



LANSING COMMUNITY COLLEGE

Annual Security Report

Policies for 2021-2022 School Year

OCTOBER 1, 2021

Statistical Information for 2018 - 2019 - 2020

Lansing Community College - Aviation Maintenance Technology Center,
Livingston County Center, Downtown, East, and West Campuses

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INTRODUCTION

Lansing Community College (“LCC” or the “College”), in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (also referred to as the “Clery Act”), has published this document to provide its current and prospective students and employees with an overview of the College’s resources, current policies, and procedures regarding campus safety and reporting crime that occurs on or near LCC campuses.

A hard copy of this document may be obtained by contacting the LCC Police at 517-483-1800, or in person at the LCC Department of Public Safety (DPS) Office located at 411 N. Grand Ave., Lansing, MI 48933 in the Gannon Building, Room 2110, at the Downtown Campus. An electronic version of [Annual Security Report](#) can be downloaded from the College website.

The College also reports the annual crime statistics contained in this report to the U.S. Department of Education (DOE). A searchable database containing those statistics can be found at [U.S. Department of Education Campus Safety and Security](#).

As part of Clery Act Compliance, LCC DPS Office maintains a Daily Crime Log. An electronic version of the [Crime Log](#) can be downloaded from the College website. A paper copy can be obtained upon request at the LCC DPS Office located at 411 N. Grand Ave., Lansing, MI 48933 in the Gannon Building, Room 2110, on the Downtown Campus.

LCC DEPARTMENT OF PUBLIC SAFETY OFFICE & OTHER AGENCIES

POLICE ENFORCEMENT AUTHORITY, ARREST AUTHORITY, & JURISDICTION

LCC Police, part of LCC Department of Public Safety (LCC DPS) Office, exists and operates under the laws, rules and regulations of the State of Michigan. LCC Police is the principal provider of safety and security for students, staff, and visitors. It operates 24 hours a day, 7 days a week, 365 days a year, and is committed to providing a safe place to learn and work.

LCC DPS Office consists of police officers, dispatchers, and cadets.

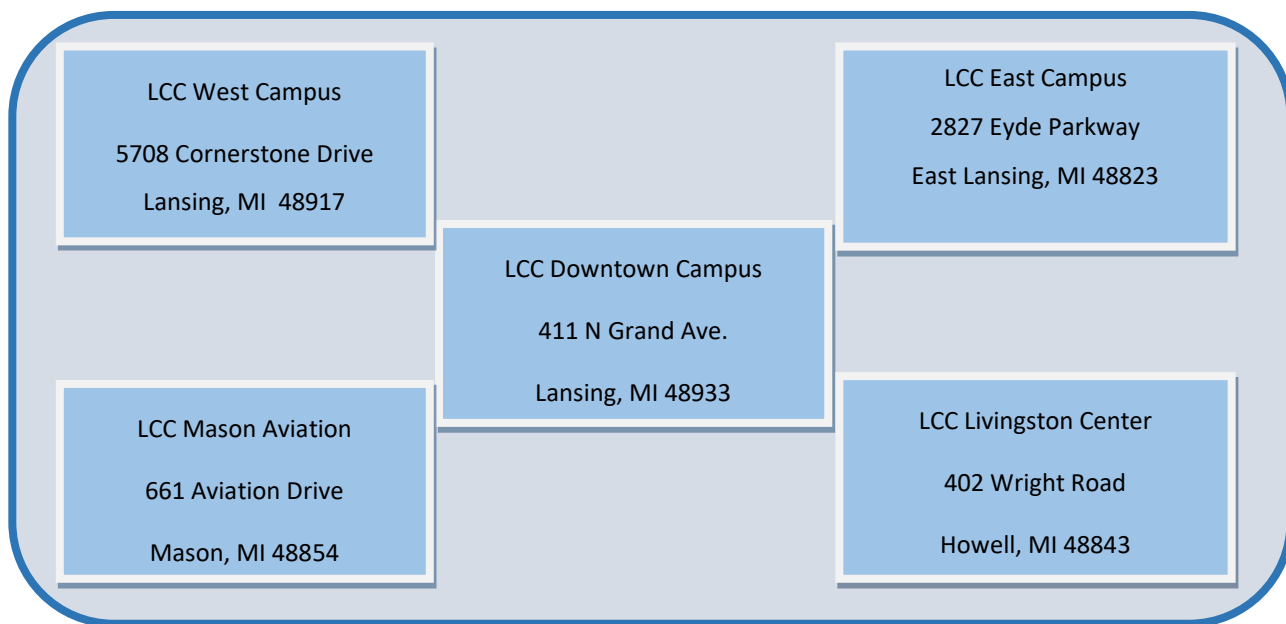
LCC police officers are certified through the Michigan Commission on Law Enforcement Standards. They are sworn officers and have full arrest powers. The Board of Trustees of the College granted the police officers of the College the powers and authority of peace or law enforcement officers pursuant to section 128 of the Community College Act, 331 PA 1966. They are also deputized by the Ingham and Eaton County sheriff. They enforce applicable city ordinances, state and federal laws, as well as College policies and procedures.

LCC police officers are charged with public protection. They are also assigned safety inspection of premises such as defective lighting, inoperative doors or locks, broken sidewalks, steps and handrails, and any conditions that might negatively affect one’s personal well-being. Major offenses, such as, but not limited to rape, murder, and robbery are handled by LCC Police, unless mutual aid is requested.

A dispatcher is available 24 hours a day to answer emergency and non-emergency phone calls to coordinate the response of LCC police officers or those of other law enforcement agencies to reported incidents. Dispatchers do not have arrest authority.

Cadets are part-time employees of DPS who work in uniform. Cadets patrol the Downtown Campus and have direct interaction with students, employees, and visitors. Cadets report incidents to a sworn police officer and the sworn police officer will take appropriate police action. Cadets do not have arrest authority.

LANSING COMMUNITY COLLEGE CAMPUSES



The primary jurisdiction of the LCC Police consists of all property owned, leased, operated, or under the control of the College. The jurisdiction also includes all public property immediately adjacent to LCC campuses. LCC police officers have authority and the responsibility of being the primary policing agency for the Downtown Campus and West Campus. The following campus locations are policed by the local police jurisdictions listed below.

| Campuses | Local Police Jurisdictions |
|--------------------------|---|
| East Campus | Meridian Township Police Department |
| Livingston Center | Livingston County Sheriff |
| Mason Aviation | Ingham County Sheriff Ingham County Central Dispatch |

WORKING RELATIONSHIPS WITH LAW ENFORCEMENT AND MEMORANDUM OF UNDERSTANDING

LCC Police maintains direct radio communication with all law enforcement agencies in the Tri-County Area (Ingham, Eaton and Clinton Counties). LCC Police has access to the Law Enforcement Information Network (LEIN) and National Law Enforcement Telecommunications Network (NLETS) terminals. Through the use of these computer database systems, police personnel can access information on criminal history, nationwide police records, driver license, vehicle information (VIN), and firearm licenses and permits. These systems also provide LCC Police with access to important broadcasts on issues such as stolen vehicles, Amber Alerts, wanted persons, severe weather warnings, as well as other local, state, and federal law enforcement information. LCC Police monitors radio communications of law enforcement agencies whose jurisdictions are adjacent to our campuses and regional sites for information about incidents that affect the College. LCC Police will investigate any such incidents.

LCC Police sends requests to all law enforcement agencies that have jurisdiction for the non-campus properties for information about any reported crimes at those locations. The information thus obtained, will aid in the issuance of a timely warning if appropriate.

LCC Police maintains a cooperative relationship with other law enforcement agencies. LCC Police assists other law enforcement agencies when mutual aid is requested. Through coordination with these law enforcement agencies, the criminal activities of students at off-campus events or locations are monitored.

Meetings are held with local law enforcement agencies on a formal and informal basis and as needed. In some instances LCC Police may request mutual aid assistance from other law enforcement agencies that are better equipped to handle the investigation of certain crimes

LCC Police does not have a written Memoranda of Understanding with other local law enforcement agencies; nonetheless, maintains a strong relationship with law enforcement agencies for response to or investigation of crimes.

CAMPUS FACILITIES ACCESS AND SECURITY

LCC is a public college and its facilities are accessible to the community subject to certain restrictions detailed below. The College is an open environment with limited constraints to ensure reasonable protections of all members of the community. The academic and administrative buildings are open, at a minimum, during normal business hours and most facilities have individual hours, and the hours may vary at different times of the year. All buildings with the exception of Livingston Center, are equipped with an automated card access control system on the exterior doors that can be used by employees with specific access to buildings. During non-business hours, access to all College facilities is controlled by key access or by admittance by the LCC Police Department.

Normal access to some of our buildings are restricted due to the COVID-19 pandemic. Please contact Public Safety at 517- 483-1800 for buildings current access status.

LCC DPS continuously reviews and improves its security and safety policies and procedures. On an annual basis, the College's campus/facilities master plan is reviewed and revised with attention paid to physical security as well as the personal security of students, employees, and visitors. Police officers patrol the Downtown and West campuses and perform security checks at East and Mason Airport campuses. Livingston Center campus is not

patrolled. Officers look for safety problems such as defective lighting, inoperative doors or locks, acts of vandalism, broken sidewalks, steps and handrails, and any other conditions that might impact security and safety. Health and safety maintenance work orders are given the highest priority.

With the exception of the residence of the President of the College that is located on LCC Downtown campus, the College does not have residential housing or officially recognized student organizations that own or control housing facilities or other property outside of the LCC campus. LCC does not have any other residential facilities.

REPORTING CRIMINAL ACTIVITY AND EMERGENCIES

To facilitate the College's commitment in maintaining a secure and positive learning environment, students, staff, and visitors are encouraged to accurately and promptly report to LCC Police or other law enforcement agency all crimes, suspicious activities, emergencies, and public safety incidents when the victim of a crime elects to, or is unable to make such report.

To report a crime or an emergency call LCC Police at 517-483-1800 or dial 911 from a campus telephone. Dispatchers at LCC DPS Office are available 24 hours daily to answer all calls. Calls made to 911 from a cellular telephone or non-campus phone will be sent to the local 911 dispatch center. The 911 dispatch will then relay the information to the LCC Police.

To report a non-emergency, contact LCC Police at 517-483-1800.

Below is a list of local law enforcement agencies that also have jurisdiction.

| Campuses | Local Police Jurisdictions | Phone Number |
|-------------------|-------------------------------------|--------------|
| East Campus | Meridian Township Police Department | 517-332-6526 |
| Livingston Center | Livingston County Sheriff | 517-546-2440 |
| Mason Aviation | Ingham County Sheriff | 517-676-2431 |
| | Ingham County Central Dispatch | 517-244-8098 |

RESPONSE TO REPORTS

In response to a call, LCC Police will take the required action by either dispatching an officer, or asking the complainant to report to the LCC Police to file an incident report. LCC officers will investigate a report when it is deemed appropriate. If assistance is required from other law enforcement agencies or fire/EMS department, LCC Police will contact the necessary unit. Criminal offenses are referred to the appropriate Prosecutor's Office for disposition as deemed appropriate.

LCC Police reports involving students and relative to student violations of Title IX, Student Code of Conduct, and Behavioral Intervention are forwarded to the Office of Student Compliance for review and potential action. LCC police officers will initiate an investigation when it is deemed appropriate. Additional information obtained through an investigation will also be forwarded to the Office of Student Compliance.

LCC Police reports involving alleged employee violations of Title IX, Ethics and Standards of Conduct for Employees policy and Employee Behavioral Intervention are forwarded to the Human Resources Department for review and potential action. LCC police officers will initiate an investigation when it is deemed appropriate. Additional information obtained through an investigation will also be forwarded to the Human Resources Department.

If a sexual assault occurs, LCC Police, will inform the complainant and the respondent of available support services. LCC has crisis counselors on staff for students and an Employment Assistance Program (EAP) for employees.

Crimes should be reported to the LCC Police and/or Campus Security Authorities (CSA) to ensure inclusion in the annual crime statistics and, when appropriate, to provide timely warning notices to the community.

DAILY CRIME LOG

The DPS Office maintains a Daily Crime Log for the purpose of recording criminal incidents. Reported crimes are placed into the Daily Crime Log within two business days after the crime has been reported to LCC Police. The Daily Crime log contains the date/time the crime occurred, the date/time the crime was reported, the nature of the crime, the general location of the crime, and the status/disposition of the complaint, if the disposition is known at the time the log is created. The log for the most recent 60 day period is open to public inspection, upon request during normal business hours at the DPS Office. Any portion of the log that is older than 60 days can be made available within two business days of a request for public inspection.

The [Daily Crime Log](#) is available 24 hours a day on the LCC Public Safety website or a paper copy can be obtained upon request in the Gannon Building, 411 N. Grand Ave., Lansing, MI 48933 in the Gannon Building, Room 2110, at the Downtown Campus.

Information may be withheld from the Daily Crime Log if there is clear and convincing evidence that the release of the information would jeopardize an ongoing investigation or the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence. Nonetheless, the information must be disclosed once any of the adverse effects described above are no longer likely to occur.

LIMITED VOLUNTARY CONFIDENTIAL REPORTING & CONFIDENTIAL REPORTING

Confidential Reporting – Anyone who is a victim of a crime and does not want to be identified may make a confidential report with LCC Public Safety. Public Safety will take a report of the details of the incident without revealing the identity of the reporter. The purpose of the confidential report is to comply with the wish of the reporter to keep the matter confidential, while taking steps to ensure the future safety of the College community. With such information, the College can keep an accurate record of the number of incidents involving students and employees; 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 of crimes are filed in this manner are counted and - disclosed in the annual crimes statistics for the College. To report a crime, call 517-483-1800.

Limited Voluntary Confidential Reporting – Unlike confidential reporting where Public Safety acts as the reporter, under the limited confidential reporting mechanism the victim and witness information is withheld from the public domain of police reports. With such information, the College can keep an accurate record of the number of

incidents involving students and employees; 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 of crimes are filed in this manner are counted and disclosed in the annual crimes statistics for the College. To report a crime, call 517-483-1800.

It is noteworthy that under certain circumstances LCC Police cannot legally withhold reports of crime on the basis of confidentiality. An example of such situations are for crimes involving sexual violence where the College is required to report the information to the Title IX Coordinator.

CAMPUS SECURITY AUTHORITIES

Campus Security Authorities (CSA) as defined under the Clery Act are individuals to whom students and staff may also report alleged criminal activities. CSA's have an obligation to report allegations of crimes that are defined under the Clery Act to LCC Public Safety or other law enforcement agencies mentioned in this report. In addition to LCC police officers, CSA's include any LCC official who has significant responsibility for student and campus activities, including but not limited to student discipline, and campus judicial proceedings.

The intent for including non-law enforcement personnel as CSA's is to acknowledge that many individuals, and students in particular, are hesitant about reporting crimes to the police, but may be more inclined to report incidents to other campus affiliated individuals. Individuals should report crimes to LCC Police or CSA's for the purposes of having the incident assessed for a timely warning notice and for the purpose of annual statistical disclosure. Although not encouraged, crimes may be reported confidentially to CSA's for inclusion in the Annual Security report. CSA's will then transmit the information to LCC police for inclusion in the crime log. Any crime that occurred on or around College property may be reported to the following CSA's:

- LCC Department of Public Safety Office: 517-483-1800
- Dean and Associate Deans of Student Affairs: 517-483-1452
- Director of Student Compliance: 517-483-9632
- Student Life Office: 517-483-1285
- Athletic Department Director and Coaches: 517-483-1610
- Dean and Associate Deans of Arts and Sciences: 517-483-1258
- Dean and Associate Deans of Health and Human Services: 517-483-1210
- Dean and Associate Dean of Technical Careers: 517-483-1319
- Director of Early College: 517-483-9694
- Director of High School Diploma Completion Initiative: 517-483-9709
- Academic Success Coach Department: 517-483-1422
- Student Title IX Coordinator: Chris Thompson 517-483-9632
- Employee Title IX Coordinator: Sarah Velez 517-483-1874
- Human Resources Department: 517-483-1870

The above is not an exhaustive list of all CSA's of the College.

PROFESSIONAL COUNSELORS AND PASTORAL COUNSELORS

The Clery regulations clarify those considered to be Campus Security Authorities. Campus "Pastoral Counselors" and campus "Professional Counselors," when acting as such are not considered to be Campus Security Authorities and are not required to report crimes for inclusion into the annual disclosure of crime statistics.

The Clery Regulations define "counselors" as the following:

Pastoral Counselor

A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor. LCC does not employ Pastoral Counselors.

Professional Counselor

A person whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning within the scope of their license or certification. Professional Counselors are required to inform those they counsel of the procedures for reporting crimes voluntarily and confidentially for inclusion in the College's annual crime statistics.

LCC counseling services are free to all currently-enrolled students. LCC state-licensed, professional counselors help students manage stress, personal loss, relationships, substance abuse, family matters, and provide support for all circumstances and stressors that affect a student's academic performance. The information counselors receive is considered privileged. The only exception of confidentiality is if an individual discloses they are a danger to themselves or threatening to harm someone else. Counselors would then be required to notify LCC Public Safety.

PREPARATION OF DISCLOSURE OF CRIME STATISTICS FOR THE ANNUAL SECURITY REPORT

Lansing Community College Annual Security Report is prepared and distributed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (the "Clery Act").

LCC established a Clery Compliance Committee in 2017 to coordinate an effective response to the obligations of the Clery Act. This group is made up of representatives from: Office of Compliance (Clery Compliance Officer), DPS Office, Student Life, Office of Risk Management, Human Resources, Athletics, Office of Student Compliance, Facilities, Academic Affairs, Student Affairs Division, Financial Services, External Affairs & Development & K-12, and the Center for Student Access. The committee receives training, reviews policies and procedures related to Clery statistics, and discusses ways to improve various components of Clery compliance.

The College's Department of Public Safety (DPS) Office, in cooperation with designated campus officials and the Clery Compliance Committee/sub-committees, prepare the Annual Security Report. The Annual Security Report contains three years of selected crime statistics and certain campus security policy statement. The DPS Office and the Human Resources Department disseminates an annual written request for statistical information. The statistical information is compiled by LCC Police and it is based on reported crimes that occurred on campus, crimes that occurred on locations adjacent to the College campuses, crimes that occur on properties owned or under the control of the College, arrests, and referral statistics LCC Police receives from campus officials, CSA's and other local or State law enforcement agencies with proper jurisdiction under the Clery Act. Not all local or State law enforcement agencies respond to the requests for statistics. A police officer is designated to review all incident reports to ensure crimes are properly classified in the correct crime category. That police officer periodically examines the data to ensure that all crimes have been reported in accordance with the applicable crime definitions. LCC Police then submits the annual crime statistics, published herein, to the Department of Education. The statistical information gathered by the Department of Education (DOE) is available to the public through the ED website.

By October 1st of each year, all students and employees of the College community are notified by email that the

[Annual Security Report](#) has been posted and is accessible on the College's website. The College also reports the annual crime statistics contained in this report to the U.S. Department of Education. A searchable database containing those statistics can be found at the [U.S. Department of Education Campus Safety and Security website](#).

Notice of the availability of the ASR report and the website address for accessing it is provided on an ongoing basis to prospective students and employees through the College online application processes.

Also, as required by the Clery Act, information concerning our compliance with the Drug-Free Schools and Communities Act of 1989 (amends the Higher Education Act), is contained in this report.

Hard copies of Annual Security report may also be obtained at LCC DPS Office located at 411 N. Grand Ave., Lansing, MI 48933 in the Gannon Building, Room 2110, at the Downtown Campus.

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS

LCC DPS, in cooperation with other departments of the College, offers programs and materials to employees and students on the following topics: safety, security, and crime prevention. LCC Police distributes a variety of safety brochures and makes presentations about campus security and crime prevention at student and employee fairs, and upon request. Security and crime prevention information is also sent periodically via email to employees and students. Pamphlets and other materials are available in hard copies at the offices of Police/Public Safety at the Downtown Campus and the West Campus. Regular participation in student and employee fairs provides LCC Police with additional opportunities to share crime prevention information with the campus community. A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others "See Something, Say Something."

Because of the COVID-19 pandemic, events and presentations during 2020 were modified. LCC DPS typically conducts a number of events and presentations, and staffed crime prevention display tables, and the Office of Student Compliance conducted a number of awareness and prevention programs regarding alcohol, drugs, domestic violence, sexual assault, and personal safety for the LCC community.

2020 Crime Prevention and Security Awareness Programs activities in the past year included:

- De-escalation training with employees at the Downtown Campus conducted by LCC DPS on 1/8/2020
- Public Safety services/crime prevention/active violence talk with students at the Downtown Campus conducted by DPS 1/24/2020
- Workplace Violence and Active Violence Training is available through the Learning Management System for employees.

Additionally, the College offers several services designed to prevent crime and assist campus community members with security needs. Some of these services include:

Escort Service – LCC Police provides escort services to students, employees, and members of the College community who feel uncomfortable walking to or from their vehicle or between facilities. They may contact DPS Office at 517-483-1800 for a police or cadet escort. This service is available at the Downtown campus 24 hours a day, seven days a week and at West Campus during normal hours of operation.

Patrols are performed routinely by LCC Police on Downtown and West campuses.

The College offers a smart phone application [RAVE Guardian](#) , which allows LCC Police to contact students and employees in an emergency. For more information visit the website.

To further support the College's security awareness and crime prevention efforts, LCC Police provides free whistles to students and employees.

LCC has installed numerous cameras at all campuses, with the exception of Livingston Center. Due to the large number of cameras, many but not all can be monitored in real time. All cameras have recording functions. In the event of an incident, cameras can be reviewed for information that will aid in an investigation. The College also has emergency phones located throughout the Downtown Campus and West Campus.

METHODS OF EMERGENCY NOTIFICATION

NOTIFICATION SYSTEMS

In an effort to keep the College community informed of emergency situations the College employs several Notification Systems listed below. These methods of communication allow the LCC Police or the Incident Command Team (ICT) to send out time-sensitive information such as timely warning notices, emergency notifications, evacuation orders or closures.

❖ **Public Address Systems**

- Downtown and West campuses - The College utilizes the Siemen's Fire system that includes a public address (PA) feature. The public address system is accessible to the LCC Department of Public Safety. The DPS dispatcher is able to send an "all campus" PA announcement to both West and Downtown campuses separately or simultaneously. It is also possible to use the PA system to separately address individual buildings in the Downtown campus. The PA system will automatically announce a prerecorded evacuation message whenever the fire alarm is activated. The evacuation message can be overridden by DPS dispatch with a live PA announcement when needed.
- West Campus also has an external "Big Voice" PA system that is initiated within the Public Safety office on the West Campus. There are pre-recorded announcements available and the capability for live emergency notifications with the ability to reach the entire outdoor campus property and beyond when necessary. This capability was recovered and tested in the past year academic year.
- The Downtown Campus has an outdoor bell tower with PA announcement capabilities.
- Mason Aviation Campus - The Deputy Incident Commander or the designee, is charged with using the PA system of the building to broadcast notification to the Mason Aviation Campus.
- East and Livingston Center campuses - East and Livingston Center Campuses use SA Announce to provide PA announcements from and to the Cisco VoIP telephone system.

❖ **LCC Emergency Alert System (LCC-EAS), driven by RAVE Alert**

- The LCC-EAS is used to alert people to a current or imminent threat, emergency incident, or urgent situation (e.g., power outage in a building, criminal incidents or activity, weather emergencies) related to the College to ensure the safety and security of those in the vicinity.
- A notification can be sent to a College or private email, any text capable cell phone, or text-to-voice audio. LCC students and employees are automatically opted-in to receive alerts. Student and employee contact information is updated daily from the Banner ERP System using the latest contact information, If there is a problem with receipt of messages, employees and students are encouraged to contact the

Help Desk (517-483-5221 or lcc1@lcc.edu) for resolution.

- Anyone in the community can register for LCC-EAS, by accessing [RAVE](#) and specifying Lansing Community College.
- Notifications can target selected groups, for example all on a specific campus, or just employees or just students or to everyone at the same time.

❖ College Website/College Monitors/Social Media

- It is possible to extend messaging to the [LCC website](#), to College-wide monitors, and to the LCC Twitter and Facebook accounts when the situation warrants. The Director of Public Relations, part of the Incident Command Team, works closely with the LCC Marketing and Information Technology System (ITS) or services to activate these methods when determined necessary by severity or urgency of the incident.
- If notification needs to be made to individuals and/or organizations outside the College community, communication can be made via Director of Public Relations, in coordination with the Incident Command Team (ICT), as deemed appropriate.

❖ Operations Notices

- If there is a scheduled building outage or other operational notice that must be communicated in a timely manner but is not an emergency, the college uses its weekly operations email to all employees.

❖ College Newsletters

- The Star is a weekly, official newsletter emailed to employees. It contains general college announcements, including emergency preparedness messaging, safety reminders and upcoming related events.
- The Top 10 is a monthly, official newsletter emailed to students. It captures important news including emergency preparedness and safety information. It also has a presence at lcc.edu/students, under "News You Can Use."

TIMELY WARNINGS

A timely warning notice is to alert the campus community of Clery crimes in a manner that is timely and will aid in the prevention of similar crimes, it is also intended to enable people to protect themselves.

The Clery Act geographic boundaries of LCC include all properties that are owned or controlled by the College, along with all public properties that are immediately adjacent to and accessible from the campuses. LCC will issue timely warning notifications for Clery Act crimes that occur on Clery Act geography, that are reported to Campus Security Authorities or local police and are considered by the College to represent a serious or continuing threat to students and employees. Timely warnings are not limited to violent crimes and may also be posted for non-Clery Act crimes, as deemed necessary. The DPS Office is responsible for determining if there is a serious or continuing threat to the community and if the distribution of a timely warning notice is warranted. The issuance of a timely warning is considered on a case-by-case basis in light of all the known facts surrounding the crime, including nature of the crime, danger to the community, and the possible risk of compromising law enforcement efforts.

LCC Police reviews all reports including reports by Campus Security Authorities, and local law enforcement to determine if there is a serious or continuing threat to the community and if the distribution of a timely warning notice is warranted. If so, the Police will determine if the incident occurred on campus; defined Clery geography,

reported to a CSA or local law enforcement agencies; meets the Clery Crime definitions; and warrants a timely warning.

LCC Police is responsible for confirmation and issuing a timely warning notification if there is an ongoing threat to the campus community as soon as the pertinent information is available. While the Clery Act does not specifically state what information should be included in a timely warning notice, the information will include all relative facts about the crime that would promote personal awareness and safety. Generally, the timely warning notice will specify the date and time of the incident, location, nature of the crime, and information to the campus community regarding the steps to take to protect oneself, in a manner that is sensible, withholds the names of victims as confidential, and aids in the prevention of similar occurrences. The College is not required to issue a timely warning with respect to the crimes reported to a pastoral or professional counselor.

The content of the timely warning notifications are written by Police/DPS Office with the assistance of the Incident Command Team, or their designee, and they are approved and distributed to the community by Incident Command Team using the Notification System the Incident Command Team determined.

The particular Notification System by which the timely warning is provided varies depending on the specific circumstances of the crime and the potential threat to safety. In an effort to provide timely notice to the College community, and in the event of a crime which may pose a serious or on-going threat to members of the College community, a timely warning notice is distributed to all students and employees the notification may include e-mail, text messaging, text-to-voice, or the College website/monitors/social media.

If notification needs to be made to individuals and/or organizations outside the College community, then communication can be made via the Director of Public Relations, in coordination with the Incident Command Team, as deemed appropriate. The notification may include e-mail, text messaging, and text-to-voice, posting on the College website/monitors/social media, as well as a news release, or a press conference when deemed necessary. Any community member is able to sign up for LCC Emergency Alerts (i.e., email, text messaging, and text-to-voice notifications) at [RAVE](#) and specify Lansing Community College. Subsequent updates will be distributed using the same and/or additional methods as the original emergency notification. All notification methods are listed and described in the Notification System section.

EMERGENCY AND EVACUATION NOTIFICATION

The purpose of the emergency notification system is to provide timely notification to all students, employees, and visitors of a threat, occurring or imminent that poses an immediate danger to their health, safety or general welfare while on campus.

All members of the College community are reminded through this Annual Security Report that they are required to notify LCC Police of any situation or incident on campus that involves a significant emergency or dangerous situation which may involve an immediate or on- going threat to the health and safety of students and employees while on campus.

The Director of Public Safety or designee is responsible for determining if there is a significant emergency, a dangerous situation, or if a threat to the community exists and if the distribution of an emergency notice is warranted. LCC Police may receive information from various sources including CSA's or from other law enforcement agencies. LCC Police is responsible for the review, response, and summon of the necessary resources to mitigate, investigate, and document any situation that may be a potential or a significant emergency, a dangerous situation or a threat to the community. The Incident Command Team (ICT) may be activated to

participate in the evaluation of the incident decision making process depending on the urgency and severity of the situation. The Incident Command Team may be activated to issue an emergency notice. In a situation involving a serious emergency, a dangerous situation, or a threat to the community, the Director of Public Safety or designee will distribute an emergency notice immediately and coordinate with the Incident Command Team for follow up notification.

In the event of an emergency affecting a campus, other than the Downtown or West campuses, the local police in the jurisdiction where the affected campuses are located will be responsible for gathering information and confirming the threat or danger level and notifying the LCC Police. The College notification procedures will then be followed. The College community is encouraged to also call LCC Police to report a crime even if they have reported it to a local law enforcement agency. When LCC Police and/or the Incident Command Team confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all member of the LCC community, the Director of Public Safety or designee 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 a notification will, in the professional judgment of the responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

The content of the emergency notification is based on the information available at the time and written by the Incident Command Team (ICT), when time allows, or their designee and distributed to the College community or the afflicted segment of the community. In some cases, messages may be limited to certain segments of the campus, depending on the nature of the emergency. It is the responsibility of the Incident Command Team to determine if the entire campus or a portion of the campus will receive the notification and what information will be contained in the notification. The Incident Command Team will determine how much information is appropriate to be disseminated at different points of time. The entire College will be notified when there is at least a potential that a very large segment of the College community will be affected by a situation, or when a situation threatens the operation of the College as a whole.

The particular Notification System by which the emergency notification is provided varies depending on the specific circumstances and the potential threat to safety. The Incident Command Team will determine and initiate the notification system to be used. The notification may include e-mail, text messaging, text-to-voice, the public address system, or the College website/monitors/social media. Directives will be given at that time (e.g., evacuate building or campus or the entire College, closure or evacuation for specified time period, shelter in place, etc.). Each emergency situation will be continually assessed to provide adequate follow-up information (i.e., additional messages) to the community as needed.

If notification needs to be made to individuals and/or organizations outside the College community, communication can be made via the Director of Public Relations, in coordination with the Incident Command Team, as deemed appropriate. The notification may include e-mail, text messaging, and text-to-voice, posting on the College website/monitors/social media, as well as a news release or press conference when deemed prudent and necessary. Any community member is able to sign up for LCC Emergency Alerts (i.e., email, text messaging, and text-to-voice notifications) at [RAVE](#) and specify Lansing Community College.

Subsequent updates will be distributed using the same and/or additional methods as the original emergency notification. All notification methods are listed and described in the Notification System section.

EVACUATIONS

LCC provides emergency response guidance for all campuses. The Emergency Management Department assists other departments with developing, maintaining, and implementing emergency plans and building partnerships

with emergency response agencies. Emergency response and evacuation procedures are identified in the Emergency Response Guide Poster and on the website and in the Talent Management System required annual training.

Evacuation means moving people from a threatened area to a safer place. In cases requiring the evacuation of one building, occupants should proceed to designated meeting areas as directed by LCC Police and emergency notifications or timely warnings. When orders are given to evacuate multiple buildings or large areas of campus, students, staff and visitors should proceed to evacuate. LCC emergency notification systems will be used to notify the campus community.

Emergency response posters and maps are displayed in all buildings. They are located in every classroom and many hallways and common areas on every campus. These posters and maps provide individuals with information about their location in the building, the closest exits, the location of tornado shelters and proper steps to follow in certain specific emergencies.

Depending on the severity of the situation and response time, the Director of Public Safety or designee will assess the incident and determine if evacuation of all or part of the campus is warranted and what method of notification should be used. Notification(s) will be initiated by the DPS Office or a member of the Incident Command Team who will make contact with the appropriate local jurisdiction for support, as necessary. The notification may include e-mail, text messaging, text-to-voice, the public address system, or the College website/monitors/social media. If the Fire Alarm is activated, audible alarms will sound, an automated message may play and the lights will flash. Real time verbal evacuation instructions may be given through the PA system.

External notifications are usually provided via a press release or press conference as well as on the website, on College monitors and on social media. Any community member is able to sign up for LCC Emergency Alerts (i.e., email, text messaging, and text-to-voice notifications) at [RAVE](#) and specify Lansing Community College.

Subsequent updates will be distributed using the same and/or additional methods as the original emergency notification. All notification methods are listed and described in the Notification System section.

TESTS, DRILLS, AND EXERCISES

Lansing Community College tests the emergency response and evacuation procedures on an annual basis (a test is defined as a regularly scheduled drill or exercise with appropriate follow-through activities, designed to assess and evaluate effectiveness of emergency plans and capabilities) which is coordinated by the Director of Emergency Management. The purpose is to familiarize the campus community with the sound of alarms, locations of emergency exits within the buildings, location of designated meeting or shelter areas, testing of various notification systems such as the public address system, email notification and to provide guidance about exiting the facility for an emergency evacuation.

The Executive Leadership Team (ELT) also participate in a discussion-based exercise annually. DPS provides Campus Safety Training to both students and staff. NOTE: During the coronavirus response and the ongoing nature of this long-term incident, the annual ELT discussion-based exercise was suspended in 2020 and 2021. It is planned to resume in 2022. The test will be assessed by participants which include, but is not limited to: Public Safety, Building Emergency Response Team (BERT) members, Executive Leadership, and various others-students, employees, contractors, and visitors. These tests may be announced or unannounced. Reports are prepared after each test to identify what process, procedures, and capabilities worked well and which need improvement so that recommendations can be made and corrective action taken by the appropriate departments. Documentation of

the test will be housed by the Emergency Management Department in the form of an After Action Report. This report will describe the test, the date the test was conducted, the start and end time of the test, whether the test was announced or unannounced, and recommendations for improvement.

FIRE SAFETY REPORT AND MISSING STUDENT NOTIFICATION PROCEDURES

LCC is a commuter (non-residential) College. Therefore, these statistics and procedures are not collected or in existence. This only applies if a College maintains student housing.

DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM (DAAPP)

The Drug Free Schools and Campuses Regulations (34 CFR Part 86) of the Drug-Free Schools and Communities Act (DFSCA) requires an institution of higher education such as Lansing Community College, to certify that it has implemented programs to prevent the abuse of alcohol and use and/or distribution of illicit drugs both by LCC students and employees both on its premises and as a part of any of its activities. At a minimum, an institute of higher education must annually distribute the following in writing to all students and employees:

Standards of conduct that clearly prohibit the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees;

A description of the legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;

A description of the health risks associated with the use of illicit drugs and alcohol abuse;

A description of any drug or alcohol counseling, treatment, or rehabilitation or reentry programs that are available to employees or students; and

A clear statement that the institution will impose sanctions on students and employees and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct.

I. Standards of Conduct

A. Employees

Lansing Community College's "Drug Free Workplace Policy" is consistent with the Drug Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act (DFSCA). In conjunction with the "Ethics and Standards of Conduct for Employees Policy", these policies ensure a safe environment for employees, contractors, and temporary workers. These policies are available here:

[Drug and Alcohol Policy](#)

https://lcc.edu/about/board-of-trustees/documents/policies/4-human-resources/4-003_drug-and-alcohol.pdf

[Ethics and Standards of Conduct for Employees Policy](#)

https://www.lcc.edu/about/board-of-trustees/documents/policies/4-human-resources/4-008_ethics-and-standards-of-conduct-for-employees.pdf

Employees are required to adhere to the requirements of these policies. The following conduct and behaviors are strictly prohibited (1) on College property, (2) at College sponsored events, or (3) in the conduct of College business or conducting or engaging in an academic program. The policy expressly prohibits:

- Use, possession, purchase, sale, dispensation, distribution or manufacture of any substance defined in the policy (with exceptions).
- Being under the influence by any substance defined in the policy.
- Use, possession, purchase, sale, transfer, or distribution of drug paraphernalia.
- Use, possession, purchase, sale, dispensation or distribution of alcohol on campus except when a written request has been submitted for consideration and approved in writing by the President or the President's designee.

B. Students

Lansing Community College's "Drug Free Workplace Policy" is consistent with the Drug Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act (DFSCA). In conjunction with the "Ethics and Standards of Conduct for Students Policy" and the "Student Code of Conduct", these ensure a safe environment for students. Students are required to abide by both the policies and Student Code of Conduct which are available here:

[Drug and Alcohol Policy](#)

https://lcc.edu/about/board-of-trustees/documents/policies/4-human-resources/4-003_drug-and-alcohol.pdf

[Ethics and Standards of Conduct for Students](#)

https://www.lcc.edu/about/board-of-trustees/documents/policies/3-student-and-instruction/3-012_ethics-and-standards-of-conduct-for-students.pdf

[Student Code of Conduct](#)

<https://www.lcc.edu/academics/documents/pdf-policies/student-code-of-conduct.pdf>

The following conduct and behaviors are strictly prohibited on College property, at College sponsored events, and while pursuing an academic program:

- Use, possession, purchase, sale, dispensation, distribution, or manufacture of any substance defined in the policy.
- Being impaired by any substance defined in the policy.
- Use, possession, purchase, sale, dispensation, or distribution of drug paraphernalia.

The Senior Vice President or their designee, the Dean of Student Affairs or their designee, and the Executive Director of Human Resources or their designee are responsible for the administration of the Drug and Alcohol Policy.

II. Notice of Federal Student Financial Aid Penalties for Drug Law Violations

A federal or state drug conviction can disqualify a student from federal financial aid programs. Convictions apply if they were for an offense that occurred during a period of enrollment for which the student was receiving Title IV federal financial aid; convictions do not count if the offense did not occur during such a period. A conviction that was reversed, set aside, or removed from the student's record does not impact federal financial aid eligibility. In addition, a conviction received when the student was a juvenile does not apply, unless that student was tried as an adult.

The following chart illustrates the period of ineligibility for federal financial aid programs. Please note that eligibility is dependent upon the nature of the conviction and the number of prior offenses.

| Offense Number | Possession of Illegal Drugs | Sale of Illegal Drugs |
|-------------------------------|---------------------------------|---------------------------------|
| 1st Offense | 1 year from date of conviction | 2 years from date of conviction |
| 2nd Offense | 2 years from date of conviction | Indefinite Period |
| 3+ Offenses | Indefinite Period | |

Pursuant to federal law, a conviction for the sale of drugs includes convictions for conspiring to sell drugs. Moreover, those students convicted of both selling and possessing illegal drugs will be subject to ineligibility for the longer period as prescribed under the circumstances.

A student regains eligibility the day after the period of ineligibility ends or when the student successfully completes a qualified drug rehabilitation program. Further drug convictions will make the student ineligible again for federal financial aid programs.

Students denied eligibility for an indefinite period can regain it only after successfully completing a rehabilitation program as described below. Furthermore, eligibility can be regained if a conviction is reversed, set aside, or removed from the student's record so that fewer than two convictions for the sale or three convictions for the possession of illegal drugs remain on the student's record. In such cases, the nature and dates of the remaining convictions will determine when the student regains eligibility. It is the student's responsibility to certify to the College that a qualified drug rehabilitation program has been completed.

For purposes of financial aid eligibility, a qualified drug rehabilitation program must include at least two unannounced drug tests and must satisfy at least one of the following requirements:

- Be qualified to receive funds directly or indirectly from a federal, state, or local government program.
- Be qualified to receive payment directly or indirectly from a federally or state-licensed insurance company.
- Be administered or recognized by a federal, state, or local government agency or court.
- Be administered or recognized by a federally or state-licensed hospital, health clinic, or medical doctor.

For more information regarding illegal drug convictions and financial aid eligibility, please visit the [Free Application for Federal Student Aid \(FAFSA\) website](https://studentaid.ed.gov/sa/fafsa), (<https://studentaid.ed.gov/sa/fafsa>) or contact the [Financial Aid Office](https://www.lcc.edu/admissions-financial-aid/finaid/contact.html), (<https://www.lcc.edu/admissions-financial-aid/finaid/contact.html>).

III. Legal Sanctions

A. Federal

Federal law provides criminal and civil penalties for unlawful possession or distribution of a controlled substance. Under the Controlled Substance Act¹ as well as other related federal laws, the penalties for controlled substance violations include, but are not limited to, incarceration, fines, potential for the forfeiture of property used in possession or to facilitate possession of a controlled substance (which may include homes, vehicles, boats, aircrafts and any other personal property), ineligibility to possess a firearm, and potential ineligibility to receive federal benefits (such as student loans and grants).

FEDERAL TRAFFICKING PENALTIES²

| DRUG/SCHEDULE | QUANTITY | PENALTIES | QUANTITY | PENALTIES |
|--------------------------------|---|---|--|---|
| Cocaine (Schedule I I) | 500–4999 grams mixture | First Offense: Not less than 5 yrs., and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 yrs., and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual. | 5 kgs or more mixture | First Offense: Not less than 10 yrs., and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 yrs., and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. |
| Cocaine Base (Schedule I I) | 28–279 grams mixture | | 280 grams or more mixture | |
| Fentanyl (Schedule I I) | 40–399 grams mixture | | 400 grams or more mixture | |
| Fentanyl Analogue (Schedule I) | 10–99 grams mixture | | 100 grams or more mixture | |
| Heroin (Schedule I) | 100–999 grams mixture | | 1 kg or more mixture | |
| LSD (Schedule I) | 1–9 grams mixture | | 10 grams or more mixture | |
| Methamphetamine (Schedule II) | 5–49 grams pure or 50–499 grams mixture | | 50 grams or more pure or 500 grams or more mixture | |
| PCP (Schedule I I) | 10–99 grams pure or 100–999 grams mixture | | 100 gm or more pure or 1 kg or more mixture | |

¹ 21 USC §801, *et seq.*

² <https://www.getsmartaboutdrugs.gov/sites/getsmartaboutdrugs.com/files/publications/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant.pdf> Last visited on 07/16/2021

| PENALTIES | | |
|--|---------------------------|---|
| Other Schedule I & I I drugs (and any drug product containing Gamma Hydroxybutyric Acid) | Any amount | First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if not an individual. |
| Flunitrazepam (Schedule IV) | 1 gram | Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual. |
| Other Schedule I I I drugs | Any amount | First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual. |
| All other Schedule IV drugs | Any amount | First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. |
| Flunitrazepam (Schedule IV) | Other than 1 gram or more | Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual. |
| All Schedule V drugs | Any amount | First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual. |

FEDERAL TRAFFICKING PENALTIES - MARIJUANA

| DRUG | QUANTITY | 1st OFFENSE | 2nd OFFENSE * |
|--------------------------|---|---|--|
| Marijuana (Schedule I) | 1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants | Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual. | Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual. |
| Marijuana (Schedule I) | 100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants | Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual. | Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual. |
| Marijuana (Schedule I) | More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants | Not less than 20 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if other than an individual. | Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual. |
| Marijuana (Schedule I) | Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) marijuana plants; 1 to 49 marijuana plants; | Not less than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual | Not less than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual |
| Hashish (Schedule I) | 10 kg or less | | |
| Hashish Oil (Schedule I) | 1 kg or less | | |

B. State

Under current Michigan state law, “a person shall not knowingly or intentionally possess a controlled substance.”³ If an individual is found guilty of a violation of the state law, they may be subject to large fines and/or imprisonment.

STATE OF MICHIGAN POSSESSION PENALTIES⁴

| DRUG TYPE | AMOUNT | PUNISHMENT |
|--|---|--|
| Schedule 1 or 2 narcotic or cocaine | 1000 grams or more | Life Felony, \$1,000,000 fine |
| | 450 grams or more, but less than 1,000 grams | 30-year felony, \$500,000 fine, or both |
| | 50 grams or more, but less than 450 grams | 20- year felony, \$250,000 fine, or both |
| | 25 grams or more, but less than 50 grams | 4-year felony, \$25,000 fine, or both |
| | Less than 25 grams of any mixture of that substance | Not more than a 4-year felony, \$25,000 fine, or both |
| Ecstasy or methamphetamine | Any amount | Not more than a 10-year felony, \$15,000 fine, or both |
| Any other schedule 1 or 2, or any schedule 3 or 4 (except marihuana) | Any amount | 2-year felony, \$2,000 fine, or both |
| Marihuana ⁵ (must be at least 21 years of age) | More than twice the amount of 2.5 ounces | 1 st Offense- Civil Infraction, \$500 fine 2 nd Offense- Civil Infraction, \$1000 fine 3 rd Offense- Misdemeanor, \$2,000 fine |
| Marihuana under 21 years of age ⁶ | Not more than 2.5 ounces | 1 st Offense- if the person is less than 18 years of age, by a fine of not more than \$100 or community service, forfeiture of the marihuana, and completion of 4 hours of drug education or counseling; or if the person is at least 18 years of age, by a fine of not more than \$100 and forfeiture of the marihuana. |

³ MCL 333.7403, *et seq.*

⁴ MCL 333.7403, *et seq.*

⁵ MCL 333.27965

⁶ MCL 333.27965

| DRUG TYPE | AMOUNT | PUNISHMENT |
|---------------------------------------|------------|---|
| | | 2 nd Offense- if the person is less than 18 years of age, by a fine of not more than \$500 or community service, forfeiture of the marihuana, and completion of 8 hours of drug education or counseling; or if the person is at least 18 years of age, by a fine of not more than \$500 and forfeiture of the marihuana. |
| Schedule 5 ⁷ | Any amount | 1-year misdemeanor, \$2,000 fine |
| Prescription form or counterfeit form | | 1-year misdemeanor, \$1,000 fine |

Under Michigan law, it is illegal for anyone under the age of 21 to purchase, consume or possess, or have any bodily content of alcohol. The following summarizes some of the potential legal consequences for violating state law. A first-time conviction may result in a fine, substance abuse education and treatment, community service and court-ordered drug screenings.

STATE OF MICHIGAN MINOR IN POSSESSION OF ALCOHOL LIQUOR⁸

| | |
|----------------|--|
| First Offense | Civil infraction, \$100 fine, The court may order participation in substance use disorder services |
| Second Offense | 30 day misdemeanor, \$200 fine, The court may order participation in substance use disorder services |
| Third Offense | 60 day misdemeanor, \$500, The court may order participation in substance use disorder services |

- There also is a provision for possible imprisonment or probation for a second or subsequent offense.
- The use of false identification by minors in obtaining alcohol is a misdemeanor punishable of 93 days in jail with a \$100 fine, loss of driver's license, probation and community service.
- Individuals can be arrested and/or convicted of operating a vehicle while intoxicated with a blood alcohol concentration (BAC) level at .08 or higher⁹. If a student is under 21, there is a "zero tolerance" law in the state of Michigan, and any blood alcohol level of .02 or higher can lead to a minor in possession (MIP)

⁷ MCL 333.7403, *et seq.*

⁸ MCL 436.1703

⁹ MCL 257.625

citation as well as being cited for operating a vehicle while intoxicated, if applicable. This is in addition to suspension of driving privileges in the State of Michigan.

C. Local

The City of Lansing ordinances prohibits the “sale, consumption or possession of an alcoholic beverage in an open container on public property.”¹⁰ Violations of the city ordinance may subject an individual to fines and costs, requirement to participate in alcohol and/or substance abuse treatment and may possibly result in a driver’s license suspension. A violation of this city ordinance is a misdemeanor of not more than 90 days of imprisonment and or a fine not exceeding \$500.¹¹

The City of Lansing ordinances prohibits the use of “drug paraphernalia including the possession with intent to use, drug paraphernalia to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, conceal, inject, ingest, inhale or otherwise introduce into the human body a controlled substance in violation of State or local law”.¹² A violation of this city ordinance is a misdemeanor of not more than 90 days of imprisonment and or a fine not exceeding \$500.¹³

Health Risks

A. Drug Abuse

The following sub-categories are the most frequently used drugs, listed with their associated risks, per the National Institute of Drug Abuse (NIDA).¹⁴

1. Cannabinoids (marijuana & hashish)

Known short-term risks include (but are not limited to) enhanced sensory perception, euphoria followed by drowsiness/relaxation, slowed reaction time, balance and coordination issues, increased heart rate, anxiety, panic attacks, and problems with learning and memory. Long-term risks include “mental health problems, chronic cough, [and] frequent respiratory infections.”

Synthetic cannabinoids (K2/Spice) are associated with the following additional risks: vomiting, agitation, confusion, paranoia, and increased blood pressure. The long-term effects are unknown.

¹⁰ Lansing City Ordinance Part 608.04, *et seq.*

¹¹ Lansing City Ordinance Part 202.99 *et seq.*

¹² Lansing City Ordinance Part 622.01(b) *et seq.*

¹³ Lansing City Ordinance Part 202.99 *et seq.*

¹⁴ [National Institute of Drug Abuse \(NIDA\)](https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts) website at <https://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs-charts>: last visited on 07/16/2021

Club Drugs (MDMA [also known as: Ecstasy, Adam, clarity, Eve, lover's speed, peace uppers]; Flunitrazepam [also known as: Rohypnol, forget-me pill, Mexican Valium, R2, roach, Roche, roofies, roofinol, rope, rophies]; GHB [also known as G, Georgia home boy, grievous bodily harm, liquid ecstasy, soap, scoop, goop, liquid X])

Known short-term risks of *MDMA* (Ecstasy/Molly) include (but are not limited to) lowered inhibition, enhanced sensory perception, increased heart rate and blood pressure, muscle tension; nausea; faintness; chills or sweating, and "sharp rise in body temperature leading to liver, kidney, and death." Long-term risks include confusion, depression, memory and sleep problems, increased anxiety, impulsiveness, and reduced interest in sexual activity.

Known short-term risks of *Flunitrazepam* include (but are not limited to) drowsiness, sedation, amnesia, black out, decreased anxiety, muscle relaxation impaired reaction time and motor coordination, impaired mental functioning, confusion, aggression, excitability, slurred speech, headache, and slowed breathing/heart rate. Long-term effects are unknown.

Known short-term risks of *GHB* include (but are not limited to) euphoria, drowsiness, confusion/memory loss unconsciousness, seizures, slowed heart rate/breathing, lower body temperature, coma, and death. Long-term effects are unknown.

2. **Dissociative Drugs** (Ketamine [also known as Ketalar SV, cat Valium, Lady K, K, Special K, vitamin K]; PCP and analogs [also known as angel dust, embalming fluid boat, hog, rocket fuel, love boat, peace pill]; Salvia [also known as Chia seeds, Diviner's Sage, Magic Mint, Sally-D, Ska Pastora])

Known short-term risks of *Ketamine* include (but are not limited to) attention, memory issues, and learning issues, dream like states, sedation, hallucinations, confusion, loss of memory, raised blood pressure, unconsciousness, and "Dangerously slowed breathing." Long-term risks include kidney problems, stomach pain, ulcers, poor memory and depression.

Known short-term risks of *PCP* include (but are not limited to) delusions, hallucinations, paranoia, problems thinking, "a sense of distance from one's environment," anxiety. Low doses; slight increase in breathing rate; increased blood pressure and heart rate; shallow breathing; face redness and sweating; numbness of the hands or feet; problems with movement. High doses; nausea; vomiting; flicking up and down of the eyes; drooling; loss of balance; dizziness; violence; seizures, coma, and death." Long-term risks include memory loss, speech and thinking problems, and anxiety, loss of appetite.

Known short-term risks of *Salvia* include (but are not limited to) "Short-lived but intense hallucinations; altered visual perception, mood, body sensations; mood swings, feelings of detachment from one's body; sweating." Long-term effects are unknown.

3. **Hallucinogens** (LSD [also known as Acid, Blotter, Boomers, Cid, Golden Dragon, Looney Tunes, Lucy Mae, Microdots, Tabs, Yellow Sunshine]; Mescaline [also known as Buttons, cactus, mesc,

peyote]; Psilocybin [also known as: Magic mushrooms, purple passion, shrooms, little smoke, sewage fruit, sacred mush, zoomers])

Known short-term risks of *LSD* include (but are not limited to) rapid emotional swings; inability to “recognize reality, think rationally, or communicate with others; raised blood pressure, heart rate, body temperature; dizziness, loss of appetite, tremors, enlarged pupils. Long-term risks include ongoing visual disturbances and frightening flashbacks, paranoia, and disorganized thinking, and mood swings.

Known short-term risks of *Mescaline* include (but are not limited to) enhanced perception and feeling, hallucinations, euphoria, anxiety; increased body temperature, heart rate, and blood pressure; sweating; and impaired movement. Long-term effects are unknown.

Known short-term risks of *Psilocybin* include (but are not limited to) hallucinations, “altered perception of time, inability to tell fantasy from reality, panic, muscle relaxation or weakness, problems with movement,” and vomiting, enlarged pupils, nausea, drowsiness. Long-term risks include memory problems and flashbacks.

4. **Inhalants** (Air blast, Aimies, Bullets, Laughing gas, Moon gas, Oz, Poppers, Snappers, Snotballs, Toilet Water, Whippets, Whiteout [includes paint thinners or removers, degreasers, dry-cleaning fluids, gasoline, lighter fluids, correction fluids, permanent markers, electronics cleaners and freeze sprays, glue, spray paint, hair or deodorant sprays, fabric protector sprays, vegetable oil sprays, whipped cream aerosol containers, refrigerant gases] ether, chloroform, halothane, and nitrous oxide)

Known short-term risks include (but are not limited to) Confusion; nausea; slurred speech; lack of coordination; euphoria; dizziness; drowsiness; disinhibition, lightheadedness, hallucinations/delusions; headaches; sudden sniffing death due to heart failure (from butane, propane, and other chemicals in aerosols); death from asphyxiation, suffocation, convulsions or seizures, coma, or choking. Nitrites: enlarged blood vessels, enhanced sexual pleasure, increased heart rate, brief sensation of heat and excitement, dizziness, headache. Long-term risks include “liver and kidney damage; bone marrow damage;” nerve damage; and brain damage; brain damage from lack of oxygen that can cause problems with thinking, movement, vision, and hearing. Nitrites: increased risk of pneumonia.

5. **Opioids** (Heroin; prescription opioids such as: oxycodone [OxyContin[®]], hydrocodone [Vicodin[®]], codeine, morphine, fentanyl, etc.)

Known short-term risks of *Heroin* include (but are not limited to) Euphoria; “dry mouth; itching; nausea; vomiting; analgesia and slowed breathing and heart rate. Long-term risks include collapsed veins, abscesses, heart lining and valve infection; constipation and stomach cramps; liver and kidney disease, and pneumonia.

Known short-term risks of *prescription opioids* include (but are not limited to), Pain relief, drowsiness, nausea, constipation, euphoria, slowed breathing, death. Long-term risks include (but are not limited to) Increased risk of overdose or addiction if misused.

6. **Over-the-Counter Cough/Cold Medicines** (also known as *Dextromethorphan* or *DXM* [Robotripping, Robo, Triple C], *promethazine-codeine cough syrup*)

Known short-term risks include (but are not limited to) cough relief; euphoria; “slurred speech; increased heart rate, blood pressure; dizziness; nausea; vomiting; Additionally, promethazine-codeine cough syrup depresses the central nervous system which can lead to slowing or stopping the heart and lungs. Long-term effects are unknown.

7. **Steroids** (*Anabolic steroids*, also known as Nandrolone [Oxandrin ®], oxandrolone [Anadrol ®], stanozolol [Durabolin ®] Testosterone Cypionate [Depo-Testosterone ®], roids, juice, gym candy, pumpers)

Short-term risks include (but are not limited to) “builds muscles; improved athletic performance; acne, fluid retention (especially hands and feet,” oily skin, yellowing skin and whites of the eyes, infection. Long-term risks include “kidney damage or failure; liver damage; high blood pressure; enlarged heart, or changes in cholesterol leading to increased risk of stroke or heart attack, even in young people; aggression; extreme mood swings;” extreme irritability; delusions, and impaired judgement.

Known short-term risks of *cocaine* include (but are not limited to) narrowed blood vessels; enlarged pupils, “increased body temperature, heart rate, and blood pressure; headache; abdominal pain and nausea;” euphoria; insomnia; anxiety; “erratic and violent behavior; panic attacks; paranoia; psychosis; heart rhythm problems; heart attack; stroke; seizure; [and] coma.” Long-term risks include “loss of sense of smell, nosebleeds, nasal damage and trouble swallowing from snorting; infection and death of bowel tissue from decreased blood flow; poor nutrition and weight loss; lung damage from smoking”

Known short-term risks of *methamphetamine* include (but are not limited to) “increased wakefulness and physical activity; decreased appetite; increased breathing, heart rate, blood pressure, and temperature; [and] irregular heartbeat.” Long-term risks include anxiety, confusion, insomnia, mood problems, violent behavior, paranoia, hallucinations, delusions, weight loss, severe dental problems, and skin sores from scratching.

B. Alcohol Abuse

Binge drinking is a pattern in which a person consumes 4-5 alcoholic drinks in a short period of time (about 2 hours).¹⁵ Alcohol Use Disorder or Alcoholism results from a continued pattern of drinking alcoholic beverages, dependence on alcohol, and disregard for consequences of alcohol intoxication.¹⁶

Known risks for binge drinking and/or alcoholism include (but are not limited to) disruption of mood; change in behavior; inability to think clearly; decreased coordination; heart problems, including stroke, arrhythmias, and high blood pressure; liver inflammation and other liver complications; dangerous pancreas inflammation; increased risk of mouth, esophagus, throat, liver, and breast cancer; and weakened immune system.¹⁷

IV. Drug and Alcohol Programs

A. Employees

The College offers educational and referral services to employees aimed at preventing substance abuse and assisting in rehabilitation. The Employee Assistance Program (EAP) provides resources to help employees resolve problems with alcohol and drugs. There is 24/7 phone access to live counselors, 365 days a year for assessment and referral. Please refer to the phone number below for counseling or other support services:

1-800-847-7240

Substance abuse needs may be covered by an employee's medical benefits.

Access to the College Drug and Alcohol Policy on the LCC website.

Required new employee trainings on College Policies.

Periodic articles in the weekly employee newsletter 'The Star' regarding alcohol, stress, and mental health.

Public Service Announcements on LCC Radio 89.7FM WLNZ regarding alcohol and drug abuse awareness.

Red Ribbon Drug Awareness Campaign.

Drug/alcohol survey administered to employees annually.

¹⁵ [College Drinking Prevention](http://www.collegedrinkingprevention.gov/NIAAACollegeMaterials/FactSheets/collegedrinkingfactsheet.aspx) website at <http://www.collegedrinkingprevention.gov/NIAAACollegeMaterials/FactSheets/collegedrinkingfactsheet.aspx>: last visited on 07/16/2021

¹⁶ [National Institute of Alcohol Abuse and Alcoholism](https://www.niaaa.nih.gov/alcohol-health/overview-alcohol-consumption/alcohol-use-disorders) website at <https://www.niaaa.nih.gov/alcohol-health/overview-alcohol-consumption/alcohol-use-disorders>: last visited on 07/16/2021

¹⁷ [NIAAA](https://www.niaaa.nih.gov/alcohol-health/alcohols-effects-body) website at <https://www.niaaa.nih.gov/alcohol-health/alcohols-effects-body>: last visited on 07/16/2021

LCC Police Officers trained and equipped with Narcan.

B. Students

The College offers free individual counseling by LCC licensed professional counselors and educational and referral services to community and rehabilitation resources for students who need assistance with substance and alcohol abuse issues.

Information regarding LCC counseling services and community resources is available here:

[Substance/Alcohol Abuse Counseling Resources](#)

[\(https://www.lcc.edu/services/counseling/\)](https://www.lcc.edu/services/counseling/)

Ongoing promotions and awareness regarding the available alcohol and substance abuse counseling services and community resources continue throughout the year.

Access to the College Drug and Alcohol Policy on the LCC website.

Ongoing presentations and informational events by counselors, police officers, student compliance, and other relevant professionals to students about substance and alcohol abuse awareness and prevention.

Ongoing presentations/training to various departments and employee groups about College drug and alcohol policies for students

Ongoing presentations and information on College drug and alcohol policies as part of new student orientation programs, and specialized new student groups such as high school student programs, police and fire academies, aviation maintenance, international students, and student athletes.

Drug/alcohol survey administered to students annually.

Substance Abuse Awareness Week: Counselors discuss and distribute relevant information relating to drug and alcohol abuse and mental health via online events.

Mood Awareness and Healthy Relationship events providing drug and alcohol awareness, prevention, and risk reduction information related to mental health and sexual misconduct topics.

Ongoing awareness and enforcement of the Student Athlete Drug Testing Program.

Required online Student Title IX and Sexual Misconduct training, including information on drug and alcohol awareness, prevention, and risk reduction information related to sexual misconduct topics.

Materials on underage drinking, drunk driving consequences and alcohol and drug use/abuse available to students in multiple campus offices.

Red Ribbon Drug Awareness Campaign.

Public Service Announcements on LCC Radio 89.7FM WLNZ regarding alcohol and drug abuse awareness.

Ongoing online messaging campaigns and events regarding awareness information about safe use of alcohol and marijuana; and substance/alcohol/drug abuse awareness, prevention, and risk reduction throughout the COVID-19 Pandemic.

V. Disciplinary Sanctions

A. Employees

Section IV of the current Drug and Alcohol Policy states:

“Compliance with this policy, including compliance with mandated drug and alcohol testing, is a condition of employment.

Furthermore, as a condition of continued employment, any employee who is charged with or convicted of a violation of any state or federal criminal statute involving manufacture, distribution, dispensation, use, or possession of any controlled substance or alcohol shall notify the Executive Director of Human Resources, in writing, of the charges or conviction no later than five (5) days after such charges or conviction(s). The Executive Director of Human Resources shall report conviction(s) as required by the Drug-Free Workplace Act.

In accordance with the Drug-Free Workplace Act, the Drug-Free Schools and Communities Act, or applicable College policies, employees shall be subject to mandatory participation in a substance abuse assistance or rehabilitation program; and/or disciplinary action, up to and including discharge or dismissal, as determined by the College for the following reasons:

Failure to comply with mandated drug or alcohol testing.

Failure to timely report being charged with or convicted of a violation of any state or federal criminal statute involving manufacture, distribution, dispensation, use, or possession of any controlled substance or alcohol.

Failure to abide by this policy. In addition, an employee may be subject to criminal prosecution by federal, state, and local authorities.”

The process for ensuring consistency in disciplinary action when an employee violation occurs, is as follows:

- Level one and level two disciplinary actions require approval of the Director of Labor and Employee Relations; and
- Level three and level four disciplinary actions require the recommendation of the Director of Labor and Employee Relations, and the approval of the Executive Director of

Human Resources.

B. Students

As required by the Drug-Free Schools and Communities Act, any student found to be in violation of the prohibitions listed in the Drug and Alcohol Policy (including the Student Code of Conduct) shall be subject to disciplinary actions up to and including expulsion. The Student Code of Conduct sanctioning section states:

“In cases of noncompliance with the Student General Rules or a violation of the Student Code of Conduct, the College will impose discipline that is consistent with the impact of the offense on the College community. Progressive discipline principles will be followed in that the student's prior discipline history at the College will be taken into account. Disciplinary action taken against a student may include, but is not limited to, one or more of the following:

- a. Written Warning – A notice in writing to the student that the student is violating or has violated institutional regulations and a copy of the warning letter is placed in the student's disciplinary file.
- b. Probation – A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found to violate any institutional regulation(s) during the probationary period.
- c. Loss of Privileges – Denial of specified privileges for a designated period of time.
- d. Restitution – Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
- e. Discretionary Sanctions – Work assignments, essays, service to the College, Community Service or other related discretionary assignments.

Discretionary assignments for drug and alcohol offenses can include meeting with an LCC Counselor to discuss drug and alcohol abuse and completion of community drug and alcohol rehabilitation and/or education programs.

- f. College no contact orders – Between the accused student and the complainant or witnesses (when appropriate).
- g. College Suspension – Separation of the student from the College for a definite period of time (usually a year or less) after which the student is eligible to return. Conditions for readmission may be specified. Suspensions may be effective immediately or deferred.

When students are issued a suspension for drug and alcohol offenses, re-entry to the College is determined at the return from suspension meeting with Student

Compliance. Additional assignments may be required at this meeting to support the success of the student during their re-entry throughout the first year of return.

h. College Dismissal – Separation of the student from the College for a year or more. The student may be eligible for return. Conditions for readmission may be specified. Dismissals will be effective immediately.

When students are issued a dismissal for drug and alcohol offenses, re-entry to the College is determined at the return from dismissal meeting with Student Compliance. Additional assignments may be required at this meeting to support the success of the student during their re-entry throughout the first year of return.

i. College Expulsion – Separation of the student from the College permanently. Expulsions will be effective immediately.

j. Revocation of Admission and/or Degree – Admission to or a degree awarded from the College may be revoked for fraud, misrepresentation, or other violation of College standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.”

Sanctions are administered on a case by case basis, taking into consideration the severity of the violation, the specific circumstances, the presence of any mitigating or aggravating factors (such as depression or the death of a loved one, an assault or a threat) and/or any prior violations of the Student Code of Conduct, including any prior violations involving drugs or alcohol.

The ultimate goal of the sanctions is to reinforce LCC’s commitment to a positive and safe learning environment consistent with acceptable social standards, and in accordance with federal, state and local laws. To achieve this goal, one or more of the sanctions listed above may be assigned. In addition, sanctions and circumstances (as listed above) of prior student drug and alcohol violations from the current and previous two years are reviewed to maintain consistency of sanctions among students.

Furthermore, when applicable, the Office of Student Compliance will work closely with the LCC Police Department when a student has also violated the law. LCC Police Department will seek prosecution of drug and alcohol related offenses that occur on the college campus and involve currently enrolled students when warranted.

In addition, a student may be subject to criminal prosecution by federal, state, and local authorities.

VI. Annual Notification of the DAAPP and Biennial Review

A. Employee Notification

Notification of the information contained in the DAAPP will be distributed to all current employees of the college via email and through the College Portal on or before October 1st of each year and to any new employees thereafter on a daily basis.

B. Student Notification

Notification of the information contained in the DAAPP will be distributed to all currently enrolled students via email and through the College Portal on or before October 1st of each year and to any new students thereafter on a daily basis.

C. Biennial Review

A biennial review of the DAAPP is conducted in May/June of each year ending in an odd number, and a biennial review report is issued to College leadership. The biennial review includes but is not limited to evaluation of the total number of alcohol and drug violations that occurred within the previous years for students and employees relevant to overall enrolled students and active employees; evaluation of the timeliness and effectiveness (strengths and weaknesses) of previous programming related to drug and alcohol use and abuse; development of a plan for the next two years to provide appropriate and effective drug and alcohol abuse prevention programming to employees and students; evaluation of the sanctions imposed due to drug and alcohol violations; and evaluation of the College's policies related to drugs and alcohol for students and employees.

LCC strives to ensure a safe environment for employees, students and guests.

In 2018, there were 4 students who violated the Student Code of Conduct with incidents that involved drugs or alcohol, with a total of 4 violations. In 2019, there were 3 students who violated the Student Code of Conduct with incidents that involved drugs or alcohol, with a total of 3 violations. In 2020*, there were 3 students who violated the Student Code of Conduct with incidents that involved drugs or alcohol, with a total of 3 violations.

**The College operated in a remote environment beginning on March 18, 2020, due to the COVID-19 Pandemic. A limited number of face-to-face courses took place in summer and fall semesters 2020, resulting in significantly fewer students on campus. All other activities and services for students remained in a remote environment for the duration of 2020.*

Each of the violations were properly addressed, and each of the allegations received a proper investigation and sanction(s) when it was determined that the student violated the Code of Conduct. Sanctions imposed for the drug and alcohol violations included the following (or a combination): written warning, counseling, success coach meetings, alcohol treatment, discretionary sanctions (such as a requirement of preliminary breath test (PBT) testing on days the student would be on campus; research and presentation of information on the effects of alcohol/drugs; code of conduct assignments; reflective writings; apology letters; goal workbooks; athletic agreements), probation, and suspension.

Sanctions were determined on a case by case basis, taking into consideration the severity of the violation, the specific circumstances, the presence of any mitigating or aggravating factors (such as depression or the death of a loved one; an assault or a threat) and/or any prior violations of the Student Code of Conduct, including any prior violations involving drugs or alcohol. Sanctions and circumstances (as listed above) of prior student drug and alcohol violations from the current and previous two years are reviewed to maintain consistency of sanctions among students. A report is generated in the Case Management System, Symplicity Advocate, and reviewed by the Director of Student Compliance and/or the Student Conduct Officer to evaluate current and historical sanctions for students with similar violations and circumstances before sanctions are issued in order to maintain

consistency.

Based on the information provided above, the number of student drug and alcohol violations on campus have remained flat during the three-year period, and there were no repeat offenders. From 2018 through 2020, enrollment at LCC ranged from approximately 10,000 to 13,000 students for the fall and spring semesters and 4,500 to 5,500 students for the summer semesters. The three-year average of violations is (10/3) or 3.3 and the three-year average of annual unduplicated enrollment of all students is 18,971 or less than .02% of total enrolled students had a drug/alcohol violation.

In addition, there is a significant reduction in the three-year average of violations from the 2019 Biennial Review (2016 through 2018) to the 2021 Biennial Review (2018 through 2020).

- 2016-2018 - the three-year average of violations for 2016 through 2018 was 32 violations or 10.6%
- 2018-2020 - the three-year average of violations for 2018 through 2020 was 10 violations or 3.3%

LCC has historically had a very low incidence of employee impairment. There were no reported employee incidents from 2018 through 2020.

The College supports the goal of reducing alcohol and drug abuse related offenses on campus. As an institution committed to continuous improvement, LCC will seek to understand the cause(s) of the student substance abuse violations; review prevention and treatment best practices and develop effective strategies to lower these incidents. The College will continue to work to achieve low or no employee and student violations of the College's substance abuse policies.

VII. Oversight Responsibility

The Dean of Student Affairs (or their designee) shall have oversight responsibility of the DAAPP including, but not limited to: updates, coordination of information required in the DAAPP, and coordination of the annual notification to employees and students.

SEXUAL VIOLENCE PREVENTION AND RESPONSE

The following policies of Lansing Community College prohibit crimes of domestic violence, dating violence, sexual assault, and stalking as those terms are defined in the Clery Act. The policies are (1) [Prohibited Sex or Gender Based Discrimination, Harassment and Sexual Misconduct](#); (2) [Equal Opportunity and Nondiscrimination](#); (3) [Ethics and Standards of Conduct for Employees](#); (4) [Ethics and Standards of Conduct for Students](#); (5) [Weapons](#); (6) [Workplace Violence](#). This statement of policy to inform the campus community of our prevention programs and available resources that address the aforementioned crimes. It is also intended to inform the campus community of our procedures for institutional disciplinary action whenever these crimes have been reported to a College official.

PROHIBITED SEX OR GENDER BASED DISCRIMINATION, HARASSMENT AND SEXUAL MISCONDUCT POLICY

Purpose

The purpose of the Prohibited Sex or Gender Based Discrimination, Harassment and Sexual Misconduct Policy is to set forth, consistent with federal, state, and local law, other policies adopted by the Board of Trustees, and rules and standards of conduct adopted by the College, the College's commitment to maintaining a fair and respectful environment for work and study and to protect students and applicants for admission, as well as employees and applicants for employment, from prohibited discrimination and harassment, including sex or gender-based discrimination or harassment and, sexual misconduct.

Scope

The College's Prohibited Sex or Gender-Based Discrimination, Harassment, and Sexual Misconduct Policy apply to all members of the LCC Community, including students, employees, volunteers, guests, vendors, contractors, and visitors to campus. The Policy applies to all College programs and activities, including all academic, educational, extracurricular, athletic, social, and other programs and activities related to the College. Application of the Policy is not limited to the College's campuses, facilities, or premises whether they are owned, rented, leased, or otherwise under the control of the College at which any College-related programs or activities occur. The Policy also applies to off-campus misconduct that does not occur in the context of a College-related program or activity if it contributes to a hostile environment on campus, or in any College-related program or activity. For Title IX purposes, the Prohibited Sex or Gender Based Discrimination, Harassment and Sexual Misconduct Policy does not apply to off-campus activities that are not sponsored by the College.

General

The College prohibits discrimination or harassment within the scope of the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy by or against any member of the LCC Community based on the member's race, color, sex, age, religion or creed, national origin or ancestry, familial status, disability, marital status, height, weight, sexual orientation, gender, gender identity, gender expression, genetic information, veteran or military status, or any other factor prohibited by law. Prohibited discrimination occurs when one of these factors is the basis for treating a person worse than other people who are "similarly situated." None of these factors shall be permitted to have an adverse influence upon decisions regarding students, applicants for admission, employees, applicants for employment, contractors, volunteers, or participants in and/or users of College-related programs, services, and activities. Lansing Community College will maintain an educational and work environment free of such prohibited discrimination or harassment.

Prohibited harassment is a form of prohibited discrimination. It occurs when (1) severe or persistent unwelcome conduct or comments make it unreasonably difficult or unreasonably unpleasant for a person to be in the College workplace or to participate in or receive the benefits, services, or opportunities of College studies, programs or activities; and (2) the comments or conduct are based on or reflect hostility to the person's race, color, sex, age, religion or creed, national origin or ancestry, familial status, disability, marital status, height, weight, sexual orientation, gender, gender identity, gender expression, genetic information, veteran or military status, or any other factor prohibited by law. Sexual misconduct (described more fully below), including all forms of sexual harassment, sexual misconduct, included, but not limited to sexual assault, sexual violence, domestic violence, dating violence, stalking, and sexual exploitation/misconduct, is a form of unlawful sex discrimination and is prohibited.

For Title IX purposes, sexual harassment is conduct on the basis of sex that satisfies one or more of the following: (1) An employee of Lansing Community College conditioning the provision of an aid, benefit, or service of Lansing Community College on an individual's participation in unwelcome sexual conduct; (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a

person equal access to Lansing Community College's education program or activity; or (3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

Sexual Misconduct

All members of the Lansing Community College Community, regardless of their sexual orientation or their gender or gender expression, or gender identity, have the right to engage in their College education, work, and other activities free from all forms of sex or gender-based discrimination or harassment, including sexual misconduct. Sexual misconduct includes all forms of sexual harassment as well as acts of sexual assault, dating or domestic violence, stalking, sexual exploitation and intimidation, and retaliation. Consensual or non-consensual sexual activities are prohibited in non-residential areas of the College. All members of the LCC community are required to conduct themselves in a manner that does not infringe upon the rights of others.

The [Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct](#) policy can be viewed on the website.

The specific information regarding the [Employee Title IX Process and Student Title IX Grievance Process](#) can be viewed on the website.

DEFINING SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, AND STALKING

LCC DEFINITIONS OF SEXUAL HARASSMENT, SEXUAL ASSAULT, DATING OR DOMESTIC VIOLENCE, STALKING AND SEXUAL EXPLOITATION

Sexual Harassment

Sexual Harassment is unwelcomed, sexual, sex-based, and/or gender-based verbal, non-verbal, written, electronic, online, and/or physical conduct which is so severe or pervasive that it unreasonably interferes with a person's College employment, academic performance, or participation in College programs or activities and creates a working, learning, program, or activity environment that a reasonable person would find intimidating, hostile, or offensive. Sexual harassment may include, for example, unwelcome sexual advances, requests for sexual favors, acts of sexual violence, physical contact of a sexual nature, or verbal or non-verbal conduct of a sexual nature.

A hostile work/educational environment is created when sexual harassment is sufficiently severe, persistent, or pervasive, and objectively offensive that it unreasonably interferes with, denies, or limits someone's ability to participate in or benefit from the College's educational or employment programs or activities.

Quid Pro Quo Harassment is (1) unwelcome sexual advances, (2) requests for sexual favors, and (3) other verbal or physical conduct of a sexual nature by a person having power or authority over another when submission to such sexual conduct is made either explicitly or implicitly a term or condition of (a) employment or educational opportunities, or (b) receiving the benefits of any educational or employment program or activity, or (c) rating or evaluating an individual's education or employment progress, development, or performance.

For Title IX purposes sexual harassment is conduct on the basis of sex that satisfies one or more of the following:
(1) An employee of Lansing Community College conditioning the provision of an aid, benefit, or service of Lansing

Community College on an individual's participation in unwelcome sexual conduct; (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Lansing Community College's education program or activity; or (3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30). All sexual harassment is prohibited by the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy.

Sexual Assault

Sexual assault is any non-consensual sexual contact, including but not limited to non-consensual sexual penetration (see below).

Non-Consensual Sexual Contact

Non-Consensual Sexual Contact (e.g., fondling) is any intentional sexual touching, however slight, by any person upon another person that is without consent and/or accomplished by force or threat of force. Sexual contact includes (1) intentional contact with a person's breast, buttock, groin, or genitals, or (2) touching another with any of these body parts or with any object, or (3) making another touch you or themselves with or on any of these body parts, or (4) any other intentional bodily contact in a sexual manner.

Non-Consensual Sexual Penetration

Non-Consensual Sexual Penetration (e.g., rape) is any sexual penetration, however slight, by a person upon another person that is without consent and/or accomplished by force or threat of force. This includes vaginal or anal penetration, no matter how slight, by any body part or object; or oral copulation (mouth to genital contact), no matter how slight the penetration or contact.

For Title IX purposes, the following definition applies:

Sexual Assault is any attempted or actual sexual act directed against another person, without consent of that person, including instances where they are incapable of giving consent.

- a. Rape is 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 that person, including instances where they are incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. This offense includes the rape of both males and females.
 - b. Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of that person, including instances where they are incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
 - c. Incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - d. Statutory Rape is sexual intercourse with a person who is under the statutory age of consent.
- All sexual assault is prohibited by the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy.

Dating or Domestic Violence

Dating or domestic violence includes all violent criminal offenses (e.g., physical violence, interfering with personal liberty, etc.) as well as intimidation, harassment, physical abuse, or sexual abuse, when it is caused by someone in an intimate relationship with another person. Examples of such actions include physical abuse (hitting, slapping, shoving, grabbing, biting, hair pulling, etc.); sexual abuse (marital rape, treating one in a sexually demeaning manner, coercing or attempting to coerce sexual contact without consent, etc.); and psychological or emotional abuse (name calling, persistently undermining an individual's sense of self-worth or self-esteem, intentionally damaging one's relationships with others, etc.).

Dating Violence

Dating violence is committed by a person who has been in a dating relationship or a social relationship of a romantic or intimate nature with another person. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.

For Title IX purposes, the following definition applies:

Dating Violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship shall be determined based on the complainant or reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For purposes of this definition:

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

All dating violence is prohibited by the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy.

Domestic Violence

Domestic violence is committed by a person who is the complainant's current or former spouse, current or former domestic partner, current or former cohabitant, a person with whom the complainant shares a child in common or a person similarly situated under domestic or family violence law.

For Title IX purposes, the following definition applies:

Domestic Violence is violence committed:

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

To categorize an incident as Domestic Violence, the relationship between the respondent and the complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship. All domestic violence is prohibited by the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy.

Stalking

Stalking means a course of harassment directed at a specific person that would cause a reasonable person to feel frightened, intimidated, threatened, harassed, or molested, or to fear for her, his, their, or others' safety, or to suffer substantial emotional distress. Conduct that can amount to stalking may include any combination of actions directed at another person, whether done directly, indirectly, through others, via devices, or by any other methods or means (specifically including electronic means), including but not limited to:

- Following, appearing within sight of, or confronting a person;
- Being or remaining in close proximity to a person;
- Appearing at a person's residence or place of employment;
- Monitoring, observing, or conducting surveillance of a person;
- Threatening (directly or indirectly) a person;
- Communicating with a person by telephone, mail, or electronic communications;
- Placing an object on or delivering an object to a place owned, leased, or occupied by a person;
- Interfering with or damaging a person's property (including pets).

For Title IX purposes, the following definition applies:

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress. For the purposes of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the complainant.
- Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

All stalking is prohibited by the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy.

Sexual Exploitation

Sexual Exploitation occurs when one person takes non-consensual or abusive sexual advantage of another for the advantage or benefit of oneself or a third party. This includes, but is not limited to, the following actions (including when they are done by electronic means, methods or devices):

- Invasion of sexual privacy (e.g., engaging in sexual voyeurism or permitting others to witness or observe the nudity or sexual or intimate activity of another person) without that person's consent;

- Indecent or lewd exposure or inducing others to expose themselves when consent is not present;
- Recording any person's nudity or sexual or intimate activity in a private space without that person's consent;
- Sharing or distributing sexual information, or images or recordings of a person's nudity or sexual activity, without that person's consent;
- Recruiting, harboring, transporting, providing, or obtaining another person for the purpose of sexual exploitation, such as prostitution;
- Knowingly exposing someone to or transmitting HIV or an STI/STD to another person;
- Inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs.

All sexual exploitation is prohibited by the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy.

JURISDICTIONAL DEFINITIONS OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT AND STALKING

Sexual Assault, Domestic Violence, Dating Violence and Stalking¹⁸

LCC prohibits the crimes of sexual assault, domestic violence, dating violence and stalking. These terms are defined per Michigan Compiled Laws (MCL) as follows:

Sexual Assault

Michigan law categorizes sexual assault into 4 degrees. 1st and 3rd degree involve nonconsensual penetration^[2], where 2nd and 4th degree involve nonconsensual contact^[3].

Nonconsensual sexual penetration "Sexual penetration" means sexual intercourse, cunnilingus, fellatio, anal intercourse, or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal openings of another person's body, but emission of semen is not required. ^[4]

Nonconsensual sexual contact

Sexual contact" includes the intentional touching of the victim's or actor's intimate parts or the intentional touching of the clothing covering the immediate area of the victim's or actor's intimate parts, if that intentional touching can reasonably be construed as being for the purpose of sexual arousal or gratification, done for a sexual purpose, or in a sexual manner for:

- (i) Revenge
- (ii) To inflict humiliation

¹⁸ [34 USC 12291\(a\)\(29\)](#)

^[2] [MCL 750.520b](#); [MCL 750.520d](#)

^[3] [MCL 750.520c](#); [MCL 750.520e](#)

^[4] [MCL 750.520a](#)

(iii) Out of anger^[5]

"Intimate parts" includes the primary genital area, groin, inner thigh, buttock, or breast of a human being. ^[5]

In addition, sexual assaults may include, but is not limited to: sex assaults with a victim who is mentally incapable, mentally incapacitated, or physically helpless; penetration involving threats or coercion.^[6]

Consent

In Michigan, consent is not specifically defined. The standard used in the sexual assault statutes is whether the accused used "force or coercion to accomplish the sexual act."^[7]

Lansing Community College defines "Consent" as words or actions that show a knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Effective consent cannot be gained by force, by ignoring or acting in spite of the objections of another, or by taking advantage of the incapacitation of another, where the accused student knows or reasonably should have known of such incapacitation.

Effective consent is also absent when the activity in question exceeds the scope of effective consent previously given. In addition, for the purposes of criminal sexual conduct, in Michigan, a person under the age of 16 cannot give "effective consent."^[8]

Domestic Violence

Domestic violence" means violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. ^[9]

Michigan law states an individual who assaults or assaults and batters their spouse or former spouse, an individual with whom he or she has or has had a dating relationship, an individual with whom he or she has had a child in common, or a resident or former resident of their household, is guilty of a misdemeanor punishable by imprisonment for not more than 93 days or a fine of not more than \$500.00, or both. ^[10]

Dating Violence

^[5] [MCL 750.520a](#)

^[6] [MCL 750.520c](#)

^[7] [MCL 750.520b](#)

^[8] [MCL 750.520d\(1\)\(a\)](#) states that a person is guilty of third-degree criminal sexual conduct if the person engages in sexual penetration with another person and that person is at least thirteen but younger than sixteen years old. Accordingly, a thirteen- year-old child cannot legally consent to sexual penetration with another person because sexual penetration of a thirteen-year-old child is automatically third-degree criminal sexual conduct. People v. Starks, 473 Mich 227.

^[9] [34 USC 12291\(a\)\(8\)](#)

^[10] [MCL 750.81](#)

“Dating violence” means a pattern of assaultive and/or controlling behaviors that one person uses against an individual with whom he or she has a dating relationship or has a child in common, in order to gain or maintain power and control in the relationship. The behavior intentionally causes fear, degradation and humiliation to control the victim. Forms of abuse may include, but is not limited to: physical, sexual, emotional, isolation, intimidation, coercion, and psychological.^[11]

In determining whether a dating relationship exists, the length of the relationship, the type of relationship (primarily characterized by the expectation of affectional involvement) and the frequency of interaction between the persons involved in the relationship will be considered. ^[12]

Stalking

“Stalking” means a pattern of behavior made up of a series of two or more separate non-continuous acts which shares the same purpose, and causes a reasonable person to feel emotionally distressed, terrorized, frightened, intimidated, threatened, harassed or molested, and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed or molested. Cyber stalking is a form of stalking that is accomplished through electronic communications (e.g., email, discussion boards, or social media).^[13]

LANSING COMMUNITY COLLEGE DEFINITION OF CONSENT

As defined in LCC’s Prohibited Sex or Gender Based Discrimination, Harassment and Sexual Misconduct Policy, consent is present when clearly understandable words or actions manifest a knowing, active, voluntary, and present and ongoing agreement to engage in specific sexual or intimate conduct. Consent must be all of the following:

- **Knowing:** Consent must demonstrate that the individuals involved understand, are aware of, and agree to everything about the “who” (partners), “what” (acts), “where” (location), “when” (time), and “how” (conditions) of the sexual activity.
- **Active:** Consent must take the form of “clearly understandable words or actions” that reveal one’s expectations and agreement to engage in specific sexual activity. This means that silence, passivity, submission, or the lack of verbal or physical resistance (including the lack of a “no”) should not, in and of themselves, be understood as consent. Consent cannot be inferred by an individual’s manner of dress, the giving or acceptance of gifts, the extension or acceptance of an invitation to go to a private room or location, or going on a date.
- **Voluntary:** Consent must be freely given and cannot be the result of external pressures such as force (violence, physical restraint, or the presence of a weapon), threats (indications of intent to harm, whether direct or indirect), intimidation (extortion, menacing behavior, bullying), coercion (undue pressure, hazing) or fraud (misrepresentation or material omission about oneself or the present situation in order to gain permission for sexual or intimate activity).
- **Present and ongoing:** Consent must exist at the time of the sexual activity. Consent to previous sexual activity does not imply consent to later sexual acts; similarly, consent to one type of sexual activity does

^[11] [MI.gov](http://mi.gov) (Accessed 7-20-2021)

^[12] [34 USC 12291\(a\)\(9-10\)](#),

^[13] [34 USC 12291\(a\)\(30\)](#); [MCL 750.411h](#)

not imply consent to other sexual acts. Consent may also be withdrawn at any time, provided the person withdrawing consent makes that known in clearly understandable words or actions.

Consent is never present when an individual does not have the capacity to give consent due to age, mental or physical condition, or disability that impairs the individual's ability to understand and give a knowing, active, voluntary, present, and ongoing agreement to engage in specific sexual or intimate conduct. A person does not have the capacity to give consent if their judgment or awareness is impaired due to consumption of alcohol, drugs, or inhalants (voluntarily or involuntarily), or being in a state of unconsciousness, sleep or other state in which the person is unaware that sexual activity is occurring. Signs of incapacitation include when an individual demonstrates that they are unaware of where they are, how they got there, or why or how they became engaged in a sexual interaction.

Some indicators of a lack of capacity to give consent due to consumption of alcohol, drugs, or inhalants may include, but are not limited to:

- Lack of full control over physical movements (for example, difficulty walking or standing without stumbling or assistance);
- Lack of awareness of circumstances or surroundings (for example, lack of awareness of where one is, how one got there, who one is with, or how or why one became engaged in sexual interaction);
- Inability to effectively communicate for any reason (for example, slurring speech, difficulty finding words, etc.).

If a person appears to be giving consent but may not have the capacity to do so, the apparent consent is not effective. If there is any doubt as to a person's capacity to give consent, it should be assumed that the person does not have the capacity to give consent and that any sexual activity will constitute sexual misconduct.

Being intoxicated or impaired by drugs or alcohol does not excuse one from the responsibility to obtain consent. Being intoxicated or impaired by drugs or alcohol is never an excuse for committing sexual misconduct.

REPORTING OR COMPLAINING ABOUT A VIOLATION

Any student, employee, visitor, or other members of the LCC Community who experiences any suspected violation of the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy has options for reporting or filing a complaint about it. A complainant may choose to report a violation to the College, to law enforcement, to both, or neither. At the complainant's election, campus authorities may assist in notifying law enforcement. LCC strongly encourages anyone who has experienced any form of violence or sexual misconduct to immediately notify law enforcement. Such persons are also strongly encouraged to seek immediate medical assistance in order to obtain treatment for injuries, obtain preventative treatment for sexually transmitted diseases, and to preserve evidence, among other things. For sexual assaults, in particular, immediate treatment and the preservation of evidence are important for many reasons, including facilitating a criminal investigation. In addition, individuals who have experienced or witnessed sexual violence are encouraged to seek emotional support as soon as possible. Once notified, the College will support affected individuals in understanding and pursuing available options.

REPORTING TO LAW ENFORCEMENT:

A complainant has the right to notify (or decline to notify) law enforcement of any act of violence, sexual misconduct, stalking, or other criminal activity. At the complainant's election, campus authorities may assist in notifying law enforcement. LCC urges complainants to report any such activity immediately by contacting local law enforcement, with local numbers listed below:

For emergencies, call 911.

For non-emergencies, call:

Any location: LCC Police and Public Safety (non-emergency) (517) 483-1800

Downtown Campus: Lansing Police Department (non-emergency) (517) 483-4600

East Campus: Meridian Township Police (non-emergency) (517) 332-6526

West Campus: Eaton County Sheriff (non-emergency) (517) 543-3512

Mason Jewett Airport: Ingham County Sheriff (non-emergency) (517) 676-2431

Livingston County Center: Livingston County Sheriff (non-emergency) (517) 546-2440

Law enforcement agencies have legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking Personal Protection Orders. Although a police report may be made at any time, delay in making a report can result in loss of important evidence, and, in some cases, extended delay may prevent law enforcement from taking action due to statutes of limitations.

REPORTING TO LCC:

Whether or not a police report is filed, the College urges anyone who becomes aware of any apparent violation of the Prohibited Sex or Gender Based Discrimination, Harassment and Sexual Misconduct Policy to report the incident(s) immediately to the College. A complainant is not obligated to report an incident to College personnel, but the College can only take corrective action when it becomes aware of such incidents. Reports alleging any form of prohibited discrimination or harassment may be made in person, in writing, (preferred), or orally. For Title IX purposes, reports alleging any form of sexual harassment may be made in person, by phone, by mail, by electronic mail, or through the electronic form. A written formal complaint alleging sexual misconduct/harassment must be made to the Title IX Coordinators listed below. The formal complaint made under Title IX should also include a statement on the part of the complainant as to whether the complainant requests the College to commence an investigation into the alleged matter.

Procedures and complaint forms can be found on the [Title IX and Sexual Misconduct website](#).

Reports or complaints about misconduct should be given to one of the following:

1. **To report a student:** Any claim that a student engaged in sex discrimination (including pregnancy-based discrimination) or sexual misconduct (including sexual harassment) should be reported to:

Christine Thompson, Director of Student Compliance

Student Title IX Coordinator

Office of Student Compliance

Location: 411 N. Grand Avenue Gannon Building 1210

Lansing, MI 48933

Phone: (517) 483-9632

Email: thompsc@lcc.edu

2. **To report an employee, guest, or vendor:** Any claim that a member of the LCC Community other than a student (employees, visitors, etc.) engaged in sex discrimination (including pregnancy-based discrimination) or sexual misconduct (including sexual harassment) should be reported to:

Sarah Velez, Human Resources Manager

Employee Title IX Coordinator

Human Resources Office

Location: 610 N. Capitol Avenue Administration Building

Suite 106 Lansing, MI 48933

Phone: (517) 483-1874

Email: dietels@lcc.edu

3. **To file an EEO complaint** Any incident involving any other form of prohibited discrimination or harassment based on race, religion, disability, or other non-gender based issues should be reported to:

JR Beauboeuf

Director of Risk Management and Legal Services

Location: 309 Washington Square

Suite 150

Lansing, MI 48933

Phone: (517) 483-1730

Email: beauboej@lcc.edu

Reports of alleged violations of the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy can also be made to Officials with Authority (OWA). An OWA is an employee who has the authority to institute immediate corrective measures on behalf of the College. For the purpose of the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy, an OWA is the Executive Director of Human Resources or any member of the [Executive Leadership Team](#). OWA's are required to immediately report any allegations of sexual misconduct or sexual harassment to the appropriate Title IX Coordinator.

Additionally, reports of alleged violations of the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy can be made to any employees of the College who are mandated reporters. Mandated reporters do not include student employees and Licensed Professional Counselors serving in a Counselor role at the College. Mandated reporters are required to immediately report any allegations of sexual misconduct or sexual harassment to the appropriate Title IX Coordinator.

Reports of alleged violations of the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy may trigger an investigation. There is no guarantee that confidentiality can be maintained concerning any reported incident, although the College will strive to keep matters as confidential as possible.

Reports concerning alleged violations of the Prohibited Sex or Gender based Discrimination, Harassment, and

Sexual Misconduct Policy can also be made to one of the College's Licensed Professional Counselors. Counselors can talk with a complainant in confidence, and if requested, they will only report that a prohibited incident has occurred without revealing any personally identifiable information about the incident. If a complainant wants a counselor to maintain confidentiality, the College will be unable to conduct an investigation or pursue disciplinary action. If a Licensed Professional Counselor learns of an allegation of sexual misconduct or sexual harassment outside of their counselor/client relationship, they are required to make a report with the appropriate Title IX Coordinator. Further, anyone who is a Licensed Professional Counselor but is employed in a role other than a counselor working for the College, is required to make a report of alleged sexual misconduct or sexual harassment with the appropriate Title IX Coordinator.

Another option is for a complainant or witness to report an incident anonymously. Anonymous complaints regarding a student should be submitted through the form on the [Title IX and Sexual Misconduct](#) website. Anonymous complaints regarding an employee, guest, or vendor should be completed by calling the Human Resources direct line at (517) 483-1870 or by emailing LCC-TitleIX@lcc.edu. Anonymous reports may result in the College conducting an investigation, but the College's ability to deal with an incident may be limited by a lack of necessary information.

There is no time limit for reporting alleged violations of the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy to the College; however, the College's ability to respond may diminish over time, as evidence may disappear or erode, memories may fade, and respondents (alleged perpetrators) may no longer be affiliated with the College. Even if a respondent is no longer a student or an employee, the College will provide reasonably appropriate remedial measures, assist the complainant in identifying external reporting options, investigate any alleged violation of the Prohibited Sex or Gender Based Discrimination, Harassment and Sexual Misconduct Policy, and take reasonable steps to end any violation of the Policy, prevent its recurrence, and remedy its effects.

Reporting to other agencies. Anyone experiencing unlawful discrimination or harassment can also file a complaint with other agencies, whether or not they have chosen to do so with the College or with law enforcement. Government agencies that accept complaints, conduct investigations, and enforce the laws against unlawful discrimination and harassment include:

United States Department of Education Office
for Civil Rights (OCR)

1350 Euclid Avenue, Suite 325

Cleveland, OH 44115-1812

Phone: 216-522-4970

TTY: 800-877-8339

Fax: 216-522-2573

E-Mail: OCR.Cleveland@ed.gov

United States Equal Employment Opportunity Commission Patrick V.
McNamara Building

477 Michigan Avenue

Room 865

Detroit, MI 48226

Phone: 1-800-669-4000

Fax: 313-226-4610

TTY: 1-800-669-6820

Michigan Department of Education

Office of Career and Technical Education

P.O. Box 30712, Lansing, Michigan 48909

Telephone: (517) 373-0600

Michigan Department of Civil Rights

Lansing Executive Office

Capitol Tower Building

110 W. Michigan Ave., Suite 800

Lansing, MI 48933

Phone: 517-335-3165

Fax: 517-241-0546

TTY: 517-241-1965

Email: MDCR-INFO@michigan.gov

CONFIDENTIALITY

The College has a strong desire to assist members of the LCC Community who have been subjected to conduct or comments that violate the Prohibited Sex or Gender Based Discrimination, Harassment and Sexual Misconduct Policy and strongly encourages them to report any such incidents. The College will make every reasonable effort to preserve an individual's privacy and protect the confidentiality of information it receives in connection with such a report. The information reported will be shared only with individuals who assist or are otherwise involved in the investigation and/or the resolution of the complaint, or who otherwise have a need to know about the complaint and/or its resolution. Allegations reported to mandated reporters will be reported to the appropriate Title IX coordinator or EEO officer. If a person discloses an incident, but wishes to maintain confidentiality or requests that no investigation or disciplinary action occurs, that request must be weighed against the College's obligation to provide a safe, non-discriminatory environment. In deciding what to do, the College will consider a range of factors, including, but not limited to:

- Whether there have been other complaints against the same person(s) (may not apply to Title IX)
- The risk that the alleged respondent (s) will commit additional acts of misconduct (may not apply to Title IX)
- Whether there were threats of further misconduct
- Whether the College can obtain other relevant evidence (e.g., security video or physical evidence)
- Whether the alleged respondent has a known history of arrests or violence
- Whether the incident(s) involved actual or threatened violence or force
- Whether the complainant is under the age of consent or a minor

- The degree of harm or trauma suffered by the complainant or by potential complainants

If it determines that it can respect a request for confidentiality, the College will consider non-specific remedial action, such as increased monitoring, security, and/or education and prevention efforts. If it determines that it cannot maintain confidentiality, the College will so inform the individual(s) subjected to misconduct prior to the start of an investigation. The College will also provide security and support prior to, during, and if necessary after, the investigation.

PUBLIC REPORTING – CONFIDENTIALITY

The College has a number of public reporting obligations and endeavors to protect confidentiality to the extent permitted by law. For example, public reports and the Crime Log do not include any personally identifying information about a survivor. Additionally, LCC timely warnings and emergency notifications do not contain personally identifiable information about the survivor.

The Office of Risk Management and Legal Services appropriately identify and redact documents subject to public records requests in order to remove personally identifying information not required to be shared by law or College policy.

Additionally, the College follows the directives outlined in the Family Education Rights and Privacy Act (FERPA), the federal law governing privacy protection of educational records of students. Registered students are notified of the Prohibited Sex or Gender Based Discrimination, Harassment and Sexual Misconduct Policy annually.

ASSISTANCE FOR COMPLAINANTS: RIGHTS & OPTIONS

The College will assist complainants of sexual assault, domestic violence, dating violence, and stalking and will provide each complainant with a written explanation of their rights and options. Such written information will include:

- The procedures complainants should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred;
- Information about how the College will protect the confidentiality of complainants and other necessary parties;
- A statement that the College will provide notification to students and employees about complainant services within the College and in the community;
- A statement regarding the College's provisions about options for, available assistance in, and how to request accommodations and protective measures; and
- An explanation of the procedures for College disciplinary action.

GETTING HELP

Any student, employee, visitor, or other members of the LCC Community who experiences any suspected violation of the Prohibited Sex or Gender Based Discrimination, Harassment and Sexual Misconduct Policy, has options for getting assistance, care, support, and protection. Internal and external resources can be found on the [Title IX and Sexual Misconduct](#) website. The College strongly encourages people to utilize these resources as soon as possible.

The following confidential resources, LCC counseling for students, and an Employee Assistance Program (EAP), are available for individuals to discuss incidents and issues related to unlawful discrimination, harassment, or sexual

misconduct on a confidential basis. Confidential resources will not disclose information about such incidents to anyone, including law enforcement or the College, except in very limited situations, such as when failure to disclose the information would result in imminent danger to the individual or to others or where state law requires a report be made. Confidential resources can provide individuals with information about support services and their options. Because of the confidential nature of these resources, disclosing information to or seeking advice from a confidential counselor does not constitute a report or complaint to the College and will not result in a response or intervention by the College except in extreme circumstances.

LCC Counseling offers free confidential counseling services which are available to all LCC students:

Location: Gannon Building

Phone: 517-483-1924

Website: [Counseling Services](#)

The College provides a confidential Employee Assistance Program, at no cost to all LCC employees:

Phone: 800-847-7240

Both LCC Counseling and the EAP have the ability to provide information related to available outside resources, depending on the situation reported.

Additionally, on-campus and off-campus resources are available to students and employees regarding; counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services are listed below.

ON CAMPUS & OFF CAMPUS RESOURCES CHART

| On Campus Resources | Contact Information |
|--|--|
| LCC Police & Public Safety | 517-483-1800 |
| LCC Counseling Services | 517-483-1924, 517-483-5323 (Remote Scheduling) |
| LCC Center for Student Support | 517-483-1924 |
| LCC Center for Student Access | 517-483-1924 |
| LCC Veterans Resource Center | 517-483-5246 or Toll Free: 800-644-4522 |

| | |
|--|---|
| LCC Campus Life | 517-483-1957 or Toll Free: 800-644-4522 |
| LCC Office of Student Compliance (Student Conduct and Title IX Complaints) | 517-483-1261 |
| LCC Human Resources | 517-483-1870 |
| LCC Student Clubs and Organizations | 517-483-1957 or Toll Free: 800-644-4522 |
| LCC Foundation | 517-483-1985 |
| LCC Risk Management and Legal Services | 517-483-1730 |
| LCC Center for Academic and Career Pathways | 517-483-1999 |
| LCC LGBTQ-Sexuality and Gender Acceptance Club | 517-483-1957 or Toll Free: 800-644-4522 |
| LCC Financial Aid | 517-483-1200 (Option 1) |
| Lansing Police Department | 517-483-4600 |
| Ingham County Sheriff's Department | 517-676-2431 |
| Eaton County Sheriff's Department | <u>Main Office:</u> 517-543-3512 <u>Delta:</u> 517-323-8480 <u>Lansing:</u> 517-372-8287 |
| Clinton County Sheriff's Department | 989-224-5200 |
| Livingston County Sheriff's Department | 517-546-9111 |
| Ingham County Personal Protection Order | 517-483-6545 |
| Michigan State University Safe Place | 517-355-1100 |

| | |
|---|---|
| <u>Capital Area Response Effort (CARE)</u> | 517-272-7436 |
| <u>U.S. Citizenship and Immigrations Services</u> | 313-926-4202 |
| <u>Capital Area Sexual Assault Response Team (CASART)</u> | 517-355-3551 |
| <u>MSU Center for Survivors</u> | 517-372-6666 |
| <u>Listening Ear Crisis Line</u> | 517-337-1717 |
| <u>SAFE Center</u> | 308-237-2599 or <u>24 hr Crisis Line</u> : 877-237-2513 |
| <u>Michigan Coalition to End Domestic Violence & Sexual Assault</u> | 517-347-7000 |
| <u>Michigan Sex Offender Registry</u> | 517-241-1806 |
| <u>MSU Sexual Assault Health Care Program</u> | 517-353-2700 |
| <u>Michigan Prosecuting Attorneys of Michigan</u> | 517-334-6060 |
| <u>Sparrow Sexual Assault Nurse Examiner Program</u> | 517-364-3931 |
| <u>Women's Resource Center of Greater Lansing</u> | 517-372-9163 |
| <u>The Firecracker Foundation</u> | 517-742-7224 |
| <u>Salus Center</u> | 517-580-4593 |
| <u>End Violent Encounters (EVE)</u> | 517-372-5572 |
| <u>Michigan Crime Victim Rights</u> | 517-373-1110 |

| | |
|--|---|
| Joyful Heart Foundation | 212-475-2026 |
| White Ribbon Campaign | 416-920-6684 |
| Male Survivor | No online number listed visit Male Survivor |
| LCC Police & Public Safety | 517-483-1800 |

ACCOMMODATIONS AND PROTECTIVE MEASURES AVAILABLE

Supportive measures, interim measures, protective measures, and accommodations can be made available whether or not an individual chooses to pursue a formal complaint through law enforcement agencies or College disciplinary procedures and will be offered to both the complainant and the respondent. The Title IX Coordinator will determine whether supportive measures, interim measures, protective measures, or accommodations are reasonable and appropriate and if so, will work to ensure that interim protective measures or accommodations are implemented as soon as possible. There is no cost to a complainant or respondent for supportive measures, interim measures, protective measures, or accommodations. The College will keep any supportive measures, interim measures, protective measures, and accommodations, or protective measures provided as confidential as practicable.

Any violation of a directive related to supportive measures, interim measures, protective measures, or accommodations may result in disciplinary action which may include, but is not limited to, suspension, or expulsion from the College or suspension or termination of employment.

ORDERS OF PROTECTION

A PPO is issued by the state court system – not by the College. A PPO is an order that forbids an individual from doing something or requires an individual to do something. A PPO is enforced by the police. Title IX Coordinators and/or LCC DPS can assist in providing contact information for those that seek a PPO. The Personal Protection Order Office contact information for LCC various campuses is below:

Ingham County (Downtown Campus)
 313 W. Kalamazoo St.
 Lansing, MI 48933
 Lansing Personal Protection Order Office – (517) 483-6545
 Mason Personal Protection Order Office - (517) 676-8285
[Ingham County PPO website](#)

Eaton County (West Campus)
 Circuit Court Clerk
 1045 Independence Boulevard
 Charlotte, MI 48813

Eaton Circuit Court Clerk – (517) 543-4335

[Eaton County PPO website](#)

Barry County (West Campus)

Barry County Courthouse – Floor 1

220 W. State St.

Hasting, MI 49058

Barry County Courthouse – (269) 945-1285

[Barry County PPO website](#)

Livingston County (East Campus)

Circuit Court Clerk

204 S. Highlander Way, Suite. 4

Howell, MI 48843

Circuit Court Clerk's Office – (517) 546-9816

[Livingston County PPO website](#)

SEXUAL HARRASSMENT AND MISCONDUCT PROCESS

The College must provide due process to individuals accused of sexual harassment or misconduct. The College processes provide a prompt, fair, consistent and reliable process for all parties. In all instances, the process will be conducted in a manner that is consistent with the College's policy and that is transparent to the complainant and the responding party. College officials involved in the investigation or adjudication of sexual harassment, sexual misconduct, domestic violence, dating violence, sexual assault, and stalking complaints are trained annually on the issues related to sexual harassment, sexual misconduct, domestic violence, dating violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety and privacy of the complainant and promotes accountability.

When an incident of sexual harassment or misconduct is reported, regardless of whether the alleged complainant is the individual who reported the incident, the College will respond promptly to the alleged sexual harassment or misconduct in a manner that is not deliberately indifferent, which means a response that is not clearly unreasonable in light of the known circumstances. The College will treat complainants and respondents equitably, and will follow College processes before the imposition of any disciplinary sanctions or other actions that are not supportive measures, against a respondent. The College may remove a respondent from the recipient's education program or activity on an emergency basis based on criteria outlined in the emergency removal provision in the process while the complaint is being addressed. The respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the process.

REPORTING AND PRESERVING OF EVIDENCE

Students

Since sexual harassment and misconduct may constitute both a violation of the Student Code of Conduct/College policy and criminal activity, the College encourages students to report alleged sexual misconduct promptly to local law enforcement agencies and/or campus authorities. Criminal investigations may be useful in the gathering of relevant evidence, particularly forensic evidence. Because the standards for finding a violation of criminal law are different from the standards for finding a violation of the Student Code of Conduct or College policy, criminal

investigations or reports are not determinative of whether sexual misconduct, for purposes of this process or the Student Code of Conduct/College policy has occurred. In other words, conduct may constitute sexual misconduct under this process even if law enforcement agencies lack sufficient evidence of a crime and therefore decline to prosecute. In such cases, the complainant may not initially understand the results of the criminal investigation, the nature of criminal procedure, or the grounds for the law enforcement decision not to prosecute. The complainant in such cases may request that the Title IX Coordinator provide a list of advocacy resources in the community who may be able to assist the complainant with any meetings with the prosecutor to gain an understanding of the decision to decline a prosecution.

Employees or Visitors

Since sexual misconduct may constitute both a violation of the College policy and criminal activity, the College encourages employees and visitors to report alleged sexual misconduct promptly to local law enforcement agencies and/or campus authorities. Criminal cases are investigated and resolved separately from College investigation. Criminal investigations may be useful in the gathering of relevant evidence, particularly forensic evidence. Because standards for finding a violation of criminal law are different from the standards for finding a violation of College policy, criminal investigations or reports are not determinative of whether sexual misconduct, for purposes of this process or the College policy has occurred. In other words, conduct may constitute sexual misconduct under this process even if law enforcement agencies lack sufficient evidence of a crime and therefore decline to prosecute. Public Safety is responsible for providing additional information related to criminal investigations upon request from the complainant.

INVESTIGATING AND RESOLUTION OF COMPLAINTS

All reports and complaints of prohibited discrimination, harassment, or sexual misconduct received by a Title IX Coordinator or EEO Officer will be promptly reviewed and appropriate action will be taken as expeditiously as possible.

The College will make reasonable efforts to protect the rights of both the complainant and the respondent during the course of an investigation. The College will respect the privacy of the complainant(s), the respondent(s) and any other witnesses in a manner consistent with the College's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations required by state or federal law.

In the course of investigating, the College will determine whether the complaint is one that is covered by the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy. If not, the complaint may be referred to another College complaint/dispute resolution procedure. Upon actual knowledge of an alleged violation of the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy, the College will respond promptly in a manner that is not deliberately indifferent, meaning a response that is not clearly unreasonable in light of the known circumstances. The College will treat complainants and respondents equitably and will follow the appropriate process before the imposition of any disciplinary sanctions or other actions that are not supportive measures against a respondent.

For Title IX purposes, once a formal complaint is signed, the Title IX Coordinator will initiate the investigation process, and the Title IX Investigator will conduct the investigation. The investigation will be conducted in a reasonably prompt time frame, and complainants and respondents will be treated equitably and in a manner that is not deliberately indifferent. This time frame and treatment of the parties also applies to any appeal process.

If a complaint appears to be covered by the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy, the responsible investigator will promptly meet with the complainant to obtain any necessary

information, including a detailed description of the incident(s) and the identity of any witnesses. The investigator will then seek additional information and evidence as appropriate. Any person(s) against whom a complaint is made will be timely notified of the complaint and a meeting to discuss the complaint may be scheduled as appropriate.

The investigator will maintain appropriate documentation of the complaint and will disclose information to others with a legitimate interest consistent with internal procedures, the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy, and state and federal law. In appropriate cases, the investigator may make a referral to and cooperate with a criminal justice agencies for possible investigation and prosecution. The College, however, will continue with its investigation independent of any investigation conducted by law enforcement agencies.

During the investigation, the College has the responsibility of collecting evidence. Each party has an equal opportunity to present and suggest witnesses and to submit inculpatory and exculpatory evidence. Parties will have equal access to evidence, written reports, witness statements, and other information relevant to the investigation. Respondents are presumed to have not violated any policy until a determination regarding responsibility is made at the conclusion of the process.

Upon conclusion, if required or appropriate, the College will notify the complainant and respondent of the results of the College's investigation. In the event the investigation reveals a violation of this or any other College Policy, corrective action will be taken by the College. Where prohibited discrimination and/or harassment is found, steps will be taken to end it immediately. Disciplinary action may be imposed if appropriate. The level of discipline will depend on the severity of the discrimination, harassment, or misconduct and may include, but is not limited to, probation, suspension, expulsion, or termination from the College. The College may also take other corrective or remedial action to address the effects of any violation of the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy and will follow up as necessary to ensure that the corrective or remedial action is effective.

In determining whether or not an incident involves prohibited discrimination, harassment, or sexual misconduct, the College uses the "preponderance of the evidence" (also known as "more likely than not") as the standard for proof. In campus resolution proceedings, legal terms like "guilt," "innocence," and "burden of proof" are not applicable, and the College never assumes a responding party is or is not in violation of the College Policy. College resolution proceedings are conducted to take into account the totality of all relevant evidence available.

Students

Intake and Formal Complaint

The complainant will meet with the Title IX Coordinator to discuss the complaint, the grievance process, other remedies, and the process for filing a formal complaint. Supportive measures will also be discussed including the availability of supportive measures; the complainant's wishes with respect to supportive measures; and the availability of supportive measures with or without the filing of a formal complaint.

The Title IX Coordinator will gather initial information about the alleged incident, make an initial assessment regarding the complaint, and seek to determine how the complainant wishes to proceed, including whether the complainant wishes to file a formal complaint. If the allegations do not meet the definition of sexual harassment, or did not occur in the College's education program or activity against a person in the United States, the College will formally dismiss such allegations under Title IX and refer the complaint to the Student Code of Conduct process when applicable.

If the allegations are determined to fall under Title IX and the complainant wishes to file a formal complaint, the complainant will complete, sign and submit the formal complaint form. A formal complaint is a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the College investigate the allegation of sexual harassment. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the recipient with which the formal complaint is filed.

The College may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.

A complainant's wishes with respect to whether the College 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. The College will investigate sexual harassment allegations in any formal complaint, signed by a complainant, or by a Title IX Coordinator.

A formal complaint may be filed with the Title IX Coordinator in person, by mail, by electronic mail, or through the electronic form.

A complainant can request a formal investigation and hearing process, or an informal resolution process when filing a formal complaint. Without a formal complaint, neither process may commence. The formal complaint must contain the complainant's physical or digital signature or otherwise indicate that the complainant is the person filing the formal complaint, unless the formal complaint is signed by the Title IX Coordinator as outlined above.

Upon receipt of a formal complaint, the College will provide written notice to the parties (who are known). The notice will include the alleged sexual harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial meeting. Sufficient details include the identities of the parties (if known) involved in the alleged incident, the alleged conduct constituting sexual harassment, and the date and location (if known) of the alleged incident. If supportive measures have been implemented that will involve both parties, such as a no contact order, this will be included in the written notice.

The respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process. The written notice will include this statement along with information that the parties may have an Advisor of their choice, who may be, but is not required to be, an attorney. An Advisor may accompany the complainant or respondent in meetings and interviews, but does not have an active speaking role. The written notice will include a link to the grievance process, and inform the parties that the Student Code of Conduct prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

The written notice will include a request for the respondent to schedule an intake meeting with the Title IX Coordinator. The intake meeting will be scheduled through the Student Compliance Liaison, and confirmed to the respondent in writing. The respondent may bring an Advisor of their choice (as outlined above) to the meeting.

The respondent will meet with the Title IX Coordinator to discuss the complaint, the process, and the formal complaint process. Supportive measures will also be discussed including the availability of supportive measures; the respondent's wishes with respect to supportive measures; and review of supportive measures relative to both parties (if applicable).

The College must investigate the allegations in a formal complaint. If the conduct alleged in the formal complaint (1) does not constitute sexual harassment as defined under Title IX, even if proved; (2) did not occur in the College's education program or activity; or (3) did not occur against a person in the United States; then the College will dismiss the formal complaint under Title IX, and refer it to the Student Code of Conduct process.

The College may dismiss a formal complaint at any time during the investigation or hearing if (1) A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein; (2) The respondent is no longer enrolled at the College; or (3) Specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

The College will promptly send written notice of a dismissal and the reason(s) for the dismissal simultaneously to the parties.

Investigation

When a formal investigation and hearing process is requested as part of the formal complaint, the Title IX Coordinator will forward the formal complaint to the Title IX Investigator who will initiate a formal investigation. The Title IX Investigator is designated to conduct investigations of alleged sexual harassment and receives training on issues of relevance to create an investigative report that fairly summarizes relevant evidence. The Student Title IX Coordinator and the Deputy Student Title IX Coordinator are also trained investigators and may be part of an investigative team when necessary.

The investigation will be conducted in a reasonably prompt time frame, and complainants and respondents will be treated in an equitable manner. If, in the course of an investigation, the College decides to investigate allegations about the complainant or respondent that are not included in the initial notice of allegations to the parties, the College will provide notice of the additional allegations to the parties whose identities are known.

The College will provide parties whose participation is invited or expected, with written notice of the date, time, location, participants, and purpose of all investigative interviews, other meetings, and hearings with sufficient time for the party to prepare to participate. Both parties may have others present during any meeting, interview, and proceeding, including the opportunity to be accompanied by an Advisor of their choice, who may be, but is not required to be, an attorney. The Advisor does not have an active speaking role in meetings, interviews, and proceedings, but is permitted to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility during cross-examination at a live hearing. In addition, the Advisor may inspect and review evidence provided to the parties.

The College will provide an equal opportunity for the parties to provide witnesses, including fact and expert witnesses that may offer relevant evidence, no matter which side or whose version of events that evidence or witness supports, and other inculpatory and exculpatory evidence. In addition, the College may identify additional witnesses during and throughout the investigation relevant to the incident.

When investigating a formal complaint and throughout the grievance process, the College will ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility will rest on the College and not on the parties.

The College will not access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional

acting in their professional capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the College obtains that party's voluntary, written consent.

The College will not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

Prior to completion of the investigative report, the College will send each party and their advisor, if any, the relevant evidence directly related to the allegations raised in a formal complaint, including the evidence upon which the College does not intend to rely in reaching a determination regarding responsibility, and inculpatory and exculpatory evidence whether obtained from the parties or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. The evidence will be sent in electronic or hard copy format for inspection and review. The parties have 10 calendar days to submit a written response, which the investigator will consider prior to completion of the investigative report.

The College may impose upon the parties and their advisors restrictions or require non-disclosure agreements not to disseminate any of the evidence subject to inspection and review or use such evidence for any purpose unrelated to the process. This includes an agreement by the parties not to photograph or otherwise copy the evidence, including "sensitive" material such as nude images.

On or before the end of the ten calendar day window in which parties submit their written responses to the evidence, the College will provide each party with the other party's responses. The parties have two calendar days to respond to each other's responses in writing, which the investigator will consider prior to completion of the investigative report.

The Investigator will create an investigative report that fairly summarizes relevant evidence. The completed investigative report includes, among other things, summaries of interviews with the complainant and the responding student; and (where applicable) summaries of interviews of each witness, summaries of interviews with expert witnesses, photographs of the relevant site(s) and related logs, other photographic, electronic, and forensic evidence; and a detailed written summary analysis of relevant evidence regarding the event(s) in question.

If the complaint involves multiple complainants, multiple respondents, or both, the College may issue a single investigative report.

Prior to issuing the investigative report to the parties and their advisors, if any, the investigative report will be provided to the Student Title IX Coordinator and College Legal Counsel for review and comment, which will be added to the final investigative report materials. At least 10 calendar days prior to a hearing or determination regarding responsibility, the College will provide to both parties and their advisors, if any, the investigative report in electronic format or a hard copy compliant with any reasonable request for disability accommodations under applicable law, for their review and written response, which will be added to the final investigative report materials. The written responses must be submitted on or before the 10 calendar day review period.

Hearing

The grievance process provides for a live hearing, which is not a public hearing, once the final investigative report has been completed and the review period has concluded. The final investigative report, including all evidence that was subject to the party's inspection and review, and the final investigative report written responses from the parties, will be available at the hearing to give each party equal opportunity to refer to such evidence prior to and during the hearing, including for purposes of cross-examination.

The hearing members include a Hearing Chairperson, who presides over the hearing, maintains hearing decorum, and is the decision-maker regarding relevancy of questions from the Hearing Panel and during cross-examination; and the Hearing Panel, who is the decision-maker(s) regarding responsibility of the respondent and issuance of sanctions if the respondent is found responsible for a violation.

The Hearing Chairperson and Hearing Panel are part of a standing group of appointed individuals approved by the Dean (or designee) of Student Affairs who are trained regarding Title IX, the grievance process, the Student Code of Conduct, and the hearing process among other topics. The Hearing Panel includes one LCC administrator and two LCC faculty for each hearing from the trained decision-maker group. Decision-makers, are not the same person(s) as the Title IX Coordinator or the Investigator(s).

The hearing members are to keep all information confidential and are trained and instructed to not publicly or privately disclose the names of the parties and advisors involved; and to not discuss the merits of the complaint with anyone not involved in the proceedings, including with the parties themselves or with the parties' advisors or anyone acting on their behalf.

Once a Hearing Chairperson and Hearing Panel member has been named to a Panel, they will receive a Notice of Hearing, which includes the hearing location, date, and time; the names of the parties and their advisors; and a request for notification of a conflict of interest or potential bias, if any. If it is deemed a conflict of interest or potential bias exists between a Hearing Chairperson or Panel member and the parties, they will be replaced by another Hearing Chairperson or Panel member.

Once the Hearing Chairperson and Hearing Panel members have been finalized, the parties and their advisors will receive a Notice of Hearing, which includes the hearing location, date, and time; the pre-hearing meeting location, date, and time; and the names of the Hearing Chairperson and Hearing Panel members.

If a party wishes to challenge the participation of a Hearing Panel member, they must notify the Chairperson prior to the pre-hearing meeting stating the specific reason(s) for the objection. If it is deemed by the Chairperson that the challenge has merit, the Panel member will be replaced by another member. The Chairperson reserves discretion to make changes in the Panel composition at any time. Both parties will have an additional opportunity to challenge the participation of any Panel member at the beginning of the hearing if new information is presented that indicates a conflict of interest or bias may be present.

A pre-hearing meeting will be scheduled individually with both parties and their advisors prior to the hearing date. At the meeting, the Hearing Chairperson will review hearing procedures; discuss safety measures and accommodations; review technology to be used during the hearing; discuss hearing logistics; discuss character witnesses, review the cross-examination process, including a discussion on relevant questions; and answer any questions regarding the hearing process. The parties and their advisors may bring preliminary cross-examination questions for review of relevancy to the pre-hearing meeting.

The final investigative report will be shared with the decision-makers prior to the hearing. In addition to information stated prior under Confidentiality, the decision-makers are instructed not to discuss the investigative report with the Hearing Chairperson or other members of the Panel prior to the Hearing.

The final investigative report, including all evidence that was subject to the party's inspection and review, and the final investigative report written responses from the parties, will be available at the hearing to give the decision-makers opportunity to refer to the information prior to and during the hearing, including for purposes of asking questions of the parties and witnesses.

Hearing members and the parties and their advisors will be allotted time for final review of the hearing materials immediately prior to the start of the hearing, during the Pre-Hearing session.

Both parties may have an advisor of their choice, who may be, but is not required to be, an attorney, present at the hearing in addition to a support person. If a party does not have an advisor present at the hearing, the College will provide without fee or charge to that party, an advisor of the College's choice to conduct cross-examination on behalf of that party. The support person does not have a speaking role at the hearing. The advisor does not have an active speaking role in the hearing except during cross examination, at which time they are permitted to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. In addition, the advisor may inspect and review evidence provided to the parties.

In the event that a party does not appear at the hearing, the advisor for that party will appear on behalf of the non-appearing party. In the event that a party and/or the party's advisor does not appear at the hearing, the College will provide an advisor of the College's choice to appear on behalf of the non-appearing party or non-appearing advisor. If extenuating circumstances exist on why a party and/or advisor fail to appear at the hearing and a back-up advisor of the College's choice is not available, the hearing may be adjourned.

Witnesses who have been identified during the investigation will be called to participate and provide information at the live hearing. The Hearing Panel and each party's advisor has the opportunity to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility.

If a respondent is found responsible for a violation(s), the respondent may offer a character witness (es) to provide information to the Hearing Panel prior to the determination of sanctions. Identification of a character witness(es) must be made in advance of the hearing either at the pre-hearing meeting or a deadline set by the Chairperson. Respondents are responsible for the attendance of any character witnesses at the hearing.

At the live hearing, each party's advisor has the opportunity to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Cross-examination at the live hearing will be conducted directly, orally, and in real time by the party's advisor of choice. 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 hearing chairperson will first determine whether the question is relevant, and explain any decision to exclude a question as not relevant. If a party or witness does not submit to cross-examination at the live hearing, the hearing panel will not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the hearing panel 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.

Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

The live hearings are conducted in person through the use of technology allowing parties to be located in separate rooms with the technology enabling the Hearing Chairperson, Hearing Panel and parties to

simultaneously see, hear and participate in the hearing proceedings as well as the participation of witnesses and other parties relevant to the hearing proceeding.

Both parties will have an opportunity to make opening statements to the Hearing Panel. Hearing Panel members are permitted to ask relevant questions and follow-up questions of the parties and any witnesses, including those regarding credibility. Only relevant questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a question, the Hearing Chairperson will first determine whether the question is relevant, and explain any decision to exclude a question as not relevant.

In the event that any party or witness declines to participate in the hearing, the Hearing Panel will not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the Hearing Panel 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. In addition, a party's statements to a witness may not be relied upon when a party chooses not to attend the live hearing or submit to cross-examination.

The exclusion of statements does not apply to a party or witness's refusal to answer questions posed by the Hearing Panel. If a party or witness refuses to respond to the Hearing Panel's questions, the Panel is not precluded from relying on that party or witness's statements.

The Hearing Panel may still consider available non-statement evidence (such as video evidence that does not constitute statements or to the extent that the video contains non-statement evidence) in making a determination of responsibility; provided, however, that the Hearing Panel 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.

After all parties and witnesses have been questioned, each party may make a closing statement and request a short recess to prepare it. If the Hearing Panel determines that unresolved issues exist, they have an opportunity to ask any final questions prior to the determination regarding responsibility.

The preponderance of the evidence (more likely than not) standard will be used in reaching a determination regarding responsibility by a majority decision of the Hearing Panel members.

In making its determination, the Hearing Panel members will carefully review and consider all of the information presented and follow the procedures stated in this process. The decision-maker(s), will issue a written determination regarding responsibility simultaneously to the parties. The determination regarding responsibility becomes final either on the date that the College provides the parties with the written determination of the result of an appeal (if an appeal is filed) or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

The written determination will include:

- Identification of the allegations potentially constituting sexual harassment
- A description of the procedural steps taken from receipt of the formal complaint through the determination, including notifications to the parties, interviews with parties and witnesses, site visits (if applicable), methods used to gather other evidence, and the hearing.
- Findings of fact supporting the determination
- Conclusions regarding the application of the Student Code of Conduct to the facts

- A statement of, and rationale for, the result to each allegation, including a determination regarding responsibility, any disciplinary sanctions imposed on the respondent, and whether remedies designed to restore or preserve equal access to the College's education program or activity will be provided to the complainant.
- Procedures, including permissible bases, for the complainant and respondent to file an appeal

The Title IX Coordinator is responsible for effective implementation of any remedies.

Informal Resolution

A complainant who wishes to file a Formal Complaint with the Student Title IX Coordinator may request an Informal Resolution. Although less formal than a formal investigation and hearing, Informal Resolution may be an appropriate resolution process and is not mediation. The College will not require the parties to participate in an Informal Resolution and will not offer an Informal Resolution unless a Formal Complaint is filed. The College will not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right; waiver of the right to an investigation and hearing of a Formal Complaint of sexual harassment. The College may also determine when Informal Resolution may or may not be appropriate.

The College will obtain the parties' voluntary, written consent to the Informal Resolution, and will provide the parties written notice disclosing the allegations and the requirements of the Informal Resolution process, including the circumstances under which it precludes the parties from resuming a Formal Complaint arising from the same allegations. Either party can withdraw from any Informal Resolution offered by the College at any time prior to agreeing to the resolution (which may or may not include expulsion of the respondent) and commence or resume instead the Formal Grievance Process with respect to the Formal Complaint, and any consequences resulting from participating in the Informal Resolution, including the records that will be maintained or could be shared. The College may impose or not impose disciplinary sanctions against a respondent as part of an Informal Resolution, and both parties must agree to the resolution. If expulsion is the sanction proposed as part of an Informal Resolution, that result can only occur if both parties agree to the resolution.

Employees

When a complaint involves employees, an investigator from the College Human Resources Department will promptly meet with the complainant to obtain any necessary information, including a detailed description of the incident(s) and the identity of any witnesses. The investigator will then seek additional information and evidence as deemed appropriate. Any person(s) against whom a complaint is made will be timely notified of the complaint. The College's investigation will always involve a prompt, fair, impartial process conducted by trained officials. For those investigations which are Title IX related and involve a student, the College will utilize a hearing format for resolving the matter. The complainant and the respondent will each have equal opportunity to provide witnesses and evidence throughout the process. During Title IX hearings, each party will have the opportunity to be represented by an advisor of the individual's choosing.

The investigator will maintain appropriate documentation of the complaint and the investigation and will disclose appropriate information to others only on a need-to-know basis consistent with internal procedures, relevant College policies, and state and federal law. Whenever appropriate, the investigator may make a referral to a criminal justice/law enforcement agency for additional investigation and possible prosecution. The College will continue its investigation independently of any concurrent investigations conducted by other law enforcement agencies unless continuance of the investigation is prohibited by law or by Collective Bargaining Agreements, or

would hinder law enforcement action or hinder a criminal prosecution.

Upon conclusion of an investigation related to Title IX, the investigator will notify the complainant and respondent of the results of the College's investigation. The conclusion of non-Title IX proceedings will not include providing the Complainant with results of the investigation. Notification to the parties will be done at the same time. In the event the investigation reveals a violation of this or any other College Policies, corrective action will be taken by the College. College resolution proceedings are conducted to consider the totality of all evidence available, from all relevant sources. Other steps in the process include:

- Due or fair process will be provided to respondents, consistent with applicable collective bargaining agreements.
- The complainant/victim and respondent will be notified promptly in writing of the outcome of any Title IX investigation, including whether misconduct was found to have occurred.

STANDARD OF EVIDENCE

Students, Employees, and Visitors

The College's findings will be made using the preponderance of the evidence standard. This standard will be used consistently by the investigators, hearing officers, hearing panel members, and decision makers. This standard's determinations are made based on "more likely than not" that the misconduct occurred.

In campus resolution proceedings, legal terms like "guilt," "innocence," and "burden of proof" are not applicable. The respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the process.

SANCTIONS

Students

The Hearing Panel is required to consider the sanctions listed below for any student found responsible for sexual harassment and misconduct. However, the Panel may impose any sanction it finds to be fair and proportionate to the violation. In determining an appropriate sanction, the Panel may consider any record of past violations of the Student Code of Conduct as well as the nature and severity of such past violation(s). The Panel will also consider, as part of its deliberations, whether the sanction will (a) bring an end to the violation in question, (b) reasonably prevent a recurrence of a similar violation, and (c) remedy the effects of the violation on the complainant and the College community. The sanction decision will be made by the Panel by majority vote. Any sanction imposed will include a justification in the written determination of the Panel.

The College will impose discipline that is consistent with the impact of the offense on the College community. Progressive discipline principles will be followed in that the student's prior discipline history at the College will be taken into account. Disciplinary action taken against a student may include, but is not limited to, one or more of the following:

- A. Written warning
- B. Probation
- C. Loss of Privileges
- D. Restitution
- E. Discretionary Sanctions (such as, but not limited to work assignments, reflective writing assignments,

community service, student service resource meetings/assignments or other related discretionary assignments)

- F. College no contact orders
- G. College suspension (usually less than a year)
- H. College dismissal (usually more than a year)
- I. College expulsion (permanently separated)
- J. Revocation of admission and/or degree

The decision of the Panel, including the sanction(s), if applicable, will be announced to both parties, concurrently, by the Chair at the conclusion of the hearing. In addition, the Chair will provide a copy of the Panel's decision to both parties, concurrently, and to the Student Title IX Coordinator, within five calendar days following the conclusion of the hearing (or longer if the Chair determines there is good cause).

Sanctions imposed by the Panel become effective immediately until the resolution of any timely appeal of the Panel's decision. The Provost (or their designee) may suspend the determination pending exhaustion of any appeals by the responding student pursuant to the Appeals Section, may allow the responding student to attend classes or to engage in other activity on a supervised or monitored basis, or may make such other modifications to the determination as may be advisable in the sole discretion of the Provost (or their designee). The Provost's (or their designee) decision may not be appealed.

Employees

Where prohibited misconduct is found, steps will be taken to end it immediately. In the event the investigation reveals a violation of any College Policy, disciplinary action may be imposed. The level of discipline will depend on the severity of the discrimination or harassment and may include disciplinary action up to and including termination.

Potential disciplinary actions include:

No action – This occurs when no violation is found, or, when it is believed the employee will respond favorably to non-formal action.

Level 1 – Lowest form of disciplinary action, for less serious infraction.

Level 2 – Next level of disciplinary action, for items not previously corrected or for more serious infractions.

Level 3 – Also known as last chance and is accompanied by a non-paid disciplinary suspension.

Level 4 – Termination of employment.

The College may also take other corrective or remedial action to address the effects of any violation of policy and will follow up as necessary to ensure that the corrective or remedial action is effective.

APPEALS

Students

Either party may appeal the College's Dismissal of a Formal Complaint or the Hearing Panel's decision by notifying the Office of Student Compliance (for College Dismissal) or Hearing Chairperson of the Panel (for Hearing Panel decision) in writing within ten (10) working days of the date of the College's decision for Dismissal or Hearing Panel's decision. Such appeals shall be in writing by completing the appeal form, including any additional information, and submitting it to the Office of Student Compliance. Both parties will be notified in writing upon

receipt of an appeal, and will be given five (5) working days to submit a written statement in support of, or challenging, the College Dismissal or Hearing Panel's decision.

The Provost (or their designee) shall have the sole authority to determine whether or not an appeal warrants further review. An appeal that has been accepted for review shall be limited to review of the information submitted in the appeal. In addition for appeals regarding College Dismissal, the review shall be limited to the documents and supporting documents regarding the Formal Complaint resulting in Dismissal. For appeals regarding the Hearing Panel's decision, the review shall be limited to the verbatim record of the Panel Hearing and supporting documents. Appeals for College Dismissal or the Hearing Panel's decision are for one or more of the following reasons only:

- a. A procedural irregularity that affected the outcome of the matter;
- b. New evidence that was not reasonably available at the time the determination regarding dismissal or responsibility was made, that could affect the outcome of the matter;
- c. The Title IX Coordinator(s), Investigator(s), or Decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter;
- d. A sanction that is (substantially) disproportionate to the severity of the violation.

If an appeal is based on (a) (b) or (c) (as listed above) regarding a College Dismissal and is approved by the Provost (or their designee), the matter shall be returned to the grievance process as determined by the Provost (or their designee).

If the appeal is based on (c) (as listed above), regarding a College Dismissal and is approved by the Provost (or their designee), the grievance process will involve a new Title IX Coordinator or Investigator or Decision-maker as determined by the Provost (or their designee).

If an appeal is based on (a) (b) or (c) (as listed above) regarding a Hearing Panel and is approved by the Provost (or their designee), the matter shall be returned to a new Hearing Panel and Hearing Chairperson for a rehearing, which will take into consideration the suggestions made by the Provost (or their designee) in addition to the facts that were originally presented.

If an appeal is based on (d) (as listed above) regarding a Hearing Panel and is approved by the Provost (or their designee), the matter will be returned to a new Hearing Panel and Hearing Chairperson to determine sanction(s) only.

The decision of the new Panel, after it has rendered its decision in any of these cases, shall be final upon all involved.

If an appeal is not approved by the Provost (or their designee), the matter shall be considered final upon all involved.

After an appeal of College Dismissal of a Formal Complaint or the Hearing Panel decision, both parties will be notified simultaneously in writing of the appeal outcome, including the rationale for the decision.

Supportive measures, such as mutual no-contact orders or academic course adjustments for either or both parties may continue in place throughout an appeal process.

Employees

Appeals under the Employee process are to be sent to the Executive Director of Human Resources within seven calendar days of receipt of the final outcome documents. The Executive Director of Human Resources (or designee) shall have the sole authority to determine whether or not an appeal warrants further review. An appeal that has been accepted for review shall be limited to review of the verbatim record of the hearing and supporting documents for one (or more) of the following reasons only:

- A. A material deviation from written procedures that jeopardized the fairness of the process.
- B. New information that was unavailable at the time of the hearing that would have resulted in a different outcome.
- C. A demonstrable bias by a member(s) of the hearing panel.
- D. A sanction that is (substantially) disproportionate to the severity of the violation.

Any changes to the original outcome that may occur as a result of an appeal by either party will be communicated simultaneously to both parties.

FINDINGS AND NOTIFICATION OF OUTCOME

In order to comply with FERPA and Title IX, and to provide an orderly process for the presentation and consideration of relevant information, as well as privacy considerations for the parties, the hearing process is not open to the general public. Accordingly, documents relative to the hearing process, as well as testimony, other information introduced at the hearing, and any recording or transcript of the hearing itself; may not be disclosed outside of the hearing proceedings, except as may be required or authorized by law. Under Title IX, both the complainant and the respondent must be informed simultaneously of the hearing outcome, and the College may not impose any limitations on the re-disclosure of this information. The College acknowledges that sharing the written determination with others, including family, friends, legal counsel, mental health professionals, and sexual assault advocates or survivors, may be a critically important part of a complainant's healing process.

The written determination will include (a) identification of the allegations potentially constituting sexual harassment; (b) a description of the procedural steps taken from receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held; (c) findings of fact supporting the determination; (d) conclusions regarding the application of the College's Code of Conduct to the facts; (e) a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the College imposes on the respondent, and whether remedies designed to restore or preserve equal access to the College's education program or activity will be provided by the College to the complainant; and (f) the College's procedure and permissible basis for the complainant and respondent to appeal.

The College will provide the written determination to the parties simultaneously. The determination regarding responsibility becomes final either on the date that the College provides the parties with the written determination of the result of the appeal, if an appeal is filed; or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

The College will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the institution against a student who

is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

RETALIATION

No person will be penalized for good faith utilization of channels available for resolving concerns dealing with prohibited discrimination or harassment. Lansing Community College strictly prohibits any adverse action against any individual for making a good faith report, providing information, exercising one's rights or responsibilities under the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy, or otherwise being involved in the process of responding to, investigating, or addressing or opposing any alleged incidents of prohibited discrimination or harassment, including allegations of sexual misconduct. Any person who engages in any retaliatory actions against any such individual for having engaged in these legally protected activities will be subject to disciplinary action that may include, but is not limited to, expulsion from the College and termination of employment. In addition, any person who engages in such retaliatory actions may be subject to criminal prosecution and may become liable in civil litigation.

Making deliberately false accusations of discrimination or harassment violates the Prohibited Sex or Gender based Discrimination, Harassment, and Sexual Misconduct Policy and may violate other standards of conduct. In such instances, the complainant will be subject to disciplinary action. However, failure to prove a claim of discrimination or harassment does not constitute proof of a false and/or malicious accusation.

For Title IX purposes, no recipient or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this part, or because an individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding or hearing. Intimidation, threats, coercion, or discrimination (including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances) for the purpose of interfering with any right or privilege under Title IX, constitutes retaliation.

Anyone who is aware of possible retaliation or has concerns regarding the response to a complaint of prohibited discrimination or harassment, including sexual misconduct, should immediately report such concerns to the Title IX Coordinator or the Equal Opportunity Officer, who will investigate the matter and pursue any appropriate corrective action.

EDUCATION

The College provides education and information, as appropriate, for students and employees to enhance understanding and increase awareness of the College's Prohibited Sex or Gender-Based Discrimination, Harassment, and Sexual Misconduct Policy and Procedures. Periodic training is conducted for mandated reporters and those involved in the investigation and resolution of complaints and appeals. Records of all training are maintained and, for Title IX purposes, published on the Title IX and Sexual Misconduct website. Human Resources, Student Affairs, and LCC Public Safety are authorized to provide and develop education programs to increase knowledge and share information and resources to prevent sexual misconduct, promote safety, and reduce perpetration.

PRIMARY PREVENTION AND AWARENESS PROGRAMS

Lansing Community College prohibits crimes of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act). LCC coordinates Campus-wide Compliance and Programming efforts (CCP) among areas that are part of the College-wide Compliance Committee. The Compliance Committee consists of representatives of the LCC Police, Counselors, Center for Student Access, Dean of Student Affairs, Student Compliance Office, Adult Resource Center, Human Resources, Student Life, Athletics, Marketing, The Early College (TEC) and the High School Diploma Completion Initiative (HSDCI).

Programs to prevent dating violence, domestic violence, sexual assault, and stalking are defined as comprehensive, intentional and integrated programming, initiatives, strategies and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that are:

- Culturally relevant
- Inclusive of diverse communities and identities
- Sustainable
- Responsive to community needs
- Informed by research or assessed for value, effectiveness or outcome, and;
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees. These programming efforts include:

Primary prevention programs

Primary prevention programs are defined as programming initiatives and strategies intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourages safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

The College also distributes information on sexual assault, dating violence, domestic violence, stalking, consent, and bystander intervention to new students at orientation and in required online student and employee trainings. In 2020, LCC primary prevention programs included resource websites and handouts; new student orientation; specialized new student orientations for student groups such as student athletes, Early College, High School Diploma Completion program, Fire and Police Academies, Aviation Maintenance, international students, and other academic cohort programs; required online training for students and employees; safety forums for employees, and multiple and ongoing student online messaging campaigns and events during the COVID-19 Pandemic throughout the year as outlined in the chart in the next section.

Awareness programs

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

Examples of LCC awareness programs that focus on sharing resources and information to prevent violence, promote safety and reduce perpetration are: awareness month campaigns; informational online campaigns; resources websites; and educational programming for students, faculty, and staff. In 2020, LCC awareness programming included LCC Radio Public Service Announcement (PSA); specialized trainings for employees; and ongoing employee and student online messaging campaigns and events during the COVID-19 Pandemic throughout the year as outlined in the chart in the next section.

Ongoing Prevention and Awareness Campaigns

Ongoing awareness and prevention campaigns refers to programming initiatives and strategies that are sustained over time focusing on increasing the understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the College. Ongoing prevention and awareness campaigns are for current students, employees, and the College community. They also cover topics on diversity, equity and inclusion, drug and alcohol abuse, mental health, and crime prevention.

The Office of Diversity, Equity, and Inclusion provides resources that foster awareness as well as empower students with knowledge, tools and experiences that promote global citizenship and a more inclusive campus. We embrace an inclusive community that brings together students, faculty, and staff of different racial and multi-racial, ethnic and multi-ethnic, gender and sexually diverse, economic, religious, and national identities and ages. Awareness programs are focused on the building of an equitable and inclusive community where students, faculty, and staff feel safe and supported by providing training and programming that brings diverse perspectives to campus through intellectual exploration and collaboration. Initiatives include the Centre for Engaged Inclusion, Cultural Awareness Committees, Courageous Conversations, Preferred Name and Chosen Pronoun, and SafeZone Training.

Additional ongoing awareness and prevention campaigns promote awareness of the College services and programming available to students and employees include pamphlets and handouts that focus on awareness, prevention, and reporting of sexual assault, dating violence, domestic violence, consent, stalking, and bystander intervention; resource websites and educational programming for students, faculty, and staff. In 2020, LCCs ongoing prevention and awareness campaigns included LCC Radio Public Service Announcement (PSA); ongoing resource websites and handouts; and trainings for employees and student groups such as student athletes. Ongoing access to the College Prohibited Sex or Gender Based Discrimination, Harassment, and Sexual Misconduct Policy and other resources on the LCC Title IX and Sexual Misconduct Website. There were substance abuse awareness events, and ongoing online messaging campaigns and events during the COVID-19 Pandemic throughout the year as outlined in the chart in the next section

BYSTANDER INTERVENTION

Bystander intervention is defined as safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.

Bystander intervention includes:

- Recognizing situations of potential harm
- Understanding institutional structures and cultural conditions that facilitate violence
- Overcoming barriers to intervening;

- Identifying safe and effective intervention options and
- Taking action to intervene

RISK REDUCTION

Risk reduction is defined as options designed to:

- Decrease perpetration and bystander inaction
- Increase empowerment for victims in order to promote safety and
- Help individuals and communities address conditions that facilitate violence

Bystander intervention and risk reduction programs are for students and employees, both new and current. These programs are designed to promote positive options for bystander intervention and information on risk reduction strategies.

In 2020, LCC bystander intervention programming included specialized trainings for student groups such as student athletes; specialized trainings for employee groups such as student service area employees, new administrators and faculty working in various academic programs; and required online training for all new and current students and employees. In addition, bystander intervention education is provided in the required new student orientation

Program as well as in specialized orientation programs for new Early College and High School Diploma Completion program students; new international students; and new student athletes as outlined in the chart in the next section.

Risk reduction efforts at LCC include: general crime prevention education, campus escort programs, and awareness of LCC Behavior Intervention Team (BIT). In 2020, a new required online Student Title IX and Sexual Misconduct training was launched in the student course management system. The training includes information on sexual harassment and misconduct, dating and domestic violence, sexual assault, stalking, consent, safety, bystander intervention, and drug and alcohol awareness related to sexual misconduct topics.

2020 CAMPUS PROGRAMMING

| Date/Time | Department Hosting Event | Campus Location | Training Type | Training Title | Training Topics Covered | Training Description | Intended Audience(s) |
|-----------|------------------------------|-----------------|---|--|--|--|-------------------------------------|
| 1/5/2020 | LCC Radio 89.7FM-WLNZ | Downtown Campus | Ongoing Awareness/Awareness Campaign | Public Service Announcements (PSA) LCC Radio | Alcohol, Dating & Domestic Violence, Drugs, Mental Health, Other (if other please explain in summary below), Sexual Assault/Harassment, Stalking | Public Service Announcements that aired during 2020 | Community, Staff, Faculty, Students |
| 1/7/2020 | Office of Student Compliance | Downtown Campus | Primary Prevention Program, Awareness Program, Bystander Intervention, Risk Reduction | International Student Orientation | Code of Conduct, Mental Health, Sexual Assault/Harassment | Code of Conduct, Dating & Domestic Violence, LCC Title IX Process, Mental Health, Sexual Assault/Harassment, Stalking | Students |
| 1/8/2020 | Office of Student Compliance | West Campus | Primary Prevention Program, Awareness Program, Bystander Intervention, Risk Reduction | Classroom Management and Disruptive Behavior | Classroom Management and Disruptive Behavior | Disruptive, rude and troublesome behavior is increasingly prevalent in college classrooms. Join Counseling, Student Compliance and LCC Police to review disruptive and | Staff, Faculty |

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|-----------|------------------------------|-------------|---|----------------|--|--|----------|
| | | | | | | <p>dangerous behaviors through discussion, case studies, and tips and techniques that may aid in de-escalation. Learn how to identify behaviors, deploy strategies, and how and when to report students to student compliance or police. Discuss how changes in behavior could indicate changes in mental health, what to look for, and how to refer students for counseling. Additionally, we will review situations where behavior may be associated with a documented disability, and explore ways to manage behavior and still provide accommodations.</p> | |
| 1/16/2020 | Office of Student Compliance | West Campus | Primary Prevention Program, Awareness Program, Bystander Intervention, Risk Reduction | Police Academy | Code of Conduct, LCC Title IX Process, Mental Health | Code of Conduct, Dating & Domestic Violence, LCC Title IX Process, Mental Health, Sexual Assault/Harassment, Stalking | Students |

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|-----------|------------------------------|-------------|---|---|--------------------------------|----------------------------|----------------|
| 1/18/2020 | Office of Student Compliance | West Campus | Primary Prevention Program, Awareness Program, Bystander Intervention, Risk Reduction | Faculty Professional Development Day | Code of Conduct, Mental Health | Center for Student Support | Faculty |
| 1/23/2020 | Office of Student Compliance | Other | Awareness Program, Bystander Intervention | Title IX Reminder and Mandatory Reporting | LCC Title IX Process | Online The Star-Staff | Staff, Faculty |

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|-----------|------------------------------|-----------------|---|---|---|---|----------|
| 1/24/2020 | LCC PD/HSDCI | Downtown Campus | Primary Prevention Program, Awareness Program, Ongoing Awareness/Awareness Campaign, Bystander Intervention, Risk Reduction | Public Safety Services/Campus Safety training | Alcohol, Dating & Domestic Violence, Drugs, Mental Health, Other (if other please explain in summary below), Stalking | Public Safety services and crime prevention/Awareness and BIT. | Students |
| 1/24/2020 | Office of Student Compliance | Downtown Campus | Primary Prevention Program, Awareness Program, Risk Reduction | International Student Orientation | Code of Conduct, LCC Title IX Process, Mental Health | Code of Conduct, Dating & Domestic Violence, LCC Title IX Process, Mental Health, Sexual Assault/Harassment, Stalking | Students |

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|-----------|------------------------------|-----------------|---|--------------------------|---|---|----------|
| 1/24/2020 | Office of Student Compliance | Downtown Campus | Primary Prevention Program, Awareness Program, Risk Reduction | HSDCI Presentation | Code of Conduct, Mental Health, Sexual Assault/Harassment | Code of Conduct, Dating & Domestic Violence, LCC Title IX Process, Mental Health, Sexual Assault/Harassment, Stalking | Students |
| 2/3/2020 | Office of Student Compliance | West Campus | Primary Prevention Program, Awareness Program, Bystander Intervention, Risk Reduction | Fire Academy Orientation | Code of Conduct, LCC Title IX Process, Mental Health | Code of Conduct, Dating & Domestic Violence, LCC Title IX Process, Mental Health, Sexual Assault/Harassment, Stalking | Students |

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|-----------|---------------------------------|--------------------|---|--------------------------|---|--|--|
| 2/13/2020 | Support Services/Counseling | Downtown Campus | Primary Prevention Program, Awareness Program, Risk Reduction | Healthy Relationships | Dating & Domestic Violence, LCC Title IX Process, Sexual Assault/Harassment, Stalking | Support Services/Counseling | Perspective Students, Staff, Faculty, Students |
| 2/19/2020 | Office of Student Compliance | Downtown Campus | Primary Prevention Program, Awareness Program, Bystander Intervention, Risk Reduction | CTE Faculty Training | Dating & Domestic Violence, LCC Title IX Process, Sexual Assault/Harassment, Stalking | Code of Conduct, Dating & Domestic Violence, LCC Title IX Process, Mental Health, Sexual Assault/Harassment, Stalking | Faculty |

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|-----------|---|-----------------|---|---|--|---|--------------------------|
| 3/11/2020 | Counseling Services, Office of Student Compliance | Downtown Campus | Awareness Program, Bystander Intervention, Risk Reduction | CRS Training | Code of Conduct, LCC Title IX Process, Mental Health | Code of Conduct, LCC Title IX Process, Mental Health | Staff |
| 3/16/2020 | Counseling Services | Downtown Campus | Ongoing Awareness/Awareness Campaign, Risk Reduction | CANCELED due to COVID-19 Pandemic-Don't Press Your Luck | Alcohol, LCC Title IX Process | Alcohol Awareness Event for Students - Students have an opportunity to learn more about responsible drinking through handouts and hands on experiences. | Staff, Faculty, Students |

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|-----------|---|-------|----------------------------|------------------------------------|---|---|----------|
| 3/20/2020 | Center for Academic and Career Pathways | Other | Primary Prevention Program | New Student Orientation- ONLINE | Alcohol, Code of Conduct, Dating & Domestic Violence, Drugs, LCC Title IX Process, Mental Health, Sexual Assault/Harassment | Online orientation for new students held online due to COVID-19. Fall 2020 (March 20, 2020 – October 1, 2020): 1,994 completers | Students |
| 3/30/2020 | Center for Academic and Career Pathways | Other | Primary Prevention Program | New Student Orientation- ONLINE | Alcohol, Code of Conduct, Dating & Domestic Violence, Drugs, LCC Title IX Process, Mental Health, Sexual Assault/Harassment | Online orientation for Summer 2020, which was held online due to COVID-19 from March 30, 2020 to August 10, 2020 with 123 completers. | Students |

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|-----------|--|-------|-------------------|---|----------------|--|---|
| 4/20/2020 | Office of Student Compliance and Human Resources | Other | Awareness Program | 2020 Student and Employee Drug and Alcohol Survey | Alcohol, Drugs | Students and employees took part in separate online drug and alcohol surveys to bring awareness and gather information regarding alcohol and drug use and knowledge of available resources. | Perspective Students, Students, Employees |
| 6/29/2020 | Counseling | Other | Awareness Program | Alcohol/Marijuana Awareness Message (COVID-19) | Alcohol, Drugs | During the COVID-19 Pandemic, students and staff were still working within a virtual environment. To stay in compliance with ongoing awareness, students were sent awareness information about safe use of Alcohol and Marijuana. This info will be sent out | Students |

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|-----------|------------------------------|-----------------|---|--|--|---|----------------|
| 7/14/2020 | Athletics | Downtown Campus | Primary Prevention Program, Awareness Program, Bystander Intervention, Risk Reduction | Student Athlete Orientation | Code of Conduct, LCC Title IX Process, Sexual Assault/Harassment | CANCELED DUE TO COVID-19 Student Athlete specific orientation regarding NJCAA, MCCA and LCC compliance programming. | Students |
| 8/17/2021 | Office of Student Compliance | Downtown Campus | Primary Prevention Program, Risk Reduction | Arts & Sciences Division Kickoff Event | Code of Conduct and BIT | Presentation and Q&A on Student Conduct in online environment and importance of BIT reporting and awareness of students struggling with mental health concerns. | Faculty, Staff |

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|-----------|------------------------------|-------|---|---|---|--|--------------------------|
| 8/20/2020 | Office of Student Compliance | Other | Primary Prevention Program, Awareness Program, Bystander Intervention, Risk Reduction | Student Title IX and Sexual Misconduct Training | Alcohol, Dating & Domestic Violence, Drugs, LCC Sexual Misconduct Policy, LCC Title IX Process, Sexual Assault/Harassment, Stalking | This is a virtual training being held through D2L | Students |
| 8/24/2020 | Office of Student Compliance | Other | Awareness Program | Questions with The Office of Student Compliance | Code of Conduct, LCC Title IX Process, Mental Health | Due to COVID-19 this event was held online. It was there for students to ask about anything related to the Office of Student Compliance. | Staff, Faculty, Students |

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|-----------|---|-------------|---|--------------------------|---|--|----------|
| 8/26/2020 | Center for Academic and Career Pathways | Other | Awareness Program | Student Hangouts | Code of Conduct, LCC Title IX Process, Mental Health | Due to COVID-19 this event was held online. This event was to engage students and cover the various departments and resources on Campus. The Office of Student Compliance was present and gave a brief description of what our department does as well as talk | Students |
| 9/2/2020 | Office of Student Compliance | West Campus | Primary Prevention Program, Awareness Program, Bystander Intervention, Risk Reduction | Fire Academy Orientation | Alcohol, Code of Conduct, Dating & Domestic Violence, Drugs, LCC Sexual Misconduct Policy, LCC Title IX Process, Mental Health, Sexual Assault/Harassment, Stalking | Training Fire Academy Recruits virtually on the below topics | Students |

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|-----------|-----------------|-----------------|---|---|---|--|----------|
| 9/9/2020 | Human Resources | Other | Primary Prevention Program, Awareness Program, Risk Reduction | LCC Theatre Title IX Training | LCC Sexual Misconduct Policy, LCC Title IX Process, Sexual Assault/Harassment | Met with leaders of theatre and stage production to discuss past Title IX violations and how to avoid Title IX violations going forward. | Staff |
| 9/24/2020 | LCC PD/HSDCI | Downtown Campus | Primary Prevention Program, Awareness Program, Ongoing Awareness/Awareness Campaign, Bystander Intervention, Risk Reduction | Public Safety Services/Campus Safety training | Alcohol, Dating & Domestic Violence, Drugs, Mental Health, Other (if other please explain in summary below), Stalking | Public Safety services and crime prevention/Awareness and BIT. | Students |

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|-----------|---|-------|--|---|-----------------------------------|--|----------|
| 9/24/2020 | Student Life/Office of Student Compliance | Other | Awareness Program | Student Leadership Academy Judicial Board Hearing Training | Code of Conduct | <p>Due to COVID-19 this event was held online. Students had to watch a training video as well as answer scenario based questions.</p> <p>Link to online questions: JBH Scenario Questions link</p> | Students |
| 9/29/2020 | Office of Student Compliance | Other | Primary Prevention Program, Risk Reduction | CTE Transforming Learning Through Teaching-Classroom Management | Code of Conduct, BIT and Title IX | Code of Conduct, BIT and Title IX | faculty |

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|-----------|---|-------|--|--|---|---|----------|
| 10/1/2020 | Office of Student Compliance | Other | Primary Prevention Program, Risk Reduction | Success Coach Training video for new and returning employees | Code of Conduct, BIT and Title IX | Training was done virtually and presented to all Success Coaches/This was held in the Month of October, but no specific date because it was a virtual training. | Staff |
| 10/1/2020 | Center for Academic and Career Pathways | Other | Primary Prevention Program | New Student Orientation- ONLINE | Alcohol, Code of Conduct, Dating & Domestic Violence, Drugs, LCC Title IX Process, Mental Health, Sexual Assault/Harassment | Online orientation for Spring 2021 was held online due to COVID-19. Spring 2021 (October 1, 2020 – present): 601 completers, so far | Students |

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|-----------|------------------------------|-------|----------------------------|---|-----------------------------------|-----|----------|
| 10/2/2020 | Office of Student Compliance | Other | Primary Prevention Program | HSDCI Presentation-For new student cohort | Code of Conduct, BIT and Title IX | N/A | Students |
| 10/5/2020 | Office of Student Compliance | Other | Primary Prevention Program | Early College Orientation-Pre-recorded | Code of Conduct, BIT and Title IX | N/A | Students |

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|------------|-------------------------------|-------|---|-----------------------------|---------------|---|--|
| 10/22/2020 | Counseling - Support Services | Other | Awareness Program, Ongoing Awareness/Awareness Campaign | Check Your Mood at the Door | Mental Health | Review of various mood disorders, how to manage stress and anxiety, how COVID-19 protocols, stay at home order is impacting mood and how to manage our moods during a pandemic. How and where to get help. | Staff, Faculty, Students |
| 10/23/2020 | Office of Student Compliance | Other | Awareness Program | Red Ribbon Campaign | Drugs | Red Ribbon Campaign, which brings awareness to drug abuse. Students are asked to take the pledge to stay drug free. Participation is through social media, where students can enter a photo contest wearing a red shirt using the proper hashtag. This was done | Perspective Students, Community, Faculty, Students |

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|------------|------------------------------|-------|---|---|-----------------------------------|---|----------------|
| 10/30/2021 | Office of Student Compliance | Other | Primary Prevention Program | Arts & Sciences Division-New Faculty Training | Code of Conduct, BIT and Title IX | Training was held virtually with 8-10 in attendance | Faculty |
| 11/17/2020 | Office of Student Compliance | Other | Primary Prevention Program, Awareness Program, Bystander Intervention, Risk Reduction | BIT-The Early College Staff | Mental Health | Training staff on BIT process and reporting | Staff, Faculty |

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|------------|---------------------|-------|---|---|---|--|-----------------|
| 11/18/2020 | Counseling Services | Other | Primary Prevention Program, Awareness Program, Risk Reduction | Navigating Relationships on Interstate COVID-19 | Dating & Domestic Violence, LCC Title IX Process, Mental Health | Discussing relationships and dating/domestic violence | Staff, Students |
| 11/19/2020 | Counseling Services | Other | Primary Prevention Program, Awareness Program | Navigating Relationships on Interstate COVID-19 | Dating & Domestic Violence, LCC Title IX Process, Mental Health | This event discusses relationships, mental health and dating/domestic violence | Students |

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|-----------|------------|-------|-------------------|--|---------------|---|----------|
| 12/8/2020 | Counseling | Other | Awareness Program | "Finals, COVID-19, and Holiday Blues...Oh My!" | Mental Health | Educate and explore coping strategies to deal with Seasonal Stress, Finals, Holidays, and the Pandemic. | Students |
| 12/9/2020 | Counseling | Other | Awareness Program | "Finals, COVID-19, and Holiday Blues...Oh My!" | Mental Health | Educate and explore coping strategies for stress, holiday challenges, Seasonal Affective Disorder and the pandemic | Students |

REGISTERED SEX OFFENDER INFORMATION

Sex Offender Registration Information. This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained. Information regarding registered sex offenders in the State of Michigan under section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C 16921) may be obtained by clicking on the link to the State of Michigan Sex Offender Registry. The Michigan's Sex Offender Registration Act as amended conform to the federal Adam Walsh Child Protection and Safety Act. The Campus Sex Crimes Prevention Act (CSCPA) is a federal law that provides for the tracking of convicted, registered sex offenders enrolled as students at institutions of higher education or working or volunteering on campus. The CSCPA 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, to each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student. The [Michigan Sex Offenders Registry](#) is posted on the College website.

CLERY ACT CRIME STATISTICS

CLERY ACT GEOGRAPHY

Under the Clery Act, for incidents to be properly included in crime statistics, the offense must occur on Clery-defined campus geography, meet the definition of a Clery crime, and be reported to a Campus Security Authority or a law enforcement agency with proper jurisdiction. This information is aggregated by the LCC Police and distributed in this report.

On-Campus - Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes; and any building or property that is within or reasonably contiguous to the area identified in paragraph (i) of this definition, that is owned by the College but controlled by another person, is frequently used by students, and supports institutional purposes.

Non-Campus Buildings or Property - Any building or property owned or controlled by a student organization that is officially recognized by the College; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the College.

Public Property - That is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution's educational purposes

CLERY ACT STATISTICS REPORTING TABLES

This section includes number five charts of crime statics. The charts show the number of crimes reported to have occurred at LCC locations for calendar years 2018, 2019, and 2020.

The College may withhold, or subsequently remove, a reported crime from its crime statistics in the rare situation where a sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of the full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore “unfounded”. Lansing Community College does not unfound Police Reports; therefore, no unfounded crimes have been withheld from the following statistics.

[LCC crime statistics](#) can be found on the website.

CLERY REPORT – DOWNTOWN CAMPUS

Criminal Offenses - On Campus (Downtown)

| Criminal Offense | Total Occurrences on Campus | | |
|-----------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 |
| Rape | 1 | 0 | 0 |
| Fondling | 1 | 1 | 0 |
| Incest | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 |
| Robbery | 1 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 |
| Burglary | 14 | 12 | 10 |
| Motor Vehicle Theft | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 |

Criminal Offenses – Non Campus (Downtown)

| Criminal Offense | Total Occurrences on Campus | | |
|-----------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 |
| Rape | 1 | 1 | 0 |
| Fondling | 1 | 0 | 0 |
| Incest | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 |
| Aggravated Assault | 1 | 0 | 0 |
| Burglary | 0 | 0 | 0 |
| Motor Vehicle Theft | 2 | 0 | 0 |
| Arson | 0 | 0 | 0 |

Criminal Offenses – Public Property (Main)

| Criminal Offense | Total Occurrences on Campus | | |
|------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |

| | | | |
|-----------------------------------|---|---|----|
| Murder/Non-Negligent Manslaughter | 1 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 |
| Rape | 4 | 0 | 2 |
| Fondling | 1 | 0 | 0 |
| Incest | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 |
| Robbery | 4 | 1 | 5 |
| Aggravated Assault | 9 | 1 | 11 |
| Burglary | 0 | 0 | 0 |
| Motor Vehicle Theft | 8 | 1 | 5 |
| Arson | 1 | 0 | 2 |

Hate Crimes - On Campus (Downtown)

| Criminal Offense | 2020 Total | Category of Bias for Crimes Reported in 2020 | | | | | |
|------------------------------------|---------------|--|----------|--------------------|--------|------------|----------------------------|
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|--|---------------|--|----------|--------------------|--------|------------|----------------------------|
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2019 Total | Category of Bias for Crimes Reported in 2019 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | |
|--|---------------|--|----------|--------------------|--------|------------|----------------------------|
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2018 Total | Category of Bias for Crimes Reported in 2018 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |

| | | | | | | | |
|--|---|---|---|---|---|---|---|
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Hate Crimes - Non Campus (Downtown)

| Criminal Offense | 2020 Total | Category of Bias for Crimes Reported in 2020 | | | | | |
|---|---------------|--|----------|--------------------|--------|------------|----------------------------|
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Criminal Offense | 2019 Total | Category of Bias for Crimes Reported in 2019 | | | | | |
|------------------------------------|---------------|--|----------|--------------------|--------|------------|----------------------------|
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|--|---------------|--|----------|--------------------|--------|------------|----------------------------|
| Criminal Offense | 2018 Total | Category of Bias for Crimes Reported in 2018 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | |
|--|---|---|---|---|---|---|---|
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|--|---|---|---|---|---|---|---|

Hate Crimes – Public Property (Downtown)

| Criminal Offense | 2020 Total | Category of Bias for Crimes Reported in 2020 | | | | | |
|---------------------------------------|---------------|---|----------|-----------------------|--------|------------|----------------------------------|
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|--|---------------|---|----------|-----------------------|--------|------------|-------------------------------|
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2019 Total | Category of Bias for Crimes Reported in 2019 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|--|---------------|---|----------|-----------------------|--------|------------|----------------------------------|
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2018 Total | Category of Bias for Crimes Reported in 2018 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | |
|--|---|---|---|---|---|---|---|
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

VAWA Offenses – On Campus (Downtown)

| Criminal Offense | 2018 | 2019 | 2020 |
|-------------------|------|------|------|
| Domestic Violence | 1 | 0 | 0 |
| Dating Violence | 0 | 1 | 0 |
| Stalking | 4 | 2 | 0 |

VAWA Offenses – Non Campus (Downtown)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Domestic Violence | 16 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 |

VAWA Offenses – Public Property (Downtown)

| Criminal Offense | Total Occurrences on Campus | | |
|------------------|-----------------------------|--|--|
|------------------|-----------------------------|--|--|

| | 2018 | 2019 | 2020 |
|-------------------|------|------|------|
| Domestic Violence | 30 | 0 | 24 |
| Dating Violence | 7 | 0 | 0 |
| Stalking | 2 | 0 | 0 |

Arrests on Campus (Downtown)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 1 | 1 | 1 |
| Drug Abuse Violations | 3 | 0 | 1 |
| Liquor Law Violations | 1 | 0 | 0 |

Arrests Non Campus (Downtown)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 6 | 0 |
| Drug Abuse Violations | 2 | 1 | 0 |
| Liquor Law Violations | 0 | 3 | 0 |

Arrests on Public Property (Downtown)

| Criminal Offense | Total Occurrences on Campus | | |
|------------------|-----------------------------|--|--|
|------------------|-----------------------------|--|--|

| | 2018 | 2019 | 2020 |
|-------------------------------------|------|------|------|
| Weapons: Carrying, Possessing, etc. | 5 | 0 | 2 |
| Drug Abuse Violations | 10 | 0 | 4 |
| Liquor Law Violations | 1 | 1 | 0 |

Disciplinary Actions on Campus (Downtown)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 1 | 0 | 0 |
| Drug Abuse Violations | 2 | 2 | 1 |
| Liquor Law Violations | 0 | 0 | 0 |

Disciplinary Actions Non Campus (Downtown)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Disciplinary Actions on Public Property (Downtown)

| Criminal Offense | Total Occurrences on Campus | | |
|------------------|-----------------------------|--|--|
|------------------|-----------------------------|--|--|

| | 2018 | 2019 | 2020 |
|-------------------------------------|------|------|------|
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Unfounded Crimes (Downtown)

| Criminal Offense | Total Occurrences on Campus | | |
|------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Total Unfounded Crimes | 0 | 0 | 0 |

CLERY REPORT – WEST CAMPUS

Criminal Offenses - On Campus (West)

| Criminal Offense | Total Occurrences on Campus | | |
|-----------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 |

| | | | |
|---------------------|---|---|---|
| Statutory Rape | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 |
| Burglary | 1 | 1 | 1 |
| Motor Vehicle Theft | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 |

Criminal Offenses – Public Property (West)

| Criminal Offense | Total Occurrences on Campus | | |
|-----------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 |

| | | | |
|---------------------|---|---|---|
| Burglary | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 |

Hate Crimes - On Campus (West)

| Criminal Offense | 2020 | Category of Bias for Crimes Reported in 2020 | | | | | |
|---------------------------------------|-------|--|----------|--------------------|--------|------------|----------------------------------|
| | Total | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|---|------------|--|----------|--------------------|--------|------------|-------------------------------|
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2019 Total | Category of Bias for Crimes Reported in 2019 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|---|-------|--|----------|--------------------|--------|------------|----------------------------------|
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2018 | Category of Bias for Crimes Reported in 2018 | | | | | |
| | Total | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Hate Crimes – Public Property (West)

| Criminal Offense | 2020 Total | Category of Bias for Crimes Reported in 2020 | | | | | |
|------------------------------------|---------------|--|----------|--------------------|--------|------------|----------------------------------|
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|--|---------------|--|----------|--------------------|--------|------------|----------------------------------|
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2019 Total | Category of Bias for Crimes Reported in 2019 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|---|------------|--|----------|--------------------|--------|------------|-------------------------------|
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2018 Total | Category of Bias for Crimes Reported in 2018 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

VAWA Offenses – On Campus (West)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Domestic Violence | 0 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 |

VAWA Offenses – Public Property (West)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Domestic Violence | 0 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 |

Arrests on Campus (West)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Arrests on Public Property (West)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 1 |
| Liquor Law Violations | 0 | 0 | 0 |

Disciplinary Actions on Campus (West)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Disciplinary Actions on Public Property (West)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Unfounded Crimes (West)

| Criminal Offense | Total Occurrences on Campus | | |
|------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Total Unfounded Crimes | 0 | 0 | 0 |

CLERY REPORT – EAST CAMPUS

Criminal Offenses - On Campus (East)

| Criminal Offense | Total Occurrences on Campus | | |
|-----------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 |

| | | | |
|---------------------|---|---|---|
| Incest | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 |

Criminal Offenses – Public Property (East)

| Criminal Offense | Total Occurrences on Campus | | |
|-----------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 |

| | | | |
|---------------------|---|---|---|
| Aggravated Assault | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 |

Hate Crimes - On Campus (East)

| Criminal Offense | 2020 Total | Category of Bias for Crimes Reported in 2020 | | | | | |
|-----------------------------------|---------------|--|----------|--------------------|--------|------------|----------------------------|
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|---|------------|--|----------|--------------------|--------|------------|----------------------------|
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2019 Total | Category of Bias for Crimes Reported in 2019 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|---|------------|--|----------|--------------------|--------|------------|----------------------------|
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2018 Total | Category of Bias for Crimes Reported in 2018 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Hate Crimes – Public Property (East)

| Criminal Offense | 2020 Total | Category of Bias for Crimes Reported in 2020 | | | | | |
|------------------------------------|------------|--|----------|--------------------|--------|------------|-------------------------------|
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|---|------------|--|----------|--------------------|--------|------------|----------------------------------|
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2019 Total | Category of Bias for Crimes Reported in 2019 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|---|------------|--|----------|--------------------|--------|------------|-------------------------------|
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2018 Total | Category of Bias for Crimes Reported in 2018 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

VAWA Offenses – On Campus (East)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Domestic Violence | 0 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 |

VAWA Offenses – Public Property (East)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Domestic Violence | 0 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 |

Arrests on Campus (East)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Arrests on Public Property (East)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Disciplinary Actions on Campus (East)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Disciplinary Actions on Public Property (East)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Unfounded Crimes (East)

| Criminal Offense | Total Occurrences on Campus | | |
|------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Total Unfounded Crimes | 0 | 0 | 0 |

CLERY REPORT – MASON CAMPUS

Criminal Offenses - On Campus (Mason Airport)

| Criminal Offense | Total Occurrences on Campus | | |
|-----------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 |

| | | | |
|---------------------|---|---|---|
| Incest | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 |

Criminal Offenses – Public Property (Mason Airport)

| Criminal Offense | Total Occurrences on Campus | | |
|-----------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 |

| | | | |
|---------------------|---|---|---|
| Aggravated Assault | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 |

Hate Crimes - On Campus (Mason Airport)

| Criminal Offense | 2020 Total | Category of Bias for Crimes Reported in 2020 | | | | | |
|------------------------------------|---------------|--|----------|--------------------|--------|------------|----------------------------|
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|---|-------|--|----------|--------------------|--------|------------|----------------------------|
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2019 | Category of Bias for Crimes Reported in 2019 | | | | | |
| | Total | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|---|------------|--|----------|--------------------|--------|------------|----------------------------|
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2018 Total | Category of Bias for Crimes Reported in 2018 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Hate Crimes – Public Property (Mason Airport)

| Criminal Offense | 2020 Total | Category of Bias for Crimes Reported in 2020 | | | | | |
|------------------------------------|------------|--|----------|--------------------|--------|------------|----------------------------|
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|---|------------|--|----------|--------------------|--------|------------|----------------------------|
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2019 Total | Category of Bias for Crimes Reported in 2019 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|---|-----------|--|----------|--------------------|--------|------------|----------------------------|
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2018Total | Category of Bias for Crimes Reported in 2018 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

VAWA Offenses – On Campus (Mason Airport)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Domestic Violence | 0 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 |

VAWA Offenses – Public Property (Mason Airport)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Domestic Violence | 0 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 |

Arrests on Campus (Mason Airport)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Arrests on Public Property (Mason Airport)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Disciplinary Actions on Campus (Mason Airport)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Disciplinary Actions on Public Property (Mason Airport)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Unfounded Crimes (Mason Airport)

| Criminal Offense | Total Occurrences on Campus | | |
|------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Total Unfounded Crimes | 0 | 0 | 0 |

CLERY REPORT – LIVINGSTON CAMPUS

Criminal Offenses - On Campus (Livingston)

| Criminal Offense | Total Occurrences on Campus | | |
|-----------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 |

| | | | |
|---------------------|---|---|---|
| Fondling | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 |

Criminal Offenses – Public Property (Livingston)

| Criminal Offense | Total Occurrences on Campus | | |
|-----------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 |

| | | | |
|---------------------|---|---|---|
| Robbery | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 |

Hate Crimes - On Campus (Livingston)

| Criminal Offense | 2020 | Category of Bias for Crimes Reported in 2020 | | | | | |
|-----------------------------------|-------|--|----------|--------------------|--------|------------|----------------------------|
| | Total | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|---|------------|--|----------|--------------------|--------|------------|----------------------------|
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2019 Total | Category of Bias for Crimes Reported in 2019 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|---|-------|--|----------|--------------------|--------|------------|----------------------------|
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2018 | Category of Bias for Crimes Reported in 2018 | | | | | |
| | Total | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Hate Crimes – Public Property (Livingston)

| Criminal Offense | 2020 Total | Category of Bias for Crimes Reported in 2020 | | | | | |
|------------------------------------|------------|--|----------|--------------------|--------|------------|----------------------------|
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
|--|---------------|--|----------|--------------------|--------|------------|----------------------------|
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2019 Total | Category of Bias for Crimes Reported in 2019 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | |
|--|-----------------------|---|-----------------|---------------------------|---------------|-------------------|-----------------------------------|
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Criminal Offense | 2018 Total | Category of Bias for Crimes Reported in 2018 | | | | | |
| | | Race | Religion | Sexual Orientation | Gender | Disability | Ethnicity/ National Origin |
| Murder/Non- Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | |
|--|---|---|---|---|---|---|---|
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Simple Assault | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Larceny - Theft | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Destruction/damage/ vandalism of property | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

VAWA Offenses – On Campus (Livingston)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Domestic Violence | 0 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 |

VAWA Offenses – Public Property (Livingston)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Domestic Violence | 0 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 |

| | | | |
|----------|---|---|---|
| Stalking | 0 | 0 | 0 |
|----------|---|---|---|

Arrests on Campus (Livingston)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Arrests on Public Property (Livingston)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Disciplinary Actions on Campus (Livingston)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |

| | | | |
|-----------------------|---|---|---|
| Liquor Law Violations | 0 | 0 | 0 |
|-----------------------|---|---|---|

Disciplinary Actions on Public Property (Livingston)

| Criminal Offense | Total Occurrences on Campus | | |
|-------------------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 |
| Drug Abuse Violations | 0 | 0 | 0 |
| Liquor Law Violations | 0 | 0 | 0 |

Unfounded Crimes (Livingston)

| Criminal Offense | Total Occurrences on Campus | | |
|------------------------|-----------------------------|------|------|
| | 2018 | 2019 | 2020 |
| Total Unfounded Crimes | 0 | 0 | 0 |

MAPS




Downtown Campus

Building Locations

- 1 Gannon Building (GB)
- 2 Academic and Office Facility (AOF)
- 3 Washington Court Place (WCP)
- 4 Huron Building (HB)
- 5 Arts and Sciences Building (A&S)
- 6 Technology and Learning Center (TLC)
- 7 University Center (UC)
- 8 Mackinaw Building (MB)
- 9 Dart Auditorium (DRT)
- 10 505 North Capitol
- 11 515 North Capitol
- 12 Herrmann and Rogers-Carrier Houses
- 13 Health and Human Services Building (HHS)
- 14 Administration Building (ADM)
- 15 601 N. Washington Square

 Available Parking
1, 2, 3, 6, 7, 15, 16, 17, 18, 22, 23, 26 and 27

 Restricted Parking
12, 13, 28, 29

 Construction/Closed Parking
11 and Gannon Ramp

 City Parking Ramps

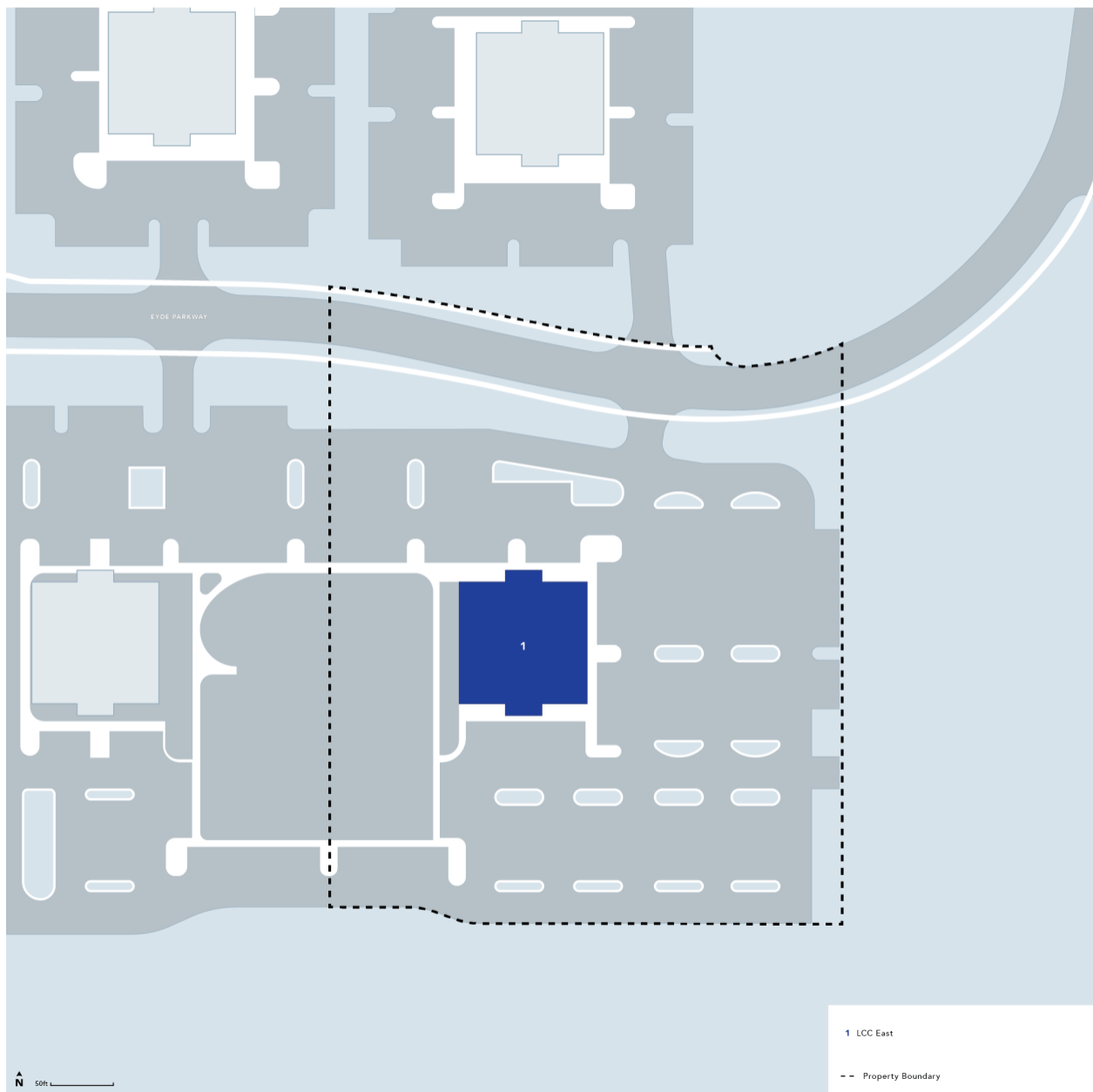
 Street Parking



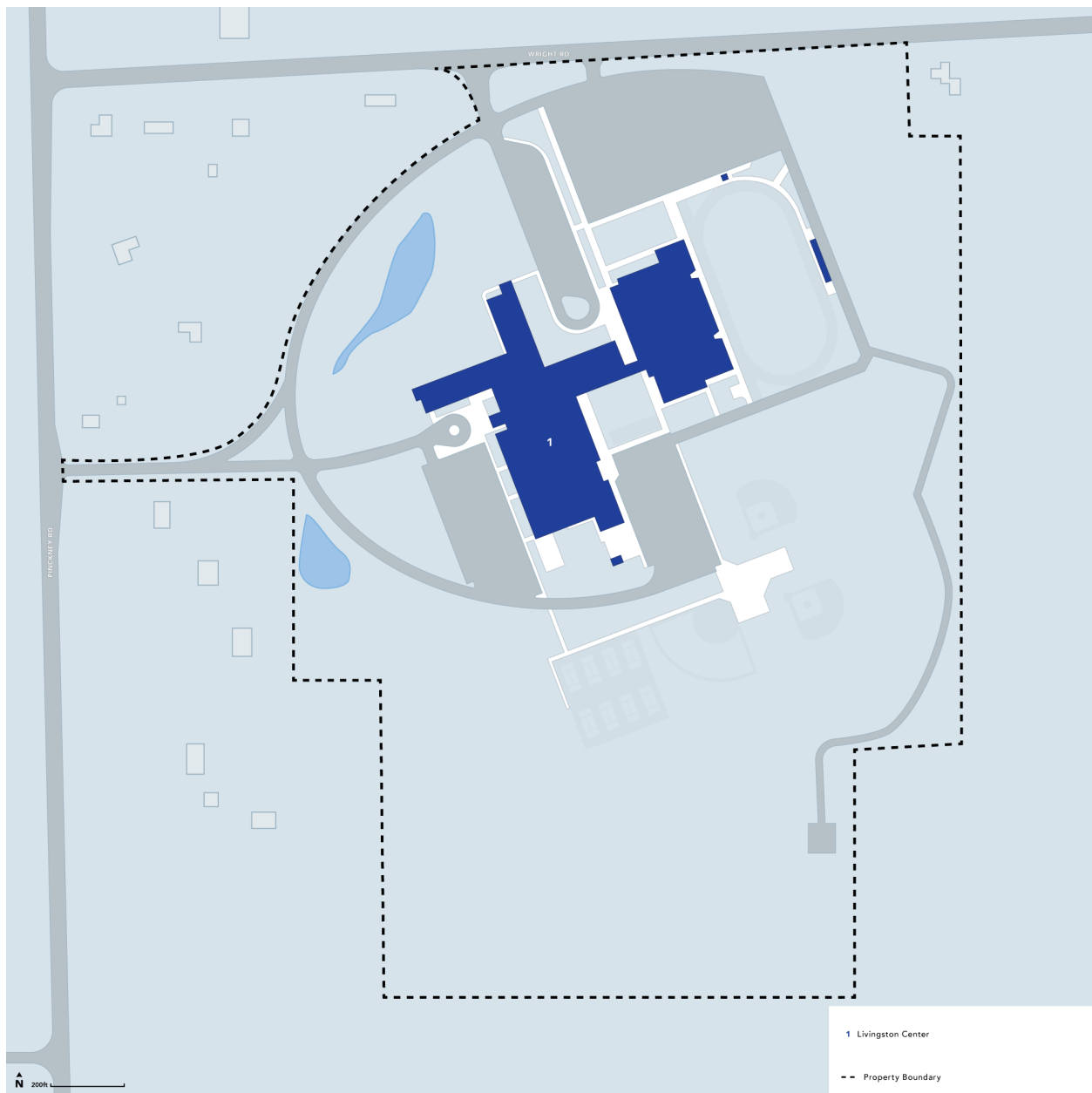
LCC DOWNTOWN CAMPUS



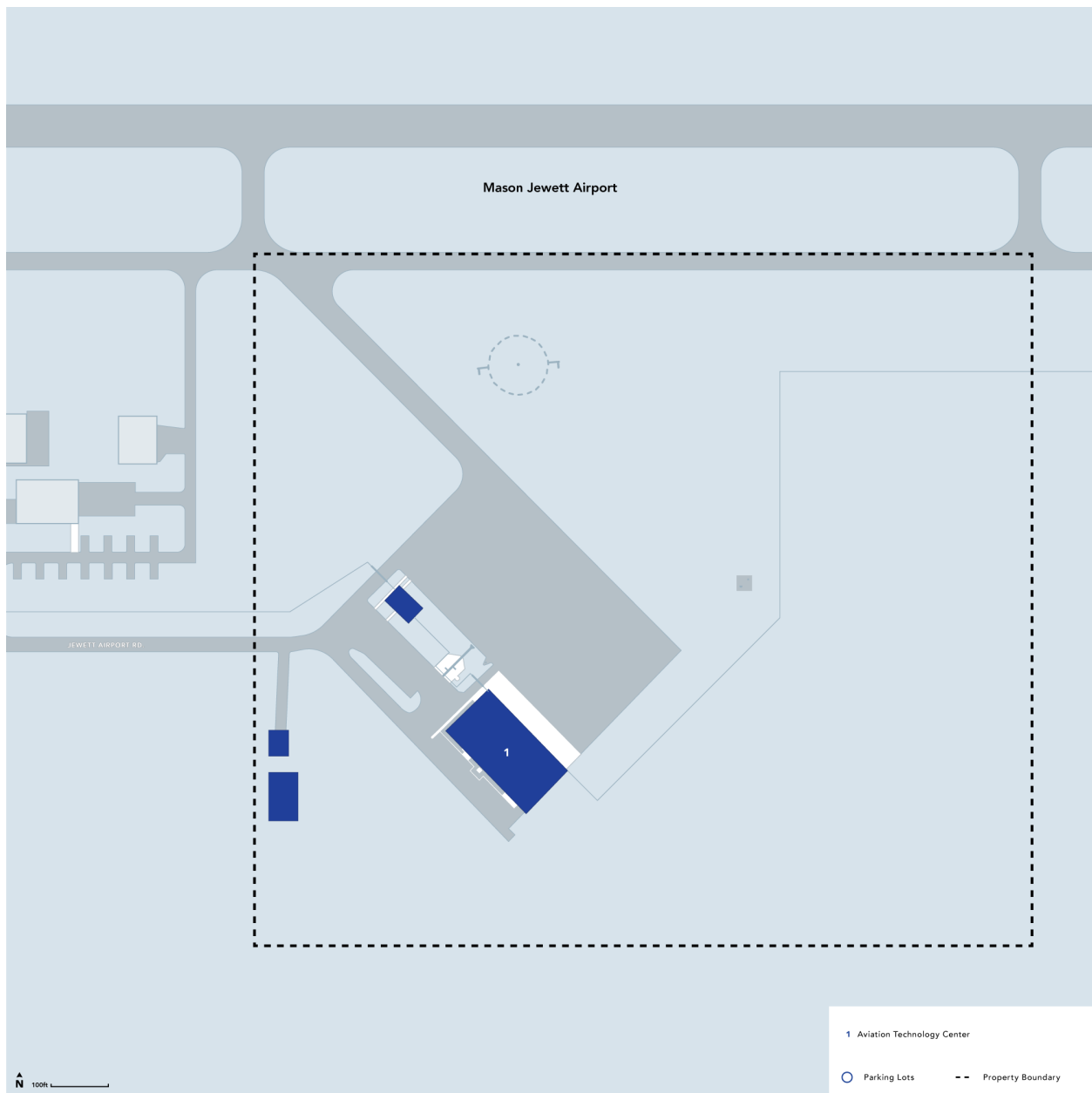
LCC WEST CAMPUS



LCC EAST CAMPUS



LCC LIVINGSTON CENTER



LCC AVIATION TECHNOLOGY