surveillance and other observations, either in-person or electronically.

- * Trespassing.

- * Vandalism.

- * Threats (verbal or physical) against the complainant or someone close to the complainant.

- * Controlling or manipulative behavior such as threats to harm one's self.

- * Information gathering about the complainant from family, friends, teammates, co-workers, etc.

- * Using a third party or parties to accomplish any of the above behaviors.

G. Retaliation includes any act of intimidation, threats, coercion or other forms of discrimination against an individual for exercising rights under this policy.

Reporting Sexual Misconduct to College Officials

A. Campus Reporting

The College encourages reporting of violations or potential violations of the Title IX policy. We also encourage all individuals to seek appropriate medical or mental health assistance when needed immediately following an incident of sexual misconduct. Additionally, law enforcement should be contacted regardless of whether the individual seeks to pursue criminal charges. This is to preserve evidence which may support the report to the College, a protective or no-contact order, or a future report to law enforcement in the pursuit of criminal charges.

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by email, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time, including during nonbusiness hours, by using the telephone number or email address, or by mail to the office address, listed for the Title IX Coordinator. You can make a report by contacting any member of the Title IX team:

Jason Modlin, Ed.D.

Title IX Coordinator/Dean of Students

111 Hardees Student Union

252.985.5404 jmodlin@ncwc.edu

Darrell Whitley

Deputy Title IX Coordinator for Human Resources Director of Human Resources 141 Braswell

252.985.5105 dwhitley@ncwc.edu

Carol Carson

Deputy Title IX Coordinator for Athletics Assistant Athletic Director for Medical Services

110B Taylor Center 252.985.5221 ccarson@ncwc.edu

Campus Security and Safety 1.252.406.7928

Available 24 hours per day, 7 days per week, 365 days per year

At the time of reporting, the complainant need not decide how they want the report to be handled. The College will offer support to the complainant as described in this policy, including support in deciding how to handle the incident. The College will respect the complainant's autonomy in making the important decision on whether to proceed with a formal complaint (see Formal Complaint definition).

Deliberate Indifference Standard

The College will respond promptly to Title IX sexual harassment in a manner that is not deliberately indifferent, which means a response that is not clearly unreasonable in light of the known circumstances. As such, the College must:

- Offer supportive measures to the person alleged to be the complainant;
- Ensure the Title IX Coordinator promptly contacts the complainant confidentially to discuss the availability of supportive measures
- Consider the complainant's wishes with respect to supportive measures;
- Inform the complainant of the availability of supportive measures with or without the filing of a formal complaint;
- Explain to the complainant the process for filing a formal complaint;
- Investigate sexual harassment allegations in any formal complaint, which can be filed by a complainant or signed by the Title IX Coordinator;
- Affirm that a complainant's wishes with respect to whether the school investigates should be respected unless the Title IX Coordinator determines that signing a formal complaint to initiate an investigation over the wishes of the complainant is not clearly Unreasonable in light of the known circumstances;
- Dismiss, for the purposes of Title IX, any formal complaint that does not meet the definition of sexual harassment or did not occur in the school's education program or

activity against a person in the United States. The College may still address the allegations as it deems appropriate under the Code of Student Conduct.

Any individual reporting sexual misconduct may be assured that the College will assess each report and resolve it in a fair, impartial, and timely manner, as appropriate under the circumstances. All individuals may expect to be treated with respect and dignity. In all reports, the College will make an immediate assessment of any risk of harm to the College or to the broader campus community and will address those risks, including taking interim measures for the safety of the individuals involved and the campus community.

B. Anonymous Reporting

Any individual may make an anonymous report of sexual misconduct. An individual may report the incident without disclosing his or her name, identifying the respondent, or requesting any action. Depending on the extent of information available about the incident or the individuals involved, however, the College's ability to respond to an anonymous report may be limited.

The Title IX Coordinator or a Deputy Title IX Coordinator will receive the anonymous report and will determine any appropriate steps, including individual or community remedies as appropriate and in compliance with all federal and state legal obligations.

C. Reporting to Law Enforcement

The College encourages complainants to pursue criminal action for incidents of sexual misconduct that may also be crimes under state criminal statutes. Complainants have the right to notify or decline to notify law enforcement authorities. The College will assist a complainant, at the complainant's request, in contacting local law enforcement, filing a report, or obtaining a protective order. The College will cooperate with law enforcement agencies if a complainant decides to pursue the criminal process. Complainants have the right to participate or decline to participate in any investigation to the extent permitted under state or federal law.

Local law enforcement information:

Rocky Mount Police 252.972.1411

The College's policy, definitions, and burden of proof differ from those that apply in criminal law. A complainant may seek resolution through the College's complaint process, may pursue criminal action, may choose one but not the other, or may choose both. Neither law enforcement's determination regarding whether to prosecute a respondent nor the outcome of any criminal prosecution determines whether sexual misconduct has occurred in violation of this policy. Proceedings under this policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off-campus.

D. Reporting Considerations

1. Timeliness of Report, Location of Incident

Complainants and third-party witnesses are encouraged to report incidents of sexual misconduct as soon as possible in order to maximize the College's ability to respond promptly and effectively. However, there is no time limit on reporting violations of this policy. If the respondent is no longer a student or employee, the College may not be able to take disciplinary action against the respondent, but it will still seek to comply with its Title IX obligation by providing support for a complainant and taking steps to end the harassment, prevent its recurrence, and remedy its effects. An incident does not have to occur on campus to be reported to the College. Off-campus conduct that occurs in connection with College programs or events may also be covered, as may off-campus conduct that may have a continuing adverse effect on the complainant while on campus or other property owned or controlled by the College or in any College employment or education program or activity. The College will process all Title IX complaints regardless of where the conduct occurred to determine whether the conduct occurred in the context of its educational program or has continuing adverse effects on campus or in an off-campus program or activity.

2. Amnesty for Personal Use of Alcohol or Other Drugs

The College seeks to remove any barriers to reporting. It is in the best interest of this community that all individuals who have been the subject of sexual misconduct report the behavior to the College, and that witnesses share what they know. To encourage reporting, complainants, third-party witnesses, or respondents will not be subject to disciplinary action by the College for their own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any

other person at risk. Students may be required to engage in non-disciplinary substance abuse or awareness measures.

3. Statement against Retaliation

Retaliation is a violation of College policy and will result in disciplinary action. See section III-G above for more information.

4. False Reporting

The College takes the validity of information very seriously, as a charge of sexual misconduct may have severe consequences. A complainant who makes a report that is later found to have been intentionally false or made maliciously without regard for truth, or anyone proven to have acted in bad faith to intentionally give false information during the course of an investigation may be subject to disciplinary action. This provision does not apply to reports made in good faith, even if the facts alleged in the report are not substantiated by an investigation and/or hearing decision. An allegation of false reporting cannot be investigated or heard until the underlying allegations have been resolved.

5. Protection of Minors and Mandatory Reporting of Suspected Child Abuse

Any persons employed by the College who, in their professional or official capacity, have reason to suspect that a child is an abused or neglected child, are required to report the matter immediately to child protective services. The College also requires that the information be immediately shared with the Office of Public Safety so that the College can ensure timely compliance with this law and enhance the protection of children. The College will report all suspected child abuse and neglect, including sexual assault, to law enforcement. The College will act quickly regarding all suspected child abuse. For the purposes of this reporting obligation, a child is any individual under the age of 18, and the suspected abuse may involve physical, sexual, or other forms of abuse or neglect, regardless of the identity of the suspected perpetrator. The duty to report is triggered by reasonable suspicion or belief. There is no requirement that evidence of abuse be presented, nor is it the responsibility of any employee, student, or volunteer to investigate suspected child abuse on his/her own. The Department of Social Services and/or law enforcement authorities are best positioned to conduct any such investigation and make appropriate determinations. A report should be made as follows:

- If a child is in immediate danger, call the police (911).
- If there is no immediate danger, call Campus Security at (252.406.7928).

E. Bystanders

A bystander is a person who (either directly or indirectly) has an opportunity to prevent or respond to a situation that they know to be damaging to another person or the community. The role of bystanders during acts of disruption, prejudice, or violence toward others and oneself (i.e., overconsumption of substances) may be either harmful or helpful, depending on the bystander's response. In cases of sexual violence where students are witnessing a peer consume harmful quantities of substances, abusive relationships, or cruel or bullying behavior toward others, failure to intervene in safe ways can be detrimental. Students are being asked to recognize that they always have a choice when they see situations that could potentially become violent or unsafe for those involved: to take a stand and call for help; report the behavior to someone in authority; take action to protect a potential victim; or they can stand by, remain passive, and take no action. The conversations that occur during the student conduct process will include an intention to raise awareness of the issues of the role of bystanders in the well-being and health of our community. For every incident that occurs on our campus, there are multiple levels of responsibility. This includes direct and indirect contributions to the situation. The College encourages all community members to take reasonable and prudent actions to prevent an act of sexual misconduct. Taking action to protect a potential victim may include direct intervention when safe to do so, enlisting the assistance of friends, contacting law enforcement, or seeking assistance from a person in authority. Community members who assist under these circumstances will be supported by the College and protected from retaliation.

Sexual Misconduct Complaint Process

Resolution Procedures

A. Procedural Overview

The procedures below will be used to resolve all formal complaints. In cases where the respondent is both a student and an employee:

- The student resolution procedures will apply if the respondent is a fulltime student but not a full-time employee.
- The employee resolution procedures will apply if the respondent is a full-time employee but not a full-time student.

Following the Title IX Assessment (section VIII), the College may seek a remedies-based resolution which does not involve disciplinary action against the respondent or (2) initiate an investigation to determine if a charge should be issued. The intent of the investigation is to gather all evidence and relevant facts to determine if there is sufficient reason to support a charge against the respondent.

B. Informal Resolution

Informal resolution (remedies-based resolution) is a non-disciplinary approach designed to address the alleged misconduct and eliminate a reported hostile environment without initiating potential disciplinary action against a respondent. Where the Title IX assessment concludes that remedies-based resolution is appropriate, the College will take immediate and corrective action through the imposition of individual and community remedies designed to maintain the complainant's access to the educational, extracurricular, employment or volunteer activities at the College. At no time will the College require, as a condition of continuing enrollment or employment, or any other right, either party to waive the right to an investigation and formal resolution of sexual harassment complaints. Examples of protective, non-disciplinary remedies include mediation, supported direct or indirect confrontation, targeted or broad-based educational programming or training, or other actions as deemed appropriate by the Title IX Coordinator. Depending on the form of remedies-based resolution used, it may be possible to maintain anonymity. The College will offer mediation for appropriate cases, but it will not compel a complainant to engage in mediation. Mediation, even if voluntary, will not be used in cases involving sexual assault or violence. Participation in remedies-based resolution is voluntary, and either party can request to end remedies based resolution at any time and proceed with an investigation and potential disciplinary action. Likewise, a complainant may request remedies-based resolution at any time prior to a hearing, provided that the College determines that the complainant's request is consistent with the College's obligations under Title IX to ensure the safety and welfare of the college. In cases where informal resolution is used, both parties must give written consent and may withdraw consent in writing at any time prior to the resolution. The Title IX Coordinator will maintain records of all reports and conduct resolved by remedies-based resolution.

C. Formal Complaints

Investigations:

The College is obligated to investigate allegations in any formal complaint and send written notice to both complainant and respondent of the allegations upon receipt of a formal complaint. During an investigation and disciplinary proceeding, both the complainant and the respondent may have an Advisor at his/her expense (see Advisors below this section). The Advisor may be present at any meeting or proceeding related to the investigative or disciplinary process in which the individual to whom the Advisor is assigned is present. The Advisor may observe but may not speak on behalf of the individual to whom the Advisor is assigned during any interview or hearing. The investigator will conduct the investigation in a manner appropriate in light of the circumstances of the case. He or she will coordinate the gathering of information from the complainant, the respondent, and any other individuals who may have information relevant to the determination. The investigator will also gather any available physical evidence, including documents, communications between the parties, and other electronic records as appropriate. The complainant and respondent will have an equal opportunity to be heard, to submit information, and to identify witnesses who may have relevant information. Witnesses must have observed the acts in question or have information relevant to the incident; character witnesses who do not have information relevant to the case will not be considered. The investigation is designed to provide a fair and reliable gathering of the facts. It will be thorough, impartial, and fair, and all individuals will be treated with respect. The investigation is a neutral fact-gathering process. The respondent is presumed to be not responsible; this presumption may be overcome only where the Hearing Officers conclude that there is sufficient evidence, by clear and convincing evidence, to support a finding that the respondent violated the policy. The College will seek to complete the investigation within thirty (30) calendar days from the start of the investigation, but this time frame may be extended depending on the circumstances of the case. At the request of law enforcement, the College may agree to defer its Title IX fact gathering until after the initial stages of a criminal investigation. The College will communicate with the complainant and the respondent regarding Title IX rights, responsibilities, procedural options, and the implementation of necessary interim measures to assure the safety and well-being of all affected individuals. If applicable, the College will promptly resume its Title IX fact gathering as soon as law enforcement permits it to do so. Information the College gathers during the review or

investigation will be used to evaluate the responsibility of the respondent, to provide for the safety of the complainant and the College community, and to take appropriate measures to end any misconduct, prevent its recurrence, and address its effects. The Title IX Coordinator will retain copies of all reports generated as a result of investigations. The College will keep these records private to the extent permitted by law. Although all witnesses, the complainant, and the respondent are expected to participate in the investigative process, neither party is required to participate in the investigation under these procedures. If a party chooses not to participate in an investigation, the investigation and potential disciplinary proceedings may still proceed. In order to protect the integrity of the investigation, none of the parties involved in the investigation should discuss with any witness or potential witness what was shared with investigator while proceedings are pending.

During the Investigation:

- The burden of gathering evidence and burden of proof must remain on the college, not on the parties.
- The college will provide equal opportunity for the parties to present fact and expert witnesses and other inculpatory and exculpatory evidence.
- The college will not restrict the ability of the parties to discuss the allegations or gather evidence.
- Both parties will have the same opportunity to select an advisor of the party's choice who may be, but need not be, an attorney.
- The college will send written notice of any investigative interviews, meetings, or hearings.
- The college will send the parties, and their advisors, evidence directly related to the allegations in electronic format or hard copy, with at least 10 days for the parties to respond.
- The college will send the parties, and their advisors, an investigative report that fairly summarizes relevant evidence, in electronic format or hard copy, with at least 10 days for the parties to respond.
- The college will dismiss allegations of conduct that do not meet the definition of sexual harassment or did not occur in one of the college's education programs or activity

against a person in the United States. Such dismissal is only for Title IX purposes and does not preclude the college from addressing the conduct in any manner the college deems appropriate.

- The college may, in its discretion, dismiss a formal complaint or allegations therein if the complainant informs the Title IX Coordinator in writing that the complainant desires to withdraw the formal complaint or allegations therein, if the respondent is no longer enrolled or employed by the school, or if specific circumstances prevent the college from gathering sufficient evidence to reach a determination.
- The college will send the parties written notice of a dismissal (mandatory or discretionary) and the reasons for the dismissal.
- The college may, in its discretion, consolidate formal complaints where the allegations arise out of the same facts.
- The medical, psychological, and similar treatment records of either party may not be accessed or used unless the College obtains the party's voluntary, written consent to use such records.

At the conclusion of the investigation, the investigator will prepare a written report that summarizes the information gathered and synthesizes the areas of agreement and disagreement between the parties and any supporting information. Before the investigative report is finalized, the complainant and respondent will have the opportunity to review it. The complainant and respondent may submit any additional comments, request changes, or request further investigation from the investigator. After giving the parties the opportunity to comment on the report orally or in writing, the investigator will make changes to the report based on those comments at his or her discretion. He or she will then submit the report to the designated Title IX coordinator for dissemination to the Hearing Officers. All copies of the investigation report (the original, copies bearing feedback from the parties, and the investigator's final report should be identified and maintained in the case file.

Advisors

If an investigation of prohibited conduct is initiated, the complainant and respondent will be invited to bring an advisor to their interview and/or to the hearing as a source of support.

Advisors may accompany the complainant and respondent at interviews or hearings. Parties

may request a brief recess to consult with their advisors, which will be granted at the discretion of the investigators, Hearing Officers, or Review Board, as applicable. The Advisor's primary roles at the hearing are to 1) provide support for the complainant or respondent, and 2) provide cross-examination to the other party on behalf of their advisee. Advisors may not directly question the Investigator, Hearing Officers, or Review Board. Any Advisor who does not follow the College's policies, procedures, or practices relating to the advisor's role in the resolution process will receive an initial warning. If the advisor continues to disregard the College's policies, procedures, and/or practices or disrupts or otherwise fails to respect the limits of the role, such advisor will be required to leave the meeting, hearing, or other proceeding at the discretion of the investigator, Hearing Officers, or Review Board, as applicable. When an advisor is removed from a meeting, hearing, or other proceeding, the proceeding will continue without the advisor's presence. Parties may choose to share their copy of the investigation report with their advisor. Neither a party nor an advisor may duplicate the investigation report. All advisors are expected to maintain the privacy of any records shared with them. These records may not be shared with third parties, disclosed publicly, or used for purposes not explicitly authorized by the College or by the applicable law. The College may restrict the role of any advisor who does not respect the sensitive nature of the process or who fails to abide by the College's privacy expectations. The College expects all advisors to adjust their schedules to allow them to attend College meetings when scheduled. The College does not typically change scheduled meetings to accommodate an advisor's inability to attend. The College will, however, make provisions to allow an advisor who cannot attend in person to attend a meeting by telephone, video and/or virtual meeting technologies as may be convenient and available. The College will not recognize or enforce agreements between an advisor and the complainant/respondent that are reached outside of these procedures.

D. Hearings

1. Hearing Officers

North Carolina Wesleyan College uses two Hearing Officers who together determine responsibility and, if warranted, administer sanctions and/or discipline against a respondent. Each hearing officer is appointed by the Title IX Coordinator and is specially trained to adjudicate cases of sexual misconduct. The Hearing Officers are selected from a pool of individuals trained to serve. Hearing Officers must be impartial and free of any conflict of interest. A pre-hearing conference is held prior to formally beginning. The Hearing Officers shall

determine the order of the proceedings, the relevancy of witnesses and evidence, and the nature of questioning. The Hearing Officers shall exercise reasonable discretion in adjudicating all matters not expressly covered under this Policy and shall have the authority to make the final determination as to all procedural questions or issues that may arise. The Hearing Officers will determine whether to formally charge the respondent and will notify the parties. A charge will be issued if the complainant's factual allegations are plausible and could constitute a violation of this policy. Absent extenuating circumstances, the decision whether to formally charge the respondent will be made within two (2) calendar days after the Hearing Officers receive the investigation report. The Title IX Coordinator reserves the right to overturn the Hearing Officers' decision with respect to whether to issue a charge. The formal charge(s) will state the subject matter of the complaint, the name of the complainant, and the approximate date and/or timeframe for the alleged conduct. The Hearing Officers may deliver notice of the charge by one or more of the following methods:

- In-person or via a designated College administrator;
- Mailed to the local or permanent address of the individual as indicated in official College records; or
- Emailed to the individual's College-issued email account.

2. Pre-hearing Conference

Once a formal charge has been issued, the respondent will answer the charge as "Responsible", "No Contest", or "Not Responsible". If the respondent answers "Responsible" or "No Contest", the Hearing Officers will review the charge to determine an appropriate sanction. The respondent must answer the charge before or during the Pre-Hearing Conference with the Hearing Officers, which is held, absent extraordinary circumstances, within seven (7) calendar days after the issuance of the formal charge document. Upon the issuance of a formal charge, the investigation report and related appendices will be made available to the parties for their review. The Hearing Officers will determine whether there is sufficient justification for asking a witness to attend in person or whether the witness statement adequately summarizes the information. Absent extenuating circumstances, the Pre-Hearing Conferences will be held within seven (7) calendar days of issuance of the charge document. If additional investigation is required, the Hearing Officers will set a timeframe in which it is to be completed and reviewed by both parties prior to the hearing.

3. Hearing Procedures

A hearing will be held in a timely manner; assuming no extraordinary circumstances, within fourteen (14) calendar days of issuance of the formal charge. The Hearing Officers will review the investigation report prior to the hearing. All hearings will be live. Each party's advisor will be allowed to ask the other party and any witnesses all relevant questions and follow-up questions, including questions challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally. Live hearings may be conducted with all parties physically present in the same geographic location or, at the school's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually. At the request of either party, the college must provide for the entire live hearing (including cross examination) to occur with the parties located in separate rooms with technology enabling the parties to see and hear each other. Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the decision maker must first determine whether the questions is relevant and explain to the party's advisor asking cross-examination questions any decision to exclude a question as not relevant. If a party does not have an advisor present at the live hearing, the school must provide, without fee or charge to that party, an advisor of the school's choice who may be, but is not required to be, an attorney to conduct cross-examination on behalf of that party. If a party or witness does not submit to cross-examination at the live hearing, the decision-maker(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the decision-maker(s) cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions. With or without a hearing, after the school has sent the investigative report to the parties and before reaching a determination regarding responsibility, the decision-maker(s) must afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party. All hearings are closed to the public. Although both the complainant and respondent may be asked to be present at various times during the hearing, if either party would prefer not to be physically present during the hearing, the party can participate through electronic means or a privacy screen may be erected. Neither party is required to participate in

the hearing in order for the hearing to proceed. If either party is not in attendance, the hearing may still proceed, findings may still be made, and sanctions may still be imposed. During the hearing, the Hearing Officers may question the complainant, the respondent, any witnesses called, and/or the investigator, and examine related information and evidence. The hearing officers shall restrict their questions to matters relevant to the specific case. The parties cannot verbally pose questions to each other or to witnesses. However, in advance of the hearing, the parties may submit written questions to the hearing officers to ask on their behalf. The hearing officers will screen the questions and have discretion to determine whether to ask them. The Hearing Officers will not ask questions in violation of College policy and prior evidentiary decisions, or questions that are irrelevant or repetitive. Additionally, the adjudicators have discretion to change the wording of the question. The parties cannot call witnesses or present information at the hearing that could reasonably have been provided during the investigation. If information produced during the hearing discloses additional tangible evidence or witnesses with relevant information that could not have reasonably been provided during the investigation, the Hearing Officers, in their sole discretion, may obtain that evidence or call those witnesses to testify. Hearing officers, investigators, and advisors are expected to maintain the privacy of the participants in these proceedings except where disclosure may be authorized or mandated by law or College policy. After considering all of the relevant information, the hearing officers will deliberate and make findings of fact supported by clear and convincing evidence. From those facts, the Hearing Officers will reach conclusions as to whether the respondent is responsible for conduct in violation of this policy. The two (2) officers must agree "responsible" for a finding of responsibility. A deadlock will result in a finding of "not responsible". At any time during the hearing process, the respondent may choose voluntarily to agree to a finding of responsibility relating to some or all of the charged conduct and proceed to the disciplinary stage of the process. The hearing officers must issue a written determination regarding responsibility with findings of fact, conclusions about whether the alleged conduct occurred, rationale for the result as to each allegation, any disciplinary sanctions imposed on the respondent, and whether remedies will be provided to the complainant. The written determination must be sent simultaneously to the parties along with information about how to file an appeal.

4. Evidentiary Standard

The Hearing Officers will use the evidentiary standard of clear and convincing evidence in making determinations of responsibility for charges. 'Clear and convincing' means that the evidence presented is substantially more probable to be true than not true. In other words, the Hearing Officers must have a firm belief that the evidence presented is factual and supports a finding of responsibility.

5. Imposition of Sanction

If the respondent is found "Responsible" or agrees to a finding of responsibility, the hearing officers, following consultation with the Title IX Coordinator, will impose a sanction designed to eliminate the misconduct, prevent its recurrence, and remedy its effects, while supporting the College's educational mission and complying with the College's Title IX obligations. The complainant and respondent will each have the opportunity to present a statement about the impact of the violation and/or requested sanctions. The hearing officers will review these statements only if they find, or the respondent accepts, that the respondent is responsible for one or more violations. The hearing officers shall determine the appropriate sanction (or combination of sanctions) in accordance with the Code of Student Conduct. Both hearing officers must be in favor of the imposition of each sanction or combination of sanctions. If they fail to agree, the Title IX Coordinator will make the final determination. If the respondent is no longer a student at the time of sanctioning, the hearing officers may impose any sanction as outline in the Code of Student Conduct and/or may consider the respondent persona non grata on campus property, any property under the control of the College, and/or any event under the control of the College. In considering the appropriate sanction, the hearing officers may consider the circumstances, including but not limited to the following factors:

- The respondent's prior discipline history;
- Sanctions previously issued for similar incidents;
- The nature and violence of the conduct at issue;
- The impact of the conduct on the complainant;
- The impact of the conduct on the community, its members, or its property;
- Whether the respondent has accepted responsibility;
- Whether the respondent is reasonably likely to engage in the conduct in the future;
- The severity of the sanction necessary to ensure that the conduct does not recur;
- Any other mitigating or aggravating circumstances, including the College's values.

6. Notice of Outcome

Within two (2) calendar days of the decision, the Hearing Officers shall provide to the parties a copy of the written report of the Hearing Officers' decision. If applicable, the hearing officers will inform the respondent of any sanctions, the date by which the requirements must be satisfied, and the consequences of failure to satisfy the requirements. The hearing officers also will inform the complainant of any sanctions that directly relate to the complainant or are required by federal law to be disclosed to the complainant in the case of certain sexual offenses, including sexual assault, domestic/dating violence, and stalking. The hearing officers will also provide each party with an outcome letter containing their appeal options. The College will also notify those College employees necessary to implement the outcome and/or sanctions.

Upon a finding of responsibility, additional remedies, in addition to the issued sanction, may be available to a complainant. Examples of potential remedies are provided in Section 8-Interim Measures. The Title IX Coordinator, in consultation with others as necessary, will determine any appropriate additional remedies.

E. Appeal Process

Either party may appeal the finding of a policy violation/non-violation and/or a sanction within seventy-two (72) hours of receipt of the written hearing report. Appeals must be in writing, specifying in detail the basis for the appeal. The President will appoint a Review Board to review these matters. The Chair of the Review Board will be someone who was not involved in the original hearing. The Review Board will be comprised of three (3) members of the North Carolina Wesleyan College community who do not have a conflict of interest in the case and who have received training on Title IX, the College's policy and the Appeal process. For an appeal to be granted, at least two (2) members of the Review Board must vote to grant appeal. Appeals, if granted, do not constitute a re-hearing of the case and the Review Board will defer to decisions of the hearing officers unless one or more of the reasons for granting the appeal are satisfied. The Review Board will review the entire written hearing record, the written appeal and other documents it deems relevant. Upon completion of this review, the Review Board may grant or reject a request for appeal based on one or more of the following grounds if it reasonably determines the ground(s) could more likely than not impact the underlying decision:

- Newly discovered evidence/information that could affect the outcome of the matter

(this does not apply in cases of deliberate omission of information by the appellant or in cases where the information was known but not shared); - Procedural irregularity significant enough to affect the outcome of the matter;

or

- Title IX personnel had a conflict of interest or bias significant enough to affect the outcome of the matter.

If the Review Board decides to grant an appeal, it may decide the case based solely upon the hearing record, the written appeal, and other documents it deems relevant, or it may remand the case to the original hearing officers in cases in which there is new information presented. The Chair of the Review Board will determine the proper composition of the panel for any appeal and oversee the process. The President will accommodate any conflicts that may arise with members constituting the panel. The Appeals Panel will confer with the Title IX coordinator on matters relating to consistency of sanctions and adherence to the College's policy

Campus Sex Crimes Prevention Act

The Campus Sex Crimes Prevention Act (section 1601 of Public Law 106-386) is a federal law enacted on October 28, 2000 that provides for the tracking of convicted, registered sex offender enrolled as students at institutions of higher education or working or volunteering on campus. The Act amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act to require sex offenders already required to register in a state to provide notice, as required under state law, of each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student. It also mandates that state procedures ensure that this registration information is promptly made available to law enforcement agencies with jurisdiction where the institutions of higher education are located and that it is entered into appropriate state records or data systems. Sex Offender Registration Program information for the state of North Carolina may be found at <http://sexoffender.ncsbi.gov/disclaimer.aspx>

Workplace Violence

- Rocky Mount Campus. The Director of Campus Safety will initially investigate or represent the college in the investigation of all reports of crimes. Referrals are made to the Rocky

Mount Police Department for most criminal matters and they assume jurisdiction of the case at that point.

- Durham Campus. For criminal acts contact Durham Police Department.
- Goldsboro Campus. For criminal acts contact Goldsboro Police Department.

Crime Prevention/Educational Programs

North Carolina Wesleyan College provides a variety of crime prevention programs and services including: Surveillance cameras, a Tip Line at www.ncwc.edu/tipline and security escort service. The Health Center and Counseling Services provide staff to aid students in coping with a variety of issues including sexual assault awareness, personal safety, and alcohol and drug abuse. Campus security is available to assist you with protecting yourself by providing vehicle, and foot patrols. However you can help protect yourself by being aware of your surrounds and taking appropriate steps in preventing crime.

Crime Prevention Recommendations

- Protect your room or apartment. Lock your door even if you are only going out for a short time or only going a short distance. It only takes seconds to walk into an open door and steal valuables.
- Always lock your door when you are asleep. You are also encouraged to lock your door when you are awake in your room.
- Do not prop open locked exterior building doors. These doors are locked for your protection and protection of other residents.
- Never open exterior doors of the building for strangers or non-residents. Always escort your guests to and from the building.
- Do not loan your keys to anyone, even a classmate or a friend. They may not be careful with them and may misplace them, giving the wrong person access to your possessions.
- Do not leave your keys lying around in public places or in your jacket pocket when you are not wearing it.
- Do not put your name or address on key rings as they may be used to steal your property if found by the wrong person.
- Record all serial numbers of electronic and serial numbered items. Keep a copy at school and leave a copy with a responsible person at home.

Protect your automobile

- Always lock your car doors and never leave your keys in the vehicle.
- Try to park your vehicle in a well-lit area.
- Avoid leaving property where it is visible.
- Call for an escort at (252) 985-5273 or (252) 406-7928
- If you arrive at North Carolina Wesleyan College late at night, you should contact Security and request an escort. They will escort you from the parking area to your residence hall.

Protect yourself at night

- Avoid walking alone at night.
- Refrain from taking shortcuts, and walk where there is plenty of light and traffic.
- Walk with a friend.

Protect yourself walking and jogging

- Avoid walking and jogging alone after dark. If you travel alone at night use the Campus Security escort, to escort you to your on-campus destination.
- Walk in well-lit routes.
- Be alert to your surroundings. If you suspect you are being followed, run in a different direction or to the other side of the street and yell for help, or head quickly for a lighted area or group of people
- Have your keys ready when returning to your residence hall or apartment, and keep your personal valuables concealed and close to your body.

Help us protect you

- Watch for suspicious persons in and around the College buildings and parking lots. Do not pursue them. Call campus security immediately. Call campus security if you should enter your room and find a stranger, regardless of the “cover story” supplied.
- If you see any suspicious activity or person on or near campus, call campus security at (252) 406-7928 or the Rocky Mount Police Department by dialing 911. Do not assume that what you observed is an innocent activity or that it has already been reported.
- Do not assume the person is a visitor or a College staff member that you haven’t seen before.

- Suspicious people may be loitering about at unusual hours and locations or running, especially if something of value is being carried. Persons may be under the influence of drugs or need medical or psychiatric assistance. If you spot someone carrying property that may be suspicious or going room to room trying door handles, report it to campus security immediately. Door-to-door soliciting is not permitted in the College residence halls.
- Immediately report all thefts and property loss to campus security

Monitoring and Recording Criminal Activity

Off-Campus

North Carolina Wesleyan College operates no off-campus housing (The Wesleyan Inn is considered an extension of the main campus) or off-campus student organization facilities. However, some students live in and frequent neighborhoods surrounding campus. When a North Carolina Wesleyan College student is involved in an off-campus offense within Rocky Mount, campus security officers, through communications with the local police, fire, and ambulance associations may assist in facilitating rapid emergency response.

Daily Crime Log

Campus Security, under the direction of the Clery Compliance Officer, maintains a daily log of offenses reported to them for the most recent sixty (60) day period. The log is available for public view during normal business hours in the Office of Student Affairs located in Suite 111 the Hardee's Building. Normal business hours are Monday –Friday, 8:00 am – 5:00 pm, excluding college holidays or emergency closings. Information that is prohibited by law or that would jeopardize the confidentiality of a victim will not be disclosed on the log.

The department will also withhold certain other information if there is clear and convincing evidence it would:

- Jeopardize an on-going criminal investigation or the safety of an individual;
- Cause a suspect to flee or evade detection;
- Result in the destruction of evidence.

Any information that is withheld by the department will be made available immediately once these conditions are no longer met.

Fire Log

The Campus Security, under the direction of the Clery Compliance Officer, maintains a fire log of all fires occurring in on-campus student residence halls for the most recent sixty (60) day period. The fire log is available for public view during normal business hours. Normal business hours are Monday –Friday, 8:00 am – 5:00 pm, excluding college holidays or emergency closings.

Campus Crime Statistics

The Clery Act requires U.S. colleges and universities receiving federal student financial aid to disclose timely and annual information about crime on and around college campuses. Recent amendments to the law have added a requirement that schools afford the victims of campus sexual misconduct certain basic rights and have expanded reporting requirements.

Our reports include statistics on categories for crimes that have occurred in locales adjacent to Wesleyan’s campuses. These are crimes committed in public areas such as sidewalks and streets immediately surrounding the campuses, non-campus buildings, and other off-campus property used by the College in direct support of its educational mission. These additional areas are reported separately from reports of crime on campus. Information about the specific location of public property included in these statistics can be obtained from the Student Affairs Office.

The crimes reported are not necessarily committed against a member of the College community. Crimes that may have occurred on the campus of any affiliated educational institution are not included in the College’s statistics, as these institutions compile their own Clery crime statistics. However, if at an affiliated campus a Clery reportable crime occurred in a classroom or hall, stair, elevator or parking lot adjacent to any classroom or other property used officially by NC Wesleyan College, per an agreement or lease, when they occurred, such crime is reported by both the institution of locale and NC Wesleyan College.

Registered Sex Offenders

The law was amended in 2000 to require schools to notify the campus community about where public “Megan’s Law” information related to registered sex offenders on campus could be obtained. This information is available at <http://sexoffender.ncsbi.gov/disclaimer.asp>

Explanation of How Statistics Are Compiled

The statistics contained herein, which include crimes on campus and crimes in adjacent public areas, are collected by the Office of Student Affairs and are based on crimes reported directly to campus security, CSA’s, and information provided by the local law enforcement agency having geographic jurisdiction.

In preparation for annual reporting, persons within each department of the College with significant responsibility for student and campus affairs, including disciplinary proceedings, are surveyed for knowledge of crimes that may not have been reported to the Director of Campus Safety, campus security or police authorities. These individuals include the Dean of Students, Residence Life staff, Athletic Directors and coaches, organization advisors, and Student Affairs personnel. Persons at Counseling Services and campus ministries are not surveyed for knowledge of certain crimes because the law does not impose a reporting obligation on persons with counseling or pastoral obligations.

Crimes that occurred in residence halls are reported both in the “On Campus” category and in the “Residence Hall” category. Thus, “Residence Hall” is a subset of “On Campus.”

The presentation of the tables is designed to enable the reader to compare crimes committed in the same locales during the past three years.

The definition of each crime can be found in Appendix 1 and may differ from the definition of comparable crimes under the North Carolina Penal Code or College discipline policies. The Clery Act also requires reporting of hate crimes in the above categories where prejudice on account of race, gender, religion, sexual orientation, ethnicity, or disability was a factor.

If a campus official has knowledge of a reportable crime that was not reported for investigation or disciplinary action and he or she informs the campus security, that occurrence will be included in these statistics.

Emergency Management

Critical Incident Emergency Management Plan/Team

Guidelines on emergency preparedness are designed to inform the campus community about what to do in the event of a critical incident/emergency and what to expect from campus and other officials responding to such an incident. The NCWC Emergency Management Plan is available at ([NCWC emergency-management-plan.](#))

For the purpose of this document “critical incident” is defined as a situation that requires prompt or immediate action. Such an incident may result in a disaster or crisis that disrupts the normal operation of the College and may jeopardize the health and/or safety of members of the NCWC community.

The Emergency Management Plan is overseen by the Emergency Management Team (EMT) comprised of the President, Director of Campus Safety (chair), Vice President of Administration and Finance, Dean of Students, Athletic Director, Director of Marketing and Communications, Director of Facilities Management, Director of Health Services, and the Director of Information Technology Services.

Timely Warnings Procedures

NCWC has a campus emergency notification system (Blackboard Connect 7) to warn the College community if a crisis, imminent danger or other urgent situation is present on or near the campus. Blackboard Connect gives the College the ability to contact the students, faculty, and staff and permanent contractors both by telephone, email and through text messages. All students, staff and faculty listed in the College’s database will automatically upload such information to the Blackboard Connect notification system every 24 hours. With Blackboard Connect, the community database can be subdivided into specific groups if only that particular group needs to be notified. As with any other notification system, the success of this system will depend on the information reported to the College’s database system.

In the event that a situation arises, either on or off campus, that, in the judgment of the College, constitutes an ongoing or continuing threat, a campus wide “timely warning” will be issued. The warning will be authorized, prepared and initiated by the Director of Security or the Dean of Students, Director of Marketing and Communications or the Director of Information Technology Services.

Depending on the particular circumstances of the crime, especially in all situations that could pose an immediate threat to the community and individuals, notices may also be posted on the campus website at www.ncwc.edu, as well as on NC Wesleyan College social media links such as Twitter, Instagram and Facebook. This provides the College community with more immediate notification. Anyone with information warranting a timely warning should report the circumstances to the NCWC security office at (252) 406-7928 or call 9-1-1.

Should an incident require wider notice to other area law enforcement and surrounding communities, the Director of Communications will do so with the coordination of the City of Rocky Mount, Rocky Mount Police Department, call list, media list, social media, the NCWC website (www.ncwc.edu) and press releases. Updates and further communications will be shared through these means as well.

Emergency Notifications

When a member of the NCWC community becomes aware of a situation that is defined as a *Critical Incident or Emergent Situation*, they will contact campus security or the student affairs administrator on call. The campus security officer or student affairs administrator on call is notified of the situation a brief assessment of the event is made. Using established protocols, initial steps will be taken to ensure student and community safety by public safety/student affairs staff. The Campus Safety Director, Dean of Students or her designated backup will be contacted and informed of the critical incident/emergent situation.

NC Wesleyan College will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The emergency management team composed of the President, Director of Campus Safety (chair), Vice President of Administration and Finance, Dean of Students, Athletic Director, Director of Marketing and Communications, Director of Facilities Management, Director of Health Services, and the Director of Information Technology Services would meet in person or on a conference call to assess the situation. If so determined, a command center would be established.

All available information is shared with the Emergency Management Team and initial steps are taken to address concerns. Student/community safety is the driving force in all decisions. Documentation of actions taken begins, as well as maintaining accurate records of the ongoing process.

Short-term steps necessary to resolve the situation are identified and implemented by appropriate individuals. Institutional and external resources are identified and utilized in response to the incident. Delegation of responsibilities occurs, based on plans, competencies, and availability of staff. A communication strategy is developed and implemented. This includes a statement or fact sheet that provides consistent communication and factual information. Peripheral issues are identified, and strategies to address them are implemented. Other key constituencies are involved as deemed appropriate. Once all relevant issues associated with the situation have been resolved, the Emergency Management Team disbands. Within a week of resolution, the Emergency Management Team meets to conduct an evaluation of the situation.

Communications

A central theme in dealing with incidents that will impact the NCWC community is the process of communicating to the many constituencies that make up our campus community. It is understood that all stakeholders (trustees, students, employees, parents, alumni, and the local community) will expect timely communication of potential issues that are affecting our campus. To support the community in resolving emergent situations, we have developed the following guidelines to assist in responding to the challenges of communication. Information will be provided in a timely fashion, using the most effective modes of communication that are available, as detailed in the guidelines section of our Emergency Management Plan.

NC Wesleyan College's emergency alerts are delivered using Blackboard Connect, a mass notification system. This system allows students, faculty, staff, and permanent contractors to receive text messages on cell phones, email accounts, text and other "smart" communications devices. The College uses the emergency alert system's "emergency messaging" only for critical incidents and emergencies as described in the emergency plan. The system also has an administrative messaging system for non-emergency messages such as snow delays, minor power outages, weather advisories, etc. When an immediate notification is warranted, the alert system will be initiated without delay

Timely warnings are delivered with alternate notification systems such as mass emails, posts on the College website, and/or postings on the Colleges social media accounts.

Imminent and Immediate Safety Risk

North Carolina Wesleyan College (NCWC) has an emergency notification system to warn the College community if a crisis, imminent danger or other urgent situation is present on or near the campus. If such an emergency situation occurs, a messages via the College's emergency notification software, Blackboard Connect, will be initiated and a Bishop Alert will be disseminated through voicemail, email and/or text. These messages will go to those individuals listed in the College's database.

Students, faculty and staff who feel that a situation exists or may occur requiring the activation of the campus emergency notification system are strongly encouraged to contact Campus Security immediately at (252) 406-7928, (252) 985-5273 or dial 9-1-1.

Non-Imminent/Safety Communication

A variety of situations that are detailed in our plan will require ongoing communication and updates but will not require immediate action by the majority of the campus community. In these cases, we will rely on appropriate modes of communication (Blackboard Connect, email, website updates) that are available. Regular updates on the status of situations will be provided to assure safety of the campus community, as well as any effect on the normal operation of the College.

Non-Critical Incidents/Crisis Situation Communication

Throughout the normal life of a college community, a variety of situations will occur that can impact the routine operations of the campus community, although they may not rise to the thresholds detailed in this plan. These situations may include weather extremes, power outages, etc. Again, in these situations the College will provide regular updates of information to ensure the safety of the campus community. This will include use of phone trees, email, voicemail, and the website.

**Please be advised that certain components/details of situations that may be urgent in nature will be private and/or protected by privacy laws (HIPAA/FERPA, etc.). The College will always balance respecting privacy with the importance of keeping the College community informed. Additionally, resolving the emergency situation will take precedence above over communicating*

Building Evacuation Procedures

Depending on the circumstances, a building may be either partially or totally evacuated. Under partial evacuation, deemed safer, and wait for further instructions.

Complete evacuation will result in all persons leaving the building and moving to a designated assembly area, or a location at least 500 feet from the building.

It is the responsibility of all students and employees to comply with an evacuation request, and to assist others to the designated assembly area. A building should be evacuated when a fire has been confirmed, the fire alarm system has been activated, or College or emergency officials direct to do so

Testing Emergency Response and Evacuation Procedures

Residence life and campus staff members conduct fire department monitored evacuation drills in all residence halls each semester. During March of each year a campus wide tornado drill is held in conjunction with the State's severe weather awareness protocol. Thus, the emergency response and evacuation procedures for residence halls are tested on campus each semester and all buildings practice these procedures yearly in March.

Students and College employees learn the locations of the emergency exits in the residence halls and are provided guidance about the direction they should travel when exiting for short-term evacuation. These tests are unannounced to the general population but are planned and overseen by the residence life staff and/or the Director of Security.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in the case of a fire or other emergency. At NCWC, evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants practice drill procedures and familiarize themselves with the location of exits and the sound of the alarm. During the drills, members of the Office of Facilities Services also are afforded the opportunity to test the operation of fire alarm system components.

Long-term evacuation locations are not shared with the general College population because these decisions, made by the Emergency Management Team will be determined by a variety of circumstances such as time of day, nature of the threat, and location of the building(s) requiring evacuation. The Emergency Management Team and campus officials on scene will communicate information to students and staff regarding the developing situation or any evacuation status changes.

Students receive information about evacuation and shelter-in-place procedures during their initial floor meetings and during other educational sessions that they can participate in throughout the year. Residence

Life staff members are trained in these procedures as well and act as an on-going resource for students living in residential facilities.

NCWC conducts tests of the emergency notification systems on campus during each semester. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. After each test, the Office of Communications, and the Director of Security notifies the College officials of the results.

Lock Down and Shelter in Place Drills

During September a Lock Down drill is held. This pre-announced drill is to prepare classroom building occupants for a lock down or other shelter in place emergency. This drill is used as a way to educate and train occupants on lock down procedures specific to their location. During the drill, occupants practice drill procedures and familiarize themselves with sheltering in place. The post drill reporting process is designed to gather information on vulnerabilities during such drills such as poorly locking or inoperable locks on doors, windows that allow overly intrusive views into lock down areas, and working with students as a team to shut off all lights, phones and other devices that omit sounds.

Local Police Department

The Wesleyan Campus Security maintains an excellent relationship with the local police department. The police also help to maintain a safer campus by providing extra coverage for special events that attract large crowds. Campus Security also regularly confers with the Rocky Mount Police Department to control criminal activity around College property.

Access to Campus Facilities

During business hours, the College (excluding housing facilities) will be open to students, parents, employees, contractors, guests, and the general public. During non-business hours, access to all College facilities is by key; or ID card, if issued; or by admittance from campus security or residence life staff. In the case of periods of extended closing, the College will admit only those with prior approval to all facilities. The college has one main entrance and three rear entrance onto the main campus. During evening hours after specified hours all rear entrances are closed off making the main entrance as the only means of entrance to the campus.

Residence halls are secured 24 hours a day. Over extended breaks, the doors of all halls will be secured around the clock, and locks will be changed to restrict unauthorized access. Some facilities may have individual hours, which may vary during the year. Emergencies may necessitate changes or alterations to any posted schedules.

Maintenance of Campus Facilities

NCWC's facilities office is responsible for College structures and landscaping and assures that they are maintained in a manner that minimizes hazardous conditions. Campus security regularly patrols campus and reports malfunctioning lights and other unsafe physical conditions to facilities services for correction. Other members of the College community are helpful when they report problems to the appropriate office. Facilities services and information technology provide 24-hour emergency assistance by contacting security at (252) 406-7928.

Educational Programs

Throughout the academic year, a series of awareness and crime prevention programs are offered for students and employees. During Orientation Weekend, students are informed of services offered by student affairs. The programs are designed to provide information about security procedures and the prevention, awareness, and reporting of crime. A common theme of all awareness and crime prevention programs is encouraging students and employees to be aware of their responsibility for their own security and the security of others.

The active shooter/active violence protocol used at NCWC is "Run Hide Fight" (*trade marked by the City of Huston Texas.*) The educational video for this training is shown during new faculty orientation, faculty convocation and during the freshmen orientation "What Is Expected of You series". The link to this video is additionally sent to all of the NCWC family about 30 days after classes start.

The first of every month all members of the NCWC family are sent a series of safety tips aimed at keeping students safe. These tips are released under the title "Bishop Safety Tips". Many of these topics apply to all person at NCWC. However; it is aimed at the student population. These tips address not only standard safety procedures and practices but also address current topics in student safety.

The Office of Student Affairs is very active in learning ways to continually inform and educate the student body. Programs cover depression/anxiety, values and decision making, dating, sexual conduct/misconduct, and alcohol/substance abuse awareness.

In addition to seminars, information is disseminated to students through the NCWC Student Handbook; the College's student newspaper, and regular discussions with residence life staff.

Alcohol and Drug Policies

The NCWC campus has been designated "Drug and Alcohol Free" and only under specific circumstances is the consumption of alcohol permitted. The possession, sale, manufacture, or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by campus security and the Rocky Mount Police Department. Violators are subject to College disciplinary action, criminal prosecution, fine, and imprisonment.

The College's policies related to the possession, consumption, and sale of alcoholic beverages mirrors the laws of the state of North Carolina. As such, only those over the legal drinking age of 21 are permitted to possess and consume alcohol under specific circumstances.

NCWC does not permit or condone the possession, use, consumption, or sale of narcotics or dangerous or illegal drugs. Their possession and non-medically supervised use is in violation of the law and NCWC policies. The College cannot and will not protect students from prosecution under federal or state laws. In addition to the student being subject to possible prosecution under federal or state laws, the College may take appropriate disciplinary action under its own policies and procedures.

Violations of this policy will subject the student to on-campus disciplinary action in accordance with the Code of Student Conduct. The possession of paraphernalia associated with the dispensing or use of alcohol or illegal drugs is also a violation of the Code of Student Conduct.

Referrals for counseling and treatment of alcohol/substance abuse issues are made to the College's counseling staff, and if determined necessary, outside professional agencies in the Wesleyan community.

Through special programs and events, the College attempts to educate its students and employees on the legal, social, and medical effects related to substance use and abuse. The

annual Alcohol Awareness Week is a substantial campus-wide effort to publicize and dramatize the effects of substance abuse.

Parent Notification for Drug and Alcohol Violations

In accordance with the Higher Education Amendments of 1998 to the Family Education Rights and Privacy Act (FERPA) of 1974, North Carolina Wesleyan College (NCWC) will notify a parent or legal guardian of a student who is under 21 years of age when the student has been found guilty through disciplinary channels of violating any NCWC policy regarding alcohol or illegal drugs.

Crime Statement and Statistics Reporting

The information below provides context for the crime statistics reported as part of compliance with the Clery Act and include statistics obtained from the following sources: NC Wesleyan Campus Security Office, Rocky Mount Police Department, Durham County Sheriff's Department, Goldsboro Police Department, Wake County Sheriff's Department, Cary Police Department, Manteo Police Department, New Bern Police Department, Beaufort County Sheriff's Office, Wilmington Police Department, New Hanover County Sheriff's Office, and non-police officials (campus security authorities). For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported.

Statistical information from the Office of Counseling Services is requested by the Clery Compliance Officer, though they are not required by law to provide statistics for the compliance document. A procedure is in place to anonymously capture crime statistics disclosed confidentially during such a session.

Crime Statistics for this Report

The statistics in this report are published in accordance with the standards and guidelines used by the Federal Bureau of Investigation Uniform Crime Reporting Handbook and federal law (the Clery Act).

The number of victims involved in a particular incident is indicated in the statistics column for the following crime classifications: Murder/Non-Negligent Manslaughter, Negligent Manslaughter, Forcible and Non-Forcible Sex Offenses, and Aggravated Misconduct. For example, if an

aggravated misconduct occurs and there are three victims, this would be counted as three aggravated misconducts in the crime statistics chart.

The number reflected in the statistics for the following crime categories includes one offense per distinct operation: Robbery, Burglary, Larceny, and Arson. For example, if five students are walking across campus together and they are robbed, this would count as one instance of robbery in the crime statistics chart.

- In cases of motor vehicle theft, each vehicle stolen is counted as a statistic.
- In cases involving Liquor Law, Drug Law, and Illegal Weapons violations, each person who was arrested is indicated in the arrest statistics.
- The statistics captured under the “Referred for Disciplinary Action” section for Liquor Law, Drug Law, and Illegal Weapons violations indicates the number of people referred to the Office of Student Judicial Affairs and found responsible for violating those specific laws. Being found responsible includes a referral that resulted in disciplinary action being initiated by Student Judicial Affairs and a record of the action being kept on file.
- The statistics in the Hate Crime chart are separated by category of prejudice, but the numbers for each specific crime category are part of the overall statistics reported for each year. The only exception to this is the addition of Simple Misconduct to the Hate Crime chart. If a hate crime occurs where there is bodily injury, the law requires that the statistic be reported as a hate crime even though there is no requirement to report the crime classification in any other area of the compliance document.
- Statistics for “Residential Facilities” also are counted in the “On-Campus” crime category. The law requires institutions to break out the number of “on-campus” crimes that occur in residential facilities.

Geographical Reporting Area

For the specific purpose of Clery reporting the college is required to identify the geographic area under Clery definition that the crime and fire statistical information for this report is derived from. Under this guideline, the college is required to report three (3) specific areas as Clery reporting locations;

North Carolina Wesleyan College Rocky Mount- Rocky Mount NC, its auxiliary housing site the Rocky Mount Inn, 1941 N. Wesleyan Blvd, and the Villas at Wesleyan Townhome Community,

a leased unit of town homes adjacent to the South West area of campus consisting of 106, 107, 110, 111 Calloway Ct. and 147,151,162, 168 Calloway Rd. & 2746 N Wesleyan Blvd., a location dedicated to our music production program.

This reporting location includes the NC Wesleyan College main campus located at 3400 N Wesleyan Blvd. Rocky Mount NC, its auxiliary housing site the Rocky Mount Inn, 1941 N. Wesleyan Blvd, Rocky Mount NC and the Villas at Wesleyan Townhome Community located on Calloway Ct and Calloway Rd. It additionally includes the following locations, which are required to be included under the main campus, as well as their host campus, as these are all leased spaces or spaces under a Memorandum of Understanding (MOU) with cooperating colleges. The main campus and Wesleyan Inn geographical area includes all surrounding streets and sidewalks. The satellite campuses only include the actual office space, halls, room spaces, their hallways, stairs and elevators for their times and days of their lease.

- The College of the Albemarle, Manteo, NC
- Craven Community College, New Bern, NC
- Pitt Community College, Winterville, NC
- Beaufort County Community College, Washington, NC
- Cape Fear Community College, Castel Hayne NC
- Cape Fear Community College, Wilmington, NC

North Carolina Wesleyan College, Durham NC, 4426 S Miami Blvd.

Durham, NC 27703

This reporting location consist of a “stand-alone” location leased by the college. The geographical reporting area includes all parking lots, streets and sidewalks surrounding the leased area.

North Carolina Wesleyan College Goldsboro NC,

1101 Parkway Dr. Goldsboro NC 27534

This reporting location consist of a “stand-alone” location leased by the college. The geographical reporting area includes all parking lots, streets and sidewalks surrounding the leased area.

Missing Students Statement

If a member of the College community has reason to believe that a student who resides in campus housing is missing, he or she should immediately notify the NCWC Campus Security at 252-406-7928. Campus Security will generate a missing person report and initiate an investigation the Director of Security.

In addition to registering an emergency contact, students residing in campus housing have the option to confidentially identify an individual to be contacted by NCWC in the event the student is determined to be missing for more than 24 hours. A student’s confidential contact information will be accessible only by authorized campus officials and law enforcement as appropriate. After investigating the missing person report, should campus security determine that the student is missing and has been missing for more than 24 hours, or that the student is likely in danger, the Director of Campus Security will notify the Dean of Students, who will in-turn notify the student’s emergency contact no later than 24 hours after the student is determined to be missing. If the missing student is under the age of 18 and is not an emancipated individual, NCWC will additionally notify the student’s parent or legal guardian immediately after public safety has determined that the student has been missing for more than 24 hours.

Annual Fire Safety Report

The Office of Student Affairs publishes the fire safety report as part of its annual Clery Act Compliance document, which NC Wesleyan College. This report includes statistics concerning the number of fires, the cause of each fire, the number of injuries and deaths related to a fire, and the value of the property damage caused by a fire (see appendix 5).

If a fire occurs in a College building, community members should immediately call 9-1-1 and notify campus security at 252-406-7928 to inform them of the circumstances. Campus security will respond to the scene to Facilitate evacuation of the fire location pending the arrival of fire department personnel. If a member of Wesleyan community finds evidence of a fire that has

been extinguished, and the person is not sure whether Campus security has already responded, the community member should immediately notify campus security to investigate and document the incident. Fire alarms alert community members of potential hazards and community members are required to heed their warning and evacuate buildings immediately when hearing a fire alarm in a facility. Use the nearest stairwell and/or exit to leave the building immediately. Community members should familiarize themselves with the exits in each building. The Rocky Mount Fire Marshall can levy fines and penalties to individuals who fail to evacuate a building promptly—but safety is a more important reason to evacuate. When a fire alarm is activated, the elevators in most buildings will stop automatically. Occupants should use the stairs to evacuate the building. If you are caught in the elevator, push the emergency phone button. Student rooms are inspected for health and safety policy compliance once each semester. These inspections are conducted to check for fire and safety hazards and to evaluate the condition of the room and furnishings. These inspections will be announced in advance. Areas found to be substandard will be documented and residents will be given a designated time period to rectify the problems. If the problems are not resolved, the situations will be handled as a judicial matter involving fines and other sanctions. Violations of College and residence hall policies that may be observed during the inspection also are addressed through the disciplinary process.

Fire Safety and Equipment Policy

Fire extinguishers are located in hallways of all campus buildings. Fire safety equipment is to be used in case of an emergency only. Tampering with this equipment can result in civil charges and disciplinary action, including but not limited to replacement cost and fines. Room smoke detectors are wired to the main fire system and will set off the entire system if tampered with. Covering the detectors will result in severe sanctions, when applicable. Open flames, including candles, incense, propane stoves, and gas or charcoal grills are not permitted in residence halls or on porches. Appliances with exposed heating elements may not be used in the residence halls. Electric frying pans, open coils, hot plates and sandwich makers, oil lamps, halogen lamps, electric or kerosene heaters, and deep fat cookers are prohibited in the residence halls. George Foreman grills, toasters, crock pots, benders, toaster ovens, and microwaves are prohibited. Halogen lamps are a fire hazard and are not allowed in the residence halls. Bathrooms, hallways, and stairwells must be kept clear of personal belongings and any other objects that create a safety hazard (i.e., shoes, clothing, furniture wastebaskets, etc.).

NCWC is a smoke free campus. Smoking or vaping is not permitted in the residence halls at any time. Smokeless tobacco is permitted, but tobacco is not to be spit inappropriately in the residence halls or in the water fountains. Spit cups/containers are not to be left lying around anywhere on campus. Any damage resulting from tobacco use will be the responsibility of the individual using the product or his/her host.

Periodic fire drills are conducted by residential life and public safety for the protection of students living in the residence halls. These occur a minimum of once every semester. All students are expected to evacuate the building when fire alarms are sounded. Some drills may involve room checks to ensure the building has been vacated. Students who tamper with fire alarm systems or other safety devices may be subject to the penalties imposed by the Rocky Mount Fire Department (RMFD) and the State of North Carolina for violation of local and state ordinances. Fines are imposed for the misuse of fire prevention devices. The College imposes disciplinary action and a \$500 fine plus the cost of resultant damage and possible removal from the residence hall or suspension from the college.

Appendix 1-Definitions of Reportable Crimes

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of misconduct 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 misconduct 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.)

Alcohol Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

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.

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

Consent: When all people in a sexual encounter agree to the sexual activity. Agreement to sexual activity means there are informed, freely given, mutually understandable words or actions that indicate a willingness to participate in the particular sexual activity. A person may decide at any time that he/she no longer consents and wants to stop sexual activity.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship; the type of relationship; and the frequency of interaction between the persons involved in the relationship.

Destruction/Damage/Vandalism of Property: (Except "Arson"): To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, a person with whom the victim shares a child in common, a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies [under VAWA], or any other person against an adult or youth victim who is protected from the person's acts under the domestic or family violence laws of the jurisdiction.

Drug Law Violations: Violations 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).

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term race in that “race” refers to grouping based mostly upon biological criteria, while “ethnicity” also encompasses additional cultural factors.

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/her youth or because of his/her temporary or permanent mental incapacity.

Forcible Rape: “The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.”

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/her youth or because of his/her temporary or permanent mental or physical incapacity.

Gender Identity: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals

Hate Crimes

In addition to any of the crimes above, the following acts are now reportable as Hate Crimes under the Clery Act, when motivated by prejudice on account of race, gender, religion, sexual orientation, ethnicity, or disability.

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

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Larceny-Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Includes pocket-picking, purse-snatching, shoplifting, theft from building, theft from coin operated machine or device, theft from motor vehicle, theft of motor vehicle parts or accessories and all other larceny.

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.)

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify

as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding.)

Murder and Non-negligent Manslaughter:

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

National Origin:

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

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

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.

Sex Offenses—Forcible: 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.

Sex Offenses-Non-Forcible: Unlawful, non-forcible sexual intercourse.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.

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

It should be noted that single crimes in the below Clery crime statistics may show up in multiple categories. Drugs or alcohol discovered on a student in their room would be shown as both as an "on campus property" crime AND a "residential facilities" crime. In the case of multiple alcohol offenders at a single location, such as a party in a student's residential room, the number of persons in violation would be listed as the statistic. I.E. 7 people in the room would result in both a numeric value of 7 in the on campus property" crime and 7 would be listed in the "residential facilities" category for this singular incident.

Crimes that are unfounded as not having occurred after they are reported may not be removed from the daily crime log or from the annual crime report. They may only be shown under the general category of "unfounded crime" in the Annual Fire & Security Report. For clarity on any specific crime generally listed as unfounded please see the Director of Security J Wayne Sears.

Appendix 2-Crime Statistics

North Carolina Wesleyan College- Rocky Mount Campus

Offense	Year	On-Campus Property	Residential Facilities	Non-Campus Property	Public Property
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	4	3	0	0
	2018	0	0	0	0
	2017	2	2	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	2	2	0	0
Domestic Violence	2019	3	3	0	0
	2018	4	4	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Murder/Non-negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	1	0	0	0
	2018	1	0	0	0
	2017	2	0	0	0
Rape	2019	1	1	0	0
	2018	1	1	0	0
	2017	1	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0

	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	1	1	0	0
	2018	1	0	0	0
	2017	1	0	0	0
Arrests					
Drug Abuse Violation	2019	2	1	0	0
	2018	2	2	0	0
	2017	1	0	0	0
Liquor Law Violation	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Carrying, Possessing, etc..	2019	0	0	0	0
	2018	0	0	0	0
	2017	1	0	0	0
Disciplinary Action/Referrals					
Drug Abuse Violation	2019	12	6	0	0
	2018	14	9	0	0
	2017	19	15	0	0
Liquor Law Violation	2019	35	35	0	0
	2018	10	9	0	0
	2017	28	23	0	0
Weapons Carrying, Possessing, etc..	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Unfounded Crimes	2019	1	1	0	0
	2018	Not Required			
	2017	Not Required			

Hate Crimes: There were no reported hate crimes for the years 2017, 2018 or 2019

***Pursuant to the of the Violence Against Women Reauthorization Act of 2013, and accompanying regulations (34 CFR 668), beginning for 2014 year, NCWC is required to disclose the number of reported crimes for Rape, Fondling, Incest, and Statutory Rape as individual crime categories.**

North Carolina Wesleyan College- Durham Campus

Offense	Year	On-Campus Property	Residential Facilities	Non-Campus Property	Public Property
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Murder/Non-negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0

	2018	0	0	0	0
	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arrests					
Drug Abuse Violation	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violation	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Carrying, Possessing, etc..	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Disciplinary Action/Referrals					
Drug Abuse Violation	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violation	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Carrying, Possessing, etc..	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Unfounded Crimes	2019	1	1	0	0
	2018	Not Required			
	2017	Not Required			

Hate Crimes: There were no reported hate crimes for the years 2017, 2018 or 2019

***Pursuant to the of the Violence Against Women Reauthorization Act of 2013, and accompanying regulations (34 CFR 668), beginning for 2014 year, NCWC is required to disclose the number of reported crimes for Rape, Fondling, Incest, and Statutory Rape as individual crime categories.**

North Carolina Wesleyan College-Goldsboro Campus

Offense	Year	On-Campus Property	Residential Facilities	Non-Campus Property	Public Property
Aggravated Assault	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arson	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Burglary	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Dating Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Domestic Violence	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Motor Vehicle Theft	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Murder/Non-negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Negligent Manslaughter	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Robbery	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Fondling	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Statutory Rape	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Incest	2019	0	0	0	0
	2018	0	0	0	0

	2017	0	0	0	0
Stalking	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Arrests					
Drug Abuse Violation	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violation	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Carrying, Possessing, etc..	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Disciplinary Action/Referrals					
Drug Abuse Violation	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Liquor Law Violation	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Weapons Carrying, Possessing, etc..	2019	0	0	0	0
	2018	0	0	0	0
	2017	0	0	0	0
Unfounded Crimes	2019	1	1	0	0
	2018	Not Required			
	2017	Not Required			

Hate Crimes: There were no reported hate crimes for the years 2017, 2018 or 2019

***Pursuant to the of the Violence Against Women Reauthorization Act of 2013, and accompanying regulations (34 CFR 668), beginning for 2014 year, NCWC is required to disclose the number of reported crimes for Rape, Fondling, Incest, and Statutory Rape as individual crime categories.**

Appendix 3- Fire Safety Definitions

On-Campus Housing Facility: Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus housing facility.

Cause of fire: The factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure, or act of nature.

Fire: Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Fire Drill: A supervised practice of a mandatory evacuation of a building for a fire.

Fire-related Injury: Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of the fire. The term person may include students, faculty, staff, visitors, firefighters or any other individuals.

Fire-related Death: Any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire, or who dies within one year of injuries sustained as a result of the fire.

Fire Safety System: Any mechanism or system related to the detection of a fire,

the warning resulting from a fire, or the control of a fire, including:

- Sprinkler or other fire extinguishing systems
- Fire detection devices
- Stand-alone smoke alarms
- Devices that alert one to the presence of a fire, such as horns, bells, or strobe lights
- Smoke-control and reduction mechanisms
- Fire doors and walls that reduce the spread of a fire

Value of Property Damage: The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity, including:

- Contents damaged by fire
- Related damages caused by smoke, water, and overhaul
- Does *not* include indirect loss, such as business interruption.

Appendix 4 – Description of Student Housing Facilities & Fire Detection and Suppression Devices

The College has seventeen (17) residence halls that offer a variety of living arrangements. These options include co-ed and single gender halls. Residence halls are supervised by a team of professional staff members (Area Directors (AD)) and undergraduate paraprofessional Resident Advisors (RA) trained in residence life practices. This training is renewed every fall before classes begin under the Rocky Mount Fire Department, Life Safety Division. All residence halls are drug and alcohol free.

***Bradley Hall** Male housing for sophomores, juniors and seniors in all single rooms. The hall has two full kitchens and open lobby areas. Bradley Hall can accommodate a total of 40 residents.

***Edgecombe Hall** Houses first year female students. Edgecombe Hall can accommodate 119 residents in a double room setting. This location houses a member of our Professional Life Staff.

***Roger & Gail Taylor Hall (formerly Eli Hall) Houses** female upper-class women. Eli Hall can accommodate a total of 40 residents

****Jin Hall (formerly Centura Hall).** Female housing for sophomores, juniors and seniors in all single rooms. The hall has two full kitchens and open lobby areas. Jin Hall can accommodate a total of 40 residents.

****Boddie Hall** Co-ed housing for sophomores, juniors, seniors and students requiring medical accommodations in all single rooms. The hall has two full kitchens and open lobby areas. Boddie Hall can accommodate a total of 40 residents.

****Collins Hall** Houses co-ed sophomores, juniors, and seniors with males and females separated by wing. Collins Hall can accommodate 122 residents in a double room setting. This location houses a member of our Professional Life Staff.

****Nash Hall** Houses co-ed freshmen, sophomores, juniors, and seniors with females on the first floor. Nash Hall can accommodate 121 residents in a double room setting.

****Petteway Hall** Houses first year male students. Petteway Hall can accommodate 121 residents in a double room setting.

*****Wesleyan Inn** During 2016 this location became the property of North Carolina Wesleyan College and now has the ability to house 133 students in 70 rooms. This location houses several of our Professional Duty Staff that are athletic coaches.

******Villas at Wesleyan Townhome Community** This newly constructed housing is a series of three-story townhomes consisting of sixteen total units. They are structured as duplex buildings

for a total of eight total buildings. Each unit can accommodate five students in four rooms. NCWC entered into a multi-year lease in September of 2018 to use these townhomes as residential housing.

*This Residence Hall is equipped with fire extinguishers in each wing, smoke detectors in each room and common area and a sprinkler system that covers each room and living area. Emergency pull stations are located in the halls and in the common areas. RA's for this building are trained in evacuation and fire extinguisher use each semester by the Rocky Mount Fire Department. This buildings fire alarm system is tested daily by the monitoring company for communication status through the campus wide Honeywell fire alarm system. This system is monitored 24 hours a day and uses direct dispatch to the Rocky Mount Fire Department upon any alarm activation.

**This Residence Hall is equipped with fire extinguishers in each wing, smoke detectors in each room and common area. Emergency pull stations are located in the halls and in the common areas. RA's for this building are trained in evacuation and fire extinguisher use each semester by the Rocky Mount Fire Department. This buildings fire alarm system is tested daily by the monitoring company for communication status through the campus wide Honeywell fire alarm system. This system is monitored 24 hours a day and uses direct dispatch to the Rocky Mount Fire Department upon any alarm activation.

*** This Residence Hall is equipped with a sprinkler system with coverage of each room, bathroom and common area as well as fire extinguishers in each wing, smoke detectors in each room and common area. Emergency pull stations are located in the center of each walkway wing and sound a local alarm only. RA's for this building are trained in evacuation and fire extinguisher use and emergency notification procedures each semester by the Rocky Mount Fire Department. This buildings fire sprinkler system is tested daily by the monitoring company for communication status through a "Fire Lite" fire alarm system. This system is monitored 24 hours a day and uses direct dispatch to the Rocky Mount Fire Department upon any alarm activation.

**** This series of townhomes all have Co2 detectors on each floor as well as smoke detectors in all living areas. These alarms are not monitored by a central monitoring station. These alarms are tied together, as required by NFPA72 (*National Fire Prevention Assoc.*) and upon activation of any single unit alarm, all units will alarm. Each townhome has a third story, twenty-five feet deployable fire escape ladder in both third-floor bedrooms. Each floor of each unit has a fire extinguisher. The RA for this complex is trained in evacuation and fire extinguisher use each semester by the Rocky Mount Fire Department

Appendix 5 – Fire Statistics

2019 North Carolina Wesleyan College Fire Statistics Rocky Mount Campus						
Residence Hall	Date of Fire	Time of Fire	Cause of Fire	No. of Injuries Requiring Treatment	No. Deaths Related to Fire	Value of Property Damage Caused by Fire
Boddie Hall	N/A	N/A	N/A	0	0	0
Jin Hall <i>(formerly Centura)</i>	N/A	N/A	N/A	0	0	0
Bradley Hall	N/A	N/A	N/A	0	0	0
Taylor Hall <i>(formerly Eli)</i>	N/A	N/A	N/A	0	0	0
Roberson Hall <i>(formerly Edgewcombe Hall)</i>	N/A	N/A	N/A	0	0	0
Pash Hall <i>(formerly Nash Hall)</i>	N/A	N/A	N/A	0	0	0
Petteway Hall	N/A	N/A	N/A	0	0	0
Collins Hall	N/A	N/A	N/A	0	0	0
Wesleyan Inn <i>(opened in 2015)</i>	N/A	N/A	N/A	0	0	0
Villas at Wesleyan Townhome Community <i>(opened 9-2018)</i>	N/A	N/A	N/A	0	0	0

**2018 North Carolina Wesleyan College Fire Statistics
Rocky Mount Campus**

Residence Hall	Date of Fire	Time of Fire	Cause of Fire	No. of Injuries Requiring Treatment	No. Deaths Related to Fire	Value of Property Damage Caused by Fire
Boddie Hall	N/A	N/A	N/A	0	0	0
Jin Hall <i>(formerly Centura)</i>	N/A	N/A	N/A	0	0	0
Bradley Hall	N/A	N/A	N/A	0	0	0
Taylor Hall <i>(formerly Eli)</i>	N/A	N/A	N/A	0	0	0
Edgecombe Hall	N/A	N/A	N/A	0	0	0
Nash Hall	N/A	N/A	N/A	0	0	0
Petteway Hall	N/A	N/A	N/A	0	0	0
Collins Hall	N/A	N/A	N/A	0	0	0
Wesleyan Inn <i>(opened in 2015)</i>	N/A	N/A	N/A	0	0	0

**2017 North Carolina Wesleyan College Fire Statistics
Rocky Mount Campus**

Residence Hall	Date of Fire	Time of Fire	Cause of Fire	No. of Injuries Requiring Treatment	No. Deaths Related to Fire	Value of Property Damage Caused by Fire
Boddie Hall	N/A	N/A	N/A	0	0	0
Centura Hall	N/A	N/A	N/A	0	0	0
Bradley Hall <i>(formerly Daniel)</i>	N/A	N/A	N/A	0	0	0
Collins Hall	N/A	N/A	N/A	0	0	0
Edgecombe Hall	N/A	N/A	N/A	0	0	0
Nash Hall	N/A	N/A	N/A	0	0	0
Petteway Hall	N/A	N/A	N/A	0	0	0

Student Right-to-Know & Campus Security Act / CLERY Policy Statements

The link to this important and informative document on NCWC policies and procedures, as required under the CLERY ACT may be found at: ncwc.edu/security