2020 Annual Security Report
Contents

A Message from the Executive Director of College Affairs ......................................................... 5
Introduction ................................................................................................................................ 6
Accessibility to Information and Non-Discrimination Statement .................................................... 7
About the Lamar State College Orange Safety and Security Department ...................................... 7
LSCO Safety and Security Office .................................................................................................. 7
Working Relationship with Local Law Enforcement Agency .............................................................. 8
Reporting Options .......................................................................................................................... 9
For Emergencies ............................................................................................................................. 9
For Non-Emergencies ...................................................................................................................... 9
Responsible Employees .................................................................................................................. 9
Campus Security Authorities .......................................................................................................... 9
Voluntary or Anonymous Reporting ............................................................................................... 9
Pastoral and Professional Counselors ............................................................................................ 10
Important Campus Resources ...................................................................................................... 10
Campus Procedures for Timely Warning Reports – Crime Alerts ..................................................... 11
Investigation of Campus Crime ...................................................................................................... 13
Disseminating Information on Campus Crime .................................................................................. 13
  Media Relations ........................................................................................................................... 13
  Campus Newsletter ....................................................................................................................... 13
Crime Stoppers ................................................................................................................................ 13
Crime Alert Notification .................................................................................................................. 13
Emergency Alert Notifications (BlackboardConnect) ...................................................................... 13
Security of and Access to Campus Facilities .................................................................................. 14
  Campus Facilities ......................................................................................................................... 14
  Maintenance of Facilities ............................................................................................................... 14
Emergency Response and Evacuation Procedures ......................................................................... 15
  Purpose ...................................................................................................................................... 15
  Scope ......................................................................................................................................... 15
  Emergency Response .................................................................................................................. 16
  Notification ................................................................................................................................. 17
  Evacuation Procedures ............................................................................................................... 18
  Shelter-in-Place .......................................................................................................................... 20
  Communications ......................................................................................................................... 20
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>LSCO’s Response to Sexual Misconduct</td>
<td>21</td>
</tr>
<tr>
<td>Introduction</td>
<td>21</td>
</tr>
<tr>
<td>Purpose of Policy</td>
<td>21</td>
</tr>
<tr>
<td>Notice of Sexual Misconduct Violations</td>
<td>21</td>
</tr>
<tr>
<td>Applicability of Policy</td>
<td>21</td>
</tr>
<tr>
<td>Equal Access</td>
<td>22</td>
</tr>
<tr>
<td>First Amendment Rights</td>
<td>22</td>
</tr>
<tr>
<td>Notice of Non-Discrimination</td>
<td>22</td>
</tr>
<tr>
<td>Definitions</td>
<td>22</td>
</tr>
<tr>
<td>Provisions Applicable to the Title IX Sexual Harassment Grievance Process</td>
<td>22</td>
</tr>
<tr>
<td>Supportive Measures</td>
<td>24</td>
</tr>
<tr>
<td>Community Resources</td>
<td>25</td>
</tr>
<tr>
<td>Remedies</td>
<td>27</td>
</tr>
<tr>
<td>Sanctions</td>
<td>27</td>
</tr>
<tr>
<td>Retaliation</td>
<td>28</td>
</tr>
<tr>
<td>Confidentiality</td>
<td>29</td>
</tr>
<tr>
<td>Reporting Incidents of Sexual Misconduct</td>
<td>30</td>
</tr>
<tr>
<td>General Information</td>
<td>30</td>
</tr>
<tr>
<td>Victim Reporting Options</td>
<td>30</td>
</tr>
<tr>
<td>Preservation of Evidence</td>
<td>31</td>
</tr>
<tr>
<td>Employee Mandatory Reporting</td>
<td>31</td>
</tr>
<tr>
<td>Termination for Failure to Report or Making a False Report</td>
<td>32</td>
</tr>
<tr>
<td>No Report Required</td>
<td>32</td>
</tr>
<tr>
<td>Confidential Employees</td>
<td>32</td>
</tr>
<tr>
<td>Request for Anonymity by Complainant</td>
<td>32</td>
</tr>
<tr>
<td>Title IX Sexual Harassment Grievance Process</td>
<td>33</td>
</tr>
<tr>
<td>Assistance for Victims: Rights and Options</td>
<td>38</td>
</tr>
<tr>
<td>Disclosure of Disciplinary Proceeding Outcome to Victims (or Next of Kin)</td>
<td>38</td>
</tr>
<tr>
<td>Sex Offender Registration – Campus Sex Crimes Prevention Act</td>
<td>39</td>
</tr>
<tr>
<td>Student Conduct and Discipline</td>
<td>39</td>
</tr>
<tr>
<td>Acquaintance with Policies, Rules, and Regulations</td>
<td>39</td>
</tr>
<tr>
<td>Criminal Activity at Non-Campus Locations</td>
<td>39</td>
</tr>
<tr>
<td>Alcohol and Drugs</td>
<td>39</td>
</tr>
<tr>
<td>Use of Illegal Drugs</td>
<td>39</td>
</tr>
<tr>
<td>Available Counseling and Treatment Program</td>
<td>40</td>
</tr>
</tbody>
</table>
A message from the Executive Director of College Affairs

Lamar State College Orange places the safety and health of employees and students as our number one priority. We are pleased to distribute this 2020 Annual Security Report (ASR) for our beautiful campus on the Sabine. The ASR is prepared annually in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and subsequent amendments specified in the Higher Education Opportunity Act (HEOA) and the Violence Against Women Act (VAWA).

The ASR is an overall guide for many safety and security policies and can serve as a guide regarding education and prevention programs that are available on our campus. The ASR also provides crime statistics for the 2018-2020 calendar years for your review.

The Office of College Affairs is responsible for the preparation and dissemination of the ASR. The Safety and Security Department is under the umbrella of College Affairs and works closely with division members to develop the ASR. The Safety and Security Department’s primary focus is on the safety and well-being of our students, faculty, staff, and visitors. They strive to collaborate with the Gator Community to ensure that the responsibility of safety and security is shared by everyone on our campus.

If you have questions about Lamar State College Orange’s Annual Security Report, please contact me at 409-882-3922 or patty.collins@lsco.edu.

Sincerely,

Patty Collins

Patty Collins, MS, CAE
Executive Director of College Affairs
Emergency/Risk Management Coordinator
Title IX Coordinator
Lamar State College Orange
2020 Annual Security Report

Introduction

Published each year, the Lamar State College Annual Security Report provides you with information on security-related services offered by the college in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. This document has been prepared with information provided to the LSCO Safety and Security Department and the Executive Director of College Affairs office. It summarizes college programs, policies, and procedures designed to enhance your personal safety while you are at LSCO. The LSCO Annual Security Report is available online at http://www.lsco.edu/security/security.asp.


The information contained in this document was prepared under the guidelines established by 20 United States Code, section 1092(f), known as the “Jeanne Clery, Disclosure of Campus Security Policy and Campus Crime Statistics Act,” (The Clery Act) and the Code of Federal Regulations. The information represents a description of Lamar State College Orange’s safety and security policies and programs, and the crime statistics for the most recent calendar year and the two preceding calendar years.

The data is obtained from reports made to LSCO Safety and Security Department, the Orange Police Department, and Campus Security Authorities (CSA). Campus crime data is gathered the same day that it is reported. Data is obtained annually from the Orange Police Department and compared with the data gathered at the college. The resulting data is used to prepare the annual crime statistics report.

Each year, the College notifies all enrolled students and employees, via email that they can view the report at https://www.lsco.edu/security/LSCO-2020-ASR.pdf. Prospective employees and students are notified about the availability and location of the report via the online job application portal and the student application process.

The LSCO Safety and Security Department maintains a Daily Crime log. The crime log is submitted to the Office of College Affairs and used to prepare the crime statistics. The City of Orange Police Department provides a list of crimes reported to them that are in and around our campus. These are also included in the crime statistics. Campus Security Authorities, Responsible Employees, and members of the Title IX Response Team are responsible for reporting all information regarding crimes to the Safety and Security Department.
Accessibility to Information and Non-Discrimination Statement
Lamar State College Orange is committed to providing equal access and opportunity for all persons regardless of race, sex, color, religion, national origin or ancestry, age, marital status, disability, sexual orientation, gender identity, or veteran status, in employment, educational programs, and activities and admissions. LSCO complies with Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in educational programs or activities; Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits sex discrimination in employment; Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination based on disability, the Age Discrimination Act of 1975, which prohibits discrimination based on age, and the Campus Sexual Violence Elimination Act. Sexual misconduct, as defined in the College’s Sexual Misconduct Policy, constitutes a form of sex discrimination prohibited by Title IX and Title VII.

For questions concerning our non-discrimination policy, you may contact our Title IX Coordinator Patty Collins at 409-882-3922 or the Office for Civil Rights at 214-661-9600.

About the Lamar State College Orange Safety and Security Department
LSCO Safety and Security Office
LSCO’s Safety and Security Department is located in the Academic Center, 410 W. Front Street, Orange, TX 77611. On campus security can be reached at 409.670.0789. The 24/7 emergency number answered by Orange Police Department dispatch is 409.883.1026.

Our Safety and Security Department is a full-service department providing safety, security, and crime prevention services to the Gator community. LSCO Safety and Security Department works to minimize crimes on campus. In an emergency, dial 409.670.0789 from any phone or there are telephones located in the hallways of all the campus buildings, which dial directly to campus security.

Campus safety and security officers have enforcement authority on property owned and controlled by the college. Campus safety and security officers are authorized by state statute to enforce federal and state laws within their jurisdiction, in addition to rules and regulations issued by the Board of Regents of LSCO. Under Section 51.203, Texas Education Code; Campus Peace Officers, states in part: “The governing boards of each state institution of higher education and public technical institute may employ and commission peace officers for the purpose of carrying out the provisions of this subchapter. The primary jurisdiction of a peace officer commissioned under this section includes all counties in which property is owned, leased, rented or otherwise under the control of the institution of higher education or technical institute that employs the peace officer or otherwise in the performance of their duties.”

Safety and Security officers patrol all LSCO campus facilities. They patrol on foot or in golf carts marked with SECURITY. LSCO officers are available to provide escort service to anyone whom may be concerned with their safety. The LSCO Safety and Security Department is responsible for maintaining a Daily Crime log. The crime log contains information concerning crimes that
were reported to the Safety and Security Department via the victim, campus CSA’s or local law enforcement. Data in the report includes; date/time crime was reported, nature/classification of crime, date/time crime occurred, general location, and the disposition. The Daily Crime log is accessible in person in the Safety and Security Department located in the Academic Center Building, Room 149, during normal business hours.

LSCO’s Safety and Security Department (Department) provides new student and employee orientation sessions throughout the year. During these sessions, the Department provides a program designed to make community members aware of campus safety and security procedures, awareness programs, and crime prevention efforts. The Department provides safety tips, updated frequently on the College website, to encourage students and employees to be responsible for their own safety and the safety of others.

LSCO’s Safety and Security Team provides campus escort service for the Gator Community. Community members can call 409-670-0789 and request an escort at any time during operating hours.

Emergency phones are strategically placed throughout the campus. When picked up, the caller is automatically connected to the Safety and Security Department.

**Working Relationship with Local Law Enforcement Agency**
LSCO officers enjoy a good working relationship with federal, state, local, city, and county law enforcement authorities. The Safety and Security Department’s working relationship with other area law enforcement agencies ensures that crimes and violations at nearby campus sites may be reported to LSCO officers and, if further assistance is needed, at on-campus locations.

LSCO Safety and Security partners with other areas of campus to run drills, trainings, and follow-up education (generally by email) on Active Shooter scenarios, building evacuation preparation, and fire concerns for college employees, students, and campus guests. These events happen throughout the semester.
Reporting Options
Gator Community members are encouraged to report all crimes and public safety related incidents in an accurate and timely manner to the LSCO Safety and Security Department and to the Orange Police Department. Although a victim of a crime may decline to report the incident, the College supports, encourages, and will assist those who have been the victim of a crime or an observer to report the incident to campus security, local law enforcement, any Campus Security Authority, a Responsible Employee, or anonymously report through our STOP!T platform. Any alleged criminal actions (including sex offenses) or emergencies that occur on or off campus of the College can be reported in the following ways;

For Emergencies
Dial 911 or use any emergency telephone located throughout the campus that will automatically dial the Safety and Security Department. The 24/7 emergency number answered by Orange Police Department dispatch is 409.883.1026. Emergencies include any crime in progress, medical emergencies, a suspected kidnapping, a suspicious car driving on campus, an intoxicated person, a safety hazard, or any situation you believe to be suspicious or dangerous.

For Non-Emergencies
On campus security can be reached at 409.670.0789 or personally by visiting the Safety and Security Department in the Academic Building, Room 149.

Responsible Employees
All employees of the College, except professional mental health, pastoral, or other licensed professionals legally bound by professional/client privileges when functioning in that capacity, are considered to be “Responsible Employees.” Responsible employees are required to report issues of concern on campus, especially Title IX information.

Campus Security Authorities
Campus Security Authorities (CSAs) are a more defined group of employees who have received special training. Students are informed that CSAs are individuals to speak with when reporting concerns. CSAs must report immediately to the campus security all crimes or reports of criminal activity that are brought to their attention.

Campus Security Authorities include, but are not limited to the following: Building Liaisons, Title IX Coordinator, Title IX Deputy Coordinators, and the Director of Physical Plant. A list of Campus Security Authorities can be found on our website.

Voluntary or Anonymous Reporting
Lamar State College Orange has adopted STOP!T, a technology platform that will help mitigate, deter, and control harmful and inappropriate behavior as well as help create a positive and safe learning environment for our campus community. STOP!T will be an integral part of our effort to deter and mitigate risks associated with sexual harassment and assault, Title IX, the Clery Act, hazing, violence, and other threats to student safety. STOP!T provides a mobile app, allowing students immediate access to the reporting platform, and website access available via a computer or tablet. Students can download the app from iTunes or Google Play or access the website from any browser.
Pastoral and Professional Counselors
While LSCO requests that all crimes on the campus be reported promptly, we do support pastoral and professional obligations to not disclose or report certain incidents. Should a pastoral or professional counselor determine that police involvement and reporting is needed, the LSCO Safety and Security Department will work with the counselor to contact the local law enforcement agency and respond appropriately.

LSCO does not require pastoral and professional counselors to notify individuals they are counseling of the option to report crimes on an anonymous or confidential basis for inclusion in the annual statistical disclosure of crime statistics unless the counselors would like to do so.

LSCO encourages pastoral counselors and professional counselors, if and when they deem appropriate, to inform the persons they are counseling of LSCO’s procedures for reporting crimes. LSCO maintains a strong working relationship with local agencies that provide support to our students.

Additionally, LSCO is not required to provide a timely warning with respect to crimes reported to pastoral or professional counselors that go unreported to LSCO officials.

The Gator Community should report crimes and emergencies to the LSCO Safety and Security Department in order to be assessed for issuing timely warning notices and for inclusion in the annual crime statistics. LSCO partners with outside professional counseling and appropriate health services and encourages them to inform persons seeking their services of the opportunity to report crimes on a voluntary, confidential basis for inclusion in the College’s annual disclosure of crime statistics.

Important Campus Resources
LSCO Safety & Security Department
Academic Center, Room 149
409-882-3910
https://www.lsco.edu/security/security.asp

Office of College Affairs
Emergency/Risk Management Coordinator
Ron Lewis Building, Room 352
409-882-3922
Patty.collins@lsco.edu

Dean of Student Services
Ron Lewis Building, Room 355
409-882-3342
Brian.hull@lsco.edu

Office of Disability Services
Ron Lewis Building, Room 354
409-882-3955
https://www.lsco.edu/advising/disability.asp

Title IX Coordinator
Ron Lewis Building, Room 352
409-882-3922
titleixcoordinator@lsco.edu

Financial Aid
Ron Lewis Building, Room 346
409-882-3317
finaid@lsco.edu
Campus Procedures for Timely Warning Reports – Crime Alerts

Prompt and accurate reporting of criminal offenses aids in providing a timely response and timely warning notices to the Gator Community when appropriate and assists in compiling accurate crime statistics. LSCO provides timely warning notices to the campus community when a Clery Act crime is reported to have occurred on LSCO’s Clery Act Geography and is considered to represent a serious or continuing threat to students for employees. These warnings will be distributed if an incident is reported to LSCO Safety and Security directly or indirectly through a local police agency or by a Campus Security Authority (CSA). These warnings will contain the following:

- Information about the crime that triggered the warning
- Information that would promote safety
- Information that would aid in the prevention of similar crimes

Timely warnings will be distributed without any personally identifying information of reporting parties or victims. LSCO will distribute timely warning announcements when there appears to be a serious or continuing threat to the safety and security of persons on campus for the following Clery Act Crimes:

- Aggravated assault
- Arson
- Burglary
- Manslaughter by negligence
- Motor vehicle theft
- Murder/Non-negligent manslaughter
- Robbery
- Sex offenses
- Domestic / Dating violence
- Stalking
- Violations of liquor laws, drug laws, or weapons possession laws
- Any criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. Bias categories include; race, gender, gender identity, religion, disability, sexual orientation, ethnicity, or national origin.

LSCO authorities will make a decision concerning issuing of a timely warning on a case-by-case basis using the following criteria:

- Nature of the crime
- Danger and continuing danger to the campus
- Risk of compromising law enforcement efforts

The LSCO Safety and Security Coordinator or designee reviews all reports to determine if there is an on-going threat to the community and if the distribution of a timely warning is warranted. Timely warnings may also be posted for other crime classifications and locations, as deemed necessary. These crimes are normally reported directly to LSCO’s campus safety
and security department. However, sometimes they are reported to local law enforcement agencies or CSAs. LSCO’s campus safety and security department has requested that local law enforcement agencies and CSA’s notify LSCO about crimes reported to them that may require timely warnings.

Timely Warning notices are distributed through LSCO’s emergency notification system, BlackboardConnect. Notification methods can include; text message, email, and/or telephone call. Timely Warning notices are usually written by the Executive Director of College Affairs or the Safety and Security Coordinator and distributed through BlackboardConnect. Warnings will contain information about the nature of the threat and allow members of the community to take protective actions. All employees are students are automatically signed up for BlackboardConnect alerts. If you are not receiving alerts, please review the “Disseminating Information on Campus Crime” section of this handout to ensure your contact information is included.
Investigations

Investigation of Campus Crime – LSCO Safety and Security Officers, with assistance of LSCO Safety and Security Coordinator, conduct investigations with regard to all incidents reported to LSCO. Officers will review reports of alleged criminal activity and either send an officer immediately or refer the report for subsequent investigation, depending upon the nature and seriousness of the offense involved. Individuals reporting an alleged crime should attempt to preserve evidence that might prove the crime was committed. Incidents involving legal matters will be turned over to the Orange Police Department for full investigation. LSCO’s Department of Safety and Security will work with local law enforcement officers to provide access to information and knowledge obtained during the initial reporting.

Disseminating Information on Campus Crime

Media Relations: The Marketing and Public Information Office prepares news releases on crimes for distribution to campus media, the KOGT radio station, and other media outlets, as needed.

Campus Newsletter: The LSCO Times (a campus newsletter) has access to updated daily crime log information from the Safety and Security website.

Crime Stoppers: The Orange Police Department and the LSCO Safety and Security Department develop information regarding criminal activity. When information is needed or one wishes to report a crime, the local Crime Stopper program is sometimes utilized.

Crime Alert Notification: The Safety and Security Coordinator or other designated College employee may alert Faculty, Staff, or Students by other means that may include campus e-mail, postings on designated websites, or through departmental communications.

Emergency Alert Notifications (BlackboardConnect) For incidents that are deemed to be an emergency that will affect the Gator Community in the immediate and represent a serious or continuing threat to students and employees, the BlackboardConnect Emergency Alert Messaging System will be implemented by the Executive Director of College Affairs or other designated college employee. BlackboardConnect notifies via voicemail, email, or text (as set up by the recipient).

Employees can update their contact information by completing the LSCO Personal Event Form found on Blackboard and return to the Human Resource Department. Students can update their information by contacting the admissions department.

The BlackboardConnect Alert message, audience, and timing of dissemination are determined by a coordinated review of the President’s Office, College Affairs Office, and Safety & Security Office.

The BlackboardConnect Alert system is tested periodically by the Office of College Affairs.
Security of and Access to Campus Facilities

The President of Lamar State College Orange is authorized by the Board of Regents of the Texas State University System to establish and administer regulations and procedures to provide for the security of campus buildings, equipment, and personnel. This includes the installation and maintenance of a key system and policies governing the use of that system. In accordance with administrative policy 5.20, the President has delegated the administration of the Key Control System to the Director of Physical Plant in consultation with the Safety and Security Coordinator.

The Director of Physical Plant will designate a key mechanic who will maintain all campus locks and manufacture keys as needed. No other person is authorized to install, alter, or remove locks without the approval of the President or the Safety and Security Coordinator.

Campus Facilities

Exterior access to facilities is generally available to faculty, staff, and students from 7 a.m. to 10 p.m., Monday through Thursday, and from 7 a.m. to 5 p.m. on Fridays. Weekend hours vary according to class schedules. Employees may request building access keys for use after hours. Employees receiving building access keys must agree to follow entrance/exit procedures and sign a waiver of liability acknowledging the absence of campus security during after hour periods.

LSCO does not have campus residence facilities.

Maintenance of Facilities

The Physical Plant Department is responsible for the renovation, maintenance, repair, and operation of facilities at Lamar State College Orange. These responsibilities encompass routine maintenance, extraordinary repairs/renovations, and service requests from campus personnel/departments. The Physical Plant Department is responsible for all preventative maintenance including: monitor all buildings and mechanical systems to insure their integrity and proper operation; schedule and perform preventive maintenance on buildings and building-related equipment as necessary; maintain the safety of all facilities and equipment; coordinate the licensure and inspection of all building-related equipment/facilities as required by law.
**Emergency Response and Evacuation Procedures**


**Purpose**

The Emergency Management and Business Continuity Plan (EMBCP) is intended to establish policies, procedures, and organizational structure for response to emergencies that are of sufficient magnitude to cause a significant disruption of the functioning of all or portions of the College. This plan describes the roles and responsibilities of departments, units, and personnel during emergency situations. The basic emergency procedures are designed to protect lives and property through effective use of College and community resources. Since an emergency may be sudden and without warning, these procedures are designed to be flexible in order to accommodate contingencies of varies types and magnitudes.

This EMBCP addresses each type of emergency on an individual basis, providing guidelines for the containment of the incident. Section 5.1 provides emergency instructions for the College Incident Commander. Section 5.2 of this document provides emergency response information primarily for use by Staff, Faculty, and other on-site personnel who may be initial responders to an emergency.

**Scope**

This plan is a College-level plan that guides the emergency response of College personnel and resources. It is the official emergency response plan of the College and precludes actions not in concert with the intent of this plan or the organization created by it. However, nothing in this plan shall be construed in a manner that limits the use of good judgment and common sense in matters not foreseen or covered by the elements of the plan.

This plan and organization shall be subordinate to federal, state or local plans during a disaster declaration by those authorities. This Emergency Management and Business Continuity Plan is consistent with established practices relating to coordination of emergency response. Accordingly, this plan incorporates the use of the Incident Command System to facilitate interagency coordination, promote the use of common emergency response terminology and command structure, and facilitate the flow of information between responding agencies.

The College will cooperate with the Office of Emergency Management, State, County, and City Police and other responders in the development of emergency response plans and participate in multi-jurisdictional emergency planning exercises.
Emergency Response

Lamar State College Orange regularly reviews and annually updates plans and procedures for emergency response and evacuation for the Gator Community. Emergency plans and procedures as well as a variety of additional resources are available in the full version of the Emergency Management and Business Continuity Plan and are available for viewing on the College’s website.

Possible emergencies that may occur include, but are not limited to the following:

- Bomb threat or suspicious package
- Campus disturbance or demonstration
- Civil disturbance, on or off campus
- Fire
- Hazardous release/spill, on or off campus
- Hostile intruder
- Natural disaster (severe weather)
- Public health crisis
- Terrorist incident, on or off campus
- Technology disaster
- Utility outage

The LSCO Office of College Affairs, (including Safety and Security, and Emergency and Risk Management departments), is responsible for conducting tests of emergency response and evacuation procedures through a variety of drills and exercises designed to assess and evaluate emergency plans and capabilities.

Emergency notification systems are tested at least once annually, and emergency response and evacuation procedures are posted on our website for access by our Gator Community and the surrounding community.

The Safety and Security Department, in conjunction with the Safety, Security, IT and Risk Management Committee, utilize outreach programs to train and educate the Gator Community on how to respond to various types of hazards.

The Office of College Affairs is responsible for the annual review, update, and publishing of the Emergency Management and Business Continuity Plan to the Gator Community. The plan is published on the college’s website on the Emergency/Risk Management page.

LSCO’s Safety and Security Department is usually the first to respond to emergencies occurring on LSCO’s campus. Fire Department/Emergency Medical Services is provided by the City of Orange. LSCO’s Safety and Security Team will work with the City of Orange responders as needed to resolve the situation.
Notification
It is essential to all emergency response planning and action that a single College Incident Commander (CIC) be designated. This person must be in a position to bring the needed response to whatever incident may occur. The President or his designee is the College Incident Commander.

In case of any type of emergency or dangerous situation involving an immediate threat to the life, safety, or security of the Gator Community, LSCO will without delay – and considering the safety of the community – determine the content of emergency notification messages and initiate the notification system. The content of the emergency notification will contain information that will aid the Gator Community in responding to a particular situation or provide evacuation procedures when/if necessary. Emergency notification will be issued unless issuing a notification will, in the professional judgment of the responsible authorities, compromise efforts to assist a victim or contain, respond to, or otherwise mitigate the emergency.

The following campus officials have been designated to serve as authorized officials who are empowered to approve the content and issuance of written emergency notifications:

- President
- Executive Director of College Affairs
- Safety and Security Coordinator

When an authorized official receives a report of an imminent or already occurring situation that poses an immediate threat to life, safety, or security on campus, they will confirm the report. Depending on the situation, they may achieve confirmation through one or more of the following:

- Investigation by LSCO Safety and Security Department
- Investigation by other LSCO campus departments, including but not limited to College Affairs, Physical Plant, and/or Student Services
- Investigation by the City of Orange Police Department
- Orange County Emergency Management
- Texas Department of State Health Services

The LSCO authorized official will determine, consulting with other campus officials as appropriate, how much information will be disseminated. This determination will be made based on the following:

- Nature of the incident or threat
- Location of the incident or threat

Due to the size of our campus, LSCO has made the decision to notify all community members during an emergency or dangerous situation on our campus.

Predictable events, such as a certain meteorological storm, are treated differently from emergency incidents. The Office of College Affairs is designated to monitor these events on a 24/7/365 basis. If a predictable weather-related storm becomes a threat to the Gator Community, the Executive Director of College Affairs will contact the CIC to discuss implementing the Tropical/Hurricane Storm plan and notification of the Gator Community.
The Gator Community, faculty, staff, students, and contractors on campus, will be notified via BlackboardConnect of any emergency or dangerous situation. Notifications will be via phone, email, and text utilizing the Blackboard Connect system. Additional notification systems may include: email, fire alarms, posted advisory messages on Blackboard and/or our social media channels; and notifications from city, county, or state officials emergency systems.

All students and employees who have a @lsco.edu email address are automatically registered to receive alerts from BlackboardConnect. Students and employees are encouraged to verify their contact information for accuracy and update it as soon as it changes. Students can update their information in the admissions office and employees can contact Human Resources to update their information.

The City of Orange utilizes a mass notification system called the Southeast Texas Alerting Network (STAN) to notify residents of emergency conditions. This service is provided free of charge, but the Gator Community must sign up for this service. If you are interested in signing up to receive emergency notifications from STAN, please visit their website at http://www.thestan.com/.

A combination of some or all of the above notification methods will be used to issue any necessary follow-up message to the Gator Community. Information regarding the status of emergency situations will be developed and disseminated to the community as soon as possible by the Office of College Affairs, the Safety and Security Coordinator, or the College Incident Commander. This information may come in the form of updates to LSCO’s website, social media outlets, direct communication with the media, or via the BlackboardConnect system.

**Evacuation Procedures**

When an evacuation of a building is ordered, the evacuation will be done in an orderly and safe manner. All faculty, staff, and students are to assemble in areas designated by the Emergency Management and Business Continuity Plan Coordinator. Evacuation orders may be given for multiple purposes. Building Liaisons will be responsible for notifying building occupants where the assemble area is. Emergency evacuation routes for each building, including assembly areas, are identified on Appendix D of the Emergency Management and Business Continuity Plan (EMBCP) and can be found on our website. The recommended evacuation routes and assembly points should be utilized by the Building Liaison in an emergency situation requiring evacuation.
When an evacuation of a building is ordered, the evacuation will be done in an orderly and safe manner. All faculty, staff, and students are to assemble in designated areas. Should a person have to remain in the building due to circumstances beyond his/her control, the Building Liaison will notify the arriving emergency response officials of the person’s location and the condition of the individual (i.e., handicapped, wheelchair bound, injured, etc.).

Evacuation orders may be given for multiple purposes. During an evacuation, the fire alarm will generally be the first notification system utilized. However, depending upon the circumstances of the emergency, you may receive a text message through BlackboardConnect, a LSCO Safety and Security Officer, or other College official may instruct you to evacuate. If you are the first to discover a fire in any building on campus, you shall immediately pull the closest fire alarm switch, evacuate to a safe location, and notify LSCO’s Safety and Security Team by calling 409-670-0789 or by dialing 911.

In order to safely evacuate a building, faculty, staff, and students should know the following;

- Where all emergency exits, alarm pulls, and fire extinguishers are located.
- Never assume the alarm is only a drill.
- When the alarm sounds, remain calm.
- Make sure employees/students in your area have heard the alarm and know to evacuate immediately.
- Turn off all equipment.
- Shut the door as you exit.
- Check restrooms and workrooms as you exit the building.
- Use exits away from any visible smoke or fire.
- Do not use the elevator.
- Anyone who is unable to exit on his or her own should be assisted to an area at the top of the stairs to await evacuation by the fire department. Do not block the stairs.
- Proceed to a previously designated area away from the building. Check class roll or have all students and employees sign a list so everyone is accounted for.
- Do not try to leave the parking area. Streets must remain clear to allow emergency vehicles access to the building.
- Do not return to the building until the Safety & Security Coordinator or Director of Physical Plant gives instructions to do so.

Procedures for evacuation and location of fire extinguishers and alarm pulls are posted in each classroom.
Shelter-in-Place
There are a number of emergency situations where an evacuation of a building and/or classroom is not advisable – tornadoes, hostile intruder, hazardous release outside, terrorist attack, etc. Please refer to the Shelter in Place document found on Blackboard under the Employee Resources/Work Life tab in the Safety Section.

Communications
- A “Shelter-in-Place” will be announced via BlackboardConnect.
- If a situation that may require a Shelter-in-Place is discovered, the individual making the discovery shall immediately contact LSCO’s Safety and Security Department who will advise and provide as much information as possible.
- Fire evacuation alarms are not to be sounded.

Procedures
- Lock classroom and other doors.
- Close windows & window treatments.
- Turn off lights.
- Everyone is to remain quiet and not enter hallways.
- Should the fire alarm sound, do not evacuate the building unless:
  - You have firsthand knowledge that there is a fire in the building, or
  - You have been advised by LSCO Officials or Local Law Enforcement to evacuate the building.
- Crouch down in areas that are out of sight from doors and windows.
- Students in hallways are to seek shelter in the nearest classroom.
- Students in outdoor areas should immediately take cover.
LSCO’s Response to Sexual Misconduct

Introduction
LSCO is committed to creating and maintaining an educational community in which each individual is respected, appreciated, and valued. LSCO’s focus on tolerance, openness, and respect is key in providing every member of the Gator Community with basic human dignity free from all forms of Sexual Misconduct, including Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, and Stalking. Any report of behavior that threatens our institutional values and breaches this Policy shall be promptly investigated and remediated in accordance with principles of law, fairness, and equity to all Parties involved.

Purpose of Policy
The purpose of this Sexual Misconduct Policy is to ensure that:
- Sexual Misconduct is not tolerated on LSCO property or in any LSCO Education Program or Activity;
- LSCO maintains an environment that promotes prompt reporting of all forms of Sexual Misconduct and the timely and fair resolution of Sexual Misconduct Complaints or Reports;
- LSCO take prompt and appropriate action to eliminate Sexual Misconduct, prevent its recurrence, and remedy its effects;
- LSCO complies with all applicable federal and state laws regarding Sexual Misconduct – including sexual discrimination – in higher education; and,
- LSCO has a uniform Policy that defines and describes prohibited sexual conduct, establishes procedures for processing Complaints or Reports of Sexual Misconduct, permits appropriate sanctions, and identifies available resources.

Notice of Sexual Misconduct Violations
Sexual Misconduct as defined in the Glossary constitutes a violation of this Policy. Students and Employees reported as having engaged in Sexual Misconduct are subject to investigation for violating this Policy. Should an investigation result in a Finding that this Policy was violated, the violator may be subject to sanctions as defined herein.

Applicability of this Policy
This Policy applies to all students, faculty, staff, and Third Parties within LSCO’s Education Programs or Activities and prohibits Sexual Misconduct committed by or against students, faculty, staff, or Third Parties. The Policy applies to:
- all incidents of Sexual Misconduct;
- all incidents of Sexual Misconduct occurring on or after the effective date of this Policy;
- all incidents of Title IX Sexual Harassment; and
• with the exception of incidents of Title IX Sexual Harassment, all incidents of Non-Title IX Sexual Misconduct occurring prior to the effective date of this Policy are controlled by the Policy in effect at that time.

Equal Access
LSCO shall ensure, to the greatest extent practicable, equal access for Students enrolled at or Employees of the institution who are persons with disabilities. The College shall make reasonable efforts to consult with a disability services office of the College, advocacy groups for people with disabilities, and other relevant stakeholders to assist the College with complying with LSCO's duties under this Policy.

First Amendment Rights
Freedom of speech and principles of academic freedom are central to the mission of institutions of higher education. Constitutionally protected expression cannot be considered Sexual Misconduct under this Policy.

Notice of Non-Discrimination
The College complies with Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in Education Programs or Activities; Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits sex discrimination in employment; Campus Sexual Violence Elimination Act (SaVe); Violence Against Women Act (VAWA); and the Clery Act. Sexual Misconduct constitutes a form of sex discrimination prohibited by Title IX and Title VII.

Definitions
A Glossary with definitions of Title IX and Non-Title IX-related offenses and other terms used in this Policy can be found at https://www.lsco.edu/titleix/TSUS-Sexual-Misconduct-Policy-Rev-8-2020.pdf.

Provisions Applicable to the Title IX Sexual Harassment Grievance Process

Equitable Treatment
LSCO’s response to an allegation of Sexual Misconduct must treat Complainants and Respondents equitably by offering Supportive Measures to Complainants and Respondents, and by following a grievance process as described herein against a Respondent prior to the imposition of any disciplinary sanctions or other actions that are not Supportive Measures.

Standard of Evidence
Presumption of Non-Responsibility. Any person accused of Sexual Misconduct under this Policy is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

Preponderance of the Evidence Standard. The Decision Maker will weigh the admissible evidence using the preponderance of the evidence standard.
Conflicts of Interest
Any individual designated by LSCO as a Title IX Coordinator, Investigator, Decision Maker, Informal Resolution Facilitator, Appellate Authority, or Campus Administrator may not have a conflict of interest or bias for or against Complainants or Respondents generally, or against an individual Complainant or Respondent. The Title IX Coordinator shall not serve as Decision Maker, Informal Resolution Facilitator, or Appellate Authority.

Promptness
The College shall make every reasonable effort to ensure that the resolution of a Sexual Misconduct Complaint or Report occurs in as efficient a manner as possible, with an expectation that the process (exclusive of any appeal procedures) will generally be completed within one hundred and twenty (120) calendar days of the date a Complaint or Report is submitted.

Modification of Deadlines
The Title IX Coordinator may modify any deadlines contained in this Policy as necessary to accomplish the purposes stated and for good cause, including, but not limited to, complexity of the investigation and to accommodate semester breaks.

Immunity/Amnesty
Reporting, investigating, and adjudicating incidents of Sexual Misconduct is of paramount importance. The College does not condone underage drinking, illegal use of drugs, or other criminal behavior. However, the College will not take any disciplinary action for prohibited conduct in relation to or concurrently with an incident of Sexual Misconduct, against a person who is enrolled with or employed by the College for any violation of the College’s applicable code of conduct, provided:

- the person acts in good faith;
- the violation of the code of conduct arises out of the same facts or circumstances as a Complaint or Report of Sexual Misconduct;
- the violation of the code of conduct is not punishable by suspension or expulsion; and,
- the person is not reporting his or her own commission or assistance in the commission of Sexual Misconduct.

Prohibition on Providing False Information
Any individual who knowingly makes a false Complaint or Report under this Policy, or knowingly provides false information to College officials, or who intentionally misleads College officials who are involved in the investigation or resolution of a Complaint or Report shall be subject to disciplinary action. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this Policy does not constitute retaliation prohibited by this policy. A determination regarding responsibility, alone, is not sufficient to conclude that any Party made a materially false statement in bad faith.
Supportive Measures

Generally. When an incident of Sexual Misconduct is reported, regardless of whether a Victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the College will assist Victims of sexual assault, domestic violence, dating violence, and stalking and will provide each Victim with a written explanation of his or her rights and options. The determination of appropriate Supportive Measures in a given situation must be based on the facts and circumstances of that situation. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures, and the duration of such measures. Supportive Measures may include, but are not limited to:

- counseling provided by a counselor who does not provide counseling to any other person involved in the incident, including a person who reports an incident of Sexual Misconduct, as long as the College employs a sufficient number of counselors;
- extensions of deadlines or other course-related adjustments;
- without any academic penalty, modifications of work or class schedules or assignments, including the option of dropping a course in which both Parties are enrolled;
- campus escort or transportation services;
- mutual restrictions on contact between the Parties;
- changes in work or housing locations;
- leaves of absence;
- restrictions from specific activities or facilities; and,
- increased security and monitoring of certain areas of the campus.

Orders of Protection. The College will honor any order of protection, no contact order, restraining order or similar lawful order issued by any criminal, civil, or tribal court.

Confidentiality of Supportive Measures. The College shall maintain as confidential any measures provided to the Complainant and/or Respondent, to the extent allowed by law and to the extent that maintaining such confidentiality will not impair the ability to provide the measures.

Emergency Removal. Emergency removal of an Employee or Student prior to a final decision in a Sexual Misconduct matter must comply with System Rules and Regulations Chapters IV § 2.2(14), V § 2.131, and VI § 5.(14). A College may remove a Respondent from the College’s Education Program or Activity on an emergency basis, provided that the College undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal. The removal challenge does not require a hearing and the burden is on the Respondent to show why the removal should be rescinded.

Administrative Leave. Nothing herein precludes a College from placing a non-student employee Respondent on administrative leave with or without pay during the pendency of the grievance or any judicial process.
Supportive Measures when Anonymity is Required. The College’s inability to take disciplinary action against an alleged Respondent because of a Complainant’s insistence on anonymity will not restrict the College’s ability to provide appropriate measures for the reasonable safety of the College community.

Unreasonable Burden. Supportive Measures may not impose an unreasonable burden on the other Party.

Failure to Adhere to Supportive Measures. Failure to adhere to the parameters of any Supportive Measures may be considered a separate violation of this Policy and may result in disciplinary sanctions.

<table>
<thead>
<tr>
<th>Community Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>SERVICE OFFERED</td>
</tr>
<tr>
<td>Victim Advocacy &amp; legal assistance</td>
</tr>
<tr>
<td>24 HR Hotline providing intervention &amp; referrals for suicide, sexual assault, general crisis situations</td>
</tr>
<tr>
<td>Women &amp; Children's shelter, Counseling Services</td>
</tr>
<tr>
<td>Counseling Services</td>
</tr>
<tr>
<td>Food and emergency needs</td>
</tr>
<tr>
<td>Mental health, substance abuse, and crisis screening – Local Mental Health Authority</td>
</tr>
<tr>
<td>Financial Assistance</td>
</tr>
<tr>
<td>Child Care assisting, Parenting, Counseling</td>
</tr>
<tr>
<td>Child Care Services</td>
</tr>
<tr>
<td>Employment and Career Exploration</td>
</tr>
<tr>
<td>Services for persons with physical and mental disabilities</td>
</tr>
<tr>
<td>Adult literacy and ESL education and GED preparation</td>
</tr>
<tr>
<td>Food, clothing, shelter, and disaster relief</td>
</tr>
<tr>
<td>Disaster relief, support for military families, health and safety education</td>
</tr>
<tr>
<td>SERVICE OFFERED</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Assists with food, clothes, utility payments, rent and prescription bills as funding allows</td>
</tr>
<tr>
<td>Food pantry</td>
</tr>
<tr>
<td>24 HR child and adult abuse hotline, investigates reports of neglect and abuse of children and adults</td>
</tr>
<tr>
<td>Counseling for children &amp; non-offending family members</td>
</tr>
<tr>
<td>24 hour national hotline providing live help for sexual assault victims and their friends and families</td>
</tr>
<tr>
<td>24 hour phone and live chat hours</td>
</tr>
<tr>
<td>Domestic violence 24 HR crisis line</td>
</tr>
<tr>
<td>On campus 7:30am to 4:30pm in Ron Lewis Library Rm 352</td>
</tr>
<tr>
<td>On campus 7:30am to 4:30pm in Academy Center Rm 149</td>
</tr>
<tr>
<td>On campus 8:00am to 5:00pm in Ron Lewis Library Rm 218B</td>
</tr>
<tr>
<td>On campus 8:00am to 5:00pm in Academic Center Rm 117</td>
</tr>
<tr>
<td>On call 24 hours a day; evidence collection for sexual assault, child and elder abuse, domestic violence</td>
</tr>
<tr>
<td>Offers free, convenient, and confidential services for employees, their spouse/domestic partner, and eligible dependents.</td>
</tr>
<tr>
<td>Free, 24/7 support for those in crisis. Text 741741.</td>
</tr>
<tr>
<td>24 HR Hotline for suicide intervention, Veterans Crisis line.</td>
</tr>
<tr>
<td>Grief Support</td>
</tr>
</tbody>
</table>
Informal Resolution

Eligibility for Informal Resolution. Informal Resolution is available after a Formal Complaint has been filed in a Title IX Sexual Harassment incident or a Report has been received in a Non-Title IX Sexual Misconduct incident. Informal Resolution may be pursued if:

- both Parties are willing to engage in Informal Resolution and consent to do so in writing;
- the Complainant and the Respondent are both Students or are both Employees of the College;
- the Title IX Coordinator agrees that Informal Resolution is an appropriate mechanism for resolving the Complaint; and
- the College provides written notice to the Parties in accordance with this policy.

Informal Resolution Procedures. The Title IX Coordinator shall provide written notice to the Parties of the availability of informal resolution, including:

- the allegations;
- the requirements of the informal resolution process, including the circumstances under which the Parties are precluded from resuming a Formal Complaint arising from the same allegations;
- any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared; and,
- the Parties’ right to withdraw consent to informal resolution at any time prior to reaching an agreement, and resume the grievance process.

Referral for an Investigation. The Title IX Coordinator will terminate informal resolution and continue the investigation if:

- The parties are not able to reach an agreement prior to the exhaustion of the administrative process,
- One or more of the Parties withdraws consent to informal resolution, or,
- Title IX Coordinator determines that informal resolution is no longer appropriate.

Remedies

Remedies for a Finding of a violation of this Policy must be designed to restore or preserve equal access to the College’s Education Program or Activity to the Complainant. Such remedies may include the same individualized services described in the “Supportive Measures” section of this policy; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent.

- The Title IX Coordinator is responsible for the effective implementation of remedies.
- Any remedy that does not directly affect the Respondent must not be disclosed to the Respondent.

Sanctions

Sanctions for a Finding of a Policy violation will depend upon the nature and gravity of the misconduct and/or any record of prior discipline for Sexual Misconduct.
Sanctions include the following:

**Students**
- no-contact orders;
- probation (including disciplinary and academic probation);
- restricted access to activities or facilities;
- mandated counseling (this may include, but not be limited to education programs and batterer intervention);
- disqualification from student employment positions;
- revocation of admission and/or degree;
- withholding of official transcript or degree;
- bar against readmission;
- monetary restitution;
- withdrawing from a course with a grade of W, F, or WF;
- expulsion, suspension or dismissal; or
- relevant training.

**Employees**
- withholding a promotion or pay increase;
- reassigning employment, including, but not limited to demotion in rank;
- terminating employment;
- barring future employment;
- temporary suspension without pay;
- compensation adjustments;
- no-contact orders;
- relevant training; or,
- recommendation to revoke tenure.

**Retaliation**
No College or person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this Policy, or because the individual has made a Complaint or Report, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy. Any person, who believes that she or he has been subjected to Retaliation, should immediately report this concern to the Title IX Coordinator.

- **By the College**
  - A College may not discipline or discriminate against an employee who in good faith makes a Report of Sexual Misconduct as required by this Policy.
  - This does not apply to an employee who perpetrates or assists in perpetrating an incident of Sexual Misconduct.
- **By Others**
  - The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this section.
Confidentiality

- The identity of the following individuals is confidential and not subject to disclosure under the Texas Public Information Act, unless such individual(s) waive nondisclosure in writing:
  - an alleged victim of an incident of Sexual Misconduct;
  - a person who reports an incident of Sexual Misconduct;
  - a person who sought guidance from the College concerning such an incident;
  - a person who participated in the College's investigation of such an incident; or,
  - a person who is alleged to have committed or assisted in the commission of Sexual Misconduct, provided that after completion of the investigation, the College determines the Complaint or Report to be unsubstantiated or without merit.

- The identity of the individual(s) may only be disclosed to the following:
  - a College, as necessary to conduct an investigation and resolution of the investigation;
  - the person or persons alleged to have perpetrated the incident of Sexual Misconduct defined in this Policy, to the extent required by other law;
  - a law enforcement officer, as necessary to conduct a criminal investigation;
  - potential witnesses to the incident, as necessary to conduct an investigation; or,
  - a health care provider in an emergency situation, as determined necessary by the College.

- Information reported to a health care provider or other medical provider employed by a College is confidential, and may be shared by the provider only with the Complainant’s consent. The provider must provide aggregate data or other non-identifying information regarding incidents of Sexual Misconduct to the College’s Title IX Coordinator.

- Breaches of confidentiality or privacy committed by Employees receiving a Complaint or Report of alleged Sexual Misconduct or investigating the Report of alleged Sexual Misconduct may result in disciplinary sanctions.

- Release of information to the individuals referenced in this section shall not be construed as a voluntary disclosure for purposes of the Texas Public Information Act.

- If there is a direct conflict between the requirements of FERPA and the requirements of Title IX, such that enforcement of FERPA would interfere with the primary purpose of Title IX to eliminate sex-based discrimination in schools, the requirements of Title IX override any conflicting FERPA provisions.
Reporting Incidents of Sexual Misconduct

General Information. Each College will identify and provide complete contact information for their Title IX Coordinator and all Deputy Coordinators in various locations, including but not limited to the College’s website; the Student’s handbook; the Dean of Students Office; Human Resources; and Campus Police or Security; or their equivalents. Once a Complaint or Report of Sexual Misconduct is received by the College, the Title IX Coordinator will determine the appropriate grievance process for resolution.

Victim Reporting Options. Although a victim of Sexual Misconduct may decline to report the incident, the College supports, encourages, and will assist those who have been the victim of Sexual Misconduct to report the incident to any of the sources below. The alleged victim may use a pseudonym form when making a report to a law enforcement agency.

- **Title IX Coordinator.** Any incident of Sexual Misconduct may be brought to the attention of the Title IX Coordinator. The Title IX Coordinator will discuss with the reporting Party the options for:
  - Filing a Formal Complaint of a Title IX Sexual Harassment incident, if applicable; or,
  - Filing a Report of a Non-Title IX Sexual Misconduct incident, if applicable.

- **Responsible Employee.** An individual may report alleged Sexual Misconduct to a Responsible Employee.

- **Official with Authority.** An individual may report alleged Sexual Misconduct to an Official with Authority. A Report to an Official with Authority will impose Actual Knowledge on the College provided the reported incident of Sexual Misconduct meets the definition of Title IX Sexual Harassment. Each College will identify and provide contact information of the Official with Authority in various locations, including but not limited to the College’s website and the applicable online handbooks.

- **College Police or Security.** An individual may report an incident of Sexual Misconduct to the College police or security. Although the College strongly encourages reporting Sexual Misconduct to the police, a victim may request administrative action by the College with or without filing a police report. Filing a police report does not obligate the victim to continue with criminal proceedings or College disciplinary action. Colleges shall provide to the victim the contact information for the campus police or security personnel.

- **Campus Security Authority.** A Report of Sexual Misconduct may be made to a Campus Security Authority (CSA) as defined in each College’s Annual Security Report. All CSAs will promptly inform the Title IX Coordinator of the Complaint or Report and comply with all other reporting obligations required by the Clery Act.

- **Local Law Enforcement.** An individual may, but is not required to, report an incident of Sexual Misconduct directly with local law enforcement agencies. At the victim’s request, the College will assist the victim with reporting the incident of Sexual Misconduct to law enforcement.

- **Electronic Reporting.** Each College shall provide an option for electronic reporting of an incident of Sexual Misconduct. The electronic reporting option must:
  - enable an individual to report the alleged offense anonymously; and
  - be easily accessible through an identifiable link on the College’s website home page.
Anonymous Reports. Individuals who chose to file anonymous reports are advised that:
  o it may be very difficult, and in some cases, not possible for the College to investigate an anonymous Report; and
  o filing a Report is not necessary in order to secure Supportive Measures.

Preservation of Evidence. Preservation of evidence is critical in incidents of Sexual Misconduct. If you experience sexual violence, you are encouraged to seek immediate medical care. Also, preserving DNA evidence can be key to identifying the perpetrator in a sexual violence case. Victims can undergo a medical exam to preserve physical evidence with or without police involvement. If possible, this should be done immediately. If an immediate medical exam is not possible, individuals who have experienced a sexual assault may have a Sexual Assault Forensic Exam (SAFE) performed by a Sexual Assault Nurse Examiner (SANE) within 4 days of the incident. With the victim’s consent, the physical evidence collected during this medical exam can be used in a criminal investigation; however, a person may undergo a SAFE even without contacting, or intending to contact, the police. To undergo a SAFE, go directly to the emergency department of the nearest hospital that provides SAFE services.

Employee Mandatory Reporting. A Responsible Employee who has knowledge of Sexual Misconduct must report promptly to the Title IX Coordinator all relevant details known to the Employee about the alleged Sexual Misconduct shared by the Complainant or Reporting Party. A Responsible Employee must share all information relevant to the investigation, and if applicable, redress of the incident, including whether the Complainant has expressed a desire for confidentiality in reporting the incident.
  • Before a Complainant reveals any information to a Responsible Employee, the Employee should inform the Complainant of the Employee’s reporting obligations. If the Complainant requests anonymity and confidentiality, the Employee should refer the Complainant to Confidential Employees. A Responsible Employee may not honor a request for anonymity or confidentiality.
  • A Responsible Employee should not share information with law enforcement without the Complainant’s consent, unless the Complainant has also reported the incident to law enforcement.
  • If the Complainant reports an incident to the Responsible Employee and requests confidentiality or no investigation, the Employee should tell the Complainant that the College will consider the request, but cannot guarantee that the College will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the Responsible Employee will inform the Title IX Coordinator of the Complainant’s request for confidentiality or no investigation.
  • A Responsible Employee will promptly report to the Title IX Coordinator all incidents of Sexual Misconduct, provided:
    o the employee is in the course and scope of employment at the time the employee witnesses or receives information regarding the occurrence of Sexual Misconduct;
    o the employee reasonably believes the incident constitutes Sexual Misconduct; and,
• the incident of Sexual Misconduct was committed either by or against an enrolled
  Student or an Employee of the College at the time of the Sexual Misconduct.
• A College may expand, but shall not narrow, the reporting obligations of Responsible
  Employees under this subsection.
• A College that expands the reporting obligations of a Responsible Employee shall
  inform such Responsible Employees of their mandatory reporting obligations.

Termination for Failure to Report or Making a False Report. A College shall terminate an
Employee it determines to have either:
• knowingly failed to make a report of Sexual Harassment, Sexual Assault, Dating Violence,
  or Stalking when the Responsible Employee was required to do so; or
• knowingly made a false Report of Sexual Harassment, Sexual Assault, Dating Violence, or
  Stalking with intent to harm or deceive.

No Report Required. An Employee is not required to report an incident of Sexual Misconduct to
the Title IX Coordinator if:
• the Employee was the victim of such conduct; or,
• the Employee received information due to a disclosure made at a public awareness event
  sponsored by a College or by a Student organization affiliated with the College.

Confidential Employees. Each College will identify and provide contact information for
Confidential Employees in various locations, including but not limited to the College’s website
and appropriate online handbooks. These Confidential Employees will assist in a crisis and
provide information about possible resources, some of which may include law enforcement,
medical assistance, psychological counseling, victim advocacy assistance, legal assistance,
College disciplinary action, immigration services, and criminal prosecution. Training for
Confidential Employees may be through their professional organizations, if any, or through the
Title IX Coordinator.
• A Confidential Employee who receives information about an incident of Sexual
  Misconduct shall report to the Title IX Coordinator only the type of incident reported.
• A Confidential Employee shall also provide such information to the College’s Clery Act
  Coordinator for purposes of the College’s Annual Security Report.

Request for Anonymity by Complainant
• When considering reporting options, Complainants should be aware that Confidential
  Employees are permitted to honor a request for anonymity and can maintain
  confidentiality.
• With the exception of Confidential Employees, College personnel have mandatory
  reporting and response obligations, regardless of the Complainant’s request for
  anonymity or confidentiality.
• The Complaint or Report shall be used as an anonymous Report for data collection
  purposes under the Clery Act.
Title IX Sexual Harassment Grievance Process

Filing a Formal Complaint. Incidents of Sexual Misconduct should be reported as per the reporting section of this Policy. A Formal Complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information for the Title IX Coordinator under this Policy and any additional method designated by the College.

Cases Initiated by the Title IX Coordinator. If the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or otherwise a Party.

Notice of Allegations. In response to a Formal Complaint the College must give written notice of the allegations to the Parties. This notice must include:

- notice of the College’s grievance process, including informal resolution;
- sufficient details of the allegations known at the time;
- identities of the Parties involved;
- the conduct allegedly constituting Title IX Sexual Harassment;
- the date and location of the alleged incident;
- a statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the grievance process;
- that the Parties may have an Advisor of their choice, who may be, but is not required to be, an attorney;
- that the Parties may inspect and review evidence gathered during the process;
- that knowingly making false statements or knowingly submitting false information during the grievance process is prohibited; and,
- the availability of Supportive Measures to the Complainant and Respondent.

Right to Advisor

- Each Party may be accompanied by an Advisor of their choice to any related meeting, interview, or proceeding. The Advisor may be, but need not be, an attorney who may provide support, guidance, or advice to the Party. The Advisor may not otherwise directly participate in any meeting, interview, or proceeding except for the limited purpose of conducting cross-examination at a live hearing, if any.
- If a Party does not have an Advisor to conduct cross-examination at the live hearing, the College will provide the Party with an Advisor, who need not be an attorney, for the limited purpose of conducting cross-examination at the live hearing.
- Each Party’s Advisor is requested to meet with the Title IX Coordinator to discuss hearing procedure and protocols prior to the live hearing, if any.
Consolidation of Complaints

- A College may consolidate Formal Complaints as to allegations involving the same circumstances.
- A College may consolidate Formal Complaints involving allegations against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one Party against the other Party, where the allegations arise out of the same facts or circumstances.

Investigation

- **Scheduling.** An assigned Investigator will provide written notice to a Party whose participation is invited or expected, of the date, time, location, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the Party to prepare to participate.
- **Information Gathering.** Investigator will gather and review information from Complainant, Respondent, and Witnesses. Investigator shall conduct a site inspection, if necessary, and obtain other information as appropriate.
- **Equal Opportunity to Present Evidence and Witnesses.** All Parties will have equal opportunity to present fact and expert witnesses and other inculpatory and exculpatory evidence during the course of the investigation. A College may not restrict the ability of either Party to discuss the allegations under investigation, or to gather and present relevant evidence.
- **Burden on the College.** The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the College and not on the Parties. However, a College cannot access, consider, disclose, or otherwise use a Party’s Confidential Treatment Records, unless that Party consents to such access.
- **Privileges.** The process must not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.
- **Right to Inspect and Review Evidence Prior to Completion of the Investigation.** Once the assigned Investigator concludes all fact finding and evidence gathering activities, each Party and their respective Advisors must have equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations in the Formal Complaint, including the evidence upon which the College does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a Party or other source, so that each Party can meaningfully respond to the evidence prior to the conclusion of the investigation.
  - Each Party and their Advisor will be sent such evidence in electronic format or hard copy. Each Party will have ten (10) calendar days from the date they are notified to inspect, review, and respond to the evidence.
  - The written response of each Party, if any, must be considered by the Investigator prior to completion of the Investigative Report.
Investigative Report. Investigator will complete a written Investigative Report that includes summaries of interviews conducted; photographs, if any; documents and materials received; descriptions of relevant evidence; summaries of relevant electronic records; and a detailed report of the events related to the incident. When Investigator is not the Title IX Coordinator, the Investigative Report will be submitted to the Title IX Coordinator to ensure all elements of the investigation have been completed. The Title IX Coordinator will forward the Investigative Report to the Decision Maker.

Notice of Hearing. Upon completion of the Investigative Report, the Title IX Coordinator will send the Notice of Hearing and the Investigative Report to all Parties and their Advisors. The Notice of Hearing and Investigative Report will be sent no less than ten (10) calendar days prior to the scheduled hearing to allow all Parties an opportunity for response.

Pre-Hearing Instructions. The following items should be provided to the Decision Maker no later than three (3) calendar days prior to the date of hearing and apply equally to both Parties:

- any written response to the investigative Report;
- documents, or other evidence to be used at the hearing;
- the name of each witness who is to appear on that Party’s behalf (witnesses not previously interviewed or identified may be allowed to testify only at the discretion of the Decision Maker); and,
- a list of initial questions and cross-examination questions for the opposing Party and any designated witness. Each Party, through their Advisor, will be permitted to conduct cross-examination even if written questions are not previously submitted by the Party.

Live Hearings. All investigations not dismissed shall have a live hearing. The following are the participants at a live hearing:

- Decision Maker. The Decision Maker determines the relevancy of all questions asked during the hearing, may ask questions of any witness or Party during the hearing, and ultimately issues the written decision of responsibility and sanction, if any, after the hearing. The College’s Title IX Coordinator or the Investigator who conducted the investigation or prepared the Investigative Report may not serve as Decision Maker.

- Parties. The Parties are the Complainant and Respondent. Each Party may give a statement, answer questions, present evidence, and witnesses, and cross-examine the other Party and witnesses through their Advisor.

- Advisor. Each Party is entitled to have an Advisor of their choice at the hearing. Each Party must have an Advisor to conduct cross-examination of the other Party and witnesses. An Advisor may, but is not required to be, an attorney. In addition to cross-examination, the Advisor may provide support, guidance, or advice to Complainant or Respondent, but may not otherwise directly participate in the hearing.

  - If a Party does not have an Advisor, the College will appoint an Advisor of the College’s choice, without fee or cost to the Party, for the limited purpose of conducting cross-examination, including questions challenging the Party or witness’s credibility. A College is not required to appoint an attorney as an Advisor.
• **Investigator.** The Investigator will be present at the hearing, and may answer questions from either Party about the investigation and the summary of evidence in the Investigative Report.

• **Title IX Coordinator.** The Title IX Coordinator may be present at the live hearing.

**Availability of Investigative Evidence.** The College must make all evidence subject to the Parties’ inspection and review available at any hearing to give each Party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

**Documents.** Each Party shall have the opportunity to present relevant documents to the Decision Maker for consideration at the hearing. Only documents and other evidence pre-submitted in accordance with this policy will be considered. Any assertion of fact that is contained within a document may not be considered by the Decision Maker unless the person making the assertion of fact in the document submits to cross-examination by the other Party’s Advisor.

**Witnesses.** Each Party shall have the opportunity to present fact and/or expert witnesses to the Decision Maker for consideration at the hearing.

**Determination of Relevance of Questions.** Only relevant questions may be asked of a Party or witness during the hearing. Before a Party or witness answers a cross-examination or other question, the Decision Maker must first determine whether the question is relevant.

- Questions concerning a Party’s prior sexual behavior are not relevant unless offered to prove that someone other than the Respondent committed the alleged misconduct or if the questions and evidence concern specific incidents of the Complainant’s prior sexual behavior with respect to the Respondent and are offered to prove Consent.
- The Decision Maker will explain to the Party’s Advisor why a question excluded is not relevant. The Decision Maker’s relevancy decision is final and may only be challenged as a procedural defect on appeal, as provided in this Policy.

**Live Cross-Examination (Directly, Orally, in real time).** The cross-examination of a Party or witness must be conducted by the other Party’s Advisor, orally, and in real time. A Party may not directly question the other Party or witness.
Excluding Statements from a Party or Witness Not Subject to Cross-Examination. If a Party or witness does not submit to cross-examination at the hearing, the Decision Maker must not rely on any statement of that Party or witness in reaching a determination regarding responsibility; and the Decision Maker may not draw an inference about responsibility based solely on a Party’s or witness’s absence from the hearing or refusal to answer cross-examination or other questions.

Alternative Hearing Locations. The hearing may be conducted with all Parties and witnesses physically present in the same geographic location or, at the College’s discretion, any or all Parties, witnesses, or other participants may appear at the hearing virtually. At the request of either Party, the College shall provide for the entire hearing, including cross-examination, to occur with the Parties in separate rooms with technology that enables the Parties to see and hear each other or the witness answering questions, at all times while the hearing is in session.

Recording of Hearing Proceedings. College shall create an audio or audiovisual recording, or transcript, of any live hearing and make such recording or transcript available to the Parties for inspection and review.

Decision and Sanctions. Once the live hearing has concluded, the Decision Maker will issue a written determination, which shall be sent simultaneously to the Parties, along with information about how to appeal the determination. The contents of the decision will include:

- identification of the allegations potentially constituting Title IX Sexual Harassment;
- a description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- findings of fact supporting the determination;
- conclusions regarding the application of this Policy to the facts;
- a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the College imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the College’s Education Program or Activity will be provided by the College to the Complainant;
- the College’s procedures and permissible bases for the Complainant and Respondent to appeal; and
- the identity and contact information of the appropriate Appellate Authority.

Appeals. Both Parties must be offered an appeal from a determination regarding responsibility, and from a dismissal of a Formal Complaint or any allegations therein.

- Grounds for Appeal. The only grounds for appeal are:
  - procedural irregularity, including a relevancy determination, that affected the outcome of the matter;
  - new evidence that was not reasonably available at the time the determination
regarding responsibility or dismissal was made and that could affect the outcome of the matter;
  o the Title IX Coordinator, Investigator, or Decision Maker had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter; and,
  o the Sanction is substantially disproportionate to the written decision.

• Procedure for Appeal. Either Party may appeal a dismissal or Decision Maker’s determination by filing a written request to appeal, with supporting information, with the appropriate Appellate Authority within ten (10) calendar days of issuance of the decision. If a Complainant or Respondent appeals, the College must:
  o notify the other Party in writing within five (5) calendar days from when an appeal is filed and implement appeal procedures equally for both Parties;
  o give the non-appealing Party seven (7) calendar days from when the College notifies the non-appealing Party that an appeal has been filed to submit a written statement in support of, or challenging, the outcome, a copy of which will be provided to the appealing Party; and,
  o issue a written decision, including the rationale therefor, simultaneously to both Parties within twenty-one (21) calendar days from the date the notice is issued. The decision of the Appellate Authority is final.

Implementation of Sanction. No sanction shall be implemented until the appeal, if any, has been concluded, or until the time for either Party to submit an appeal has elapsed.

Implementation of Remedies. Upon the issuance of the written determination and the conclusion of any appeal, if the Decision Maker determines remedies will be provided, the Title IX Coordinator will communicate with Complainant separately to discuss what remedies are appropriate to restore or preserve the Complainant’s equal access to the College’s Education Program or Activity.

Assistance for Victims: Rights and Options
Regardless of whether a Victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, The College will assist Victims of sexual assault, domestic violence, dating violence, and stalking and will provide each Victim with a written explanation of his or her rights and options. The Victim will receive this information in writing of their rights and options including right to notify law enforcement, option to attend counseling and seek medical attention, right to know the outcome of disciplinary proceedings, option to change academic and living situations and right to have an advisor/advocate assist the victim.

Disclosure of Disciplinary Proceeding Outcome to Victims (or Next of Kin)
LSCO will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forceable sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim.
Sex Offender Registration – Campus Sex Crimes Prevention Act

Megan's Law
The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student. In Texas, convicted sex offenders must register with the Texas Department of Public Safety (TxDPS). This information can be found on the TxDPS website.

Student Conduct and Discipline

Acquaintance with Policies, Rules, and Regulations
Each student is expected to be fully acquainted and comply with all published policies, rules, and regulations of the College and of the Texas State University System, which are accessible on-line via the Student Handbook. Students are also expected to comply with all federal and state laws.

Criminal Activity at Non-campus Locations
If the perpetrator of a crime is identified as a LSCO student by law enforcement or if an event occurs off-campus, local law enforcement usually notifies the campus via the Department of Safety and Security. The campus has secured MOUs with outside agencies to further our efforts to partner with local agencies to prevent crime on our campus. Regardless of action taken in the court system, students can experience the student disciplinary process on campus simultaneously. LSCO does not have any officially recognized student organizations with non-campus locations.

Alcohol & Drugs
LSCO maintains an awareness of public laws in relation to drugs and alcohol and supports their enforcement through our Security Office. Any violations of state law in relation to drugs or alcohol (possession, use, and sale) are processed legally through local law enforcement and referred to the Dean of Student Services for campus disciplinary procedures, concurrently. More information about our policy can be found in the Student Handbook.

Use of Illegal Drugs
A student who, by a preponderance of the evidence, under the Rules and Regulations, Texas State University System, is found to have illegally possessed, used, sold or distributed any drug, narcotic, controlled substance, or drug paraphernalia including residue, whether the infraction is found to have occurred on or off campus, shall be subject to discipline, ranging from mandatory, college approved counseling to expulsion.

Students for whom there is a reasonable suspicion of involvement with drugs or controlled substances may be required to submit to an appropriate drug test. Mitigating or aggravating factors in assessing the proper level of discipline shall include, but not necessarily be limited to,
the student’s motive for engaging in the behavior, disciplinary history, effect of the behavior on safety and security of the college community, and the likelihood that the behavior will recur. The college will exercise their right as a result of being found guilty of a violation of the drug policy and placed on probation to perform random drug tests on students at any time during the probation.

If at any time the student is found to test positive for any illegal drugs, the student will be suspended per the duration above. A student who has been suspended, dismissed, probated, or expelled from the university shall be ineligible to enroll at any other Texas State University System university during the applicable period of discipline.

The registrar is authorized to make an appropriate notation on the student’s transcript to accomplish this objective and to remove the notation when the student’s disciplinary record has been cleared. A second infraction for a drug-related offense shall result in permanent expulsion from the University and from all other institutions in The Texas State University System. (Texas State University System Policies, VI, 5.9(20) pg.VI-13).

Available Counseling and Treatment Program
LSCO offers drug and alcohol abuse education programs through a third party vendor, Everfi. AlcoholEdu is an interactive online program that uses the latest evidence-based prevention methods to create a highly engaging user experience, inspiring students to make healthier decisions related to alcohol and other drugs. Drug and alcohol abuse counseling is available through the Counseling office located in the Ron Lewis Building, Room 354, 409.882.3340. This office also provides off-campus referrals to treatment programs and facilities in the local and surrounding areas.
Campus Security Policies, Crime Prevention, and Safety Awareness Programs

Training
Lamar State College Orange is committed to ensuring our students, faculty, and staff are prepared for an emergency situation that may arise on our campus. Faculty and staff will be trained annually to understand the function and elements of this plan, including types of potential emergencies, reporting procedures, evacuation plans, and the responsibility of their individual department unit plan. Training will address the following:

- Introduction to EMBCP
- Individual roles and responsibilities
- Threats, hazards, and protective actions
- Notification, warning, and communication procedures
- Locations of all emergency exits
- Locations of fire alarm pull station and the fire extinguisher locations
- Emergency response procedures
- Evacuation, shelter, and accountability procedures

Training will be conducted by the Emergency Management Team, outside professional individuals, department supervisors, or other local emergency service entities.

Lamar State College Orange CSA’s are trained initially and thereafter annually using Clery Center materials and other Texas State University System guidance.

Campus Drills
Campus drills should promote preparedness, improve the response capability of individuals, validate plans, policies, procedures and systems, and verify the effectiveness of command, control, and communication functions. Drills will vary in size and complexity to achieve different operational objectives.

The following types of drills can be used:

- Tabletop Drills simulate an activation of the EMBCP in an informal, stress-free environment. They are designed to promote constructive discussion as participants examine and resolve potential problems based on the plan.
- Functional Drills are interactive drills performed in real time that test the capability of the agency to respond to simulated continuity activation.
- Full-Scale Drills simulate continuity activation through field exercises designed to evaluate the executive of the plan in a highly stressful environment.

Drills are conducted to validate elements of the EMBCP, both individually and collectively. LSCO is committed to ensuring that realistic exercises are conducted, during which individuals and business units perform the tasks that are expected of them in a real event. Drills should be conducted on an annual basis.
Each drill activity, as well as actual events, will be evaluated and an After-Drill Report and Improvement Plan should be completed. The evaluation will identify strengths and weaknesses and suggest areas for improvement that will enhance LSCO’s preparedness. The information will be collected and prepared by the EMBCP Coordinator, and reviewed and approved by the Emergency Response Team. Once approved, the EMBCP Coordinator will incorporate applicable lessons learned into the EMBCP. Recommended evacuation routes and assembly points are located in the EMBCP, Appendix D.

**Personal Safety and Crime Prevention Programs**

Under the direction of the Safety and Security Coordinator, LSCO’s Safety, Security, IT, and Risk Management Committee (Committee) is responsible for ensuring a safe and secure environment on our campus. The Committee is responsible for building inspections, recommendation of training modules, and to address concerns brought forth by the Gator Community concerning the safety and security of our campus.

The Department of Safety and Security focuses attention on crime prevention through increased emphasis on community-oriented policing. Throughout the academic year there will be group programs and individual counseling on crime prevention presented by campus security, Orange Police Department, and the local sheriff’s department. Programs by the Criminal Justice Department are also available. The Safety and Security Coordinator speaks to new students during Fall and Spring orientation about general campus safety, crime prevention, reporting procedures and locations, as well as, guidance on any current trends on campus.

**Education Programs**

**Sexual Assault Prevention for Undergraduates:** Title IX and Clery Act training that engages undergraduate students in fostering healthy relationship behaviors and preparing them to recognize and respond to sexual misconduct, including sexual harassment, sexual assault, domestic violence, dating violence, and stalking, when it occurs. The training is culturally relevant, inclusive of diverse communities and identities, and developed by informed research to ensure effectiveness. The course content includes:

- Importance of Values
- Aspects of (Un)healthy Relationships
- Gender Socialization
- Sexual Assault

AlcoholEdu for College: This course encourages students to reflect on their drinking and encourages safe decision-making, making campuses safer for everyone. The course is designed for first year college students. It is an interactive online program using the latest evidence-based prevention methods to create a highly engaging user experience, inspiring students to make healthier decisions related to alcohol and other drugs. The course content includes:

- Overview of key definitions
- Myths and misperceptions
- Alcohol and motivation
- Blood alcohol concentration
- Strategies for drinkers/non-drinkers

- Consent
- Bystander Intervention
- Victim Support
- Responding to Student Disclosure

- Bystander intervention skills
- Academic brain science
- Media literacy and expectations
- Alcohol and the law
- College, drinking and stress
Everfi’s Sexual Assault Prevention and AlcoholEdu are a comprehensive education and training solution required of all incoming Freshman and transfer students.

Building Supportive Communities: Clery Act and Title IX: Takes a close look at the issue of sexual harassment, including sexual assault, relationship violence, and stalking, in higher education.

All LSCO employees were required to complete this training to ensure knowledge of the new 2020 Title IX regulations was received.

Bridges/Taking Action: Provides ongoing education addressing how to identify and report different types of sexual misconduct committed against students, ways to prevent sexual violence and maintaining a safe campus community.

Harassment Prevention: This course is designed for supervisors and non-supervisors. Raise awareness about harassment and discrimination by explaining the law, and providing insight on how to appropriately respond to and report misconduct. Learn tips to maintain a respectful work environment, including safe and positive options for bystander intervention, using inclusive language, and avoiding microaggressions.

All LSCO employees are required to complete this training upon new hire and every two years thereafter.

Diversity and Inclusion EDU: Explores power, communication, identity, and privilege through the unique experiences of real people. The course helps you think about the importance of a respectful working environment and the barriers that prevent full participation.

Managing Bias: Understanding bias in the workplace is the first step to managing it. This course defines bias, describes how it affects the workplace, and encourages learners to use that knowledge to reduce the negative effects of bias. Employees will understand that biases can affect our actions, which can have real impacts on people, and that if left unchecked, biases can create unhealthy work environments that reinforce unjust practices.
Policy for Preparing the Annual Disclosure of Crime Statistics
The College coordinates the collection and reporting of crime statistics as specified in the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act). Each year, the College notifies all enrolled students and employees, via email, that they can view the report at: Annual Security Report.

Prospective employees and students are notified about the availability and location of the report via the online employee and student application process. This report is prepared in cooperation with the LSCO Safety and Security Department (SSD), Division of College Affairs, local law enforcement agencies, Division of Student Services, and the Office of the President. Each entity provides current information about its safety and security educational efforts and programs as well as statistical data. Annually, LSCO sends a written request to Campus Security Authorities (CSAs) requesting information about all Clery Act Crimes that occurred on LSCO’s geography that were reported to them. LSCO does allow individuals to report crimes on a confidential, voluntary basis for inclusion in the annual disclosure of crime statistics, except where the Safety and Security Department processes a crime using a pseudonym.

Reports of criminal activity given to CSAs and reports of crimes made to local law enforcement agencies are requested and included in the Annual Security Report as required by the Clery Act. “Campus Security Authority” (CSA) means an individual with responsibility for campus safety and security. This includes campus police; individuals who are responsible for monitoring buildings or campus grounds, or with similar security responsibilities who are not part of campus security; individuals or organizations specifically identified to receive reports of criminal offenses; and College officials, but not limited to all deans, directors, department chairs, student services, Title IX team members, and advisors to student organizations.

Definitions Used in Classification of Crime Statistics (Listed in order of reporting hierarchy)

Primary Crimes
- **Murder and Non-negligent Manslaughter:** The willful (non-negligent) killing of one human being by another.
- **Manslaughter by Negligence:** The killing of another person through gross negligence.
- **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. This offense includes the rape of both males and females.
- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
• **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

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

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

• **Burglary:** The unlawful entry of a structure to commit a felony or a theft.

• **Motor Vehicle Theft:** Theft or attempted theft of a motor vehicle.

• **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.

### Violence Against Women Act Crimes

- **Domestic Violence:** A felony or misdemeanor crime of violence committed by:
  - A current or former spouse or intimate partner of the victim;
  - A person with whom the victim shares a child in common;
  - A person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
  - A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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

- **Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others; or suffer substantial emotional distress. When reporting crimes of stalking that include activities in more than one calendar year, LSCO will record a crime statistic for each and every year in which the course of conduct is reported to our Safety and Security Department, local law enforcement, or to a CSA.

### Arrests and Disciplinary Referrals

- **Weapons: Carrying, possessing, etc.** is defined as the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

- **Drug Abuse Violations:** The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrest for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

- **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.
Hate Crime (Any of the Above Offenses and Those Below)
A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim.

- **Larceny-Theft**: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.
- **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 and is counted only in relation to a reported hate crime.
- **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 and is counted only in relation to a reported hate crime.
- **Destruction/Damage/Vandalism of Property**: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Categories of bias are: Race, Gender, Gender Identity, Religion, Sexual Orientation, Ethnicity, National Origin, and Disability.

**Definitions of Geographies (Locations)**

**On-Campus Buildings or Property**
- Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution’s educational purposes, including residence halls; and
- Any building or property that is within or reasonably contiguous to the area identified in the above paragraph, that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or other retail vendor).

**Non-Campus Buildings 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.

LSCO crime statistics do not include crimes that occur in privately owned homes or businesses. A listing of on-campus and non-campus LSCO buildings or property is collected on an annual basis from the Business Office. The list is given to the LSCO Safety and Security Department to collect appropriate crime statistics for Clery Act-defined geography. A [map of the LSCO campus](#) is available for all current and prospective students and employees.
## Clery Act Crime Statistics

### Criminal Offenses – On campus

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criminal Homicide</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Murder/Non-negligent manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Fondling</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arson</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### Criminal Offenses – Non-Campus

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criminal Homicide</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Murder/Non-negligent manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Fondling</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arson</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### VAWA Offenses

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dating Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
## Clery Act Crime Statistics

### Criminal Offenses - Public Property

<table>
<thead>
<tr>
<th>Criminal Homicide</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-negligent manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### Sex Offenses

<table>
<thead>
<tr>
<th>Offense</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Fondling</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arson</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### VAWA Offenses

<table>
<thead>
<tr>
<th>Offense</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dating Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### Crime Statistics: Hate Crimes

#### Hate Crimes - On campus

Note: The institution is required to disclose data on hate crimes by category of prejudice. For purposes of this data collection, only the total number of hate crimes is reported.

<table>
<thead>
<tr>
<th>Criminal Homicide</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-negligent manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### Sex Offenses

<table>
<thead>
<tr>
<th>Offense</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Fondling</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Any other crime involving bodily injury</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### VAWA Offenses

<table>
<thead>
<tr>
<th>Offense</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dating Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Crime Statistics: Hate Crimes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-----------------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Hate Crimes – Non-Campus</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Criminal Homicide</strong></td>
<td>2018</td>
<td>2019</td>
<td>2020</td>
</tr>
<tr>
<td>Murder/Non-negligent manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Sex Offenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Fondling</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Any other crime involving bodily injury</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>VAWA Offenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dating Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Hate Crimes - Public Property</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Criminal Homicide</strong></td>
<td>2018</td>
<td>2019</td>
<td>2020</td>
</tr>
<tr>
<td>Murder/Non-negligent manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Sex Offenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Fondling</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Any other crime involving bodily injury</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>VAWA Offenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dating Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
### Crime Statistics: Arrests and Disciplinary Actions On Campus

#### Arrests - On Campus

<table>
<thead>
<tr>
<th>Law Violation</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Illegal weapons possession</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug law violations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor law violations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

#### Disciplinary Actions - On Campus

Number of persons referred for Disciplinary Action on campus

<table>
<thead>
<tr>
<th>Law Violation</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Illegal weapons possession</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug law violations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor law violations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

#### Arrests – Non-Campus

<table>
<thead>
<tr>
<th>Law Violation</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Illegal weapons possession</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug law violations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor law violations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

#### Disciplinary Actions – Non-Campus

Number of persons referred for Disciplinary Action on non-campus

<table>
<thead>
<tr>
<th>Law Violation</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Illegal weapons possession</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug law violations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor law violations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### Crime Statistics: Arrests and Disciplinary Actions Public Property

#### Arrests - Public Property

Do NOT include drunkenness or driving under the influence in Liquor law violations.

<table>
<thead>
<tr>
<th>Crime</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Illegal weapons possession</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug law violations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor law violations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

#### Disciplinary Actions - Public Property

Number of persons referred for Disciplinary Action on public property

<table>
<thead>
<tr>
<th>Law Violation</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Illegal weapons possession</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug law violations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor law violations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>