

2025 ANNUAL SECURITY REPORT

ALAMANCE COMMUNITY COLLEGE SITES:

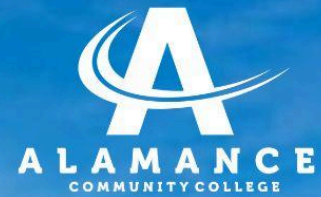
Carrington-Scott (Main Campus)

Dillingham Campus (DC)

Covington Education Center (CEC)

Public Safety Training Center (PSTC)

Burlington Fire & Police Training Center (BFPTC)



POWELL BUILDING
ALLIED HEALTH AND BIOTECHNOLOGY

Containing Information for the 2025-2026
Academic Year
Public Notification: October 1, 2025

Nondiscrimination Policy

In compliance with Title IX and Title VI of the Civil Rights Act, Alamance Community College does not discriminate in administering its programs and activities. No person shall be denied access to admission, employment or fair treatment, or in any way be discriminated against on the basis of race, color, sex, sexual orientation, religion, age, national origin or disability. The following person has been designated to handle inquiries of non-discrimination policies: TIX Coordinator G-105 Alamance Community College, 1247 Jimmie Kerr Road | PO Box 8000 | Graham, NC 27253 | 336.506.4133

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Annual Security Report

Campus Police and Security

Alamance Community College Public Safety Department is founded on a philosophy that advocates a proactive rather than a reactive approach to the safety of the College's students and facilities. Public Safety officers have a presence within College buildings and patrol parking areas. The Director of Public Safety regularly informs faculty and staff of issues pertaining to safety and security. Students and faculty/ staff are encouraged to report to the ACC Public Safety Department any suspicious activity. Policies regarding controlled substances, facility usage, sexual harassment, and response to assault can be found in the Curriculum Student Handbook. [Student Handbook](#) Yearly crime statistics are published on the College Website. [Annual Security Report](#). Information on sexual assault prevention programs is available through the Office of Wellness and Student Support.

All campuses use cameras to record activity to aid in the investigation of incidents that occur on campus. These cameras are not monitored 24/7, but do continuously record activity. The Carrington-Scott Campus has Public Safety officers on call 24 hours a day. In an emergency ask any College employee for assistance or contact the College's Information Desk. Alamance Community College Police and Public Safety Officers have direct contact with Alamance County Dispatch Center. Public Safety Offices are in the following locations:

Carrington-Scott Security Office: Room A07 in the Main Building

Director of Public Safety Office: Room M378 in Main Building

Investigator's Office: Room M365A in Main Building

Room 104, Dillingham Center

Dillingham Center Security: Room 104

Emergencies: 911 or 4286 (if calling from an internal College telephone line (336) 506-4286 (if calling from cell or external telephone)

24-Hour Public Safety Officer Cell Phone: (336) 260-9203

Many services are handled by the receptionist/telecommunicator at the Information Desk. Receptionists/telecommunicators can help you with class locations, directions to specific areas, parking permits, and lost and found. Unclaimed lost and found items may be disposed of if not retrieved within a 180-day period in accordance with N.C.G.S 15.11.1 to 15.17.

The Alamance Community College Public Safety Department is committed to providing an impartial and comprehensive model of service and outreach to ensure that every member of Alamance Community College can safely learn and work on a campus in an environment of mutual respect and support. The department is committed to building trust and partnership with students, faculty, and staff across campus.

Preparation of the Annual Crime Statistics

The procedure for preparing the annual disclosure of crime statistics includes reporting statistics to the College Community obtained from the following sources: the Alamance Community College (ACC) Public Safety Department, local law enforcement agencies, including but not limited to the Alamance County Sheriff's Department, Burlington Police Department, Graham Police Department, Haw River Police Department, Elon Police Department, and Campus Security Authorities. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported.

A written request for statistical information is made on an annual basis to all Campus Security Authorities (CSA). All of the statistics are gathered, compiled and reported to the College community via this publication, entitled "Alamance Community College Annual Security Report" (ASR) which is published by the ACC Public Safety Department. The ACC Public Safety Department submits the annual crime statistics published in this publication to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website and is also contained in the ASR.

A notification email is sent to every enrolled student and current employee on an annual basis. The email includes a brief summary of the contents of the ACC Annual Security Report. The email also includes the address for the ACC Public Safety Department website: <https://www.alamancecc.edu/public-safety/index.php> where the Annual Security Report can be found online along with information about how to request a hard copy of the publication. Links to the current ASR can also be found on the Admissions, Financial Aid, and Human Resources pages of the ACC website.

Reporting Crimes and Other Emergencies

Community members, students, faculty, staff, and guests are encouraged to accurately and promptly report all crimes, emergencies and public safety related incidents to Alamance Community College's (ACC) Public Safety Department.

To report a crime or an emergency on an internal ACC phone line at any Campus, call ACC Public Safety at Ext. 4286. Or, from outside the College phone system, 336-506-4286. To report a non-emergency security or public safety related matter, call ACC Public Safety at Ext. 4286 or, from outside the College phone system, call 336-506-4286.

Crimes should be reported to ACC Public Safety for the purposes of assessing the crime for distributing a potential Timely Warning Notice and for disclosure in the annual crime statistics.

Telecommunicators are available at these respective telephone numbers, Monday-Thursday from 7am-9pm, Friday from 7am-5pm, except when the ACC campuses are closed. A Public Safety Officer can be reached at 336-260-9203, 24 hours a day, 365 days a year. In response to a call, ACC Public Safety will take the required action, dispatching an officer or asking the victim to report to ACC Public Safety to file an incident report. All ACC Public Safety incident reports are forwarded to the Director of Public Safety. If assistance is required from local or state law enforcement agencies and/or the Graham Fire Department, ACC Public Safety will contact the appropriate unit. If a sexual assault or rape should occur, staff on the scene, including ACC Public Safety, will offer the victim a wide variety of services. Alamance Community College has a CARES Team with trained counselors who are available to assist a victim.

ACC Public Safety encourages accurate and prompt reporting of all crimes to the campus police and the appropriate police agencies, when the victim of a crime elects to, or is unable to, make such a report.

Limited Voluntary Confidential Reporting Procedures

The Alamance Community College Public Safety Department encourages anyone who is the victim or witness to any crime to promptly report the incident to the ACC Public Safety Department. Because police reports are public records under state law, the ACC Public Safety Department cannot hold reports of crime in confidence.

Confidential reports for purposes of inclusion in the Annual Disclosure of Crime Statistics can generally be made to other ACC Campus security authorities as identified below.

Anonymous Reporting

To report a crime anonymously, you can report a crime online at [Crime Reporting Form](#). Or you can submit a tip through App P3 Tips, a mobile app for Crimestoppers which can be downloaded for free to any smartphone. You may also call 336-229-7100, the Alamance County Crime Stoppers Line or report online at www.p3tips.com.

Reporting to Other Campus Security Authorities

While the College prefers that community members promptly report all crimes and other emergencies directly to ACC Public Safety, some may prefer to report to other individuals or campus offices. The Clery Act designates many College personnel as “Campus Security Authorities” (CSA). The Act defines these individuals as an “official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.” CSAs report allegations of Clery Act Crimes to the Public Safety Department.

The College has identified many CSAs and designated the following offices as locations where campus community members may report crimes:

Official	Campus Address	Phone Numbers
Public Safety	1247 Jimmie Kerr Rd Graham, NC 27253 Main Building A07	336-506-4286: Emergency 336-578-2002: Non-Emergency/Information Desk 336-260-9203: 24/Hr. Public Safety Officer Cellphone
Public Safety	1304 Plaza Drive Burlington, NC 27215 Dillingham Campus: 104	336-506-4181 336-526-4329
Student Life & Engagement	1247 Jimmie Kerr Rd Graham, NC 27253 Main Building: 228	336-506-4829
Human Resources	1247 Jimmie Kerr Rd Graham, NC 27253 Gee Building: 1st Floor	336-506-4133 336-506-4273 336-506-4245
Student Support & Wellness	1247 Jimmie Kerr Rd Graham, NC 27253 Main Building 233	336-506-4362
PACE Coaches	1247 Jimmie Kerr Rd Graham, NC 27253 Main Building: 359	336-506-4395 336-506-5039 336-532-5027 336-506-4102
VP of Student Experience	1247 Jimmie Kerr Rd Graham, NC 27253 Gee Building: 228	336-506-4120
Title IX Coordinator	1247 Jimmie Kerr Rd Graham, NC 27253 Gee Building: 105	336-506-4133

Pastoral and Professional Counselors

Campus "Pastoral Counselors" and Campus "Professional Counselors", when acting as such are not considered to be a Campus Security Authority (CSA) and **are NOT** required to report crimes for inclusion in the Annual Disclosure of Crime Statistics.

Pastoral Counselor: An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor: An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community, and who is functioning within the scope of his or her license or certification.

ACC Public Safety Department does not have a voluntary confidential reporting procedure and therefore, professional and pastoral counselors cannot notify their clients of that type of reporting option at Alamance Community College.

Arrest Authority and Working Relationships

There are at least 14 uniformed personnel, security officers within the Alamance Community College (ACC) Public Safety Department, as well as, three sworn police officers, commissioned and licensed by the North Carolina government. ACC sworn police officers have the authority to enforce North Carolina state laws and ACC policies AND are authorized to make arrests on ACC owned, leased, or controlled property. The jurisdiction of the ACC sworn police officers includes property that is owned, leased or controlled by the institution, as well as streets running through or adjacent to the campus.

The ACC Public Safety Department maintains a close working relationship with Graham Police Department and Burlington Police Department. The ACC Public Safety staff occasionally works with other law enforcement agencies including Alamance County Sheriff's Department, Elon Police Department, Elon University Campus Safety and Police, Haw River Police Department, Mebane Police Department and the North Carolina Highway Patrol. Meetings are held between the leaders of the agencies, on both a formal and informal basis. The officers of ACC Police, Graham Police and Burlington Police Departments communicate regularly on the scene of incidents that occur in and around the campus area.

There is no written Memorandum of Understanding between the ACC Public Safety Department and Graham Police Department or Burlington Police Department regarding any issues, including the investigation of criminal incidents. ACC Public Safety Department is a partner in the Alamance County Project Safe Neighborhood program. ACC Public Safety Department is also a partner in a Mutual Aid Agreement among all the local law enforcement agencies in Alamance County, including Alamance County Sheriff's Department, Burlington Police Department, Elon Police Department, Mebane Police Department, Graham Police Department, Gibsonville Police Department, Haw River Police Department, and Elon University Campus Safety and Police. The ACC Public Safety Department investigators work closely with the investigative staff at Graham Police Department, Burlington Police Department and the State Bureau of Investigation when incidents arise that require joint investigative efforts, resources and crime related reports, and information is exchanged, as deemed necessary.

Monitoring of Student Organizations

Alamance Community College does not have any residential students; therefore, it does not have any officially recognized student organizations that have housing facilities "off-campus", i.e., non-campus facilities.

Access to and Security of Campus Facilities

The Alamance Community College Carrington-Scott Campus (Main) is part of the city of Graham, North Carolina and, as such, is open to the public. The Academic and Administrative buildings are open to the public, at a minimum, during normal business hours. Some buildings have individual hours and the hours may vary at different times of the year. Access to some of these buildings is also controlled by card access after normal business hours, and all of these buildings have varied levels of access. Most Academic and Administrative buildings do not have an ACC Public Safety Officer assigned to them. However, ACC Public Safety officers patrol the Academic and Administrative buildings on a regular basis. For information about the access protocol for a specific building or campus, contact ACC Public Safety at 336-506-4286.

The Alamance Community College Dillingham Campus is part of the city of Burlington, North Carolina and, as such, is open to the public. This Academic/Administrative building is open to the public, at a minimum, during normal business hours. Access to this building is controlled by card access after normal business hours.

The Dillingham Campus (DC) does have an ACC Public Safety Officer assigned at the Campus during operational hours.

The Public Safety Training Center (PSTC) is located in Alamance County, North Carolina. It has limited public access. As a gated campus, the gates are open from 7 am-7 pm. After 7 pm, a security code is required to gain access. The BLET Center does not have an ACC Public Safety Officer assigned to it but is regularly patrolled by security officers from the Main Campus.

The Burlington Fire and Police Training Center (BFPTC) is located in Haw River, North Carolina. It has limited public access. As a gated campus, the gates are open from 7am-7pm. After 7 pm a security code is required to gain access. The BFPTC does not have an ACC Public Safety Officer assigned to it.

The Covington Educational Center (CEC) is located in Alamance County. It is not open to the public and is controlled by a coded locked gate. The CEC does not have an ACC Public Safety Officer assigned to it but is regularly patrolled by security officers from the Main Campus.

Maintenance of Campus Facilities

Facilities and landscaping are maintained by the contractor, Aramark, for both the Main Campus, the Dillingham Campus, and the Public Safety Training Center. Aramark can be reached at 336-506-4117. ACC Public Safety regularly patrol all three campuses and report malfunctioning lights and other unsafe physical conditions to Facilities Management and Aramark for correction. Other members of the College community are helpful when they report equipment problems to ACC Public Safety or to Facilities Management or to Aramark.

Facilities and landscaping are maintained by the city of Burlington for the Burlington Fire and Police Training Center.

Facilities are maintained by the contractor, Aramark, and landscaping is maintained by the ACC Horticulture Department for the Covington Education Center.

Security Training

The Alamance Community College Public Safety Department Nonsworn Officers protect and serve the campus community faithfully. All members of the Department receive yearly safety training including but not limited to:

- Crime Prevention
- First Aid
- AED
- CPR
- Investigations
- Security Technology
- Threat Assessment
- Special Event Management
- Parking
- Bloodborne Pathogen training
- Narcan training

The Alamance Community College Public Safety Telecommunicators attend the North Carolina Telecommunicator Certification Class, as well as yearly training in the following areas:

- First Aid
- AED
- CPR
- Bloodborne Pathogen training
- Narcan training

Security Procedures

Alamance Community College Public Safety Department has established a number of procedures related to ensuring a safe campus community. These procedures include:

- Security Personnel patrol the Main Campus
- Security Personnel are present at the Dillingham Campus Monday through Thursday, from 7am-10pm, and Friday/Saturday 7am-5pm for scheduled classes.
- Code of Conduct: Faculty/Staff and Student
- Standardized Operation Procedures
- Traffic Control
- Visitor Management
- Motor Vehicle Accident Response
- Medical Call Response

Crime Prevention Programs

The Alamance Community College Public Safety Department is committed to raising the level of crime awareness on campus in an effort to prevent criminal activity. The following are some of the programs offered by the department:

Emergency Phones

Emergency phones are located throughout most campus buildings at all the campuses. These phones provide individuals on campus with access to the Public Safety Department in the event of an emergency.

Security Escort Program

The security escort service is provided by Public Safety officers when they are available. Escorts are available to the parking areas, or to and from classes, and can be requested at the Information Desk in the lobby of the Main Building. Some waiting time may be necessary.

CCV (Close Circuit Video)

The Alamance Community College Main and Dillingham campus have more than 225 surveillance cameras. Cameras are also located at the Covington Education Center and the Public Safety Training Center. These cameras have a deterrent effect and also aid in the investigation of incidents that occur on campus. Please note these cameras are not monitored 24/7/365.

Lock It or Lose It

Observant Public Safety Officers at the Dillingham Campus, noticing that students were frequently leaving their cars unlocked, developed a flier to place on windshields of unlocked cars to encourage students to be diligent in locking their cars before entering the building.

Security Awareness Programs

Public Safety Officers can be requested to present security related information to various groups on campus. In the past, members of security have spoken at faculty/staff meetings, professional development sessions, employee orientations, and classes. Topics may include college safety, security procedures, crime prevention strategies, and safely dealing with persons in mental crisis. The Public Safety Department has also invited members from outside agencies with specialized knowledge to give presentations on campus.

To arrange a presentation, contact the Public Safety Director at 336-506-4202.

ACC Public Safety manned a table and passed out informational pamphlets regarding drug and alcohol abuse, as well as, safety whistles from our "Blow the Whistle" crime prevention program at the Dillingham Campus Fall Festival on October 31, 2024.

ACC Public Safety manned a table and passed out informational pamphlets for Public Safety, Drug and Alcohol abuse, Domestic Violence, Hazing, and Community Guides to Resources at the Dillingham Campus Resource Fair on April 24, 2025.

Threat Assessment Team

Alamance Community College has established a Threat Assessment Team led by the Director of Student Support and Wellness. The objective of the Threat Assessment Team is to put in place a structured process for evaluating potentially threatening situations that occur at the College. This multidisciplinary team is comprised of the Director of Public Safety, Vice President of Student Experience, and the Director of Student Support and Wellness.

C.A.R.E Team

The Alamance Community College has established a C.A.R.E (Campus Assessment Response and Education) team. This team is a cross-functional, multidisciplinary group focused on prevention and early intervention to address situations of concern involving the College community.

Daily Crime Log

Alamance Community College Public Safety Department maintains and publishes a Daily Crime Log consisting of all reported crimes occurring in ACC's Clery Geography. The Daily Crime Log records specific information about all criminal incidents reported to ACC's Public Safety Department, and at a minimum include the following required elements: (1) The nature of the crime; (2) The incident number; (3) The date the crime was reported; (4) The date and time the crime occurred; (5) The general location of the crime; and (6) the disposition of the complaint. Entries in the Crime Log, and changes in the disposition of a complaint, will be recorded by ACC Public Safety within two business days of the receipt of the report. ACC is not required to update the disposition of a crime log entry if the disposition changes after 60 days have passed; however, ACC Public Safety may choose to do so.

ACC Public Safety may temporarily withhold entries from the Daily Crime Log only if there is clear and convincing evidence that the release of information would: (a) jeopardize an ongoing investigation; (b) jeopardize the safety of an individual; (c) cause a suspect to flee or evade detection; or (d) result in the destruction of evidence. Once the information is no longer likely to prove harmful, ACC Public Safety Department will make the entry on the Daily Crime Log. If an entry is delayed, ACC Public Safety will clearly document the reason for doing so.

The Daily Crime Log is available 24 hours a day to the public on the Alamance Community College Website: [Daily Crime Log](#) and is available in hard copy by request made to the ACC Public Safety Department in person during normal business hours at the Main Campus: 1247 Jimmie Kerr Road, Graham, North Carolina 27253, Main Building, Room A07, the Dillingham Campus: 1304 Plaza Drive, Burlington, North Carolina, 27215, Room 104, in the Portable Classroom at the Covington Education Center, 2610 Jim Minor Road, Mebane, NC 27302, and at the Public Safety Training Center, 2659 Sandy Cross Road, Burlington, NC 27217.

Upon request, ACC Public Safety will provide a copy of the Daily Crime Log beyond 60 days for viewing within 48 hours of notice.

Timely Warning Notifications

Circumstances

Timely Warning Notices are usually distributed for the following Uniform Crime Reporting Program (UCR) National Incident Based Reporting System (NIBRS) Classifications: major incidents of arson, murder/non-negligent manslaughter, and robbery. Incidents of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by Alamance Community College Public Safety Department. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to the other campus community members and a Timely Warning Notice would not be distributed. 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. Sex offenses will be considered on a case-by-case basis depending on when and where the incident occurred, when it was reported, and the amount of information known by the ACC Public Safety Department.

The Director of Public Safety or designee reviews all reports to determine if there is a serious or on-going threat to the community and if the distribution of a Timely Warning Notice is warranted. Timely Warning Notices may also be posted for other crime classifications, as deemed necessary.

Preparation and Distribution

The notifications are generally written by the Director of Public Safety or a designee, and they are approved and distributed to the community by the same. Updates to the Campus community about any particular case resulting in a Timely Warning Notice may be distributed via the AlertAware system, may be sent through blast email, may be posted on the Alamance Community College Website and other social media sites.

The intent of a Timely Warning Notice is to enable members of the Campus community to protect themselves. A Timely Warning Notice will include information that promotes safety and aids in the prevention of similar crimes. The Timely Warning Notice contains the following information:

- Date and time or timeframe of the incident
- A brief description of the incident
- Suspect description when deemed appropriate and if there is sufficient detail
- Public Safety contact information
- Information that will promote safety and potentially aid in the prevention of similar crimes (Crime prevention and/or safety tips) and, other information as deemed appropriate by the Director of Public Safety or his/her designee

Manner of Dissemination

In an effort to provide Timely Notice to the College community, and in the event of a crime which may pose a serious or on-going threat to members of the College community, a Timely Warning Notice is distributed to all students and employees via the AlertAware notification system, which is an opt-out system. The Alert Aware system will deliver the Timely Warning Notice via phone message, push notification, email, text and computer alert for College computers. The Notice may be supplemented with public address speaker announcements and/or message boards on a case-by-case basis at the discretion of the Director of Public Safety.

Pastoral & Professional Counselor Exemption

Alamance Community College is not required to issue a Timely Warning Notice with respect to crimes reported to a pastoral or professional counselor.

Confidentiality

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

Emergency Management at ACC

The Alamance Community College Public Safety Department is responsible for the Emergency Response Plan (ERP). This plan is an all-hazards disaster response and emergency management plan that complies with FEMA guidelines for Higher Education and includes planning, mitigation, response, and recovery actions.

Priorities

Life, safety, infrastructure integrity, and environmental protection during an emergency

Coordination with college departments to develop, maintain, test and evaluate the Public Safety Emergency Plan

Cooperation, integration, and mutual aid with local, state and federal planning, response, and public safety agencies.

A summary of the College's emergency response plan is located at [Emergency Response Plan](#).

Human Resources provides a copy of the Emergency Response Plan to all new fulltime employees during orientation. It is also sent out to employees with the notification regarding annual Safe Colleges Training. Paper copies are also distributed throughout the college.

Drills, Exercises, and Training

To ensure the College's emergency management plans remain current and actionable, the College conducts periodic preparedness exercises. These exercises may include tabletop, functional, or full-scale exercises. The College conducts after-action reviews following all emergency management exercises and significant real-world events.

Emergency Notification

Immediate Issuance

In the event of an emergency, Alamance Community College will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the College community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees and visitors.

Confirmation

The Alamance Community College Public Safety Department staff is responsible for responding to reported emergencies and confirming the existence of an emergency, sometimes in conjunction with campus administrators, local first responders, and/or the National Weather Center.

Segments

The Director of Public Safety will collaborate with Senior Administrators and/or Public Information and Marketing to determine the content of the message and will use some or all of the systems described below to communicate the threat to the Campus Community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population.

Content and Initiate

The Director of Public Safety and Public Information and Marketing will collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat.

These systems include the AlertAware notification system, which can notify via phone message, push notification, text, email and/or computer alert, as well as, the public address system, message boards and fire alarms.

Without Delay

The ACC Public Safety Department 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 Graham Police Department, Graham Fire Department, Alamance County EMS and/or Alamance Sheriff's Department), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Larger Community

The Alamance County Emergency Management and/or 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 College homepage and/or social media.

Follow-Up Information

Follow-up information will be distributed using some or all of the identified communication systems (except fire alarm).

Timely Warning Notification Not Required for Same Circumstances

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.

Title IX and Sexual Misconduct Policies

Alamance Community College (the "College" or "ACC") is committed to providing an educational environment in which all employees and students, without regard to sex, sexual orientation or gender identity, have a right to work and learn free from sexual harassment and sexual violence. Sexual misconduct is prohibited, and the College will promptly, fairly, and impartially address complaints through its Title IX procedures. This policy applies to sexual misconduct that occurs within the scope of the College's educational programs and activities (both on-campus and off-campus) against a person in the United States. The College will provide supportive measures as well as complaint resolution options to its students, applicants, and employees who are alleged victims.

When a sexual misconduct complaint falls outside the jurisdiction of Title IX, the College will apply its student conduct procedures (See Policy 5.3.2 - Student Code of Conduct and Policy 5.3.6 - Student Grievance) or employee grievance procedures (Policy 3.3.8 - Grievance Policy and Procedure - Non-Student) as appropriate to the particular complaint.

Sexual harassment and sexual violence are deemed forms of sex discrimination prohibited by Title IX of the Educational Amendments of 1972 (and Title IX Final Rule 2020) which prohibits sex discrimination against students and employees in educational institutions which receive federal funds and by Title VII of the Civil Rights Act of 1964, as amended, which prohibits sex discrimination in employment and by North Carolina General Statutes 136-16.

I. Definitions and Prohibited Conduct

Prohibited conduct under Title IX includes the following:

Sexual harassment as defined in Title IX Final Rule 2020:

- An employee of the College conditioning educational aid, benefit or service on an individual's participation in unwelcome sexual conduct (quid pro quo harassment) as prohibited in the Title IX Final Rule 2020.
- Offenses defined in the Clery Act and the US Violence Against Women Reauthorization Act of 2013 (including sexual assault, dating violence, domestic violence, and stalking on the basis of sex prohibited in Title IX Final Rule 2020).
- Unwelcome conduct that a reasonable person would find so severe, pervasive and objectively offensive that it denies a person equal educational access, as prohibited in Title IX Final Rule 2020.

Any form of sexual violence. These are physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol. An individual also may be unable to give consent due to an intellectual or other disability or a medically diagnosed impairment. Sexual violence includes:

- VAWA and Clery Act offenses
- Any form of sexual violence defined as a criminal sex crime in North Carolina G.S. 14-27.1 and G.S. 50B - 1 (including rape, sexual battery and sexual coercion).

Unwelcome verbal and/or physical conduct of a sexual nature or with sexual implications, based on sex or sexual stereotyping, when the conduct is sufficiently severe or pervasive as to create a hostile work or learning environment when evaluated from the standpoint of a “reasonable person” and consistent with First Amendment protections of free speech and academic freedom.

Definitions

Sexual harassment is a specific form of discriminatory harassment and an unlawful discriminatory practice. Sexual harassment, as an umbrella category, includes the offenses of sexual harassment, sexual assault, dating violence, domestic violence, and stalking, all of which are defined below. For the purposes of this policy, sexual harassment is defined as 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 College’s education programs or activities. Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved.

The **complainant** is an individual who is the reported victim of conduct that could constitute sexual misconduct. The **respondent** is an individual who has been reported to be the perpetrator of conduct that could constitute sexual misconduct.

Sexual assault is any sexual act directed against another person, without the consent of the complainant, including instances in which the complainant is incapable of giving consent. This includes:

- Forcible rape, which is defined as penetration, no matter how slight, of the vagina or anus with a body part or object, or oral penetration by a sex organ or other person, without the consent of the complainant.
- Forcible sodomy, which is defined as oral or anal sexual intercourse with another person, forcibly, and against that person’s will (non-consensually), or not forcibly against the person’s will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Sexual assault with an object, which is defined as the use of an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly, and/or against that person’s will (non-consensually), or not forcibly or against the person’s will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Forcible fondling, which is defined as the touching of the private body parts of another person for the purposes of sexual gratification, forcibly, and/or against that person’s will (non-consensually), or not forcibly against that person’s will in instances in which the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Incest, which is defined as non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by North Carolina Law.
- Statutory rape, which is defined as non-forcible sexual intercourse with a person who is under the statutory age of consent of North Carolina.

Dating Violence is defined as violence, on the basis of sex, committed by a person who is in or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship shall be determined based on the complainant’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:

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

Domestic Violence is defined as violence, on the basis of sex, committed by a current or former spouse or intimate partner of the complainant by:

- A person with whom the complainant shares a child in common, or
- A person who is cohabitating with, or has cohabitated with, the complainant as a spouse or intimate partner, or

- A person similarly situated to a spouse of the complainant under the domestic or family violence laws of North Carolina, or
- Any other person against an adult or youth complainant who is protected from that person's acts under the domestic or family violence laws of North Carolina.

To categorize an incident as domestic violence, the relationship between the respondent and the complainant must be more than two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

Stalking is defined as engaging in a course of conduct, on the basis of sex, directed at a specific person, that would cause a reasonable person to fear for his or her safety, or the safety of others, or suffer substantial emotional distress. For the purposes of this definition:

- "Course of conduct" means two or more acts, including but not limited to, acts in which the respondent 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.
- "Reasonable person" means a reasonable person under similar circumstances and with similar identities to the complainant.
- "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily require, medical or other professional treatment or counseling.

Consent is an agreement between participants to engage in sexual activity. It is defined as voluntary, freely given, informed, positive and cooperative in act and attitude, revocable at any time, and ongoing throughout a sexual encounter. Consent to sexual activity on one occasion is not consent to engage in sexual activity on another occasion. A current or previous dating or marital relationship shall not be sufficient to constitute consent. Consent to some form of sexual activity does not imply consent to other forms of sexual activity. Persons who are related to each other within the degrees wherein marriage is prohibited by law cannot consent to sexual intercourse with each other. Consent may not be assumed. If there is any ambiguity or confusion, a person involved should stop the activity to clarify and confirm consent. Once consent is withdrawn, the sexual activity must stop immediately.

Consent is not freely given if:

- It is obtained through the use of force, through the fear or threat of force, intimidation, coercion, or by kidnap;
- The individual has acted or spoken in a manner which expresses they refuse to give consent; or
- The complainant was unable to give consent for any of the following reasons:
 - The individual is unable to make an informed decision due to incapacitation,
 - The individual is unconscious, asleep, or suffering from shock,
 - The individual is under the statutory age of consent, or
 - The individual has a permanent or temporary mental disorder or development or physical disability, and therefore is legally unable to give consent.

For the purposes of this definition:

- "Coercion" is the practice of forcing another party to act in an involuntary manner by use of intimidation or threats or some other form of undue pressure or force. Coercion may include the use of emotional manipulation to persuade someone to do something the person does not want to do.
- "Incapacitation" is the state where someone cannot make rational, reasonable decisions due to lack of capacity to give knowing consent (e.g., to understand the "who, what, when, where, why, and how" of the sexual interaction) due to alcohol, prescribed medication, predatory drugs, or other drugs.

Bystander Interventions and Risk Reduction

Every member of the ACC community can play a role in facilitating safe and positive preventative measures. The entire College community is encouraged to be an active bystander. It is important to note that if someone is assaulted, it is never their fault; however, bystanders can use the three options provided below to intervene to prevent harm or potential harm:

- **Direct:** Approach the situation directly. Say, “What’s going on?” or “Where are you going?”
- **Delegate:** Contact the ACC Public Safety Department or find a friend to intervene.
- **Distract:** Do something to take attention away from the situation. Say, “The police are coming,” or do something to distract.

In addition to bystander interventions, risk reduction strategies include the following:

- Get clear, unambiguous consent for every aspect of sexual activity.
- If someone says “no” or looks uncomfortable, stop what is happening.
- Communicate boundaries and expectations.
- Have backup plans. Sometimes plans change quickly. Download a rideshare app, like Uber, or keep the number for a reliable cab company on hand.
- When alcohol is involved:
 - Whenever going out in a group, plan to arrive together and leave together and if necessary, communicate early departures to the group.
 - Know what is being served. Don’t recognize an ingredient? Look it up. Be wary of large-batch drinks like punches that may have deceptively high alcohol content.
 - Don’t leave a drink unattended.
 - Don’t accept drinks from strangers or acquaintances.
 - Be aware of sudden physical changes that could signal inebriation.

II. Reporting Options

Any person may report sexual misconduct (harassment or violence) to one or more of the following: The Title IX Coordinator (who is ACC’s Director of Human Resources), a College “responsible employee,” a College “counselor/ advisor,” their employment supervisor, a College Public Safety official, a local law enforcement officer, a local medical professional, a local mental health professional, or a pastoral counselor. A report may be made in person, by mail, by telephone, or by email. A third-party complaint, made on behalf of someone else who has been the victim of sexual misconduct/harassment/violence, will be investigated by ACC. Complainants should be aware it may be difficult to keep the victim’s identity confidential during the investigation because of the circumstances of the charge.

Upon receipt of a complaint, the Title IX Coordinator will determine whether the complaint meets the condition of the Title IX Final Rule 2020. If so, the Title IX response process will be initiated. If not, the complaint will be referred to the appropriate student conduct or employee grievance contact person.

Responsible Employees

College “responsible employees” are all faculty members, administrators, and support staff (including student employees and contracted service providers) except the Title IX Coordinator and designated “counselors/ advisors”; all student services staff members except designated “counselors/advisors”; and ACC Public Safety staff. A “responsible employee” shall report to the College’s Title IX Coordinator or designee relevant details of instances of sexual misconduct made known to him/her, and he/she shall inform the complainant of his/her right to file a Title IX complaint with the College and to report a crime to ACC Public Safety and/or local law enforcement.

Counselors/Advisors

College “counselors/advisors” are not considered “responsible employees” for reporting purposes but are counselors/advisors whom students or employees may consult confidentially for support and information. These designated individuals are the Director of Wellness and Student Support, Coordinator of Accessibility Services, and counselor trainees working under the supervision of a professional counselor, ACC-selected/appointed sexual assault responders designated and appointed for a term of service by the Vice President of Student Experience, and ACC-approved third parties providing confidential counseling services on the campuses or by referral. These “counselors/advisors” are not required to report incidents except as described below, and they will provide information about support services students can use whether or not

they file a complaint on campus or with off-campus authorities. "Counselor/advisors" will report incidents under certain specific circumstances, including an informed consent release by the complainant, a threat of harm to self or others, a court order, or harm to minors (NCGS 14-27.5).

Supportive Measures

In all cases, the Title IX Coordinator will contact the complainant confidentially to discuss the availability of supportive measures and to explain the process for filing a formal complaint. Supportive measures are individualized, reasonably available services designed to ensure equal educational access, protect safety, or deter sexual harassment. The measures must be non-punitive, non-disciplinary, and not unreasonably burdensome to the accused party.

Supportive measures are available to both complainants and respondents before or after the filing of a formal complaint, or where no formal complaint has been filed. The College will maintain as confidential any supportive measures provided to the parties, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the supportive measures. The College is obligated to comply with a student's reasonable request for an academic situation following an alleged sex offense.

Supportive measures may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community or community subgroups
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Providing transportation accommodations
- Academic support, extensions of deadlines, or other course or academic program-related adjustments
- Timely warnings
- Class schedule modification, withdrawals, or leaves of absence
- Increased campus police and security to monitor certain areas of campus
- Any other actions deemed appropriate by the Title IX Coordinator

No-Contact Orders may be imposed at the request of a party or at the discretion of the Title IX Coordinator. When a No-Contact Order is put in place, the party or parties must refrain from:

- Approaching one another at any time
- Calling one another at any time
- Communicating electronically (email, social media, text message, etc.)
- Other forms outlined in the No-Contact Order that may be required specific to the items of the case

Written Notification of Rights and Services

When a student or employee reports he or she has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether on or off campus, the College will provide written notification to the student or employee about his/her rights and options both within the institution and the community. This written notification is titled, "Written Notification of Rights and Options."

The College will provide written notification to victims about options for available assistance in and how to request changes to academic, transportation, and working situations or protective measures.

Time Limits and Response Timeline

There is no time limit to invoking this policy to respond to alleged sexual misconduct. However, complainants are encouraged to report allegations of sexual misconduct immediately in order to maximize the College's ability to obtain the relevant information and witness testimony needed to complete a thorough and impartial investigation.

The College will strive to resolve complaints within 60 days of the initial report (not including appeal processes) unless fact-finding is delayed to defer to the law enforcement evidence gathering, or if other "good cause" delays or special circumstances such as College break periods apply. The complainant and

respondent will be notified in writing of extensions and delays.

III. Confidentiality

In general, the College will obtain consent from the complainant before beginning a Title IX or other investigation. The College will keep confidential the identity of complainants, respondents, and witnesses except as permitted by FERPA, as required by law, or as potential criminal conduct. College officials reserve the authority to determine, consistent with State and local law, whether appropriate law enforcement authorities should be notified. If the College determines the alleged perpetrator poses a serious and immediate threat to the College community, the Director of Public Safety will be called upon to issue a Timely Warning Notification to the community as required by the Clery Act. Such a warning does not include information that identifies the victim.

If the complainant requests confidentiality or asks that the complaint not be pursued, the College will take reasonable steps to investigate and respond to the complainant consistent with the complainant's request. The College will inform the complainant that its ability to respond may be limited. The College's Title IX Coordinator or designee will evaluate the complainant's request for confidentiality in the context of ACC's obligation to provide a safe environment for students and employees, and will inform the complainant prior to starting an investigation if it cannot ensure confidentiality. At minimum in every case of reported sexual harassment and sexual violence, an anonymous report of the incident must be provided by the Title IX Coordinator to ACC Public Safety staff in order to comply with campus crime reporting (Clery Act) requirements.

The College will maintain as confidential any accommodations or protective measures provided to students or employees, to the extent that confidentiality does not impair the ability of the College to provide the protective measures and does not infringe on the due process rights of an accused person.

IV. Retaliation

Those who make complaints or otherwise participate in investigative and/or disciplinary processes under this policy are protected from retaliatory acts. No employee or student may engage in interference, coercion, restraint, or reprisal against any person alleging sexual misconduct. Perpetrators of retaliation will face disciplinary action. Likewise, claims of sexual misconduct that are substantiated as malicious or frivolous may result in disciplinary action against the instigator.

V. Informal Resolution Options

The complainant has the right to end an informal resolution process at any time and pursue formal resolution.

1. Confidential consultation with the Title IX Coordinator or designee for support, information, and/or exploration of possible actions.
2. Confidential counseling and referral: "Counselors/advisors" as designated in the policy may counsel a student confidentially to provide support, information, referral, and/or exploration of possible actions.
3. For complaints subject to the Title IX Final Rule 2020, the two parties can agree to engage in an informal resolution process in lieu of a formal investigation, except in cases that allege quid pro quo harassment. Both parties must give voluntary, informed, and written consent. Informal resolution options are not available under the Title IX Final Rule 2020 when the accused person is an employee.
4. Informal voluntary mediation, contingent on the availability of qualified mediators and on the voluntary, informed, and written consent of both parties. This option is available only for complaints of sexual violence including but not limited to rape, sexual abuse, sexual assault, and sexual battery.

VI. Formal Resolution Options

A formal complaint is a document filed by a complainant or signed by the Title IX Coordinator, alleging sexual misconduct and requesting that the College investigate the allegation of sexual misconduct. At the time of filing a formal complaint, the complainant must be participating in or attempting to participate in, the educational program or activities of the College. The document must be filed with the Title IX Coordinator in person, by mail, or by electronic submission ([Title IX Discrimination/Harassment Incident Report Form](#)) and must contain the complainant's physical or digital signature.

If the allegations in a formal complaint do not meet the definition of sexual harassment in the Title IX Final Rule 2020, or did not occur in the College's educational program and activities against a person in the United States, then the Title IX Coordinator will dismiss the complaint under Title IX Final Rule 2020 and will refer the complaint to the College's Student Code of Conduct procedures (If the respondent is a student) or to the employee grievance procedure policy (if the respondent is an employee or contracted employee.) The Title IX coordinator will notify the parties in writing when a complaint is dismissed under Title IX Final Rule 2020 and the reasons for the dismissal.

The complainant has the right to pursue the applicable following options:

If the case is addressed under the Title IX Final Rule 2020, it will be investigated and adjudicated under the College's Title IX procedures. Adjudication includes the provision of a live hearing with cross-examination. Both parties have the right to appeal a determination regarding responsibility, or the dismissal of the allegations in a formal complaint, on the following bases: procedural irregularity that affected the outcome of the matter, newly discovered evidence that could affect the outcome of the complaint, or Title IX personnel had a conflict of interest or bias that affected the outcome of the matter.

If the case is dismissed under Title IX Final Rule 2020, and the accused is an Alamance Community College student, the College will follow its student grievance procedures/student conduct process as described in the Student Handbook, including appeal procedures described. Note that the investigation and resolution will be prompt, fair and impartial; standard of evidence for a finding of "responsible" is preponderance of the evidence; accuser and accused are entitled to have an advisor of their respective choice present at a disciplinary proceeding and any related meetings. An advisor serves on a consulting (non-participatory) basis in a disciplinary hearing; and, sanctions assigned to a student found responsible include one or more of the following: oral warning, written warning, educational or community service sanction, general probation, restrictive probation, suspension, explicit and/or indefinite dismissal.

If the case is dismissed under the Title IX Final Rule 2020 and the accused is an Alamance Community College employee or contracted employee, the College will follow its employee grievance procedures, including appeal procedures. An employee found responsible will be assigned one or more of the following disciplinary sanctions: oral warning, written warning, special training appropriate to the findings, probation, suspension or dismissal.

The complainant also has the right to pursue the following options individually or simultaneously:

- File a criminal complaint with the applicable local law enforcement agency. Public Safety staff will assist with this process.
- File a complaint directly with the appropriate Federal or North Carolina agency (e.g., Equal Employment Opportunity Commission, Office of Civil Rights). Contact information may be obtained from the Title IX Coordinator.

VII. Notification of Outcome

For cases adjudicated under Title IX Final Rule 2020, a written determination by the decision-maker addressing criteria described in the Final Rule must be sent simultaneously to the parties along with information about how to file an appeal.

For non-Title IX cases adjudicated under the Student Code of Conduct or the employee grievance procedures, the College will notify the accused in writing whether or not it found that sexual misconduct occurred, all disciplinary sanctions assigned in the case, and information about how to file an appeal. The College will notify the complainant in writing of the finding whether or not sexual misconduct occurred, any individual remedies offered to the complainant, other steps the College has taken to eliminate a hostile environment and prevent recurrence, and information about how to file an appeal. The College will disclose to the complainant matters about disciplinary sanction(s) assigned to the accused that are directly related to the complainant's participation in the College's education program and activities.

If the alleged victim is deceased as a result of such crime or offense, the next of kin of the victim shall be treated as the alleged victim for purposes of disclosure.

Names of any other persons, such as a victim/survivor or witness, will be included only with the consent of those persons. The College will not require a party to abide by a nondisclosure agreement that would prevent the re-disclosure of information related to the outcome of the proceeding.

VIII. Training and Awareness

The College expects all employees and students to participate in ongoing training and awareness campaigns focused on defining, addressing, and preventing sexual misconduct. Training topics and content provided by the College will be consistent with Title IX and Campus SaVE Act Regulations and recommendations.

Prevention and awareness campaigns for new employees and new students include information shared at new employee orientation and new student orientation. The following topics are included in this training and awareness programming:

- Statement that the College prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking, as defined by the Clery Act.
- Definitions of dating violence, domestic violence, sexual assault, stalking, and consent under Title IX
- Description of safe and positive options for bystander interventions.
- Information on risk reduction.
- Description of the College's disciplinary proceedings for incidents of dating violence, domestic violence, sexual assault, and stalking.

Those who conduct Title IX training will receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of complainants and respondents and promotes accountability.

Employees in specific roles will participate in specialized training. Those roles include Title IX Coordinator, responsible employees, counselors/advisors, complaint investigators, hearing officials, grievance committee members, and Public Safety staff. Employees responsible for conducting Title IX hearings will receive training that addresses, but is not limited to, relevant evidence and how it should be used during a proceeding, proper techniques for questioning witnesses, basic procedural rules for conducting a proceeding, and avoiding actual and perceived conflicts of interest.

ACC's sexual misconduct policy and procedures will be published in key College publications (e.g., General Catalog, Student Handbook, Policy and Procedures Manual) and made widely available to members of the College Community.

Sex Offender Information

In accordance with the Campus Sex Crimes Prevention Act of 2000, the College is providing to the campus community a link to the National Sex Offender Public Website and North Carolina Sex Offender and Public Protection Registry ("Registry"), where they can obtain information for their local sheriff's office and/or sign up to receive email alerts when registered sex offenders report an address in the local area.

The Act requires the College to issue a statement advising the campus community where law enforcement information provided by North Carolina concerning registered sex offenders may be obtained. The Act also requires sex offenders already required to register in North Carolina to provide notice to each institution of higher education in North Carolina at which the person is employed, carries a vocation, or is a student. North Carolina law requires sex offenders who have been convicted of certain offenses to register with their county's sheriff. Information about sex offenders is then entered into the Registry database by the sheriff's office and transmitted to the N.C. State Bureau of Investigation. The N.C. State Bureau of Investigation collects information submitted by sheriffs in all counties in the state and makes it available to the public via the Registry. [National Sex Offender Registry North Carolina SBI Sex Offender Registry](#)

Filing an Anonymous Complaint

A complainant can file an anonymous complaint using the reporting form on the [Title IX Discrimination/Harassment Reporting Form](#). The purpose of an anonymous report is to comply with the complainant's wish to keep the matter private, while taking steps to ensure the future safety of the complainant and others. With such information, the College can keep an accurate record of the number of incidents involving individuals, determine where there is a pattern of misconduct with regard to a particular location, method, or individual, and alert the

campus community to potential danger.

If the Complainant decides to file a complaint anonymously and is a victim of alleged sexual misconduct, the College encourages the individual to seek out the available medical and mental health resources listed in the ACC Student Handbook. Individuals who wish to make a formal complaint at a later date may contact the Title IX Coordinator at any time.

Jurisdiction

This policy applies to the education program and activities of ACC, to conduct that takes place on the campus or on property owned or controlled by ACC, at ACC sponsored events, or in buildings owned or controlled by ACC's recognized student organizations. The Respondent must be a member of ACC's community in order for its policies to apply.

This policy can also be applicable to off-campus misconduct that effectively deprives someone of access to ACC's educational program. ACC may also extend jurisdiction to off-campus and/or to online conduct when the Title IX Coordinator determines that the conduct affects a substantial ACC interest.

Regardless of where the conduct occurred, ACC will address notice/complaints to determine whether the conduct occurred in the context of its employment or educational program or activity and/or has continuing effects on campus or in an off-campus sponsored program or activity.

A substantial ACC interest includes, but is not limited to, the following:

- Any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeated violations of any local, state, or federal law;
- Any situation in which it is determined that ACC poses an immediate threat to the physical health or safety of any student or other individual;
- Any situation that significantly impinges upon the rights, property, or achievements of oneself or others or significantly breaches the peace and/or causes social disorder.

According to the Violence Against Women ACT (VAWA)

The definition (from VAWA) of dating violence:

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

The definition (from VAWA) of domestic violence

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

The definition (from VAWA) of stalking

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

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional

distress. For the purposes of this definition–

- 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.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

The definition (from VAWA) of sexual assault

- 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: 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: The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental capacity.
- Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

The definition, in the State of North Carolina, of the following terms:

- Dating Violence: Included in the NC Statute G.S. 50B-1, under Domestic violence (see below)
- Domestic Violence (NC Statute G.S. 50B-1)
 - (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.

- Stalking North Carolina Statute G.S. 14-277.3A.

- (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 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 transmissions, answering machine or voicemail messages or transmissions, and electronic mail messages or other computerized or electronic transmission 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.

- Sexual Assault: North Carolina Statutes does not have a concise definition of sexual assault. Please refer to North Carolina Statute Article 7B, "Rape and Other Sex Offenses" for what constitutes sex crimes in the State of North Carolina.
- Consent: There is no definition for "consent" within the North Carolina General Statutes.

Interim Actions and Emergency Removals

If an individual files a report with the College, interim actions or emergency removal may be necessary, including, but not limited to, temporary exclusion from ACC programs and activities or leave from part or all of the ACC campus.

ACC may consider removing a respondent from ACC's education program or activity on an emergency basis, the Title IX Coordinator may refer a consideration for emergency removal to the Threat Assessment Team, which will conduct the individualized safety and risk analysis.

Resources and Prevention Programs and Initiatives

Alamance Community College is committed to operating educational programs and activities that are free from

sex-based and gender-based discrimination and sexual misconduct by maintaining a diverse community in an atmosphere of mutual respect and appreciation of differences. The Title IX Office, in partnership with Student Success and the Office of Wellness and Student Support, offers educational resources for students, faculty, staff, and other members of the ACC community. If you have any question about unhealthy relationships, abusive behavior, resources, or ACC prevention programs and initiatives please contact the Title IX Coordinator: 336-506-4133, Main Campus: Gee-105; 1247 Jimmie Kerr Rd, Graham, NC 27253

Warning Signs of Unhealthy Relationships and Abusive Behavior

Someone may be in an emotionally abusive relationship if their partner:

- Calls them names, insults them; or acts jealous or possessive;
- Does not trust them and acts jealous or possessive;
- Tries to isolate them from family or friends. Monitors where they go, who they call and who they spend time with;
- Monitors and/or controls their social media accounts (what they post, who they are friends with/connected to, etc.);
- Checks their partner's cell phone for text messages and/or calls;
- Threatens to commit suicide if the other partner wants to dissolve the relationship;
- Does not want them to work;
- Controls finances or refuses to share money;
- Punishes them by withholding affection;
- Expects them to ask permission to spend time with friends, spend money, wear certain clothes or makeup, etc.;
- Threatens to hurt them, their friends, family, or pets;
- Humiliates them in any way.

Someone may be in a physically abusive relationship if their partner has ever:

- Damaged property when angry (thrown objects, punched walls, kicked doors, etc.)
- Pushed, slapped, bitten, kicked, or choked them;
- Abandoned them in a dangerous or unfamiliar place;
- Scared them by driving recklessly;
- Used a weapon to threaten or hurt them;
- Forced them to leave their home;
- Trapped them in their home or kept them from leaving;
- Prevented them from calling police or seeking medical attention;
- Used physical force in sexual situations.

Someone may be in a sexually abusive relationship if their partner:

- Views people as objects and believes in rigid gender roles;
- Accuses them of cheating or is often jealous of their outside relationships;
- Wants them to dress in a sexual way;
- Insults them in sexual ways or calls them sexual names;
- Has ever forced or manipulated them into having sex or performing sexual acts;
- Held them down during sex;
- Demanded sex when they were sick, tired, or after physically harming them;
- Hurt them with weapons or objects during sex;
- Involved other people in sexual activities with them;
- Ignored their feelings regarding sex.

Someone may experience stalking through:

Non-consensual communication through various forms including, but not limited to, in-person communication, telephone calls, voice messages, written letters, and gifts, or through text messages, email messages, social networking site postings, instant messages, posting of pictures or information on websites that are undesired and/or place another person in fear or cause emotional distress;

- Following, pursuing, waiting, or showing up uninvited at a workplace, place of residence, classroom, or other locations frequented by a victim;
- Surveillance and other types of observation, whether by physical proximity or electronic means;
- Trespassing;
- Vandalism;
- Non-consensual touching;
- Direct physical and/or verbal threats against a victim or a victim's loved ones;
- Gathering of information about a complainant from family, friends, coworkers, and/or classmates;
- Manipulative and controlling behaviors such as threats to harm oneself, or threats to harm someone close to the complainant;
- Defamation or slander against the complainant.

Examples of Sexual Harassment include, but are not limited to:

- Direct propositions of a sexual nature;
- Sexual innuendos and other seductive behavior, including subtle pressure for sexual activity such as repeated, unwanted requests for dates, and repeated inappropriate personal comments, staring, or touching;
- Direct or implied threats that submission to sexual advances will be a condition of employment, promotion, grades, etc.;
- Conduct (not legitimately related to the subject matter of a course or curriculum, if one is involved) that has the effect of discomforting, humiliating or both, and that includes one or more of the following:
 - Unnecessary or unwanted touching, patting, massaging, hugging or brushing against a person's body or other conduct of a physical nature;
 - Remarks of a sexual nature about a person's clothing or body;
 - Insulting sounds or gestures, whistles, or catcalls;
 - Invading someone's personal space or blocking their path;
 - Unwelcome and inappropriate letters, telephone calls, electronic mail, or other communications;
 - Displaying sexual suggestive objects, pictures, cartoons or posters (e.g., screensavers).
- A consensual romantic or sexual relationship which:
 - Causes adverse treatment of third parties;
 - Or creates a hostile or intimidating working or learning environment for third parties.

Prevention Programs and Initiatives

Prevention programming and initiatives are strategies informed by research or assessed for value, effectiveness, or outcome that is intended to stop dating violence, domestic violence, non-consensual sexual penetration, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Campaigns that are sustained over time focus on increasing awareness or understanding of topics relevant to sexual assault, domestic violence, dating violence, and stalking prevention. These programs will occur at different levels throughout the institution (i.e., faculty, incoming students) and will utilize a range of strategies.

Awareness Programs

Awareness programs include programs, campaigns, or initiatives that increase audience knowledge of the issues of sexual assault, domestic violence, dating violence, and stalking and share information and resources to prevent dating/domestic violence promote safety, and reduce violence.

Educational information and brochures were distributed at the following: Dillingham Fall Festival on October 31, 2024, the Health, Wellness and Safety Fair, Main Campus, November 6, 2024; Spring Fling at Main Campus on April 23, 2025; Dillingham Campus Resource Fair on April 24, 2025.

In October, 2025, the following activities are planned for Domestic Violence Awareness Month: Community Resource Fair on October 1, 2025. TACO' bout Domestic Violence on October 7, 2025.

Bystander Intervention

Bystander intervention is defined as 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 condition that facilitate violence (this might include fraternity or sports cultures at some institutions;
- Identifying safe and effective intervention options; and
- Taking action to intervene.

Risk Reduction

Risk reduction is defined as options designed to

- Decrease perpetration and bystander inaction;
- Increase empowerment for victims in order to promote safety; and
- Help individuals and communities address conditions that facilitate violence.

Ways to reduce the Risk of misconduct

The goal of these risk reduction strategies is to raise the awareness that sexual misconduct and sex/gender-based violence happens at Alamance Community College. As you are reading these risk reduction strategies, please remember that if someone is assaulted, it is never their fault.

In social situations:

- Be an active bystander: direct, delegate, or distract when you see something potentially harmful.
- Get clear, unambiguous consent for every aspect of sexual activity.
- If someone says no or looks uncomfortable, stop what is happening.
- Communicate boundaries and expectations.
- Trust your instincts. If you feel safe, uncomfortable, or worried for any reason don't ignore these feelings. Go with your gut and get out of the situation.
- Have a backup plan. Sometimes plans change quickly. You might realize it's not safe for you to drive home, or the group you arrived with might decide to go somewhere you don't feel comfortable. Download a ride share app, like Uber, or keep the number for a reliable cab company saved in your phone and cash on hand in case you decide to leave.

When alcohol is involved:

- Keep an eye on your friends. If you are going out in a group, plan to arrive together and leave together. If

you leave early, let your friends know. If you're at a party, check in with them during the night to see how they're doing. If something doesn't look right, step in. Don't be afraid to let a friend know if something is making you uncomfortable or if you are worried about their safety.

- Know what you're drinking. Don't recognize an ingredient? Use your phone to look it up. Consider avoiding large-batch drinks like punches or "jungle juice" that may have a deceptively high alcohol content. There is no way to know exactly what was used to create these drinks.
- Don't leave a drink unattended. That includes when you use the bathroom, go dancing, or leave to make a phone call. Either take the drink with you or throw it out. Avoid using the same cup to refill your drink.
- Don't accept drinks from people you don't know or trust. This can be challenging in some settings, like a party or a date. If you choose to accept a drink from someone you've just met, try to go with the person to the bar to order it, watch it being poured, and carry it yourself.
- Check in with yourself. You might have heard the expression "know your limits." Whether you drink regularly or not, check in with yourself periodically to register how you feel.
- Be aware of sudden changes in the way your body feels. Do you feel more intoxicated than you should? Some drugs are odorless, colorless, and/or tasteless, and can be added to your drink without you noticing. If you feel uncomfortable, tell a friend and have them take you to a safe place. If you suspect you or a friend has been drugged, call 911, and be upfront with healthcare professionals so they can administer the right tests.
- Ask yourself, "Would I do this if I was sober?" Alcohol can have an effect on your overall judgment. You wouldn't drive, make medical decisions, or ride a bike while intoxicated.

Consent cannot be given by a person who is incapacitated. Therefore, it is imperative to be able to determine the difference between incapacitation and intoxication. Incapacitation is a state beyond drunkenness or intoxication. Please review the definition of consent above. Like any safety tips, these are not foolproof or a guarantee, but ACC encourages you to consider using one or many of them in social situations.

Resources for Students

ACC has many resources available if you have been or are currently a victim of relationship violence. If you are still in a violent relationship, resources are available to help you plan to be safe (please see [Center for Relationship Abuse Awareness](#)).

On-Campus Confidential Resources

Director of Wellness and Student Support, 336-506-4146, M-233A

Student Support Center, 336-506-4362, M-233

Confidential Off-Campus Resources

RHA Health Services; 963 Kirkpatrick Road, Burlington, NC 27215; 336-229-5905;

<https://rhahealthservices.org>

Vaya Health: Vaya's Behavioral Health Crisis Line: 1-800-849-6019. www.vayahealth.com

Crossroads Sexual Assault Center: 336-228-0813, www.crossroadscare.org

Family Justice Center of Alamance County: 336-570-6019, <https://fjc.alamancecountync.gov/>

Cone Health/ARMC: 1240 Huffman Mill Road, Burlington, NC 27215 www.conehealth.com/services/behavioral-health/

Faculty/Staff Counseling and Wellness Referral Form: (If a student is experiencing personal and/or social difficulties, [Faculty/Staff Counseling and Wellness Referral Form](#))

Employees: Employee Assistance Counseling Program: ARMC, 1238 Huffman Mill Road, Burlington, NC 27215; 336-538-7481; eacp@conehealth.com; <https://www.conehealth.com/employer-health-and-wellness-solutions/employer-health-solutions/eacp/>

The National Dating Abuse Hotline can be reached at 1(866) 331-9474 and offers a variety of services, including peer counseling and text counseling, to determine whether a relationship is healthy and safe.

Non-Confidential Off-Campus Resources

Graham Police

Department 216 S. Maple

Street Graham, NC 27253

336-570-6711

<https://www.cityofgraham.com/police/>

Burlington Police

Department 267 W. Front

Street Burlington, NC 27215

336-229-3500

<https://www.burlingtonnc.gov/2209/Police-Department/>

Alamance County Sheriff's Department

109 S. Maple Street

Graham, NC 27253

336-570-6300

<https://www.alamance-nc.com/county-government/locations/locations-in-graham/>

Personal Safety

Despite security and law enforcement's efforts, serious crimes do occur on campuses. It is important to report any suspicious activity to security or police and always remain alert and vigilant.

One of the most under-reported crimes is Sexual Assault. We provide the following information to assist those from becoming a victim.

To help you be more alert and aware of your environment to prevent crimes on campus, here are personal safety tips:

- Share your class/work schedule with a close friend, as well as with your family.
- When possible, travel in groups, especially after dark.
- Inscribe your name or your state's driver's license number into all valuables, e.g., NJ 12345678.
- Record all the serial numbers of your valuables.
- Program the emergency campus number (336-260-9203) into your phone.
- Never take your personal safety for granted. Be vigilant and cautious at all times. Know your environment.
- If you see something, say something...do not assume someone else will do it.

Victim's Rights

As a victim of crime, you have rights. Also, you can expect to receive information, practical and emotional support, and be able to participate in the criminal justice process. These standards were created to make sure that you are treated with dignity and respect at all times, regardless of your gender, age, marital status, ethnicity, sexual orientation, disability or religion.

You have the right to be informed...

- About basic services available to you in your county
- About certain court events, including information on bail, escape of offender or the release of an offender
- About the details of the final disposition of the case

You have the right to receive...

- Notice of the arrest of the offender
- Information about restitution and assistance with compensation
- Accompaniment to all criminal proceedings by a family member, a victim advocate or a support person

You have the right to provide input...

- Into the sentencing decision and to receive help in preparing an oral and/or written victim impact statement
- Into post sentencing decisions

*For more information about your detailed rights or to file a complaint if you believe your rights have been violated, go to the North Carolina Department of Safety Website <https://www.ncdps.gov/> and click on "Victim Services."

Frequently Asked Questions

What to do if you believe you have been sexually assaulted:

- Your safety is a priority. Go to a safe place and/or call 911 if you need immediate medical or police assistance.
- Even if you do not feel it is an emergency, consider calling Public Safety at 336-578-4286 or Wellness and Student Support at 336-506-4146. Get support from someone you trust, whether it is a friend or a family member.

Preserving Evidence after a Sexual Assault:

- You will want to make sure that you consider preserving evidence. Do not shower, eat, drink, and try not to urinate; additionally, do not change clothes. If you have already changed clothes, place the original clothes in a paper bag (plastic may destroy evidence). If you have not changed, keep the original clothes on and bring an extra set to wear home from the hospital. Most importantly, if you have been sexually assaulted, consider a Sexual Assault Forensic Examination (SAFE) and blood tests for drugs. This type of medical testing and preservation will assist the student in having the option of criminal prosecution.
- Medical examinations can be provided by hospitals without making a police report. This option allows a person to have evidence collected and preserved without giving his/her name to the police, or feeling obligated to pursue criminal charges.

As far as reporting the assault, you may choose to do this at any time or in the future. You may report this incident to police, the Title IX Coordinator, ACC Public Safety or staff, and/or the Student Success Center. If you are unsure about whether or not to report the assault, consider calling Wellness and Student Support at 336-506-4146.

The Office of Student Success

The Office of Student Success is dedicated to promoting a safe, orderly, and civil College community and to encouraging and inspiring students to become good citizens by engaging in personal responsibility, ethical decision making, and demonstrating respect for the rights and safety of others.

The College Code of Conduct

The office of Student Success is responsible for administering the College Code of Conduct, which articulates the behavioral standards and the equitable procedures employed by the College to respond to allegations of student misconduct.

The College Code of Conduct is administered at all College campuses on College property and may also address off-campus student misconduct when a student's behavior affects a substantial college interest.

Students who are found responsible for violations may be subject to sanctions ranging from Disciplinary Warning, Disciplinary Probation, Suspension or Expulsion from the College.

In most cases, the Office of Student Success will also assign developmental and educational interventions designed to promote greater awareness and improved decision-making for students and to further deter future misconduct.

In instances where there is reasonable cause to believe a student is an immediate threat to the safety of themselves, others, property or is an immediate threat to disrupt essential campus operations, the Office of Student Success may assign an Interim Suspension and/or other actions, designed to protect the health and safety of the community and members therein.

Any individual or entity may submit reports alleging student misconduct to the Office of Student Success or designee at the campus where the incident occurred.

The Office of Student Success also provides outreach programming designed to inform and educate students and to promote Alamance Community College principles. Please visit the Student Handbook on the ACC Website @ [Student Handbook](#) to find information on ACC Code of Conduct, Student Records Policy and links to all policy and procedural guidelines related to the Student Conduct Process.

Additional Information Regarding the College Code of Conduct

Alamance Community College is obligated to provide all students with the College regulations, policies, procedures governing student conduct. ACC policies and procedures, including ACC Code of Conduct, is published in the [Handbook: Code of Conduct](#).

If you have additional questions, special needs, or wish to request a hard copy of this information, please contact the Vice President of Student Success at 336-506-4138.

The publication, as well as college regulations and policies and procedures governing student conduct, is available on the ACC Website: [Alamance Community College](#)

Missing Student Notification Policy

Alamance Community College does not have residential housing facilities. Therefore, there is not a Missing Student Notification Policy.

Alcohol and Drugs on Campus

The illegal use of controlled substances, substances that cause impairment, and abuse of alcohol are harmful to the health, well-being, and safety of the College's employees and students. The College is committed to maintaining a safe workplace and an educational environment free from the influence of illegal controlled substances and substances that cause impairment.

All visitors, guests, students and employees are prohibited from unlawfully possessing, using, being under the influence of, manufacturing, dispensing, selling or distributing alcohol, illegal or unauthorized controlled substances, or drug paraphernalia. Using or being under the influence of substances that cause impairment is also prohibited. Violation of this prohibition could lead to the visitor or guest being asked to leave campus and/or campus authorities contacting the Department of Public Safety or local law enforcement.

The College is committed to providing each of its students a drug-free and alcohol-free environment in which to attend classes and study. From a safety perspective, the use of drugs or alcohol may impair the well-being of

students, interfere with the College's educational environment, and result in damage to College property.

All students shall adhere to the following:

1. All students are prohibited from unlawfully possessing, using, being under the influence of, manufacturing, dispensing, transmitting, selling, or distributing alcohol, illegal, or unauthorized controlled substances or impairing substances at any College location.
 - a. Controlled Substance means any substance listed in 21 CFR Part 1308 and other federal regulations, as well as those listed in Article V, Chapter 90 of the North Carolina General Statutes. Generally, the term means any drug that has a high potential for abuse and including but not limited to heroin, marijuana, cocaine, PCP, GHB, methamphetamines, and crack. This term also includes any state, or local laws and legal drugs that have been obtained illegally or without a prescription by a licensed healthcare provider or are not intended for human consumption.
 - b. Alcohol means any beverage containing at least one-half of one percent (0.5%) alcohol by volume, including malt beverages, unfortified wine, fortified wine, spirituous liquor, and mixed beverages.
 - c. Impairing Substances include any substance taken that may cause impairment, including but not limited to bath salts, inhalants, or synthetic herbs.
 - d. College Location means in any College building or on any College premises; in any College-owned vehicle or in any other College-approved vehicle used to transport students to and from College or College activities; and off College property at any College sponsored or College-approved activity, event or function, such as a field trip, where students are under the College's jurisdiction.
 - e. Reasonable Suspicion is the legal standard required before the College can require student to take a drug or alcohol test. Some of the factors that constitute reasonable suspicion are: a) direct observation of drug use or possession; b) direct observation of the physical symptoms of being under the influence of drugs; c) impairment of motor functions; d) pattern of abnormal or erratic conduct or behavior; or e) reports from reliable sources or credible sources (anonymous tips may only be considered if they can be independently corroborated).
2. Student use of drugs as prescribed by a licensed physician is not a violation of policy; however, individuals shall be held strictly accountable for their behavior while under the influence of prescribed drugs.
 - a. Students may be required to be tested for substances, including controlled substances or alcohol, based on individualized, reasonable suspicion. The required observations for reasonable suspicion testing shall be made by an administrator, supervisor, or other trained official, and the person who makes the determination that reasonable suspicion exists shall not be the same person who conducts the test. This section does not apply to law enforcement officers serving the College through the local departments. Law enforcement officers must adhere to their normal standards when conducting a search.
3. The College does not differentiate between drug users, drug pushers, or sellers. Any student in violation of Section A herein will be subject to disciplinary action up to and including termination or expulsion and referral for prosecution.
4. A student who violates the terms of this policy will be subject to disciplinary action in accordance with Policy .3.2 – Standards of Student Conduct. At his or her discretion, the Assistant Vice President of Student Success may require any student who violates the terms of this policy to satisfactorily participate in a drug abuse rehabilitation program or an alcohol abuse rehabilitation program sponsored by an approved private or governmental institution as a precondition of continued enrollment at the College.
5. Each student is required to inform the College in writing within five (5) days after he or she is convicted for violation of any federal, state, or local criminal drug statute or alcoholic beverage control statute where such violation occurred while on or at a College location. Failure to do so could result in disciplinary action.
6. When required by state or Federal regulations, the Student Services office will notify the appropriate government agency within ten days of receiving notice from the student or otherwise receiving actual notice of such a conviction.
7. In addition to this Policy, students employed by the College, including students employed under the College's Work Study Program, shall adhere to the requirements in Policy 3.4.2 – Employees - Drugs and Alcohol on Campus

North Carolina Alcohol Laws

Underage Drinking

North Carolina General Statutes 18-102: It is illegal for anyone under 21 years of age to attempt to 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.

North Carolina General Statutes: 18B-102

All members of the College community are expected to comply with North Carolina statutes prohibiting the use of alcoholic beverages by persons younger than 21 years of age.

Specifically, it is against the law:

- To sell or give beer, wine, liquor or mixed beverages to anyone younger than 21 years of age;
- For a person younger than 21 years of age to purchase or possess beer, wine, liquor or mixed beverages;
- To use fraudulent identification or to permit the use of one's identification by another in order to obtain alcohol illegally.

Sanctions

Any person younger than 21 who aids or abets another in violation of the above regulations shall be guilty of a misdemeanor, punishable by a fine of up to \$500, or imprisonment for up to six months or both. Any person 21 years old or older who aids or abets another in violation of the above regulations shall be guilty of a misdemeanor, punishable by a fine of up to \$2,000, or imprisonment or both. Any person who aids or abets another in securing alcohol may be liable for personal injuries or property damages resulting from misconduct by those who are intoxicated. Organizations and officers may also have such liabilities. Upon conviction, a report is sent to the North Carolina Division of Motor Vehicles. Any person convicted of violating the above regulations may automatically have his/her driver's license revoked for a period of one year.

Misdemeanor Sentences

North Carolina punishes misdemeanants according to the level (Class) of the crime. Repeat offenders are subject to jail time (not shown)

- Class 1: up to 45 days of "community punishment" (probation), plus the possibility of a fine, to be determined by the judge
- Class 2: up to 30 days of community punishment, plus the possibility of a fine of up to \$1,000
- Class 3: up to 10 days of community punishment, plus the possibility of a fine of up to \$299. (North Carolina Gen. Stat. Ann Section 15A-1340.23)

Carrying False I.D.

It is illegal for anyone under 21 years of age to possess an identification card falsely identifying that person by name, age, date of birth, or photograph as being 21 or older to attempt to obtain liquor, malt or brewed beverage 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 possesses the card.

Driving while Impaired

N.C.G.S. 20-138: In North Carolina, the illegal level for D.W.I. is .08% Blood Alcohol Content (BAC) and .02% BAC for minors (under 21 years of age). Also, drivers with any amount of a Scheduled Controlled Substance not medically prescribed may not drive, operate, or be in actual physical control of a vehicle.

United States Statutes

It is a violation of federal law to possess, use, manufacture, or distribute a controlled substance. A student or employee found responsible for possessing a controlled substance may be subject to some or all of the following sanctions under federal law. Portions of the summary which follow were provided by the federal government. Although the summary represents a good-faith effort to provide information, Alamance Community College does not guarantee that it is error-free or exhaustive.

- 18 U.S.C. 922.g.: Conviction: ineligibility to receive or purchase a firearm.
- 21 U.S.C. 884.a.: First conviction: imprisonment for up to one year, a fine of at least \$1,000 but not more than \$100,000 or both.
- After one prior drug conviction: Imprisonment for at least fifteen days but not more than two years, a fine of at least \$2,500 but not more than \$350,000 or both.
- After two or more prior drug convictions: Imprisonment for at least ninety days but not more than three years, a fine of at least \$5,000 but not more than \$250,000 or both. See special sentencing provisions for possession of crack cocaine.
- 21 U.S.C. 844.a.: A civil fine of up to \$10,000.
- 21 U.S.C. 853.1.: Denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses.
- 21 U.S.C. 853.a.2 and 88a.a.7.: Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one-year imprisonment. See special sentencing provisions for the possession of crack cocaine.
- 21 U.S.C. 881.a.: Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance. (Vehicles may be impounded in cases involving any controlled substance in any amount.)
- Special sentencing provisions for possession of crack cocaine: Mandatory at least five years in prison, not to exceed twenty years, and fine of up to \$25,000 or both, if (a) first conviction and the amount of crack possessed exceeds five grams; (b) second crack conviction and the amount of crack possessed exceeds three grams; (c) third or subsequent crack conviction and the amount of crack possessed exceeds one gram.
- Miscellaneous: Authorization to revoke certain federal licenses and benefits, e.g., Pilot licenses, public housing tenancy, are vested within the authorities of individual federal agencies.

Alcohol & Drugs Health Risks

Alcohol:

This depressant slows down your heart, nervous system, and brain, and high doses of alcohol can cause you to stop breathing. Prolonged immoderate use can cause artery disease, heart failure, and liver damage including cancer, cirrhosis, and hepatitis. Women may develop alcohol-related health problems sooner than men, and from drinking less alcohol than men. Because alcohol affects nearly every organ in the body, long-term heavy drinking increases the risk for many serious health problems.

Marijuana:

Because it damages short-term memory and decreases concentration and learning abilities, marijuana is particularly detrimental to students. It contains more than 400 chemicals and has 2 ½ times as much tar as tobacco. Extensive research has been devoted to studying the dangers and potential harm associated with the use of this drug. Research shows that marijuana users experience the same health problems as tobacco smokers, such as bronchitis, emphysema, bronchial asthma, and throat and lung cancer; tend to have more chest colds than non-users; and are at greater risk of getting lung infections like pneumonia. Studies show that someone who smokes five joints per day may be taking in as many cancer-causing chemicals as someone who smokes a full pack of cigarettes every day. Effects also include increased heart rate, dryness of the mouth, reddening of the eyes, and impaired motor skills, and concentration.

Fentanyl:

Fentanyl is a synthetic opioid analgesic that is similar to morphine but is 50 to 100 times more potent. There is a high risk for addiction and dependence. It can cause respiratory distress and death when taken in high doses or when combined with other substances, especially alcohol or other illicit drugs such as heroin or cocaine. Like other opioids, repeated use causes changes in brain activity that cause people to continue using it even when they experience harmful effects.

Anabolic steroids:

Steroids have side effects ranging from insomnia to death. Using them increases your risk of cancer and

cardiovascular, kidney, and liver disease. Users may exhibit aggressive, combative behavior, and use may cause impotence, sterility, or fetal damage.

Amphetamines:

These drugs cause acute psychoses and malnutrition. They also can make you nervous, hyperactive, and sleepless and can elevate your pulse rate and blood pressure.

Methamphetamines:

Meth is a highly addictive drug that targets the functioning of the central nervous system. Short term effects include increased wakefulness, increased physical activity, decreased appetite, increased respiration, rapid heartbeat, irregular heartbeat, increased blood pressure, hypothermia, irritability, paranoia, insomnia, confusion, tremors, and aggressiveness. Long term health effects include irreversible damage to blood vessels in the brain, stroke, severe reduction in motor skills with symptoms similar to those of Parkinson's disease, impaired verbal learning, memory impairment, and decreased ability to regulate emotions. Many of the long-term effects persist after use of the drug is discontinued.

Barbiturates:

Both physiologically and psychologically addictive, these drugs can cause death in high doses. Infants born to barbiturate users may suffer congenital deformities. Other effects include nausea, dizziness, lethargy, allergic reactions, and possible breathing difficulties.

Cocaine:

Anyone who uses cocaine – even a first-time user – may have seizures, heart fibrillation, and strokes that can result in death. Habitual users experience irritability, paranoia, and hallucinations. Use causes tumors, chronic fatigue, dangerous weight loss, sexual impotence, and insomnia and affects respiration, blood pressure, and blood sugar levels.

Heroin and opium:

An overdose of these psychologically and physiologically addictive drugs can cause death. Users feel sluggish and fall asleep at inappropriate and dangerous times. Intravenous users risk contracting Hepatitis, HIV/AIDS, and other infections.

LSD:

LSD causes hallucinations, perception distortions, and anxiety. Users cannot function normally and are accident-prone. LSD also can cause elevated body temperature and respiration and a rapid heartbeat.

MDMA (Ecstasy):

This drug produces both stimulant and psychedelic effects including increased heart rate, elevated blood pressure, nervousness, and hyperactivity. Because users may experience feelings of increased confidence, sensitivity, arousal, and confusion, use of Ecstasy makes them more vulnerable to crime, especially robbery, sexual assault, and other unwanted sexual encounters.

Oxycodone and other narcotics:

These are safe and effective treatments for pain when prescribed by a doctor and used as directed. However, they are opioids, and therefore are psychologically and physiologically addictive. They can cause death by stopping breathing. Because of their medical uses, these drugs are frequently manufactured in a time-release (sustained release, long-acting, extended-release) form. If users circumvent the time-release formulation, they may take a larger dose than intended, overdose, and suffer serious complications or death. Combining narcotics with alcohol or other drugs significantly increases the risk to life and well-being.

Psilocybin:

This substance, found in certain mushrooms, causes hallucinations and perception distortions. Users cannot function normally and are accident-prone. This drug also can produce anxiety, elevated body temperature, rapid heartbeat, and elevated respiration.

Other

Many medications and drugs, including those which are prescribed for you, have the potential for abuse. As members of the college community, we are responsible not only for ourselves but also for each other. While they are not always related to substance abuse, the following traits often are related: and, regardless of the cause, they are ordinarily indicative of a need for help:

- Withdrawal from social situations;
- Increased boredom or drowsiness;
- Change in personal appearance;
- Change in friends;
- A defeatist attitude (easily discouraged);
- Low frustration tolerance (outbursts);
- Violent behavior or vandalism;
- Terse replies to questions or conversation;
- Sad or forlorn expression;
- Lying;
- Poor classroom attendance;
- Dropping grades or poor work;
- Apathy or loss of interest.

Positive Response

When negative behaviors, such as those listed above, become manifest in persons you know, you should:

- Express concern and caring;
- Be ready to listen;
- Communicate a desire to help;
- Make concrete suggestions about finding help or coping with specific problems;
- Encourage the person to seek professional help;
- Ask for assistance from campus resources;
- Be persistent.

Negative Response

When negative behaviors, such as those listed above, become manifest in persons you know, you should not:

- Take the situation lightly or as a joke;
- Be offended if the person tries to “put you off;”
- Take “I don’t have a problem” as an answer;
- Try to assist the person without asking for professional help;
- Promote guilt feeling about grades, et cetera;
- Gossip.

Policies Specific to Faculty and Staff

All College employees are prohibited from unlawfully possessing, using, being under the influence of, manufacturing, dispensing, selling, or distributing alcohol, illegal or unauthorized controlled substances, or drug paraphernalia. Using, or being under the influence of substances that cause impairment, is prohibited for all employees. Violation of this prohibition could lead to disciplinary action. For more information regarding employees, including student employees, consult Policy 3.4.2. [ACC Policies and Procedures](#)

North Carolina Controlled Substances Laws

Possession of less than one and a half ounces of Marijuana: NCGS 90-95

A person is unlawful when he unknowingly, knowingly or intentionally possesses less than 1 and a half ounces of marijuana (Hashish), a Schedule VI substance, and is not authorized by law to possess such substance (North Carolina does not recognize marijuana use for any reasons), and is outlined under the Controlled Substances, Drugs, Device, and Cosmetic Act of 1972.

Possession of Drug Paraphernalia: NCGS 90-95

A person is unlawful when he possesses, 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, Dab and Ninja Aroma. Individuals found responsible for manufacturing, possessing, importing-exporting, or distributing these substances will face criminal and civil penalties. College students engaging in these activities will also be held responsible under the College's illegal substances policy.

Drug Risks and Consequences

- Alcohol and other drug use during pregnancy increases the risk of physical harm to the fetus.
- Additional risks of harm may occur from toxic impurities present in street drugs.
- Additional risks of harm may occur from the use of prescription drugs in ways other than prescribed.
- Drugs taken by injection can increase the risk of infection (e.g., HIV, hepatitis, etc.) through needle contamination.

For More information visit: [National Institute on Drug Abuse](#) and [Substance Abuse & Mental Health Services Administration](#)

Drug/Alcohol Education and Prevention

Educational information on drug and alcohol issues will be available to all students on a continuing basis throughout the year. On a periodic basis, events will be scheduled featuring guest speakers, films, video presentations, etc.

Any student wanting information or assistance should contact the Director of Wellness and Student Support, 336-506-4146, M-233A. Appropriate information or referral will be handled confidentially.

Drug/Alcohol Resource Guide

LOCAL

- Alcoholics Anonymous Hotline 1-888-237-3235
- Narcotics Anonymous Helpline 1-866-375-1272
- Substance Abuse Hotline (LME) 336-513-4444
- Residential Treatment Services of Alamance (RTSA) 336-227-2994
- ARMC Behavioral Medicine Services 336-538-7893
- Vaya Health (MCO/LME) 1-800-849-6127 (Behavioral Health Crisis Line)
- UNC Health Care Alcohol and Substance Abuse Program 919-966-6039
- RHA Health Services 336-229-5905

STATE AND NATIONAL

- Alcohol/Drug Council of N.C. Information and Referral Service 1-800-688-4232
- Drug-Free Workplace Help Line 1-800-967-5752

- American Council on Alcoholism Helpline 1-800-527-5344
- Al-Anon 1-800-449-1287
- Center for Substance Abuse Prevention (SAMHSA) 1-800-662-4857
- Smart Recovery 440-951-5357
- National Alliance on Mental Illness (NAMI) 701-524-7600

Resources for Faculty and Staff

If you are a Staff or Faculty member who is encountering difficulties because of substance abuse or other negative behaviors, you should seek help immediately.

Employees: Employee Assistance Counseling Program: ARMC, 1238 Huffman Mill Road, Burlington, NC 27215; 336-538-7481;

<https://www.conehealth.com/employer-health-and-wellness-solutions/employer-health-solutions/eacp/>

The Alamance Community College's Drug and Alcohol Abuse Prevention Program (DAAPP) can be found here: [DAAPP](#)

Awareness & Prevention

Please Find below the programming dates for Clery related activities for the 2025-2026 year.

Alcohol and Drug Awareness	February	Carrington-Scott Campus	Passive programming message board and electronic messaging
Healthy Relationships	March	Carrington-Scott Campus	Passive programming message board and electronic messaging
Sexual Assault Awareness	April	Carrington-Scott Campus	Passive programming message board and electronic messaging
Domestic Violence Awareness	October	Carrington-Scott Campus	Passive programming message board and electronic messaging
Great Smoke Out/ Vaping Heart Health	November	Carrington-Scott Campus	Passive programming message board and electronic messaging

The following Prevention and Awareness Programs are planned for the 2025-2026 year.

- Recognition of National Hazing Prevention Week, September 22-28, 2025 including:
 - Bulletin Board
 - DONUT Haze: September 24, 2025
- Recognition of Domestic Violence Awareness Month, October 2025, including:
 - Community Resource Fair October 1, 2025
 - TACO' bout Domestic Violence: October 7, 2025
 - Purple Thursday

- Clothesline Project
- Bulletin Board
- Recognition of Stalking Awareness Month, January 2026,
- Recognition of National Drug & Alcohol Facts Week, March 15-21, 2026
- Recognition of Sexual Assault Awareness Month, April, 2026
- Recognition of Alcohol Awareness Month, April, 2026

Anti-Hazing Policy

I. Purpose and Scope

Policy 2.1.13

The purpose of this regulation is to provide a comprehensive framework for preventing, addressing, and eradicating hazing incidents involving College students, faculty, and staff. This regulation applies to all individuals and organization associated with the College, including but not limited to students, employees, volunteers, and affiliated organizations, both on and off campus.

II. Definitions

- A. Hazing:** Any intentional, knowing, or reckless act, occurring on or off campus, by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are, or include, students at any institution of higher education. This includes, but is not limited to:
1. Physical brutality or abuse
 2. Forced or coerced consumption of any food, liquid, drug, or other substance
 3. Forced or coerced physical activity
 4. Sleep deprivation
 5. Exclusion from social contact
 6. Conduct that could result in extreme embarrassment or humiliation
 7. Any activity that would unreasonably interfere with academic pursuits
- B. Organization:** Any association, corporation order, society, corps, athletic team, club, fraternity or sorority, or service, social or similar group, in which two or more enrolled students of the College are members, regardless of whether the organization is officially recognized by the College.
- C. Student:** Any person who is enrolled at the College, regardless of their age or student status (e.g., full-time, part-time, or online), or who has been accepted for admission or readmission to the college,

III. Prohibited Conduct

The College strictly prohibits hazing in any form. This includes, but is not limited to any activity that:

1. Causes or is likely to cause bodily harm, serious mental or emotional harm, substantial emotion distress, or

personal degradation or disgrace resulting in physical or mental harm to a student.

2. Interferes with a student's academic pursuits, including grades, academic assignments, or scheduled curricular activities.
3. Occurs on or off campus and involves the forced consumption of any food, liquid, drug, or other substance.
4. Involves sleep deprivation, excessive physical exertion, or exposure to the elements.
5. Requires a student to engage in any illegal activity or violate college policies or codes of conduct.
6. Creates a power imbalance between individuals or groups, or exploits a student's known physical, psychological, or social vulnerabilities.
7. Involves the use of social media, electronic communications, or other technology to facilitate hazing activities.

IV. Reporting and Investigation

A. Reporting Hazing Incidents

1. **Mandatory Reporting:** Any person who witnesses, experiences, or has knowledge of hazing activity must promptly report the incident to the appropriate College official. (See Section IX) Failure to report known hazing incidents may result in disciplinary action.
2. **Reporting methods:** Reports may be made in person, by phone, via email, or through the college's online reporting system. Anonymous reports will be accepted and investigated to the extent possible.
3. **Confidentiality:** The College will protect the confidentiality of all parties involved to the extent possible, consistent with the need to conduct a thorough investigation and comply with applicable laws.
4. **Amnesty:** Students who report hazing incidents or who cooperate in hazing investigations may be granted amnesty for minor policy violations discovered during the course of the investigation, at the discretion of the Vice President of Experience or designee.
5. **Retaliation:** Retaliation against any person who reports hazing or participates in an investigation is strictly prohibited and will result in disciplinary action.

B. Investigation of Hazing Allegations

1. **Prompt and Thorough Investigation:** The College will promptly investigate all reports of hazing in a fair, impartial, and thorough manner.
2. **Investigative Process:**
 - a. Initial assessment of the report to determine appropriate interim measures and investigation scope.
 - b. Interviews with the reporting party, alleged victims, witnesses, and accused individuals.
 - c. Collection and review of relevant evidence, including documents, electronic communications, and physical evidence.
 - d. Consultation with law enforcement or other authorities as needed.
 - e. Preparation of an investigation report.
3. **Timelines:** Investigation will be completed within (30) calendar days of the initial report, unless extenuating circumstances require an extension. All involved parties will be promptly notified of any timeline extensions.
4. **Interim Measures:** The College will take appropriate interim measures to protect the safety and well-being of students during the investigation, which may include no-contact orders, temporary suspension of individuals or organizations, or changes in academic or living arrangements.

5. Standard of Evidence: The College will use a preponderance of evidence standard (more likely than not) in determining whether a violation of this regulation has occurred.
6. Notification of Outcome: All involved parties will be promptly notified in writing of the investigation outcome, including any findings of responsibility and imposed sanctions.

V. Disciplinary Actions and Sanctions

- A. Students found responsible for hazing will face disciplinary action, up to and including suspension or expulsion from the College. Sanctions may include, but are not limited to:
 1. Disciplinary probation
 2. Loss of privileges or college recognition
 3. Mandatory educational programs or counseling
 4. Community Service
 5. Suspension
 6. Expulsion
 7. Withholding or revocation of degree
- B. Employees found responsible for hazing or for failing to report known hazing incidents will face disciplinary action, up to and including termination of employment. Sanctions may include, but are not limited to:
 1. Written reprimand
 2. Suspension without pay
 3. Demotion
 4. Termination of employment
- C. Organizations found responsible for hazing may face sanctions, including but not limited to:
 1. Probation or suspension of organizational activities
 2. Loss of college recognition or registration
 3. Revocation of charter or affiliation agreements
 4. Prohibition from hosting or participating in college-sponsored events
 5. Loss of access to college facilities, funding, or other resources
 6. Mandatory reorganization or leadership changes
 7. Permanent dissolution of the organization
- D. **Aggravating Factors:** The following factors may result in more severe sanctions:
 1. Prior hazing violations

2. Multiple violations in a single incident
 3. Use of force, violence, or weapons
 4. Intentional or reckless disregard for health and safety
 5. Retaliation against reporters or witnesses
 6. Interference with the investigation process
- E. **Mitigating Factors:** The following factors may be considered in determining appropriate sanctions:
1. Self-reporting of the violation
 2. Acceptance of responsibility and demonstration of remorse,
 3. Cooperation with the investigation process
 4. Implementation of corrective measures to prevent future violations

VI. Prevention and Education

- A. On a regular basis, the College will provide education and training on hazing prevention and the college's anti-hazing regulation to all students, faculty, and staff. The training may include:
1. Defining hazing and outlining prohibited conduct.
 2. Explaining reporting procedures and the College's investigation and disciplinary processes.
 3. Highlighting the negative physical and mental health consequences of hazing.
 4. Promoting a culture of respect, inclusion and student well-being.
 5. Providing bystander intervention strategies.
 6. Ethical leadership.
 7. Discussing legal and disciplinary consequences of hazing.
 8. Positive strategies for building group cohesion.
- B. New Student and Employee Orientation: All new students and employees will receive information about this regulation and hazing prevention during their orientation programs.
- C. Student Organization Training: All student organizations must complete annual anti-hazing training as a condition of maintaining college recognition or registration.
- D. Online Resources: The college will maintain a comprehensive online resource center with information about hazing prevention, reporting procedures, and support services.

VII. Preventive Measures and Early Intervention

- A. **Risk Assessment:** The College will conduct periodic risk assessments to identify protentional hazing risks within student organization and athletic teams.
- B. **Early Warning System:** The College will implement an early warning system to identify and address potential hazing risks, including:
1. Regular check-ins with student organization leaders and advisors
 2. Anonymous tip lines for reporting concerns.
- C. Student Organizations must maintain detailed records of all new member activities, if any, and submit them for review upon request.
- D. **Advisor Training and Oversight:**

1. All faculty and staff advisors to student organizations must complete specialized anti-hazing training.
 2. Advisors are required to attend and monitor new member activities and report any concerns promptly.
- E. **Collaborative Partnerships:** The College will establish partnerships with national organizations, local law enforcement, and other institutions to share best practices and resources for hazing prevention.

VIII. Resources and Support Services

A. Reporting and Information:

Student Integrity and Compliance Office

Phone: 336-506-4101

Email/Online Reporting: studentsupport@alamancecc.edu

B. Confidential Counseling and Support:

ACC Student Support Center

Phone: 336-506-4362

Location: Main 233

Email: Studentsupport@alamancecc.edu

C. Campus Safety/Medical Emergencies:

ACC Public Safety

Emergency: 336-260-9203 (24/7)

Non-Emergency: 336-506-4286

IX. Limitation of Liability

While the College is committed to preventing and addressing hazing, the College cannot guarantee that hazing incidents will not occur. The College's liability is limited to its good faith efforts to implement and enforce this regulation. Nothing in this regulation shall be construed as creating any additional rights or causes of action against the College beyond those provided by applicable law.

Annual Disclosure of Crime Statistics

Definition of Reportable Crimes

- **Murder and Non-Negligent Manslaughter:** defined as the willful killing of one human being by another.
- **Manslaughter by Negligence:** defined as the killing of another person through gross negligence.
- **Rape:** 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, including instances where the victim is incapable of giving consent.
- **Fondling:** Defined as the touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against the person's will; or, not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.
- **Incest:** Defined as the Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Defined as the Non-forcible sexual intercourse with a person who is under the statutory age of consent.
- **Robbery:** Defined as taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force of violence and/or by putting the victim in fear.

- **Aggravated Assault:** Defined as an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
- **Burglary:** Defined as the unlawful entry of a structure to commit a felony or a theft.
- **Motor Vehicle Theft:** Defined as the theft or attempted theft of a motor vehicle.
- **Arson:** Defined as any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
- **Hate Crimes:** Defined as an offense against a person or property motivated in whole or in part by an offender's bias against race, gender, sexual orientation, religion, national origin, cultural background, disability, or any other defining characteristic of an individual or group of individuals. Hate crimes includes all of the crimes listed above that manifest evidence that the victim was chosen based on one of the categories of bias listed, plus the following crimes:
- **Larceny/Theft:** Includes pick-pocketing, purse snatching, shoplifting, theft from a building, theft from a motor vehicle, theft of motor vehicle parts or accessories, and all other larceny.
- **Simple Assault:** An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.
- **Intimidation:** To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct but without displaying a weapon or subjecting the victim to actual physical attack.
- **Destruction/Damage/Vandalism of Property (except Arson):** To willfully or maliciously destroy, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Categories of Prejudice

- **Race:** A preformed negative attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind.
- **Gender:** A preformed negative opinion or attitude toward a group of persons because those persons are male or female.
- **Religion:** A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.
- **Sexual Orientation:** A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex.
- **Ethnicity/national origin:** A preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs, and traditions.
- **Disability:** A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Policies cover all campuses unless otherwise stated

Campus Addresses:

Carrington-Scott Campus (Main Campus)

1247 Jimmie Kerr Rd. Graham, NC 27253

Dillingham Campus (DC)

1304 Plaza Dr. Burlington, NC 27215

Basic Law Enforcement Training Center (BLET)

(On or around October 1, 2025, will be renamed to Burlington Fire and Police Training Center BFPTC)

128 Stone Quarry Road, Haw River, NC 27258

Medical Laboratory Technician Training Center (MLTT)

(As of May 15, 2025, the MLTT ceased to be a separate campus)

112 Orange Drive, Elon, NC 27244

Covington Education Center (CEC)

(Officially became a separate campus on August 19, 2025)

2610 Jim Minor Road, Mebane, NC 27302

Public Safety Training Center (PSTC)

(Will become a separate campus on or around October 1, 2025)

2659 Sandy Cross Road, Burlington, NC 27217

CRIME STATISTICS

CARRINGTON-SCOTT CAMPUS (MAIN CAMPUS)

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Murder / Non-Negligent- Manslaughter	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Manslaughter by Negligence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Fondling	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Incest	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Statutory Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Robbery	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Aggravated Assault	2024	0	0	2
	2023	0	0	0
	2022	0	0	0
Burglary	2024	0	0	0
	2023	2	0	0
	2022	1	0	0

CARRINGTON-SCOTT CAMPUS (MAIN CAMPUS)

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Motor Vehicle Theft	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Arrests	2024	1	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Arson	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Domestic Violence	2024	0	0	0
	2023	0	0	0
	2022	1	1	0

CARRINGTON-SCOTT CAMPUS (MAIN CAMPUS)

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Dating Violence	2024	0	0	0
	2023	1	0	0
	2022	0	0	0
Stalking	2024	2	0	0
	2023	2	0	0
	2022	1	0	0
Hate Crime Reporting	There were no hate crimes reported for this campus in 2022, 2023, of 2024.			
Unfounded Crimes	In 2024 there was 1 unfounded crime, in 2023 there was 1 unfounded crime, In 2022 there were 2 unfounded crimes			
Residences	Alamance Community College does not have any residence halls or resident students. No missing students or fire report is required.			

DILLINGHAM CAMPUS

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Murder / Non-Negligent- Manslaughter	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Manslaughter by Negligence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Fondling	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Incest	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Statutory Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Robbery	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Aggravated Assault	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Burglary	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

DILLINGHAM CAMPUS

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Motor Vehicle Theft	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Arrests	2024	1	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	1	0	0
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Arson	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Domestic Violence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

DILLINGHAM CAMPUS

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Dating Violence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Stalking	2024	1	0	0
	2023	0	0	0
	2022	0	0	0
Hate Crime Reporting	There were no hate crimes reported for this campus in 2024, 2023, or 2022.			
Unfounded Crimes	There were no unfounded crimes for this campus for 2024, 2023, or 2022.			
Residences	Alamance Community College does not have any residence halls or resident students. No missing students or fire report is required.			

Basic Law Enforcement Training Campus

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Murder / Non-Negligent- Manslaughter	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Manslaughter by Negligence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Fondling	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Incest	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Statutory Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Robbery	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Aggravated Assault	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Burglary	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

Basic Law Enforcement Training Campus

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Motor Vehicle Theft	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	1	0	0
	2022	0	0	0
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Arson	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Domestic Violence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

Basic Law Enforcement Training Campus

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Dating Violence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Stalking	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Hate Crime Reporting	There were no hate crimes reported for this campus in 2024, 2023, or 2022.			
Unfounded Crimes	There were no unfounded crimes for this campus for 2024, 2023, or 2022.			
Residences	Alamance Community College does not have any residence halls or resident students. No missing students or fire reports are required.			
Campus Status	On or around October 1, 2025, the Basic Law Enforcement Training Campus will be renamed the Burlington Fire and Police Training Center.			

Medical Laboratory Technician Training Center

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Murder / Non-Negligent- Manslaughter	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Manslaughter by Negligence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Fondling	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Incest	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Statutory Rape	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Robbery	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Aggravated Assault	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Burglary	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

Medical Laboratory Technician Training Center

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Motor Vehicle Theft	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Weapons Law Arrests	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	1	0	0
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Arson	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Domestic Violence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0

Medical Laboratory Technician Training Center

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Dating Violence	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Stalking	2024	0	0	0
	2023	0	0	0
	2022	0	0	0
Hate Crime Reporting	There were no hate crimes reported for this campus in 2024, 2023, or 2022.			
Unfounded Crimes	There were no unfounded crimes for this campus for 2024, 2023, or 2022.			
Residences	Alamance Community College does not have any residence halls or resident students. No missing students or fire report is required.			
Campus Status	As of May 15, 2025, the Medical Laboratory Technician Training Center is no longer a separate campus. It has ceased to be an ACC controlled property.			

Covington Education Center

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Murder / Non-Negligent- Manslaughter	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Manslaughter by Negligence	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Rape	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Fondling	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Incest	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Statutory Rape	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Robbery	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Aggravated Assault	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Burglary	2024	0	0	0
	2023	-	-	-
	2022	-	-	-

Covington Education Center

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Motor Vehicle Theft	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Liquor Law Arrests	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Drug Law Arrests	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Weapons Law Arrests	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Liquor Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Drug Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Weapons Law Violations Referred for Disciplinary Action	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Arson	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Domestic Violence	2024	0	0	0
	2023	-	-	-
	2022	-	-	-

Covington Education Center

Offense (Reported by Hierarchy)	Year	On Campus	Non-Campus	Public Property
Dating Violence	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Stalking	2024	0	0	0
	2023	-	-	-
	2022	-	-	-
Hate Crime Reporting	There were no hate crimes reported for this campus in 2024.			
Unfounded Crimes	There were no unfounded crimes for this campus for 2024.			
Residences	Alamance Community College does not have any residence halls or resident students. No missing students or fire report is required.			
Campus Status	The Covington Education Center officially became a separate campus on August 19, 2024. The reported statistics are for a partial year.			

Non-Campus Properties Reported for 2024

In this year's report, the following non-campus properties were reported on in accordance with the Clery Act based on location and use:

2609 Tucker Street, Burlington, NC	215 N. Broad Street, Burlington, NC
4242 R. Dean Coleman Road, Burlington, NC	1423 N. Church Street, Burlington, NC
227 Williamson Street, Burlington, NC	1535 S. Mebane Street, Burlington, NC
142 S Lexington Avenue, Burlington, NC	715 N Church Street, Burlington, NC
1714 Carolina Mill Road, Burlington, NC	411-B W Fifth Street, Burlington, NC
1754 Kirkpatrick Road, Burlington, NC	311 College Street, Graham, NC
1104 Southerland Street. Suite B, Graham, NC	385 S. Columbia Street, Chapel Hill, NC
120 Dental Circle, Chapel Hill, NC	140 Dental Circle, Chapel Hill, NC
150 Dental Circle, Chapel Hill, NC	4756 Caraway Mountain Road, Sophia, NC
750 E. Park Avenue, Orem, UT	

All non-campus locations for 2024 had no reported Clery crimes for the dates and times ACC students were present.

Non-Campus Properties Reported for 2023

In this year's report, the following non-campus properties were reported on in accordance with the Clery Act based on location and use:

715 N. Church Street, Burlington, NC	1423 N. Church Street, Burlington,
NC 2609 Tucker Street, Burlington, NC	810 Wicker Street, Burlington, NC
227 Williamson Street, Burlington, NC	1410 Elder Way, Burlington, NC
1535 S. Mebane Street, Burlington, NC	2640 S. Columbine Lane, Burlington, NC
3815 Wade Coble Drive, Burlington, NC	1754 Kirkpatrick Road, Burlington, NC
342 S. Spring Street, Burlington, NC	1521 Huffman Mill Road, Burlington, NC
1104 Southerland Street, Graham, NC	503 N. Main Street, Graham, NC
2610 Jim Minor Road, Mebane, NC	104 E, Haggard Avenue, Elon, NC
104 Dental Circle, Chapel Hill, NC	385 S. Columbia Street, Chapel Hill,
NC 101 Hospital Drive, Ext., Columbus, MS	

All non-campus locations for 2023 had no reported Clery crimes for the dates and times ACC students were present.

Non-Campus Properties Reported for 2022

In this year's report, the following non-campus properties were reported on in accordance with the Clery Act based on location and use:

200 S. Main Street, Burlington, NC	4751 NC-62, Burlington, NC
2609 Tucker Street, Burlington, NC	227 Williamson Street, Burlington, NC
1535 S. Mebane Street, Burlington, NC	3539 Alamance Road, Burlington, NC
2235 Delaney Drive, Burlington, NC	2640 S. Columbine Lane, Burlington, NC
434 S. Flanner Street, Burlington, NC	1521 Huffman Mill Road, Burlington, NC
411-B W Fifth Street, Burlington, NC	215 N. Broad Street, Burlington, NC
2550 Buckingham Road, Burlington, NC	1423 N. Church Street, Burlington, NC
810 Wicker Street, Burlington, NC	1410 Elder Way, Burlington, NC
110 Stone Street, Haw River, NC	2515 Cherry Lane, Haw River, NC
1104 Southerland Street, Graham, NC	129 Boggs Ranch Road, Graham, NC
503 McGee Street, Graham, NC	2610 Jim Minor Road, Mebane, NC
633 Corregidor Street, Mebane, NC	234 Hendersonville Road, Asheville, NC
2220 West Broad Street, Athens, GA	1615 Tynecastle Highway, Banner Elk, NC
1722 Walnut Street, Cary, NC	2775 Florida Plaza Boulevard, Kissimmee, FL
105 San Drive, Pooler, GA	

All non-campus locations for 2022 had no reported Clery crimes for the dates and times ACC students were present except for a Domestic Violence at 1722 Walnut Street, Cary, NC

