

Annual Security Report | 2025

Department of Campus Health, Safety & Security
Includes policy statements for the 2024-2025 Academic Year and
Crime Statistics for Calendar Years (CYs) 2022, 2023 & 2024



**Rowan-
Cabarrus**
COMMUNITY COLLEGE



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Message from the Director

On behalf of the Department of Campus Health, Safety & Security (DCHSS) at Rowan-Cabarrus Community College, I appreciate your interest in our Annual Security Report. For the 2023-2024 academic year, RCCC enrolled 9,234 curriculum students, comprising approximately 62% women and 38% men. During the Fall 2024 semester, the college had 1,647 full-time (FTE) curriculum students and 402 FTE employees (comprising faculty and staff) in total.

DCHSS is responsible for occupational health, emergency management and preparedness, and campus security. Under my leadership as the Director of Campus Health, Safety & Security, I report to the Chief Officer of the Division of College Environment and oversee our institutional Clery compliance initiatives. Our department operates during regular college hours on weekdays and is staffed by a Director, an Assistant Director, six Campus Safety Coordinators, four part-time Campus Safety Coordinators, and one sworn Campus Resource Deputy. These Coordinators manage crime prevention and security awareness programs. Additionally, Contract Security Deputies from the Rowan and Cabarrus County Sheriff's Offices provide law enforcement services across our five campuses in two counties.

While DCHSS strives to provide exemplary safety services, maintaining campus safety is a shared responsibility. We encourage all community members to practice good safety habits, such as:

- Utilizing the safety escort service
- Locking personal valuables
- Report concerning behavior
- Reporting suspicious or criminal activities

Our initiatives include educational programs on campus safety, preventative patrols, incident investigations, crime reporting, and fire safety and prevention. DCHSS also ensures that Contract Security Deputies meet all law enforcement requirements and maintain good standing within their agencies.

This publication aims to inform you about our educational programs, safety practices, crime statistics, and policies for reporting emergencies and campus crimes. At Rowan-Cabarrus, we are committed to collaborating with the campus community to continuously enhance the safety of our campus environment. This partnership offers opportunities for everyone to work, live, study, and thrive both intellectually and socially in a secure environment.

If you have any questions, comments, or suggestions regarding this publication or our public safety policies and operations, please do not hesitate to contact me at (704) 216-7230 or jeff.insley@rccc.edu.

Respectfully

Jeffrey R. Insley
Director of Campus Health, Safety & Security

Clery Act Requirements

Under the Clery Act, colleges and universities must:

- **Publish an annual report** by October 1st, containing three years of campus crime statistics and statements of campus security policies.
- **Disclose crime statistics** for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms. These statistics are compiled from campus police or security, local law enforcement, and other college officials with “significant responsibility for student and campus activities.”
- **Issue “timely warning” notices** for crimes that have occurred and pose an ongoing threat to students and employees.
- **Maintain a public crime log** disclosing “any crime that occurred or allegedly occurred on campus or within the patrol jurisdiction of the campus police or security department and is reported to campus security.”
- **Prohibit retaliation, intimidation, threats, coercion, or discrimination** against individuals in relation to the implementation of any provision of the Clery Act by the institution, or any of its officers, employees, or agents involved in federally funded programs.

The Department of Campus Health, Safety & Security is responsible for preparing and distributing this report. We collaborate with various departments and agencies, such as the Title IX Coordinators, Office of Student Success, Campus Security Authorities, and local law enforcement to gather the necessary information. We encourage members of the Rowan-Cabarrus community to utilize this report as a guide for practicing safety both on and off campus. It is available on the Campus Health, Safety & Security website [insert website].

The **Annual Safety and Security Report** is prepared to disclose campus safety policies and crime statistics. It includes information that students, prospective students, employees, and visitors may review regarding campus safety and crime prevention. In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 U.S.C. 1092(f)), Rowan-Cabarrus Community College publishes this specified information on campus crime and safety policies. The full report is available at the Office of Student Success or by contacting the Director of Campus Health, Safety & Security at 704-216-7230.

Purpose of this Report:

- Provide an overview of the Department of Campus Health, Safety & Security.
- Share crime statistics required by the Jeanne Clery Act.
- Inform current and prospective students, staff, and visitors about campus safety and security policies and programs.
- Provide information regarding emergency preparation and response plans.
- Detail procedures for reporting crimes occurring on or near the College's campuses and off-campus sites.
- Offer guidance on resources for counseling and incident reporting, especially for victims of crimes, including sexual assaults.
- Outline campus policies on the consumption, possession, and distribution of alcohol or drugs, and the possession or use of illegal weapons on campus.

Separate Annual Reports

Rowan-Cabarrus Community College will produce a separate annual statistical report for each defined campus location, as detailed in this report.

Campus Health, Safety & Security Authority and Jurisdiction

The Department of Campus Health, Safety & Security provides administrative oversight for law enforcement and security operations across all Rowan-Cabarrus campuses and centers. The College is committed to providing high-quality security services to ensure a safe and secure environment for students, faculty, staff, and visitors. The Department collaborates closely with local law enforcement, first responders, and state and federal authorities throughout Rowan and Cabarrus Counties.

The Department is administratively accountable to the Chief Officer of the Division of College Environment and is led by the Director of Campus Health, Safety & Security. The Director is supported by an Assistant Director, Campus Safety Coordinators, a College Resource Deputy at the North Campus, and part-time Campus Security Officers through a partnership with the Rowan and Cabarrus County Sheriff's Offices. The College President has designated the Director as the Clery Act compliance officer, responsible for ensuring the College's adherence to the Act's provisions.

The Department is tasked with ensuring the safety of all students and staff at Rowan-Cabarrus Community College campuses and **centers**. Any campus events requiring security services must be coordinated through the Director of Campus Health, Safety & Security. Campus Safety Coordinators manage the operational aspects of safety, security, and emergency management across the College.

Agency	Campus
Rowan County Sheriff's Office	North Campus
Cabarrus County Sheriff's Office	South Campus
	North Carolina Research Campus (NCRC)/ Dr.

	Carol Spalding Advanced Technology Center (ATC)
	Cabarrus Business and Technology Center (CBTC)
	College Station

Campus Security Overview

All part-time Campus Security Officers at Rowan-Cabarrus Community College are authorized to investigate alleged criminal activity, conduct searches and arrests as permitted by law, and use necessary and reasonable force to enforce the law, maintain order, and protect people and property. All officers are armed and maintain current certification as required by the North Carolina Department of Criminal Justice Education and Training Standards Commission or the North Carolina Sheriffs' Education and Training Standards Commission.

Campus Security Officers enforce all state and local laws, including regulations concerning underage drinking, controlled substances, and other misdemeanors and felony offenses. Campus Safety Coordinators enforce campus-specific rules and regulations, such as smoking violations and parking enforcement.

Services Provided by the Department of Campus Health, Safety & Security:

- Campus Emergency Management & Emergency Preparedness
- Campus escorts
- Motorist assistance
- Investigations
- Parking control
- Documenting complaints
- Campus safety and security programs
- Maintaining order on campus
- Threat assessment
- Enforcing campus policies and procedures
- Managing campus access
- Issuing crime alerts
- Crime prevention and reduction efforts
- Enforcement of the Clery Act

For questions about the Department of Campus Health, Safety & Security, please contact the Director at 704-216-7230. For immediate assistance, call the Department on 704-216-3900.

Local Law Enforcement Statistics and Interagency Cooperation

The Rowan-Cabarrus Department of Campus Health, Safety & Security maintains strong partnerships with local and regional agencies, including the Salisbury Police and Fire Departments, Rowan County Sheriff's Office, Kannapolis Police Department, Concord Police Department, Cabarrus County Sheriff's Office, local medical facilities, and area campus police. These collaborations are critical for emergency response, incident investigation, special events, and other essential services. Memorandums of Agreement (MOAs) are in place to ensure the presence of a full-time Campus Resource Deputy at the North Campus and part-time law enforcement officers from the Rowan and Cabarrus County Sheriff's Offices.

Additionally, the Department works closely with federal and state agencies, including the Department of Homeland Security, the FBI, the DEA, the U.S. Secret Service, the NC SBI, and the NC DMV License and Theft Bureau. These partnerships bolster the department's ability to respond to emergencies and enhance campus safety.

The Department also maintains regular communication and working relationships with local colleges within our region.

Campus Security Authorities

A Campus Security Authority (CSA) is a term used in the Clery Act to describe someone who has significant responsibility for student and campus activities. The regulations that govern the Clery Act (34 CFR 668.46) define a CSA as:

- A campus police department or a campus security department of an institution.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus security department, such as an individual who is responsible for monitoring entrance into institutional property.
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. Pastoral and professional counselors are not considered campus security authorities when acting in their roles as pastoral or professional counselors. Campus Security Authorities include, but are not limited to, the following positions at Rowan Cabarrus Community College:
 - President's Cabinet
 - Deans
 - Campus Safety Coordinators and security personnel, including contract employees.
 - Directors, Managers whose job function involves working directly with students.
 - Coordinator Student Retention
 - Counselor/Academic Advisors in the Student Success Center
 - Navigators
 - Accessibility Resources Counselors

- Conduct Officer/Title IX
- Principal and Assistant Principal(s) for Early Colleges
- Staff Assistant, Minority Male Success Initiative
- Director, Minority Male Success Initiative
- Staff Assistant, Adult Literacy
- Department Chair, Humanities, Communication & Fine Arts Study Abroad
- Staff Assistants, All Off-site Centers
- Career Counselors and
- Advisors to Student Groups

What responsibilities does a Campus Security Authority (CSA) have?

CSAs and their supervisors must:

- Understand their reporting obligation and the types of information they must share. This understanding is obtained by completing the CSA training annually. The training consists of an online presentation through the Safe Colleges program for all CSAs, as well as face-to-face training for CSAs with enhanced reporting obligations, including Title IX coordinator(s), campus police officers, security officers, and contract security officers. This training provides an overview of Clery and Title IX, defines what it means to be a CSA, explains reporting requirements for both CSAs and Responsible Employees, and offers an understanding of the Crime Log and information sharing.
- CSAs must immediately contact the Department of Campus Health, Safety & Security to share the information that was reported to them. Under the Clery Act, a crime is considered "reported" as soon as it is brought to the attention of a CSA, and in some situations, an immediate warning to the campus community might be necessary.

Reporting an Emergency

In the event of an emergency on campus (all locations), dial 911. The Department of Campus Health, Safety & Security can be contacted by dialing 704-216-3900 from any phone.

Emergency Response Priorities

Rowan-Cabarrus has developed an All-Hazards Emergency Operations Plan (EOP) to minimize the impact of emergencies and ensure the protection of students, faculty, staff, and visitors. The plan outlines policies,

procedures, and assigns roles and responsibilities for an effective emergency response. The primary objective during any initial emergency response is to protect lives and ensure safety.

In the event of a disaster or emergency, there may be instances when certain college officials are not present, readily available, or reachable. While the structure of the EOP will remain intact, its actual implementation may depend on available resources and personnel, as well as the circumstances at hand. Until key staff members designated and trained for lead roles in the plan are available, the highest-ranking college officials present should, to the best of their ability, follow the plan's guidelines. Simultaneously, they should make every effort to notify the Director of Campus Health, Safety, & Security to verify their actions or seek further guidance.

Emergency Operations Plan

Introduction and Purpose

This college-wide plan establishes policies, procedures, and organizational structure for the College's response to and recovery from emergencies that may threaten the health and safety of Rowan-Cabarrus or inhibit the College's ability to continue its mission-critical operations and activities. The objective of this plan is to increase the College's ability to react immediately in the most appropriate and effective way to emergencies of all types. This plan does not replace the procedures for safety, hazardous material response, or other emergency measures already established at the College. Instead, it supplements these existing procedures with a temporary crisis management structure, which provides for an immediate managerial focus on response operations and early transition to recovery.

Emergency Management

The Plan addresses all five phases of standard emergency management: prevention, mitigation, preparedness, response, and recovery.

- Prevention — encompasses all measures taken to avoid, deter, or stop an incident from occurring.
- Mitigation — means the capabilities necessary to eliminate or reduce the loss of life and property damage by lessening the impact of an event or emergency. It also means reducing the likelihood of threats and hazards occurring.
- Preparedness or Protection — focuses on ongoing actions that protect students, faculty, staff, visitors, networks, and property from a threat or hazard.
- Response — means the capabilities necessary to stabilize an emergency once it has already happened or is certain to happen in an unpreventable way; establish a safe and secure environment; save lives and property; and facilitate the transition to recovery.
- Recovery — includes short-term and long-term actions to resume normal operations once an emergency incident is under control or over.

Prevention, mitigation, and general recovery efforts are addressed in the Business Continuity appendix. The primary component of this plan, along with routine training, drills, and exercises, focuses on the

preparedness phase. The main portion of this plan addresses the response phase of emergency management.

Rowan-Cabarrus performs a minimum of one test a year of the Emergency Operations and Notification System. This test may be announced or unannounced and may take the form of an actual or simulated emergency. A complete version of the Rowan-Cabarrus Emergency Response Operations Plan can be viewed at www.rccc.edu.

College Notifications

In the event a situation arises, either on or off campus, that constitutes an ongoing or continuing threat, a campus-wide “timely warning” will be issued. Timely warnings will be issued through the college email system and by utilizing Regroup to call all students, faculty, and staff.

People to Whom Reports Should Be Made for the Purpose of Making Timely Warnings:

Title	Phone
Director of Campus Health, Safety, & Security	704-216-7230
Chief Officer, Governance, Advancement & Community Relations	704 216-3706

Rowan-Cabarrus Community College may issue any of four types of notifications if conditions require them.

Campus Information

Administrative messages may be issued to communicate important but not emergency information to the campus community. These are “information only” notices and are not timely warnings. An example would be a notification for snow closing.

Campus Notifications

Campus Notifications may be issued to share important information about non-emergency events or to request assistance in clearing non-violent crimes. Examples include road hazards or information leading to the arrest and conviction of individuals committing criminal acts on campus.

Campus Crime Warnings (Timely Warnings)

Campus warnings may be issued when a violent crime against a person or a significant property crime occurs on campus and presents a serious or ongoing threat to the college community. These warnings aim to provide timely notifications to students, faculty, staff, and visitors, raising awareness of potential dangers and enhancing safety. Campus crime warnings may also request information that could aid in the arrest and conviction of offenders.

The Department of Campus Health, Safety & Security, in coordination with the Office of the President, the President’s Cabinet, and the Public Information Officer, is responsible for issuing these warnings. Alerts are promptly distributed to inform the campus community about specific incidents of crime. Anyone

aware of a crime or serious incident posing an ongoing threat should report it to law enforcement and the Department of Campus Health, Safety & Security so a warning can be issued. Information for these alerts may also come from other public safety agencies, such as law enforcement or the Emergency Operations Center.

Warnings are issued as soon as possible after a crime is reported, though their release may depend on the availability of accurate information and investigative limitations under the Clery Act. Alerts may be updated as new information becomes available. They are initiated by the Department of Campus Health, Safety & Security, approved by the College President and Cabinet, and distributed by the Public Information Officer. Campus warnings are triggered when the College determines a reportable Clery Act crime has occurred and poses an ongoing threat. The specific crimes triggering such alerts are outlined in the Clery Act Reportable Criminal Offenses section.

Warnings may also be issued for situations not classified as crimes but that could lead to criminal activity or pose significant threats to health or safety. These warnings aim to increase awareness, encourage the reporting of suspicious activity, and allow timely action to prevent potential crimes.

Campus Crime Warnings are linked to the same incident number as the corresponding security report documented in the campus “crime log” and the Department’s Criminal Records Management System (CRMS), known as Maxient. These warnings include details about the crime or incident, such as suspect descriptions (if known), safety tips, and contact information.

Campus Crime Warnings are mandatory for ongoing threats related to Clery Act crimes, including:

- Criminal homicide
- Negligent and non-negligent manslaughter
- Rape and other sexual assaults.
- Arson
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Weapons violations
- Drug and liquor law violations.
- Hate crimes and other offenses motivated by bias (race, gender, religion, sexual orientation, ethnicity, or disability)

Warnings may also be issued for off-campus crimes, the presence of wanted people near the college, or other urgent situations posing an ongoing threat to campus safety.

In certain situations, issuing a warning may be delayed to protect victims' or witnesses' safety or identity, or if doing so would significantly hinder law enforcement efforts to apprehend a suspect.

If local law enforcement releases a statement about an off-campus crime posing a serious or ongoing threat, Rowan-Cabarrus may assist in publicizing this information on campus.

Campus crime warnings typically include:

- A concise statement of the incident
- Any connection to previous incidents
- Physical description or composite drawing of the suspect, if applicable
- Date and time the bulletin was released
- Other relevant information
- Safety tips

As required by the Clery Act, victims' names will be withheld from "timely reports" to protect their privacy.

Notification Methods

Rowan-Cabarrus Community College will issue Campus Crime and Safety Alerts using several methods. Once the college determines that an alert is necessary, the alert will be issued through the Campus Connect System utilizing email and telephonic communications, and the alert will be posted on the college website at <http://www.rccc.edu>. Campus Warnings may be E-mail, SMS text message, telephone recordings, bulletin boards, or other available means, as reasonably and timely as possible to students, faculty, and staff, distributed throughout the campus, provided to campus media, posted on the campus web site, and, if appropriate, posted in off-campus areas frequented by students.

The Director of the Department of Campus Health, Safety & Security will coordinate with the Public Information Officer to develop the format, language, and information to be published in the alerts. If warranted, they will print and distribute warning posters on bulletin boards and exterior doors throughout the affected campus(s). Campus crime warnings will be issued as reasonably and timely as possible to faculty, staff, and students, distributed throughout the campus, provided to campus media, posted on the Rowan-Cabarrus Community College website, and, if appropriate, posted in off-campus areas frequented by students.

Emergency Authorization

The College President (or delegate), or any member of the President's Cabinet, is responsible for authorizing the issuance of emergency notifications. However, individuals in control of specific campus locations, such as [list specific roles], may take immediate action if warranted by the situation (see Immediate Lockdown, Shelter in Place, and Evacuation section). These notifications must be made promptly, with priority given to community safety.

Emergency Event Confirmation

The decision to issue an emergency notification will be based on the reasonable belief that a threat to health or safety is imminent. This belief must be supported by direct observation or credible information from reliable sources.

Content of Notifications

The Public Information Officer and Campus Health, Safety & Security team will develop emergency notification messages. These messages may be pre-scripted or tailored to specific events, depending on the situation and the communication system used.

Emergency Notification

The Public Information Officer, under the direction of the President or a member of the President's Cabinet, will activate emergency notification systems unless doing so would compromise victim assistance or emergency containment efforts.

Immediate Lockdown, Shelter in Place, and Evacuation

College leadership, Campus Safety Coordinators, Campus Security Officers, or any other College administrators in control of a campus, shall have the authority to order an immediate campus lockdown, shelter-in-place, or evacuation when a crisis is so imminent that serious injury or death might occur if immediate actions are not taken, and there exists no reasonable time or ability to contact the College President or any member of the President's Cabinet. There may be situations where individuals other than those listed above may need to make emergency decisions. Examples might include confirmed active shooters on campus, or explosions and tornadoes striking with little or no warning. Decisions to act under these circumstances shall follow the same reasonable belief described in the above "Emergency Event Confirmation" section.

General and Targeted Notification

Emergency notifications may come in various forms and target only specific segments or groups of the population. The notification response and targeted population will depend on several variables. An example might be a tornado affecting one campus but not others.

Emergency Notification and Response Procedures Testing

Rowan-Cabarrus Community College will conduct an annual tabletop exercise to evaluate the preparedness, capabilities, and effectiveness of its emergency response plan. This exercise will involve the College President, the President's Cabinet, the Department of Campus Health, Safety & Security, the Public Information Officer, the Director of Facilities Operations & Maintenance, and other relevant personnel. Additionally, an annual test of all emergency notification systems will be conducted, and evacuation drills will be held at least once per semester across all Rowan-Cabarrus campuses.

Campus Safety Coordinators are responsible for organizing and documenting all emergency tests, drills, and exercises. Documentation must include, at a minimum: the date, time, location, target population, type of event, system/process tested, activation and response times, any issues identified, and recommendations for improvement. These reports are submitted to the Director of Campus Health, Safety & Security for review to ensure continuous improvement and to maintain records for a period of seven years.

Emergency tests, drills, and exercises are generally unannounced, except for those who have a compelling need to know. However, for public safety reasons, some full-scale exercises may be announced in advance and require notification to external authorities. In such cases, the Director of Campus Health, Safety & Security will notify local public officials, while the Public Information Officer will inform local media for community-wide notifications.

Emergency Response Procedure Publication

Rowan-Cabarrus Community College will share its emergency response procedures, detailing actions students, faculty, and staff should take during emergencies. While the emergency plans are exempt from public inspection under North Carolina law, they are available in the College's emergency procedures manual on the SharePoint intranet for employees and faculty, as well as on the public website at <http://www.rccc.edu>.

The College uses the Campus Connect system for emergency notifications via text and email, with alerts also posted on the College's homepage. All students, faculty, and staff can access the emergency text messaging system by signing up through Self Service (formerly WebAdvisor) on the college website.

Emergency messages are primarily sent for situations that pose immediate threats to health or safety (e.g., severe weather, chemical spills, fires, crimes) or when an entire campus must close. Alerts about criminal activity will only be sent if there is an ongoing, immediate threat. In such cases, a crime warning alert will be issued.

Follow-up information will typically be provided on the College website.

Additional Communications

In the event of a significant on-campus emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty, or staff, the college will also post information on its homepage at <http://www.rccc.edu>. As part of the College Disaster Recovery Plan, the College maintains an off-site backup server in the event any of the college campuses' computing services fail during an emergency. Among preparations developed to respond to a disaster or emergency are large-scale power generators at many campus locations.

The Chief Officer for Governance, Foundation Operations, and Public Information is charged with notifying the media in the event of an emergency. Updated information will be posted to the College's website and provided to the media.

Security Considerations Used in the Maintenance of Campus Facilities

Rowan-Cabarrus Community College maintains its facilities and landscaping to minimize hazardous and unsafe conditions. Parking lots and pathways are well-lit, and the Department of Campus Health, Safety & Security regularly patrols the campus, reporting any malfunctioning lights or unsafe conditions to Facilities Management for prompt correction.

Campus members can also report hazards directly to Facilities Operations Management through an online service request, Asset Essentials. Campus safety and security programs are enhanced by various technological systems, including access control, CCTV, emergency phones, fire detection, suppression, and reporting systems.

We encourage anyone noticing deficiencies in lighting to contact Facilities at 704-216-7138. For any concerns regarding physical security, please contact the CHSSD at 704-216-3900.

Key Control

It is the policy of the College to keep classrooms, shops, and labs locked when not occupied. Faculty and staff accept full responsibility when they enter the building at any time other than during regular school hours. The normal school day is defined as the time between 7 a.m. and 10 p.m., Monday through Friday.

Key Issuance Procedure

The Department of Campus Health, Safety, & Security will be responsible for all outside building doors that do not open directly into a classroom, office, shop, or laboratory. Keys are distributed through Facilities. Keys that have been issued to individuals are not to be duplicated for any reason whatsoever. Broken or damaged keys will be replaced upon return of the residual part of the key to the Facilities Operations Management department. A request through Asset Essentials must be submitted to Facilities Operations & Management before a key is issued. When an employee ends their employment with Rowan-Cabarrus, they must complete all out-processing procedures and return all College and State of North Carolina property, including building or office keys, grade books, attendance rosters, and name badges.

The request for issuance of keys should be submitted to Facilities Operations Management at least seven (7) days prior to the key(s) being needed, if possible. This will allow time to duplicate keys if there is not one for issuance in the inventory. Everyone receiving a key must present a Key Authorization Form with all required signatures and personal signatures to Facilities Operations Management. In addition to key control, all Rowan-Cabarrus locations are secured with 24-hour security alarms and video surveillance to prevent and deter crime.

Weapons Policy

Possession of firearms in vehicles or on campus is always prohibited unless in accordance with NCGS 14-269.2.

It is a violation of North Carolina Law (NCGS 14269.2) and Rowan Cabarrus policy to possess or carry any weapon on the College property, except under the following circumstances:

- Law enforcement personnel, firefighters, emergency service personnel, and military personnel, carrying out their official duties.
- A registered armed armored car service guard or registered armed courier service guard with the permission of Rowan Cabarrus.

- Ceremonial or educational uses specifically authorized by the President.
- A person who has a legally valid concealed handgun permit or who is exempt from obtaining such a permit under State law, and who has the handgun in a closed compartment or container within the person's locked vehicle or in a locked container securely affixed to the person's vehicle. A person may unlock the vehicle to enter or exit the vehicle, provided the handgun always remains in the closed compartment and the vehicle is locked immediately following the entrance or exit, as provided in NCGS 14-269.2(k). Any such vehicle, when locked, must be parked in accordance with applicable College policies and parking ordinances.

College Drug and Alcohol Policy

In compliance with the Drug Free Schools and Communities Act, Rowan-Cabarrus Community College prohibits the possession, use, and sale of alcoholic beverages and enforces state underage drinking laws. Rowan-Cabarrus prohibits the possession, use, and sale of illegal drugs and enforces federal and state drug laws.

Intoxication, public consumption, or public displays of alcoholic beverages on campus are prohibited. All people on campus are subject to state and federal regulations concerning the use of alcohol, and local law enforcement enforces all State underage drinking laws and Federal and State drug laws on campus property. Public display is defined as the possession and/or consumption of alcoholic beverages in any public or unregistered area of campus. The unlawful possession, use, sale, and consumption of alcohol by anyone less than 21 years of age are violations of N.C. State Law.

Rowan-Cabarrus is committed to providing students, staff, faculty, and its visitors with a safe and drug-free campus. As part of its commitment, Rowan-Cabarrus annually notifies its students and employees about the components of the College's Drug and Alcohol Abuse Prevention Program. This document includes information about the standards of conduct, sanctions for violations of college policy, legal ramifications of drug and alcohol abuse, health risks associated with alcohol and illicit drug use, and a summary of Rowan-Cabarrus's prevention and education efforts.

Employee Assistance

Rowan-Cabarrus Community College offers support to students and staff dealing with alcohol and/or drug-related issues. Educational resources on drug and alcohol use are available to students, faculty, and staff, while individual screenings for substance abuse can be accessed through the Student Counseling Center. If needed, referrals to community agencies and counselors for more intensive treatment are facilitated. Information about these community resources is also available at the Counseling Center.

College policies regarding alcohol and drug use are detailed in the Drug-Free Workplace Policy, the Code of Student Rights, Responsibilities, and Conduct, and the Personnel Policies manual. Additionally, notices addressing U.S. Department of Education regulations on alcohol and drug use (as required by Section 120(a)-(d) of the HEA) and available treatment options are accessible through the Office of the Vice President of Student Success Services and the Office of Human Resources & Organizational Culture.

Notice of Nondiscrimination

As a recipient of federal funds, Rowan-Cabarrus Community College must comply with Title IX of the Higher Education Amendments of 1972, which prohibits sex-based discrimination in educational programs and activities. The College does not discriminate based on sex in any programs, including admission and employment.

For inquiries related to Title IX, you may contact the College's Title IX Coordinator or the U.S. Department of Education's Office for Civil Rights. For student-related Title IX concerns, contact Dr. Natasha Lipscomb, Vice President, Student Success Services, at 704-216-3622 or natasha.lipscomb@rccc.edu, and the Title IX Coordinator. Michael Hughes at 704-216-3723 or michael.hughes@rccc.edu. For faculty or staff-related issues, contact Claudine Robinson in Human Resources at 704-216-3677 or claudine.robinson@rccc.edu.

College Sexual Misconduct and Interpersonal Violence Policy in Compliance with Title IX and the Campus Sexual Violence Elimination (SAVE) Act

Policy

Rowan-Cabarrus Community College takes pride in its commitment to its core values of civil personal conduct. Students, as integral members of the Rowan-Cabarrus Community College community, should conduct themselves in a manner that consistently represents the College in a positive light and exemplifies responsible citizenship. To that end, responsible citizenship includes an expectation that members actively participate in behavior that complements and upholds the values and mission of Rowan-Cabarrus Community College. Members of the College community are expected to engage in conduct that contributes to the culture of integrity and honor upon which the College is grounded. Acts of sexual misconduct, sexual harassment, dating sexual violence, acquaintance sexual violence, domestic violence, and stalking jeopardize the health and welfare of our campus community and the larger community. Therefore, Rowan-Cabarrus Community College stands strongly behind its prohibited conduct as related to sexual misconduct, dating violence, domestic violence, and stalking.

Reporting

Reports of alleged Title IX violations—including incidents such as sexual misconduct, harassment, dating violence, domestic violence, stalking, or misconduct involving minors, guests, or third-party users, whether on or off-campus—should be reported to any College "Responsible Employee," Student Success, or Campus Security. These reports must also be communicated to the Title IX Administrator immediately.

A "Responsible Employee" includes any full-time or part-time faculty, adjunct faculty, staff, administrators, work-study students, or contract employees. Information on how to report sexual misconduct or related crimes is available on the College website under the "Help" section, by navigating to "Title IX."

To Report Title IX Incidents

Name	Title	Role	Phone	Email
Michael Hughes	Executive Director, Title IX Coordinator	All	704-216-3623	michael.hughes@rccc.edu
Crystal Ryerson	Deputy Title IX Coordinator	Students	704-216-3806	crystal.ryerson@rccc.edu
Claudine Robinson	Deputy Title IX Coordinator	Employees	704-216-3677	claudine.robinson@rccc.edu

Confidentiality

The College will take reasonable steps to protect the confidentiality of students and employees. However, confidentiality cannot be guaranteed since certain situations may require disclosure. Examples might include responses to court orders or non-identifying information for the purpose of recording and publicizing crime statistics. However, in all cases, the identity of complainants will not be released.

Investigation

Rowan-Cabarrus Community College will conduct a disciplinary investigation of all alleged acts of sexual misconduct, sexual harassment, stalking, dating violence, or domestic violence. The College will assist complainants in contacting local law enforcement to report crimes that a complainant freely elects to report.

Standard of Evidence

The standard of evidence in determining violations of the Student Code of Conduct is the “preponderance of proof,” or the greater weight of the evidence.

Notice of Decision

Rowan-Cabarrus Community College requires simultaneous, written notification to both the accuser and the accused regarding the following: the outcome of proceedings, appeal procedures, any result changes before finalization, and when the result is final.

Sexual misconduct is defined as:

- **Sexual assault:** Non-consensual vaginal, oral, or anal intercourse or penetration.
- **Non-consensual sexual contact:** Intentional, non-consensual touching of intimate areas (genitalia, groin, breast, buttocks) or forcing such contact.
- **Sexual exploitation:** Taking unjust or abusive sexual advantage of another without consent, even if it does not meet the definitions of rape, sexual assault, or harassment.
 - Examples:
 - Prostituting someone
 - Non-consensual recording of sexual activity
 - Allowing others to observe sexual acts without consent

- Voyeurism
 - Inducing incapacitation to facilitate misconduct.
- **Sexual harassment:** As outlined in the College's Sexual Harassment Policy, this may also qualify as sexual misconduct depending on its severity.
 - For detailed policy information, see: *C300.00.22.01.L Sexual and Other Unlawful Harassment.pdf*.
 - Sexual harassment falls into two categories:
- **Quid Pro Quo:** Unwelcome sexual advances or favors, particularly when tied to employment or academic standing.
- **Abuse of Power:** Retaliation or control through a superior position to discourage complaints or hinder ongoing complaints.

Environmental Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute "environmental sexual harassment" when they create an intimidating, hostile, or offensive environment that unreasonably interferes with someone's work, academic performance, or privacy.

Title IX requires institutions to address both sexual violence and harassment, which also violates College policy. Support services, education, prevention, and outreach, along with the rights of both the victim and the accused (whether student or employee), follow the guidelines outlined in this policy. If you experience sexual harassment, contact the Director of Student Success or a Title IX Coordinator.

Consent

An action is without consent when the person has not freely and actively agreed to it. Consent is a clear, affirmative exchange of actions or words showing an active, knowing, and voluntary agreement to engage in sexual activity. Consent is not valid if given under force, threats, or incapacitation (due to drugs, alcohol, or physical helplessness), and the person performing the act knows or should reasonably know of this incapacity. No physical resistance is required to show lack of consent, and past consent does not imply future consent.

The Rowan-Cabarrus Community College Code of Conduct defines the following:

Domestic/Dating Violence: Physical abuse, threats, intimidation, harassment, coercion, or other actions that threaten someone's health or safety, including behavior targeting a person or group based on race, color, religion, national origin, gender, gender identity, creed, disability, or veteran status.

Unlawful Harassment: Harassment creating a hostile environment, directed at a person or group based on their identity (race, gender, etc.), that is unwelcome, severe, or pervasive, objectively offensive, and significantly interferes with the individual's work, academics, or participation in college activities, effectively denying equal access to college resources.

Stalking: Includes but is not limited to engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear their safety or the safety of others and suffer substantial emotional stress.

Violations of the Code of Conduct and Sexual Harassment Policy may also be violations of law, and for that purpose, the College has included in this document in the North Carolina General Statutes, which address rape, sexual assault, domestic and dating violence, and stalking, which include:

North Carolina General Statute Definitions

§ 14-27.2. First-degree rape.

A person is guilty of rape in the first degree if the person engages in vaginal intercourse:

- With a victim who is a child under the age of 13 years and the defendant is at least 12 years old and is at least four years older than the victim; or
- With another person by force and against the will of the other person, and:
 - Employs or displays a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon; or
 - Inflicts serious personal injury upon the victim or another person; or
 - The person commits the offense aided and abetted by one or more other people.

§ 14-27.3. Second-degree rape.

A person is guilty of rape in the second degree if the person engages in vaginal intercourse with another person:

- By force and against the will of the other person; or
- Who is mentally disabled, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know the other person is mentally disabled, mentally incapacitated, or physically helpless.

§ 14-27.4. First-degree sexual offense.

A person is guilty of sexual offense in the first degree if the person engages in a sexual act:

- With a victim who is a child under the age of 13 years and the defendant is at least 12 years old and is at least four years older than the victim; or
- With another person by force and against the will of the other person, and:
 - Employs or displays a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon; or
 - Inflicts serious personal injury upon the victim or another person; or
 - The person commits the offense aided and abetted by one or more other people.

§ 14-27.5. Second-degree sexual offense.

A person is guilty of sexual offense in the second degree if the person engages in a sexual act with another person:

- By force and against the will of the other person; or

- Who is mentally disabled, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know that the other person is mentally disabled, mentally incapacitated, or physically helpless.

§ 14-27.5A. Sexual battery.

A person is guilty of sexual battery if the person, for the purpose of sexual arousal, sexual gratification, or sexual abuse, engages in sexual contact with another person:

- By force and against the will of the other person; or
- Who is mentally disabled, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know that the other person is mentally disabled, mentally incapacitated, or physically helpless.

§ 50B-1. Domestic Violence.

Domestic violence means the commission of one or more of the following acts upon an aggrieved party or upon a minor child residing with or in custody of the aggrieved party by a person with whom the aggrieved party has or has had a personal relationship, but does not include acts of self-defense:

- Attempting to cause bodily injury, or intentionally causing bodily injury; or
- Placing the aggrieved party or a member of the aggrieved party's family or household in fear of imminent serious bodily injury or continued harassment, as defined in G.S. 14-277.3A, that rises to such a level as to inflict substantial emotional distress; or
- Committing any act defined in G.S. 14-27.2 through G.S. 14-27.7.

For purposes of this section, the term "personal relationship" means a relationship wherein the parties involved:

- Are current or former spouses.
- Are persons of the opposite sex who live together or have lived together.
- Are related as parents and children, including others acting in loco parentis to a minor child, or as grandparents and grandchildren. For purposes of this subdivision, an aggrieved party may not obtain an order of protection against a child or grandchild under the age of 16.
- Have a child in common.
- Are current or former household members.
- Are persons of the opposite sex who are in a dating relationship or have been in a dating relationship. For purposes of this subdivision, a dating relationship is one wherein the parties are romantically involved over time and on a continuous basis during the relationship. A casual acquaintance or ordinary fraternization between people in a business or social context is not a dating relationship.

§ 50C-2 Information on the process for obtaining a no contact order can be found at: <http://www.ncleg.net/gascripts/statutes/StatutesTOC.pl?Chapter=0050C>

- Responsible Employee: A Responsible Employee is any person employed by Rowan-Cabarrus Community College who:
 - has the authority to take action to redress sexual harassment/misconduct.

- who has been given the duty of reporting incidents of sexual harassment/misconduct or any other misconduct by students to the Title IX Coordinator or other appropriate designee; or
- who a student reasonably believes has this authority or duty. Rowan-Cabarrus Community College affirmatively elects to specifically identify authorized Responsible Employees as any full-time or part-time employee of the College.

§ 14-277.3A. Stalking

Legislative Intent. – The General Assembly finds that stalking is a serious problem in this State and nationwide. Stalking involves severe intrusions on the victim’s personal privacy and autonomy. It is a crime that causes a long-lasting impact on the victim’s quality of life and creates risks to the security and safety of the victim and others, even in the absence of express threats of physical harm. Stalking conduct often becomes increasingly violent over time.

Education, Training, Prevention, Counseling, and Other Outreach

New students and new employees must be offered “primary prevention and awareness programs” that promote awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking. In addition, existing employees shall receive training and shall undergo future training on a continuous basis. The College counseling and human resources department shall make reasonable efforts to identify and reach out to students and employees who are victims of violent crime.

Education and Prevention

Rowan-Cabarrus Community College provides educational programming on sexual assault, sexual misconduct, sexual harassment, dating and domestic violence prevention, stalking, and personal safety through a variety of avenues. College security officers are available to present programs to student organizations, faculty, staff, and classes.

Bystander Intervention

Often, the most effective way to help is through intervention by peers. As a student and a member of the Rowan-Cabarrus community, you play a crucial role in the well-being of your peers. Often, the most effective way to help is through peer intervention. If you notice something that doesn’t seem right with a fellow student, speak up and consider offering help. Don’t hesitate to express your concern and aid. Below are some ways to intervene as a bystander:

- **Notice the issue:** Trust your instincts. If something doesn’t look or feel right, take a moment to assess the situation.
- **Interpret the urgency:** After assessing the situation, determine if it’s an emergency or if someone needs help.

- **Take responsibility:** Once you decide to offer help, it's important to follow through. Intervene directly, unless it puts you in physical danger, or call for assistance.

Ways to provide help:

- Call the police, Campus Safety Coordinator, College staff, or a friend to assist.
- Help the person leave the situation or connect them with friends to get home safely.
- Address and confront the problematic behavior.
- Diffuse the situation by distracting the individuals, introducing others who can help, or separating the parties involved.

Tips for intervening:

- Approach everyone with care and concern.
- Avoid being antagonistic, accusatory, or condescending.
- Do not use violence or threats of violence.
- Be honest, direct, and clear about why you're there.
- Seek additional help if needed
- Keep safe.
- If the situation escalates or you feel unsafe, call the police.

Students have the power to create a campus environment free of interpersonal and sexual violence, and free of behaviors or language that marginalize others. We encourage students to educate themselves on these issues and share their knowledge with friends and peers. Speak up against racist, homophobic, or sexist remarks, and challenge friends who make excuses for abusive or inappropriate behaviors. By working together, speaking up, and acting, we can make our campus a safer and more welcoming place for all.

Counseling and other outreach

Counseling and related support are available on campus at our Student Counseling and Advising Center (704-216- 7222). Students can confidentially discuss sexual or interpersonal violence with our counselors, receive assistance, and relate to community resources. Student counseling can also provide off-campus referrals to a counselor or therapist should you choose to see someone outside of the College.

- Mental Health Services: (Rowan Co. 704-637-9301), or (Cabarrus Co. 704-788-1130)
- Family Crisis Council (Rowan Co. 704-636-4718)

- Victims Assistance (Cabarrus Co. 704-788-2826)

Students can also contact Campus Health, Safety & Security at 704-216-3900. Student Success Services can provide resources and support. Campus Health, Safety & Security can provide information on the criminal process.

We encourage students to seek assistance, whether on or off campus, and to utilize available resources to help with their recovery.

[Guide for Students Who Have Been Sexually Assaulted](#)

Sexual assault is an act of violence that affects people of all genders and can occur in any type of relationship, whether you are straight, gay, lesbian, transgender, or questioning. Victims often experience a wide range of emotions, including shock, anger, fear, helplessness, shame, and guilt, which can feel overwhelming. It may be difficult for victims to know where to turn for help. This guide provides important resources for recovery and prevention and encourages students to seek support.

When Sexual Assault Occurs

If you are sexually assaulted, here are steps to follow:

1. **Get to a Safe Place** as soon as possible.
2. **Preserve Physical Evidence:**
 - Do not wash, bathe, shower, douche, use the toilet, or change clothing.
 - If you must change clothes, place the clothes you wear in a paper bag, not a plastic one.
 - Do not disturb any physical items that may have been touched by the assailant.
3. **Seek Medical Attention** promptly to address your physical health and to preserve evidence, should you decide to pursue legal action later.
 - Forensic evidence collection must occur within 72 hours of the assault, including a physical examination at a local emergency room by medical staff trained in sexual assault care.
 - Medical attention may include treating injuries, testing for pregnancy and sexually transmitted diseases, and offering medications to prevent pregnancy, STDs, and HIV transmission.
 - Medical care does not obligate you to pursue criminal charges.
4. **Contact Emergency and Campus Resources**
 - If your injuries are critical or life-threatening, call 9-1-1.
 - For non-emergencies, contact Campus Health, Safety & Security at 704-216-3900. Calling them does not require you to pursue criminal charges. They can assist with medical care and counseling and ensure that evidence is properly preserved.

5. **Talk with a Counselor**

- Emotional support is crucial. You can reach the Counseling Center at 704-216-7222. A counselor can provide confidential support and connect you with additional resources.
- You can also contact local crisis centers for further assistance (see information on the last page).

Consider Your Options

You have options to pursue criminal action or to file a complaint through the College's disciplinary process (if the assailant is a student). For questions, you can contact Student Success Services or Campus Safety on extension 7222, or for urgent matters, at extension 3900.

Past Abuse or Off-Campus Abuse

It is not uncommon for a sexual assault victim to withdraw and never tell anyone of the incident. Whether the assault occurred years ago or recently, please seek assistance. Our Counseling Center is here to help. You can also contact the local crisis centers of Rowan or Cabarrus Counties. You may also report sexual abuse to our counselors or security, even if it occurred off campus. Regardless of where it happened, our staff will assist with counseling or prosecution if the victim wishes. Reporting any sexual assault incident does not mean that the victim must prosecute the crime.

Medical Treatment

It is crucial to seek medical attention after a sexual assault for assessment and treatment of physical injuries. This includes testing for sexually transmitted diseases, pregnancy prevention, and collecting evidence for possible legal action. DNA and forensic evidence should ideally be collected within 72 hours, though it can be done later with reduced quality. Seeking medical care does not require you to pursue criminal charges. If your injuries are critical or life-threatening, call 9-1-1 immediately.

Immediate Emergency Services

A special exam should be conducted as soon as possible after a sexual assault. Even if there are no physical injuries, this special exam, which includes a rape kit, is recommended to maintain all legal options. The exam is performed by an emergency department physician and/or a specially trained nurse. A nurse is also present throughout the procedure, and you are welcome to have a support person with you. Note: Hospital staff will routinely contact the police whenever treatment is provided for injuries that could be the result of a crime. Although the police are contacted and may respond, this does not necessarily mean you must proceed with criminal charges.

Transportation

Campus Health, Safety & Security or Student Success Services can help with transportation to the hospital if necessary. You can reach either at 704-216-3900.

Non-emergency Medical Procedures

Non-emergency medical treatment can be obtained from local providers and urgent care centers listed at the bottom of this policy. The Rowan and Cabarrus County Health Departments are also available for free or reduced fee services.

Counseling, Resources, and Emotional Support for Students

- Counseling and Advising Center 704-216-7222 <https://www.rccc.edu/counseling/>
- Mental Health Services - Rowan 704-637-9301
- Mental Health Services - Cabarrus 704-788-1130
- Family Crisis Council – Rowan 704-636-4718
- Victim Assistance – Cabarrus 704-788-2826

Receiving Assistance

If you have been the target of sexual misconduct, relationship abuse and violence, or stalking, and are seeking immediate assistance, you have several on- and off-campus options.

Options for Immediate Assistance

If you are in an emergency, go to a safe location and call 911.

Students are not required to take any action when reporting sexual misconduct and seeking immediate assistance does not automatically launch a formal complaint or investigation. Please note that different employees on campus have different abilities to maintain a student's confidentiality — to access fully confidential resources, you should contact the Counseling Center. For more information on confidential reporting, see the Confidential and Protected Resources section.

On-Campus Immediate Assistance Options

Campus Health, Safety & Security Main Phone: 704-216-3900. A Campus Safety Coordinator can assist you with personal safety, seeking medical attention, preserving evidence, or filing a police report. The Campus Safety Coordinator can also contact other on- and off-campus resources to assist you.

Student Wellness Center Main Phone: 704-216-7222 The Counseling Center is a confidential resource for students seeking medical assistance or psychological counseling. The staff can assist you in seeking immediate emergency medical care at a local hospital and/or receive an exam from a sexual assault nurse examiner (SANE) at a local hospital. Any student can call the counselor on call to address a psychological

emergency. Calls are fully confidential, as with all counseling services, with exceptions made only in the case of imminent harm or as required by law.

Title IX Coordinator Office Main Phone: 704-216-3750 The Title IX Coordinator office has trained staff who can help you understand your options and resources and can connect you with additional on- and off-campus resources.

Off-Campus Immediate Assistance Options

Salisbury Police Department (North)

- Main Phone 704-638-5333 Emergency: 911 (24 hours).

Rowan County Sheriff's Office (Rowan County)

- Main Phone: 704-216-8700 Emergency: 911 (24 hours).

Cabarrus County Sheriff's Office (Cabarrus County)

- Main Phone: 704-920-3000 Emergency: 911 (24 hours).

Kannapolis Police Department (South, NCRC | ATC, College Station)

- Main Phone: 704-920-4000 Emergency: 911 (24 hours).

Concord Police Department (CBTC)

- Main Phone: 704-920-5000 Emergency: 911 (24 hours).

Community Counseling Resources

Organization	Type/Notes	Phone
Caring for Families	Rowan County Aids Task Force	704-637-8704
Community Care Clinic	Healthcare Clinic	704-636-4523
Daymark Recovery Services	Mental Health & Substance Abuse Services	704-633-3616
Families First NC-Inc	Family	704-630-0481
Family Crisis Council	Domestic Violence	704-636-4718
Piedmont Behavioral Healthcare	Mental Health, Substance Abuse	1-800-939-5911
Rowan Care Connections	Nurse on Call	1-800-335-4921
Rowan County Health Department	Healthcare Services	704-216-8777
Rowan Helping Ministries	Crisis Assistance	704-637-6838
Rowan Regional Medical Center	Medical/Healthcare	704-210-5000
Family Crisis Council		704-636-4718
Crisis Pregnancy Center of Cabarrus County		704-782-2221
Rape Crisis Services Cabarrus County	Safe Alliance	704-721-0110

Counseling Center Concord	Cabarrus Baptist Association	704-786-9205
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Rowan-Cabarrus Title IX – Sexual Harassment Investigation, Resolution, and Sanction Procedure

Rowan-Cabarrus Community College is committed to creating an inclusive, safe, and welcoming learning environment for all members of the College community. In accordance with federal and state laws, as well as College policy, the College prohibits discrimination based on sex in its educational programs and activities.

Title IX Overview

Title IX is a federal law that prohibits discrimination based on sex in any federally funded education program or activity. This includes:

- **Quid Pro Quo Harassment:** When someone in a position of power conditions an educational or employment benefit on participation in unwelcome sexual conduct.
- **Sexual Harassment:** Unwelcome conduct based on sex that is severe, pervasive, and objectively offensive, effectively denying equal access to the College’s educational programs. This includes sexual assault, stalking, dating violence, and domestic violence (collectively referred to as "sexual harassment").

The College’s Title IX Coordinator oversees the handling of sexual harassment complaints and addresses any patterns or systemic issues related to sexual discrimination or harassment.

Definitions

- **Actual Knowledge:** Notice of sexual harassment or allegations received by the Title IX Coordinator or any College official with the authority to take corrective measures. Actual knowledge is not met if the only official aware of the situation is the Respondent.
- **Complainant:** An individual who is alleged to be the victim of conduct that could constitute sexual harassment.
- **Consent:** Explicit approval to engage in sexual activity, demonstrated through clear actions or words. Consent must be freely given by all participants and cannot be implied from silence or previous participation. It is not valid if given under force, manipulation, or if the individual is incapacitated.
- **Dating Violence:** Crimes of violence committed against someone with whom the person has or had a social or romantic relationship.
- **Domestic Violence:** Crimes of violence committed against a current or former spouse, intimate partner, or someone protected under local domestic laws.
- **Education Program or Activity:** Any location, event, or situation where the College has substantial control over both the Respondent(s) and the context of the alleged sexual

harassment, including buildings owned or controlled by student organizations officially recognized by the College.

- **Formal Complaint:** A document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment and requesting an investigation. It initiates a formal grievance process with due process protection.
- **Informal Resolution:** A resolution to a sexual harassment allegation without filing a Formal Complaint, which may include mediation or other forms of alternative dispute resolution. It cannot be used for student allegations against college employees.
- **Respondent:** An individual reported to be the perpetrator of conduct that could constitute sexual harassment.
- **Retaliation:** Intimidation, threats, coercion, or discrimination against anyone for exercising their rights under Title IX or participating in investigations or proceedings.
- **Sexual Assault:** An offense defined by the FBI's Uniform Crime Reporting system, including rape, fondling, incest, or statutory rape.
- **Sexual Harassment:** Includes quid pro quo harassment, unwelcome conduct that is severe, pervasive, and objectively offensive, and any instance of sexual assault, dating violence, domestic violence, or stalking.
- **Stalking:** A course of conduct directed at a specific person that causes a reasonable person to fear for their safety or experience substantial emotional distress.
- **Standard of Evidence:** The College uses a preponderance of evidence standard to determine if a violation occurred. The terms "guilt" and "innocence" are not used. The College will find the Respondent either "responsible" or "not responsible" based on all available evidence.
- **Supportive Measures:** Individualized, non-punitive services provided to ensure equal educational access and protect safety, such as counseling, deadline extensions, schedule adjustments, campus escort services, and other measures.
- **Title IX Coordinator:** The Executive Director for Student Success & College Civility, responsible for overseeing Title IX procedures.

Scope and Applicability

These Procedures apply to the conduct of and protect:

- College students and applicants for admission into the College
- College employees and applicants for employment
- College student organizations
- Third parties participate in a college education program or activity.

These Procedures also apply to conduct that occurs in a College Education Program or Activity located within the United States and of which the College has actual knowledge.

Title IX Reporting

Reporting to Local Law Enforcement

Individuals can report sexual harassment to local law enforcement by dialing 911. They may also pursue the College's grievance process at the same time. A criminal investigation does not relieve the College from conducting its own investigation, though the College's process may be temporarily delayed during evidence gathering. During any delay, the College will provide necessary supportive measures to protect the complainant and the community. Reporting to law enforcement is optional, and the College respects that decision. However, the College may notify law enforcement, if necessary, due to the nature of the allegations.

Report to College Officials

The College's Title IX Coordinator oversees compliance with these Procedures and Title IX regulations. Questions about these Procedures should be directed to the Title IX Coordinator.

Anyone wishing to make a report relating to Sexual Harassment may do so by reporting the concern to the College's Title IX Coordinator in person, by mail, by telephone, by email, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report of alleged sexual harassment.

Title IX Grievance Procedures

Scope

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

Initial College Response and Assessment

Upon receiving a report of sexual harassment, the Title IX Coordinator will:

- Communicate with the reporting individual.
- Implement supportive measures to prevent further harassment, deter retaliation, and ensure due process during the investigation.
- Provide a copy of the policy and procedures to the individual.
- Determine if the alleged conduct falls under the policy and, if so, begin the investigation.

A report may be administratively closed if:

- The allegations do not violate the policy.
- The alleged harassment did not occur within the College's education program or activity, or outside the U.S.

The Title IX Coordinator will notify the parties if the case is closed, explaining the reasons, and directing them to the appropriate office. All parties may appeal this decision.

Informal Resolution

Either party may request an informal resolution to a sexual harassment complaint after a Formal Complaint is filed, or the Title IX Coordinator may offer this option.

The Title IX Coordinator decides if informal resolution is appropriate based on the case details and ensures it complies with the College's responsibility to address sexual harassment. Informal resolution is not available for complaints by students against college employees.

Both parties receive written notice detailing the allegations, the informal resolution process, and possible outcomes. A neutral facilitator will oversee the process.

Participation is voluntary, and both parties must provide written consent. Either party may withdraw at any time before agreeing to a resolution and opt for a formal investigation instead.

The process is finalized when all parties sign a written agreement, waiving their right to a formal hearing. This agreement cannot be revoked or appealed. If the Respondent violates the agreement, a formal investigation will be initiated. If no agreement is reached, the formal investigation will continue.

Investigations

The formal investigation aims to determine if the Respondent violated College policies on sexual harassment and address any violations. The Title IX Coordinator may also investigate related policy breaches.

Both parties receive written notice of the allegations, the process, and their rights. An investigator conducts a prompt, thorough, and fair investigation, allowing both parties to present evidence, ask questions, and provide witnesses.

The investigation follows a "preponderance of evidence" standard and is typically completed within 30 business days, with extensions allowed for valid reasons like case complexity or concurrent criminal investigations.

The process involves interviews and the collection of evidence. Both parties are kept informed about progress and any scheduled interviews, meetings, or hearings. In cases of immediate threat, the College may suspend or place individuals on administrative leave, with the right to challenge this decision.

Parties may have an advisor for support, but advisors cannot interfere and may be removed for disruptions.

Before the report is finalized, both parties have ten days to review and respond to the evidence, with responses limited to ten double-spaced pages. The investigator considers the responses and completes the report, which is shared with both parties at least ten days before the grievance hearing.

Title IX Grievance Hearings

At least ten days after the issuance of an investigation report, Rowan-Cabarrus Community College must hold a live hearing, either in person or virtually, to determine the responsibility of the Respondent. The decision-maker for the hearing must be someone other than the Title IX Coordinator or the investigator(s).

Hearing Rules:

- **Visibility and Audibility:** All parties must be able to see and hear the questioning of all other parties and witnesses.
- **Virtual Hearings:** Any party may request a virtual hearing, and the College will accommodate this request.
- **Witnesses:** All parties have an equal opportunity to present witnesses, including both fact and expert witnesses.
- **Cross-Examination:** Advisors for each party are permitted to cross-examine the parties and witnesses. The parties themselves are prohibited from conducting cross-examinations, which must be handled by their advisors.
- **Relevance Determinations:** The decision-maker is responsible for determining whether questions asked during cross-examination are relevant to the determination of responsibility. If a question is disallowed, the decision-maker must explain the reasoning at the hearing. Parties and advisors cannot challenge these rulings during the hearing.
- **Rape-Shield Protections:** Evidence or questions regarding the Complainant's sexual predisposition or prior sexual history are generally prohibited. Exceptions include situations where such evidence is offered to prove that someone other than the Respondent committed the alleged conduct, or if the evidence concerns prior sexual behavior between the Complainant and Respondent and is offered to prove consent.
- **Absence of Cross Examination:** Statements from individuals who do not submit to cross-examination cannot be considered in the determination of responsibility.
- **Privileged Records:** Records with legally recognized privileges (e.g., medical records) cannot be used unless the individual holding the privilege waives it in writing, prior to the hearing.
- **Advisor Provision:** If a party does not have an advisor, the College will provide one at no cost. The advisor may or may not be an attorney.
- **Rules of Evidence:** Standard legal rules of evidence do not apply in these grievance hearings.
- **Recording of the Hearing:** The College will provide either an audio recording, audiovisual recording, or transcript of the hearing to all parties.

Decision-Maker's Role and Final Determination:

- **Evaluation of Evidence:** The decision-maker evaluates all relevant evidence and issues a written determination of responsibility within ten days of the hearing.
- **Final Written Determination:** The final report will include:
 - A summary of the allegations.
 - A description of the procedural steps taken by the College during the investigation.
 - Findings of fact supporting the determination.
 - Conclusions regarding the application of college policies to the facts.

- A statement of and rationale for the decision on each allegation, including the determination of responsibility.
- Any disciplinary sanctions imposed.
- Whether remedies will be provided to the Complainant to restore equal access to the educational program.
- The College's appeal procedures.

Sanctions:

For Students:

- Verbal or written warning.
- Probation.
- Administrative withdrawal from a course without refund.
- Required counseling.
- No contact directive.
- Suspension.
- Recommendation for expulsion.
- Other appropriate consequences.

For Employees:

- Verbal or written warning.
- Performance improvement plan.
- Required counseling.
- Required training or education.
- Recommendation for demotion.
- Recommendation for suspension with or without pay.
- Recommendation for dismissal.
- Other consequences were deemed appropriate to the specific violation.

Recommendations for Expulsion or Dismissal:

If the decision-maker recommends expulsion for a student or suspension, demotion, or dismissal for an employee, the recommendation will be made to the appropriate College official after the time for appeal has expired. During the appeal period, if expulsion, suspension, demotion, or dismissal is recommended, the Respondent will remain on suspension unless otherwise determined by the decision-maker.

Title IX Appeals

After the decision-maker submits their determination of responsibility to the Complainant and Respondent, all parties are given an equal opportunity to appeal the determination. Appeals may be based only on these grounds:

Procedural irregularity that affected the outcome.

- New evidence that was not reasonably available at the time of the hearing that could affect the outcome; and/or
- The Title IX Coordinator, investigator, or decision-maker had a bias or conflict of interest that affected the outcome.
- Parties must submit any appeal to the President of the College by 5:00 p.m. Eastern Standard Time via email or mail, within ten (10) days of receiving the decision-maker's written determination of responsibility. Appeals may not exceed ten (10) double-spaced pages on 8.5 × 11-inch paper with one-inch margins and 12-point font.

The College notifies all parties when an appeal is filed and provides all parties with a copy of the appeal and a chance to submit a written statement supporting or challenging the outcome. Parties must submit written statements supporting or challenging the outcome to the President of the College by 5:00 p.m. Eastern Standard Time via email or mail, within two (2) days of receiving a copy of an appeal.

The President shall conduct a review of the record, including the appeal(s) received, any written statements supporting or challenging the outcome, the investigation report, the decision-maker's written determination of responsibility, and any accompanying evidence, prior to issuing a written decision to the Complainant and Respondent that describes the result of the appeal and the rationale for the result. The President's written decision is final.

Protection Against Retaliation

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

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

Providing False Information

Any individual who knowingly files a false report or complaint, who knowingly provides false information to college officials, or who intentionally misleads College officials involved in the investigation or resolution of a complaint may be subject to disciplinary action, including but not limited to expulsion or employment termination. The College recognizes that a determination regarding responsibility alone is not sufficient to conclude that a false report or complaint was made.

Limited Immunity

The College community encourages the reporting of misconduct and crimes by Complainants and witnesses. Sometimes, Complainants or witnesses are hesitant to report to college officials or participate in

resolution processes because they fear that they themselves may be accused of various policy violations. It is in the best interest of this College that as many Complainants as possible choose to report to college officials and that witnesses come forward to share what they know. To encourage reporting, the College offers Sexual Harassment Complainants and witnesses amnesty from minor policy violations.

FERPA (Family Educational Rights and Privacy Act)

A student's personally identifiable information found in a student's education records will be shared only with the college, as the employees who need to know to assist with the College's response to sexual harassment.

A student's personally identifiable information found in a student's education records will not be disclosed to third parties unaffiliated with the College unless:

- The student gives consent.
- The College must respond to a lawfully issued subpoena or court order; or
- The College is otherwise required by law to disclose.

Suspending Procedures

In cases of emergency or serious misconduct, the College reserves the right to suspend this process and may enact appropriate action for the welfare and safety of the College community.

Title IX Student and Employee Education and Annual Training

The Title IX Coordinator, investigators, decision-makers, and those involved in any informal resolution process shall receive annual training on topics including:

- The definition of sexual harassment for Title IX purposes.
- The scope of the College's education programs and activities under Title IX.
- How to investigate grievance process, including hearings, appeals, and informal resolution processes.
- How to serve impartially, including avoiding prejudgment of facts at issue, conflicts of interest, and bias.
- Technology to be used at live hearings.
- Issues of relevance of questions and evidence, including rape-shield limitations; and
- Issues of relevance to creating an investigative report that fairly summarizes relevant evidence.

Training materials are posted on the College's website.

All new students and all employees shall be required to participate in a primary prevention and awareness program that promotes awareness of sexual harassment. This program will be held annually at the beginning of each fall semester.

At this annual training course, students and employees must receive training in the following areas:

- Information about safe and positive options for bystander intervention skills.
- What “consent” means with reference to sexual activities.
- Risk reduction programs so students recognize and can avoid abusive behaviors or potential attacks.
- How and to whom to report an incident regarding discrimination, harassment, and sex-based violence.
- The importance of preserving physical evidence in a sex-based violent crime; and
- Options about the involvement of law enforcement and campus authorities, including the alleged victim’s option to:
 - notify law enforcement.
 - be assisted by campus authorities in notifying law enforcement.
 - decline to notify law enforcement; and obtain “no-contact” or restraining orders.

Each year, all students and employees will receive an electronic copy of these Procedures sent to their college email address of record. These Procedures will be maintained online on the College’s website, and a hard copy will be kept on file (in English and Spanish) in the Title IX Coordinator’s office. Other translations will be made available on request.

[Title IX Recordkeeping](#)

The College maintains all records of Title IX proceedings and all materials used to train Title IX personnel for seven years.

Consultation, Assessment, Resources & Education (CARE) Team

The Consultation, Assessment, Resources & Education (CARE) team works through a universal process that is designed to identify situations of concern, investigate, gather information, assess, and manage the concern. The CARE team utilizes a multidisciplinary approach to address all threats/concerns. The goal of the CARE Team is to increase awareness of concerns, maximize resources to address the concerns, and monitor outcomes while enhancing communication and collaboration campus wide. The team utilizes the National Behavioral Intervention Team Association (NaBITA) K-12 Rubric to classify threats, collecting a holistic view of the situation. The team collects confidential consultations from faculty and staff. The team's primary focus is preventive rather than punitive, with the main goal of assisting students to succeed on campus.

Crime Prevention Programs

Rowan-Cabarrus Community College conducts crime prevention programs throughout the year to educate students, faculty, and staff about preventive measures and available services. These programs, offered by various departments, aim to deter crime-related incidents.

For schedules and details, please contact the relevant departments directly:

- **Human Resources Department** Phone: 704-216-7292 Email: claudine.robinson@rccc.edu
- **Campus Health, Safety & Security** Phone: 704-216-7230 Email: jeff.insley@rccc.edu
- **Counseling Support Services** Phone: 704-216-7222 Email: [Email address needed]

Program Descriptions

Surviving an Active Shooter Event — This course intends to prepare personnel for "active shooter" situations by providing information on how they occur and how they may be more effectively prevented. The course will review facts and history, prevention strategies, preparedness, and what to do in the event of an "active shooter" incident. This course is offered annually for all employees through the Department of Health, Safety, & Security.

Sexual Harassment: Staff to Staff — This course provides staff members with a basic understanding of staff-to-staff sexual harassment, as well as strategies to maintain a harassment-free environment in the workplace. Topics covered include defining sexual harassment and sexual harassment in the workplace. The content in this course was designed with care and sensitivity; however, some may find certain topics personally upsetting, especially for survivors of sexual abuse or assault. This course is mandatory and offered annually for all employees through SharePoint.

C.S.A (Campus Security Authorities) Training – Identified Campus Security Authorities are provided training annually through online Professional Development about CSA definitions and responsibilities. The training is updated regularly. Campus Health, Safety & Security maintains a list of CSAs and identifies new CSAs each term.

Safety Escorts – Campus Safety Coordinators or off-duty Security officers provide safety escorts to all faculty, staff, and students.

Here are some specific examples of annual programs currently offered by the College. This list is not all-inclusive:

- **Online Education** – There are numerous online courses available for faculty and staff to learn effective ways to prevent and report sexual assault on campus, as well as other topics. Employees receive online education through NeoEd.
- **Orientation Programming** – Incoming faculty, staff, & students participate in a series of information sessions about the Clery Act and Title IX. This is in addition to Campus Health, Safety, & Security's crime prevention presentations, which are offered at the request of Rowan Cabarrus students and

employees. Participants are encouraged to be responsible for their own safety and the safety of others.

Prompt Reporting of Emergencies and Suspicious Activity

Employees, students, and visitors are encouraged to report emergencies and suspicious activity immediately.

- **For emergencies:** Contact Campus Safety Coordinators at extension 3900 or 704-216-3900.
- **For non-emergency service requests:** Call extension 3900 from any campus phone or 704-216-3900 from a cell phone or outside the College phone system.

Campus Safety Coordinators and security officers are here to serve and protect faculty, staff, students, and visitors. Report any suspicious persons or activity to Campus Safety Coordinators and/or Campus Security Authorities (CSAs).

Clery Definitions

The Clery Act divides reportable crimes into four categories: (1) Criminal Offenses, (2) Hate Crimes, (3) Violence Against Women Act Offenses, and (4) Arrest and Referrals for Disciplinary Action. The following definitions and statistics are reported in accordance with those guidelines. The definitions are provided by the Federal Bureau of Investigation's (FBI) Uniform Crime Reporting (UCR) Program.

Criminal Homicide

Murder/Non-Negligent Manslaughter: The willing (non-negligent) killing of one human by another. NOTE: deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths, and justifiable homicides are excluded.

Manslaughter by Negligence: The killing of another person through gross negligence.

Sexual Assault (Sex Offenses) Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. Include attempted Sexual Assaults, but do not include in your Clery Act statistics any Sexual Assaults other than the four types of Sexual Assaults described in this chapter.

- **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 the victim.
- **Fondling** is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest** is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law. Count one offense per victim.

- **Statutory Rape** is sexual intercourse with a person who is under the statutory age of consent. Count one offense per victim.

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

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

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

Motor Vehicle Thief: The theft or attempted theft of a motor vehicle. **Arson:** Any willful or malicious burning or attempt to burn, with or without the intent to defraud, a dwelling house, public building, motor vehicle, or aircraft, personal property of another, etc.

Hate Crimes

The Clery Act defines a Hate Crime as a criminal offense (which includes the Clery Act crimes and larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property) that manifests evidence that the victim was intentionally selected because of the perpetrator's bias (race, ethnicity, national origin, gender, gender identity, sexual orientation, religion, and/or disability) against the victim.

Additional Hate Crimes definitions:

Larceny-Theft is unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

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

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

Destruction/Damage/Vandalism of Property is to destroy willfully or maliciously, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Bias Categories definitions:

Race is a preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair, facial features, etc.) genetically transmitted by descent

and heredity which distinguishes them as a distinct division of humankind (e.g., Asians, blacks or African Americans, whites, etc.)

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

Sexual Orientation is a preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Gender is a preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender (e.g., male or female).

Gender Identity is a preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity (e.g., bias against transgender or gender non-conforming individuals). Gender non-conforming describes a person who does not conform to the gender-based expectations of society (e.g., a woman dressed in traditionally male clothing or a man wearing makeup). A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person, but may be perceived as such.

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

National Origin is a preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people who have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or are married to or associated with people of a certain national origin.

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

[Violence Against Women Act Offenses](#)

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of:

- The length of the relationship.
- The type of relationship.

- The frequency of interaction between the people involved in the relationship.
- For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

Domestic Violence: A felony or misdemeanor crime of 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 cohabiting 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 in which the crime of violence occurred; 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 in which the crime of violence occurred.
- Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear 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, 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 victim.
 - Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Arrest and Disciplinary Referrals Definitions

An arrest for Clery Act purposes is defined as a person processed by arrest, citation, or summons. A disciplinary referral is the referral of any person to any campus official who initiates a disciplinary action of which a record is kept, and which may result in the imposition of a sanction.

Weapons Law Violations

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

Drug Abuse Violations

The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation,

manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics- manufactured narcotics which can cause true addiction (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations

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

Hierarchy Rule

The FBI's Hierarchy Rule must be used when counting multiple offenses. Under this rule, when more than one criminal offense was committed during a single incident, we must only count the most serious offense. A single incident means that the offenses were committed at the same time and place. Beginning with the most serious offense, the hierarchy for reporting Clery offenses is: Murder and Non-negligent Manslaughter, Manslaughter by Negligence, Sexual Assault, Robbery, Aggravated Assault, Burglary, and Motor Vehicle Theft. The crimes of Arson, Domestic Violence, Dating Violence, Stalking, and Hate Crimes are not governed by the hierarchy rule; thus, statistics for these incidents are reported in these categories in addition to any other crime category covered under the hierarchy rule if applicable. If a Sexual Assault occurs in the same incident as a murder, the incident must record both the sex offense and the murder in its statistics. The crime statistics also reflect no hierarchy rule for drug, liquor, and weapon law violations, where the College chooses the most severe infraction to count. For example, if a person was arrested for both a drug and liquor violation, a drug statistic would be counted and not the alcohol violation, considering the College deems a drug law violation to be the most severe infraction.

Unfounded Crimes

The standard for a reported crime to be "unfounded" is very high. Crimes may only be classified as unfounded only after a full investigation by sworn or commissioned law enforcement personnel. A crime is considered unfounded for Clery Act purposes only if sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless. The report will not be deleted from the daily crime log. In the disclosure of annual crime statistics as part of this report, the number of unfounded crimes is listed below the crime statistics table.

Excluded Crimes

There are some crimes that are not included in the institution's Clery Act statistics and others that are excluded under certain circumstances. They are:

- Non-Clery Act crimes, those that do not meet the Clery definitions; and
- Crimes not committed in geographic locations specified by the Clery Act.

Clery Geography

It is important to note that the crime statistics below are for reported crimes that occurred within a specific set of geography defined by the Clery Act. The crime statistics include all persons and incidents that occurred within this geography, regardless of their affiliation with the College. This means that not all reported crimes involved a student or employee. Clery geography is defined by a unique set of definitions as defined by the Clery Act. It is important to note that Rowan-Cabarrus does not operate residence halls nor maintain lists of available or approved housing. Students are responsible for their own housing arrangements. Rowan-Cabarrus does not have property owned or controlled by student organizations.

On-Campus Buildings or Property

- Any building or property owned or controlled by the college within the same reasonably contiguous geographic area and used by the college in direct support of, or in a manner related to, the college's educational purposes; and
- Any building or property owned or controlled by a college that has an organized program of study and at least one person assigned in an administrative capacity.

Public Property

- All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Non-Campus Buildings or Property

- Any building or property owned or controlled by the college that is used in direct support of, or in relation to, the college's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the college. These are locations associated with the college's campuses (as defined by Clery).
- Non-campus locations do not have a public property reporting requirement.

Sex Offender Registry

In compliance with section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921), Rowan Cabarrus provides its community with information about sex offenders.

Upon release from prison, individuals convicted of sex crimes may be required by law to register with law enforcement agencies (some of these laws are referred to as "Megan's Laws"). If registered sex offenders are enrolled at or employed at a postsecondary institution, the offenders also must provide this information to the state. The state then provides the information to campus safety & security departments or to other law enforcement authorities in the jurisdiction where the institution is located. The North Carolina Bureau of Investigation maintains a website where registered sex offenders are listed. The web address is NC SBI Sex Offender Registry, <https://sexoffender.ncsbi.gov/>

Daily Crime Log

The Health and Safety Support Specialist is responsible for maintaining the Daily Crime Logs for all Rowan-Cabarrus campuses. The Department of Campus Health, Safety & Security will provide access to the Daily

Crime Log upon request. The log is available for public inspection, free of charge, during normal business hours and includes data from the past nine months. Anyone, regardless of affiliation with the institution, may request access to the log. For entries older than nine months, requests will be fulfilled within four business days. The Crime Log is accessible to the campus community through the Department of Campus Health, Safety & Security website. To request a printed copy, please contact Trina Miller, Health and Safety Support Specialist, at 704-216-3596 or via email at trina.miller@rccc.edu.

Campus Crime Statistics for Rowan Cabarrus Community College – North Campus

(Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act)

Criminal Offenses or Primary Crimes	Calendar Year	On Campus	Non-Campus	Public Property	TOTAL
Murder & Non-Negligent Manslaughter	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Manslaughter by Negligence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Rape	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Fondling	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Incest	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Statutory Rape	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Robbery	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Aggravated Assault	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Burglary	2022	1	0	0	1
	2023	0	0	0	0
	2024	1	0	0	1
Motor Vehicle Theft	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Arson	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

VAWA Offenses; and Arrests and Referrals for Disciplinary Action for Weapons, Drug Abuse and Liquor Law Violations	Calendar Year	On Campus	Non-Campus	Public Property	TOTAL
Domestic Violence	2022	0	0	0	0
	2023	1	0	0	1
	2024	0	0	0	0
Dating Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Stalking	2022	0	0	0	0
	2023	0	0	0	0
	2024	1	0	0	1
Liquor Law Violation Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Violation Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Law Violation Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Drug Law Violations Referred for Disciplinary Action	2022	0	0	0	0
	2023	0	0	0	0
	2024	1	0	0	1
Weapons Law Violation Referred for Disciplinary Action	2022	1	0	0	1
	2023	0	0	0	0
	2024	0	0	0	0

Hate Crime Statistics	
2022	There were no reported hate crimes on this campus in 2022.
2023	An incident of harassment occurred on campus, characterized by race. An incident of vandalism occurred on campus, characterized by sexual orientation
2024	There were no reported hate crimes on this campus in 2024.

Campus Crime Statistics for Rowan Cabarrus Community College – South Campus

(Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act)

Criminal Offenses or Primary Crimes	Calendar Year	On Campus	Non-Campus	Public Property	TOTAL
Murder & Non-Negligent Manslaughter	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Manslaughter by Negligence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Rape	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Fondling	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Incest	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Statutory Rape	2022	0	0	0	0
	2023	0	0	0	0

	2024	0	0	0	0
Robbery	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Aggravated Assault	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Burglary	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Arson	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

VAWA Offenses; and Arrests and Referrals for Disciplinary Action for Weapons, Drug Abuse and Liquor Law Violations	Calendar Year	On Campus	Non-Campus	Public Property	TOTAL
Domestic Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Dating Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Stalking	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Liquor Law Violation Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Violation Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Law Violation Arrests	2022	0	0	0	0
	2023	0	0	0	0

	2024	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Law Violation Referred for Disciplinary Action	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Hate Crime Statistics	
2022	There were no reported hate crimes on this campus in 2022.
2023	There were no reported hate crimes on this campus in 2023.
2024	An incident of vandalism occurred on campus, characterized by race.

Campus Crime Statistics for Rowan Cabarrus Community College – College Station

(Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act)

Criminal Offenses or Primary Crimes	Calendar Year	On Campus	Non-Campus	Public Property	TOTAL
Murder & Non-Negligent Manslaughter	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Manslaughter by Negligence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Rape	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Fondling	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Incest	2022	0	0	0	0
	2023	0	0	0	0

	2024	0	0	0	0
Statutory Rape	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Robbery	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Aggravated Assault	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Burglary	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Arson	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

VAWA Offenses; and Arrests and Referrals for Disciplinary Action for Weapons, Drug Abuse and Liquor Law Violations	Calendar Year	On Campus	Non-Campus	Public Property	TOTAL
Domestic Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Dating Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Stalking	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Liquor Law Violation Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Violation Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Weapons Law Violation Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Law Violation Referred for Disciplinary Action	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Hate Crime Statistics	
2022	There were no reported hate crimes on this campus in 2022.
2023	There were no reported hate crimes on this campus in 2023.
2024	There were no reported hate crimes on this campus in 2024.

Campus Crime Statistics for Rowan Cabarrus Community College – Cabarrus Business & Technology Center

(Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act)

Criminal Offenses or Primary Crimes	Calendar Year	On Campus	Non-Campus	Public Property	TOTAL
Murder & Non-Negligent Manslaughter	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Manslaughter by Negligence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Rape	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Fondling	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Incest	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Statutory Rape	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Robbery	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Aggravated Assault	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Burglary	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Arson	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

VAWA Offenses; and Arrests and Referrals for Disciplinary Action for Weapons, Drug Abuse and Liquor Law Violations	Calendar Year	On Campus	Non-Campus	Public Property	TOTAL
Domestic Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Dating Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Stalking	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Liquor Law Violation Arrests	2022	0	0	0	0

	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Violation Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Law Violation Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Law Violation Referred for Disciplinary Action	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Hate Crime Statistics	
2022	An incident of vandalism occurred on campus, characterized by race
2023	There were no reported hate crimes on this campus in 2023.
2024	There were no reported hate crimes on this campus in 2024.

Campus Crime Statistics for Rowan Cabarrus Community College – North Carolina Research Campus & Dr. Carol Spalding Advanced Technology Center

(Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act)

Criminal Offenses or Primary Crimes	Calendar Year	On Campus	Non-Campus	Public Property	TOTAL
Murder & Non-Negligent Manslaughter	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Manslaughter by Negligence	2022	0	0	0	0

	2023	0	0	0	0
	2024	0	0	0	0
Rape	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Fondling	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Incest	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Statutory Rape	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Robbery	2022	0	0	0	0
	2023	1	0	0	1
	2024	0	0	0	0
Aggravated Assault	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Burglary	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Arson	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

VAWA Offenses; and Arrests and Referrals for Disciplinary Action for Weapons, Drug Abuse and Liquor Las Violations	Calendar Year	On Campus	Non-Campus	Public Property	TOTAL
Domestic Violence	2022	0	0	0	0
	2023	1	0	0	1
	2024	0	0	0	0
Dating Violence	2022	0	0	0	0
	2023	0	0	0	0

	2024	0	0	0	0
Stalking	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Liquor Law Violation Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Violation Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Law Violation Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Law Violation Referred for Disciplinary Action	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Hate Crime Statistics	
2022	There were no reported hate crimes on this campus in 2022.
2023	There were no reported hate crimes on this campus in 2023.
2024	There were no reported hate crimes on this campus in 2024.