

2024 ANNUAL SECURITY & FIRE SAFETY REPORT

N.C. A&T Main Campus | Joint School of Nanoscience | Nanoengineering Union Square Campus



For the 2023 Calendar Year Containing
Crime Statistics for 2021, 2022 and 2023



NORTH CAROLINA
AGRICULTURAL AND TECHNICAL
STATE UNIVERSITY



**NORTH CAROLINA AGRICULTURAL
AND TECHNICAL STATE UNIVERSITY**

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& FIRE SAFETY REPORT**

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MESSAGE FROM THE CHANCELLOR

At North Carolina Agricultural and Technical State University, the safety and security of our students, faculty, staff and visitors is always our top priority. The N.C. A&T University Police Department and all its officers work daily to support that commitment and preserve our beautiful, 200-acre campus as a peaceful haven for study, work and relaxation.

The Annual Security and Fire Safety Report is published in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the landmark federal law that requires colleges and universities across the nation to disclose information about crime on and around their campuses. It is our pleasure to share it with you in a spirit of transparency and community.

Each of us can make a personal contribution to campus safety. In the spirit of our collective commitment to excellence at N.C. A&T, I encourage you to read this report and take note of its recommendations. Together, we can make a difference.

Aggie Pride,

James R. Martin
Chancellor



MESSAGE FROM THE ASSOCIATE VICE CHANCELLOR FOR POLICE AND PUBLIC SAFETY / CHIEF OF POLICE

On behalf of the staff of the office of Police and Public Safety, I extend greetings. We are pleased to provide you with a variety of information about campus safety. Our staff encourages you to familiarize yourself with these services and take advantage of them to help make your educational, working, and living experience at North Carolina Agricultural and Technical State University safe and enjoyable. This office hopes you will utilize this information and become our partner in preventing crime and maintaining a safe environment.

The safety and well-being of our students, faculty, staff, and visitors are always our primary concern. Please be assured that we take the issue of campus safety seriously. Maintaining a safe environment requires not just our efforts but the cooperation and understanding of every member of our community.

A truly safe campus can only be achieved through the collaboration of its students, faculty, staff, and University Police Department. We are indeed thankful for the cooperation and support given to us by our university.

Dr. Jack Moorman
Interim Associate Vice Chancellor for Police and Public Safety /
Chief of Police

The Annual Security and Fire Safety Report (ASF SR)

North Carolina Agricultural and Technical State University (N.C. A&T) is committed to the safety and security of all members of the N.C. A&T community. This document has been compiled by the Clery Act Compliance Committee on behalf of the university in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, also known as the Clery Act. This report contains Clery Act crime statistics from the previous three years, occurring within Clery Act designated geography; current policies and procedures for issuing campus alerts to the community with information necessary to make informed decisions about their health and safety; educational programs and campaigns to promote the awareness of dating violence, domestic violence, sexual assault and stalking; policies for institutional disciplinary action procedures; safety- and security-related policy statements; information about the daily crime log; and missing student notification procedures for students residing in main campus housing facilities. The Annual Fire Safety Report contains policy statements and fire statistics associated with each main campus residential facility, including the number of fires, cause of fires, injuries, deaths, and estimated property damage.

Community members receive an annual notice in a university-wide email from the Office of University Relations that informs them of the Annual Security and Fire Report, a brief description of its contents, information regarding the availability of the report, and the electronic address to access the report. A hard copy may be requested from the N.C. A&T State University Police Department located in Ward Hall, 406 Laurel Street. Notice of the availability of this report is made to enrolled and prospective students, and current and prospective employees, by October 1 of each year.

The Associate Vice Chancellor for Police and Public Safety / Chief of Police and the Clery Act Compliance Coordinator, along with the cross-departmental Clery Act Compliance Committee (CACC), prepares this report to comply with the requirements of the Clery Act. The ASF SR is a collaborative and comprehensive effort to meet our institutional responsibilities.

Annual Disclosure of Crime Statistics

The Clery Act crime statistics enclosed occurred during January 1 to December 31, 2021, 2022, and 2023. This report meets all reporting requirements as set forth in the Clery Act. Criminal statistics are updated by October 1 of each year and include data from the three previous calendar years. It is the university's policy to ensure that crime on campus is accurately reported and analyzed for the development of new programs that will aid in crime prevention. Crime statistics for public property adjacent to the university are requested from and provided in part by Greensboro Police Department and other local, state, and federal law enforcement agencies whose jurisdictions incorporate the immediate campus and/or non-campus properties and facilities of N.C. A&T. Statistics regarding certain law violations resulting in campus disciplinary actions are collected from the Title IX Office, Office of Housing and Residential Life, and the Office of Student Conduct. Clery Act statistics are also collected from individuals designated as Campus Security Authorities.

Crime statistics are reported pursuant to the guidelines as specified in the Clery Act, as defined under the FBI Uniformed Crime Reporting procedures, and separated by the following geographical areas:

- On campus
- On-campus residence facilities
- Public property
- Non-campus properties: university-owned, leased, or controlled property located other than on the main or branch campuses.

N.C. A&T will indicate in the “unfounded” category any crime that has been fully investigated by a law enforcement agency and the investigating agency has determined, based on the results of the investigation and evidence, that the crime report is false or baseless and therefore “unfounded.”

Hate crimes are collected in compliance with the Clery Act. A hate crime is a criminal offense committed against a person or property, which is motivated in whole or in part by the offender’s bias. Hate crime includes any offense in the following group: murder and non-negligent manslaughter, sex offenses, including rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arsons, larceny-theft, simple assault, intimidation, and destruction/damages/vandalism of property. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation, ethnicity, or national origin.

Crime statistics concerning this campus and others can also be found on the Department of Education website. The statistics below are being provided as part of N.C. A&T’s commitment to safety and security of our campus and facilities, and to comply with the Clery Act.



Clery Geography Definitions

The Clery Act specifies geographic locations that must be included in annual crime statistics. For purposes of reporting statistics, the university must count criminal offenses according to where they occur. There are four geographic locations for which statistics must be reported. These include:

On-Campus: (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area (generally within one mile of the edge of the core of campus) and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) any building or property that is within or reasonably contiguous to the area identified in paragraph (1), 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 retail vendor).

On-Campus Student Housing Facilities: Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility. Crime statistics for on-campus student housing/residential facilities must be reported as a subset of the on-campus totals (i.e. they are included in both on-campus and on-campus student residential facility categories).

Noncampus: (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the institution.

Public Property: All public property, including thoroughfares, streets, sidewalks, parking facilities, and recreation facilities, that is within the campus, or immediately adjacent to and accessible from the campus. This generally includes, but is not limited to, public streets bordering the campus and the sidewalk on both sides of the street.

Off-Campus Organizations

North Carolina A&T State University does not officially recognize any off-campus locations for student organizations.

The [NC A&T Campus Map](https://www.ncat.edu/files/pdfs/visit/campusmap.pdf) can be located here:
<https://www.ncat.edu/files/pdfs/visit/campusmap.pdf>

N.C. A&T Main Campus Clery Crime Statistics 2021-2023

OFFENSE	YEAR	ON CAMPUS	ON CAMPUS STUDENT HOUSING FACILITY	NON-CAMPUS	PUBLIC PROPERTY
Murder	2021	0	0	1	0
	2022	0	0	0	2
	2023	0	0	0	0
Manslaughter by Negligence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Rape	2021	6	3	0	0
	2022	7	5	0	0
	2023	6	6	0	0
Fondling	2021	1	1	0	0
	2022	3	2	1	0
	2023	3	2	0	0
Incest	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Robbery	2021	2	0	0	0
	2022	0	0	1	0
	2023	3	2	0	0
Aggravated Assault	2021	1	0	0	2
	2022	1	0	1	4
	2023	1	0	0	0
Burglary	2021	33	20	0	0
	2022	37	31	0	0
	2023	24	19	1	0
Motor Vehicle Theft	2021	2	0	0	0
	2022	5	0	0	3
	2023	4	0	0	1
Arson	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

N.C. A&T Main Campus Clery Crime Statistics 2021-2023

OFFENSE	YEAR	ON CAMPUS	ON CAMPUS STUDENT HOUSING FACILITY	NON-CAMPUS	PUBLIC PROPERTY
Dating Violence	2021	13	7	0	1
	2022	16	13	0	1
	2023	12	8	0	0
Domestic Violence	2021	1	0	0	0
	2022	0	0	0	0
	2023	1	1	0	0
Stalking	2021	1	0	0	0
	2022	5	2	1	0
	2023	14	4	0	0

OFFENSE	YEAR	ON CAMPUS	ON CAMPUS STUDENT HOUSING FACILITY	NON-CAMPUS	PUBLIC PROPERTY
Liquor Law Arrests	2021	0	0	0	0
	2022	1	1	0	1
	2023	1	1	0	0
Liquor Law Referrals	2021	19	13	1	0
	2022	8	6	0	0
	2023	12	11	0	0
Drug Law Arrests	2021	11	6	2	8
	2022	3	1	2	10
	2023	18	6	2	4
Drug Law Referrals	2021	27	17	0	2
	2022	17	15	0	2
	2023	11	8	0	0
Weapons Law Arrests	2021	5	3	1	2
	2022	1	1	0	7
	2023	8	0	0	2
Weapons Law Referrals	2021	6	3	0	0
	2022	1	1	0	0
	2023	2	2	0	0

OFFENSE	YEAR	TOTAL
Unfounded Crimes	2021	0
	2022	3
	2023	3

HATE CRIMES:

2021: There were (0) reported hate crimes.

2022: There were (0) reported hate crimes.

2023: There were (0) reported hate crimes.

**JOINT SCHOOL OF NANOSCIENCE AND NANOENGINEERING
CLERY CRIME STATISTICS 2021-2023**

OFFENSE	YEAR	ON CAMPUS	ON CAMPUS STUDENT HOUSING FACILITY	NON-CAMPUS	PUBLIC PROPERTY
Murder	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Fondling	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Incest	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Robbery	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Burglary	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Arson	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

**JOINT SCHOOL OF NANOSCIENCE AND NANOENGINEERING
CLERY CRIME STATISTICS 2021-2023**

OFFENSE	YEAR	ON CAMPUS	ON CAMPUS STUDENT HOUSING FACILITY	NON-CAMPUS	PUBLIC PROPERTY
Dating Violence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Domestic Violence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Stalking	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

OFFENSE	YEAR	ON CAMPUS	ON CAMPUS STUDENT HOUSING FACILITY	NON-CAMPUS	PUBLIC PROPERTY
Liquor Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Liquor Law Referrals	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Drug Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Drug Law Referrals	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Referrals	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

OFFENSE	YEAR	TOTAL
Unfounded Crimes	2021	0
	2022	0
	2023	0

HATE CRIMES:

2021: There were (0) reported hate crimes.

2022: There were (0) reported hate crimes.

2023: There were (0) reported hate crimes.

UNION SQUARE CAMPUS CLERY CRIME STATISTICS 2021 – 2023

OFFENSE	YEAR	ON CAMPUS	ON CAMPUS STUDENT HOUSING FACILITY	NON-CAMPUS	PUBLIC PROPERTY
Murder	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Fondling	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Incest	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Robbery	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Burglary	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Arson	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

UNION SQUARE CAMPUS CLERY CRIME STATISTICS 2021 - 2023

OFFENSE	YEAR	ON CAMPUS	ON CAMPUS STUDENT HOUSING FACILITY	NON-CAMPUS	PUBLIC PROPERTY
Dating Violence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Domestic Violence	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Stalking	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

OFFENSE	YEAR	ON CAMPUS	ON CAMPUS STUDENT HOUSING FACILITY	NON-CAMPUS	PUBLIC PROPERTY
Liquor Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Liquor Law Referrals	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Drug Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Drug Law Referrals	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Arrests	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Weapons Law Referrals	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

OFFENSE	YEAR	TOTAL
Unfounded Crimes	2021	0
	2022	0
	2023	0

HATE CRIMES:

2021: There were (0) reported hate crimes.
 2022: There were (0) reported hate crimes.
 2023: There were (0) reported hate crimes.

Reporting Crimes and Emergencies

The University Police Department (UPD) provides 24-hour service to protect and render aid to the university community. All laws and codes of the State of North Carolina are enforced on the campus, including regulations established to administer the campus community. Crimes and emergencies can be reported by dialing 911, or by calling the University Police Department emergency line at 336-334-7675.

For the purposes of making timely warning or emergency notification notices and for inclusion in the annual statistical disclosure, emergencies should be reported immediately to the University Police Department by calling 336-334-7675 or extension 4-7675; or by utilizing any campus emergency phone and/or contacting the following Campus Security Authorities: Ashley Benefield, Clery Compliance Coordinator, ph: 336-285-2486; Marc Williams, Dean of Students, Murphy Hall Suite 205, ph: 336-334-7791; Zachary Cammack, Director of Judicial Affairs/Student Conduct, Murphy Hall Suite 208, ph: 336-334-7791; Dr. Breona Hayes, Director of Title IX Compliance, 142 Sebastian Hall, ph: 336-285-3770; Tyrone Joyner, Title IX Investigator, 144 Sebastian Hall, ph: 336-285-3761; Jonathan Smith, Assistant Director of Housing, McCain Hall 311, ph: 336-285-4325; Lauren Ghoston, Threat Assessment Manager/Victim Advocate, Collegiate Commons substation, ph: 336-285-3815. Upon receipt of the call, UPD officers will be dispatched immediately to the location of the complaint. Reports can also be made in person at UPD building located in Ward Hall, 406 Laurel Street. A person reporting a crime to UPD has the right to report the crime to the Greensboro Police Department (GPD) by calling 911. Bystanders or witnesses are encouraged to report when a victim is unable to report.



Anonymous Reporting “Tip Line”

Victims or witnesses reporting crimes can remain anonymous if they desire; all anonymous reports relating to criminal activity shall be forwarded to University Police Department for evaluation. UPD has established a “tip line” to accommodate anonymous reporting of criminal activity. If you would like to report a crime anonymously, call 336-334-7879.

Emergency Phones

N.C. A&T has installed emergency phones throughout the campus. Phones are clearly marked and located in public areas, including parking garages, elevators, residence hall complexes, administration buildings and numerous outdoor locations. Emergency phones provide direct voice communications to UPD’s Telecommunications Center.

Mobile Security App (SafeZone/Aggie Safe)

The university has a mobile safety app called “SafeZone/Aggie Safe” that gives students, faculty, and staff the opportunity to share security concerns with the UPD. The app works for both iPhone and Android and allows users to remain anonymous if they prefer.

Response to a Report

Dispatchers are available at these respective telephone numbers 24 hours a day to answer your calls. In response to a call, UPD will take the required action, either dispatching an officer or asking the victim to report to UPD to file an incident report. All reported crimes will be investigated by the university and may become a matter of public record. All UPD incident reports are forwarded to the Dean of Students Office for review and referral to the Office of Judicial Affairs and Student Conduct for potential action, as appropriate. UPD Investigators will investigate a report when it is deemed appropriate. Additional information obtained via the investigation will also be forwarded to the Office of Judicial Affairs and Student Conduct. If assistance is required from the Greensboro Police Department or the Greensboro Fire Department, UPD will contact the appropriate unit. If a sexual assault or rape should occur, staff on the scene, including UPD, will offer the victim a wide variety of services.

Daily Crime and Fire Log

The University Police Department maintains a daily crime and fire log of crimes and fires reported to the agency. The physical log location is 406 Laurel Street, Ward Hall, Greensboro, NC 27411. This log is open to public inspection and may be accessed online at <https://www.ncat.edu/campus-life/university-police-department/daily-crime-and-fire-log.php>

Branch Campus Facilities

N.C. A&T’s branch campus facilities, Joint School of Nanoscience and Nanoengineering (JSNN) and Union Square Campus, do not have University Police personnel on site. In the event of an emergency, the following resources are available by calling 911: the Greensboro Fire Department (fires, hazardous materials); Guilford County Emergency Medical Services; and Greensboro Police Department (GPD). GPD has primary investigation responsibilities, while N.C.A&T University Police Department or the University of North Carolina Greensboro Police Department (UNCG PD) will aid as requested. Upon receipt of a report, CSAs should immediately notify the UPD by calling 336-334-7675; or completing the [Campus Security Authority Reporting Form](#).

N.C. A&T has identified various CSAs throughout the campus community and encourage all crimes be reported. The following departments have identified personnel to receive on-going training to notify UPD of crimes reported to them. This list includes, but is not limited to, the following:

- University Police Department
- Division of Student Affairs
- Athletics
- Vice Chancellor of Human Resources

- Office of Affirmative Action
- Title IX Office
- Office of International Affairs
- Office of Environmental Health and Safety



Confidential Reporting

Individuals are encouraged to immediately report any concerns and suspected criminal activity to the University Police Department. Victims and/or witnesses may report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. Victims of crimes who do not want to pursue action within the university system or the criminal justice system may consider making a limited confidential report to designated Campus Security Authorities (CSAs.) The following CSAs are appropriate contacts for receiving voluntary, confidential reports: Ashley Benefield, Clery Compliance Coordinator, ph: 336-285-2486; Marc Williams, Dean of Students, Murphy Hall Suite 205, ph: 336-334-7791; Zachary Cammack, Director of Judicial Affairs/Student Conduct, Murphy Hall Suite 208, ph: 336-334-7791; Dr. Breona Hayes, Director of Title IX Compliance, 142 Sebastian Hall, ph: 336-285-3770; Tyrone Joyner, Title IX Investigator, 144 Sebastian Hall, ph: 336-285-3761; Jonathan Smith, Assistant Director of Housing, McCain Hall 311, ph: 336-285- 4325; Bridget Hunter, UPD Accreditation Manager, Ward Hall, ph: 336-334-7128; Lauren Ghoston, Threat Assessment Manager/Victim Advocate, ph: 336-285-3815. CSAs who receive reports of a Clery Act crime that occurred in Clery geography as defined by the Clery Act, may not disclose to UPD or local law enforcement agencies the names of the victims or the alleged assailant unless the victim consents to disclosing their name(s) after being informed of their right to have their personally identifying information withheld.

The name of the alleged assailant may be disclosed, however, if all the following conditions are met: the alleged assailant represents a serious or ongoing threat to the safety of students, employees, or the institution; and the immediate assistance of the local law enforcement agency is necessary to contact or detain the alleged assailant. CSAs are not exempt and must advise they are required to report all nonconfidential information provided to the designated officials. With such information, the university can keep an accurate record of the number of incidents involving students and employees; determine where there is a pattern of crime regarding a particular location, method, or assailant; and alert the campus community to potential danger.

Reports filed in this manner are counted and disclosed in the annual crime statistics for N.C. A&T. If a victim declines to have the details of the crime provided to the University Police Department, the only information the Student Health Center and Counseling Services may provide to University Police Department is the type of crime, location, and occurrence date, should a need for a timely warning apply. This information will be counted and disclosed in the annual crime statistics for N.C. A&T. The university does not employ pastoral counselors.

Accurate and Prompt Reporting

We encourage bystanders to report crimes they witness or become aware of. The university encourages accurate and prompt reporting of all crimes to the University Police Department or the appropriate police agency, when the victim of a crime elects to, or is unable to, make such a report. This allows for follow-up, the issuance of timely warnings or emergency notifications, when warranted, and for potential future crime prevention.

Reporting to Campus Security Authorities (CSAs)

N.C. A&T encourages community members to report all crimes and other emergencies promptly and accurately to UPD; however, someone may prefer to report to Campus Security Authorities (CSAs). CSAs are required by law to report Clery Act crimes occurring on Clery Act designated geography in a timely manner. N.C. A&T encourages CSAs to report all crimes; however, the following categories are designated Clery Act crimes included in the annual disclosure of crime statistics:

- Criminal Homicide
- Sexual Assault (Rape, Fondling, Incest, Statutory Rape)
- Robbery
- Burglary
- Arson
- Aggravated Assault
- Motor Vehicle Theft
- Domestic Violence
- Dating Violence
- Stalking
- Liquor, Drugs, and Weapons law violations that result in arrests or disciplinary referrals
- Hate Crimes - Any of the crimes listed above, or other criminal offenses, such as larceny, simple assault, intimidation, and destruction, damage, or vandalism of property, that were

motivated by bias related to race, gender or gender identity, religion, sexual orientation, ethnicity, national origin, or disability.

Timely Warning Notifications

The university will issue a timely warning when circumstances meet the criteria as defined in the Clery Act. The Associate Vice Chancellor for Police and Public Safety/Chief of Police is responsible for the decision to issue a timely warning (or a designee) upon receiving information of an incident reported to a CSA and/or UPD.

Timely Warnings are typically issued for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) crime classifications:

- Criminal homicide, including murder and manslaughter
- Sex offenses, including rape, fondling, incest, and statutory rape; considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount of information known by the Chief of Police, Associate Vice Chancellor for University Relations. In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the community. All cases of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice.
- Aggravated assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger N.C. A&T community);
- Major incidents of Arson;
- Burglary;
- Motor Vehicle Theft;
- When repeated offenses within a specific area or shortened/condensed period warrant public notice (i.e. multiple unsolved thefts, such as a string of burglaries or motor vehicle thefts that occur in reasonably close proximity to one another; with same possible suspect(s) or established patterns);
- Other Clery crimes as determined necessary by the Chief of Police and Associate Vice Chancellor for University Relations, or their designee in their absence.

Timely Warnings will be issued if the following conditions apply:

- 1) The crime is reported by the victim to a Campus Security Authority (CSA) or local/state/federal law enforcement agencies that forwards the information to the University Police.
- 2) The crime occurs within the university’s Clery Act geography;
- 3) The perpetrator has not been apprehended;
- 4) The university determines that the incident represents an ongoing or serious threat to the campus community;

- 5) There is a substantial risk to the physical safety of other members of the campus community and/or their property because of the crime.

Timely Warning Notices will be distributed as soon as pertinent information is available, in a manner that withholds the names of victims as confidential, and with the goal of aiding in the prevention of similar occurrences.

Timely warnings will not include, under any circumstances, the name of the victim, or information so specific that would or likely could identify the victim of the crimes of sexual violence, to include rape, dating violence, domestic violence, or stalking.

If issuing a timely warning would compromise efforts to address the crime, notifications may be delayed, or information may be limited. In those cases, the Associate Vice Chancellor for Police and Public Safety/Chief of Police, or the designee in charge, will be notified once the potentially compromising situation has been addressed, and the timely warning will be issued immediately if the serious or continuing threat still exists. Timely Warning Notices are typically written by the Chief of Police and Associate Vice Chancellor for University Relations and distributed by the Associate Vice Chancellor for University Relations, or designee.

Upon determining the content, the timely warning will be disseminated expeditiously by the Office of University Relations in a manner likely to reach the entire campus using one or more of the following methods, including, but not limited to:

- All employee and student e-mail distribution
- University Website
- Public area video display monitors
- Sirens

The content of the timely warning will include the date, time, location (general or specific) and summarized event description; description of the suspect and name if known, when the suspect is at large and evading apprehension; a statement that the timely warning is being issued in compliance with the Clery Act and the purpose is to provide preventative information to the campus community to aid members from becoming the victim of a similar crime; applicable risk reduction tips for the specific incident is included.

The institution is not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

A timely warning is not issued when the circumstances require activation of the emergency notification system (Aggie Alert). Emergency notifications are covered in a separate policy that addresses significant emergency or dangerous situations involving an immediate threat to the health or safety of our campus community.

Anyone with information warranting a timely warning or any criminal conduct should report the circumstances to the University Police Department by phone at 336-334-7675 by activating the mobile safety app, or in person at the University Police Department located at 406 Laurel Street, Greensboro, NC 27411.

Emergency Response and Evacuation Procedures

NC A&T maintains an Emergency Response Plan that outlines responsibilities of campus units during emergencies. This plan outlines incident priorities, campus organization and specific responsibilities of particular units or positions.

University units are responsible for developing emergency response and continuity of operations plans for their areas and staff. Campus emergency management provides resources and guidance for the development of these plans. Emergencies occurring on campus should be reported to Travis Auman, Director of Emergency Management, Ward Hall, ph: 336-285-2405.

In conjunction with other emergency agencies, the University conducts emergency response drills and exercises each year, such as tabletop exercises, field exercises, and tests of the emergency notification systems on campus. These tests, which may be announced or unannounced, are designed to assess and evaluate the emergency plans and capabilities of the institution.

Each test is documented and includes a description of the exercise, the date and time of the exercise, and whether it was announced or unannounced.

In 2023, tabletop exercises occurred as follows:

January 25: Winston-Salem State University (participated)
March 14 – 16: NC State University Full-Scale Exercise (participated)
April 20: St. Augustine University (participated)
May 24: Active Shooter (hosted for campus police)
August 1: UPD Departmental Exercise (hosted for campus police)
November 14: Chancellor's Cabinet (hosted on-site)

In 2023, tests of the emergency notification system on campus occurred as follows:

March 7: text, email, social media, siren; announced
June 13: text, email; announced
July 11: text, email; announced
October 17: text, email, social media, siren; announced

The campus publicizes a summary of the emergency response and evacuation procedures via email at least once each year in conjunction with a test (exercise and drill) that meets all the requirements of the Higher Education Opportunity Act.

In 2023, live links to a summary of NC A&T's emergency response and evacuation procedures were provided via email prior to each announced test of the emergency notification system.

Emergency Evacuation Procedures

The emergency evacuation procedures are tested at least twice each year. Students and employees learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. The UPD does not tell building occupants in advance about the designated locations for long-term

evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, UPD staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. At N.C. A&T evacuation drills are used to educate and train occupants on fire safety issues specific to their building. During the drill, occupants practice drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

General Evacuation Procedures

At the sound of a fire alarm or if you are instructed to evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify UPD at 336-334-7675. Police Emergency or dial 911.

1. Remain Calm
2. Do NOT use Elevators, Use the Stairs
3. Assist the physically impaired. If they are unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform UPD or the responding Fire Dept. of the individual's location.
4. Proceed to a clear area at least 150 feet from the building. Keep all walkways clear for emergency vehicles.
5. Make sure all personnel are out of the building.
6. Do not re-enter the building.

Shelter-in-Place Procedures –What it Means to “Shelter-in-Place”

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to “shelter-in-place” means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

Basic “Shelter-in-Place” Guidance

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take your personal belonging (purse, wallet, access card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest University building quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to “Shelter-in-Place”

A shelter-in-place notification may come from several sources: UPD, Housing Staff members, other university employees, Local PD, or other authorities utilizing the university’s emergency communications tools.

How to “Shelter-in-Place”

No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.
2. Locate a room to shelter inside. It should be:
 - An interior room;
 - Above ground level; and
 - Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms maybe necessary.
3. Shut and lock all windows (tighter seal) and close exterior doors.
4. Turn off air conditioners, heaters, and fans.
5. Close vents to ventilation systems as you are able. (University staff will turn off the ventilation as quickly as possible.)
6. Make a list of the people with you and ask someone (hall staff, faculty, or other staff) to call the list in to UPD so they know where you are sheltering. If only students are present, one of the students should call in the list.
7. Turn on a radio or TV and listen for further instructions.
8. Make yourself comfortable.

RUN! HIDE! FIGHT!

The university may also use the phrase “RUN! HIDE! FIGHT!” in emergency communication during a significant emergency. RUN: Evacuate, if possible, if there is significant distance between you and the threat. HIDE: Hide silently in as safe a place as possible. FIGHT: If you cannot evacuate or hide safely and only when your life is in imminent danger, take action.

Emergency Notifications

The university will issue emergency notifications without delay (immediately) in response to a confirmed significant emergency or a dangerous situation that constitutes an immediate threat to the health or safety of members of the campus community. Individuals can report emergencies occurring at N.C. A&T State University by calling 336-334-7675. The Associate Vice Chancellor

for Police and Public Safety/Chief of Police (or designee) is responsible for the decision to issue an emergency notification. Upon receiving information of an incident reported to UPD under the following conditions: 1) an emergency or dangerous situation in fact exists; and 2) the emergency or dangerous situation poses an immediate threat to members of the campus community. A determination will be made if the entire campus community or only a specific segment of the campus community is threatened and needs to be notified.



If the Director of UPD, or designee, in conjunction with other university administrators, local first responders, public health officials and/or the National Weather Service, confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the N.C. A&T community, the University Police Department and University Relations will collaborate to determine the content of the message. In such case, some or all the systems described below to communicate the threat to the N.C. A&T Community or to the appropriate segment of the community if the threat is limited to a particular building or segment of the population.

N.C. A&T State University will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to: UPD, Greensboro Police Department, and/or the Greensboro Fire Department Fire and Emergency Medical Services), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Follow-up notifications and information will be provided until the emergency is mitigated and no longer poses a threat. Follow-up information will be distributed using some or all the identified communication systems (except fire alarm).

If an emergency notification is issued, a timely warning will not be issued to the community for the same incident. If there is an immediate threat to the health or safety of students or employees occurring on campus, an institution must follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.

Distribution methods of emergency notifications include may include one or more of the following methods:

- The campus mass notification system “AggieAlert!”
- N.C. A&T’s website
- Phone, campus email, or text messaging
- Social Media and local media outlets
- Video display screens
- Audible alarms/sirens
- In person or door-to-door notifications in a building or residence halls
- Other means appropriate under the circumstances

Rave Alert emergency text system is utilized to disseminate the text messages to mobile devices or email messages of registered, validated users. Participation in the AggieAlert! system is voluntary to students, faculty, staff, parents, and community affiliates. To register please visit [AggieAlert!](#)

The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents, and other interested parties. The larger community can also access emergency information via the N.C. A&T State University homepage and/or social media.

The Guilford Emergency Alert, Notification, and Information System (“G.E.A.N.I.”) is an automated system to notify you of urgent and emergency information through your cell phone, home phone and/or email. The system provides time-sensitive, geographically based public safety messages through voice, text, and email, and is available to all residents and businesses within Guilford County (including City of High Point residents in Forsyth, Davidson, and Randolph Counties).

The system is activated by public safety personnel to provide you with information about evacuations, shelter-in-place incidents, severe weather response and recovery efforts, law enforcement events, and other urgent incidents that affect your safety.

Safety Advisories

Safety advisories are communications to the campus community for crimes or emergencies that do not occur on N.C. A&T’s Clery Act geography but are determined to require the awareness of campus for safety purposes, or for situations that do not fit the criteria for a timely warning or emergency notification. Distribution of a safety advisory is generally via broadcast e-mail by University Relations, but could also include text message, social media, and/or notification through the SafeZone Aggie Safe app.

Voluntary Confidential Reporting

Pastoral and Professional Counselors

While the university encourages members of the community to promptly report all crimes to UPD, the Clery Act defines pastoral or appropriately credentialed, employed or contracted professional counselors exempt from reporting information disclosed to them of a crime in a confidential session. The university encourages all exempt sources to notify those whom they are counseling of the voluntary, confidential reporting options available and inform their clients when they deem appropriate, of the procedures to report crimes to UPD or other law enforcement agencies. The University does not employ pastoral counselors.

Security & Access of Campus Facilities

The N.C. A&T campus is a public facility. Campus buildings and facilities are generally open and accessible to members of the campus community, guest, and visitors, Monday through Friday from 8 a.m. until 5 p.m. and as certain special events dictate. Academic buildings are generally open from 7 a.m. until 11 p.m. All campus buildings will be secured when not in use. During non-business hours, access to all campus facilities is by key or card access, or by admittance via the UPD or Housing and Residence Life authorized staff. In the case of periods of extended closing, the university will admit only those with prior written approval to institutional facilities. Some facilities may have individual hours which may vary throughout the year and secured according to schedules developed by the department responsible. These may include, but not limited to, Student Center; F.D. Bluford Library; McNair Hall.

UPD and security personnel conduct routine patrols of campus and buildings, parking structures, parking lots, residence halls, and grounds to monitor security and to address safety concerns. Housing staff and security officers aid in monitoring residence halls. Additionally, contract security personnel patrol the exterior of campus buildings and streets. Members of our community assist with security measures by promptly reporting suspicious activity to UPD.

Special Considerations for Residence Halls

The Office of Housing and Residential Life and University Police Department work closely together to promote a safe and comfortable living and learning environment for residents. Residence halls are secured 24- hours a day. Over extended breaks, the doors of all buildings are secured and equipped with a lock separate from regularly issued keys to resident students. Numerous security cameras located throughout the residential community are monitored 24 hours a day by UPD. Full time staff have on call duty.

All residence halls operate under a computerized access control and security monitoring system. Access cards are coded so that only students who are residents in a particular hall are authorized electronic access entry to that hall; the system denies entry to all unauthorized persons. All keys and card keys are for residents' use only and are not to be loaned or duplicated.

All residence hall and apartment exterior doors are equipped with locks and with crash bars to ensure a quick emergency exit. Residents are always encouraged to keep their apartment and bedrooms doors locked. Residential facility occupants are asked not to allow unknown individuals into residential facilities. Only residents and their invited guests are permitted in the living areas of the residence halls. It is the resident's responsibility to ensure that his/her guests are aware of the university and residence hall policies. Guests are not provided with room keys or door access cards. Guests must always be escorted by a resident of the building. When any exterior door is left ajar, an audible alarm is activated. UPD officers or security personnel are responsible for checking and securing doors, when needed. When a door is malfunctioning, facilities personnel are summoned for immediate repair.



All exterior doors are locked 24- hours a day. It is the responsibility of residents and staff members to challenge or report individuals to security or staff who cannot be identified as residents or guests of residents. When a report is made of an unescorted person in residence hall, a security personnel is dispatched to identify that person.

During low-occupancy periods, such as holidays and scheduled breaks, students are consolidated into designated buildings and gain access via the university's electronic access control system. During the summer semester, there may be groups which are not regularly associated with N.C. A&T who are assigned to use the university residence halls. Guests are issued an identification card for access to their assigned building via the electronic access control system.

The university and the NC A&T Real Estate Foundation, Inc., owns apartments considered on-campus residential student housing facility property: Campus Edge, 401 S. Booker Street, Greensboro NC 27401; Sebastian Village, 1402 E. Washington St, Greensboro, NC 27401; University Pointe, 702 E Lindsay St, Greensboro, NC 27401; Sebastian Place, 421 S. Booker Street, Greensboro, NC 27401; Sebastian Courtyard, 1406 Cunningham Street, Greensboro, NC 27401; Collegiate Commons, 1407 Cunningham Street, Greensboro, NC 27401; Preeminent Pointe, 801 Homeland Ave., Greensboro, NC 27405; Aggie Pointe, 1010 Dewey St., Greensboro, NC 27405. These residential facilities accommodate the increase in the university's enrollment. These properties have 24-hour camera surveillance. All exterior apartment doors are equipped with locks. Residents are reminded to keep their doors and windows locked. It is the resident's responsibility to ensure that his/ her guests are aware of the university and residence hall policies.

Guests are not permitted to have keys to the unit. UPD provides patrol and has primary investigation responsibility for the units, however Greensboro Police Department will aid as needed.

Special Considerations for Branch Facilities

The Joint School of Nanoscience and Nanoengineering (JSNN) is located on the South Campus of the Gateway University Research Park just off I-40/I-85. JSNN is in Building 2 at 2907 E. Gate City Blvd., Greensboro, NC 27401.

The JSNN has been established as an academic collaboration between North Carolina Agricultural and Technical State University (N.C. A&T) and UNC Greensboro. Both universities are classified by the Carnegie Foundation as “research universities with high research activity.” JSNN builds on the strengths of the two universities in the basic sciences and in engineering to offer an innovative, cross-disciplinary graduate program that will train scientists in various emerging areas of nanoscience and nanoengineering. The JSNN facility is a 105,000 square foot interdisciplinary research facility dedicated to academic and industrial research and development activities. The building has specialized nanotechnology resources, such as a nanobioelectronics cleanroom, nanocharacterization labs a computation and visualization facility and conventional science and engineering facilities under one roof. JSNN strives to provide an ideal teaming environment to facilitate interdisciplinary research in areas of nanobioelectronics, nanobiology including nanopharmacology, nanomaterials and nanocomputing.

There are no residential facilities located at the JSNN. Gateway Research Park has primary responsibility for the security and maintenance of Gateway South, including the JSNN. During business hours, from 8:00 a.m. to 4:00 p.m., JSNN self-performs the security function. A contracted private security company performs regular security patrols for Gateway South during the hours of 4:00 p.m. to 8:00 a.m., Monday–Friday and 24-hour security on Saturday, Sunday, and holidays. The JSNN facility is secured by an electronic access control system. Electronic access cards are assigned to individuals who must access the JSNN building— i.e., faculty, staff, students, interns, security and police officers, and industrial partners. Inside the JSNN, access to individual laboratories is given only to individuals who are qualified to enter the laboratory. If an incident/event is reported and is facilities related, Gateway University Research Park employees are called. If an emergency is reported, 911 is called. Depending on the nature of the event, either the Greensboro Fire Department (for fire, hazardous materials, or ambulance) or the Greensboro Police Department (for criminal activity) will respond. N.C. A&T Police and/or UNCG Police may respond to assist in a support capacity, if needed. All N.C. A&T students who attend courses at the JSNN are subject to the policies, procedures, and programs as described in this Report.

The Union Square Campus is located at 124 E. Gate City Blvd., Greensboro, NC 27406. The site is owned by the City of Greensboro/Redevelopment Commission and is part of a larger area revitalization effort. Gateway Research Park has primary responsibility for the security and maintenance of the Union Square facility. Gateway employees a full-time security supervisor to serve as the on-site security guard, Monday to Friday, from 7 a.m. to 3 p.m. A contracted private

security company performs regular security patrols at the campus during the hours of 3 p.m. to 11 p.m., Monday to Friday. The exterior doors automatically lock at 6 p.m. on weekdays, and after that time, students and staff must have an electronic access card to gain entry to the building. Access to the building is available on Saturdays, via electronic access card only, from 10 a.m. to 4 p.m. The building is closed on Sundays. Union Square has an interior alarm, which is set to ‘arm’ during the hours the building is closed. Union Square Campus has a variety of safety and facilities control systems as well as a video surveillance. All these systems are monitored by security personnel stationed inside of the building. During selected hours on the weekends, faculty has limited access by utilizing an electronic access card to gain entrance to the building.

Security Considerations Used in the Maintenance of Campus Facilities

Parking lots, pedestrian walkways, and building exteriors on the main campus are well lighted and designed for safety and security. Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. Campus shrubbery, trees and other vegetation are trimmed and maintained on a regular basis with special attention given to walkways. Areas that have been identified as problematic have security surveys conducted of them. These surveys examine security issues with landscaping, locks, alarms, lighting, video cameras and communications. Administrators from UPD, Emergency Management, Environmental Health and Safety, Physical Plant, Housing and Residence Life, and other concerned departments review these survey results.

The University encourages the entire campus community to promptly report any defective building equipment or unsafe facilities so they can be repaired by calling Facilities Operations at 336-285-4530 during business hours; after hours you may call 336-334-7675.

Campus Law Enforcement Authority and Jurisdiction

Campus safety and security is the responsibility of the N.C. A&T University Police Department (UPD). The UPD building is in Ward Hall, 406 Laurel Street. UPD is committed to enhancing the quality of life of those they serve, integrating best practices of community policing and to provide these services with the highest standards of professionalism. UPD is the first of the historically black colleges and universities (HBCUs) to have been accredited by the Commission on Accreditation of Law Enforcement Agencies (CALEA) since 2006. This accreditation ensures UPD meets or exceeds the requirements of over 400 standards set forth by CALEA. The UPD employs sworn police officers who are vested with full arrest authority in the State of North Carolina, pursuant to North Carolina General Statute, §116-40.5 and Chapter 74G of the General Statutes. UPD officers meet all the requirements specified by the North Carolina Criminal Justice Education Training and Standards Commission, which are mandated for all sworn North Carolina law enforcement officers. Sworn officers have complete police authority to enforce local, state, and federal laws. Their primary jurisdiction covers all property owned or controlled by the university. UPD officers patrol adjacent public streets and property within a one-mile radius of the campus. The university also employs both proprietary and contracted non-sworn security

personnel who do not have arrest authority, and whose jurisdiction is confined to the university property. The non-sworn security officers have the authority to enforce University policies.

Working Relationships with Local, State, and Federal Law Enforcement Agencies

UPD shares concurrent law enforcement jurisdiction on the adjacent public streets, areas and in communities surrounding the university owned and controlled properties and cooperate fully with the Greensboro Police Department (GPD) on the main campus, and other local, state, and federal law enforcement agencies. The University Police Department maintains a strong working relationship with state and local police agencies, including Greensboro Police Department, Guilford County Sheriff's Department, North Carolina Highway Patrol, State Bureau of Investigation, North Carolina Information Sharing and Analysis Center (NCISAAC), The Bureau of Alcohol, Tobacco Firearms and Explosives (BATFE), and the Federal Bureau of Investigation.

When additional sworn peace officers from local law enforcement agencies are hired by the university, those officers may exercise arrest authority throughout campus. All offenses committed on N.C. A&T property are investigated by the UPD, except homicides which are investigated by the City of Greensboro Police Department. Upon request of the UPD, and through mutual aid agreement, GPD, and/or the Guilford County Sheriff's Department will aid in the investigation of major criminal cases deemed beyond the resources available to the UPD. The UPD maintains operational Memorandums of Understanding with Greensboro Police Department in accordance with applicable statutes. UPD officers may also work in collaboration with other law enforcement agencies in incidents involving campus community members or requiring inter-agency law enforcement collaboration.

Crime Prevention and Security Awareness

To promote safety awareness, N.C. A&T offers a variety of safety and security programs, services, and crime prevention programming. The type and frequency of programs are specific and designed to inform students and employees about campus security procedures and practices. Both students and employees receive separate orientations and are informed of services offered by UPD and various resources accessible to them, both on campus and off campus. During orientation they receive training through videos and presentations. During the 2022 calendar year, N.C. A&T offered approximately **30** crime prevention and security awareness programs. Topics such as personal safety, residence hall security, drug and alcohol abuse awareness and sexual assault prevention are some examples of programs offered during the prior academic year. A common theme in these programs is to encourage students and employees to be responsible for their own security and the security of others. As part of the department's community-oriented policing philosophy, University Police Department offers crime prevention presentations each semester to classrooms, campus clubs and student groups as requested. Topics of these presentations include personal safety awareness, Rape Aggression Defense (R.A.D.) and property protection strategies.

If you or your organization would like to request a specific program, please contact UPD, at 336-334-7675, or Division of Student Affairs, at 336-334-7096.

The following risk reduction and crime prevention programs were offered in 2023:

- New Employee Orientation; twice monthly; virtual platform
- ROTC Safety Presentation; January 12; Campbell Hall
- Campus Nighttime Safety Walk; February 6; campus
- Citizens Police Academy; February 9 – April 6; campus
- National Teen Violence Prevention Awareness Program; February 14; Haley Hall
- Promote Domestic Violence Awareness and SAFE ZONE Wellness Event; February 23; Student Center
- Aggie Academy Visit with ACES; February 24; outdoor play
- Simkins Elementary Visit with ACES; February 24; Greensboro
- Chief and Chancellor Safety Forum; April 5; virtual platform
- Sexual Assault Awareness Wellness Event; April 10; Williams Auditorium
- SAFE ZONE and Fatal Vision Awareness Wellness Event; April 11; campus
- Sexual Assault Month Event with NC A&T SAFE Powder Puff; April 20; Student Center
- Child Development Lab Patrol Vehicle Display Event; April 21; Child Development Lab (campus)
- Sexual Assault Prevention Fair with Counseling Services; April 26; Hairston lot
- Sexual Assault Awareness Event with Powder Puff football; April 27; Holland Bowl
- Drunk Goggles and Police K9 event with STEM students; May 22; campus
- National Night Out; August 1; Hampton Homes
- Active Shooter Training; August 15; Campus Rec Center
- Aggie Academy Open House; August 22; Aggie Academy
- Meet RHWP Officers; September 5; Aggie Villages 1 and 6; Morrow Hall
- Meet RHWP Officers; September 7; Curtis Hall, Vanstory Hall, Holland Hall
- Meet RHWP Officers; September 8; Aggie Suites E and F, Speight Hall
- Humans First Cookout; September 20; Holland Bowl
- Coffee with a Cop; September 25; Williams Dining Hall
- Active Shooter Training; October 11; Student Center
- Cross the Street Program; October 17; Ray Warren Homes
- GHOE Safety Brief; October 18; virtual platform
- Active Shooter Training; October 25; McNair Hall
- Trunk or Treat; October 31; Child Development Lab
- Staff Senate Forum; December 19; Academic Classroom Building

Security Procedures and Practices

- Members of the university community must take responsibility for their own personal safety, the safety of others, and their property (when possible), as they do when away from the university. Members of the community are strongly encouraged and constantly reminded by the UPD throughout the year to:
 - Promptly report all crimes and suspicious persons or activity to University Police.
 - Always be aware of your personal safety and your surroundings.

- Never leave your property unattended and lock bicycles and doors and windows to your car, office, and residence.
- Always double check your doors and windows to ensure they are completely closed and locked before you go to sleep or leave your room or residence.
- Keep all valuables with you or leave them at home.
- Walk on well-traveled pathways and in well-lit and populated areas. Walk with friends or groups when possible.
- Call the UPD for a safety escort if you feel afraid or need to walk in isolated areas or at times when areas are unpopulated or closed.
- Get to know people in and around your place of residence. Do not invite or let unknown people into your residential building, nor go with them to an unfamiliar place. If you know someone by their first name only or met them on the internet, consider them a stranger.
- Engrave owner identification numbers onto electronics and items of value, keep a list of serial numbers and description of property, and provide it to the Police in the event your property is stolen.
- Use the internet wisely and never send money or provide personal identifying information, credit card information, or bank information to someone you do not know or to a company or person you did not initiate contact with on your own (such as airlines, department stores, Amazon, etc.).
- Use good bicycle theft prevention measures. Use a combo or flat key U-lock. Most cable locks can be and are easily cut. Lock both the front and rear wheels when possible and make sure to put your lock(s) through a closed part of the bike frame. Wheels can easily be taken off. Although all bikes are prone to theft, the newer and more expensive a bike is, the more of a target it will be.

Non-campus Locations of Student Organizations

Crime statistics are collected annually from law enforcement agencies with concurrent law enforcement jurisdiction or jurisdictions surrounding the main campus and non-campus properties or facilities owned or utilized by the university, including recognized student groups and organizations, such as fraternities and sororities. These law enforcement agencies provide crime statistics they have collected for crimes occurring at properties or public properties within or immediately adjacent and accessible to N.C. A&T properties or facilities.

N.C. A&T has housing facilities outside of the N.C. A&T core campus. If Greensboro Police Department is called by a citizen to respond to one of those locations, Greensboro Police Department will typically notify UPD to respond with them or they will notify UPD after they have responded to inform N.C. A&T of the situation. However, Greensboro Police Department does this out of courtesy and is not “required” to notify or involve UPD when they respond to a call involving private property.

When a N.C. A&T student is involved in an off-campus offense, UPD officers may assist with the investigation in cooperation with local, state, or federal law enforcement. While local police have primary jurisdiction in all off-campus areas, UPD officers may respond to student-related incidents that occur near campus. Any student who has been arrested for, charged with, or found guilty of

committing a crime off- campus may be subject to university disciplinary action for violation of the [Student Code of Conduct](#).

N.C. A&T requires all recognized student organizations to abide by federal, state, and local laws and University regulations. The university may become involved in the off-campus conduct when a student engages in behavior on or off campus which jeopardizes the integrity of the university.



Alcohol and Other Drugs

Drug Free Schools and Communities Act

In compliance with the Drug Free Schools and Communities Act, N.C. A&T publishes information regarding the university's educational programs related to drug and alcohol abuse prevention, sanctions for violations of federal, state, and local laws and N.C. A&T policy; a description of health risks associated with alcohol and other drug use; a description of available treatment programs for N.C. A&T students and employees; and the potential loss of financial aid. A complete description of these topics is provided in the university's annual notification to students and employees.

Federal law requires N.C. A&T to annually notify all faculty, staff, and students of the following: it is the intent of the Drug and Alcohol Education Policy at N.C. A&T to ensure that all members of the university community (e.g., students, faculty, administrators, and other employees) are aware that the unlawful use, sale and/or possession of illegal drugs and the abuse of alcohol are incompatible with the goals of the university. Moreover, each person should be aware that the use, sale, or possession of illegal drugs and the abuse of alcohol are, as more specifically set forth later in this policy, subject to specific sanctions and penalties. N.C. A&T State University prohibits the unlawful possession, use, and sale of alcoholic beverages and illegal drugs on campus. The University Police Department is responsible for the enforcement of state underage drinking laws and enforcement of Federal and State drug laws.

All members of the university community are reminded that in addition to being subject to university regulations and sanctions regarding illegal drugs and the abuse of alcohol, they are also subject to state and federal law. Everyone is also reminded that it is not a violation of double jeopardy to be subject to the terms of this policy as well as the provisions of the North Carolina

General Statutes. Further questions may be directed to the Office of the University Attorney (Legal Affairs) or the Division of Student Affairs. There will be no consumption of alcoholic beverages in a motor vehicle while on university property or streets. There will be no public display of alcoholic beverages. Consumption of alcoholic beverages is restricted to students' rooms in residence halls, only for those students of legal age. Anyone who drinks alcoholic beverages will be held accountable for his/her behavior. Irresponsible drinking will not be accepted as an excuse for irresponsible behavior. Such behavior will result in conduct action and/or notification to parent or guardian.

It is the policy of N.C. A&T that the consumption of alcohol sufficient to interfere with or prohibit the otherwise normal execution of job responsibilities is improper and subjects the employee to appropriate disciplinary procedures. It is also the policy of N.C. A&T that alcoholic beverages are not sold on campus.

Drug and Alcohol Education Policy

All members of the university community have the responsibility for being knowledgeable and in compliance with the provisions of North Carolina law as it relates to the use, possession or sale of illegal drugs as set forth in Article 5, Chapter 90, of the North Carolina General Statutes.

Any violations of this law by members of the university community, subjects the individual to prosecution both by university disciplinary proceedings and by civil authorities. It is not a violation of double jeopardy to be prosecuted by both authorities. The university will initiate its own disciplinary proceedings against a student, faculty member, administrator, or other employee when the alleged conduct is deemed to affect the interests of the university. Penalties will be imposed by the university in compliance with procedural safeguards applicable to disciplinary actions against students (see Student Handbook), faculty members (see Faculty Handbook), administrators, (see Board of Governors Policies Concerning Senior Administrative Officers as well as the EPA Non-Teaching Personnel Policies) and SPA employees (see State Personnel Commission Policies).

The penalties imposed for such violations range from written warnings with probationary status to expulsion from enrollment and discharges from employment. For additional information, direct questions to the Office of the University Attorney (Legal Affairs) or the Division of Student Affairs. It should be noted that where the relevant sanction dictates a minimum of one semester suspension from employment, the regulations of the State Personnel Commission (as pertaining to SPA employees) do not permit suspension from employment of this duration. Thus, such sanction as applied to SPA employees dictates the termination of employment.

Underage Drinking

It is illegal for anyone under 21 years of age to attempt to purchase, purchase, consume, possess, or knowingly and intentionally transport any liquor, malt, or brewed beverage. It is also illegal to lie about age to obtain alcohol and to carry a false identification card. In addition to the possession and consumption laws, North Carolina also has a No Exceptions policy for the purchase of alcohol

by minors and is one of the stricter states for the enforcement of underage drinking and driving laws.

False Identification

It is illegal for anyone under 21 to possess an identification card falsely identifying that person by name, age, date of birth, or photograph as being 21 or older to obtain alcohol or by using the identification card of another or by using an identification card that has not been lawfully issued to or in the name of the person who presents the card. A violation constitutes a Class 2 misdemeanor and subjects the offender to court costs and fines.

Public Intoxication

It is illegal to appear in any public place under the influence of alcohol to the degree that you block or otherwise interfere with traffic; block or otherwise prevent access to or passage across a sidewalk or entrance to a building; grab, shove, push, or fight with others or challenge others to fight; curse or shout at, or otherwise rudely insult others; or beg for money or other property. Being intoxicated and disruptive in public also leads to other behaviors and important health concerns. Oftentimes public drunkenness contributes to disorderly conduct and criminal mischief on campus. Persons must be responsible for their own actions and know their limits and tolerance levels before consuming alcohol. A violation constitutes a Class 3 misdemeanor and subjects the offender to court costs and fines.

Driving While Impaired (DWI) and Refusing a Chemical Test

In North Carolina, a person commits the offense of driving while impaired if they drive a vehicle upon any highway, street, or public vehicular area within this state:

1. While under the influence of an impairing substance; or
2. After having consumed sufficient alcohol that, at any relevant time after the driving, the individual has an alcohol level of 0.08 or more; or
3. With any amount of a Schedule I controlled substance or its metabolites in their blood or urine.

The punishment for the offense is a misdemeanor to which the structured sentencing laws do not apply. It has five different levels of punishment; the level depends on the presence of and weight assigned to certain specified aggravating and mitigating factors found by the court. It is illegal for anyone under 21 years of age to drive a vehicle with a blood alcohol concentration of 0.01 or higher. Any person who drives a motor vehicle automatically gives consent to one or more chemical analysis (e.g., breath, blood, or urine). This implied consent means that a person doesn't have a right to an attorney before testing, except to view the testing procedures. Under the implied consent law, you can refuse any test, but your driver's license will be revoked for one year and could be revoked for a longer period under certain circumstances and an officer can compel you to be tested under other laws. Your driving privilege will be revoked immediately for at least 30

days if you refuse any test or the test result is 0.08, 0.04 or more if you were driving a commercial vehicle, or 0.01 or more if you are under the age of 21.

Open Container Law

North Carolina does not have a general statute prohibiting open containers of alcohol in public. However, the City of Greensboro has a local ordinance prohibiting open containers of alcohol in public. Violations of the above regulations and laws will subject students to criminal prosecution, as well as campus-based charges.

Possession of Drug Paraphernalia

A person is unlawful when they possess, with the intent to use, drug paraphernalia which is used for packaging, manufacturing, injecting, ingesting, inhaling, or otherwise introducing into the human body a controlled substance in violation of the Controlled Substances, Drugs, Device and Cosmetic Act of 1972.

Synthetic Marijuana

Effective March 1, 2011, the U.S. Drug Enforcement Agency classified synthetic marijuana as an illegal substance. This drug may also be known as Spice, K2, Demon, Wicked, Black Magic, Voodoo Spice and Ninja Aroma. Individuals found responsible for manufacturing, possessing, importing/exporting, or distributing these substances will face criminal and civil penalties. N.C. A&T Students engaging in these activities will also be held responsible under N.C. A&T's illegal substances policy.

Drug Risks and Consequences

Health risks associated with the use of illicit drugs and the abuse of alcohol are wide ranging and varied depending on the specific substance involved and the individual abuse pattern. These risks include, but are not limited to:

1. Physical changes that alter bodily functions, such as severely increased or decreased cardiac output; shallow to irregular respiration; and damage to other major organs, such as kidney, liver, and brain.
2. Emotional and psychological changes including paranoia, depression, hostility, anxiety, mood swings and instability.
3. Additional health risks, which include such illnesses as AIDS/HIV infection, sexually transmitted diseases, severe weight loss, cancer, cirrhosis, hepatitis, short term memory loss, seizures, and deformities to unborn children.
4. Physical and psychological dependency (addiction); and
5. Death from overdose or continuous use.

While these health risks are broad in range, persons consuming illicit drugs and alcohol will exemplify some, if not all, of the above symptoms. For more information, visit: <https://www.drugabuse.gov/> and <https://www.samhsa.gov/>

Drug and Alcohol Abuse Education Programs

N.C. A&T has a long-standing commitment to proactively address high-risk drinking and substance abuse within our campus community. N.C. A&T takes pride in creating a campus that is a celebrative one – a campus not denigrated by the misuse of alcohol and other drugs. At N.C. A&T, both harm reduction and primary preventative approaches are used when addressing alcohol issues. Harm reduction is a public health philosophy that seeks to lessen the dangers around alcohol use and risk of harm. Primary prevention works to prevent alcohol and other drug use and abuse. The Collegiate Recovery Program and the Student Success program promote responsible behavior around alcohol use including awareness, education and compliance with campus policies and state and federal law. Using best practices, N.C. A&T strives to decrease high-risk drinking and its negative consequences among N.C. A&T students. Our substance abuse prevention programs and services are evidenced-based, comprehensive and coordinated with campus and community partners. For more information, please contact Counseling Services, at 336-334-7727. In supporting healthy and safe campus environments and reducing substance abuse among college students, N.C. A&T has a Collegiate Recovery Community (CRC) that is a comprehensive approach. The following five areas of focus are:

1. Offer and promote social, recreational, extracurricular, and public service options that do not include alcohol and other drugs.
2. Create a social, academic, and residential environment that supports healthy norms.
3. Restrict marketing and promotion of clubs, raves and other venues and events that promote another drug use.
4. Limit the availability of drugs both on and off campus; and
5. Develop and enforce campus polices and enforce local, state, and federal laws relating to other drug use

The [Collegiate Recovery Program](#) is housed within Murphy Hall Suite 204 and is comprised of counseling center staff and student mental health advocates who focus on a comprehensive and environmental approach to address alcohol and other drug issues within our campus community. Services are open to the campus community.

Counseling Services offers screening, assessment, referral and follow-up and individual therapy as well as group counseling for students interested in exploring their relationship with alcohol. Brief Alcohol Screening and Intervention for College Students (BASICS) and Cannabis Screening and Brief Intervention for College Students (CASICS) are programs offered for students referred through the N.C. A&T conduct process for problems caused by alcohol and drug use, including group workshops and substance abuse assessments. Counseling Services also offers a general assessment regarding potential substance abuse issues for any student who is interested, simply by calling and scheduling a brief telephone consultation. The alcohol and other drug therapy group is designed for students who are motivated to explore alcohol and other drug use behaviors, raise awareness, and provide skills to change undesired behavior patterns. Counseling Services provides outreach presentation and ongoing substance abuse assessment training by doctoral and master level interns and by licensed clinical mental health providers.

Below is a description of drug and/or alcohol-abuse education programs, as required under the Drug-Free Schools and Communities Act of 1989:

- **Alcohol Prevention Table Events:** Provides psychoeducation about the effects of alcohol and signs of addiction. This is an outreach program on alcohol and other drugs.

- **Working Smarter, Not Harder: Party Sober:** An initiative to learn ways to have fun without being under the influence of alcohol and/ or other drugs. The event is designed to raise awareness and provide on- and off-campus resources on ways to avoid substance use and the potential of negative activities and choices.

- **On Top of Success and Not under the Influence:** This is a series presentation given to educate and provide resources to students on the effects of substance use and other drugs regarding consequences their life, goal, and purpose.

- **Understanding Drugs and Alcohol:** The Impact of substances on Academics. This is a series of workshops to educate, train, and prevent use and raise awareness on the effects of substance use on academic performance and college career.

- **CRC Prevention and Recovery Workshops:** These workshops provide an introduction, 12-Step and/or a SMART Recovery program on Alcohol and/or Drugs. Collegiate Recovery Community is an on-campus group for students desiring to live a drug free lifestyle. Weekly meetings are held about addiction and recovery. Students are invited to become members and allies of CRC.

- **Sober Fun:** Semester Prevention: Team Sports are sober watch parties of the final 4 during March Madness. The team provides safe and fun activities during the games about sobriety.

- **Open House:** Counseling Services and Collegiate Recovery programs. These are awareness events inviting students to meet and become acquainted with location, resources, staff, programs, and opportunities to meet other students. This event is held each semester, at the beginning and ending of the semester.

- **Marijuana and Alcohol E Check Up:** This is online program that provides personal evidence based online intervention programs designed to reduce the use of cannabis and reduce levels of dangerous drinking.

Weapons on Campus

It is a violation of laws and/or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons, carrying deadly weapons concealed or openly, furnishing deadly weapons to minors, illegal possession of deadly weapons and all attempts to commit any of the aforementioned.

Missing Student Notification Policy

The Clery Act requires institutions that maintain on-campus housing facilities to establish a missing student notification policy and related procedures (20 USC1092 [j] Section 488 of the Higher Education Opportunity Act of 2008). When it is determined that an on-campus residential student is missing from N.C. A&T, staff at N.C. A&T, in collaboration with law enforcement, will be guided by this missing student notification policy and related procedures.

If a student is discovered to be missing for 24 hours a report should be made to one of the following university officials:

- University Police Department, ph: 336-334-7675
- Dean of Students, ph: 336-334-7791
- Vice Chancellor for Student Affairs, ph: 336-334-7791
- Director of Housing and Residence Life, ph: 336-334-7708

Following receipt of a missing student report, university officials will notify the University Police Department who will follow their own investigation procedures. If the student has designated a confidential missing person contact, the university will notify that individual within 24 hours of receiving a report that the student is missing.

North Carolina A&T students can confidentially designate a confidential missing contact person by completing a registration form or residence hall students may fill one out when they check in the residence hall. By law, the parent/guardian of students who are under 18 and not legally emancipated will be notified if the student has been reported as missing for 24 hours, and any other designated contact person within 24 hours, within 24 hours of determining they are missing. Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, N.C. A&T will inform the Greensboro Police Department (or the local law enforcement with jurisdiction) that the student is missing within 24 hours.

Residents 18 Years and Older

Students may confidentially designate a missing person contact person with the university by completing an Emergency Contact Registration form. Students may register a confidential contact when initially registering/checking-in. Students may make changes at any time.

Residents Younger Than 18 Years Old (or not emancipated)

The policy requires us to notify the custodial parent or guardian no later than 24 hours after the time they are determined to be missing. Should a missing person report be filed on your behalf, Housing and Residence Life will:

- Contact the University Police to initiate investigation procedures.
- Notify your confidential emergency missing person contact (custodial parent or guardian if you are less than 18 years old) within 24 hours after the student is determined missing.

When students are informed of their option to provide a confidential contact, they are advised that their confidential missing person contact information submitted to the Office of Housing and

Residence Life is kept confidential and only shared with appropriate authorized campus officials and emergency response and law enforcement personnel in the event such information is needed. Students are advised that, in the event a student under 18 years of age and not emancipated, N.C. A&T must notify a custodial parent or guardian within 24 hours of the determination that the student is missing. Students are also advised that, in addition to notifying any additional contact person designated by the student, for all missing students, NC A&T will notify the local law enforcement agency within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing.

If you suspect a person is missing, notify the UPD immediately at 336-334-7675.

Sex Offender Registry

All convicted sex offenders coming to or residing in North Carolina, including students, are required to register with the local county sheriff's department for inclusion in the [North Carolina Sex Offender and Public Protection Registry](#). This registry may be viewed locally at the county sheriff's department.

(HEOA) Notification to Victims of Crimes of Violence

The University will, upon written request, disclose to the alleged victim of a crime of violence, or a nonforcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Sexual Assault, Domestic Violence, Dating Violence and Stalking

N.C. A&T is committed to providing a safe learning and working environment and, in compliance with federal law, has adopted policies and procedures to prevent and respond to incidents of sexual violence, including sexual assault, domestic violence, dating violence and stalking. These guidelines apply to all students, faculty, staff, contractors, and visitors.

Policy Statement

The University prohibits Sex-and-Gender-Based Harassment and Discrimination, including, Sexual Assault, Domestic Violence, Dating Violence, and Stalking (as defined by the Clery Act), collectively, "Sexual Harassment or "Prohibited Conduct". The university will take prompt and equitable action to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects. The university conducts ongoing prevention, awareness, and training programs for Employees and

Students to facilitate the goals of this policy. Further, the university is committed to: (1) fostering a community in which Prohibited Conduct is not tolerated; (2) cultivating a climate where all individuals are well- informed and supported in reporting Prohibited Conduct; (3) providing a fair and impartial process for all parties; and (4) identifying the standards by which violations of this policy will be evaluated and disciplinary action may be imposed, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a university official.

Employees or Students who violate this policy may face disciplinary referral to the Dean of Students or Office of Human Resources.

Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

Domestic Violence:

- 1) A Felony or misdemeanor crime of violence committed—
 - a) By a current or former spouse or intimate partner of the victim;
 - b) By a person with whom the victim shares a child in common;
 - c) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - d) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
 - e) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- 2) For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

The institution of higher education prohibits the crimes of domestic violence as defined by the Clery Act.

Dating Violence:

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

The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition—

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

For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

The institution of higher education prohibits the crimes of dating violence, as defined by the Clery Act.

Sexual Assault:

An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

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

Fondling is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.

The institution of higher education prohibits the crimes of sexual assault, as defined by the Clery Act.

Stalking:

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- A) Fear for the person's safety or the safety of others; or
- B) Suffer substantial emotional distress.

For the purposes of this definition—

A) Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.

B) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

C) 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 purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

The institution of higher education prohibits the crimes of stalking, as defined by the Clery Act.

Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault, and Stalking:

Domestic Violence: The state of North Carolina defines domestic violence as follows:

§ 50B-1. Domestic violence; definition.

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

- (1) Attempting to cause bodily injury, or intentionally causing bodily injury; or
- (2) Placing the aggrieved party or a member of the aggrieved party's family or household in fear of imminent serious bodily injury or continued harassment, as defined in G.S. 14-277.3A, that rises to such a level as to inflict substantial emotional distress; or
- (3) Committing any act defined in G.S. 14-27.21 through G.S. 14-27.33.

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

- (1) Are current or former spouses;
- (2) Are persons of opposite sex who live together or have lived together;
- (3) Are related as parents and children, including others acting in loco parentis to a minor child, or as grandparents and grandchildren. For purposes of this subdivision,

an aggrieved party may not obtain an order of protection against a child or grandchild under the age of 16;

(4) Have a child in common;

(5) Are current or former household members;

(6) Are persons of the opposite sex who are in a dating relationship or have been in a dating relationship. For purposes of this subdivision, a dating relationship is one wherein the parties are romantically involved over time and on a continuous basis during the course of the relationship. A casual acquaintance or ordinary fraternization between persons in a business or social context is not a dating relationship.

(c) As used in this Chapter, the term "protective order" includes any order entered pursuant to this Chapter upon hearing by the court or consent of the parties.

Dating Violence: The state of North Carolina does not have a definition of dating violence.

Sexual Assault: The state of North Carolina defines sexual assault by the following definitions:

§ 14-27.21. First-degree forcible rape.

(a) A person is guilty of first-degree forcible rape if the person engages in vaginal intercourse with another person by force and against the will of the other person, and does any of the following:

(1) Uses, threatens to use, or displays a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon. NC General Statutes - Chapter 14 Article 7B 2

(2) Inflicts serious personal injury upon the victim or another person.

(3) The person commits the offense aided and abetted by one or more other persons.

(b) Any person who commits an offense defined in this section is guilty of a Class B1 felony.

§ 14-27.22. Second-degree forcible rape.

(a) A person is guilty of second-degree forcible rape if the person engages in vaginal intercourse with another person:

(1) By force and against the will of the other person; or

(2) Who has a mental disability or who is mentally incapacitated or physically helpless, and the person performing the act knows or should reasonably know the other person has a mental disability or is mentally incapacitated or physically helpless.

(b) Any person who commits the offense defined in this section is guilty of a Class C felony.

§ 14-27.24. First-degree statutory rape

(a) A person is guilty of first-degree statutory rape if the person engages in vaginal intercourse with a victim who is a child under the age of 13 years and the defendant is at least 12 years old and is at least four years older than the victim.

(b) Any person who commits an offense defined in this section is guilty of a Class B1 felony.

§ 14-27.33. Sexual battery

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

(1) By force and against the will of the other person; or

(2) Who has a mental disability or who is mentally incapacitated or physically helpless, and the person performing the act knows or should reasonably know that the other person has a mental disability or is mentally incapacitated or physically helpless.

(b) Any person who commits the offense defined in this section is guilty of a Class A1 misdemeanor.

Stalking:

§ 14-277.3A. Stalking.

(a) Legislative Intent. – The General Assembly finds that stalking is a serious problem in this State and nationwide. Stalking involves severe intrusions on the victim's personal privacy and autonomy. It is a crime that causes a long-lasting impact on the victim's quality of life and creates risks to the security and safety of the victim and others, even in the absence of express threats of physical harm. Stalking conduct often becomes increasingly violent over time. The General Assembly recognizes the dangerous nature of stalking as well as the strong connections between stalking and domestic violence and between stalking and sexual assault. Therefore, the General Assembly enacts this law to encourage effective intervention by the criminal justice system before stalking escalates into behavior that has serious or lethal consequences. The General Assembly intends to enact a stalking statute that permits the criminal justice system to hold stalkers accountable for a wide range of acts, communications, and conduct. The General Assembly recognizes that stalking includes, but is not limited to, a pattern of following, observing, or monitoring the victim, or committing violent or intimidating acts against the victim, regardless of the means.

(b) Definitions. – The following definitions apply in this section:

(1) Course of conduct. – Two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, is in the presence of, or follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

(2) Harasses or harassment. – Knowing conduct, including written or printed communication or transmission, telephone, cellular, or other wireless telephonic communication, facsimile transmission, pager messages or transmissions, answering machine or voice mail messages or transmissions, and electronic mail messages or other computerized or electronic transmissions directed at a specific person that torments, terrorizes, or terrifies that person and that serves no legitimate purpose.

(3) Reasonable person. – A reasonable person in the victim's circumstances.

(4) Substantial emotional distress. – Significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.

(c) Offense. – A defendant is guilty of stalking if the defendant willfully on more than one occasion harasses another person without legal purpose or willfully engages in a course of conduct directed at a specific person without legal purpose and the defendant knows or should know that the harassment or the course of conduct would cause a reasonable person to do any of the following:

(1) Fear for the person's safety or the safety of the person's immediate family or close personal associates.

(2) Suffer substantial emotional distress by placing that person in fear of death, bodily injury, or continued harassment.

Consent: The state of North Carolina does not have a definition of consent, in relation to sexual activity.

Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault and Stalking

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

- A. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- B. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and:

- A. That the institution prohibits the crimes of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act);
- B. the definitions of domestic violence, dating violence, sexual assault and stalking according to any applicable jurisdictional definitions of these terms;

- C. what behavior and actions constitute consent, in reference to sexual activity, in the State of North Carolina;
- D. The institution's definition of consent AND the purposes for which that definition is used.
- E. A description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
- F. information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
- G. Information regarding:
 - a. procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in "Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs" elsewhere in this document)
 - b. how the institution will protect the confidentiality of victims and other necessary parties (as described in "Assistance for Victims: Rights and Options" elsewhere in this document);
 - c. existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in "Assistance for Victims: Rights and Options" elsewhere in this document); and
 - d. options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in "Assistance for Victims: Rights and Options" elsewhere in this document);
 - e. procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in "Adjudication of Violations" elsewhere in this document);

Below are some of the ongoing education programs and campaigns available throughout the year on a scheduled and as needed basis to promote the awareness of dating violence, domestic violence, sexual assault, and stalking:

- **New Student Orientation:** This orientation provides new students information on crime prevention, advocacy services and other campus resources.

- **New Employee Orientation:** This orientation provides security education and awareness covering various safety and security topics.

- **Aggie Staff & Faculty Eyes (SAFE) Program:** An officer is assigned to every academic and office building on campus. They are responsible for walking through and/or contacting building representatives and occupants during their tour of duty. They are also responsible for crime prevention programming within their building. The security officers are included in this process.

- **Aggie Residence Hall Watch (RHWP) Program:** An officer is assigned to every residence hall on campus. They are responsible for walking through and/or contacting hall directors & RAs during their tour of duty. They are also responsible for crime prevention programming within their residence hall. The security officers are included in this process.

- **Rape Aggression Defense (RAD) Program:** This is a 12-hour self-defense program offered in 3- or 4-time blocks to the campus community. There are classes for men and women; classes are taught separately. This program includes crime prevention strategies aimed at educating the participants on how to avoid becoming a victim of crime. It also teaches defensive techniques in the event they find themselves in a physical confrontation.

- **Active Shooter Awareness:** This program is used to raise awareness of the potential active shooter situation on campus. It teaches on the signs one should look for in a potential shooter, and the actions one should take before, during, and after an attack.

- **Stomp Out Stigma:** Active Minds and Greek Life Event. The National Mental Health Awareness event provides information about mental health and resources. Collaborations with campus student organizations and off-campus partners to help spread the news and decrease stigma around mental health.

- **Health Hut:** Prevention Information on the Lawn. Provides information and resources regarding mental health concerns and difficulties associated with substance use and other addictive disorders.

A comprehensive list of programs has been listed elsewhere in this Report, under “Crime Prevention and Security Awareness,” along with dates and locations of programs/presentations provided for the 2022 calendar year.

Public Safety Committees

To extend our efforts on campus safety and crime prevention, N.C. A&T has established multidisciplinary teams of public safety committees comprised of members from around the N.C. A&T community. Below is a brief introduction of each committee.

Clery Act Compliance Committee (CACC)

The CACC will assist the Clery Act Coordinator in the collection of information and required crime statistics; developing, writing, reviewing, and ensuring the accuracy of the ASFR and campus policies; the proper identification of relevant Clery Act geography; programming, developing, and providing training and outreach efforts; and assist in overall compliance with the Clery Act.

Individuals within the CACC include the vice chancellor for Student Affairs (Chair); associate vice chancellor for Police and Public Safety/chief of Police (Co-chair); Clery Act Compliance Coordinator; Executive Director of Counseling Services; Vice Chancellor for Human Resources; Executive Director of Housing and Residence Life; Accreditation Manager of the University Police Department; Director of University Relations; Associate Vice Chancellor for Student Affairs/ Dean of Students; Director of the Office of Internal Auditing; Executive Director for Student Activities and Campus Involvement; Director of Emergency Management; Director of Employee Relations; Assistant Director/Senior Woman Administrator of Intercollegiate Athletics; Manager of Environmental Health and Safety; Director of Waste Management Institute; Nurse Supervisor of Health Services/Sexual Assault Response Team; Director of International Affairs; Director of Title IX Compliance; Threat Assessment Manager/Victim Advocate, and Director of Facilities Operations.

The CACC shall meet a minimum of three times each year in February, June, and August.

Threat Assessment Committee

The Threat Assessment Committee was established by the chancellor to assist in addressing situations where students, faculty or staff are displaying disruptive or threatening behaviors that potentially endanger and their own or others' health and safety. This committee is also responsible for coordinating a collaborative, multidisciplinary assessment and response approach to critical campus incidents, which are defined as incidents which are fraught with danger or risk, perilous; forming the nature of a crisis, critical; and may include, but not be limited to: harm to self; harm to others; diminished ability to care for self; and/or significant disruption to the learning or working environment.

It is the responsibility of the faculty, staff, and students to immediately report any situation that could possibly result in harm to anyone at the university. Any member of the campus community may become aware of a troubling person or situation that is causing serious anxiety, stress, or fear. If so, in cases where a person may pose an immediate risk of violence to themselves or others, the University Police Department should be contacted immediately at 336-334-7675.

The Threat Assessment Committee has been charged by the chancellor with the following responsibilities:

- Establish a protocol for identifying and responding to students who potentially pose a threat to themselves or others.

- Develop a comprehensive program to educate faculty, staff, and students about how to best recognize signs and know indicators of violence, suicide, and mental illness; and collaborate with institutional resources available to assist with these situations.
- Educate community members on issues related to privacy of educational and medical/physiological records, including clarification of policies related to FERPA, HIPAA and state laws; and
- Develop a policy for involuntary withdrawal of students, who demonstrate through their behavior that they potentially pose a threat to themselves or others, but who may not have otherwise violated the campus Code of Conduct.

Emergency Management Team

To respond effectively to emergency situations, N.C. A&T maintains an Emergency Management Plan and Emergency Operations Center (EOC) coordinated by the Emergency Management Team (EMT). The team is trained to evaluate and respond to major emergency situations using the Incident Command System (ICS). ICS ensures effective management of the people, organizations, and resources utilized in response to emergencies. The university is dependent on many interconnected services for the success of the day-to-day operations and has applied that same concept to the management of emergencies by the creation of its EMT. The university's EMT provides a framework within which essential units come together to coordinate the response to an emergency.

Coordinated Community Response Team (CCRT)

N.C. A&T's Coordinated Community Response Team (CCRT) is a comprehensive, collaborative, and victim-centered response to sexual assault, which includes prevention, education, and response/recovery components. The responsibility of the CCRT is to educate the university community about sexual assault, to provide anti-violence programming and support services, and to encourage all community members to speak out when witnessing violence. The CCRT is comprised of three different components: The Sexual Assault Response Team (SART), the Sexual Violence Response Advisory Board (SVRAB), and the Prevention Team (PT).

Procedures Victims/Survivors Should Follow

North Carolina A&T State University prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the University community.

After an incident of sexual assault, dating violence, domestic violence, or stalking is reported, it is important to preserve evidence to aid in the possibility of proving that alleged criminal offense occurred or may be helpful in obtaining a protection order. Victims/ Survivors are strongly encouraged to take the following steps:

- Get to a safe place as soon as possible!
- Try to preserve all physical evidence. This evidence is critical.

- Do not bathe, douche, use the toilet, shower, brush teeth, or change clothing until (s)he has a medical exam. Any clothing removed should be placed in a paper bag.
- Contact a close friend or relative, if available, who can provide support and accompany the victim/ survivor to the medical exam and/or police department. Advocates are available to the victim to provide support by contacting Family Service Piedmont Crisis Line at 336-273-7273.
- Get medical attention as soon as possible. An exam may reveal the presence of physical injury of which the victim is unaware. Following a sexual assault, prescriptions for antibiotics are typically given at the time of the exam to help prevent the victim/survivor from acquiring certain sexually transmitted infections. Emergency contraceptive pills are offered to all victims at the time of the exam (if the victim presents within 120 hours) to help prevent pregnancy from occurring because of the sexual assault. If the victim/survivor reports memory loss, loss of consciousness, or other circumstances suspicious for a drug-facilitated assault, a urine test may be done if the victim presents within 96 hours. Some of the commonly used “date rape” drugs, however, are only detectable in the urine for 6- 8 hours after ingestion. Moses Cone Hospital (1121 N. Church St., Greensboro, NC 27401; ph: 336-832-7000) offers physical evidence recovery kit collection and access to Forensic Nurse Examiners or Sexual Assault Nurse (SANE) Practitioners.
- Evidence of violence, such as bruising or other visible injuries, following an incident of domestic or dating violence should be documented, including through the preservation of photographic evidence. Evidence of stalking, including any communication, such as written notes, voice mail or other electronic communications, should be saved and not altered in any way.
- Contact the police. It is vital to report these crimes in a timely manner. It is important to remember reporting a crime does not require that criminal charges must be filed with the District Attorney’s Office. The decision to prosecute may be made at another time. If the complainant decides to pursue charges, the District Attorney’s Office will review the case and determine if they are able to move forward with the prosecution of the case.
- Consider talking to a counselor. Seeing a counselor may be important in helping the victim/survivor understand their feelings and begin the process of recovery. N.C. A&T’s University counselors are trained to assist victims/survivors and make referrals to community.

Involvement of Law Enforcement and Campus Authorities

Although the university strongly encourages all members of its community to report violations of this policy to law enforcement (including on campus law enforcement and/or local police), it is the victim’s choice whether to make such a report. Furthermore, victims have the right to decline to notify law enforcement. However, the University Victim Advocate (Lauren Ghoston, 406 Laurel St., Ward Hall) will assist any victim with notifying law enforcement if the victim so desires. Greensboro Police Department may also be reached directly by calling 336-373-3222, or in person at 300 W. Washington St., Greensboro, NC 27401. Additional information about the Greensboro Police department may be found online at: <https://www.greensboro-nc.gov/departments/police>

Procedures the University Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is Reported

The University has procedures in place that serve to be sensitive to complainants who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and a respondent/accused party, such as changes to housing, academic, protective orders, transportation and working situations, if reasonably available. The University will make such accommodations or protective measures, if the victim requests them and if they are reasonable available, regardless of whether the complainant chooses to report the crime to the University Police Department or local law enforcement. Students and employees should contact the Director of Title IX Compliance, Dr. Breona Hayes, at 142 Sebastian Hall, or by phone at 336-285-3770.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the University, below are the procedures that the University will follow:

Incident Being Reported	Procedure Institution Will Follow
<p>Sexual Assault</p>	<ol style="list-style-type: none"> 1. Depending on when reported (immediate vs delayed report), institution will provide complainant with access to medical care. 2. Institution will assess immediate safety needs of complainant 3. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department. 4. Institution will provide complainant with referrals to on and off campus mental health providers 5. Institution will assess need to implement interim or long-term protective measures, if appropriate. 6. Institution will provide the victim with a written explanation of victim’s rights and options. 7. Institution will provide a “No Trespass” (PNG) directive to accused party if deemed appropriate. 8. Institution will provide written instructions on how to apply for Protective Order 9. Institution will provide a copy of the policy applicable to Sexual Assault to the complainant and inform the complainant regarding time frames for the inquiry, investigation, and resolution. 10. Institution will inform the complainant of the outcome of the investigation, whether the accused will be administratively charged and what the outcome of the hearing is. 11. Institution will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation.

Incident Being Reported	Procedure Institution Will Follow
Stalking	<ol style="list-style-type: none"> 1. Institution will assess immediate safety needs of complainant. 2. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department 3. Institution will provide written instructions on how to apply for Protective Order 4. Institution will provide written information to complainant on how to preserve evidence. 5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate 6. Institution will provide the victim with a written explanation of the victim's rights and options. 7. Institution will provide a "No Trespass" (PNG) directive to accused party if deemed appropriate.

Incident Being Reported	Procedure Institution Will Follow
Dating Violence	<ol style="list-style-type: none"> 1. Institution will assess immediate safety needs of complainant 2. Institution will assist complainant with contacting local police if complainant requests AND provide the complainant with contact information for local police department. 3. Institution will provide written instructions on how to apply for Protective Order. 4. Institution will provide written information to complainant on how to preserve evidence. 5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate. 6. Institution will provide the victim with a written explanation of the victim's rights and options. 7. Institution will provide a "No Trespass" (PNG) directive to accused party if deemed appropriate.

Incident Being Reported	Procedure Institution Will Follow
Domestic Violence	<ol style="list-style-type: none"> 1. Institution will assess immediate safety needs of complainant. 2. Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department. 3. Institution will provide written instructions on how to apply for Protective Order. 4. Institution will provide written information to complainant on how to preserve evidence. 5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate.

	<ol style="list-style-type: none">6. Institution will provide the victim with a written explanation of the victim's rights and options.7. Institutions will provide a "No Trespass" (PNG) directive to accused party if deemed appropriate.
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On-and-Off-Campus Resources

Both N.C. A&T and Guilford County offer important resources to victims/survivors of sexual violence, including medical treatment, counseling, and advocacy they may wish to utilize. The Counseling Center and the Student Health Center are available to assist any student or employee and will help them consider their options and navigate through any resources or recourse they elect to pursue. Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, N.C. A&T will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. A victim/survivor need not make a formal report to law enforcement or UPD to access these resources that include the following:

On-Campus Resources:

Counseling Services

Ph: 336-334-7727
Murphy Hall, Suite 109
1000 S.G. Thomas Dr.
Greensboro, NC 27411

Student Health Center

Ph: 336-334-7880
112 N. Benbow Rd.
Greensboro, NC 27411
Email: health@ncat.edu

Office of Accessibility Resources

Ph: 336-334-7765
Murphy Hall, Suite 01
1000 S.G. Thomas Dr.
Greensboro, NC 27411
Email: accessibilityresources@ncat.edu

Dean of Students

Murphy Hall, Suite 205
1000 S.G. Thomas Dr.
Greensboro, NC 27411
Email: ncatdos@ncat.edu

Director of Title IX Compliance

Ph: 336-285-3770
142 Sebastian Hall
Greensboro, NC 27411
Email: TitleIX@ncat.edu

Off-Campus Resources:

Family Service of the Piedmont

Ph: 336-273-7273 (24 hr Crisis Line)
315 E. Washington St.
Greensboro, NC 27401

Cone Health Moses Cone Hospital

Ph: 336-832-7000
1121 N. Church St.
Greensboro, NC 27401

Guilford County Family Justice Center

Ph: 336-641-SAFE (7233)
201 S. Greene St., 2nd Floor
Greensboro, NC 27401

Greensboro Police Department

Ph: 336-373-2496
100 Police Plaza (24 hours)
Greensboro, NC 27402

Guilford County Sheriff's Office

Ph: 336-641-3694
400 W. Washington St.
Greensboro, NC 27401

Guilford County Courthouse

Ph: 336-412-7300
201 S. Eugene St.
Greensboro, NC 27401

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

Rape, Abuse, and Incest National Network:

<http://www.rainn.org>

Department of Justice:

<http://www.ovw.usdoj.gov/sexassault.htm>

Department of Education, Office of Civil Rights:

<http://www2.ed.gov/about/offices/list/ocr/index.html>

National Sexual Assault Hotline: 800-656-4673

National Suicide Prevention Lifeline: 800-273-8255

Accommodations

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, N.C. A&T will provide written notification to students and employees about accommodations available to them, including academic, living, transportation, protective orders and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).

At the victim's request, and to the extent of the victim's cooperation and consent, university offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, living, working, protective measures or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

To request changes to academic, living, transportation and/or working situations or protective measures, a victim and/or individual impacted by such reports should contact the Director of Title IX Compliance, D. Breona Hayes, at 336-285-3770, to request accommodations. If the victim wishes to receive assistance in requesting these accommodations, they may request services through the Director of Title IX Compliance, Dr. Breona Hayes, 142 Sebastian Hall, ph: 336-285-3770.

Rights of Victims and the Institution'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 Institution

N.C. A&T complies with North Carolina law in recognizing orders of protection (G.S. 50B-2; G.S. 50C-3,-7) by enforcing the specific orders of the respective protective order. Any person who obtains an order of protection that meets federal standards from North Carolina, or any other state should provide a copy to Campus Police and the Title IX Office. A complainant may then meet with Campus Police to discuss safety tips to reduce risk of harm while on campus or coming and going from campus. The Title IX Office may assist in coordinating resources that include, but not limited to: escorts, special parking arrangements, changing classroom location or allowing a student to complete assignments from home, etc. The University cannot apply for a legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s). The victim is required to apply directly for these services through the Guilford County Criminal Magistrate's Office, located at 201 S. Edgeworth St., Greensboro, NC 27401; ph: 336-412-7870.

The University may issue an institutional no contact order if deemed appropriate or at the request of the victim or accused. If the University receives a report that such an institutional no contact order has been violated, the University will initiate disciplinary proceedings appropriate to the status of the accused (student, employee, etc.) and will impose sanctions if the accused is found responsible for violating the no contact order.

Victim Confidentiality

N.C. A&T recognizes the sensitive nature of sexual violence and is committed to protecting the privacy of any individual who reports an incident of sexual violence. Different officials on campus are, however, able to offer varying levels of privacy protection to victims. Reports made to law enforcement, including if criminal prosecution is pursued, may be made public and shared with the accused when criminal charges are filed. Reports made to N.C. A&T officials will be kept mostly confidential and identifying information about the complainant shall not be made public. Reports made to medical professionals and licensed mental health counselors will not be shared with third parties except in cases of imminent danger to the complainant or a third party. Victims may request that directory information on file with the University be withheld by request through the University Registrar at 107 Dowdy Administration Building, ph: 336-334-7595.

Regardless of whether a victim has opted-out of allowing the University to share “directory information,” personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. N.C. A&T will not release names of crime victims or other identifiable information regarding victims in the issuance of timely warnings or emergency notifications, nor in the daily crime log, or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will 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.

Bystander Intervention and Risk Reduction

N.C. A&T provides information to the campus community on bystander intervention in the brochure entitled Bystander Intervention, Project A.S.A.P. (Aggies Sexual Assault Prevention). The information includes statistics on the prevalence of rape and sexual assaults on college campuses, identifies who is a bystander, provides tips for intervening and being an active bystander and contains a list of resources.

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. Further information regarding bystander intervention may be found. 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.

1. 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.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

- 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 don't know where you are going, act like you do.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't 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.
- Don't allow yourself to be isolated with someone you don't trust or someone you don't 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 911 in most areas of the U.S.).
- Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
- Don't accept drinks from people you don't 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, don't 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 alcohol they've had, or is acting out of character, get them 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 911 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:
 - a. 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.
 - b. Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - c. Have a code word with your friends or family so that if you don't 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.
 - d. Lie. If you don't 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.

A Victim's Rights and Options

N.C. A&T provides the following rights to all sexual violence victims/survivors:

- The right to be assisted by a sexual misconduct advisor throughout the campus conduct process.
- The right to have a support person, of their choice, including an attorney, assist them through the entire University Title IX process.
- An attorney may fully participate in the conduct hearing, provided that any questions directed at the witnesses will be asked through the chair of the hearing.
- The right to make an impact statement at the conclusion of the hearing provided the respondent was found to have violated the Sexual Harassment, Discrimination, and Misconduct.
- The right to request a Campus No-Contact Order against a current member of N.C. A&T community who has engaged in, or threatens to engage in, an act of sexual misconduct, which presents a danger to the welfare of the complainant or others.
- The right to report the incident to the N.C. A&T University Police Department or local law enforcement authorities. The University will assist victims/survivors in notifying either the UPD or local law enforcement.
- Filing a UPD police report does not mean the victim/survivor must pursue criminal charges. The victim/survivor maintains his or her rights throughout the process.
- The victim/survivor has the right not to pursue charges. If this should occur, they should be advised of their options.

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the university will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred;
- information about how the institution will protect the confidentiality of victims and other necessary parties;
- a statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;
- a statement regarding the institution’s provisions about options for, available assistance in, and how to request accommodations and protective measures; and
- an explanation of the procedures for institutional disciplinary action.

Prohibited Conduct

Regardless of the sex, sexual orientation, and/or gender identity/expression of the complainant or respondent, Sexual Harassment is prohibited under this policy. Sexual Harassment, as defined by 34 CFR 106.30, is: conduct on the basis of sex that satisfies one or more of the following:

1. An employee conditioning the provision of an aid, benefit, or service on an individual’s participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient’s education program or activity; or
3. “Sexual assault” as defined in 20 U.S.C. 1092 (f)(6)(A)(v), “dating violence” as defined in 34 U.S.C. 12291(a)(10), “domestic violence” as defined in 34 U.S.C. 12291(a)(8), or “stalking” as defined in 34 U.S.C. 12291(a)(30).

Definitions

For purposes of this policy, the following definitions shall apply:

- (1) “Complainant” means a person to whom the alleged Prohibited Conduct was directed. At the time of filing a Formal Complaint, a Complainant must be participating in, or attempting to participate in, an N.C. A&T Education Program or Activity.
- (2) “Consent” means an informed, affirmative, voluntary, and mutual agreement to engage in sexual activity.

(3) “Formal Complaint” means a document filed by a Complainant or signed by the Director of Title IX Compliance alleging Prohibited Conduct against a Respondent and requesting that the University investigate the allegation of Title IX Sexual Harassment

(4) “Prohibited Conduct” for purposes of Title IX and this policy means conduct on the basis of sex that satisfies one or more of the following:

- A University employee conditioning the provision of an aid, benefit, or service on another employee’s or student’s participation in unwelcome sexual conduct (“quid pro quo” sexual harassment by an employee);
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an Education Program or Activity at N.C. A&T;
- Sexual assault as defined in the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act,” specifically 20 U.S.C. 1092(f)(6)(A)(v)); • Dating violence as defined in Violence Against Women Act (“VAWA,” specifically 34 U.S.C. 12291(a)(10));
- Domestic Violence as defined in VAWA (34 U.S.C. 12291(a)(8));
- Stalking as defined in VAWA (34 U.S.C. 12291(a)(30); or
- Other sexual misconduct defined below.

(5) “Respondent” means a person who has been reported to have engaged in conduct that could constitute Title IX Sexual Harassment.

(6) “Retaliation” is intimidating, threatening, coercing, or discriminating against any person for the purpose of interfering with any right or privilege secured by Title IX or this policy because the person made a report or complaint, testified, assisted, or participated in any manner in an investigation, proceeding or hearing under this policy or the companion regulations.

(7) “Director of Title IX Compliance” means the University official who is primarily responsible for coordinating the University’s responses to complaints involving sexual harassment or sex discrimination. The Director of Title IX Compliance will be informed of all reports of sexual or gender- based harassment and violence, stalking, and intimate partner violence, and will oversee the University’s review, investigation, and resolution of those reports.

Reporting Title IX Prohibited Conduct

Any person may report Prohibited Conduct (whether or not the person reporting is the person impacted by the alleged conduct), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Director of Title IX Compliance, Dr. Breona Hayes, or by any other means that results in the Director of Title IX Compliance receiving the person’s verbal or written report. The University encourages anyone who becomes aware of an indicated of Prohibited Conduct to report the incident immediately. Such a report may be made at any time (including during non-business hours) by using the telephone number (336-285-3770) or electronic

mail address at bmhayes1@ncat.edu, or by mail to 1601 E. Market Street, 142 Sebastian Hall, Greensboro, NC, 27411 the office address, listed for the Director of Title IX Compliance. While anyone may report incidents of prohibited conduct to the University, only a Complainant may submit a Formal Complaint to Director of Title IX Compliance. Formal Complaints may be made in person, by mail, or by electronic mail. If a Formal Complaint is a hard copy, the complainant must sign the complaint.

There is no time limit for reporting Prohibited Conduct to the University under this Policy; there is no time limit for making a report or filing a complaint. The University encourages reporting of an incident as soon as possible to maximize the University's ability to respond to the situation. If the Respondent is no longer a student or employee at the University when a complaint is filed, the University may not be able to act against the Respondent. However, the University will investigate the complaint to the best of its ability and take steps to comply with its obligations under Title IX and to provide a safe environment for the University community.

If Complainants would rather not formally report incidents of Prohibited Conduct to the University, they may still meet with the offices mentioned above to receive supportive measures or speak confidentially with the Employee Assistance Program, Student Health Center, and Counseling Center.

Adjudication of Violations

The university's disciplinary process includes a prompt, fair, and impartial investigation, and resolution process. In all instances, the process will be conducted in a manner that is consistent with the institution's policy and that is transparent to the accuser and the accused. Usually, the resolution of domestic violence, dating violence, sexual assault and stalking complaints are completed within the timeframe specified in each policy the institution maintains. However, each procedure allows for extensions of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay. University officials involved in the investigation or adjudication of domestic violence, dating violence, sexual assault and stalking complaints are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability. Furthermore, each policy provides that:

1. The accuser and the accused will have timely notice for meetings at which the accuser or accused, or both, may be present;
2. The accuser, the accused and appropriate officials will have timely and equal access to any information that will be used during formal and informal disciplinary meeting and hearings;
3. The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the accuser or the accused;
4. The accuser and the accused will have the same opportunities to have others present during any institutional disciplinary proceeding. The accuser and the accused each have the opportunity to be advised by an advisor of their choice at any stage of the process and to be accompanied by that advisor to any related meeting or proceeding. The University will not limit the choice of advisor or presence for either the accuser or the accused in any meeting or institutional disciplinary proceeding.

5. The accuser and the accused will be notified simultaneously, in writing, of the any initial, interim, and final decision of any disciplinary proceeding; and

6. Where an appeal is permitted under the applicable policy, the accuser and the accused will be notified simultaneously in writing, of the procedures for the accused and the victim to appeal the result of the institutional disciplinary proceeding. When an appeal is filed, the accuser and the accused will be notified simultaneously in writing of any change to the result prior to the time that it becomes final as well as of the final result once the appeal is resolved.

Whether or not criminal charges are filed, the university or a person may file a complaint under the following policies, depending upon the status of the accused (student or employee):

Disciplinary Proceedings

The university strictly prohibits all acts of interpersonal violence, including sexual misconduct by members of the university community, regardless of where the alleged incident occurred. In addition to facing possible criminal investigation and prosecution, students, staff, and faculty may also face disciplinary action by the university for violating the Code of Student Conduct or other university policies. Individuals found responsible for having committed such a violation could face disciplinary sanctions up to and including expulsion (students) and termination of employment (employees). Incidents involving accused students may be addressed by the Office of Student Conduct, Office of the Dean of Students, or the Title IX Office. Incidents involving accused employees will be addressed by the employee's department head/chair through either the Title IX Office, Human Resources Office or the Provost's Office.

All disciplinary proceedings, whether the reported conduct occurred on- or off-campus, shall provide a prompt, fair, and impartial investigation, and resolution. All interpersonal violence investigations and proceedings shall be conducted by officials who have received training on sexual assault, domestic violence, dating violence, and stalking, on how to conduct an investigation, and on how to conduct a proceeding in a manner that protects the safety of victims and promotes accountability. Any official the university determined to possibly have a conflict of interest or bias for or against the complainant or the respondent may be recused from participating in a disciplinary proceeding. The university strives to conclude investigations and achieve resolutions of complaints in a timely manner, usually within 60 days of the receipt of the complaint. In extenuating circumstances, the accuser and accused shall be notified in writing with an explanation, and the amount of additional time required.

Standard of Proof

All cases that are handled administratively through a student conduct or employee disciplinary process will be adjudicated by the university official having jurisdiction over the accused. The university will use the preponderance of the evidence standard in determining the outcome of the hearing. "Preponderance of the evidence" means the greater weight of the credible evidence required for the trier of fact to determine that the alleged misconduct is more likely than not to have occurred.

University-Initiated Protective Measures

In addition to those protective measures previously described the Director of Title IX Compliance or their designee will determine whether interim interventions and protective measure should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include but are not limited to: a university order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, and multiple parties involved. Violations of the Director of Title IX Compliance’s directives and/or protective measures may constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by N.C. A&T.

I. INITIAL REPORT OF PROHIBITED CONDUCT

A. REPORTING

The University urges anyone who becomes aware of an incident of Prohibited Conduct to report the incident immediately. The University offers a wide range of resources and reporting options for all students and employees to provide support and guidance in response to any incident of Prohibited Conduct.

B. MANDATORY REPORTING BY UNIVERSITY EMPLOYEES

1. Certain University individuals and offices are “Designated Officials” for Title IX purposes. Designated Officials include those University employees who have the authority to redress harassment or the duty to report harassment. All other employees are encouraged, but not required, to share information with the Director of Title IX Compliance.
2. Designated Officials are required to promptly report any information they learn about suspected Prohibited Conduct or potential violations of this policy to the Director of Title IX Compliance. Designated Officials must report all known information, including the identities of the parties, the date, time, and location, and any details about the reported incident to the Director of Title IX Compliance.
3. The Director of Title IX Compliance may share reports with other University employees on a need-to-know basis to ensure a coordinated institutional response.
4. Designated Officials may provide support and assistance to a Complainant, Respondent, or witness, but cannot promise confidentiality or withhold information about Prohibited Conduct.
5. Failure of a Designated Official to promptly report suspected Prohibited Conduct may subject them to discipline, including removal from a position or termination of employment.
6. Designated Officials are not required to report information disclosed at public awareness events (e.g., “Take Back the Night,” candlelight vigils, protests, “survivor speak-outs” or other public forums in which students may disclose prohibited conduct (collectively, public awareness events)); or during an individual’s participation as a subject in an Institutional Review Board-approved human subjects research protocol (IRB research).

7. Designated Officials include:

- a) Chancellor, Vice Chancellors, Provosts, Deans, and Department Chairs (and their direct reports)
- b) All Division of Human Resources employees
- c) All Division of Student Affairs employees
- d) N.C. A&T State University Police Department staff
- e) Office of Affirmative Action
- f) Office of Student Conduct
- g) Office of Housing and Residential Life
- h) Athletic Director, Coaches, Assistant Coaches,
- i) Individuals who directly supervise student workers, faculty, or other staff
- j) Academic Advisors (k) Campus Security Authorities under the Clery Act

C. AMNESTY

1. N.C. A&T encourages reporting of Prohibited Conduct, even when the Complainant and/or witnesses may have violated policies themselves.
2. Witnesses or Complainants are sometimes hesitant to make reports because they fear that they may be charged with violations of the Student Code of Conduct or other policy violations, such as underage drinking at the time of the incident.
3. In general, the University will not pursue disciplinary action against an individual who makes a good faith report about Prohibited Conduct as a Complainant or witness for personal consumption of alcohol or other drugs (underage or illegal), if the misconduct did not endanger the health or safety of others. The University may initiate an assessment or educational discussion or pursue other non-disciplinary options regarding alcohol or other drug use.

II. INITIAL ASSESSMENT AND INTAKE

A. INITIAL ASSESSMENT

1. Upon receipt of a formal complaint or informal report of Prohibited Conduct, the Director of Title IX Compliance will review the initially available facts as alleged to determine if it falls within the jurisdiction of the Title IX Office and if immediate action is needed to ensure safety.
2. As part of the initial assessment, the Director of Title IX Compliance will generally:
 - a) Assess the nature and circumstances of the report, including whether it provides the names and/or any other information that identifies the Complainant, the Respondent, any witness and/or any other individual with knowledge of the reported incident;
 - b) Address immediate physical safety and emotional well-being;
 - c) Notify the Complainant of the right to contact (or decline to contact) law enforcement or seek a civil protection order;
 - d) Notify the Complainant of the right to seek medical treatment;
 - e) Notify the Complainant of the importance of preservation of evidence;

- f) Refer the report to the University Police Department to enter the report into the University's daily crime log if required by the Clery Act;
- g) Assess the reported conduct and discern the need for a timely warning under the Clery Act with UPD;
- h) Provide the Complainant with written information about on and off campus resources;
- i) Notify the Complainant of the range of interim measures available, including the right to reasonable interim support measures regardless of whether they choose to participate in a University or law enforcement investigation;
- j) Notify the Complainant of the range of protective measures available if the University pursues an investigation;
- k) Provide the Complainant with an explanation of the procedural options;
- l) Notify the Complainant of the right to be accompanied at any meeting by an advisor of choice;
- m) Assess the available information for any pattern of conduct by the Respondent;
- n) Discuss the Complainant's expressed preference for manner of resolution and any barriers to proceeding (e.g., confidentiality concerns);
- o) Provide written notice and explain the University's policy prohibiting retaliation and how to report acts of retaliation; and
- p) Determine the age of the Complainant; and if the Complainant is a minor, make the appropriate report of suspected abuse consistent with the University's Protection of Minors Policy.

B. DISMISSAL OF COMPLAINT UNDER TITLE IX AND/OR REFERRAL UNDER OTHER CONDUCT POLICY

(1) The Director of Title IX Compliance determines that the initially available facts as alleged would not violate this policy, even if true, the Director of Title IX Compliance shall dismiss the Title IX complaint. Prohibited conduct would not violate this policy if:

- (a) The conduct did not occur in the University's education program or activity;
- (b) The conduct did not occur against a person in the United States;
- (c) The conduct is not sexual or discriminatory in nature as set forth in this policy.

(2) The Director of Title IX Compliance may dismiss a complaint if:

- (a) The Complainant withdraws the complaint or allegations in the complaint in writing;
- (b) The Respondent is no longer enrolled or employed by the University; or
- (c) Specific circumstances prevent the Title IX Investigator from gathering evidence sufficient to reach a determination as to the formal complaint.

(3) Any dismissal shall be in writing and provided to the parties simultaneously. The Complainant may appeal a finding that insufficient evidence exists to support a policy

violation in accordance with the Appeals and Grievances section below. Both the Complainant and Respondent may participate in the appeal.

(4) Prohibited conduct that does not violate this policy may violate another code of conduct or policy. In those cases, the matter will be referred to the appropriate University office for sanction action.

The Complainant and Respondent will be given written notice, including the office to which the matter was referred.

III. FORMAL COMPLAINT

A. FILING A FORMAL COMPLAINT

(1) A formal complaint must be signed by a Complainant or the Director of Title IX Compliance and request that the University investigate an allegation of Prohibited Conduct.

(2) A Complainant may request that their name or other personally identifiable information not be shared with a Respondent, that no investigation be pursued, or that no disciplinary action be taken. In those cases, the Director of Title IX Compliance will discuss and try to address the Complainant's concerns with the Complainant. The Director of Title IX Compliance will consider the Complainant's request and the following factors in reaching a determination on whether the request can be honored:

- (a) The totality of the known circumstances and relevant available information;
 - (b) The nature and scope of the alleged conduct, including whether the reported behavior involves the use of a weapon;
 - (c) The respective ages and roles of the Complainant and Respondent;
 - (d) The risk posed to any individual or to the campus community by not proceeding, including the risk of additional violence;
 - (e) Whether there have been other reports of other prohibited conduct or other misconduct by the Respondent;
 - (f) Whether the report reveals a pattern of misconduct related to Prohibited Conduct (e.g., illicit use of drugs or alcohol) at a given location or by a particular group;
 - (g) The Complainant's interest in the University not pursuing an investigation or disciplinary action and the impact of those actions on the Complainant;
 - (h) Whether the University has other ways to obtain relevant evidence;
 - (i) Fairness considerations for both the Complainant and the Respondent;
- and
- (j) The University's obligation to provide a safe and non-discriminatory environment.

(3) The Director of Title IX Compliance will consider what steps may be possible or appropriate when a Respondent is unknown or the Complainant requests anonymity. The Director of Title IX Compliance will also consider available measures or remedies to address any effects of the reported behavior on the campus community. The University will attempt to resolve the matter in accordance with the Complainant's request, if it is reasonably possible to do so, while also protecting the health and safety of the parties and the university community.

(4) If the Director of Title IX Compliance determines that the University must proceed with an investigation despite the Complainant's request that it not occur, the Director of Title IX Compliance will notify the Complainant that the University intends to initiate an investigation. The Complainant is not required to participate in the investigation or in any of the actions taken by the University.

(5) Although there is no requirement to do so, the Title IX Office may investigate informal complaints when allegations implicate both Title IX prohibited conduct and other conduct that may violate University policies or codes of conduct.

B. NOTICE TO RESPONDENT

Once a formal complaint has been filed, the Director of Title IX Compliance will contact the respondent and will discuss the allegations with the Respondent to:

- (1) Address immediate physical safety and emotional well-being;
- (2) Notify the Respondent of the right to contact (or decline to contact) law enforcement or seek a civil protection order;
- (3) Notify the Respondent of the right to seek medical treatment;
- (4) Notify the Respondent of the importance of preservation of evidence;
- (5) Assess the need to refer the report to the University Police Department to enter into the University's daily crime log if required by the Clery Act;
- (6) Assess the reported conduct and discern the need for a timely warning under the Clery Act with UPD;
- (7) Provide the Respondent with written information about on and off campus resources;
- (8) Notify the Respondent of the range of interim measures available, including the right to reasonable interim support measures regardless of whether they choose to participate in a University or law enforcement investigation;
- (9) Notify the Respondent of the range of protective measures available if the University pursues an investigation;
- (10) Provide the Respondent with an explanation of the procedural options;
- (11) Notify the Respondent of the right to be accompanied at any meeting by an advisor of choice;
- (12) Assess the available information for any pattern of conduct by the Complainant;
- (13) Discuss the Respondent's expressed preference for manner of resolution and any barriers to proceeding (e.g., confidentiality concerns);
- (14) Provide written notice and explain the University's policy prohibiting retaliation and how to report acts of retaliation; and
- (15) Determine the age of the Respondent; and if the Respondent is a minor and alleges that the Respondent is a victim of the Complainant's violation of this policy, make the appropriate report of suspected abuse consistent with the University's Protection of Minors Policy.

C. FORMAL WRITTEN NOTICE OF TITLE IX INVESTIGATION

(1) If a formal complaint is filed, the Director of Title IX Compliance will provide the parties with written notice of how the matter will proceed after completing the initial review. The Title IX Office will ensure that formal complaints of Prohibited Conduct are investigated in a fair and impartial manner.

(2) The notice shall contain:

- (a) Allegations (with relevant details) of the prohibited conduct;
- (b) A statement that the Respondent is not responsible for the alleged conduct unless a determination is made at the conclusion of the grievance process;
- (c) Whether an investigation will be conducted by the Title IX Investigator;
- (d) Information about the applicable University grievance process;
- (e) A statement that each party may have an advisor of choice during the investigation, that the advisor may be an attorney, and that the advisor may accompany the party to any meeting or hearing;
- (f) A statement that each party has a right to inspect and review evidence;
- (g) A statement and specific reference to any provision in the University's codes of conduct or policies that prohibit knowingly making false statements or submitting false information during the grievance; and
- (h) Notice that each party has the right to discuss the allegations being investigated, and to gather and present evidence relevant to the allegation.

IV. INFORMAL RESOLUTION

A. INFORMAL RESOLUTION AVAILABILITY

(1) N.C. A&T can facilitate an informal resolution between a Complainant and Respondent before beginning an investigation, during an investigation, or at the conclusion of an investigation in appropriate circumstances.

(2) An informal resolution is only available in cases where a formal complaint was filed with the Title IX Office.

(3) Allegations that an employee sexually harassed a student will not be resolved through the informal resolution process.

B. FACTORS

(1) The Complainant and Respondent must voluntarily agree, in writing, to attempt to resolve a complaint through an informal resolution process.

(2) To proceed with informal resolution, the parties will receive written notice:

- (a) Disclosing the allegations;
- (b) Requirements of the informal resolution process, including the circumstances under which they are precluded from resuming a formal complaint based on the same allegations; and

(c) That either party may withdraw from the informal resolution process before an agreement is reached.

(3) Agreeing to try to resolve the matter informally does not waive the Complainant's or Respondent's right to a live hearing. Either party may withdraw from the informal resolution

process before an agreement is reached and continue with the grievance process to resolve the formal complaint.

(4) Informal resolutions may include mediation, restorative justice, or other measures that do not involve disciplinary action against a Respondent. However, depending on the allegations and the parties' agreement, informal resolutions may involve disciplinary action.

(5) A Complainant and Respondent can negotiate the terms of an informal resolution. Agreements that are reached during the informal resolution process to resolve the formal complaint are contracts, and both the Complainant and Respondent may be bound by the terms.

V. INVESTIGATION

A. TITLE IX INVESTIGATOR

(1) When a formal complaint alleges that prohibited conduct within the meaning of University Policy 207, Sexual Harassment, Discrimination, and Misconduct may have occurred, and the Director of Title IX Compliance determines that the facts as alleged would fall under Title IX, the matter shall be assigned to a trained Title IX Investigator for investigation.

(2) The purpose of an investigation is to explore the details of the allegations in the complaint, conduct witness interviews, gather, and examine the evidence in depth to determine what occurred. Evidence includes witness names and statements documents, text messages, recordings, and social media posts. The burden of gathering evidence and proving allegations of prohibited conduct shall be on the University throughout the investigatory and grievance process.

(3) Individuals involved in investigations or disciplinary proceedings under this policy are encouraged to exercise discretion in sharing information to safeguard the integrity of the process and to avoid the appearance of retaliation. While discretion regarding the process is important, Complainants and Respondents are not restricted from discussing and sharing information with others who may support or assist them during the process. All parties, however, are encouraged to maintain the privacy of protected and/or sensitive information gathered or learned in the process.

(4) The Complainant and Respondent are not required to disclose medical and counseling records during an investigation. However, they may contain relevant and material information, and a party is permitted to disclose the records voluntarily.

(5) Any records provided by a party become part of the file and are available to be reviewed by the opposing party.

(6) The Title IX Office will make every effort to conduct and complete its investigation in a prompt and equitable manner. The amount of time it may take to complete an investigation will depend upon the nature and complexity of the allegations, witness accessibility and cooperation, and procedural due process requirements. The Complainant and Respondent will be advised of any delays that occur during the process and the reasons for delay.

B. FINAL INVESTIGATION REPORT

(1) The Title IX Investigator shall draft a report at the completion of the investigation. The draft report shall contain at a minimum:

- (a) Details of the allegations in the complaint;
- (b) Summary of witness statements;
- (c) Identification of relevant evidence examined; and
- (d) Inconsistencies in parties' or witness statements.

(2) The Title IX Investigator shall transmit a copy of the draft report and relevant evidence to the parties with notice that they may:

- (a) Inspect the evidence submitted;
- (b) Meet with the Title IX Investigator and/or submit additional information, including a response, witness names, statements, and other evidence to the Investigator;
- (c) Submit specific questions, if any, that they want the Title IX Investigator to pose to witnesses;
- (d) Submit any response or additional information to the Title IX Investigator within ten (10) business days from the date that the Title IX Investigator transmits the draft report.

(3) If neither party identifies additional investigative steps that the Investigator determines to be relevant and necessary, or that the Title IX Investigator identifies, the Title IX Investigator shall prepare a Final Investigation Report.

(4) If the Complainant or Respondent provides additional information for investigation that the Investigator determines is necessary and relevant, the Investigator shall continue the investigation. Upon conclusion of any additional investigation, the Investigator shall consider any additional comments, questions, and/or information submitted by the parties during the designated review and response period, and prepare a Final Investigative Report.

(5) The Final Investigation Report will include, subject to confidentiality protections provided by law:

- (a) Details of the allegations in the complaint;
- (b) Summary of witness statements;
- (c) Identification of relevant evidence examined;
- (d) Consistency in parties' or witness statements and evidence; and
- (e) Inconsistencies in parties' or witness statements and evidence.

(6) The Director of Title IX Compliance shall review the Final Investigative Report for compliance with the required content, and direct amendment to satisfy the content requirements to the Title IX Investigator if appropriate.

(7) After confirming that the Final Investigative Report contains the required information, or an explanation of any omissions, the Director of Title IX Compliance shall forward the Final Investigative Report to the appropriate office. The Director of Title IX Compliance shall provide:

- (a) Concurrent written notice to each party and their advisor that the investigation has concluded;
- (b) The office to which the Final Investigative Report was transmitted; and
- (c) A copy of the Final Investigative Report.

IV. RESOLUTION

A. DISCIPLINARY AUTHORITY AND SANCTIONS

(1) The University's disciplinary and corrective action resolution process is designed to identify and implement a tailored and individual response to eliminate Prohibited Conduct, prevent its recurrence and remedy its effects, while supporting the University's educational mission, legal obligations and commitment to Title IX.

(2) Sanctions or interventions may also serve to promote safety and/or deter other individuals from similar future behavior.

(3) Other remedies may include corrective action that is intended to be non-punitive, such as targeted or broad-based educational programming or training.

(4) The Disciplinary Authority is the University administrator designated to review the final investigative report and determine responsibility, appropriate sanction(s), and/or remedies to be imposed.

(5) The Disciplinary Authority will be impartial and free from actual bias or conflict of interest.

(a) If the Respondent is a student, the Disciplinary Authority is the Vice Chancellor for Student Affairs or designee.

(b) If the Respondent is an employee subject to the State Human Resources Act (SHRA), or is both a full-time SHRA employee and less than full-time student, the Disciplinary Authority is the Vice Chancellor for Human Resources or designee, who may consult with the Respondent's manager and/or direct supervisor.

(c) If the Respondent is a non-faculty employee, or both a full-time non-faculty employee and less than full-time student exempt from the State Human Resources Act (EHRA), the Disciplinary Authority is the Vice Chancellor for Human Resources or designee, who may consult with the Respondent's manager and/or direct supervisor.

(d) If the Respondent is a faculty member, the Disciplinary Authority is the Provost and Executive Vice Chancellor for Academic Affairs or designee, who may consult with the Dean or Department Chair.

(e) If there is a question as to the Respondent's relationship with the University the Vice Chancellor for Student Affairs or designee, and the Vice Chancellor for Human Resources or designee shall work collaboratively as the Disciplinary Authority. In such cases, a Respondent may be subject to any of the sanctions applicable to students and employees.

(6) The Disciplinary Authority's outcome must be in writing, transmitted to the parties simultaneously, and contain:

(a) Identification of the allegations potentially constituting sexual harassment or prohibited conduct;

(b) Procedural history from receipt of the formal complaint to determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;

(c) Findings of fact supporting the determination;

(d) Conclusions regarding the application of the applicable policies or code of conduct to the facts;

(e) A statement of, and rationale for the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions imposed on the Respondent;

(f) Statement regarding whether remedies designed to restore or preserve equal access to the University's education program or activity (including employment) will be provided to the Complainant by the University; and

(g) Notice of appeal or grievance rights and procedures, including permissible grounds for appeal.

B. HEARINGS

(1) Hearings conducted pursuant to this policy must be live. Live hearings may be conducted with all parties physically present in the same geographic location, or may be conducted virtually.

(2) The University must create an audio or audiovisual recording, or transcript, of any hearing and make it available to the parties for inspection and review.

(3) Parties and/or their advisors and the Designated University Official at a hearing have the right to:

- (a) Be heard by an unbiased decision-maker;
- (b) Make an opening statement;
- (c) Present relevant and material evidence as determined by the decisionmaker;
- (d) An explanation from the decision-maker as to any questions excluded as irrelevant;
- (e) Call witnesses to testify as permitted by the decision-maker;
- (f) Ask questions to develop the record as to the relevant facts, circumstances, and issues; and
- (g) Make a closing argument.

(4) The decision-maker will give the Designated University Official and each party's advisor an opportunity to conduct direct examination and cross examination and ask the other party and witnesses relevant questions.

(5) If a party does not have an advisor present at the hearing, the University will provide an advisor, free of charge, to conduct direct and/or cross-examination on the party's behalf.

C. APPEALS AND GRIEVANCES

The Complainant or Respondent may file an appeal or grievance of a dismissal or sanction as follows:

(1) If the Respondent is a full-time student, or both a student and less than full-time employee, the matter will be conducted in accordance with the applicable University grievance process and contained in the Student Handbook and/or Graduate Student Handbook.

(2) If the Respondent is a full-time employee, or both a full-time employee subject to the State Human Resources Act (SHRA) and less than full-time student, the matter will be conducted in accordance with the applicable University SHRA grievance process.

(3) If the Respondent is a full-time non-faculty employee, or both a full-time nonfaculty employee exempt from the State Human Resources Act (EHRA), the matter will be conducted in accordance with the applicable University and EHRA non-faculty employee grievance process.

(4) If the Respondent is a faculty member, the matter will be conducted in accordance with the faculty grievance process.

(5) If there is a question as to the Respondent's relationship with the University, the Vice Chancellor for Student Affairs or designee, and the Vice Chancellor for Human Resources or designee shall work collaboratively as to determine the Respondent's relationship with the University and applicable grievance process.

GRIEVANCE PROCEDURES FOR TITLE IX SEX-BASED HARASSMENT (STUDENT COMPLAINANT OR RESPONDENT)

Effective for incidents that occur on or after August 1, 2024

Appendix A to University Policy 208, Title IX Sex-Based Harassment

I. Reporting Sex-Based Harassment

A. How to Make a Complaint

Any person may make a complaint of Sex-Based Harassment (whether or not the person making the complaint is the person impacted by the alleged conduct), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX

Office or Director of Title IX Compliance, or by any other means that results in the Director of Title IX Compliance receiving the person's verbal or written complaint. Complaints may be made at any time (including during non-business hours) to:

Breona M. Hayes, Ph.D.
Director of Title IX Compliance
Title IX Office
Sebastian Hall
North Carolina A&T State University
Phone: (336) 500-1803
Email: TIX@ncat.edu or bmhayes1@ncat.edu
Website: <https://www.ncat.edu/legal/title-ix/index.php>

Emergency campus safety/law enforcement assistance is available both on and off campus. Individuals are encouraged to contact law enforcement as soon as possible following an incident that may pose a threat to safety or physical well-being or following a potential criminal offense. University community members are encouraged to immediately contact the NC A&T University Police Department (UPD) in order to make a complaint of potential criminal conduct to law enforcement. However, a Complainant has the right to make a complaint or decline to make a complaint or potential criminal conduct to law enforcement. Upon request, the Title IX Office will assist a Complainant in contacting law enforcement at any time. Under limited circumstances posing a threat to the health or safety of any University community member, the University may independently notify law enforcement.

University Police Department
Ward Hall Phone: (336) 334-7128
24-Hour Emergency Number: (336) 334-7675
Anonymous Tip Line: (336) 334-7879

When making a complaint, include as much detail as possible about the incident, such as the date, time, location, individuals involved, witnesses, and other individuals who were present.

B. Confidential Complaints

Certain employees, known as Confidential Employees, are not required to share information about complaints of Sex-Based Harassment with the Director of Title IX Compliance. This allows complainants and victims to seek help and make complaints of incidents without initiating a formal process. Confidential Complaints can be made to:

Counseling Services
Murphy Hall, Room 109
Phone: (336) 334-7727
Alvin V. Blount, Jr Student Health Center
112 North Benbow Road
Phone: (336) 334-7880

C. Non-Confidential Complaints

(1) All nonconfidential employees who have (a) authority to institute corrective measures or (b) responsibility for administrative leadership, teaching, or advising must notify the Director of Title IX Compliance when the employee learns of conduct that “may constitute Sex-Based Harassment.”

(2) All other nonconfidential employees must:

(a) Make a complaint of known potential Sex-Based Harassment to the Director of Title IX Compliance, or

(b) Provide the contact information of the Director of Title IX Compliance and information about how to make a Complaint of Sex-Based Harassment.

D. External Complaints

Student and employee complaints regarding Sex-Based Harassment may be filed with:

Washington DC (Metro) Office for Civil Rights
U.S. Department of Education
400 Maryland Avenue, SW Washington, D.C. 20202-1475
Phone: 202-453-6020
TDD: 800-877-8339
Email: OCR.DC@ed.gov

II. Definitions

(1) “Consent” means an informed, affirmative, voluntary, and mutual agreement to engage in sexual activity. Consent can be given by words or actions if those words or actions create clear permission regarding willingness to engage in sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based on a participant’s sex, sexual orientation, gender identity, or gender expression.

(2) “Confidential Employee” means a University employee whose communications are privileged under Federal or State law when the information is received while the employee is functioning within the scope of their duties to which privilege or confidentiality applies; or an employee whom the University has designated as confidential to provide services to persons with respect to information received about Sex-Based Discrimination and Harassment in connection with providing those services.

(3) “Disciplinary Sanctions” means consequences imposed on a Respondent following a determination under this Grievance Procedure that the Respondent violated NC A&T’s prohibition on Sex-Based Discrimination and Harassment.

(4) “Relevant” means being related to the allegations of Sex-Based Harassment under investigation as part of the Grievance Procedures.

(5) “Remedies” means measures provided, as appropriate, to a complainant or any other person the recipient identifies as having had their equal access to the recipient’s education program or activity limited or denied by Sex-Based Harassment.

III. Procedural Guarantees

A. NC A&T will treat Complainants and Respondents equitably.

B. NC A&T requires that the Director of Title IX Compliance, Investigators, or Decisionmaker not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent. A Decisionmaker may be the same person as the Director of Title IX Compliance or Investigator.

C. NC A&T presumes that the Respondent is not responsible for the alleged Sex-Based Harassment until a determination is made at the conclusion of the Grievance Procedure.

D. NC A&T will take reasonable steps to protect the privacy of the Parties and witnesses during the Grievance Procedures. These steps will not restrict the ability of the Parties to obtain and present evidence, including speaking to witnesses, consultation with advisors or other resources, or otherwise prepare for or participate in the Grievance Procedures. The Parties cannot engage in retaliation, including against witnesses.

IV. Amnesty

A. N.C. A&T encourages complaints of Sex-Based Harassment, even when the Complainant and/or witnesses may have violated policies themselves.

B. Witnesses or Complainants are sometimes hesitant to make complaints because they fear that they may be charged with violations of the Student Code of Conduct or other policy violations, such as underage drinking at the time of the incident.

C. In general, the University will not pursue disciplinary action against an individual who makes a good faith complaint about Sex-Based Harassment as a Complainant or witness for personal consumption of alcohol or other drugs (underage or illegal), as long as the misconduct did not endanger the health or safety of others. The University may initiate an assessment or educational discussion or pursue other non-disciplinary options regarding alcohol or other drug use.

V. Disability Accommodations

A. University's Obligations

This Title IX Grievance Procedure does not alter NC A&T's obligations under Federal or State disability laws, including the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973. Parties may request reasonable accommodations for disclosed disabilities from the Director of Title IX Compliance before or during the Title IX Grievance Procedure that do not fundamentally alter the Procedure.

The Director of Title IX Compliance will not affirmatively provide disability accommodations not specifically requested by the Parties, even where the Parties may be receiving accommodations in other institutional programs and activities. Disability accommodations are addressed to ensure that students with disabilities have equal access to educational programs and activities.

VI. Supportive and Interim Measures

A. Supportive Measures

NC A&T is required to offer supportive measures, as appropriate, to restore or preserve a party's access to the University's programs or activities. Complainants who make complaint allegations of Sex-Based Harassment have the right to receive supportive measures from NC A&T regardless of whether they file a Formal Complaint. Supportive measures are non-disciplinary and non-punitive and may vary depending upon what is reasonably available at NC A&T.

As appropriate, supportive measures may include but not be limited to:

- (1) Counseling services
- (2) Extensions of deadlines or other course-related adjustments
- (3) Modifications of work or class schedules
- (4) Campus escort services, as available
- (5) Mutual No-Contact Orders
- (6) Changes in class, work, housing, or extracurricular or any other activity, regardless of whether there is or is not a comparable alternative
- (7) Leaves of absence

Supportive measures must not unreasonably burden either Party and must be designed to protect the safety of the Parties or NC A&T's educational environment or to provide support during NC A&T's Sex-Based Harassment Grievance Procedure or during informal resolution under these Procedures.

B. Interim Measures

Interim measures are intended to ensure the safety and well-being of the individuals involved in the campus community and may be implemented while a complaint or investigation is pending. These measures may include changes in class schedules, housing arrangements, or other adjustments, including emergency removal or administrative leave.

(1) Emergency Removal

A respondent may be removed from campus if the removal can be justified through an individualized safety and risk analysis that there is an imminent and serious threat to the health or safety of a complainant or any students, employees, or other persons arising from the allegations.

(2) Administrative Leave

An employee may be placed on administrative leave pending the results of an investigation, a Grievance Procedure, a dismissal decision, and/or other action. NC A&T will provide a fair and equitable process for all parties involved in a Title IX case. This includes ensuring that any measures, such as administrative leave, do not unfairly penalize an individual before the completion of the investigation and resolution process.

VII. Initiating or Filing a Complaint

A. Who May File a Complaint

The following people have the right to make a Complaint of Sex-Based Harassment:

- (1) A Complainant, which includes a student or employee of NC A&T who is alleged to have been subjected to conduct that could constitute Sex-Based Harassment under Title IX;
- (2) A person other than a student or employee of NC A&T who is alleged to have been subjected to conduct that could constitute Sex-Based Harassment under Title IX at a time when that individual is participating or attempting to participate in a University Education Program or Activity;
- (3) A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a Complainant; or
- (4) The N.C. A&T Director of Title IX Compliance.

B. Formal Complaints Initiated by Director of Title IX Compliance

(1) In the absence of a Complaint or the withdrawal of any or all the allegations in a Formal Complaint, and in the absence or termination of an informal resolution process, the Director of Title IX Compliance must determine whether to initiate a Formal Complaint of Sex-Based Harassment. This determination is fact-specific, and the Director of Title IX Compliance must consider:

- (a) The Complainant's request not to proceed with the initiation of a Complaint;
- (b) The Complainant's reasonable safety concerns regarding the initiation of a Complaint;
- (c) The risk that additional acts of Sex-Based Harassment would occur if a Formal Complaint was not initiated;
- (d) The severity of the alleged Sex-Based Harassment, including whether the Sex-Based Harassment, if established, would require the removal of a Respondent from campus or imposition of another disciplinary sanction to end the Sex-Based Harassment and prevent its recurrence;
- (e) The age and relationship of the Parties, including whether the Respondent is an employee of the University;
- (f) The scope of the alleged Sex-Based Harassment, including information suggesting a pattern, ongoing Sex-Based Harassment, alleged to have impacted multiple individuals;
- (g) The availability of evidence to assist a Decisionmaker in determining whether Sex-Based Harassment occurred; and
- (h) Whether NC A&T could end the alleged Sex-Based Harassment and prevent its recurrence without initiating this Grievance Procedures.

(2) If after considering these and other relevant factors, the Director of Title IX Compliance determines that the conduct as alleged presents an imminent and serious threat to the health or safety of the Complainant or other person, or that the

conduct as alleged prevents NC A&T from ensuring equal access on the basis of sex to its Education Program or Activity, the Director of Title IX Compliance may initiate a Formal Complaint.

(3) If the Director of Title IX Compliance initiates a Formal Complaint after making this determination, the Director of Title IX Compliance must notify the Complainant prior to doing so and appropriately address reasonable concerns about the Complainant's safety or the safety of others, including by providing supportive measures.

VIII. Format of Complaint

To the greatest extent possible, a Complaint (whether oral or written) should include as much detail as possible about the incident, such as the date, time, location, individuals involved, witnesses, and other present individuals. Formal Complaints can be made by email, phone, mail, or in-person. Complaints may be made to the Director of Title IX Compliance and individuals or offices listed in Section I above.

IX. Allegations Potentially Falling Under Multiple Policies

If the alleged conduct, if true, includes conduct that would constitute covered Sex-Based Harassment and conduct that would not constitute covered Sex-Based Harassment, the Title IX Grievance Procedure will be applied to the investigation and adjudication of only the allegations that constitute covered Sex-Based Harassment. The University shall handle other conduct under other policies or procedures that address and prohibit the non-covered conduct.

X. Consolidation of Formal Complaints

NC A&T may consolidate Formal Complaints of Sex-Based Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one Party against another Party, when the allegations of Sex-Based Harassment arise out of the same facts or circumstances. When more than one Complainant or more than one Respondent is involved, references below to a Party, Complainant, or Respondent include the plural, as applicable.

XI. Notice of Allegations

A. Communication of Notice

The Title IX Office will generally communicate with the parties via their University- issued email addresses and any other contact information provided to the Title IX Office for communication or on file in the University's records.

B. Notice Regarding the Title IX Grievance Procedure

Upon initiation of NC A&T's Title IX Grievance Procedure, the Director of Title IX Compliance will notify the Parties of the following:

(1) NC A&T's Title IX Formal Grievance Procedure and any informal resolution process;

(2) Sufficient information available at the time to allow the Parties to respond to the allegations, including the identities of the Parties involved in the incident(s), the conduct alleged to constitute Sex-Based Harassment, and the date(s) and location(s) of the alleged incident(s);

(3) That Retaliation is prohibited;

(4) That the Parties are entitled to an equal opportunity to access the relevant and permissible evidence or an accurate description of this evidence.

(5) That the Parties are entitled to an equal opportunity to access the relevant and permissible evidence upon the request of any Party; and

(6) If, during an investigation, NC A&T decides to investigate additional allegations of Sex-Based Harassment by the Respondent toward the Complainant that are not included in the notice provided or that are included in a Formal Complaint that is consolidated, NC A&T will notify the Parties of the additional allegations.

XII. Advisor of Choice

The parties have the right to select an advisor of their choice, who may, but is not required to, be an attorney. The advisor of choice may accompany the Parties to any meeting or hearing they can attend but may not speak for the Party. An advisor of choice is not prohibited from being a witness in the hearing. Advisors are subject to NC A&T's rules of decorum and may be removed from proceedings for failing to conform to the rules.

XIII. Dismissing a Formal Complaint

A. Reasons for Dismissing a Formal Complaint

NC A&T may dismiss a Complaint of Sex-Based Harassment for any of the following reasons:

(1) The University is unable to identify the Respondent after taking reasonable steps to do so;

(2) The Respondent is not participating in NC A&T's Education Program or Activity and is not employed by NC A&T;

(3) The Complainant voluntarily withdraws any or all of the allegations in the Formal Complaint, the Director of Title IX Compliance declines to initiate a Formal Complaint under the bases described in these Procedures, and NC A&T determines that, without the Complainant's withdrawn allegations, the conduct that remains alleged in the Complaint, if any, would not constitute Sex-Based Harassment under Title IX or these Grievance Procedures even if proven.

B. Notice of Dismissal of Formal Complaint

(1) Upon dismissal of a Formal Complaint, NC A&T will promptly provide a written Notice of Dismissal and the basis for the dismissal to the Complainant and Respondent (if the Respondent was already notified of the Complaint).

(2) The Notice of Dismissal will contain information for appealing the dismissal of the Formal Complaint and the time within which an appeal may be filed by either party.

(3) The Notice of Dismissal will also contain information about the availability of supportive measures.

C. Grounds for Appealing Dismissal of Formal Complaint

A dismissal of a Formal Complaint may be appealed for the following reasons:

- (1) Procedural irregularity that would change the outcome;
- (2) New evidence that would change the outcome and that was not reasonably available when the dismissal was made; and
- (3) The Director of Title IX Compliance, investigator, or decisionmaker had a conflict of interest or bias for or against Complainants or Respondents generally, or the individual Complainant or Respondent that would change the outcome.

D. Format for Appealing Dismissal of Formal Complaint

- (1) Appeals must be in writing and may be no longer than 10 pages (including attachments).
- (2) Appeals should be submitted in electronic form using ARIAL or TIMES NEW ROMAN, and at least 12 pt. font.
- (3) Appeals that do not meet these standards may be returned to the Party for correction, but the time for appeal will not be extended unless there is evidence that a technical malfunction caused the appeal document not to meet these standards.

E. Notice Regarding Appeal of Dismissal

If the dismissal is appealed, NC A&T will:

- (1) Notify the Parties of any appeal, including notice of the allegations, if notice was not previously provided to the Respondent;
- (2) Implement appeal procedures equally for the Parties;
- (3) Ensure that the Decisionmaker for the appeal did not take part in an investigation of the allegations or dismissal of the Complaint;
- (4) Ensure that the Decisionmaker for the appeal has been trained consistent with the Title IX regulations;
- (5) Provide the Parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
- (6) Notify the Parties of the result of the appeal and the rationale for the result.

F. Decision on Appeal of Dismissal of Formal Complaint

Appeals will be decided by an individual or panel who will be free of conflict of interest and bias, and who will not serve as Director of Title IX Compliance, Title IX Investigator, or hearing Decisionmaker in the same matter.

The appeal outcome will be provided in writing to both Parties and include the rationale for the decision. The determination of the appeal Decisionmaker is final.

XIV. Informal Resolution

NC A&T can facilitate an informal resolution between a Complainant and Respondent before beginning an investigation, during an investigation, or at the conclusion of an investigation in appropriate circumstances.

A. Voluntariness of Informal Resolution

(1) The Parties may voluntarily choose to enter the NC A&T's informal resolution process at any time through an informed written consent. This means that both parties involved in a complaint must agree to resolve the issue through an informal process rather than a formal investigation or hearing. This ensures that all parties' rights are respected, and the process is fair and equitable.

(2) No Party may be required to participate in informal resolution, and NC A&T may never condition enrollment, employment, or enjoyment of any other right or privilege upon agreeing to informal resolution.

(3) The Parties may elect to leave the informal resolution process at any point until the informal resolution process is concluded.

B. When Informal Resolution May Occur

(1) The informal resolution processes can be initiated after a Formal Complaint has been filed and both Parties have been given notice of the allegations.

(2) Informal resolution may occur any time prior to determining responsibility and must be agreed upon by all parties involved.

C. Notice Prior to Entry into Informal Resolution Process

Before the initiation of an informal resolution process, the Director of Title IX Compliance must provide to the Parties a written notice that explains:

(1) The allegations;

(2) The requirements of the informal resolution process;

(3) That prior to agreeing to a resolution, any Party has the right to withdraw from the informal resolution process and to initiate or resume participation in the formal Grievance Procedure;

(4) That the Parties' agreement to a resolution at the conclusion of the informal resolution process would preclude the Parties from initiating or resuming the Title IX Grievance Procedure arising from the same allegations;

(5) The potential terms that may be requested or offered in an informal resolution agreement, including notice that an informal resolution agreement is binding only on the Parties; and

(6) The information that the University will maintain and whether and how the information may be disclosed.

D. Determination to Approve Entry Into Informal Resolution Process

(1) Even where the Parties agree to submit a matter to informal resolution, the Director of Title IX Compliance or other designated official must approve the decision to move the matter to the informal resolution process and may determine that informal resolution is not appropriate under the circumstances.

(2) Factors that the Director of Title IX Compliance or other designated official may weigh in considering the appropriateness of the informal resolution process include, but are not limited to:

(a) The gravity of the allegations;

(b) Whether there is an ongoing threat of harm or safety to the campus;

(c) Whether the Respondent is a repeat offender;

- (d) Whether the alleged conduct would present a future risk of harm to others; and
- (e) Whether the Parties are participating in good faith.

This determination is not subject to appeal.

E. Confidentiality During the Informal Resolution Process

(1) In entering the informal resolution process, the Parties agree that any testimony and evidence (including admissions of responsibility) they share or receive during the informal resolution process concerning the allegations of the Complaint are confidential while the Parties participate in the informal resolution process.

(2) No evidence concerning the allegations obtained within the informal resolution process may be disseminated to any person, provided that any Party to the informal resolution process may generally discuss the allegations under investigation with a parent, friend, advisor, or other source of emotional support, or with an advocacy organization.

(3) Should the Parties withdraw from the informal resolution process, information disclosed or obtained for purposes of the informal resolution process may be incorporated into the Formal Grievance Procedure, provided that this information is disclosed and reviewed by the Parties pursuant to the applicable Title IX Procedures.

F. Informal Resolution Options

(1) Administrative Resolution

(a) NC A&T may administratively resolve the Formal Complaint if the Parties mutually determine to enter the informal resolution process, and the Respondent accepts responsibility for the allegations of the Formal Complaint at any point during the informal resolution process.

(b) Where the Respondent admits responsibility, the Parties will receive simultaneous written notification of the acceptance of responsibility, and a Decisionmaker will convene to determine the Respondent's sanction and other remedies, as appropriate.

(c) The Parties will be given an opportunity to be heard at the sanctions hearing, including without limitation, the submission of impact statements, and may be accompanied by their advisor. However, questioning of Parties or witnesses will not be permitted.

(d) The Parties will receive simultaneous written notification of the decision regarding sanctions and remedies, which may be appealed according to the process described below in Section XVI.

(2) Mediation

(a) The purpose of mediation is for the Parties who are in conflict to identify the implications of a student's actions and, with the assistance of a trained facilitator, identify points of agreement and appropriate Remedies to address them.

(b) Either Party can request mediation to seek resolution.

(c) Mediation will be used only with the consent of both Parties, who will be asked not to contact one another during the process.

(d) The Title IX office will also review any request for mediation and may decline to mediate based on the facts and circumstances of the particular case.

(e) Either Party has the right to terminate the mediation process and choose or resume another option for resolution at any time.

(f) The mediation process will typically commence within 7 business days after the Title IX Office receives consent to mediate from both Parties and has made a determination that informal resolution will go forward.

(g) Mediation will continue until concluded or terminated by either Party, the facilitator, or the Title IX Office.

(h) During mediation, any potential investigation will halt, and calculations for time frames will be stayed.

(i) If the mediation results in a resolution, the disciplinary process will be concluded, and the matter will be closed.

(j) If a resolution cannot be reached, the matter will be referred to the Dean of Students to re-evaluate other options for resolution, including investigation or proceeding forward with the Formal Grievance Procedure.

(k) During mediation, a facilitator will guide a discussion between the Parties.

(l) In circumstances where the Parties do not wish to meet face to face, either Party can request “caucus” mediation, and the facilitator will conduct separate meetings.

(m) Whether or not the Parties agree to meet face to face, each Party will be permitted to bring an advisor of their choice to any meetings.

(n) At the conclusion of the mediation, the facilitator will memorialize any agreement reached between the Parties.

(o) The Title IX Office will monitor adherence to the proposed solution and close the matter when compliance is satisfactory.

G. Informal Resolution Agreements

Informal resolution agreements offer an alternative to the formal Grievance procedure for resolving allegations of Sex-Based Harassment. Potential terms that may be included in an informal resolution agreement between the Parties include but are not limited to (1) Restrictions on contact; and (2) Restrictions on the Respondent’s participation in one or more of NC A&T’s education programs or activities or attendance at specific events, including restrictions that NC A&T could have imposed as remedies or disciplinary sanctions if there had been a determination at the conclusion of the Formal Grievance Procedure that Sex-Based Harassment occurred.

H. Breach of Informal Resolution Agreements

A breach of an informal resolution agreement can have significant implications.

(1) Any agreement reached through informal resolution must be documented, and both parties must be able to return to the Formal Grievance Procedure if the informal resolution does not achieve a satisfactory outcome.

(2) If one party breaches the terms of the informal resolution agreement, the other party may have the right to reinstate the formal complaint process. This allows the continuation of the investigation and potential disciplinary action if necessary.

(3) The Director of Title IX Compliance will review the circumstances of the alleged breach and determine the appropriate steps to take, which may include resuming the formal Grievance Procedure.

(4) Depending on the nature of the breach, disciplinary action may be taken against the party who violated the agreement.

XV. Formal Resolution and Grievance Procedure

A. Investigation

(1) NC A&T will provide for adequate, reliable, and impartial investigations of Formal Complaints. The burden is on the University—not on the Parties—to investigate and gather sufficient evidence to determine whether Sex-Based Harassment occurred.

(2) NC A&T will provide an equal opportunity for the Parties to present fact witnesses and other inculpatory and exculpatory evidence that is relevant and permissible.

(3) NC A&T will review all evidence gathered through the investigation and determine what evidence is relevant or impermissible regardless of relevance.

(4) NC A&T will provide each Party with an equal opportunity to access the evidence relevant to the allegations and permissible.

B. Investigation Report

(1) The Title IX Investigator will create an Investigative Report that fairly summarizes relevant evidence and will provide that Report to the Parties at least 10 calendar days prior to the hearing in an electronic format for each Party's review and written response.

(2) The Investigative Report is not intended to catalog all evidence obtained by the investigator, but only to provide a fair summary of the relevant evidence.

(3) Only relevant evidence (including both inculpatory and exculpatory – i.e., tending to prove and disprove the allegations - relevant evidence) will be referenced in the Investigative Report.

(4) The investigator may redact irrelevant information from the Investigative Report when that information is contained in documents or evidence that are otherwise relevant.

C. Live Hearings

(1) Notice of Hearing

(a) The parties must be notified of any hearing regarding the allegations in the Complaint. Notices of hearings are crucial for ensuring transparency and fairness in the Grievance Procedure, allowing all parties to prepare adequately and participate meaningfully.

(b) Hearing notices must contain at least the names of the parties, a summary of the allegations, the parties' rights, information about informal resolution and the formal Grievance Procedure, and the date, time, location, and purpose of any hearing.

(2) General Rules for Live Hearings

(a) NC A&T will not issue a finding or Disciplinary Sanction arising from an allegation of Sex-Based Harassment without holding a live hearing unless otherwise resolved through an informal resolution process.

(b) NC A&T will conduct the live hearing with the Parties physically present in separate locations, with technology enabling the Decisionmaker and Parties to simultaneously see and hear the Party or the witness while that person is speaking.

(c) NC A&T will create an audio or audiovisual recording or transcript of any live hearing and make it available to the Parties for inspection and review.

(d) Advisors for both parties are permitted to cross-examine the other party and any witnesses. This cross-examination must be conducted directly, orally, and in real-time.

(e) The Decisionmaker(s) at the hearing must determine the relevance of each question before it is answered.

(f) The Decisionmaker must not be the same person as the Director of Title IX Compliance or Investigator and must be impartial and free from conflicts of interest or bias.

(g) If a Party chooses not to participate in the Process or the hearing, the live hearing may still proceed in the absence of the Party.

(h) NC A&T may reach a determination of responsibility in their absence, including through any evidence gathered and other witness statements.

(i) NC A&T will not threaten, coerce, intimidate, or discriminate against any Party to secure the Party's participation.

(3) Participants in the Live Hearing

Live hearings are not public, and the only individuals permitted to participate in the hearings are:

- (a) Complainants
- (b) Respondents
- (c) Decisionmaker
- (d) Advisor
- (e) Witnesses
- (f) Attorneys
- (g) University officials

(4) Standard of Proof in Hearing

The standard of proof in determining whether Sex-Based Harassment occurred is the preponderance of the evidence (more likely than not).

(5) Hearing Procedures

(a) A written copy detailing the standard hearing procedures will accompany the hearing notice.

(b) The Decisionmaker must also outline the hearing procedures at the hearing and give the parties a chance to ask clarifying questions.

(6) Questioning Parties and Witnesses

(a) During a live hearing, each Party's advisor can ask relevant and permissible questions and follow-up questions of the Parties and witnesses through the decision-maker.

(b) No questioning of another Party or witness will be conducted by a Party personally.

(7) Relevant Evidence

Evidence must be relevant (including both inculpatory and exculpatory – i.e., tending to prove and disprove the allegations - relevant evidence).

(8) Impermissible Evidence

Certain types of evidence are impermissible and cannot be used in the Grievance Procedure. That evidence includes:

(a) Evidence that is privileged under state or federal law, such as communications between a lawyer and their client, cannot be used unless the privilege is waived.

(b) Information disclosed to a confidential employee (e.g. counselor or therapist) is also impermissible unless confidentiality is waived.

(c) Treatment records made or maintained by a physician, psychologist, or other recognized professional or paraprofessional for treatment purposes are impermissible unless the party waives this privilege.

(d) Evidence related to the complainant's sexual interests or prior sexual conduct is impermissible, with limited exceptions. Such evidence may be allowed if it is offered to prove that someone other than the Respondent committed the alleged conduct or to prove consent to the alleged Sex-Based Harassment.

(9) The Decisionmaker in Live Hearings

(a) The Decisionmaker regarding finding responsibility or non-responsibility will consist of a single decisionmaker.

(b) Parties will have a chance to raise any objections regarding a Decisionmaker's actual or perceived conflicts of interest or bias at or before the live hearing begins.

(c) The Decisionmaker will not impose discipline on a Respondent unless there is a determination at the conclusion of the Grievance Procedure that the Respondent engaged in conduct prohibited by Title IX.

D. Determination Regarding Responsibility

(1) Communication of Determination

Following an investigation and evaluation of all relevant and permissible evidence, NC A&T will determine each allegation based on the evidence regarding responsibility for whether Sex-Based Discrimination occurred. The determination must be in writing and communicated simultaneously to both parties.

(2) Content of Determination

The written determination must include:

- (a) Identification of the allegations potentially constituting Sex-Based Harassment;
- (b) A description of the procedural steps taken from the receipt of the Formal Complaint through the determination as to responsibility (including notification to the parties and witnesses, site visits, methods used to gather other evidence, and hearings held, if applicable);
- (c) Findings of fact supporting the determination;
- (d) An analysis of the applicability of NC A&T's policy provisions to the factual findings;
- (e) Applicability of governing disciplinary policy;
- (f) A conclusion regarding the application of the institution's code of conduct to the facts; and
- (g) Applicable appeal rights and grounds and procedures for filing an appeal, include the time within which an appeal must be filed.

E. Director of Title IX Compliance Responsibilities Regarding Finding of Responsibility
If there is a determination that Sex-Based Harassment occurred, the Director of Title IX Compliance will, as appropriate:

- (a) Coordinate the provision and implementation of remedies to Complainant and other people NC A&T identifies as having had equal access to NC A&T's Education Program or Activity limited or denied by Sex-Based Harassment;
- (b) Coordinate the imposition of any disciplinary sanctions on a Respondent, including written notification to the Complainant of any such disciplinary sanctions; and
- (c) Take other appropriate prompt and effective steps to ensure that Sex- Based Harassment does not continue or recur within NC A&T's education programs or activities.
- (d) Comply with the Grievance Procedure before the imposition of any disciplinary sanctions against a Respondent; and
- (e) Not discipline a Party, witness, or others participating in the Grievance Procedure for making a false statement or for engaging in consensual sexual conduct based solely on the determination of whether Sex- Based Harassment occurred.

XVI. Sanctions

The University will take appropriate action upon determining or finding that a member of the community violated University Policy 208, Title IX, Sex-Based Harassment and Sex Discrimination.

A. Students

Students are subject to sanctions or protective measures that may include:

- (1) Corrective action
- (2) Disciplinary probation
- (3) Expulsion
- (4) Interim suspension

- (5) Judicial Educator Modules
- (6) Recovery program offered by counseling services
- (7) Reflection paper/letter of apology
- (8) Suspension
- (9) Trespass
- (10) Warning

B. Employees

Faculty and staff will be subject to discipline based on the disciplinary procedure consistent with their classification. Employees may also be subject to criminal or civil liability.

C. Guests and Visitors

Guests and visitors who violate this policy will be subject to appropriate action, including criminal and civil liability.

XVII. Appeals

A. Who May Appeal

Either party (Complainant and Respondent) involved in the Title IX Grievance Procedure has the right to appeal the determination regarding responsibility and any sanctions imposed.

B. Time for Filing Appeal

Appeals must be in writing and submitted in accordance with the instructions in the notice regarding the finding of whether the Respondent violated University policies. Appeals must be filed following the applicable grievance policy based on classification as to whether the person filing the appeal is a student or employee. Any appeal rights will accompany the written determination.

C. Grounds for Appealing a Determination of Responsibility or Substantiation of Allegations

(1) In addition to any other grounds that may exist by law or another University Policy, grounds for appealing a determination of responsibility or substantiation of the allegations of Sex-Based Harassment are:

- (a) Procedural irregularity that would change the outcome;
- (b) Newly discovered evidence that would change the outcome and that was not reasonably available when the determination of whether Sex-Based Harassment occurred, or dismissal was made; or
- (c) The Director of Title IX Compliance, Investigator, or Decisionmaker had a conflict of interest or bias for or against Complainants or Respondents (with an explanation of how the alleged conflict or bias applied to the matter being appealed).

(2) Evidence that was reasonably available at or before the date of the dismissal of the complaint or determination will not be grounds for appeal.

D. Contents of Appeal

Any appeal of a determination must comply with the rules for filing an appeal including:

- (1) Name of the Parties in the case and identification of whether the person filing the appeal is the Complainant or Respondent;
- (2) Date on the notice of the determination;
- (3) Date that the appeal is being filed;
- (4) Clear identification of the specific ground(s) on which the appeal is based;
- (5) Detailed explanation of why the appeal is being filed, including how the grounds for appeal apply to the specific case;
- (6) Relevant supporting permissible evidence or documentation that supports the explanation of the reason for appeal; and
- (7) Explanation of the outcome that the appealing party is seeking (e.g., new hearing or a different determination).

E. Decision on Appeal of Finding Regarding Responsibility or Substantiation

(1) NC A&T will decide appeals free of conflict of interest and bias. The Decisionmaker in such appeals will be stated in the appeal rights section of the written determination being appealed.

(2) The Decisionmaker will not be anyone who served as an Investigator, Director of Title IX Compliance, or Hearing Decisionmaker in the same matter or in a matter involving the same parties.

(3) The appeal decision will be provided in writing to both Parties, and the rationale for the decision will be included. The determination of the Appeal Decision making body is final.

Supportive Measures

When a report of alleged sexual harassment is received, the University may provide both the Complainant and the Respondent with supportive measures. The Director of Title IX Compliance is responsible for coordinating the effective implementation of supportive measures. Supportive Measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge, to either party. They can be provided both before and after a formal complaint is filed. They are also available and can be provided if a formal complaint is not filed. Supportive measures are intended to ensure a safe and stable environment pending the final outcome of the formal grievance process, allow the parties involved to have equal access to educational programs and activities, and deter sexual harassment.

Supportive measures may include, but are not limited to, counseling; a change in work schedules; a change in or to work assignments; a change in work locations; a change in or to housing or dining facilities; altering academic schedules; withdrawing from/retaking a class without penalty; access to academic support, such as tutoring; issuing mutual no contact orders; giving special consideration for absences related to the incident(s) (e.g. medical appointments, mental health appointments, police interviews, legal proceedings, campus judicial proceedings, grievance and appeals procedures for employees); campus escort services; and a change in living arrangements or course schedule. Supportive measures may be adjusted at any time based on an assessment of the evolving needs of the parties.

Retaliation

No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured under this Policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in an investigation, proceeding, or hearing under this Policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, or a report or formal complaint of sexual harassment for the purpose of interfering with any right or privilege secured by Title IX or this Policy, constitutes retaliation.

Enforcement

Any violation of this Policy by University student, staff, or faculty member will be governed by this Policy and may be subject to additional disciplinary action in accordance with either the Student Code of Conduct; SHRA disciplinary action policy; the EHRA employment policies or the N.C. A&T Academic Freedom, Tenure, and Due Process Regulations.

The Annual Fire Safety Report

The Higher Education Opportunity Act requires institutions that maintain on-campus student housing facilities to publish an annual fire safety report that contains information about campus fire safety practices and standards of the institution. The following report details all information required by this act for N.C. A&T. Environmental, Health and Safety and Office of Emergency Management is responsible for providing the policies and safety measures provided in this report.

Definitions

The following terms are used within this report. Definitions have been obtained from the Higher Education Opportunity Act:

- **On-Campus Student Housing** – A student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution and is within a reasonable contiguous area that makes up the campus.
- **Fire** – Any instance of open flame or other burning in a place not intended to contain the burning, or in an uncontrolled manner.

Reporting Fires

All fires, no matter how small, and regardless of whether they are active or extinguished must be reported. Students, faculty, and staff are instructed to call the University Police Department, at 336-334-7675 or 911, to report all fires, fire related emergencies or smell of smoke. The nearest fire alarm may be activated, or the emergency phones can be used.

Intentional misuse of the emergency operating communications systems, fire alarm pull stations and/or tampering with safety equipment is prohibited and is a serious crime, and may be subject to criminal charges. False alarms are a danger to all. All campus community members should help in deterring false alarms.

Procedures Students and employees Should Follow in Case of a Fire

In the event of a fire, the University expects that all campus community members will evacuate by the nearest exit, closing doors and activating the fire alarm system (if one is present) as they leave. Once safely outside a building, it is appropriate to contact 911 and the University Police Department. Students and/or staff are informed where to relocate to by staff if circumstance warrants at the time of the alarm. In the event fire alarms sound, university policy is that all occupants must evacuate from the building, closing doors as they leave. No training is provided to students or employees in firefighting or suppression activity as this is inherently dangerous and each community member's only duty is to exit safely and quickly, shutting doors along the exit path as they go to contain the spread of flames and smoke, and to activate the alarm as they exit. At no time should the closing of doors or the activation of the alarm delay the exit from the building.

Residence Hall Fire/Evacuation Drills

An evacuation drill is coordinated by the N.C. A&T Office of Environmental Health and Safety (EHS) each semester for all residential facilities on main campus. Students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. The designated locations for evacuations are recorded in the building emergency action plan and is not shared with the residents because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus and other factors, such as the location and nature of the threat. In both short-term and long-term building evacuations, UPD and residence hall staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in the case of a fire or other emergency. At N.C. A&T, evacuation drills are used to educate and train occupants on fire safety issues specific to their building. During the drill, occupants practice drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating the occupants of each building about the evacuation procedures during the drills, the process also provides the University an opportunity to test the operation of fire alarm system components.

Fire Emergency Evacuation

While fires are rare on campus, they do occur both on and off campus each year. Prevention is the key to fire safety. Remember, it only takes a few minutes for a small flame to become an out of control fire that consumes an entire room, apartment, or other space.

If a fire occurs ON campus: If a burning odor, smoke and/or flames are present, EVACUATE the building IMMEDIATELY. Feel doors with the back of your hand for heat before opening them. If the door is hot, do not open it. Find a different way out, such as a window or alternate hallway. As you leave the building, pull a manual fire alarm box to activate the fire alarm system. If it is safe to do so, close doors as you leave the building to help contain the smoke and fire, as well as secure your office space or room. Remember the following:

- DO NOT use elevators. Remember: If there is smoke, crawl on your hands and knees as you leave the building. If possible, keep your mouth covered as you leave the building. Report to the building's assembly point or follow the directions of emergency personnel. Be prepared to assist others as you evacuate. Once you are a safe location, contact University Police (336-334-7675), and advise them of the situation (location, what you saw, if someone is trapped, etc.).
- DO NOT re-enter the building for any reason. Stay away from the building, parking lot and roadway around the building for your safety. Emergency personnel or University Police will provide further instructions and inform you when it is safe to re-enter the building.
- DO NOT re-enter the building for any reason. Stay away from the building, parking lot and roadway around the building for your safety. Emergency personnel will provide further instructions and inform you when it is safe to re-enter the building.

Fire Alarms: If the audible fire alarm sounds, evacuate the building immediately. Remember: There is never a false alarm. The fire alarm is going off for a reason. While it may not be a fire, you do not know that until the building is searched. ALWAYS treat fire alarms as if there is a real fire.

- **DO NOT** wait until it is too late to leave; your life could depend on it. **Prevention:** Simple steps can help keep you and those around you safe by preventing a fire. While you are on campus, remember that items with an open flame (such as candles) or an open heat source (such as hot plates) are prohibited. Household extension cords should never be used, and only commercial extension cords are approved for temporary use. Appliances (such as toasters and coffee makers) that are designed for household use only are also prohibited. Make sure you keep your workspace or living area clean, allow at 36 inches of space around any heat source (such as a space heater). Ensure that emergency exits are not blocked by boxes, bags, or other items. Finally, you should never leave any food being cooked unattended. This includes food being prepared in microwave ovens.

While off campus, many of the same rules used on campus apply in the same ways. While items such as candles may not be prohibited, they can still be dangerous if not used properly. Never leave open flames or heat sources unattended. Items such as household extension cords can pose a fire hazard and should be avoided. Remember to regularly check your smoke detectors and replace the batteries. For more information on fire safety, contact the following:

- **ON-CAMPUS RESOURCES**
Environmental Health and Safety: 336-334-7992
Office of Emergency Management: 336-285-2405
- **OFF-CAMPUS RESOURCES**
Guilford County Fire Department: 336-641-7565

Emergency Evacuation for Persons with Disabilities

During emergencies, there may be some occupants that will require additional assistance to safely evacuate the building, take shelter, obtain information, etc. The following information has been developed a basic guide to assist these individuals both before and during an emergency. Some individuals may make others aware of what assistance they may need. This information will be kept with the building's emergency coordinator and may be distributed to select building occupants at the discretion of the individual needing assistance.

If you encounter someone who needs assistance during an emergency, you should attempt to assist the individual, if it is possible to do so without endangering the health and safety of either yourself or the person needing assistance. If you know or have reason to believe that you will need assistance during an emergency you should report that information to your building emergency coordinator, resident assistant or others close to you as soon as possible. This information will be kept confidential, unless otherwise expressed by you.

This section provides general guidance on evacuation guidelines for persons with disabilities. Faculty, staff, students, and visitors with disabilities should develop their own emergency plans, which should identify primary and secondary evacuation routes. Further assistance can be requested through the Office of Emergency Management, who will coordinate the appropriate resources.

- Be familiar with evacuation options.
- Seek individuals who may be willing to serve as evacuation assistants assist in case of an emergency.
- Ask supervisors, instructors, building emergency coordinators, Environmental Health and Safety, or the Office of Emergency Management about evacuation plans for buildings.
- In some cases, it may be beneficial to have a pre-assigned “buddy” to assist during emergencies.
- During an emergency, especially fires and/or fire alarms, the nearest exit stairs should be used for evacuation unless otherwise instructed. Unless instructed, elevators should not be used.

Evacuation Options for Special Needs

Persons with disabilities should evacuate to the nearest exit and have the following evacuation options:

- Horizontal
 - Using building exits to the outside ground level
 - Go to the nearest exit stair landing and wait for emergency personnel. If you can, contact emergency personnel and let them know your location.
- Stairway
 - Use exit stairs to reach ground level exits from the building
 - Shelter-in-Place and wait for information from Aggie Alert
 - Unless danger is imminent, remain in a room with an exterior window, a telephone, and a solid or fire-resistant door. This option should be reserved if it is too dangerous to leave the area you are located.
 - Keep in contact with emergency personnel by contacting University Police (336-334- 7675) and reporting your location directly.
 - If the phone lines fail, signal for help from the window by waving a cloth or other visible object.
- Area of Refuge
 - Go to a marked area of refuge away from obvious danger. Note: Not all facilities will have these areas.
 - Notify emergency personnel. This can be done by calling University Police and pushing the emergency assistance button.

- **Mobility Impaired – Wheelchair**
 - Persons using wheelchairs should stay in place or move to an area of refuge based on the emergency. Notification to emergency personnel should be made as soon as possible if the individual remains in the building. If the person with a disability is alone, they should contact University Police (336-334-7675) with their present location and/or the area of refuge they are headed to. If the stair landing is chosen as the area of refuge, please note that many campus buildings have relatively small stair landings, and wheelchair users are advised to wait until the heavy traffic has passed before entering the stairway. Stay to the side of the landing so the stairs remain open to ensure both the safety of occupants evacuating and yourself.
 - Stairway evacuation of wheelchair users should be conducted by trained professionals. The fire department and emergency medical services have equipment to move individuals downstairs. Only in situations of extreme danger should untrained people attempt to evacuate wheelchair users. Moving a wheelchair downstairs is never safe.

- **Mobility Impaired - Non-Wheelchair**
 - Persons with mobility impairments, who can walk independently, may be able to negotiate stairs in an emergency with minor assistance. If danger is imminent, the individual should wait until the heavy traffic has cleared before attempting the stairs. If there is no immediate danger (detectable smoke, fire, or unusual odor) or the person cannot evacuate, the person may choose to stay in the building using one of the other evacuation options mentioned above.

- **Hearing Impaired**
 - Most buildings on campus are equipped with fire alarm strobe lights to warn of a fire or fire alarm. All campus facilities have audible fire alarms, and most have some form of mass notification system (classroom intercom, etc.).
 - Persons with hearing impairments may not hear audio emergency alerts and will need to be alerted of emergency situations. The strobe lights may provide some warning. Emergency instructions can also be given by writing a short explicit note explaining what action(s) to take.
 - While a person who has a hearing impairment can take shelter or evacuate on their own, it may be necessary to assign someone to remain with them to help relay instructions on what to do as the emergency progresses.

- **Visually Impaired**
 - Most people with a visual impairment will be familiar with their immediate surroundings and frequently traveled routes. Since the emergency evacuation route is likely different from the commonly traveled route, persons who are visually impaired may need assistance in evacuating. The assistant should offer their elbow to the individual with a visual impairment and guide him or her through the evacuation route. ○

- During the evacuation, the assistant should communicate as necessary to assure safe evacuation.
- Psychological Impairment
 - Emergencies can be a stressful experience for anyone. Some individuals may experience a greater level of stress when confronted with an emergency than others. This may cause them to not process information as clearly or correctly, thus not function as well during an emergency. They may become excited, confused, appear to make irrational decisions, or even appear to freeze and not move.
 - These individuals may need extra assistance in comprehending information and instructions, as well as taking steps such as evacuating. In many cases, talking the person through what is happening and helping them to safety will resolve any problems. It is important to remain calm and speak at a normal tone (calm and clear).
 - If you cannot help the individual or helping the individual will place you in greater danger, leave the area and contact University Police at 336-334-7675. Provide them with as much information as possible. This includes a description of the individual, their location when you saw them, what is wrong, etc.

Fire Safety Policies

N.C. A&T takes fire safety very seriously and continues to enhance its programs offered to the community through education, engineering, and enforcement. Educational programs are presented throughout the year to faculty, staff, and students so they are aware of the rules and safe practices. These programs, which are available at all campus locations, include identification and prevention of fire hazards, actual building evacuation procedures and drills specific occupant response to fire emergencies and hands-on use of fire extinguishers. All N.C. A&T residence halls on main campus have emergency evacuation plans and conduct fire drills during the school year to allow occupants to become familiar with and practice their evacuation skills.

N.C. A&T has been a leader in ensuring the safety of students, faculty, staff, and visitors who live and work in N.C. A&T operated residences. Automatic sprinkler systems and fire alarm systems are recognized engineered building features that help to provide for a fire safe living environment. Most N.C. A&T operated residence halls are provided with automatic sprinkler systems, smoke detectors and building fire alarm systems to provide early detection and warning of a possible fire emergency. Additionally, university staff members at N.C. A&T are trained annually on hands-on use of fire extinguishers and emergency procedures in the event of a fire.

N.C. A&T maintains and tests all fire alarms and automatic fire suppression systems in accordance with the appropriate National Fire Protection Association Standards to insure system readiness and proper operation in the event of a fire emergency. Campus Evolution Villages, from whom the university leases space, is mandated by the university to provide and maintain the necessary equipment for smoke and fire detection. N.C. A&T EHS developed numerous safety procedures and guidelines to help promote a safe living and work environment:

- Smoking is prohibited in the building. Candles, halogen or “torchiere” lamps, incense burners and potpourri pots are forbidden in residence halls.
- If you must escape through smoke, get low and go under the smoke to your exit. Use the stairs, never an elevator, during a fire.
- If a fire starts in a microwave oven, keep the door closed and unplug the unit. Do not try to remove the burning container from the microwave. Use microwave- safe cookware.
- Tampering with, vandalizing, or misusing fire safety equipment is prohibited and constitutes reasons for eviction from the residence hall and possible suspension or expulsion from the University. Fire safety equipment includes, but is not limited to, alarms, extinguishers, smoke detectors, door closers, alarmed doors and sprinklers. Failure to evacuate during a safety drill will result in disciplinary action. Items that are flammable such as fuel, etc., may not be stored in a resident’s room or apartment. Items that require an open flame to operate or which produce heat (e.g., Bunsen burners, lit candles, alcohol burners, grills) are not allowed in residents’ rooms. Residents must further agree to abide by the safety regulations as stipulated in the housing contract.
- Computers, stereos, televisions, radios, non-commercial hairdryers, and other similar appliances are permitted unless specifically prohibited by the N.C. A&T staff. All electrical appliances must be used responsibly and be in good working order, free of wiring defects, and approved for use by Underwriters’ Laboratory (UL). All cords and plugs must be grounded and free of frays. Do not overload circuits or extension cords. Each student residential facility unit is a fully furnished two-bedroom apartment with built-in appliances (refrigerator, microwave, and electric range). Appliances like irons, toasters, rice cookers, and blenders are provided by N.C. A&T for student use. It is the resident’s responsibility to maintain a clean and non-hazardous living space. N.C. A&T prohibits the use of certain portable electrical appliances without prior approval. These prohibited electrical appliances include (but are not limited to) the following: Hot Plates; Halogen and Incandescent Lamps; Portable Washers, Dryers, Dishwashers, Air Conditioners, Heating Units (including space heaters); and smoke or fog machines (possession, storage, or use).
- Buildings are equipped with a variety of features that are designed to detect, stop and/or suppress the spread of a fire. A door can be the first line of defense against the spread of smoke or fire from one area to another. Some doors, such as fire doors in corridors or stairwells of residence halls, are designed to stand up to fire longer than those of an individual room. It is important that these doors are closed for them to work. Additionally, if a door has a device that automatically closes the door, it should not be propped open. Sprinklers are 98 percent effective in preventing the spread of fire when operating properly. Do not obstruct the sprinkler heads with materials like clothing hanging from the piping. Smoke detectors cannot do their job if they are disabled or covered by the occupant, which is a violation of University policy. Smoking is not permitted in any N.C. A&T building.

- Additional protection is provided by N.C. A&T Department of Police and Public Safety. Personnel are trained for initial response to fire incidents occurring at N.C. A&T facilities. Officers aid in building evacuation and extinguishment/confinement of small fires.

Fire Safety Education and Training Programs for Students, Faculty and Staff

Environmental Health and Safety (EHS), in coordination with Housing and Residence Life, provides annual training to resident assistants (RAs), community assistants and residence life coordinators. Topics addressed during this training include:

- Fire prevention in the residence hall
- What to do in the event of a fire
- How to report a fire or other emergency; and
- How residence hall fire safety systems operate.

Resident assistants and community assistants coordinate additional fire safety training and education programs for residence hall students. Other general safety and fire safety information is available on the [Environmental Health and Safety website](#).

Plans for Future Improvements in Fire Safety

N.C. A&T continues to monitor trends related to residence hall fire incidents and alarms to provide a fire safe living environment for all students. New programs and policies are developed as needed to help ensure the safety of all students, faculty, and staff.

Currently the institution has plans for future improvements to fire safety. The university looks to improve monitoring systems so that all panels on campus are on the same fire safety monitoring system for streamlined and efficient monitoring. The university is currently exploring fire safety monitoring systems to identify a system that can cover the various types of panels currently used on campus.

2023 RESIDENCE HALL FIRE SAFETY SYSTEMS

RESIDENTIAL FACILITY	FIRE ALARM	SPRINKLER	SMOKE DETECTION	FIRE EXTINGUISHER	EVACUATION PLANS & PLACARDS	NUMBER OF FIRE DRILLS
Aggie Pointe 600 Boyd St.	***	X	X	X	****	0
Aggie Pointe 1010 Dewey St.	***	X	X	X	****	0
Aggie Pointe 1012 Dewey St.	***	X	X	X	****	0
Aggie Pointe 1014 Dewey St.	***	X	X	X	****	0
Aggie Pointe 1016 Dewey St.	***	X	X	X	****	0
Aggie Pointe 1018 Dewey St.	***	X	X	X	****	0
Aggie Suites E 102 N. Benbow Rd.	*	X	X	X	X	2
Aggie Suites F 102 N. Benbow Rd.	*	X	X	X	X	2
Aggie Terrace 1616 E. Market St.	***	***	X	X	X	0
Aggie Village 1 1505 Bluford St.	X	X	X	X	X	2
Aggie Village 2 1505 Bluford St.	X	X	X	X	X	2
Aggie Village 3 1505 Bluford St.	X	X	X	X	X	2
Aggie Village 4 1305 Bluford St.	X	X	X	X	X	2
Aggie Village 5 1305 Bluford St.	X	X	X	X	X	2
Aggie Village 6 1305 Bluford St.	X	X	X	X	X	2
Barbee Hall 100 N. Dudley St.	X	X	X	X	X	2
Campus Edge 401 S. Booker St.	***	X	X	X	****	0
Campus Edge 403 S. Booker St.	***	X	X	X	****	0
Campus Edge 405 S. Booker St.	***	X	X	X	****	0

* Monitored by Century Watch

** Monitored by Simplex

*** No monitoring

**** No Evacuation Placement Card

2023 RESIDENCE HALL FIRE SAFETY SYSTEMS

RESIDENTIAL FACILITY	FIRE ALARM	SPRINKLER	SMOKE DETECTION	FIRE EXTINGUISHER	EVACUATION PLANS & PLACARDS	NUMBER OF FIRE DRILLS
Collegiate Commons 1401 Cunningham St.	***	X	X	X	****	0
Collegiate Commons 1403 Cunningham St.	***	X	X	X	****	0
Collegiate Commons 1405 Cunningham St.	***	X	X	X	****	0
Collegiate Commons 1411 Cunningham St.	***	X	X	X	****	0
Collegiate Commons 1501 Cunningham St.	***	X	X	X	****	0
Collegiate Commons 1503 Cunningham St.	***	X	X	X	****	0
Collegiate Commons 1505 Cunningham St.	***	X	X	X	****	0
Collegiate Commons 1507 Cunningham St.	***	X	X	X	****	0
Cooper Hall 1301 John Mitchell Dr.	X	X	X	X	X	1
Curtis Hall 119 Laurel St.	X	X	X	X	X	2
Haley Hall 415 N. Benbow Rd.	X	X	X	X	X	2
Holland Hall 129 Laurel St.	X	X	X	X	X	2
Morrow Hall 902 Arthur Headen Dr.	x	X	X	X	X	1
Preeminent Pointe 1 801 Homeland Ave.	***	X	X	X	****	0
Preeminent Pointe 2 803 Homeland Ave.	***	X	X	X	****	0
Preeminent Pointe 3 805 Homeland Ave.	***	X	X	X	****	0
Pride Hall 401 N. Benbow Rd.	*	X	X	X	X	2
Sebastian Courtyard 1404 Cunningham St.	***	X	X	X	****	0
Sebastian Courtyard 1406 Cunningham St.	***	X	X	X	****	0
Sebastian Courtyard 1407 Cunningham St.	***	X	X	X	****	0

- * Monitored by Century Watch
- ** Monitored by Simplex
- *** No monitoring
- **** No Evacuation Placement Card

2023 RESIDENCE HALL FIRE SAFETY SYSTEMS

RESIDENTIAL FACILITY	FIRE ALARM	SPRINKLER	SMOKE DETECTION	FIRE EXTINGUISHER	EVACUATION PLANS & PLACARDS	NUMBER OF FIRE DRILLS
Sebastian Courtyard 1409 Cunningham St.	***	X	X	X	****	0
Sebastian Courtyard 1505 Cunningham St.	***	X	X	X	****	0
Sebastian Courtyard 1519 Cunningham St.	***	X	X	X	****	0
Sebastian Place 417 S. Booker St.	***	X	X	X	****	0
Sebastian Place 419 S. Booker St.	***	X	X	X	****	0
Sebastian Place 421 S. Booker St.	***	X	X	X	****	0
Sebastian Place 423 S. Booker St.	***	X	X	X	****	0
Sebastian Place 501 S. Booker St.	***	X	X	X	****	0
Sebastian Place 503 S. Booker St.	***	X	X	X	****	0
Sebastian Village 1519 Perkins St.	***	X	X	X	****	0
Sebastian Village 1401 E. Washington St.	***	X	X	X	****	0
Sebastian Village 1404 E. Washington St.	***	X	X	X	****	0
Sebastian Village 1406 E. Washington St.	***	X	X	X	****	0
Sebastian Village 1408 E. Washington St.	***	X	X	X	****	0
Sebastian Village 1410 E. Washington St.	***	X	X	X	****	0
Sebastian Village 1412 E. Washington St.	***	X	X	X	****	0
Sebastian Village 1414 E. Washington St.	***	X	X	X	****	0
Sebastian Village 1416 E. Washington St.	***	X	X	X	****	0
Sebastian Village 1418 E. Washington St.	***	X	X	X	****	0

- * Monitored by Century Watch
- ** Monitored by Simplex
- *** No monitoring
- **** No Evacuation Placement Card

2023 RESIDENCE HALL FIRE SAFETY SYSTEMS

RESIDENTIAL FACILITY	FIRE ALARM	SPRINKLER	SMOKE DETECTION	FIRE EXTINGUISHER	EVACUATION PLANS & PLACARDS	NUMBER OF FIRE DRILLS
Speight Hall 801 Arthur Headen Dr.	X	X	X	X	X	2
University Park 702 E. Lindsay St.	***	X	X	X	****	0
Vanstory Hall 136 Dudley St.	X	X	X	X	x	2

- * Monitored by Century Watch
- ** Monitored by Simplex
- *** No monitoring
- **** No Evacuation Placement Card

2021 FIRE STATISTICS

RESIDENTIAL FACILITY	NUMBER OF FIRES	CAUSE & CATEGORY OF FIRE	NUMBER OF INJURIES	NUMBER OF DEATHS	ESTIMATED PROPERTY DAMAGE
Aggie Pointe 600 Boyd St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1010 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1012 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1014 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1016 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1018 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Suites E 102 N. Benbow Rd	0	N/A	N/A	N/A	N/A
Aggie Suites F 102 N. Benbow Rd	0	N/A	N/A	N/A	N/A
Aggie Terrace 1616 E. Market St.	0	N/A	N/A	N/A	N/A
Aggie Village 1 1505 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 2 1505 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 3 1505 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 4 1305 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 5 1305 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 6 1305 Bluford St.	0	N/A	N/A	N/A	N/A
Barbee Hall 100 N. Dudley St.	0	N/A	N/A	N/A	N/A
Campus Edge 401 S. Booker St.	0	N/A	N/A	N/A	N/A
Campus Edge 403 S. Booker St.	0	N/A	N/A	N/A	N/A
Campus Edge 405 S. Booker St.	0	N/A	N/A	N/A	N/A

2021 FIRE STATISTICS					
RESIDENTIAL FACILITY	NUMBER OF FIRES	CAUSE & CATEGORY OF FIRE	NUMBER OF INJURIES	NUMBER OF DEATHS	ESTIMATED PROPERTY DAMAGE
Collegiate Commons 1401 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1403 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1405 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1411 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1501 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1503 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1505 Cunningham St.	1	Unintentional; Class B	0	0	\$1000
Collegiate Commons 1507 Cunningham St.	0	N/A	N/A	N/A	N/A
Cooper Hall 1301 John Mitchell Dr.	0	N/A	N/A	N/A	N/A
Curtis Hall 119 Laurel St.	0	N/A	N/A	N/A	N/A
Haley Hall 415 N. Benbow	0	N/A	N/A	N/A	N/A
Holland Hall 129 Laurel St.	0	N/A	N/A	N/A	N/A
Morrison Hall 801 Arthur Headen Dr.	0	N/A	N/A	N/A	N/A
Morrow Hall 902 Arthur Headen Dr.	0	N/A	N/A	N/A	N/A
Preeminent Pointe 1 801 Homeland Ave.	0	N/A	N/A	N/A	N/A
Preeminent Pointe 2 803 Homeland Ave.	0	N/A	N/A	N/A	N/A
Preeminent Pointe 3 805 Homeland Ave.	0	N/A	N/A	N/A	N/A
Pride Hall 401 N. Benbow Rd.	0	N/A	N/A	N/A	N/A
Sebastian Courtyard 1404 Cunningham St.	1	Unintentional; Class A	0	0	\$1200

2021 FIRE STATISTICS

RESIDENTIAL FACILITY	NUMBER OF FIRES	CAUSE & CATEGORY OF FIRE	NUMBER OF INJURIES	NUMBER OF DEATHS	ESTIMATED PROPERTY DAMAGE
Sebastian Courtyard 1406 Cunningham St.	0	N/A	N/A	N/A	N/A
Sebastian Courtyard 1407 Cunningham St.	1	Unintentional; Class C	N/A	N/A	\$400
Sebastian Courtyard 1409 Cunningham St.	0	N/A	N/A	N/A	N/A
Sebastian Courtyard 1505 Cunningham St.	0	N/A	N/A	N/A	N/A
Sebastian Courtyard 1519 Cunningham St.	0	N/A	N/A	N/A	N/A
Sebastian Place 417 S. Booker St.	1	Unintentional; Class C	0	0	\$500 - \$1000
Sebastian Place 419 S. Booker St.	1	Unintentional; Class C	1	0	\$500 - \$1000
Sebastian Place 421 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Place 423 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Place 501 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Place 503 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1519 Perkins St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1401 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1404 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1406 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1408 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1410 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1412 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1414 E. Washington St.	0	N/A	N/A	N/A	N/A

2021 FIRE STATISTICS

RESIDENTIAL FACILITY	NUMBER OF FIRES	CAUSE & CATEGORY OF FIRE	NUMBER OF INJURIES	NUMBER OF DEATHS	ESTIMATED PROPERTY DAMAGE
Sebastian Village 1416 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1418 E. Washington St.	0	N/A	N/A	N/A	N/A
University Park 702 E. Lindsay St.	0	N/A	N/A	N/A	N/A
Vanstory Hall 136 N. Dudley St.	0	N/A	N/A	N/A	N/A

2022 FIRE STATISTICS

RESIDENTIAL FACILITY	NUMBER OF FIRES	CAUSE & CATEGORY OF FIRE	NUMBER OF INJURIES	NUMBER OF DEATHS	ESTIMATED PROPERTY DAMAGE
Aggie Pointe 600 Boyd St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1010 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1012 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1014 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1016 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1018 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Suites E 102 N. Benbow Rd	0	N/A	N/A	N/A	N/A
Aggie Suites F 102 N. Benbow Rd	0	N/A	N/A	N/A	N/A
Aggie Terrace 1616 E. Market St.	0	N/A	N/A	N/A	N/A
Aggie Village 1 1505 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 2 1505 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 3 1505 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 4 1305 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 5 1305 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 6 1305 Bluford St.	0	N/A	N/A	N/A	N/A
Barbee Hall 100 N. Dudley St.	0	N/A	N/A	N/A	N/A
Campus Edge 401 S. Booker St.	0	N/A	N/A	N/A	N/A
Campus Edge 403 S. Booker St.	0	N/A	N/A	N/A	N/A
Campus Edge 405 S. Booker St.	0	N/A	N/A	N/A	N/A

2022 FIRE STATISTICS					
RESIDENTIAL FACILITY	NUMBER OF FIRES	CAUSE & CATEGORY OF FIRE	NUMBER OF INJURIES	NUMBER OF DEATHS	ESTIMATED PROPERTY DAMAGE
Collegiate Commons 1401 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1403 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1405 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1411 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1501 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1503 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1505 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1507 Cunningham St.	0	N/A	N/A	N/A	N/A
Cooper Hall 1301 John Mitchell Dr.	0	N/A	N/A	N/A	N/A
Curtis Hall 119 Laurel St.	0	N/A	N/A	N/A	N/A
Haley Hall 415 N. Benbow	0	N/A	N/A	N/A	N/A
Holland Hall 129 Laurel St.	0	N/A	N/A	N/A	N/A
Morrison Hall 801 Arthur Headen Dr.	0	N/A	N/A	N/A	N/A
Morrow Hall 902 Arthur Headen Dr.	1	Unintentional; Class A	0	0	\$9000
Preeminent Pointe 1 801 Homeland Ave.	0	N/A	N/A	N/A	N/A
Preeminent Pointe 2 803 Homeland Ave.	0	N/A	N/A	N/A	N/A
Preeminent Pointe 3 805 Homeland Ave.	0	N/A	N/A	N/A	N/A
Pride Hall 401 N. Benbow Rd.	1	Unintentional; Class C	0	0	\$50
Sebastian Courtyard 1404 Cunningham St.	0	N/A	N/A	N/A	N/A

2022 FIRE STATISTICS					
RESIDENTIAL FACILITY	NUMBER OF FIRES	CAUSE & CATEGORY OF FIRE	NUMBER OF INJURIES	NUMBER OF DEATHS	ESTIMATED PROPERTY DAMAGE
Sebastian Courtyard 1406 Cunningham St.	0	N/A	N/A	N/A	N/A
Sebastian Courtyard 1407 Cunningham St.	0	N/A	N/A	N/A	N/A
Sebastian Courtyard 1409 Cunningham St.	0	N/A	N/A	N/A	N/A
Sebastian Courtyard 1505 Cunningham St.	0	N/A	N/A	N/A	N/A
Sebastian Courtyard 1519 Cunningham St.	0	N/A	N/A	N/A	N/A
Sebastian Place 417 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Place 419 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Place 421 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Place 423 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Place 501 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Place 503 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1519 Perkins St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1401 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1404 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1406 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1408 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1410 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1412 E. Washington St.	0	N/A	N/A	N/A	N/A

2022 FIRE STATISTICS

RESIDENTIAL FACILITY	NUMBER OF FIRES	CAUSE & CATEGORY OF FIRE	NUMBER OF INJURIES	NUMBER OF DEATHS	ESTIMATED PROPERTY DAMAGE
Sebastian Village 1414 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1416 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1418 E. Washington St.	0	N/A	N/A	N/A	N/A
University Park 702 E. Lindsay St.	0	N/A	N/A	N/A	N/A
Vanstory Hall 136 N. Dudley St.	0	N/A	N/A	N/A	N/A

2023 FIRE STATISTICS

RESIDENTIAL FACILITY	NUMBER OF FIRES	CAUSE & CATEGORY OF FIRE	NUMBER OF INJURIES	NUMBER OF DEATHS	ESTIMATED PROPERTY DAMAGE
Aggie Pointe 600 Boyd St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1010 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1012 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1014 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1016 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Pointe 1018 Dewey St.	0	N/A	N/A	N/A	N/A
Aggie Suites E 102 N. Benbow Rd	0	N/A	N/A	N/A	N/A
Aggie Suites F 102 N. Benbow Rd	0	N/A	N/A	N/A	N/A
Aggie Terrace 1616 E. Market St.	0	N/A	N/A	N/A	N/A
Aggie Village 1 1505 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 2 1505 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 3 1505 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 4 1305 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 5 1305 Bluford St.	0	N/A	N/A	N/A	N/A
Aggie Village 6 1305 Bluford St.	1	Unintentional; Class A	0	0	\$10
Barbee Hall 100 N. Dudley St.	0	N/A	N/A	N/A	N/A
Campus Edge 401 S. Booker St.	0	N/A	N/A	N/A	N/A
Campus Edge 403 S. Booker St.	0	N/A	N/A	N/A	N/A
Campus Edge 405 S. Booker St.	0	N/A	N/A	N/A	N/A

2023 FIRE STATISTICS					
RESIDENTIAL FACILITY	NUMBER OF FIRES	CAUSE & CATEGORY OF FIRE	NUMBER OF INJURIES	NUMBER OF DEATHS	ESTIMATED PROPERTY DAMAGE
Collegiate Commons 1401 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1403 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1405 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1411 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1501 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1503 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1505 Cunningham St.	0	N/A	N/A	N/A	N/A
Collegiate Commons 1507 Cunningham St.	0	N/A	N/A	N/A	N/A
Cooper Hall 1301 John Mitchell Dr.	0	N/A	N/A	N/A	N/A
Curtis Hall 119 Laurel St.	0	N/A	N/A	N/A	N/A
Haley Hall 415 N. Benbow	0	N/A	N/A	N/A	N/A
Holland Hall 129 Laurel St.	0	N/A	N/A	N/A	N/A
Morrison Hall 801 Arthur Headen Dr.	0	N/A	N/A	N/A	N/A
Morrow Hall 902 Arthur Headen Dr.	0	N/A	N/A	N/A	N/A
Preeminent Pointe 1 801 Homeland Ave.	0	N/A	N/A	N/A	N/A
Preeminent Pointe 2 803 Homeland Ave.	0	N/A	N/A	N/A	N/A
Preeminent Pointe 3 805 Homeland Ave.	0	N/A	N/A	N/A	N/A
Pride Hall 401 N. Benbow Rd.	1	Unintentional; Class C	0	0	\$20
Sebastian Courtyard 1404 Cunningham St.	0	N/A	N/A	N/A	N/A

2023 FIRE STATISTICS					
RESIDENTIAL FACILITY	NUMBER OF FIRES	CAUSE & CATEGORY OF FIRE	NUMBER OF INJURIES	NUMBER OF DEATHS	ESTIMATED PROPERTY DAMAGE
Sebastian Courtyard 1406 Cunningham St.	0	N/A	N/A	N/A	N/A
Sebastian Courtyard 1407 Cunningham St.	0	N/A	N/A	N/A	N/A
Sebastian Courtyard 1409 Cunningham St.	0	N/A	N/A	N/A	N/A
Sebastian Courtyard 1505 Cunningham St.	0	N/A	N/A	N/A	N/A
Sebastian Courtyard 1519 Cunningham St.	0	N/A	N/A	N/A	N/A
Sebastian Place 417 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Place 419 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Place 421 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Place 423 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Place 501 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Place 503 S. Booker St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1519 Perkins St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1401 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1404 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1406 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1408 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1410 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1412 E. Washington St.	0	N/A	N/A	N/A	N/A

2023 FIRE STATISTICS					
RESIDENTIAL FACILITY	NUMBER OF FIRES	CAUSE & CATEGORY OF FIRE	NUMBER OF INJURIES	NUMBER OF DEATHS	ESTIMATED PROPERTY DAMAGE
Sebastian Village 1414 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1416 E. Washington St.	0	N/A	N/A	N/A	N/A
Sebastian Village 1418 E. Washington St.	0	N/A	N/A	N/A	N/A
University Park 702 E. Lindsay St.	0	N/A	N/A	N/A	N/A
Vanstory Hall 136 N. Dudley St.	0	N/A	N/A	N/A	N/A

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