



2022 Annual Security Report

Statistical Reporting Period January 1, 2019 to December 31, 2021

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Introduction

The following is the annual Campus Security Report for Columbia State Community College for the calendar year 2022. The Department of Public Safety prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The report can also be accessed on the Columbia State Safety and Security web page at <http://www.columbiastate.edu/safety>. This report contains security policies, procedures and guidelines. Crime statistics for the period of 2019-2021 are included in the report. These statistics are based on incidents reported at five campus locations. You may request a paper copy from the Department of Public Safety on the Columbia Campus, 1665 Hampshire Pike, Columbia, TN 38401.

Crime Statistics: Statement Concerning Law Enforcement (All Campuses)

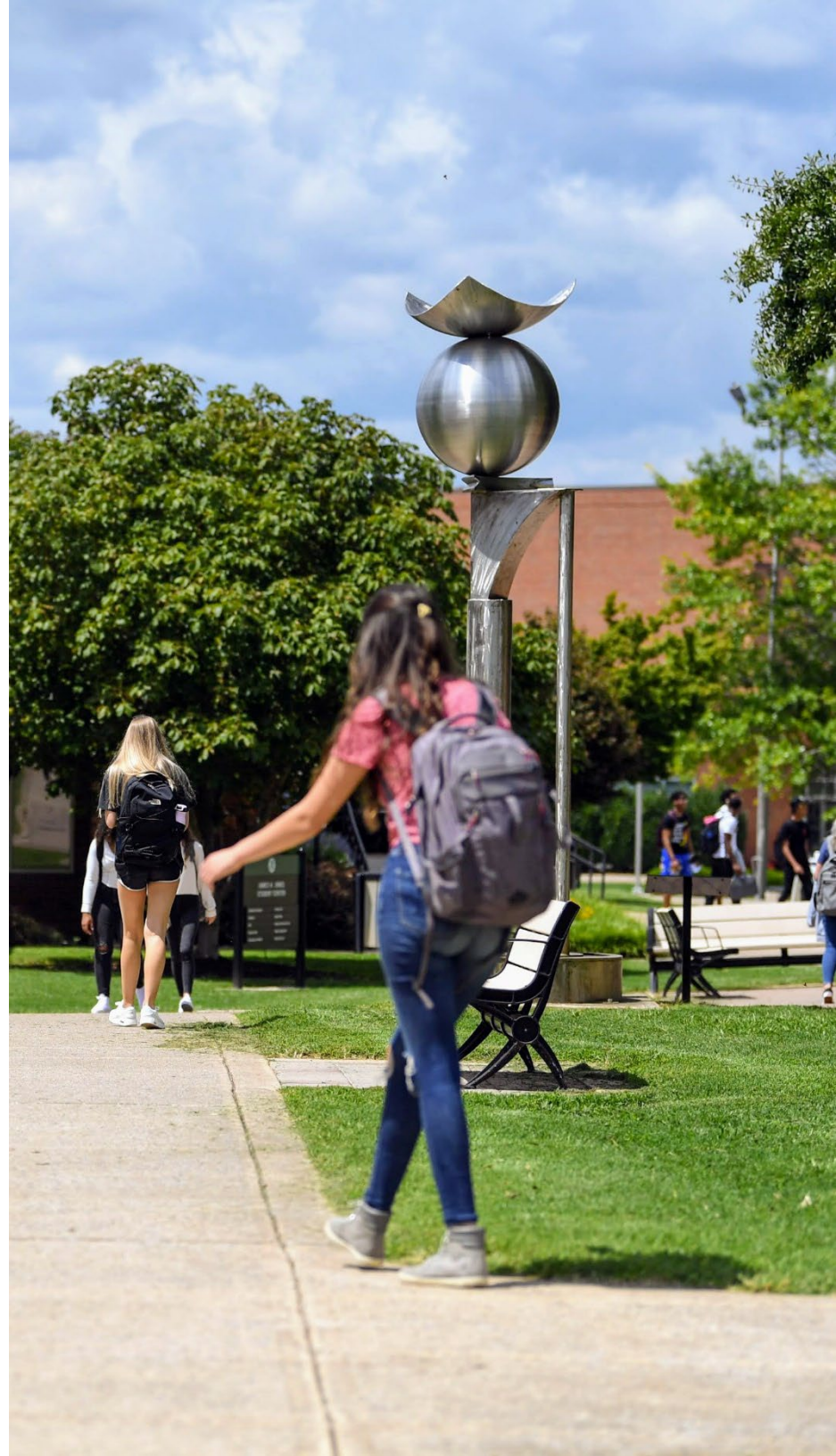
Columbia State Community College has a Department of Public Safety, which is responsible for promoting safe campus conditions and protecting campus property. The Chief of Public Safety as well as the Williamson Campus Police Officers are certified by the Tennessee Peace Officers Standards and Training (P.O.S.T.) Commission, and they have law enforcement authority. The Chief and the Williamson Campus Officers are at present the only Columbia State employees with law enforcement authority on any of the Columbia State Campuses. The duties of these employees are supplemented by Security Officers who do not have law enforcement authority. The College has a healthy working relationship with local law enforcement agencies, and it utilizes their services as deemed necessary in the event that criminal activity occurs or is suspected.

[Columbia Campus](#), Columbia, TN – Department of Public Safety contact info: 931-540-2700

[Williamson Campus](#), Franklin, TN – Campus Security contact info 615-790-5700

[Lawrence Campus](#), Lawrenceburg, TN – Contact Campus Director at 931-766-1603.

[Lewisburg Campus](#), Lewisburg, TN – Contact Campus Director at 931-270-0119.





[Clifton Campus](#), Clifton, TN - Contact Campus Director 931-676-3000.

The Columbia Campus is staffed with security officers 24 hours per day, and the Williamson Campus is staffed with security Monday through Friday from 6 am until 10 pm as well as Saturday from 7 am until 7 pm. At the other campuses, the Campus Director is the campus security authority. The Campus Directors typically are on campus Monday thru Friday from 7:45 a.m. until 4:15 p.m. All persons with Security responsibilities are listed in this Annual Security Report.

Crime Statistics [34 CFR §668.46 (b)(1) & §668.46 (c)] (All Campuses)

Columbia State Community College has published the crime statistics described in 34 CFR §668.46(c) for the last three reporting periods for all campuses, on the Columbia State Community College website <https://www.columbiastate.edu/safety/crime-statistics.html>. Additionally, copies of the crime statistics for the reporting period covered under this report have been included as Appendix A-C of this report.

These crime statistics are collected for three different geographic areas, which are defined in 34 CFR §668.46(c)(5). These geographical classifications are as follows:

- On Campus – Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to the area 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).
- 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.
- Noncampus building or property - Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

The College has recorded all reports of stalking in accordance with the requirements found in 34 CFR §668.46(c)(6).

The statistics collected and reported by the College in this Annual Security Report do not include the identification of the victim or the person accused of committing the crime as is required by 34 CFR §668.46(c)(7).

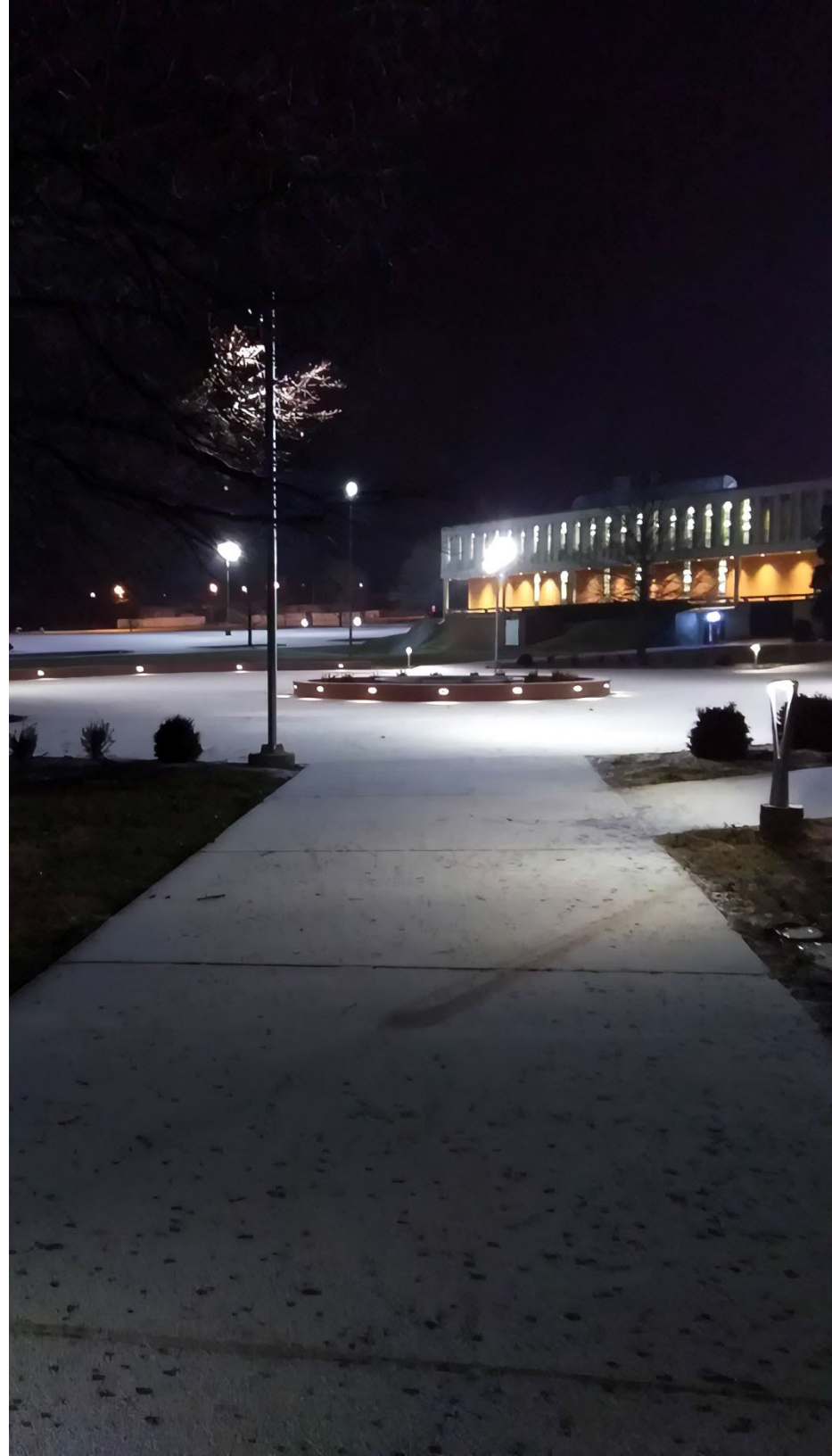
The College has compiled the statistics in accordance with the Federal Bureau of Investigation's Uniform Crime Reporting program. As a part of this statistical compilation, the College has compiled its statistics in accordance with the Hierarchy Rule, which is a part of this Uniform Crime Reporting program in order to comply with 34 CFR §668.46(c)(9).

The College has provided maps in Appendix D of this report that depict the campus and public property areas. These maps are intended to provide current and prospective students and employees with a visual representation of the Clery Geography for which statistical reporting information is gathered.

In order to comply with the statistical reporting requirements required under 34 CFR §668.46(c), the College has made a good-faith effort to obtain statistics for crimes that occurred on or within the College's Clery geography at all campus, non-campus, and public property locations. This good-faith effort is the responsibility of the Columbia Campus Public Safety Office and is conducted by contacting the local police agencies having jurisdiction over the campuses to determine if any crimes have been committed. Documentation of this good-faith effort is maintained by the Columbia Campus Public Safety Office.

Crime Log

The Clery Act requires Columbia State Community College to create, maintain, and make available a daily crime log. The purpose of the daily crime log is to record all criminal incidents and alleged criminal incidents that are reported to the Campus Public Safety Office. Criminal incidents are made available on the log within two business days of receiving a report. The crime log is open to public inspection, free of charge, and available for the most recent 60-day period during normal business hours at the Columbia and Williamson Campus Public Safety Offices.



Timely Warnings [34 CFR §668.46(b)(2)(i) and 34 CFR §668.46(e)] (All Campuses)

In the event that a situation arises, either on or off campus, that, in the judgment of the Chief of Public Safety or campus management constitutes an ongoing or continuing threat, a campus wide “timely warning” will be issued. This determination shall be made in accordance with [Columbia State Policy 06-08-00](#), which is entitled Timely Warning. In accordance with this policy, the determination is completed by the Columbia State Security Office upon notification of the occurrence of a Clery Crime on the Columbia State Clery Geography. This determination is based on the following criteria. First, the incident must be one of the listed Clery Crimes that are found in 34 CFR §668.46(c)(1). Second, the incident must be considered to represent a continuing threat to the students and employees.

The warning will be issued through one or more of the methods outlined in policy [06-08-00](#). A few of the listed methods for issuing a timely warning include emergency text messaging through ChargerNet Alerts, campus-wide emails, posting to the College’s home page, posting of notices, utilizing the public address and paging system, or through press releases.

If time is available, the office of Communications should be contacted to initiate a timely warning, but if time is not available, the Public Safety Office or each campus director may issue a timely warning.

All timely warnings will be issued in a manner that withholds as confidential the names and other identifying information on the victim.

The College is not required to provide timely warnings for crimes that are reported in a confidential manner to the Campus Counselor. The Counselor is a licensed counselor and is required by Tennessee State law to maintain confidentiality of a victim. If the Campus Counselor reports a crime to campus Public Safety while maintaining compliance with Tennessee State laws regarding confidentiality of the victim, the Public Safety Office would review this report against the timely warning policy.

If there is an immediate threat to the health or safety of students or employees occurring on campus, the College will follow the emergency notification procedure identified in the [Emergency Response and Evacuation Section](#) of this Annual Security Report. As part of this notification, the College will provide adequate follow-up information to the community as needed.



Anyone with information warranting a timely warning should report the circumstances to the Chief of Public Safety at (931) 540-2700.

Preparation of Disclosure of Crime Statistics [34 CFR §668.46(b)(2)(ii)] (All Campuses)

The Facilities and Safety Services Director and Chief of Public Safety prepare this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The full text of this report can be located on our website at <http://www.columbiastate.edu/safety>. The report is prepared in cooperation with the local law enforcement agencies surrounding our campuses. Campus crime, arrest and referral statistics include those reported to campus officials and local law enforcement agencies. Upon completion of the Annual Security Report, an e-mail notification is made to all enrolled students, faculty and staff that provides the website to access this report. Copies of the report may also be obtained at the campus Chief of Public Safety's office located at the facility services building, office 103 on the Columbia campus located at 1665 Hampshire Pike, Columbia TN, 38401 or by calling (931) 540-2700.





How to Report Criminal Offenses [34 CFR §668.46(b)(2)(iii)] (All Campuses)

To report a crime or other emergency:

For non-emergencies, all individuals at campuses other than the Williamson Campus should contact the Columbia Campus Security Office by dialing 931-540-2700 (non-emergencies). For non-emergencies at the Williamson Campus, please contact the Williamson Campus Security Office at 615-465-5700 (non-emergencies).

For emergencies, dial 911 (emergencies only).

Any suspicious activity or person seen in the parking lots or loitering around vehicles and inside buildings should be reported to the respective campus public safety department.

In addition, a list of individual campus security contacts has been listed below. For assistance in reporting crimes that are of a non-emergency nature, please feel free to contact these individuals to assist with reporting crimes.

Security Contacts by Campus Location:

Campus	Contact
Columbia Campus Chief of Public Safety or Security Officer	(931) 540-2700
Williamson Campus Police Office or Security Officer	(615) 465-5700
Lawrence Campus Director	(931) 766-1603
Lewisburg Campus Director	(931) 270-0119
Clifton Campus Director	(931) 676-3000

Columbia Campus Campus Security Authorities

Title	Contact Number
President	(931) 540-2510
Academic Affairs – Vice President	(931) 540-2517
Student Affairs Vice President	(931) 540-2762
Financial & Administrative Services Vice President	(931) 540-2534
Access & Diversity Assistant to the President	(931) 540-2644
Human Resources Director	(931) 540-2521
Facility Services and Safety Director	(931) 540-2712
Chief of Public Safety	(931) 540-2700
Security Guard	(931) 540-2700
Faculty, Curriculum & Programs Associate Vice President	(931) 540-2752
Dean of Health Sciences	(931) 540-2595
Dean of Humanities and Social Sciences	(931) 540-2859
Dean of Science, Technology, and Math	(931) 540-2678
Evening Services & Cohort Coordinator	(931) 540-2862
Athletic Director	(931) 540-2840
Men’s Baseball Coach	(931) 540-2633
Women’s Softball Coach	(931) 540-2632
Men’s Basketball Coach	(931) 540-2634
Women’s Basketball Coach	(931) 540-2635
Women’s Soccer Coach	(931) 540-2989
Disability Resource Center Coordinator	(931) 540-2857
Director of Student Engagement & Svc	(931) 540-2583

Williamson Campus Campus Security Authorities

Title	Contact Number
Williamson Campus and External Services Vice President	(615) 790-4419
Director of Student Support Services.	(615) 790-4403
Student Services Coordinator	(615) 790-4421
Facility Services Coordinator Williamson Campus	(615) 790-4415
Police Officer or Security Officer	(615) 465-5700

Lawrence Campus Campus Security Authorities

Title	Contact Number
Dean, Access, Southern Campuses & Regional Services	(931) 540-2690
Lawrence Campus Director	(931) 766-1603
College Success Advisor	(931) 766-1606
Academic Coach (TRIO)	(931) 766-4580
Learning Center Specialist	(931) 766-1605

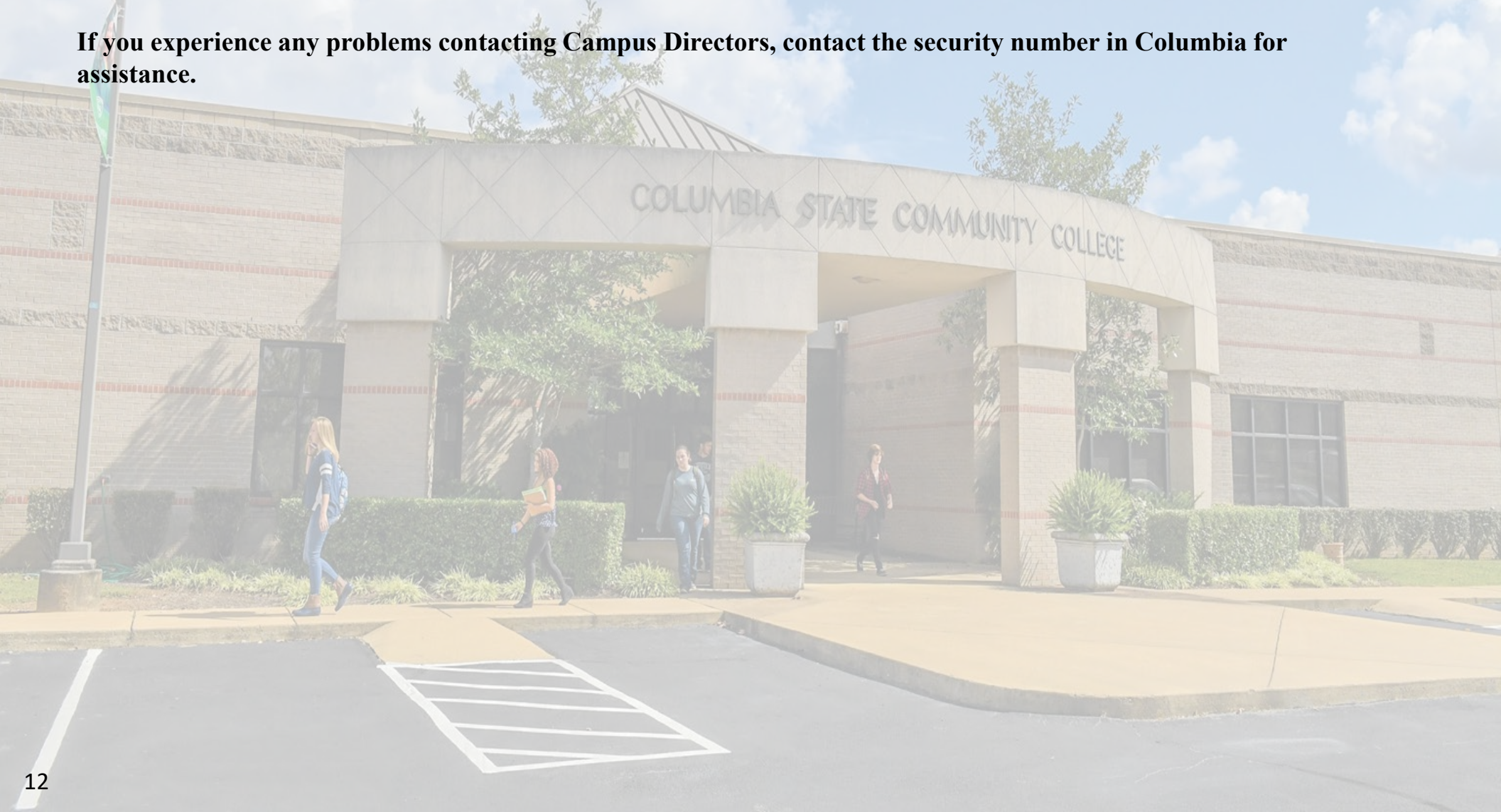
Lewisburg Campus Campus Security Authorities

Title	Contact Number
Dean, Access, Southern Campuses & Regional Services	(931) 540-2690
Lewisburg Campus Director	(931) 270-0119
Learning Center Specialist	(931) 359-1938 (931) 359-0351
Lead Custodial	(931) 270-3190

Clifton Campus Campus Security Authorities

Title	Contact Number
Dean, Access, Southern Campuses & Regional Services	(931) 540-2690
Clifton Campus Director	(931) 676-3000
Lead Custodial	(931) 676-6966

If you experience any problems contacting Campus Directors, contact the security number in Columbia for assistance.



Voluntary Confidential Reporting of Crimes [34 CFR §668.46 (b)(2)(iv)] (All Campuses)

Columbia State has instituted two separate methods for voluntary confidential reporting of crimes. The first system is a web form that can be utilized to report non-emergency crimes. This form specifically states that submitting the reporter's name with the report is optional, which provides for confidentiality. Access to this web form can be found at the following website:

<https://www.columbiastate.edu/safety/index.html>

The second system provided for confidential reporting of crimes is specific to cases of sexual misconduct. These procedures are found in the section of this report entitled [Reporting Sexual Misconduct](#).

Violations of the law will be referred to law enforcement agencies and when appropriate, to the appropriate disciplinary committee for review. When a potentially dangerous threat to the college community arises, timely warnings will be issued as described in the section of this report dedicated to [Timely Warnings](#). All reports will be investigated.

Columbia State encourages anyone who is the victim, witness or has knowledge of any crime to promptly report the incident. The confidentiality of persons reporting criminal activity can be requested and will be respected when possible but cannot be ensured pending the nature of the crime reported.



Security and Access [34 CFR §668.46(b)(3)] (All Campuses)

During business hours, the college will be open to students, parents, employees, contractors, guests and invitees. During non-business hours, all college facilities are locked, and access is restricted. Some facilities may have individual hours, which may vary at different times of the year. Examples are the wellness center, computer labs, the library, auditoriums, theater and athletic facilities. In these cases, the facilities will be secured according to schedules developed by the department responsible for the facility.

Emergencies may necessitate changes or alterations to any posted schedules.



Safety and security have been considered in the landscape and lighting of the campuses. Areas that are revealed as problematic have security evaluations conducted. Administrators from the Finance and Administration, Facilities and Safety, and other concerned areas review these results. These evaluations examine security issues such as landscaping, locks, alarms, lighting, and communications. All identified issues are evaluated and corrective actions are implemented in a timely manner.

Columbia State does not have any on-campus residences at any of our campuses.

Columbia Campus

Access to buildings on the Columbia Campus are controlled by key or magnetic striped access badges. Keys are issued through the Columbia Campus Facility Services Department in accordance with College Policy [07:14:00](#). For access to buildings during non-business hours for legitimate purposes, the Columbia Campus Public Safety Office may be contacted at 931-540-2700.

The Public Safety Department routinely evaluates the campus for safety and security issues. If issues are noted by public safety, these issues are reported to the Director of Facility Services and Safety at the Columbia campus.

Clifton, Lawrence, Lewisburg, Campuses

During non-business hours access to all college facilities is by key. These keys are issued by the Campus Director. For access to these buildings during non-business hours for legitimate purposes, the Campus Directors can be contacted.

The Campus Directors for Clifton, Lawrence, and Lewisburg Campuses report maintenance needs for their centers to the Director of Facility and Safety Services.

Williamson Campus

During non-business hours, access to all college facilities is by magnetic striped access badges. These access badges are issued as College IDs. These IDs are issued by the Student Services Office. For access to buildings during non-business hours for legitimate purposes, the Williamson Security Office may be contacted at 615-465-5700.

The Campus Police Officer for the Williamson Campus reports maintenance needs to the Director of Facility Services.



Campus Law Enforcement Authority [34 CFR §668.46(b)(4)(i)] (All Campuses)

The Columbia State Community College Chief of Public Safety and the Williamson Campus Police Officer are certified by the Tennessee Peace Officers Standards and Training (P.O.S.T.) Commission, and they have law enforcement authority. In this capacity, the Chief of Public Safety and Police Officer has complete police authority to apprehend and arrest anyone involved in illegal acts on-campus. If minor offenses involving College rules and regulations are committed by a College student, the Chief of Public Safety may also refer the individual to the disciplinary division of Student Affairs. Major offenses such as rape, murder, aggravated assault, robbery, and auto theft are reported to the local police and joint investigative efforts with investigators from Columbia State Public Safety and the city police are deployed to solve these serious felony crimes. The prosecution of all criminal offenses, both felony and misdemeanor, are conducted at either Municipal, or County Court.

The Security Officers in the Office of Public Safety have the authority to ask persons for identification and to determine whether individuals have lawful business at the campuses. Columbia State Community College Security Officers have the authority to issue parking tickets to students, faculty, and staff. Security officers do not possess arrest power. If the Chief of Public Safety or the Police Officer is not available, criminal incidents are referred to the local law enforcement agencies that have jurisdiction on the campuses. The Office of Public Safety maintains a highly professional working relationship with the local law enforcement agencies in the communities of each campus location. All crime victims and witnesses are strongly encouraged to report the crime to the campus Public Safety Office and the appropriate police agency immediately. Prompt reporting assures timely warning notices on-campus and timely disclosure of crime statistics.

Memorandum of Understanding (MOU) with Local Law Enforcement [34 CFR §668.46(b)(4)(ii)] (All Campuses)

The Office of Public Safety does not currently have a Memorandum of Understanding with the Columbia Police Department or the Franklin Police Department, and per mutual agreement, one is not currently being pursued. At our other campus locations, the campus directors maintain a close working relationship with their local law enforcement agencies, but there is no written memorandum of understanding between Columbia State Community College and those other law enforcement agencies.

Encouragement of Accurate and Prompt Crime Reporting [34 CFR §668.46(b)(4)(iii)] (All Campuses)

The campus community (students, faculty and staff) are to report any criminal behavior or suspected criminal acts promptly to campus security for investigation. In the event an emergency is occurring, dial 911 to obtain immediate assistance from local law enforcement agencies, and then contact security.

It is a core objective of Columbia State to maintain a safe environment for the entire campus population and public visitors. To ensure this, each person must take the proper reporting of criminal activity seriously and act promptly. Columbia State Community College has a public safety department, which is responsible for promoting safe campus conditions and protecting campus property. The Chief of Public Safety does have law enforcement authority, but other security officers do not. At the Columbia Campus, the Chief of Public Safety's law enforcement duties are supplemented by the City of Columbia Police Department. Similarly, the Williamson Campus Police Officer's law enforcement authority is also supplemented by the Franklin Police Department. At all other campuses security personnel do not have law enforcement authority, and the College utilizes local law enforcement agencies as deemed necessary in the event that criminal activity occurs or is suspected.



Columbia State Community College has five campus locations:

Security Contacts by Campus Location

Campus	Contact #
Columbia Campus Police/Security Officer	(931) 540-2700
Williamson Campus Police/Security Officer	(615) 465-5700
Lawrence Campus Director	(931) 766-1603
Lewisburg Campus Director	(931) 270-0119
Clifton Campus Director	(931) 676-3000

The Columbia and Williamson Campuses are staffed with either police or security officers. At the other extended campuses, the campus director is the person with security responsibilities

When a person asks for assistance or files a complaint through the Campus Security Authorities, all pertinent information is obtained and officially documented in an Incident Report. Confidentiality is maintained to the extent allowed by law. Columbia State notifies the applicable local police department of all felony crimes that occur on campus or at the extended campuses. The office of the Chief of Public Safety provides a monthly crime report to the Tennessee Bureau of Investigation (TBI) for all campuses. TBI is also notified of any crime determined to be of special interest.

All reports of crime are investigated. Columbia State officials dispatch a security/public safety officer or campus representative to assist the victim in reporting the incident to local law enforcement agencies. Victims of sexual assault are encouraged to report the assault to the local law enforcement and are assisted by campus personnel.



All Incident Reports are maintained in the office of the Chief of Public Safety. Local law enforcement investigates reported incidents when deemed appropriate. All Columbia State student incident reports are forwarded to student services office for review and potential action. Additional information obtained via the investigation is also forwarded to the public safety office and student services and/or human resources.

Community members, students, faculty, staff, and guests are encouraged to report all crimes and public safety related incidents to campus public safety or the Chief of Public Safety in a timely manner. Your promptness in reporting a crime increases the chance of the suspect being apprehended and helps prevent future criminal activity.

This publication contains information about on-campus and off-campus resources. The information is made available to provide Columbia State community members with specific information about the resources that are available in the event that they become the victim of a crime. The information about “resources” is not provided to infer that those resources are “reporting entities” for Columbia State.



Security Awareness Programs for Students and Employees [34 CFR §668.46(b)(5)] (All Campuses)

In order to educate both students and employees about campus security procedures and practices as well as to encourage students and employees to be responsible for their own security and the security of others, the College conducts various educational activities. A description of the type of activity and the frequency of each activity is included in the following table.

Encouragement of Professional Counselors to Disclose Crime Statistics [34 CFR §668.46(b)(4)(iv)] (All Campuses)

The College employs a professional counselor acting as the Campus Counselor. The Counselor is a licensed counselor and is required by Tennessee State law to maintain victim confidentiality. Although 34 CFR §668.46(c)(8) specifically states that the College is not required to report statistics for crimes reported to that counselor, the College's Public Safety Office has encouraged the Campus Counselor to notify counselled individuals of our procedure for [reporting crimes voluntarily and confidentially](#) for statistical inclusion.

Description of the Type of Program	Contents of Program	Target Audience	Frequency. of Program
Right Start Orientation Handouts (New Student Orientation)	<ul style="list-style-type: none"> • General Safety and Security Considerations; • Emergency Procedures; • Sexual Misconduct Procedures; • Alcohol and Drugs. 	New Students	Initial
New Employee Orientation	<ul style="list-style-type: none"> • General Safety & Security Considerations, • Emergency Procedures. • Sexual Misconduct Procedures. • Alcohol and Drugs. 	New Employees	Initial
Know Now Informational Email	Informational email providing students and employees copies of college policies pertaining to security activities.	Students and Employees	Beginning of each semester.
Sexual Assault Prevention/Campus Climate Survey (Formerly Haven Training)	Sexual Harassment/Bystander Awareness Training	New Students	Initial
Sexual Misconduct Prevention/ Title IX	Sexual Harassment/Bystander Awareness Training	Faculty/ Staff	New Employees and Biennially for current employees

Additionally, the Columbia State Office of Public Safety provides information on the Columbia State website. <https://www.columbiastate.edu/safety/index.html> .



Programs Designed to Inform Students and Employees About Prevention of Crime [34 CFR §668.46(b)(6)] (All Campuses)

Columbia State has provided general crime prevention training to incoming students during their initial College Success Course. Columbia State has also provided general crime prevention awareness training to all faculty and staff during the convocation in-service training as is detailed in the previous section.

Additionally, Columbia State Public Safety provides information on the Columbia State website <https://www.columbiastate.edu/safety/index.html>. The following safety and crime prevention tips are identified on the website.

When walking or jogging:

- Go with someone.

- Stay away from isolated areas.

- Try to stay near streetlights.

- Hold your purse or briefcase tightly, close to your body.

- A front pocket is safer for a wallet than a back one.

- Dress sensibly. Tight pants, clogs, or heels make movement difficult.

If you are being followed:

- Cross the street or change directions.

- Keep looking back so the person knows you cannot be surprised.

- Go to a well-lighted area.

- Enter a building hall, classroom, or library; anywhere there are people.

- Notice and remember as much as possible about the person so you can give a good description later.

If you are held up:

- Do not resist. No amount of money is worth taking chances with your life.

- Notify the campus police or local police immediately. Try to give a description that includes approximate age, height, weight, and details on hair, clothing, jewelry, scars, and tattoos - anything that is noticeable.

Where you live:

- Keep your doors and windows locked day and night.

- Do not let strangers in.

- Do not leave a door unlocked for someone planning to come back later.



Protect personal and College property:

Lock your door every time you leave.

Engrave expensive equipment and valuables with an I.D. number.

Do not store your purse in an unlocked desk drawer.

Do not leave your belongings unattended in libraries, hallways, locker rooms, or classrooms.

If you are working late: Keep your office door locked.

Lock all doors behind you when entering or exiting at night.

In a car:

Keep doors locked while driving.

Do not pick up hitchhikers.

Check the back seat before getting into a car.

Protect your car:

Always lock your car and take the keys.

Lock valuables in the trunk.

Park in well lighted areas.

Do not hitchhike.

Report suspicious activity and vandalism immediately.

Monitoring Off-campus Student Organizations [34 CFR §668.46(b)(7)] (All Campuses)

Columbia State Community College did not officially recognize any student organizations with off-campus locations during this reporting period.

Alcohol and Illegal Drugs [34 CFR §668.46(b)(8) & (b)(9)] (All Campuses)

Columbia State Community College students and employees are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession, use of or being under the influence of illicit drugs and/or alcohol on any Columbia State campus, property owned or controlled by Columbia State, or as part of any Columbia State activity.

Various federal, state, and local statutes make it unlawful to manufacture, distribute, dispense, deliver, sell, or possess with intent to manufacture, distribute, dispense, deliver or sell, controlled substances.

The penalty imposed depends upon many factors which include the type and amount of controlled substance involved, the number of prior offenses, if any, and whether any other crimes were committed in connection with the use of the controlled substance. Possible sanctions include incarceration up to and including life imprisonment and imposition of substantial monetary fines. Tennessee statutes provide that it is unlawful for any person under the age of twenty-one (21) to buy, possess, transport (unless in the course of his or her employment), or consume alcoholic beverages, wine, or beer. Any violation of this law results in an offense classified a Class A Misdemeanor punishable by imprisonment for not more than 11 months, 29 days, or by a fine of not more than \$2,500, or both. The receipt, possession, or transportation of alcoholic beverages without the required revenue stamp is also a misdemeanor punishable by imprisonment of not more than thirty (30) days, or a fine of not more than \$50, or both.





Students

In addition to penalties, students may be subject to under local, state or federal law, students violating this policy will be subject to disciplinary action, including, but not necessarily limited to:

- Probation
- Suspension
- Required participation in, and satisfactory completion of drug/alcohol counseling or rehabilitation programs
- Expulsion from school

Employees

In addition to penalties employees may be subject to under local, state or federal law, employees violating this policy will be subject to disciplinary action, including but not limited to:

- Probation
- Suspension
- Demotion
- Required participation in, and satisfactory completion of drug counseling or rehabilitation programs
- Termination

As a condition of employment, employees, including student employees, must abide by the terms of [Columbia State Policy 05:27:00](#) and must notify their supervisor of any criminal drug statute or alcohol abuse conviction for a violation occurring in the workplace no later than five days after such conviction.



Programs Designed to Inform Students and Employees About Prevention of Crime [34 CFR §668.46(b)(6)] (All Campuses)

Dissemination of Policy

Employees

- The human resources office provides new employees with a copy of [Columbia State Policy 05:27:00](#) as part of the new employees' orientation.
- New employees sign orientation forms acknowledging dissemination of the policy as part of their orientation.
- The human resources office sends e-mail copies of this policy annually to all employees with e-mail access. Supervisors of employees without e-mail access distribute paper copies to those employees.

Students

A copy of this policy is included in the Columbia State “Student Handbook” and on the college’s web page.

The student services and enrollment management office provides new students with a copy of this policy, as part of the new students’ orientation.

Violations

Supervisor Notification of Human Resources

Any supervisor becoming aware of an employee violation of this policy, whether by virtue of notification by an employee of a conviction or by other means, is required to immediately notify the director of human resources.

Notification of Sponsor or Grant Agencies

The director of human resources notifies the appropriate sponsor or granting agency within ten days after the college receives actual notice of an employee conviction.



Policy Statement Addressing Substance Abuse Education [34 CFR §668.46(b)(10)]

General

Drug and Alcohol Awareness

Columbia State is committed to raising the awareness of students and employees of the health risks associated with the use of illicit drugs and the abuse of alcohol. A synopsis of those health risks is presented below.

Alcohol

Alcoholism is a complex, progressive disease that interferes with health, social and economic functioning. Untreated alcoholism results in physical incapacity, permanent mental damage and/or premature death. Alcohol is involved in one-third of all suicides, one-half of all traffic accidents and one-fourth of all other accidents, and is involved in over 50% of all arrests. Alcohol is the third leading cause of birth defects involving mental retardation. Use during pregnancy may cause spontaneous abortion, various birth defects or fetal alcohol syndrome. Drinking is implicated in cancer, heart disease, gastrointestinal disease and other illnesses. Alcoholism has been estimated to reduce life expectancy by twelve years.

Alcohol beverages can damage all body organs, leading to liver, heart and digestive problems, circulatory system interference, change in personality, reproductive problems and central nervous system disorder such as poor vision, loss of coordination, memory loss, loss of sensation, mental and physical disturbances and permanent brain damage. The physical and psychological changes that occur as a result of addiction to alcohol can pave the way for addiction to pharmacologically similar drugs.

Illicit Drugs

The use of illicit drugs results in many of the health risks that are involved with alcohol use. Illicit drug use increases the risk of mental deterioration, death from overdose, physical and mental dependence or addiction, hepatitis and skin infections from needle use, psychotic reactions, inducement to take stronger drugs, brain damage, danger of flashback phenomenon, hallucinations, unconsciousness, deep depression, distortion of time and space, permanent damage to lungs, brain, kidneys and liver, death from suffocation or choking, anemia, amnesia, AIDS and other infections. If used excessively, the use of alcohol and drugs singly or in certain combinations may cause death.



Counseling, Treatment and Rehabilitation Programs

The Campus Counselor assists students and/or employees by providing information on surrounding area treatment resources, and by assisting individuals make initial contact with treatment providers. Full-time employees may also use the Employee Assistance Program (EAP) by calling 1-877-237-8574 or 1-800-842-9489 (TDD). Information concerning the EAP is available in the human resources office.

Education Programs

At the beginning of each semester, Columbia State's Department of Student Services distributes a "Know Now" informational email to all students. This email serves to notify all students about applicable College Policies, including the College's Drug Free Workplace and Campus Policy, which is found in the student handbook.

In addition, new students are provided with drug and alcohol educational materials during their new student orientation program.

To ensure that all employees are familiar with this policy, the Columbia State Human Resources Department requires that all new faculty and staff members review [Columbia State Policy 05:27:00](#), which is entitled Drug Free Workplace and Campus. Additionally, faculty and staff are required to review this policy annually thereafter.

This Drug Free Workplace and Campus Policy prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees on the College's property or as part of any of the College's activities.

The Drug Free Workplace and Campus Policy also includes a description of the legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs or alcohol, and includes a cursory description of the health risks associated with the use of beverage alcohol and illicit drugs.

The policy states that the Campus Counselor will assist students and/or employees who now have or have had a drug and/or alcohol problem. The procedures are:

- To encourage the individual with a problem to seek the assistance of a qualified drug/alcohol therapist or seek treatment from a drug treatment center or mental health center.



- To provide information to the individual regarding treatment resources in the surrounding area, and how to secure their services. When available, materials detailing the facility, length of stay, cost, etc. are provided.

- To assist the student and/or employee in making the initial contact with an outside agency or to provide ongoing emotional support.

Finally, this policy includes a clear statement that the College will impose appropriate sanctions on any employee or student who fails to comply with the terms of this policy.

In the past. academic year the student affairs department conducted alcohol awareness events including:

- Drug/Alcohol Awareness – Chris Herren: First Day.
- Tennessee Highway Patrol Grant Project – Drunk driving/alcohol awareness event.
- Safe Bar Event – presented by the Center of Hope

Sexual Misconduct [34 CFR §668.46(b)(11)] (All Campuses)

Sexual misconduct is a form of sex discrimination prohibited by Title IX. Columbia State is committed to eliminating any and all acts of sexual misconduct and discrimination on its campuses. As set forth in [Columbia State Policy 06:07:00](#), sexual misconduct includes dating violence, domestic violence, stalking, and sexual assault. Columbia State strictly prohibits these offenses.

The following definitions of “dating violence,” “domestic violence,” “sexual assault,” “stalking,” “consent,” “sexual assault,” and “sexual misconduct” have been provided in the following section for clarity.

Definitions

Consent— an active agreement to participate in a sexual act. An active agreement is words and/or actions that indicate a willingness to participate in a sexual act. Consent cannot be given by an individual who is asleep; unconscious; or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason; or, is under duress, threat, coercion, or force. Past Consent does not imply future consent. Silence or an absence of resistance does not imply consent. Consent can be withdrawn at any time. See Clarifications for more information.

Dating violence - violence against a person when the accuser and accused are dating, or who have dated, or who have or had a sexual relationship. “Dating” and “dated” do not include fraternization between two individuals solely in a business or non-romantic social context. Violence includes, but is not necessarily limited to,

- inflicting, or attempting to inflict, physical injury on the accuser by other than accidental means;
- placing the accuser in fear of physical harm;
- physical restraint;
- malicious damage to the personal property of the accuser, including inflicting, or attempting to inflict, physical injury on any animal owned, possessed, leased, kept, or held by the accuser; or,
- placing a victim in fear of physical harm to any animal owned, possessed, leased, kept, or held by the accuser

Domestic Violence – includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime occurs, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime occurs. In cases involving allegations of mutual acts or threats of acts of violence, the investigator will, when appropriate, identify the primary aggressor in the situation based on the totality of the information gathered, including without limitation: the history of violence between the Parties; the relative severity of the injuries inflicted on each person; information gathered from the persons involved in the situation and witnesses to the situation; and whether the acts or threats were done in self-defense.





Sexual Assault— is an umbrella term that includes rape, fondling, incest, and statutory rape.

- “Rape” means the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- “Fondling” means 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 age or because of temporary or permanent mental incapacity.
- “Incest” means sexual intercourse between persons who are related to each other within degrees where marriage is prohibited by law.
- “Statutory rape” means sexual intercourse with a person who is under the statutory age of consent.

Sexual Misconduct— a form of sex discrimination prohibited by Title IX, which includes Title IX Sexual Harassment, Dating Violence, Domestic Violence, Stalking, and Sexual Assault.

Stalking— engaging in a course of conduct directed at a specific person that would cause a reasonable person to either (a) fear for his or her safety or the safety of others or (b) suffer substantial emotional distress. “Course of conduct” means two or more acts, including, but not limited to, acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates with or about another person, or interferes with another person’s property. “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. For the definition of Stalking, “reasonable person” means a reasonable person under similar circumstances and with similar identities to the Complainant.

Sexual Misconduct Educational Programs And Campaigns [34 CFR §668.46(b)(11)(i)]

The College engages in comprehensive educational programming to prevent sexual misconduct. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students, staff, and faculty that:

Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct.

Defines what behavior constitutes domestic violence, dating violence, sexual assault and stalking.

Defines what behavior and actions constitute consent to sexual activity.

Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault and stalking against a person other than the bystander.

Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks.

Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.



Employee Educational Programs

As a part of our primary prevention efforts, the College has required that all faculty and staff take Annual Sexual Misconduct Training, which covers important issues related to sexual assault, dating violence, domestic violence, stalking, and sexual harassment.

Student Educational Programs

To provide educational activities to our students, Columbia State has included sexual misconduct training as part of the Columbia State College Success Course (COLS 101), which is targeted at all incoming freshmen to ensure that they all are aware of the importance of sexual misconduct issues.

Awareness Activities

Awareness programs were provided including a Safe Bar Event conducted by the Center of Hope and a trauma based self defense course. The College also participated in the Red Sand Project to raise awareness for human trafficking.



How to be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another, and it is not safe for you to interrupt.

Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.

Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.

Speak up when someone discusses plans to take advantage of another person.

Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.

Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

(Bystander intervention strategies adapted from Stanford University)

Sexual Misconduct Risk Reduction Tips

With no intent to victim blame and recognizing that only rapists are responsible for rape, the following are some strategies to reduce one's risk of sexual assault or harassment.

- Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you do not know where you are going, act like you do.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably is not the best place to be.
- Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged and that you have cab money.
- Do not allow yourself to be isolated with someone you do not trust or someone you do not know.

- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.).
- Do not leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, get a new one.
- Do not accept drinks from people you do not know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, do not drink from the punch bowls or other large, common open containers.
- Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they have had, or is acting out of character, get him or her to a safe place immediately.
- If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 9-1-1 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).





If you need to get out of an uncomfortable or scary situation here are some things that you can try:

- Remember that being in this situation is not your fault. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
 - Be true to yourself. Do not feel obligated to do anything you do not want to do. “I do not want to” is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - Have a code word with your friends or family so that if you do not feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - Lie. If you do not want to hurt the person’s feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
 - Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
 - If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.
- *(Risk Reduction strategies adapted from University of North Dakota)*



Procedures Victims Should Follow If A Sex Offense Occurs [34 CFR §668.46(b)(11)(ii)]

If you are a victim of a sexual assault, your first priority should be to get to a place of safety. When a feeling of safety has been achieved, the victim should seek medical attention, regardless of his or her decision to report the crime to the police. It is very important for the Complainant to seek medical attention immediately so that the Complainant can be screened for sexually transmitted diseases/pregnancy/drugs that may have been used to incapacitate, obtain emergency contraception, and receive treatment for any injuries. Valuable physical evidence can be obtained from the Complainant and the Complainant's clothing. Even those who are unsure whether to make a police report or take action may wish to have a forensic examination, which will facilitate the identification and preservation of physical evidence;

To help preserve evidence in the event of a sexual assault, it is important for the Complainant not to change clothes or bedding and not take a shower, douche, use the toilet, brush their teeth, or clean up until police have had a chance to gather evidence. However, if a Complainant has already changed clothes or cleaned up/showered, evidence may still be collected. The Complainant should leave any clothes or bedding unfolded and undisturbed, if possible. If clothing or bedding must be moved, items should be kept separate to prevent

transfer of body fluids or other trace evidence. Parties should not delete or destroy any text messages, social media, emails, voicemails, written notes, or any other documents that may be relevant.

Even if the victim has not yet decided to report the crime, receiving a forensic medical exam and keeping the evidence safe from damage will improve the chances that the police can access and test the stored evidence at a later date. Victims of sexual misconduct are encouraged to preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to investigators.

A victim has the right to decline to notify local law enforcement. However, filing a police report with a local law enforcement agency will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers. Filing a police report will:

Ensure that a victim of sexual assault receives the necessary medical treatment and tests, at no expense to the victim.

Provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam).



Ensure the victim has access to confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

When a victim of sexual misconduct presents to the College, Columbia State provides written information about the importance of preserving evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order. The College also provides written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services available for victims, both on our campus and in the community. The College further provides written notification to victims about options for, and available assistance in, changing academic, transportation, and working situations. The College must make such accommodations if the victim requests them and they are reasonably available, regardless of whether the victim chooses to report the crime to local law enforcement.

Protection from abuse orders may be available through [TNCOURTS.gov](https://www.tncourts.gov), with forms found at: <https://www.tncourts.gov/programs/self-help-center/forms> and additional information related to such orders may be found at:

<http://www.tncoalition.org>

Regardless of whether an offense occurred on or off campus, the College will provide students or employees a written explanation of their rights and options when a student or employee reports to the institution that they have been a victim of dating violence, domestic violence, sexual assault, or stalking.

Reporting Sexual Misconduct [34 CFR §668.46(b)(11)(ii)(B)]

The College takes seriously all complaints of sexual discrimination, sexual harassment, and Sexual Misconduct. This section explains the various reporting, complaint, and confidential disclosure options available to enable individuals to make informed choices about where to turn should they experience sexual discrimination, sexual harassment, or Sexual Misconduct.

A. Reporting Confidentially

1. The College encourages victims of Sexual Misconduct to talk to someone about what happened, whether they want their report to be investigated or not. The College will offer Complainants someone to talk to confidentially, so that they can get the support they need. College policy shall explain that some resources are confidential and should be considered if the Complainant does not want the College to investigate the matter.

2. If the College employs or contracts with such individuals, confidential resources include licensed professional counselors/mental health providers when acting in that role; pastoral counselors acting in that capacity; and medical professionals when acting in a clinical role. These resources do not report any information about an incident to the Title IX Coordinator without a Complainant's permission.

Confidential reports may be made to:

[Melissa Febbroriello](#)

Counselor & Case Manager

(931) 540-2572

1665 Hampshire Pike,

Columbia, TN 38401

Jones Student Center – Rm 142

3. Counselors and health care providers not affiliated with the College will generally maintain confidentiality and not share information with the College unless the Complainant requests the disclosure and signs a consent or waiver form. However, these resources may have reporting obligations under state or federal law. For example, healthcare providers and certain other individuals are required to notify law enforcement when a person seeks treatment for injuries related to a violent crime, including injuries resulting from Sexual Misconduct or abuse of a minor.

B. Filing an Institutional Complaint

The College takes seriously all complaints of sexual discrimination, sexual harassment, and Sexual Misconduct. This section explains the various reporting, complaint, and confidential disclosure options available to enable individuals to make informed choices about where to turn should they experience sexual discrimination, sexual harassment, or Sexual Misconduct

1. College policy shall explain how to report Sexual Misconduct to the Title IX Coordinator. Such a report can be made at any time, including during non-business hours, by using the telephone number or electronic mail address, or office mail address listed for the Title IX Coordinator.
2. The College recommends that reports and complaints of all Sexual Misconduct be made to the Title IX Coordinator so that the College can respond appropriately. Although reports and complaints of Sexual Misconduct may be made at any time, reports should be made as soon as possible so that the institution is best able to address the allegation.





3. The College encourages anyone who witnesses, experiences, or has information about possible Sexual Misconduct to take reasonable actions to prevent or stop such actions. This may include speaking up while the behavior is taking place or immediately afterwards, reporting the behavior (in accordance with the reporting options outlined in this policy), directly intervening when it is safe and reasonable to do so, contacting law enforcement, or other means. A person who has been subjected to any type of Sexual Misconduct need not confront the other Party. The appropriate process to address the conduct is through this or other applicable policy
4. Any person alleging to be a victim of Sexual Misconduct that took place within an education program or activity of the College in the United States may file a Formal Complaint under this policy.
5. A Complainant who wants the College to conduct an investigation and take action in accordance with this policy must file a Formal Complaint alleging Sexual Misconduct.
6. A Complainant must submit a written Formal Complaint in person, by mail, or via electronic mail to the Title IX Coordinator. The document must contain the Complainant's physical signature or a "digital signature." (A digital signature is information transmitted electronically that enables the Title IX Coordinator to determine that the Complainant is the person submitting the complaint, including, but not limited to, an email from a College account or a typed version of the Complainant's name. A digital signature need not reproduce a written signature.) A Formal Complaint cannot be submitted anonymously. Only the Title IX Coordinator can submit a Formal Complaint on behalf of another person.
7. Although the College will attempt to consider the wishes of Complainants, including that no investigation be conducted, the College will also consider its obligations under both TBR policy and applicable law, including Title VII of the Civil Rights Act of 1964. Thus, when the Title IX Coordinator receives a report of Sexual Misconduct, and especially when the complaint involves an employee, the Title IX Coordinator may decide to investigate the matter pursuant to Guideline P-080 and College policy, even if the Complainant does not want the report investigated. If the Title IX Coordinator decides to file a Formal Complaint, the Title IX Coordinator is not a "Party" to any investigation, Determination or hearing process.
8. Complainants should provide as much of the following information as possible: what happened, where, and when; names of all people involved, including witnesses (if any); supporting documentation (if any); and contact information. The College encourages reporting of Sexual Misconduct even if some or all information is unavailable or cannot be provided. The Title IX Coordinator will explain their role, the options for reporting an incident, potential available Interim/Supportive Measures, and the available resources for assistance.



9. In addition to all other employees on campus, an institutional complaint can be filed directly with either or both of the following:

Title IX Coordinator:

Ms. Laura Jent

1665 Hampshire Pike

Columbia, TN 38401

Pryor Administration Bldg. 109

ljent1@ColumbiaState.edu

(931) 540-2521

VP for Student Affairs

Ms. Ruth Ann Holt

1665 Hampshire Pike

Columbia, TN 38401

Jones Student Center – Rm 146

rholt@columbiastate.edu

(931) 540-2762

C. Filing a Criminal Complaint

Contact local law enforcement where the assault occurred.

The local law enforcement agency will determine the subsequent steps. An advocate from Center of Hope, the College's Title IX Coordinator, or the College's Public Safety Office can assist in the reporting process.

D. Filing an Anonymous Complaint

College policy encourages third parties to report incidents of Sexual Misconduct to the Title IX Coordinator. The College may not be able to move forward with third-party reports if the Complainant does not wish to file a Formal Complaint or cooperate with an investigation.

After providing a report, third parties are not entitled to information about the College's investigation and response due to privacy concerns and applicable federal and state laws.

The report will be sent to the Director of Facility Services and Safety for recording and tracking of incidents on and around the College.

To file an anonymous report, use one of the following ways:

Call the Sexual Violence Hotline at 931-540-2503

Send by mail to:

Title IX Coordinator

Columbia State Community College

1665 Hampshire Pike

Columbia, TN 38401

E. The College will to the extent possible, complete publicly available record-keeping, including Clery reporting, without identifying information about the victim. [34 CFR §668.46(b)(11)(iii)(A)]

F. The College will, to the extent possible, maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures. 34 CFR §668.46(b)(11)(iii)(B)]



Written Information Regarding Orders of Protection [34 CFR §668.46(b)(11)(ii)(D)]

The College will provide students or employees reporting sexual misconduct with written information covering, where applicable, the rights of the victim and the College's responsibilities for orders of protection, no contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court or by the College.

Involvement of Law Enforcement [34 CFR §668.46(b)(11)(ii)(C)]

All victims of sexual misconduct will be provided written information in regards to their options about involvement of law enforcement and campus authorities. This notification will include the victim's option to:

1. Notify proper law enforcement authorities.
2. Be assisted by campus authorities in notifying law enforcement authorities, if the victim chooses.
3. Decline to notify such authorities.

Investigation Requirements And Procedures

- A. The Office of General Counsel shall always be consulted prior to investigation.
- B. Intake and Assessment of Formal Complaints
 1. The Title IX Coordinator will assess the nature of reports and Formal Complaints, including whether one or more allegations meet the criteria for the filing of a Formal Complaint (e.g., whether the allegations include conduct that, if proven, took place in the United States and will constitute Sexual Misconduct in an education program or activity by a participant or someone attempting to participate in the education program or activity). If a Formal Complaint includes some allegations that, if proved, constitute Sexual Misconduct and some that do not meet that definition, the Title IX Coordinator will decide whether all allegations will be investigated pursuant to this policy or whether the allegations will be investigated according to another policy or guideline. As appropriate, the Title IX Coordinator may initiate proceedings under another policy, refer the matter to another department, and/or inform the Complainant about the availability of other methods to address the allegations.

2. As part of the assessment, the Title IX Coordinator or designee may contact the Complainant and ask for information about the allegations. Supporting documents, such as emails, photos, text messages, and any other evidence should be preserved. If witnesses were present or have relevant knowledge, it is important to identify them, state what they may know, and inform the investigator how they can be contacted.
3. Where Formal Complaints involving more than one Complainant and/or more than one Respondent arise out of the same facts and circumstances, the Title IX Coordinator may consolidate Formal Complaints.

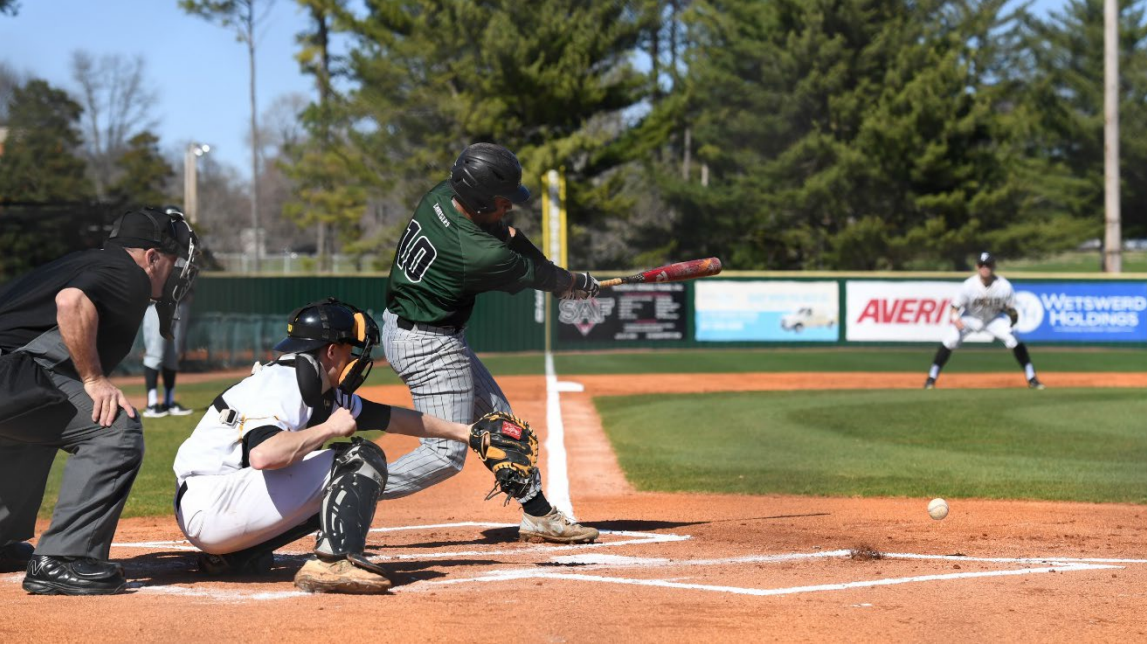
C. The College will investigate all Formal Complaints, unless dismissed or resolved. During the investigation:

1. The College will not access, consider, disclose, or otherwise use a Party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional acting in the professional's capacity and made or maintained in connection with the treatment to the Party, unless the Party voluntarily consents in writing;
2. The investigator will conduct an investigation that is appropriate under the circumstances. The investigation will include a review of documents and physical evidence, as well as interviews with the Parties and other witnesses, unless they decline to be interviewed. The investigator may request access to premises, records, and documents deemed relevant. As the investigation progresses, the investigator may seek



clarification, including during a subsequent interview, from any person participating in the investigation regarding the incident or their statement. A Party who learns or remembers any additional information should notify the investigator immediately. The Parties will have an equal opportunity to provide evidence and to identify witnesses, including fact and expert witnesses. Parties are encouraged to provide, as soon as possible, any evidence that the Party believes to be relevant and wants the investigator to consider. If at all possible, all evidence should be provided in time for the investigator to make it available for inspection and review;

3. Although the Parties are encouraged to provide the College with information and evidence related to the allegations, the College is ultimately responsible for gathering evidence sufficient to reach a Determination regarding responsibility;
4. The College will not restrict the Parties from discussing the allegations under investigation or from gathering and presenting relevant evidence. Any restrictions on the ability of the Parties to discuss matters related to the proceeding but which are not under investigation will be explained in the Notice of Allegations;



5. Each Party will have the opportunity to obtain and to be accompanied to a meeting or proceeding by an advisor of their choice, who may, but is not required to be, an attorney, in accordance with Section IV.H. of the [Sexual Misconduct Policy Number 06:07:00](#) ;
6. When a Party is invited or expected to participate in a meeting, the College will provide written notice of the date, time, location, participants, and purpose of the meeting, interview, or hearing, with sufficient time for the Party to prepare to participate;
7. Both Parties will have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a Formal Complaint, including evidence that is directly related to the allegations but upon which the College does not intend to rely in reaching a Determination regarding responsibility. The College will include both evidence that tends to prove and disprove the allegations, 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;

8. Prior to the completion of an investigative report, the College will send to each Party the evidence subject to inspection and review. Unless a Party requests that the College not do so, the College will also send the evidence to each advisor who has been identified. The College may decide to provide access to evidence through electronic means that is not available for download. In such case, the Parties and their advisors are prohibited from, directly or indirectly, photographing or reproducing such evidence (unless the Party has access to the evidence independent of the portal, e.g., documents submitted by the Party or publicly available information); and
9. The College will provide at least ten (10) calendar days for the Parties to respond to the evidence provided for inspection and review. The investigator will share any written response with the other Party and will consider any written response prior to completing the investigative report.

Outcome of Investigation and Determination of Appropriate Action

- A. At the conclusion of the investigation, the investigator will prepare a written report. The report shall:
 1. identify the allegations;
 2. identify relevant policies, guidelines, and other standards;
 3. explain the procedural steps taken between receipt of the Formal Complaint and the conclusion of the investigation, including all notifications to the Parties, interviews with the Parties, interviews with other witnesses, dates of all interviews, any site visits, and the methods used to gather evidence; and fairly summarize the relevant evidence.

- B. The written report shall not make findings of fact or conclusions regarding the application of facts to this policy.
- C. At least ten (10) calendar days prior to a hearing, the investigator will send to each Party the investigation report in either electronic or hard copy, for review and written response. Unless a Party requests that the College not do so, the College will also send the investigation report to an advisor whom the Party has been identified.
- D. The Parties should provide any written response as soon as possible, as the investigator may issue an amended investigation report if the investigator deems appropriate and if a Party provides comments in sufficient time for the investigator to do so. The Parties' written responses and any amended investigation report will be sent to the decision-maker.

Timeframe for Conducting the Investigation

- A. Formal Complaints typically will be resolved (exclusive of any appeals) within 90 calendar days of filing.
- B. Appeals will be resolved within fifteen (15) calendar days of the filing of an appeal.

- C. Given the many variables and factors that may arise in such cases, additional time may be needed in some cases. Any departure from these time frames will be for good cause and communicated in writing or by email to both the Complainant and the Respondent simultaneously, along with a new timeline and explanation of the reasons. Good cause to extend the deadlines includes, but is not limited to, the absence of a Party, a Party's advisor, or witness; concurrent law enforcement activity; or the need for language assistance or the accommodation of disabilities.
- D. Incompletion of the process within such time frames is not cause for dismissal of a Formal Complaint.

Institutional Hearing [34 CFR §668.46(k)]

- A. The College will conduct a live hearing of Formal Complaints not dismissed pursuant to this policy in order to make a Determination whether this policy has been violated. The decision-maker appointed by the Title IX Coordinator has the authority to maintain order at the hearing and make all decisions necessary for the fair, orderly, and expeditious conduct of the hearing. The decision-maker shall be the final decider concerning all aspects of the hearing, including prehearing matters and at the hearing, how evidence is examined and the order of witnesses.



- B. At the request of either Party, the College will provide for the live hearing to be conducted with the Parties located in separate rooms with technology enabling the decision-maker and Parties to simultaneously see and hear the Party or the witness answering questions.
- C. In cases involving more than one Respondent, any Party may request separate hearings by submitting a request at least five (5) business days before the hearing. The Title IX Coordinator will decide whether to grant the request.
- D. Live hearings may be conducted with all Parties physically present in the same geographic location or, at the College's discretion, any or all Parties, witnesses and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other.
- E. At least ten (10) business days prior to a live hearing, the College will provide both Parties with written notice of the following:
 - 1. The time, place, date of the hearing, and electronic access information, if applicable;
 - 2. The name of each witness the College expects to present or be present at the hearing and those the College may present if the need arises;

- 3. The right to request a copy of the investigative file (other than portions that are protected by law or privilege), which includes all of the evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint;
- 4. The right to request copies of all documents, copies of electronically stored information, and access to tangible evidence that the College has in its possession, custody, or control and may use to support claims or defenses;
- 5. The right to have an advisor of the Party's choice, who may be, but is not required to be an attorney, and that if the Party does not have an advisor present at the hearing, the College will provide an advisor of the College's choice, without fee or charge, to ask the other Party and any witnesses all relevant questions and follow-up questions on behalf of that Party;
- 6. Any Party in need of a College-provided advisor must inform the Title IX Coordinator at least five (5) business days before the hearing;
- 7. Any cross-examination of any other Party or witness must be conducted by the advisor; and
- 8. Additional information may be included in the notice of hearing.



- F. When notice is sent by U.S. mail or courier service, the notice is effective on the date the notice is mailed or delivered to the courier service. When notice is hand delivered by the College, notice is effective on the date that the notice is delivered to a Party. When notice is sent by email, the notice is effective on the date that the email is sent to the Parties' College-provided email account.
- G. The decision-maker may conduct a pre-hearing meeting or conference with the Parties and their advisors to discuss pre-hearing issues, including any technology to be used at the hearing and the general rules governing the hearing.
- H. The decision-maker may allow a temporary delay of the process or the limited extension of time frames for good cause with written notice to the Parties of the delay or extension and the reasons for the action. Good cause may include, but is not limited to, considerations such as the absence of a Party, a Party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.
- I. If a Party fails to attend a hearing, the decision-maker may proceed without that Party's participation.
- J. During the hearing, the decision-maker will make evidence subject to review and inspection during the investigation phase available to give each Party equal opportunity to refer to that evidence, including for purposes of cross-examination.
- K. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to provide that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.
- L. Only relevant cross-examination and other questions may be asked of a Party or witness. Before a Complainant, Respondent, or witness answers a cross-examination or question from someone other than the decision-maker, the decision-maker will first determine whether the question is relevant and explain any decision to exclude a question as not relevant.





- M. The decision-maker will 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 the privilege has waived the privilege.
- N. The decision-maker will permit each Party's advisor to ask the other Party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing will be conducted directly, orally, and in real time by the Party's advisor and never by a Party personally. Conducting cross-examination will be the advisor's only opportunity to speak. Advisors will not engage in other presentation of arguments or evidence, including opening statements, closing arguments, or direct examinations.
- O. If a Party does not have an advisor at the live hearing, the College will provide without fee or charge to that Party an advisor. The College will choose the advisor.
- P. If a Party or witness does not submit to cross-examination at the live hearing, the decision-maker will not rely on any statement of that Party or witness in reaching a Determination regarding responsibility; provided however, that the decision-maker cannot draw an inference about the Determination regarding responsibility based solely on a Party's or witness's absence from the live hearing or refusal to answer cross examination or other questions.
- Q. For good cause shown, a decision-maker may permit the participation of witnesses who were not identified by the Party to the investigator, or the inclusion of evidence not provided by the Party to the investigator.
- R. The College will create an audio or audiovisual recording, or transcript, of a live hearing and make it available to the Parties for inspection and review.
- S. The decision-maker may dismiss the Formal Complaint or any allegations therein, if at any time during the hearing a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw a Formal Complaint or any allegations therein, the Respondent is no longer enrolled or employed by the College, or specific circumstances prevent the College from gathering evidence sufficient to reach a Determination as to the Formal Complaint or allegations therein.
- T. If the decision maker dismisses the Formal Complaint during the grievance process, the decision-maker will promptly notify the Title IX Coordinator, who will promptly send written notice of the dismissal and reasons therefor simultaneously to the Parties.



Appeal of Hearing Decision

- A. Parties are permitted to appeal to the College's President (or other person appointed by the Title IX Coordinator) from a Determination regarding responsibility (or no responsibility) and from a dismissal of a Formal Complaint or of any allegations in a Formal Complaint on the basis of:
1. procedural irregularity that affected the outcome of the matter;
 2. new evidence that was not reasonably available at the time the Determination or dismissal was made, but only if that new evidence could affect the outcome of the matter;
 3. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome.
- B. A Party wishing to appeal a Determination regarding responsibility or the dismissal of a Formal Complaint or any allegations therein must file a written appeal with the Title IX Coordinator within seven (7) business days of the date of the Determination or the dismissal. The written appeal must identify the reasons for the appeal.

- C. As to all appeals, the Title IX Coordinator will:
1. Notify the other Party in writing when an appeal is filed;
 2. Implement appeal procedures equally for both Parties;
 3. Ensure that the decision-maker(s) for the appeal is not the same person as the investigator, the decision-maker, or Title IX Coordinator;
 4. Provide each Party five (5) business days to provide a written statement in support of, or challenging, the Determination.
- D. The decider of the appeal will issue a written decision describing the result of the appeal and the rationale for the result, and will provide the written decision simultaneously to the Parties.



Effect of a Finding of a Violation Of This Policy [34 CFR §668.46(b)(11)(vi)]

- A. The College will provide remedies where a Determination of responsibility for Sexual Misconduct has been made. The College will follow this policy before the imposition of any disciplinary sanctions for Sexual Misconduct that are not supportive/interim measures.
- B. Remedies will be designed to restore or preserve equal access to education programs and activities and will include discipline under the applicable policies and procedures. Remedies may include verbal warnings, written warnings, final written warnings, suspension, termination of employment (including tenured faculty), non-renewal of appointment, or dismissal from the College.
- C. Remedies should also consider improvements to the campus-wide environment. It is the intent of the College to consider the impact of an incident of Sexual Misconduct on the campus as a whole or specific groups or areas of campus. For example, specific training may be needed for a student group.
- D. The Title IX Coordinator is responsible for ensuring effective implementation of the remedies.

Available Assistance [34 CFR §668.46(b)(11)(v)]

The College will provide written notification of available assistance to victims reporting sexual misconduct. This written notification will include how to request changes to academic, living, transportation, and working situations or protective measures.

The College will make any accommodations outlined in the [Interim Measures](#) section of this Annual Security Report if those accommodations are reasonably available. These accommodations will be made regardless of whether the victim chooses to report the crime the campus public safety or local law enforcement office.

Interim Measures

- A. After receiving a report of potential Sexual Misconduct, whether or not the report is a Formal Complaint, the Title IX Coordinator will contact the Complainant to discuss the availability of Interim/Supportive Measures, inform the Complainant of their availability, and consider the Complainant's wishes with respect to potential Interim/Supportive Measures. The Title IX Coordinator will also explain the process for filing a Formal Complaint.

- B. The Title IX Coordinator, in conjunction with the appropriate department, may implement interim, supportive, or protective measures while assessing, investigating, and resolving the report. These Interim/Supportive Measures are non-disciplinary, non-punitive, individualized services and are offered without fee or charge to the Complainant or Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed.
- C. They are designed to restore or preserve equal access to the College's programs or activities without unreasonably burdening the other Party and may include measures designed to protect the safety of all Parties or the College's educational environment or deter Sexual Misconduct.
- D. These measures may include, but are not limited to: mutual no-contact directives; access to counseling services and assistance in setting up an initial appointment; changing schedules, assignments, or job/study locations to lessen or minimize contact; extensions of deadlines and course-related adjustments; limiting or barring an individual's or organization's access to certain College facilities or activities; providing an escort to ensure safe movement on campus; providing academic support services, such as tutoring; arranging for a Party to re-take a course or withdraw from a class without penalty; administrative leave; leave of absence; College-imposed leave or physical separation from individuals or locations.
- E. The College will attempt to maintain the confidentiality of such Interim/Supportive Measures, to the extent that it can do so without impairing its ability to effectuate the Interim/Supportive Measures or to investigate and adjudicate the complaint.



Resources for Victims of Sexual Misconduct [34 CFR §668.46(b)(11)(iv)]

The College provides written notification of the resources listed below to students and employees who report sexual misconduct. This list of resources is not exhaustive or limited to victims who wish to make an official report or participate in an institutional hearing, police investigation, or criminal prosecution. However, in cases where a victim wishes to maintain complete confidentiality, the victim should review carefully the section of this document entitled [Reporting Sexual Misconduct](#) related to the limits on the College's ability to maintain confidentiality.

On-Campus Resources

Resource	Location	Phone Number
Campus Counselor	Jones Student Center Room 142	(931) 540-2572
Campus Security (Chief of Public Safety)	Facility Services Room 103	(931) 540-2700
Sexual Violence Hotline	After Normal Business Hours	(931) 540-2503
Office of the Title IX Coordinator (Director of Human Resources)	Pryor Administration Building Room 108	(931) 540-2521
Conduct Officer (VP Student Affairs)	Jones Student Center Room 146	(931) 540-2762

Common Resources for All Campuses

Resource	Location	Phone Number
Center of Hope	241 Park Plus Dr. Columbia, TN 38401	(931) 381-8580
TNCOURTS.gov	Administrative Office of the Courts 511 Union St. Suite 600 Nashville, TN 37219	Order of Protection Forms

Resources for Victims of Sexual Misconduct [34 CFR §668.46(b)(11)(iv)]

In the Columbia Area

Resource	Location	Phone Number
<u>Police - City of Columbia</u>	707 N Main Street Columbia, TN 38401	(931) 380-2720
<u>Sheriff - Maury County</u>	1300 Lawson White Dr. Columbia, TN 38401	Emergency: (931) 388-5151 Nonemergency (931) 380-5733
<u>Maury Regional Hospital & Medical Center</u>	1224 Trotwood Ave Columbia, TN 38401	(931) 381-1111
<u>Maury County Circuit Court</u>	41 Public Square Columbia, TN 38401	(931) 375-1201

In the Clifton Area

Resource	Location	Phone Number
<u>Police - City of Clifton</u>	142 Main St Clifton, TN 38425	(931) 676-3435
<u>Sheriff - Wayne County</u>	1016 Andrew Jackson Dr. Waynesboro, TN 38485	(931) 722-3615
<u>Wayne County Medical Center</u>	103 J.V. Mangubat Drive Waynesboro, TN 37091	(931) 722-5411
<u>Wayne County Circuit Court</u>	100 Court Circle, Suite 202 Waynesboro, TN 38485	(931) 722-5519



Resources for Victims of Sexual Misconduct [34 CFR §668.46(b)(11)(iv)]

In the Franklin Area

Resource	Location	Phone Number
<u>Police - City of Franklin</u>	900 Columbia Avenue Franklin, TN 37064	(615) 794-2513
<u>Sheriff – Williamson County</u>	408 Century Court Franklin, TN 37064	(615) 790-5560
<u>Williamson Medical Center</u>	4321 Carothers Parkway Franklin, TN 37067	(615) 435-5000
<u>Williamson County Circuit Court</u>	Williamson County Judicial Center 135 4th Ave South Franklin, TN 37064	(615) 790-5454

In the Lawrenceburg Area

Resource	Location	Phone Number
<u>Police - City of Lawrenceburg</u>	233 West Gains St. Lawrenceburg, TN 38464	(931) 762-2276
<u>Sheriff – Lawrence County</u>	240 West Gains St NBU #8 Lawrenceburg, TN 38464	(931) 762-3626
<u>Southern Tennessee Regional Health System Lawrenceburg</u>	1607 S. Locust Ave. Lawrenceburg, TN 38464	(931) 762-6571
<u>Lawrence County Circuit Court</u>	240 West Gains St. NBU 12 Lawrenceburg, TN 38464	(931) 762-4139

Resources for Victims of Sexual Misconduct [34 CFR §668.46(b)(11)(iv)]

In the Lewisburg Area

Resource	Location	Phone Number
<u>Police - City of Lewisburg</u>	101 Water St. Lewisburg, TN 37091	(931) 359-4044
<u>Sheriff – Marshall County</u>	209 1st Ave N. Lewisburg, TN 37091	(931) 359-6122
<u>Marshall Medical Center</u>	1080 N. Ellington Parkway Lewisburg, TN 37091	(931) 359-6241
<u>Marshall County Circuit Court</u>	302 Marshall County Courthouse Lewisburg, TN 37091	(931) 359-0536

Online Resources:

State Coalition Against Rape – <http://tncoalition.org/>

State Coalition Against Domestic Violence – <http://tncoalition.org/>

National Domestic Violence Hotline – <http://www.thehotline.org/> - LGBTQ survivors of sexual or domestic violence and minority women survivors of sexual or domestic violence

Pandora's Project – <http://courageous-men.com/male-survivor-org/> -Male survivors of rape and sexual abuse

Rape, Abuse and Incest National Network – <http://www.rainn.org>

U. S. Department of Justice – <http://www.justice.gov/ovw/sexual-assault>

Department of Education, Office of Civil Rights <http://www2.ed.gov/about/offices/list/ocr/index.html>

Sex Offender Registration [34 CFR §668.46(b)(12)] (All Campuses)

In accordance to the *Campus Sex Crimes Prevention Act of 2000*, which amends the *Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act*, the *Jeanne Clery Act* and the *Family Educational Rights and Privacy Act of 1974*, Columbia State Community College's security department is providing a link to the Tennessee State Sex Offender Registry. This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a state concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice of each institution of higher education in that state at which the person is employed, carries a vocation or is a student. Members of the campus community may obtain the most recent information received from the Tennessee Bureau of Investigation (TBI) concerning sex offenders employed, enrolled or volunteering at this institution from the TBI's website listing of sex offenders located at <http://tnmap.tn.gov/sor/>.

Emergency Response and Evacuation Procedures [34 CFR §668.46(b)(13) & §668.46(g)]

The College has developed emergency preparedness plans for each of its campuses. These emergency plans can be found at <https://www.columbiastate.edu/safety/index.html>. These plans provide detailed instructions for complying with the requirements found in 34 CFR §668.46(g). A summary of these procedures is provided here.

The College immediately notifies the campus community upon confirmation of a significant emergency or dangerous situation. The methods and procedures of notification vary based upon the scope or characteristic of the emergency. The College utilizes the following process:

1. Upon notification of an emergency, the Columbia State Public Safety Office or the Campus Director evaluates the report, to determine if this report can be confirmed as a significant emergency or dangerous situation.
2. Once the threat has been confirmed, the Public Safety Office or the Campus Director evaluates the appropriate segment of the campus community to receive the notification.
3. If time safely allows, the Public Safety Office or the Campus Director confers with the Communications Department to determine the proper content of the notification, and the most appropriate method for distributing this emergency notification. If time does not safely allow for coordination with the Communications Department, the Security Office or the Campus Director prepares the contents of the notification.
4. The Public Safety Office or the Campus Director will then initiate the notification system.

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

Public Safety Office, Campus Directors, and the Department of Communications all perform the roles defined in both the emergency preparedness plan and the abbreviated summary provided previously in this section of this Annual Security Report.

Columbia State communicates emergency information about critical incidents on campus that may have an impact on the larger community by posting updates on these critical incidents through chargernet alerts, the College's website homepage, campus wide emails to College faculty, students and staff, or any other method deemed to be appropriate by the Office of Communications. Columbia State conducts emergency preparedness drills to test the emergency response and evacuation procedures of each facility at all campuses on an annual basis. The results of each of these drills are recorded documenting the date, time, and whether the drill was an announced or unannounced.



Missing Student Notification Procedures [34 CFR §668.46(b)(14) & §668.46(h)]

The Department of Education requires under 34 CFR §668.46(b)(14) that any institution that provides any on-campus student housing facilities must include a statement of policy regarding missing student notification procedures for students who reside in on-campus student housing facilities in its annual security report. Columbia State Community College did not provide any on-campus student housing facilities during this reporting period.

Retaliation [34 CFR §668.46(m)]

According to the College's [Sexual Misconduct Policy 06:07:00](#) the College, its officers, employees, or agents are strictly prohibited from retaliating, intimidating, threatening, coercing, or otherwise discriminating against any individual for exercising his or her rights or responsibilities under any provision of this this policy. Retaliation will result in disciplinary measures, up to and including termination or expulsion.



Appendix A: On-Campus Crime Statistics

Campus Crime Statistics																			
		2019						2020						2021					
Campus		Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	
PRIMARY CRIMES																			
A.	Criminal Homicide	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	(1) Murder & non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	(2) Negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
B.	Sex offenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	(1) Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	(2) Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	(3) Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	(4) Statutory rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
C.	Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
D.	Aggravated assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E.	Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
F.	Motor vehicle theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
G.	Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ARRESTS																			
A.	Liquor law violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
B.	Drug law violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
C.	Illegal weapons possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
DISCIPLINARY ACTIONS																			
A.	Liquor law violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
B.	Drug law violations	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
C.	Illegal weapons possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
VIOLENCE AGAINST WOMEN																			
A.	Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
B.	Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
C.	Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
UNFOUNDED CRIMES																			
Unfounded Crimes		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Campus Crime Statistics		2019															2020					2021				
		Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson								
Campus		Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson								
HATE CRIMES																										
A.	Criminal Homicide	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	(1) Murder & non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	(2) Negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
B.	Sex offenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	(1) Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								

Campus Crime Statistics		2019															2020					2021				
		Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson								
Campus		Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson								
HATE CRIMES																										
(2) Fondling		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									
(3) Incest		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									
(4) Statutory rape		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									

Campus Crime Statistics		2019															2020					2021				
		Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson								
Campus		Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson								
HATE CRIMES																										
C.	Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
D.	Aggravated assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
E.	Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								

Campus Crime Statistics																		
		2019						2020					2021					
Campus		Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson
		HATE CRIMES																
F.	Motor vehicle theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
G.	Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
H.	Larceny-theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Campus Crime Statistics																		
		2019						2020						2021				
Campus		Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson
HATE CRIMES																		
I.	Simple assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
J.	Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
K.	Destruction/damage/vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Appendix B: Public Property Crime Statistics

Public Property Statistics		2019																
		2019					2020					2021						
Campus		Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson
		PRIMARY CRIMES																
A.	Criminal Homicide	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	(1) Murder & non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	(2) Negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B.	Sex offenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	(1) Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	(2) Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	(3) Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	(4) Statutory rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C.	Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D.	Aggravated assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E.	Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
F.	Motor vehicle theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G.	Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARRESTS																		
A.	Liquor law violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B.	Drug law violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C.	Illegal weapons possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DISCIPLINARY ACTIONS																		
A.	Liquor law violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B.	Drug law violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C.	Illegal weapons possession	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VIOLENCE AGAINST WOMEN																		
A.	Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B.	Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C.	Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UNFOUNDED CRIMES																		
Unfounded Crimes		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Public Property Statistics		Hate Crimes																
		2019					2020					2021						
Campus		Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson
		A.	Criminal Homicide	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	(1) Murder & non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	(2) Negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
B.	Sex offenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	(1) Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Public Property Statistics		Hate Crimes																
		2019					2020					2021						
Campus	Category of Bias	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson
		(2) Fondling		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
(3) Incest		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
(4) Statutory rape		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Public Property Statistics		HATE CRIMES																
		2019					2020					2021						
Campus		Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson
		C. Robbery		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
D. Aggravated assault		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
E. Burglary		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Public Property Statistics

		2021																
		2019					2020					2021						
Campus		Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson

HATE CRIMES

F.	Motor vehicle theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
G.	Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
H.	Larceny-theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Public Property Statistics		2021																
		2019					2020					2021						
Campus		Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson	Northfield	Columbia	Lawrence	Lewisburg	Clifton	Williamson
		HATE CRIMES																
I.	Simple assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
J.	Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
K.	Destruction/damage/vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Category of Bias	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Appendix C: Non-Campus Crime Statistics

	2019	2020	2021
PRIMARY CRIMES			
A. Criminal Homicide	0	0	0
1. Murder and non-negligent manslaughter	0	0	0
2. Negligent manslaughter	0	0	0
B. Sex offenses	0	0	0
1. Rape	0	0	0
2. Fondling	0	0	0
3. Incest	0	0	0
4. Statutory rape	0	0	0
C. Robbery	0	0	0
D. Aggravated assault	0	0	0
E. Burglary	0	0	0
F. Motor vehicle theft	0	0	0
G. Arsons	0	0	0
ARRESTS			
A. Liquor law violations	0	0	0
B. Drug law violations	0	0	0
C. Illegal weapons possession	0	0	0
DISCIPLINARY ACTIONS			
A. Liquor law violations	0	0	0
B. Drug law violations	0	0	0
C. Illegal weapons possession	0	0	0
VIOLENCE AGAINST WOMEN			
A. Dating Violence	0	0	0
B. Domestic Violence	0	0	0
C. Stalking	0	0	0
UNFOUNDED CRIMES			
Unfounded Crimes	0	0	0
HATE CRIMES			
Hate Crimes	0	0	0

NON-CAMPUS		2019	2020	2021
HATE CRIMES				
A. Criminal Homicide		0	0	0
1. Murder and non-negligent manslaughter		0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
Disability	0	0	0	
2. Negligent manslaughter		0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
Disability	0	0	0	
B. Sex offenses		0	0	0
1. Rape		0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
Disability	0	0	0	

NON-CAMPUS		2019	2020	2021
HATE CRIMES				
2.	Fondling	0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
	Disability	0	0	0
3.	Incest	0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
	Disability	0	0	0
4.	Statutory rape	0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
	Disability	0	0	0

NON-CAMPUS		2019	2020	2021
HATE CRIMES				
C. Robbery		0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
	Disability	0	0	0
D. Aggravated assault		0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
	Disability	0	0	0
E. Burglary		0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
	Disability	0	0	0

NON-CAMPUS		2019	2020	2021
HATE CRIMES				
F. Motor vehicle theft		0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
	Disability	0	0	0
G. Arsons		0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
	Disability	0	0	0
H. Larceny-theft		0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
	Disability	0	0	0

NON-CAMPUS		2019	2020	2021
HATE CRIMES				
I. Simple assault		0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
	Disability	0	0	0
J. Intimidation		0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
	Disability	0	0	0
K. Destruction/damage/vandalism		0	0	0
Category of Bias	Race	0	0	0
	Gender	0	0	0
	Gender Identity	0	0	0
	Religion	0	0	0
	Sexual Orientation	0	0	0
	Ethnicity	0	0	0
	National Origin	0	0	0
	Disability	0	0	0

Columbia Campus



LEGEND

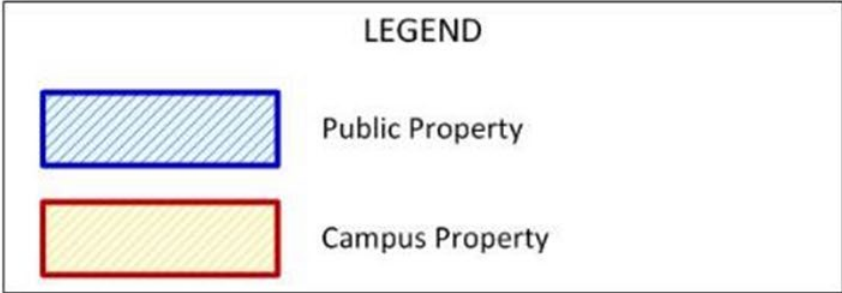
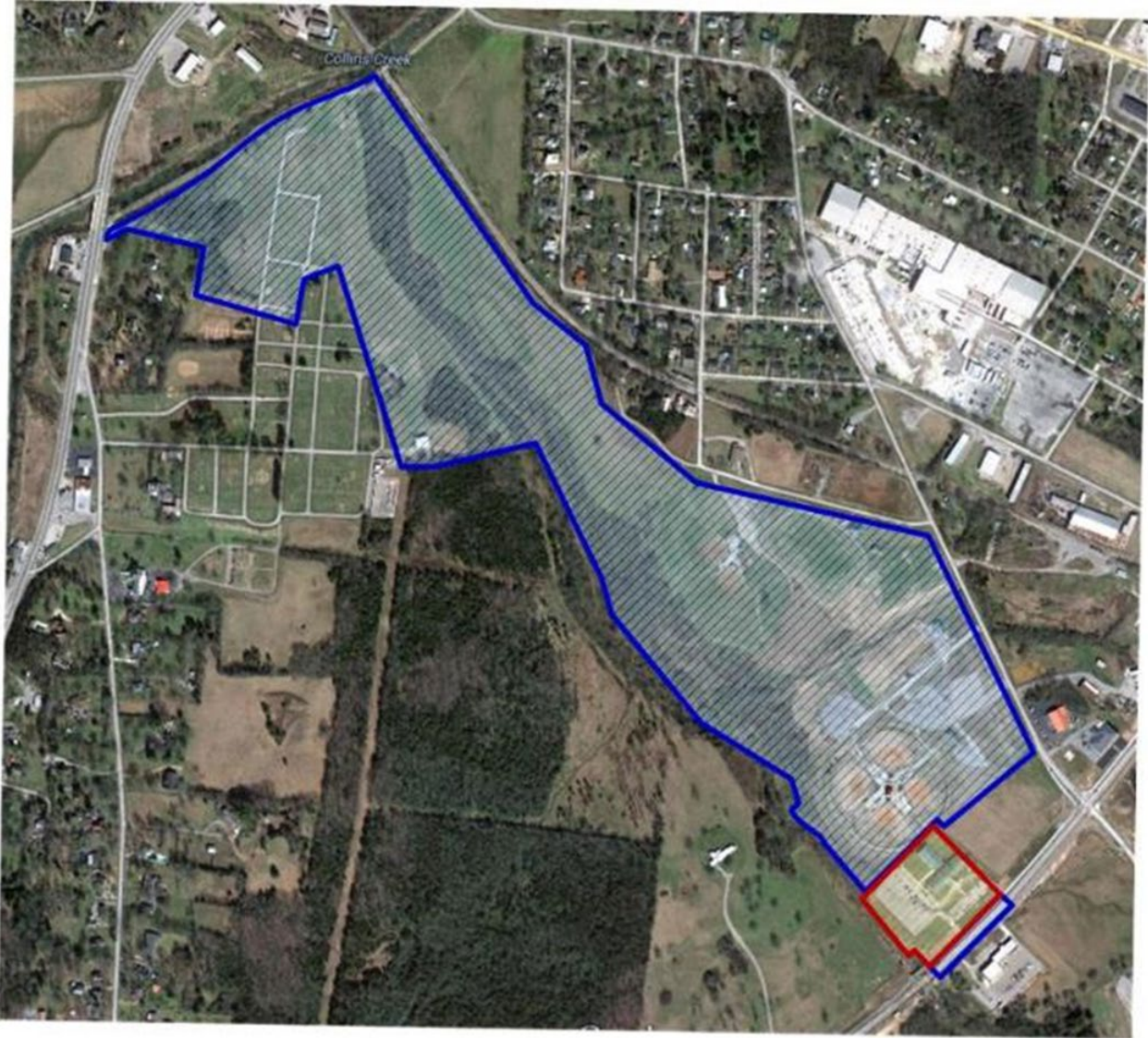


Public Property



Campus Property



Lewisburg Campus



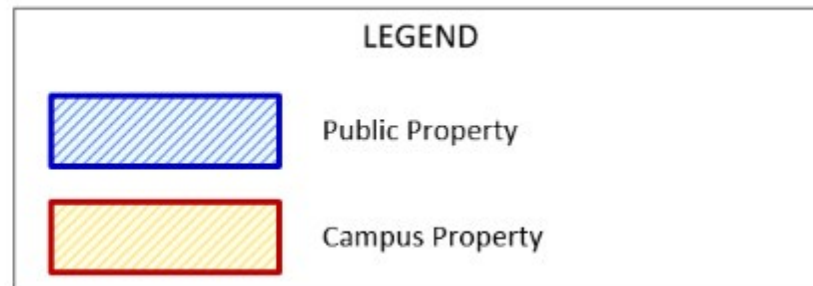
Williamson Campus



LEGEND

	Public Property
	Campus Property

Lawrence Campus



Clifton Campus



LEGEND



Public Property



Campus Property



Columbia State Community College
Department of Public Safety
Facility Building Room 103
Columbia, TN 38401