



BCCCC
BEAUFORT COUNTY
COMMUNITY COLLEGE

2023 Annual Safety Report



Message from The President

Beaufort County Community College's top priority is to provide a safe, secure and conducive learning environment for all citizens who enroll with us. This report exemplifies the outstanding work of the College's Police Department, as well as the vigilance of our students, faculty and staff in ensuring the safest campus possible. You can feel safe at BCCC and take comfort in the fact that "You Belong Here"



Best Wishes,
David R. Loope, Ed. D.
President



Message from The Chief of Police

Our goal at Beaufort County Community College Police Department is to create a welcoming and safe environment for all of our students, faculty, staff and visitors. I personally want everyone to feel welcome to call us in their time of need should it be for assistance or even just directions. Please come and enjoy our campus here at Beaufort County Community College and know we are here if you need us. "You Belong Here!"

Chief William H. Chrismon

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Who We Are

Beaufort County Community College began with the operation of a practical nursing program in 1949, under the direction of the State Vocational and Adult Education Department. From 1962 to 1968, the College operated as extension units of Pitt and Lenoir Community Colleges.

In December 1967, the College was officially chartered as Beaufort County Technical Institute. The vocational and technical programs of the College were complemented by a college parallel program which opened in 1968 in conjunction with East Carolina University. In 1979, community college status was granted, and since then, Beaufort County Community College has functioned as a comprehensive community college offering continuing education and awarding associate degrees, diplomas, and certificates.

BCCC Vision

Beaufort County Community College will be an innovative, national leader among rural community colleges in the promotion of postsecondary education linked to social and economic mobility for the residents of its service region.

Mission Statement

Beaufort County Community College is a public, comprehensive community college that provides open-door access to university transfer, workforce development, and life-long learning programs for the people of Beaufort, Hyde, Tyrrell, and Washington Counties.

Beaufort County Community College Police Department

The BCCC Police Department (BCCC PD) protects and serves the college by providing professional law enforcement services and actively promoting community involvement through progressive community policing strategies and a commitment to education. The BCCC Police Department is a fully sanctioned law enforcement agency with the State of North Carolina and officers have full powers of arrest.

BCCC PD is responsible for providing police and security services for all property owned, leased, or controlled by Beaufort County Community College. BCCC Police Officers patrol the areas by foot, bicycle, and vehicle patrols during normal business hours and during special events on an as needed basis. They enforce federal and state statutes as well as BCCC regulations.

Police Officers participate in routine training in areas of criminal law, civil law, public relations, race relations, interpersonal communication, crisis intervention, critical incident response, and all facets of protection of persons and property as outlined by the State of North Carolina and other specialized training opportunities. Training is provided through BCCC as well as other training facilities throughout the state to ensure officers receive the best training possible.

The BCCC Police Department maintains a close working relationship with the Beaufort County Sheriff's Office as well as other local law enforcement agencies; however, there is no written Memorandum of Understanding between BCCC PD and any other agency.

Campus Security and Access

Beaufort County Community College is located four miles east of Washington, North Carolina, a city of approximately 10,000 people. Washington is situated on the largest estuarine system in the United States. The “Original” Washington is easily located by traveling either US Highway 17 or US Highway 264.

On the campus you will find the college’s administrative offices, classrooms, library, bookstore, and school cafeteria. The academic and administrative buildings are open to the public during normal business hours. Most academic buildings are also open during evening hours to accommodate night classes. BCCC’s holiday operating schedule can be found at our [website](#).

Beaufort County Community College is an open campus and as such, there is no access control to the grounds. Access to buildings, shelters & other structures is controlled by a combination of mechanical & electronic locks, electronic proximity readers and on-request unlocking devices. Each building employs sensor alarm systems for intrusion and fire. There are nearly one hundred video surveillance cameras placed about the campus.

BCCC PD officers patrol the buildings, parking areas and grounds of the college on foot and mobility devices on a regular basis.

Security Maintenance

Facilities and landscaping are maintained in accordance with Crime Prevention Through Environmental Design (CPTED) principles in a manner that minimizes the likelihood of criminal activity. All members of the college community are tasked with the duty to promptly report hazards or concerns to the Health and Safety Coordinator, a Police Officer or directly to Campus Operations.

Firearms and Weapons on Campus

The possession or use of a weapon on property that is owned or controlled by BCCC is incompatible with the academic mission and programs of the College. In addition, any threat to commit bodily harm, either by the use of a weapon or physical force, is also inappropriate in an academic community. All College constituents, including students, faculty, staff, and visitors, should respect the institutional mission and help to ensure a safe and secure environment, which is conducive to learning, is present at all times. Therefore, each constituent should respect and obey the following rules and regulations pertaining to weapons on college property.

The policy does not apply to an individual's legal right to possess or own a weapon off campus. Any member of the college community who violates [North Carolina General Statute 14-269.2](#) pertaining to weapons on campus is subject both to prosecution and punishment in accordance with state criminal law and criminal procedure and to disciplinary proceedings from the college.

NC law G.S. 14-269.2 covers weapons on campus and makes it:

- Class I felony for any person knowingly to possess or carry, whether openly or concealed, any gun, rifle, pistol, or other firearm of any kind on educational property or to a curricular or extracurricular activity sponsored by a school. Unless the conduct is covered under some other provision of law providing greater punishment, any person who willfully discharges a firearm of any kind on educational property is guilty of a Class F felony. However, this subsection does not apply to a BB gun, stun gun, air rifle, or air pistol.
- Class G felony for any person to possess or carry, whether openly or concealed, any dynamite cartridge, bomb, grenade, mine, or powerful explosive as defined in G.S. 14-284.1, on educational property or to a curricular or extracurricular activity sponsored by a school. This subsection shall not apply to fireworks.
- Class I felony for any person to cause, encourage, or aid a minor who is less than 18 years old to possess or carry, whether openly or concealed, any gun, rifle, pistol, or other firearm of any kind on educational property. However, this subsection does not apply to a BB gun, stun gun, air rifle, or air pistol.
- Class 1 misdemeanor for any person to possess or carry, whether openly or concealed, any BB gun, stun gun, air rifle, air pistol, bowie knife, dirk, dagger, slung shot, leaded cane, switchblade knife, blackjack, metallic knuckles, razors and razor blades (except solely for personal shaving), firework, or any sharp-pointed or edged instrument except instructional supplies, unaltered nail files and clips and tools used solely for preparation of food, instruction, and maintenance, on educational property.

- Class 1 misdemeanor for any person to cause, encourage, or aid a minor who is less than 18 years old to possess or carry, whether openly or concealed, any BB gun, stun gun, air rifle, air pistol, bowie knife, dirk, dagger, slungshot, leaded cane, switchblade knife, blackjack, metallic knuckles, razors and razor blades (except solely for personal shaving), firework, or any sharp-pointed or edged instrument except instructional supplies, G.S. 14-269.2 Page 2 unaltered nail files and clips and tools used solely for preparation of food, instruction, and maintenance, on educational property.

This section shall not apply to any of the following:

- A weapon used solely for educational or school-sanctioned ceremonial purposes, or used in a school-approved program conducted under the supervision of an adult whose supervision has been approved by the school authority.
- Firefighters, emergency service personnel, North Carolina Forest Service personnel, detention officers employed by and authorized by the sheriff to carry firearms, and any private police employed by a school, when acting in the discharge of their official duties.
- A person registered under Chapter 74C of the General Statutes as an armed armored car service guard or an armed courier service guard when acting in the discharge of the guard's duties and with the permission of the college or university.
- A person registered under Chapter 74C of the General Statutes as an armed security guard while on the premises of a hospital or health care facility located on educational property when acting in the discharge of the guard's duties with the permission of the college or university.
- A volunteer school safety resource officer providing security at a school pursuant to an agreement as provided in G.S. 115C-47(61) and either G.S. 162-26 or G.S. 160A-288.4, provided that the volunteer school safety resource officer is acting in the discharge of the person's official duties and is on the educational property of the school that the officer was assigned to by the head of the appropriate local law enforcement agency.

No person shall be guilty of a criminal violation of this section with regard to the possession or carrying of a weapon so long as both of the following apply:

- The person comes into possession of a weapon by taking or receiving the weapon from another person or by finding the weapon.
- The person delivers the weapon, directly or indirectly, as soon as practical to law enforcement authorities.

Alcohol and Drugs on Campus

Drug and Alcohol Abuse Policy 6.02

Beaufort County Community College (BCCC) is committed to providing its employees and students with a safe and healthy environment. Beaufort County Community College also recognizes the use of alcohol and illegal use of controlled substances on campus grounds is detrimental to the health and safety of students, staff, faculty, and visitors. In compliance with federal requirements of the [Drug-Free Schools and Communities Act \(DFSCA\) of 1989](#) and the [Drug-Free Workplace Act of 1988 \(41 U.S.C.A. § 8103\)](#) to have a drug and alcohol abuse prevention program, the College developed a drug and alcohol program for employees and students. Beaufort County Community College also recognizes that it has the legal authority to establish policies addressing drug and alcohol use pursuant to 1C SBCCC 200.94.

1. 1. Drug-Free Workplace Act of 1988 (41 U.S.C.A. § 8103): The purpose of this Act is to require all federal grantees to agree that they will provide drug-free workplaces as a precondition of receiving a contract or grant from a federal agency. BCCC receives federal funding and must comply with this Act.

https://www.samhsa.gov/sites/default/files/programs_campaigns/division_workplace_programs/drug-free-workplace-act-1988.pdf

2. Drug-Free Schools and Communities Act Amendments of 1989: The purpose of this act is to require institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs for faculty, staff, and students. BCCC is an institution of higher education and must comply with this Act.

<https://www.congress.gov/bill/101st-congress/house-bill/3614>

Therefore, Beaufort County Community College has set campus policies with the intent to accomplish the following:

1. prevent substance abuse through a strong educational effort;
2. encourage and facilitate the use of counseling services and rehabilitation programs by those members of the academic community who require their assistance in stopping substance abuse; and
3. discipline appropriately those members of the academic community who engage in illegal drug or alcohol related behaviors

Prohibitions

Illegal use or possession of controlled substances is prohibited by students, employees, and visitors:

1. on all campus properties or grounds including buildings, facilities and vehicles owned by or representing Beaufort County Community College;
2. at College-sponsored, conferences, meetings, activities, cultural events, trips or activities representing the College.
3. Use of alcohol is prohibited by employees, and visitors except as outlined in the provisions of the Facility Use Policy:

4. on all campus properties or grounds including buildings, facilities and vehicles owned by or representing Beaufort County Community College;
5. Use of alcohol is prohibited by students:
6. on all campus properties or grounds including buildings, facilities and vehicles owned by or representing Beaufort County Community College;
7. at College-sponsored conferences, meetings, activities, cultural events, or trips.

The College will adopt and implement a drug and alcohol prevention program that, at a minimum, includes an annual distribution to each student and employee of the campus that clearly discusses the following:

1. The standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illegal drugs and alcohol by students and employees on the institution's property or as part of any of the institution's activities.
2. A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illegal drugs and alcohol.
3. A description of the health-risks associated with the use of illegal drugs and the abuse of alcohol.
4. A description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and
5. A clear statement that the institution will impose sanctions on students and employees (consistent with local, State, Federal law), and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct required by (1) above.

The College will perform a biennial review of the institution's drug and alcohol abuse program at each campus that:

1. Determines the program's effectiveness and any needed changes,
2. Determines the number of drug and alcohol related violations and fatalities,
3. Identifies the number and type of sanctions imposed, and
4. Ensures that the sanctions are consistently enforced.

Data and methods used to support conclusions contained in review must be maintained and available upon request.

The Connecting Area Resources to Everyone (CARE) Team is responsible for the development and implementation of the Drug and Alcohol Program. The CARE team is a supportive service available to all students enrolled at the college who may need resources and intervention in order to successfully complete their academic goals. As such, the team will strongly encourage members of the campus community to report any students who have demonstrated suspicious behaviors that indicate a student may be struggling with, alcohol and/or drug use. The CARE team will review and assess the

information and provide students with the necessary support, referrals, and treatment options as appropriate.

Educational Efforts to Prevent Substance Abuse

In keeping with its primary mission of education, BCCC will conduct an educational program aimed at preventing substance abuse and illegal drug or alcohol use.

Educational efforts shall be directed toward all staff, faculty, and students and will include:

1. information about the incompatibility of the use or sale of illegal substances with the goals of BCCC;
2. the health hazards associated with illegal drug or alcohol use;
3. the incompatibility of substance abuse with the maximum achievement of educational, career, and other personal goals;
4. the medical implications and health risks associated with illegal drug use and substance abuse; and
5. the potential legal consequences of involvement with illegal drugs or alcohol.

Drug and Alcohol Programs for Students and Employees

BCCC encourages employees and students to seek help overcoming drug or alcohol abuse. Early recognition and treatment are important for successful rehabilitation. Students may contact the Counseling Department for assistance regarding counseling and treatment referral services. Employees may contact the Human Resources Office for assistance and referral services.

Programs for Students on Campus

1. BCCC will display information and resource guides regarding drug and alcohol referrals and resources in on the campus monitors.
2. The Counseling Department will provide literature for students with informational brochures from area non-profits and other centers. Information will include resources for alcohol and substance abuse.
3. Instructors will teach a segment of ACA 111 and ACA 122 on the importance of a drug free campus and the health risks associated with abuse of drugs and alcohol.
4. All students will receive the following information each semester via email:
5. The College's philosophy on providing an environment free of drug and alcohol abuse
6. Educational efforts to prevent drug and alcohol abuse
7. Counseling and rehabilitation services for drug and alcohol abuse
8. The College's policies and procedures on drug and alcohol abuse and possible disciplinary consequences
9. Common types of drugs in society

10. Information is available through the counseling staff in Student Services for community services to which students may be referred for assistance with drug and alcohol addictions.

Programs for Employees

1. Assistance with drug and alcohol abuse and prevention for College employees will be handled through the Human Resources Department and the Employee Assistance Program.
2. Annual notification will be distributed to all current employees via BCCC employee email accounts. Distribution will occur in August of each year. In addition, new employees will be provided with a copy of the program during or immediately following their new employee orientation.
3. Annual mandatory training will be provided for all full-time, part-time regular and adjunct curriculum instructors on a Drug Free Workplace. The training will cover the effects of substance abuse, signs of substance abuse and a description of the health risks and symptoms of commonly abused drugs.

Counseling and Rehabilitation Services to Prevent Substance Abuse

Those faculty, staff, or students who seek assistance with a substance abuse related problem shall be provided with information about drug counseling and rehabilitation services available through BCCC and community organizations. Those who voluntarily avail themselves of College services shall be assured that applicable professional standards of confidentiality will be observed.

1. Student Alcohol and Drug Treatment. For students who may experience an alcohol or substance abuse problem while enrolled at the College, a substance abuse counseling program is available. Students may call the Student Services Counseling Office at (252) 940-6252 for services and referrals.
2. Employee Alcohol and Drug Treatment. For employees who may experience an alcohol or substance abuse problem while employed at the College, the College's Employee Assistance Program (EAP) is available. Employees may call the Department of Human Resources at (252) 940-6204 for more information regarding the EAP.

Resources for Students and Employees

Misuse of drugs and alcohol often come with legal, personal, and academic consequences. BCCC will encourage students and employees to utilize treatment services and referral resources to address alcohol and drug use. If a student or employee has questions, needs counseling, treatment or rehabilitation programs, the College provides the following support services:

Resources for Students

Student alcohol and drug abuse referrals will be sent to the Director of Counseling for an initial assessment. Access to appropriate mental health/substance abuse resources will be shared with the student. Assistance in with contacting Mobile Crisis or other providers, to discuss further clinical evaluations and interventions, will be provided to students who choose this option. College staff will follow up with students to provide

ongoing support as needed.

The BCCC Counseling Resources page, provides a Resource Directory that includes information on substance abuse/prevention.

Resources for Employees

BCCC will encourage the identification and treatment of alcohol and chemical dependency in its preliminary stages before work is affected. The College has retained the services of an Employee Assistance Program (EAP) to assist employees who request help with substance abuse.

Employees afflicted by substance dependence may be eligible for leave under the Family and Medical Leave Act and should consult with the Human Resources Department for more information regarding these benefits.

Local Resources

When appropriate, students and employees are referred to off-campus treatment providers, which include the following:

- | | |
|---|----------------|
| 1. NC Drug Abuse Hotline | 1-800-688-4232 |
| 2. Treatment Referral Routing Services (4357) | 1-800-662-HELP |
| 3. Mobile Crisis | 1-866-437-1821 |
| 4. Walter B. Jones Alcohol & Substance Abuse Treatment | 252-830-3426 |
| 5. Alcoholism/Drug Abuse Alcoholics Anonymous (AA) | 252-947-5317 |
| 6. Port Human Services DETOX Facility-Based Crisis Services | 252-413-1637 |
| 7. The Family Wellness Center 1035 C Director Court
Greenville, North Carolina 27858 | 252-215-9011 |

National Resources

1. National Alcohol and Drug Abuse Help Line 1-800-821-4357
2. Alcohol Abuse 24 Hour Hotline 1-800-950-7226
3. [Department of Drug Enforcement: Drug Fact Sheets](#)
4. [Narcotics Anonymous](#)
5. [National Institute on Alcohol Abuse and Alcoholism](#)
6. [National Institute on Drug Abuse \(NIDA\)](#)
7. [NIDA's Principles of Drug Addiction Treatment](#)

Drug and Alcohol Health Risk Outlined below is a listing of drugs of abuse and their health risks taken from the U.S. Drug Enforcement Administration website. A complete resource guide provided by the U.S. Department of Justice, Drug Enforcement Administration can be obtained by following this link.

Alcohol

Alcohol (beer, wine, or liquor) has a high potential for physical and psychological dependence and increased tolerance. Possible effects include impaired memory,

slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in vomiting, respiratory depression, loss of consciousness, and possible death. Withdrawal may include trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions. Females who drink alcohol during pregnancy may give birth to infants with Fetal Alcohol Syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics. Alcohol use is often related to acquaintance rape and failure to protect oneself from sexually transmitted diseases (STDs). Additionally, alcohol-related accidents are the number one cause of death in the 16- to 24-year-old age group.

Narcotics

Narcotics (including heroin, morphine, hydrocodone, oxycodone, codeine, and others) have a high potential for physical and psychological dependence and increased tolerance. The possible effects of using narcotics include euphoria, drowsiness, respiratory depression, constricted pupils, and nausea. Overdose may result in shallow breathing, clammy skin, convulsions, coma, and death. Withdrawal may include irritability, tremors, panic, nausea, chills, and sweating.

Other Depressants

Other depressants (including GHB or liquid ecstasy, valium, Xanax, Ambien, and barbiturates) have a potential for both physical and psychological dependence as well as resulting in increased tolerance. The possible side effects include slurred speech, disorientation, appearance of intoxication, and impaired memory. Overdose may result in shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, and possible death. Withdrawal may include anxiety, insomnia, tremors, delirium, convulsions, and possible death.

Stimulants

Stimulants (including cocaine, methamphetamine, and methylphenidate) have a possible risk of physical dependence and elevated risk for psychological dependence. Tolerance can develop in all stimulants. The possible side effects include increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, and decreased appetite. Overdose may result in agitation, increased body temperature, hallucinations, convulsions, and possible death. Withdrawal may result in apathy, prolonged periods of sleep, irritability, depression, and disorientation.

Hallucinogens

Hallucinogens (including MDMA, LSD, Phencyclidine, and others) are less likely to result in physical dependence, except for phencyclidines and analogs, and vary in terms of psychological dependence, ranging from none to moderate (MDMA) to high (phencyclidine and analogs). Tolerance can develop. Possible effects include heightened senses, teeth grinding, and dehydration (MDMA and analogs) and hallucinations, altered perception of time and distance in other types of hallucinogens. Overdose may result in increased body temperature and cardiac arrest for MDMA and more intense episodes for LSD. Some hallucinogens may result in muscle aches and depression when in withdrawal (MDMA) or may result in drug seeking behavior.

Cannabis

Cannabis includes marijuana, tetrahydrocannabinol (THC), and hashish or hashish oil. All may result in moderate psychological dependence with THC resulting in physical

dependence. Tolerance can develop in all forms. Possible effects include euphoria, relaxed inhibitions, increased appetite, and disorientation. Overdose may result in fatigue, paranoia, and possible psychosis. Withdrawal may occasionally result in insomnia, hyperactivity, and decreased appetite.

Anabolic Steroids

Anabolic Steroids (including testosterone and others) may result in psychological dependence. Less is known as to their potential for physical dependence and increased tolerance levels. Possible effects may include virilization, edema, testicular atrophy, gynecomastia, acne, and aggressive behavior. Effects of overdose are unknown. Withdrawal may possibly include depression.

Inhalants

Inhalants (including amyl and butyl nitrite, nitrous oxide, and others) vary in their level of psychological dependence, with less known about their potential for physical dependence and tolerance. Possible effects may include flushing, hypotension, headache, impaired memory, slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in methemoglobinemia, vomiting, respiratory depression, loss of consciousness, and possible death. Withdrawal may result in agitation, trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions.

Warning Signs of Drug and/or Alcohol Abuse

According to the [Mayo Clinic](#), some common behavior changes you may notice if someone is abusing drugs and alcohol are:

1. Sudden or extreme change in friends, eating habits, sleeping patterns, physical appearance, coordination, or school performance
2. Loss of interest in hobbies or family activities
3. Hostile or uncooperative attitude
4. Secrecy about actions or possessions
5. Stealing money or an unexplained need for money
6. Medicine containers, despite a lack of illness, or drug paraphernalia in the individual's room
7. An unusual chemical or medicine smell on the individual or in the individual's room

Additional Information on Health Risks Associated with Substance Abuse:

1. <https://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>
2. <https://www.niaaa.nih.gov/alcohols-effects-health/alcohols-effects-body>
3. <https://www.cdc.gov/pwids/addiction.html>
4. <https://archives.drugabuse.gov/publications/media-guide/science-drug-use-addiction-basics>

Enforcement and Penalties Related to Unlawful Drug Possession and Use or Distribution of Illegal Drugs and/or Alcohol

Students, faculty, staff members, and other employees are responsible, as citizens, for

knowing about and complying with the provisions of North Carolina law that make it a crime to possess, sell, deliver, or manufacture those drugs designated collectively as “controlled substances” in Article 5 of Chapter 90 of the North Carolina General Statutes. Any staff, faculty or student who violates that law is subject both to prosecution and punishment by judicial or local authorities and to disciplinary proceedings by the College. It is not “double jeopardy” for both the civil authorities and the College to proceed against and discipline a person for the same specified conduct. The College will initiate its own disciplinary proceedings against a student, faculty member, administrator, or other employee when the alleged conduct is deemed to affect the interests of the College.

Penalties will be imposed by the College in accordance with procedural safeguards applicable to disciplinary actions against students, faculty members, administrators, and other employees, as required by applicable BCCC policy.

Penalties to be imposed by the College will vary depending upon the nature and seriousness of the offense and may include a range of disciplinary actions, up to and including expulsion from enrollment and discharge from employment. The College may also refer matters to law enforcement for prosecution.

1. For second or other subsequent offenses involving illegal drugs or alcohol, progressively more severe penalties shall be imposed.
2. When considering appropriate sanctions for students found responsible for an offense involving illegal drugs or alcohol, the College will sanction consistent with, and through the procedures outlined in, the Student Code of Conduct.
3. When considering appropriate disciplinary action for employees found responsible for a violation of this policy, the College will consider the relationship between the offense and the employee’s position and job performance, including assessment of the nature and gravity of the offense or conduct, the time that has passed since the offense or conduction and the nature of the job held. The penalties to be imposed by the College may range from written warnings with probationary status to discharge (or other separation) from employment.

A student, faculty, staff member or other employee found to have violated applicable law or College policies concerning illegal drugs or substance abuse may be required to participate in a drug education and counseling program, consent to regular drug testing, and accept such other conditions and restrictions, including a program of community service, as the president or the president's designee deems appropriate. Refusal or failure to abide by such conditions and restrictions may result in additional disciplinary action, up to and including expulsion from enrollment and discharge (or other separation) from employment.

Suspension. When a student, faculty, staff member, or other employee has been charged by the College with a violation of policies concerning illegal drugs or alcohol, in accordance with the Student Code of Conduct or the policies/regulations that apply to that particular employee, he or she may be suspended from enrollment or removed from work before initiation or completion of regular disciplinary proceedings if, assuming the truth of the charges, the president or, the president’s designee, concludes that the

person's continued presence within the College would constitute a clear and immediate danger to the health or welfare of other members of the College. If such a suspension or removal from work is imposed on an employee, it is with full pay until the time of an appropriate opportunity to be heard on the alleged charges against the suspended person, which shall be held as promptly as possible thereafter.

Notification by Employees. In the case of employees, under the Drug-Free Workplace Act of 1988, anyone convicted of a criminal drug statute violation shall notify the College no later than five (5) business days after such conviction. The College should commence with appropriate disciplinary action proceedings against such an individual within thirty business (30) days of notice of conviction. Failure to notify the College by employees may result in disciplinary action upon discovery by the College of said conviction.

Federal, State, and Local Laws

Federal Drug and Alcohol Laws:

Federal law imposes restrictions on the possession, distribution, and illegal sale of any controlled substance, and the sale or distribution of drug paraphernalia. Substances are grouped into five categories in order to easily impose restrictions on several Substances at once instead of having to draft laws on each individual substance The law prohibiting unauthorized possession of any controlled substances is found in 21 USC 844.

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance 21 U.S.C. 844 (a)

1st conviction: Up to 1-year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000 or both.

Special sentencing provision for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000 or both if:

- 1st conviction and the amount of crack possessed exceed 5 grams.
- 2nd crack conviction and the amount of crack possessed exceed 3 grams.
- 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853(a)(2) and 881(a)(7)

Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment.
(See

special sentencing provisions re: crack).

21 U.S.C. 881 (a) (4)

Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844 a

Civil fine of up to \$10,000 (pending adoption of final regulations).

21 U.S.C. 853a

Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. 922(g)

Ineligible to receive or purchase a firearm.

Miscellaneous

Revocation of certain Federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

Note: These are only Federal penalties and sanctions. Additional State penalties and sanctions may apply.

Federal Controlled Substances Chart

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance	Penalty	Substance	Penalty
II	Cocaine 500-4999 grams mixture	<u>First Offense:</u> Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. <u>Second Offense:</u> Not less than 10	Cocaine 5 kilograms or more mixture	<u>First Offense:</u> Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. <u>Second Offense:</u> Not less than 20 yrs., and not more
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	

II	Methamphetamine 5-49 grams pure or 50-499 grams mixture	yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	Methamphetamine 50 grams or more pure or 500 grams or more mixture	than life. If death or serious bodily injury, life imprisonment . Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	<u>2 or More Prior Offenses:</u> Life imprisonment . Fine of not more than \$20 million if an individual, \$75 million if not an individual.

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)

Substance/Quantity	Penalty
Any Amount of Other Schedule I & II Substances	First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Any Drug Product Containing Gamma Hydroxybutyric Acid	
Flunitrazepam (Schedule IV) 1 Gram	

Any Amount of Other Schedule III Drugs	<p>First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.</p> <p>Second Offense: Not more than 20 yrs. If death or severe injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.</p>
Any Amount of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.</p>
Any Amount of All Schedule V Drugs	<p>First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.</p> <p>Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.</p>

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	<p>First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.</p> <p>Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.</p>

Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	<p>First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.</p> <p>Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.</p>
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	<p>First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.</p>
Hashish More than 10 kilograms	<p>Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.</p>
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.</p> <p>Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>
Hashish 10 kilograms or less	<p>First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.</p>
Hashish Oil 1 kilogram or less	<p>Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.</p>

State Drug and Alcohol Laws:

Most students and employees who choose to participate in illegal drug related activities will be prosecuted under North Carolina law. The [North Carolina Controlled Substances Act](#) prohibits possession of any controlled substance, possession with intent to distribute, and trafficking in any controlled substance. North Carolina has its own scheduling system. See the links below to find more in-depth information concerning North Carolina's Controlled Substances Act.

1. https://www.ncleg.net/enactedlegislation/statutes/html/byarticle/chapter_90/article_5.html
2. <https://www.alcoholproblemsandsolutions.org/north-carolina-alcohol-laws-aware/>

North Carolina's Controlled Substances Chart

Each drug in North Carolina is categorized in a Schedule. Schedule I drugs are the most serious. To make you aware of the potential penalty for possession or trafficking illegal drugs, North Carolina has a chart to determine mandatory minimums in drug trafficking cases.

Schedule	Substance	First Offense	Second Offense
Schedule I Has a high potential for abuse. It has no medical use. Has a lack of accepted safety.	Heroin Ecstasy GHB Methaqualone Peyote Opiates (and others)	First Offense Class I Felony 4-5 Months	
Schedule II Has a high potential for abuse. It has accepted medical use with severe restrictions. Abuse may lead to physical or psychological dependence.	Cocaine Raw Opium Opium Extracts, Fluid and Powder Codeine Hydrocodone Morphine Methadone Methamphetamine Ritalin (and others)	First Offense Class 1 Misdemeanor 45 Days in Jail	Second Offense Class I Felony 4-5 Months
Schedule III It has potential for abuse, but less than Schedule I or II substances. It has an accepted medical use. Abuse may lead to limited dependence.	Ketamine Anabolic Steroids Some Barbiturates (and others)	First Offense Class 1 Misdemeanor 45 Days in Jail	Second Offense Class I Felony 4-5 Months

Schedule IV Has low potential for abuse. It has an accepted medical use. Abuse may lead to limited dependence.	Valium Xanax Rohypnol Darvon Clonazepam Barbitol (and others)	First Offense Class 1 Misdemeanor 45 Days in Jail	Second Offense Class I Felony 4-5 Months
Schedule V It has low potential for abuse. It has an accepted medical use. Abuse may lead to limited dependence.	Over the counter cough medicines with codeine (and others)	First Offense Class 2 Misdemeanor 30 Days in Jail	Second Offense Class 1 Misdemeanor 45 Days in Jail
Schedule VI It has low potential for abuse. It has no accepted medical use. Abuse may lead to limited dependence.	Marijuana Hashish Hashish Oil	First Offense Class 3 Misdemeanor 10 Days in Jail or Suspended Sentence	Second Offense Class 2 Misdemeanor 30 Days in Jail

Illegal Trafficking Penalties:

Marijuana	10 – 49 lbs. 50 – 1,999 lbs. 2,000 – 9,999 lbs. 10,000 lbs. or more	Class H Felony 25 – 30 Months Class G Felony 35 – 42 Months Class F Felony 70 – 84 Months Class D Felony 175 – 219 Months	\$5,000 Fine \$25,000 Fine \$50,000 Fine \$200,000 Fine
Heroin	4 – 13 grams 14 – 27 grams 28 grams or more	Class F Felony 70 – 84 Months Class E Felony 90 – 117 Months Class C Felony 225 – 279 Months	\$50,000 Fine \$100,000 Fine \$250,000 Fine
Cocaine	28 – 199 grams 200 – 399	Class G Felony 35 – 42 Months Class F Felony 70 –	\$50,000 Fine \$100,000

	grams 400 grams or more	87 Months Class D Felony 175 – 219 Months	Fine \$250,000 Fine
Metham- phetamines	28 – 199 grams 200 – 399 grams 400 grams or more	Class F Felony 70 – 84 Months Class E Felony 90 – 117 Months Class C Felony 225 – 279 Months	\$50,000 Fine \$100,000 Fine \$250,000 Fine

More in depth information concerning penalties is available in [N.C.G.S. 90-95 Page 1 § 90-95. Violations.](#)

Local Drug and Alcohol Laws

Local drug and alcohol laws follow state laws.

Drug and Alcohol Testing of Employees

Any drug/alcohol screening is conducted in an approved laboratory identified by the College and in accordance with the NC Controlled Substance Examination Regulation Act. All drug/alcohol screens must be approved by, and coordinated through, the Human Resources Department. Drug and/or alcohol testing may occur under the following circumstances:

Post-Offer, Pre-employment Testing: Pre-employment drug screens are required for employees in certain safety-sensitive positions and/or positions requiring a valid operator's license. Pre-employment drug testing is also required in College programs where such screening is a requirement for placement at clinicals or other sites. Before employment with the College commences, these particular applicants who have been given a conditional offer of employment may be required to satisfactorily complete a drug test pursuant to the College's guidelines. In the event an applicant's test results are positive, the applicant will not be considered further for employment with the College, the application will be terminated and such applicant shall have no further rights or privileges under this procedure or otherwise with the College.

Post-Accident/Unsafe Activity Testing: If an employee's impairment could have been a factor in causing the accident or unsafe activity, the College may require the employee to submit to a drug and/or alcohol test after any work-related accident. If the employee is too seriously injured to provide a sample and/or specimen, authorization must be provided for the College to obtain and review hospital records or other documents that would indicate whether there were any prohibited drugs or alcohol in the employee's system at the time of the accident or unsafe activity. The College will treat any such records as confidential medical records. If testing is required under this policy, post-accident/unsafe activity testing should be conducted as soon as possible after an accident or unsafe activity, generally within 32 hours in the case of drug testing, and

within 8 hours in the case of alcohol testing. An employee must not use alcohol following an accident or unsafe activity for which a post-accident/unsafe activity alcohol test is required until the alcohol test has been conducted.

Reasonable Suspicion/For Cause Testing: If the College has a reasonable suspicion that an employee is in violation of the 6-15 Drug Free Workplace Policy, the employee may be required to submit to drug and/or alcohol testing immediately upon request by his or her supervisor or any other member of management. The decision to test an employee should be based on specific and contemporaneous observations concerning the appearance, behavior, or body odor of the employee, or performance indicators of probable prohibited drug use and/or alcohol misuse. This may include involvement in any unusual circumstance that merits further investigation, violence, conduct exhibiting less than total consciousness or self-control, difficulty in performing normal tasks and other behavior for which there appears to be no explanation. The supervisor or other College administrator will arrange for transportation of the employee to an approved testing facility. The employee will not be allowed to drive and will be escorted to the testing facility.

Return to Duty After Testing

An employee who is tested will not be allowed to return to duty if the drug or alcohol test result is positive. The employee will be instructed to make arrangements to be transported home.

Notice and Consent

Prior to drug or alcohol testing conducted under this policy, the individual will be required to sign a written consent form, which will authorize the test to be performed and the urine sample or other sample or specimen to be collected, and will authorize the sample/specimen to be analyzed and the results of the analysis to be communicated to the College, any designated representative of the College and any medical review officer retained by the College. Any applicant who refuses to sign the consent form or to submit to a drug test will not be considered further for employment with the College. Any current employee who refuses to sign the consent form or to submit to a drug or alcohol test will be subject to disciplinary action up to and including an unpaid suspension or immediate dismissal.

Specimen Collection and Testing Procedures

Drug Testing: The College's independent collection facility will collect specimens under reasonable and sanitary conditions, in a manner reasonably calculated to prevent substitution of samples or specimens and interference with the collection, examination or screening of samples or specimens. Individual dignity and privacy will be preserved to the extent practicable.

1. An initial screening test will be conducted. If the initial screening test is positive, the same sample or specimen will be retested using a confirmation test that complies with applicable law. All confirmation tests will be performed by a laboratory approved under the North Carolina Controlled Substance Examination

Act (the "CSERA"). The results of the confirmation test will take precedence over the results of the initial screening test, meaning that the results of the confirmation test must be positive before the test will be considered positive. Confirmed positive test results may be reviewed by a medical review officer retained by the College for verification. The College will be responsible for the cost of the test.

2. An applicant or employee who fails to provide an adequate sample or specimen for testing without a genuine inability to provide the sample or specimen (as determined by a medical evaluation), or who engages in conduct that obstructs the testing process, will be considered to have refused to submit to the test. Adulterated or otherwise unreadable samples or specimens, or samples or specimens that clearly are not authentic, also will be considered as evidence of an applicant's or employee's failure to cooperate with the College and its administration of this policy. If a satisfactory explanation is provided, a new drug test may be performed at the College's discretion. If a satisfactory explanation is not provided, an applicant will not be considered further for employment with the College, and his or her application will be terminated, and an employee will be subject to disciplinary action, up to and including an unpaid suspension or immediate dismissal.
3. An applicant or employee whose test is confirmed positive may request a retest of the original specimen sample by the same or another approved laboratory at his or her expense. The individual must request release of the specimen in writing to the original laboratory within 90 days of the laboratory's notification to the College of a confirmed positive test result, specifying the approved laboratory to which the sample is to be sent. Any applicant or employee requesting a retest will be responsible for all reasonable expenses for chain of custody procedures, shipping and retesting of confirmed positive specimens related to his or her request.

Alcohol Testing: Alcohol tests will be conducted by qualified individuals. The College may utilize an independent medical facility as an alcohol testing site or may permit a law enforcement officer who is competent to administer an alcohol test to conduct the alcohol test. Any designated alcohol testing site will provide for as much privacy as feasible during the testing process.

An employee who refuses to provide a breath sample, saliva sample, or other sample or specimen, who fails to provide an adequate sample or specimen for testing without a valid medical explanation, or who engages in conduct that obstructs the testing process, will be considered to have refused to submit to the test. If a satisfactory explanation is not provided, an employee will be subject to disciplinary action, up to and including an unpaid suspension or immediate dismissal.

Notification of Results

Upon completion of the requisite procedures at the collection site and at the discretion of Human Resources, the employee may be permitted to resume his or her normal work duties, as is safe and practical, until the College receives the test results. If the test results are negative, the employee will be permitted to return to work without any loss of pay.

An individual who undergoes a drug or alcohol test conducted pursuant to this policy will be notified by the College of the results of any such test if the results are confirmed positive. The College will treat all information relating to an individual's testing as a confidential medical record accessible only to management with a need to know. Screening and test results will be confidential with disclosure of results provided only to approved Human Resources personnel and those with a need to know. Screening and test results will be maintained separate from other personnel records.

Consequences of Violations

Any applicant who refuses to submit to a drug or alcohol test, has a confirmed positive result in any drug or alcohol test, or otherwise violates this policy will not be considered further for employment with the College, and his or her application will be terminated.

An employee will be immediately dismissed under any of the following circumstances:

1. When he or she refuses to sign a consent and release forms prior to being tested;
2. When he or she refuses to take a drug or alcohol test; or
3. When he or she interferes with the testing process or refuses to cooperate.
4. When the medical review officer advises the College that any employee drug or alcohol test results are verified positive, the following will occur:
5. For the first test in which the employee tests positive, the employee may be given the opportunity to enroll in a drug or alcohol rehabilitation program approved by the College. The expense for such program is the responsibility of the employee. Any employee who refuses to enroll in a program or who fails to successfully complete the program will be dismissed.
 - a. An employee whose job involves a safety-sensitive function may not be allowed to continue working in that job, during the initial drug or alcohol rehabilitation period. The College will use its best efforts to reassign the employee to a no-risk job; however, the College cannot guarantee a job will be available or that the employee will qualify for such job. If there is no available job, the employee must take accumulated leave or leave without pay.
 - b. Once the officials of the drug or alcohol rehabilitation program determine that the employee has successfully completed the program and certifies this to the College, the employee may return to work without any loss of benefits, except for salary if he or she was required to take leave without pay.

6. For the second test in which an employee tests positive, the employee will be dismissed from employment and will be classified as ineligible for re-employment.

Responsibilities Under This Policy

The Connecting Area Recourses to Everyone (CARE) Team is responsible for the development and implementation of the Drug and Alcohol Program.

All employees and students shall be responsible for abiding by the provisions of this policy. In the case of employees, adherence with the provisions of the policy shall be a condition of employment. Students and Employees are encouraged to report suspected substance abuse to BCCC CARE Team at (252) 940-6252.

Pursuant to the authority vested by the President, the Vice President of Student Services is responsible for overseeing all educational programs for students and the Vice President of Administrative Services is responsible for overseeing all educational programs for employees relating to this policy. The President will render an annual report to the Board of Trustees on the effectiveness of this policy.

Dissemination of This Policy

A copy of this policy shall be distributed annually to each student and employee and to all new employees at the beginning of their employment or new students at the time start of their first academic semester enrolled at BCCC. The policy shall be printed in the College catalogues and other materials prepared for all enrolled and prospective students and materials distributed to faculty and staff.

Crime Prevention

In an effort to promote safety awareness, BCCC Police maintain a strong working relationship with the community. This relationship includes partnering with other campus departments in offering a variety of safety and security programs and services and crime prevention programming.

Ongoing prevention and awareness campaigns consist of programs, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to, and skills for addressing prohibited conduct, using a range of strategies with audiences throughout the college. The following trainings and programs are among those offered by the College.

Safe Zone Training: The Safe Zone program is a symbol of this College's commitment to diversity and inclusiveness. Participation in the Safe Zone training helps to create an ever-expanding network within the BCCC community to support our students. Safe Zone training is an opportunity for faculty/staff to talk, learn, and ask questions about sexuality and gender in a non-judgmental, educational environment. The purpose of Safe Zone is to create a network of allies who are willing to talk to students about sexual orientation, gender identity, and gender expression. Training is offered throughout the year.

Sexual Assault Awareness Month: During April, many activities promoting awareness, prevention and intervention of sexual assault are held. This includes seminars on personal safety, recognition of warning signs and how to seek help, among others.

Active Shooter Overview: This annual training is focused on Faculty & Staff and reinforces how to react and respond to an active shooter situation.

GSAT: Stands for General Safety Awareness Training. Designed for students, this training is offered each semester to new attendees. It familiarizes them with how to stay safe on campus, report crimes or concerns and how to seek out help.

Convocation: Presided over by the College's President, this annual event designed for Staff & Faculty covers many topics ranging from health & Safety to diversity, equity & inclusion.

Crime Stoppers: By guaranteeing anonymity Crime Stoppers allows the informant to give information in a positive atmosphere without the prospect of retribution. By offering cash rewards for information leading to indictment or arrests, the program encourages otherwise reluctant persons to provide information.

A common theme of all awareness and crime prevention programs is to encourage students and employees to be responsible for their own safety and for the safety of

others on campus.

To schedule a program with the BCCC PD, please call: (252) 943-8721.

Property Identification

The BCCC Police Department promotes the Operation Identification program, engraving serial numbers or owner's recognized numbers (e.g., driver's license number) on items of value. Contact the BCCC PD at 252-943- 8721 for this service.

Sex Offender Registry

The Campus Sex Crimes Prevention Act of 2000 is a federal law that requires institutions of higher education to advise the campus community where information concerning registered sex offenders may be obtained. It also requires sex offenders, already required by state law to register in a state, to provide notice to each institution of higher education in that state, at which the person is employed, carries on a vocation, or is a student.

North Carolina law requires sex offenders who have been convicted of certain offenses to register with their county sheriff. The sheriff collects information from the offender and court documents. The sheriff then enters the information into the Registry database. This information is available on a countywide basis at the sheriff's office. The North Carolina State Bureau of Investigation takes certain information submitted by the sheriffs in all 100 counties in the state and makes it available to the public via the Sex Offender Registry website. You can view this information which appears on the [NC Department of Justice website](#).

Victim Rights & Services

As a crime victim in North Carolina, you have certain rights as outlined by the "[Crime Victims' Rights Act](https://www.ncleg.net/EnactedLegislation/Statutes/PDF/ByArticle/Chapter_15a/Article_46.pdf)". It can be read on-line at https://www.ncleg.net/EnactedLegislation/Statutes/PDF/ByArticle/Chapter_15a/Article_46.pdf.

This act accords victims the right to victim advocacy, legal assistance, visa and immigration assistance, financial aid, and other services which can be requested through the BCCC PD, BCCC Counseling Center, any Law Enforcement agent, or your local Courthouse.

Understanding that to be a victim of crime is a traumatic and disturbing thing, Beaufort County Community College also provides certain specific rights, accommodations, services & protections to students, employees & visitors of BCCC.

These rights, accommodations, services & protections include, but are not limited to:

- Confidentiality of victims, witnesses, and reporters of crime;
- Escorts to safe facilities off campus;
- Secure safe areas on campus;
- Identity shielding from videography or photography;
- Emotional support from trained staff members;
- Access to physical & mental health partners such as "Real Crisis Center," "ECU Health System," "BCCC Care Team" & "Trillium Health Resources;" and
- Make reasonable accommodations to keep parties separated on campus.

Reporting Crimes & Other Emergencies

The College has a number of ways for campus community members and visitors to report crimes, serious incidents, inappropriate behavior and other emergencies to the appropriate BCCC officials. Regardless of how and where you decide to report these incidents, it is critical for the safety of the entire BCCC community that you immediately report all incidents so that BCCC Police can investigate the situation and determine if follow-up actions are required, including issuing a Timely Warning or Emergency Notification. All victim, witness & reporter information will be confidential to the extent allowed by law or court order.

The BCCC community have the following choices:

- Notify proper law enforcement authorities, including on-campus and local police;
- Be assisted by campus authorities in notifying law enforcement authorities if the victim so chooses; and
- Decline to notify such authorities

VOLUNTARY, CONFIDENTIAL REPORTING

If crimes are not reported, little can be done to help other members of the community from becoming victims. We encourage BCCC community members to report crimes promptly to BCCC Police and to participate in and support prevention efforts. The BCCC community will be much safer when all community members participate in safety and security initiatives. If you are the victim of a crime or want to report a crime of which you are aware of, but do not want to pursue action within the college or criminal justice system, we ask that you consider filing a **voluntary, confidential report**. Depending upon the circumstances of the crime you are reporting, you may be able file a report while maintaining your confidentiality. The purpose of a confidential report is to comply with your wish to keep your personally identifying information confidential, while also taking steps to ensure your safety and the safety of others. The confidential reports allow the College to compile accurate records on the number and types of incidents occurring on campus. Data from reports filed in this manner are included in the Annual Safety Report. In limited circumstances, the department may not be able to assure confidentiality and will inform you in those cases. Anonymous crime reporting (PDF printable form) can be found on-line at

https://drive.google.com/open?id=0ByFJ8_uUWj4Ab1IxeEhnM1R3cEk

PROFESSIONAL & PASTORAL COUNSELORS

A report may be made confidentially to any counselor employed by the BCCC Counseling Center or the BCCC Title IX coordinator. Counselors may, when they believe it appropriate, inform the victim of procedures to report the crime to the appropriate Law Enforcement agency. The counselor may accompany the victim in

making the report. If the student does not wish to make such a report, the student will be told of the right to make a confidential report for statistical inclusion in the annual security report. Crimes reported to pastoral counselors are considered confidential. A Pastoral counselor is defined by the US Department of Education as, "A person who is associated with a religious order or denomination is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor."

Tell any Faculty or Staff member of Beaufort County Community College

All Faculty & Staff members can assist in the reporting of crimes & emergencies. They will assist with your physical and/or emotional needs, then help you report to an enforcement authority or police agency. The victim has the option to decline to notify the authorities.

Reporting to the Beaufort County Community College Police

We encourage all members of the BCCC community to report all crimes and other emergencies accurately and promptly. When reporting crime & other emergencies to the BCCC PD, the highest standards of decorum will be maintained, and confidentiality will be maintained as allowed by law or court order. Victims of certain crimes have specific rights under North Carolina Law that provides services, accommodations, and protections. Any services, accommodations, or protective measures provided to victims will remain confidential, to the extent provided by law. Those things will be recorded and locked within the electronic copy of the crime or incident report, whether filed anonymously or not.

In certain situations, the BCCC PD can provide confidential protective services to victims of crimes. This includes, but is not limited to, escorts to safe facilities, secure safe areas on campus, and identity shielding from videography or photography.

To Report a Crime or Other Emergency to BCCC PD

By using a land line phone or mobile device:

EMERGENCY

911 Communication	9-1-1
BCCC Police	252-943-8721

Non-Emergency

BCCC Police	252-943-8721
Beaufort County Sheriff	252-946-7111

Timely Warnings to Crime & Other Dangers

Students, faculty, staff, community members, and guests are encouraged to report all crimes, public safety-related incidents & other dangerous situations to the BCCC PD in a timely manner to aid in providing accurate and timely warning notices to the community when appropriate, and to ensure inclusion in the annual crime statistics.

This includes but is not limited to guns and other weapons on campus, assaults, sexual violence, arson and threats of violence or suicide.

BCCC PD has a responsibility to respond to such incidents to determine if the situation does in fact pose a threat to the community. Federal law requires that the institution notify the campus community or the appropriate segments of the community that may be affected by the situation.

BCCC's method of communicating urgent messaging to its community is referred to as the "BCCC Safety & Security Alert System." This system is fluid by design, so that it can take advantage of emerging technologies that enhance or streamline urgent communications. This system currently consists of:

ALERTUS™; (PC & app delivered)
NIXLE™; (SMS Text messaging)
E-Mail and
Public address speakers

In the event of a situation that poses danger to members of the BCCC community, a Safety and Security Alert is sent to that community. The alerts are distributed to the college community by the Chief of Police or their designee.

These alerts & updates will appear on every computer monitor on campus, spoken over the college's public address system and distributed electronically via ALERTUS™ service, NIXLE™ service & e-mail services

The reception of these alerts & updates on your mobile device is voluntary. To participate, do this:

To install the **ALERTUS™ app**, scan the appropriate QR Code.



For I-Phone



For Android



To sign up for **SMS txt alerts via NIXLE™**, scan this QR Code

Timely warnings will be made without delay and are issued for crimes including, but not limited to, murder and non-negligent manslaughter, manslaughter by negligence, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, and arson. The determination whether a serious or continuing threat exists, and therefore whether a safety message should be sent to the campus community, shall be made pursuant to the Clery Act. These factors include the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts or the identity of the victim.

Notification to the BCCC Community about an Immediate Threat

The BCCC Police Department monitors events on and around campus daily. If the BCCC PD confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the BCCC community, the Chief of Police, or designee, will activate Safety and Security Alert procedures to provide immediate notification of that situation to the BCCC community, or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population.

Emergency Evacuation Procedures

Beaufort County Community College addresses the college's response to emergencies by taking an all-hazards approach to both natural and human-caused hazards.

Building evacuation routes are posted in each building. The college's Safety and Security Alert system is used to alert the BCCC community when there is a need to evacuate.

Students, faculty, staff & visitors should abide by all instructions given by the Safety and Security Alert system and follow the routes for evacuation.

The BCCC Police Department and Campus Operations conduct tests of their emergency plans and capabilities on an annual basis. Tests may be announced or unannounced. The tests include, but are not limited to drills, tabletops, functional exercises, and full-scale simulations. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution.

A description of the tests and/or exercise, the date, time, and whether it was announced or unannounced and evacuation procedures for BCCC will be publicized each year as part of the College's Clery Act compliance efforts. It is available on the BCCC website.

Campus "Lock Down"

If ever a dangerous situation develops that poses a serious threat to the college and jeopardizes the safety of students, employees, or visitors, a campus "Lock Down" will be initiated. "Lock Down" will be announced over the public address system, and/or by the

BCCC Safety and Security Alert system and will remain in effect until terminated by law enforcement. If you are in a classroom when you hear the “Lock Down” announcement, close the classroom door, move away from the door, and close the window blinds. Keep low to the floor and out of line of sight with the door. Stay there until instructed to do otherwise by law enforcement, or until the “ALL CLEAR” is announced. If you are in a hallway or outside when “LOCK DOWN” is announced, please take cover immediately by getting into a building and into a room. If you cannot do either, take cover behind any object you can find. Stay there until instructed otherwise by law enforcement.

Severe Weather

In the event that severe weather poses an immediate threat to individuals on the BCCC campus, the campus will be alerted by the BCCC Safety and Security Alert system. Everyone on the first and second floors should immediately proceed to the first floor and seek safe shelter in an interior hallway or interior room away from outside doors and windows. Remain in place until told otherwise.

Clery Act Crime Categories

The information below provides context for the crime statistics reported as part of compliance with the Clery Act.

The statistics in this report are published in accordance with the standards and guidelines used by the FBI Uniform Crime Reporting Handbook and relevant federal law. BCCC PD submits the annual crime statistics published in this report and this report to the Beaufort County Community College Board of Trustees, the Department of Education, Students, Faculty & Staff of BCCC and the report is available to the public through the [ED website](#). In addition, a daily crime log is available for review during normal business hours by contacting the BCCC Police Department. The procedures for preparing the annual disclosure of crime statistics include reporting statistics to the college community obtained from the following sources: the Beaufort County Sheriff's Office, the NC State Bureau of Investigation, the NC Alcohol Law Enforcement agency, and the Federal Bureau of Investigation. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported.

Definition of Categories

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

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

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

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

Criminal Homicide - Murder and Nonnegligent Manslaughter: The willful (nonnegligent) killing of one human being by another.

Disciplinary Referrals: Includes those individuals referred to the Vice President of Student Services for liquor law, drug law, and illegal weapons violations. The numbers include incidents that are reported via BCCC PD incident reports and reports provided

directly to Student Services from other members of the BCCC community.

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.

Fondling: The touching of the private body parts of another 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: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

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

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 and drunkenness.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned – including joy riding).

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

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

Sex Offenses: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Sexual Assault with an Object: The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, 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 or physical incapacity.

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

Sodomy: Oral or anal sexual intercourse with another person, 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 or physical incapacity.

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

Weapon 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.

Definitions of Geography

On-Campus: Any building or property owned or controlled by an institution within the same reasonable contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes; and any building or property that is owned by the institution but controlled by another person, is frequently used by students, and supports institution purposes.

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

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. The BCCC crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus boundaries.

Reporting Methods

Reported to the BCCC PD: Crime statistics from all incidents that were reported to BCCC PD. If an incident was reported to both the BCCC PD and the Beaufort County Sheriff's Office (BCSO), the statistics would be counted in this column.

Reported to BCSO: Crime statistics from incidents that were reported to BCSO but NOT reported to the BCCC PD. These incidents could have occurred on-campus

property, non-campus property or public property. The crime statistics provided by the BCSO are provided based on the crime definition in the NC Crimes Code, not based on the Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS), as required by the federal law.

Reported to Non-Police: Crime statistics from incidents reported to officials at the institution who are defined by federal law as Campus Security Authorities because they have significant responsibility for student and campus activities.

Sexual Violence

Campus Sexual Violence Act & Violence Against Women Act

Beaufort County Community College complies with the Campus Sexual Violence Act/Violence Against Women Act (SAVE Act/VAWA) that was signed into law by President Obama on March 7, 2013, with the final rule becoming effective on July 1, 2015. The new law requires the College to report domestic violence, dating violence and stalking in addition to crimes already required to be reported under the Clery Act.

Beaufort County Community College prohibits the crimes of rape, acquaintance rape, domestic violence, dating violence, sexual assault and stalking, and maintains statistics about the number of incidents of same on college property, which includes the campus property proper, non-campus buildings and property, public property immediately adjacent to or accessible from the campus, and areas within the patrol jurisdiction of the BCCC Police Department.

Statistics

The Clery Act requires the College to maintain statistics about the number of incidents of dating violence, domestic violence, sexual assault, and stalking that meet the definition of those terms. All such statistics are compiled annually in a report which may be found online or at the BCCC Police Department.

Definitions

For purposes of the law, the following definitions apply. Additional definitions may be found in 34 CFR 668.46.

Domestic Violence includes asserted violent misdemeanor and felony offenses committed by the Victim's current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, current, or former cohabitant, persons similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.

Dating Violence means violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such a relationship will be determined by the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of same. Dating violence does not include acts that fall under the definition of domestic violence.

Hate Crimes include categories of bias based upon the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability, and includes evidence that the victim was intentionally selected because of

the perpetrator's bias against the victim.

Stalking means a course of conduct directed at a specific person that would cause a reasonable person to fear for his/her or other's safety, or to suffer substantial emotional distress. Please see NCGS 14-277.3A for North Carolina's definition of stalking along with the public policy statement.

"Sexual act" means cunnilingus, fellatio, anilingus, or anal intercourse, but does not include vaginal intercourse. Sexual act also means the penetration, however slight, by any object into the genital or anal opening of another person's body: provided, that it shall be an affirmative defense that the penetration was for accepted medical purposes.

"Sexual contact" means (i) touching the sexual organ, anus, breast, groin, or buttocks of any person, (ii) a person touching another person with their own sexual organ, anus, breast, groin, or buttocks, or (iii) a person ejaculating, emitting, or placing semen, urine, or feces upon any part of another person.

"Touching" means physical contact with another person, whether accomplished directly, through the clothing of the person committing the offense, or through the clothing of the victim.

Rape is intercourse without consent or done by force, and encompasses the categories of vaginal rape, sodomy, and sexual assault with an object.

Acquaintance rape is forced sexual intercourse with a person known to the victim.

Sexual assault is any involuntary sexual act in which a person is threatened, coerced, or forced to engage against their will, or any sexual touching of a person who has not consented. This includes rape (such as forced vaginal, anal or oral penetration), groping, forced kissing, child sexual abuse, or the torture of the victim in a sexual manner.

Preponderance of the evidence is the standard used by the College in determining whether a crime has occurred. This standard is defined by NC Case law as the greater weight of the evidence as follows:

The greater weight of the evidence does not refer to the quantity of the evidence, but rather to the quality and convincing force of the evidence. It means that you must be persuaded, considering all the evidence, that the necessary facts are more likely than not to exist.

Consent to sexual contact

Consent to sexual contact is the equal approval, given freely, willingly, and knowingly of each participant to desired sexual involvement in accordance with age of consent laws. A person compelled to engage in sexual contact by force, threat of force, or coercion has not consented to contact. Lack of mutual consent is the crucial factor in sexual

offenses. Consent cannot be given if a person is unable to resist or consent because of a mental or physical condition or incapacitated due to drugs, alcohol, or a reasonably perceived power differential that substantially impacts the person's ability to resist the sexual contact. Providing alcohol or drugs to facilitate sexual activity is a violation of this policy. Use of alcohol or other drugs will not excuse behavior that violates this policy.

The College will not recognize consent if the complainant is:

- unconscious or asleep
- frightened
- physically or psychologically pressured or forced
- intimidated
- incapacitated because of a psychological condition
- incapacitated by use of drugs or alcohol
- rendered substantially incapable of either appraising the nature of his or her conduct, or resisting the act of vaginal intercourse or a sexual act
- unable to resist an act of vaginal intercourse or a sexual act or communicate unwillingness to submit to an act of vaginal intercourse or a sexual act

Consent to one form of sexual activity does not imply consent to other forms of sexual activity. Similarly, previous relationships or previous consent do not imply consent to future sexual activity. In the absence of mutually understandable words or actions, it is the responsibility of the initiator or the person who wants to engage in the specific sexual activity to make sure that he/she has the consent from the other person(s). Mutually understandable consent must be obtained by the initiator at every stage of sexual interaction. The requirements of this policy apply regardless of the sex, sexual orientation, gender expression, or identity of individuals engaging in sexual activity.

Hate Crimes

National Origin, Ethnicity and Gender Identity are now included on the list of hate crimes that must be reported under the Clery Act. These crimes are federal offenses and are investigated by the FBI. Since NC law does not address hate crimes based on National Origin and Gender Identity, anyone who believes that they are the victim of one of these crimes will need to report it to the federal authorities.

National Origin and Ethnicity hate crimes are those criminal offenses committed against a person, property, or society that is motivated, in whole or in part, by the offender's bias against a race, ethnicity/national origin, or because the victim is or appears to be from a particular country or part of the world, because of ethnicity or accent, or because they appear to be of a certain ethnic background (even if they are not). National origin and Ethnicity crimes can also arise because of marriage, association with a person of a certain national origin, or because of their connection with an ethnic organization or group.

- National Origin and Ethnicity hate crimes can occur when the victim and the offender are of the same national origin or ethnicity.
- Gender Identity hate crimes are those criminal offenses committed against a person, property or society that is motivated, in whole or in part, by the offender's bias against a person's sexual orientation. This includes homosexuality, bisexuality, transsexualism, and cross-dressing.
- National Origin, Ethnicity and Gender Identity crimes are those in which the defendant intentionally selects a victim, or in the case of a property crime, the property that is the object of the crime, because of the actual or perceived race, color, religion, national origin, ethnicity, gender, gender identity, disability, or sexual orientation of any person.
- National Origin, Ethnicity and Gender Identity hate crimes occur when "bullying or harassing behavior" (any pattern of gestures or written, electronic, or verbal communications, or any physical act or any threatening communication)
 - (1) Places a student or school employee in actual and reasonable fear of harm to his or her person or damage to his or her property; or
 - (2) Creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities, or benefits. For purposes of this section, "hostile environment" means that the victim subjectively views the conduct as bullying or harassing behavior and the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior.
- Bullying or harassing behavior includes, but is not limited to, acts reasonably perceived as being motivated by any actual or perceived differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, socioeconomic status, academic status, gender identity, physical appearance, sexual orientation, or mental, physical, developmental, or sensory disability, or by association with a person who has or is perceived to have one or more of these characteristics.

Investigation and Conduct of Student Discipline

If you believe you are the victim of any of these crimes:

- A. Preserve all evidence related to the commission of the crimes. This is of vital importance as it will assist in proving that the alleged criminal offense occurred and/or in obtaining a judicial no-contact, restraining or protective order as the case may warrant.
- B. You have the option to notify and seek assistance from law enforcement and campus authorities. Reporting of alleged crimes can be made to the BCCC Police Department or the Beaufort County Sheriff's Office.
- C. You have the right to apply for judicial no-contact, restraining, and protective orders. You will be provided with assistance with what you need to do.

As a crime victim in North Carolina, you have certain rights as outlined by the "Crime Victims' Rights Act." It can be read on-line at https://www.ncleg.net/EnactedLegislation/Statutes/PDF/ByArticle/Chapter_15a/Article_46.pdf. This act accords victims the right to victim advocacy, legal assistance, visa and immigration assistance, financial aid, and other services which can be requested through the BCCC PD, BCCC Counseling Center or your local Courthouse.

Understanding that to be a victim of crime is a traumatic and disturbing thing, the Beaufort County Community College also provides certain specific rights, accommodations, services & protections to students, employees & visitors of BCCC.

These rights, accommodations, services & protections include, but are not limited to:

Confidentiality of victims, witnesses and reporters;
Escorts to safe facilities off campus;
Secure safe areas on campus;
Identity shielding from videography or photography
Emotional support from trained staff members
Access to physical & mental health partners such as "Real Crisis Center," "ECU Health System," "BCCC Care Team" & "Trillium Health Resources;" and
Make reasonable accommodations to keep parties separated on campus.

- D. The standard of "preponderance of the evidence" will be used to determine if a crime has occurred. Investigations will be done in such a manner that it protects the safety of victims and promotes accountability.
- E. Sanctions and protective measures that the College may impose following a final determination of rape, acquaintance rape, domestic violence, dating

violence, sexual assault, or stalking, could include being dismissed from the College and/or permanent banning from the campus.

- F. Both the accused and the alleged victim are entitled to the same rights at a disciplinary hearing - both have the right to be accompanied to the hearing by legal counsel or an advisor of their choice, and to access, review, and present witnesses and other evidence. Appeals will be handled according to the procedures for student rights and due process found in the student catalog and on the college's website.
- G. When a student or employee reports to the institution that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off, the Title IX Coordinator will provide the Complainant and any known Respondent written notice of these Grievance Procedures and of the allegations of conduct potentially constituting Sexual Harassment, including sufficient details known at the time and with at least five days to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting Sexual Harassment, and the date and location of the alleged incident, if known. The written notice will include a statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process. The written notice also will inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney and that at appropriate junctures the parties and their advisors may review and inspect evidence collected during the investigation. Additionally, the written notice will inform the parties of BCCC's prohibition on knowingly making false statements or knowingly submitting false information during the grievance process. If, in the course of an investigation, BCCC decides to investigate allegations of Sexual Harassment involving the Complainant or Respondent that are not included in the original written notice of allegations, BCCC will provide notice of the additional allegations to the parties whose identities are known.
- H. Both the accused and alleged victim will be notified in writing and simultaneously of the following:
 - 1. The outcome of the proceeding
 - 2. Appeal procedures
 - 3. Any change to the result before it becomes final
 - 4. When the result will become final
- I. The victim's confidentiality will be protected, including record-keeping that excludes the victim's personally identifiable information.
- J. Disciplinary proceedings shall provide a prompt, fair and impartial investigation,

and resolution.

- K. BCCC also ensures that Title IX Coordinators, investigators, decision-makers, advisors, and informal resolution facilitators receive training, as applicable, on the definition of Sexual Harassment; the scope of BCCC's Education Program or Activity; how to conduct an investigation and the grievance process, including hearings, appeals, and informal resolution processes, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

Procedure 6.2201 Page 7 of 18 BCCC further ensures that decision-makers receive training on issues of relevance of questions and evidence, including when questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, and that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence. Additionally, BCCC ensures that decision-makers receive training on any technology to be used at live hearings.

- L. Materials used to train Title IX Coordinators, investigators, decision-makers, advisors, and informal resolution facilitators will not rely on sex stereotypes and promote impartial investigations and adjudications of Formal Complaints of Sexual Harassment.

- **Burden of Proof** At all times, the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on BCCC, not on either of the parties.
- **Presumption of No Responsibility until Determination** Respondents are presumed not to be responsible for alleged Sexual Harassment until BCCC makes a determination regarding responsibility pursuant to these Grievance Procedures.
- **Objective Evaluation of All Relevant Evidence; Credibility Determinations** The investigators and decision-makers under these Grievance Procedures will objectively evaluate all relevant evidence, including both inculpatory and exculpatory evidence, and will not make any credibility determinations based on a person's status as a Complainant, Respondent, or witness.
- **Academic Freedom** BCCC affirms its commitment to academic freedom but notes that academic freedom does not allow any form of Sexual Harassment. BCCC recognizes that an essential function of education is a probing of opinions and an exploration of ideas, some of which, because they are controversial, may cause students and others discomfort. This discomfort, as a product of free academic inquiry within a faculty member's area(s) of expertise, shall in no way be considered or construed to constitute Sexual Harassment. Academic inquiry may involve teaching,

research, and extramural speech. Furthermore, nothing in this document shall be interpreted to prohibit bona fide academic requirements for a specific BCCC program or activity. When investigating complaints that a party or the Title IX Coordinator believes may involve issues of academic freedom, the Title IX Coordinator will consult with the Vice President of Academic Affairs with respect to contemporary academic practices and standards.

- M. Compliance with the above proceedings does not constitute a violation of Section 444 of the General Education Provisions Act found at 20 UCS 1232g, also known as the Family Educational Rights and Privacy Act of 1974 (FERPA).

Possible Sanctions and Protective Measures

Sanctions that may be imposed after a final determination of violations of this policy include verbal warning, probation, suspension, expulsion and being banned from the College campus.

Risk Reduction / Awareness Programs

The College offers primary and ongoing prevention and awareness programs that promote awareness and risk reduction of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking. Additionally, information on risk reduction, how to recognize warning signs of abusive behavior, and how to avoid potential assaults or abusive relationships is included in new student education. All such information is found on the College's website and is also included in new student orientation materials.

Bystander Intervention Options

The College's student education program sets forth safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or to intervene when there is a risk of domestic violence, dating violence, sexual assault or stalking against another, and include word of caution, offer of assistance, and notification to BCCC Police Department or Beaufort County Sheriff's Office. Bystanders are always advised to take reasonable and prudent actions to protect their own safety and that of others. North Carolina's "Good Samaritan" laws provide certain immunities from civil liability when rendering first aid and from criminal liability when reporting drug overdoses. For further information, please see the College's website and new student orientation materials

Reporting to the BCCC Police Department

BCCC Police Officers offer information and guidance to victims when they file a BCCC police report. If you choose to report the incident, a BCCC Police Officer will take a statement from you regarding what happened. The officer will ask you to describe the

assailant(s) and may ask questions about the scene of the crime, any witnesses, and what happened before and after the incident. You may have a support person with you during the interview.

When reporting crime & other emergencies to the BCCC PD, the highest standards of decorum will be maintained, and confidentiality will be maintained as allowed by law or court order. Victims of certain crimes have specific rights under North Carolina Law that provides services, accommodations, and protections. Any services, accommodations, or protective measures provided to victims will remain confidential, to the extent provided by law. Those things will be recorded and locked within the electronic copy of the crime or incident report, whether filed anonymously or not.

In certain situations, the BCCC PD is able to provide confidential protective services to victims of crimes. This includes, but is not limited to escorts to safe facilities, secure safe areas on campus, identity shielding from videography or photography.

NOTE: Reporting an incident is a separate step from choosing to prosecute. When you file a report, you are NOT obligated to continue with legal proceedings, or college disciplinary action. If the assault occurred off-campus, report the incident to the local law enforcement agency. Beaufort County Community College will assist individuals who are unsure of how and where to report the crime. The reasons for reporting to the BCCC PD are:

- (1) To take action which may prevent further victimization, including issuing a Safety and Security Alert to warn the campus community of an impending threat to their safety
- (2) To apprehend the assailant
- (3) To seek justice for the wrong that has been done to you
- (4) Have the incident recorded for purposes of reporting statistics about incidents that occurred on campus.

The BCCC community have the following choices:

- Notify proper law enforcement authorities, including on-campus and local police;
- Be assisted by campus authorities in notifying law enforcement authorities if the victim so chooses; and
- Decline to notify such authorities

Title IX Reporting

Individuals may also consider reporting an incident of sexual violence to the BCCC's Title IX Coordinators, who can provide assistance in addressing the incident through consultation, administrative review, and/or formal hearing. For further information or questions about Title IX, please contact the Vice President of Administrative Services (employees) or the Vice President of Continuing Education (students).

A complete list of our Title IX resources is readily available at:

<https://www.beaufortccc.edu/about/title-ix>

Title IX

Title IX of the Education Amendments of 1972 is a federal law that states: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving financial assistance.”

Title IX prohibits sex discrimination in all college programs and activities, including but not limited to, admissions, recruiting, financial aid, academic programs, student services, counseling and guidance, athletics, housing, and employment.

Policy & Procedure

[Title IX Sex and Gender Discrimination and Harassment Policy 6.22](#)

[Title IX Sexual Harassment Grievance Procedures 6.2201](#)

Reporting

Any person (whether or not alleged to be the victim) may report sex or gender discrimination or harassment, including Sexual Harassment, in person, by mail, by telephone, or by electronic mail, using the contact information for the Title IX Coordinator and Deputy Title IX Coordinator found below in the Notice of Nondiscrimination.

In addition to the Title IX Coordinator, BCCC has designated the following employees as individuals with the authority to institute corrective measures on behalf of BCCC: Senior Staff, Academic Deans, Continuing Education Directors, Division Directors, and Human Resources Director and Specialist. Accordingly, these employees are required to report discrimination and harassment on the basis of sex or gender to the Title IX Coordinator.

Notice of Nondiscrimination

Beaufort County Community College (“BCCC”), in compliance with and as required by Title IX of the Education Amendments Act of 1972 and its implementing regulations (“Title IX”) and other civil rights laws, as well as in furtherance of its own values as a higher education institution, does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender, gender identity, pregnancy, disability, age, religion, veteran status, or any other characteristic or status protected by applicable local, state, or federal law in admission, treatment, or access to, or employment in, its programs and activities. Discrimination and harassment are antithetical to the values and standards of the BCCC community; are incompatible with the safe, healthy environment that the BCCC community expects and deserves; and will not be tolerated. BCCC is committed to providing programs, activities, and an education and work environment free from discrimination and harassment and to fostering a community that promotes prompt reporting and fair and timely resolution of those

behaviors. Inquiries concerning discrimination or harassment on the basis of sex or gender may be referred to BCCC's Title IX Coordinator, Stacey Gerard, or the Deputy Title IX Coordinator, Mr. Mark Nelson.

Title IX Coordinator

Dr. Stacey Gerard, Vice President of Continuing Education

252-940-6241

stacey.gerard@beaufortccc.edu

Building 8, Room 808A

Title IX Deputy Coordinator

Mark Nelson, Vice President of Administrative Services

252-940-6213

mark.nelson@beaufortccc.edu

Building 1, Room 208

Individuals also may make inquiries regarding discrimination or harassment to the U.S. Department of Education's Office for Civil Rights by contacting the District of Columbia Office, 400 Maryland Avenue, SW, Washington, D.C. 20202-1475

Phone: 800-421-3481

email: OCR@ed.gov.

Title IX Training Modules

As required by the Title IX Final Rule, we are providing access to the slides for all our Title IX Training Modules:

- [Informal Resolution Facilitator Training](#)
- [Jackson Lewis Title IX Training Materials](#)
- [Title IX Sex and Gender Discrimination and Harassment Policy and Procedure-Student/Employee Overview](#)
- [Title IX Advisor Training](#)

Training and Prevention

Please call a Title IX Officer to schedule a workshop for your class or campus organization!

BCCC Employees: An online Title IX training module is available 24/7 in Blackboard. To access, please visit the [BCCC Professional Development Portal course](#) and log-in with your BCCC username and password at the prompt.

BCCC Students: An online Title IX training module is available 24/7 in Blackboard. To access, please visit the [BCCC-Title-IX-Students course](#) and log-in with your BCCC username and password at the prompt.

Counseling and Emotional Support

The College Counseling Center is located in the Student Services section of Building 9. Counselors can provide confidential support for you during this difficult period. They can inform you of common emotional reactions and discuss coping methods that may assist you immediately following the assault as well as skills that will help you long term. Talking about your concerns with a counselor in a safe and supportive environment may help you sort through your feelings and decide what to do. You do not need to disclose your name if you call the BCCC Counseling Center for information. Counselors will not reveal your identity to anyone without your permission.

Medical Resources

A special exam should be conducted as soon as possible following an assault to ensure your physical well-being and to collect evidence that may be useful in criminal proceedings. The exam can be conducted without the involvement of law enforcement personnel. Even if you have not been physically hurt, this forensic exam is strongly recommended to maintain all your legal options. After the evidence is collected, it can be stored in case you wish to press criminal charges. The exam is generally performed by a forensic nurse examiner. BCCC PD will also assist your medical needs by arranging a medical exam and will provide transportation to and from the center where the exam is conducted. Even if you do not have evidence collected at the hospital, it is still important to get medical attention to include treatment of any physical problems and various lab tests for sexually transmitted diseases and pregnancy. This non-emergency treatment can be arranged with your family doctor or the hospital. If you seek treatment at a local hospital and the police are contacted, this does not mean that you have to proceed with criminal charges. In addition, it is recommended that a survivor use a hospital in the county/state where the incident occurred.

Annual Crime Statistics

Beaufort County Community College Crime Statistics Previous Three Calendar Years

	2020				2021				2022			
	On Campus	Public Property	Non-Campus	TOTAL	On Campus	Public Property	Non-Campus	TOTAL	On Campus	Public Property	Non-Campus	TOTAL
CRIMINAL OFFENSES												
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Murder / Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses - Forcible	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses - Non-Forcible	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0

ARRESTS

Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0

Disciplinary Actions / Referrals

Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	1	0	0	1	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0

HATE CRIMES	2020	2021	2022
Aggravated Assault	0	0	0
Arson	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Murder / Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Robbery	0	0	0
Sex Offenses - Forcible	0	0	0
Sex Offenses - Non-Forcible	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Larceny / Theft	0	0	0
Simple Assault	0	0	0
Damage to Property (Vandalism)	0	0	0
Intimidation	0	0	0

* Beaufort County Community College does not have any residential facilities.

In Closing

We urge members of the college community to use this report as a guide for safe practices on and off-campus. BCCC PD sends an e-mail to every enrolled student and current employee on an annual basis to notify them that the report is available to be viewed. The e-mail includes a brief summary of the contents of this report and the web address for the BCCC PD website where the [Annual Security Report](https://www.beaufortccc.edu/police/jeanne-clery-act) can be found. The report is available online at:

<https://www.beaufortccc.edu/police/jeanne-clery-act>

You may request to have a physical copy mailed to you by calling 252-943-8721. A copy of the report can also be obtained from the BCCC Police Department.

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