



# **ROGUE COMMUNITY COLLEGE ANNUAL SECURITY REPORT 2020**

Rogue Community College

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## Introduction

Rogue Community College is a public institution of higher education with facilities that are open to students, faculty, administration, staff, and the general public. RCC facilities in Josephine County include the Redwood Campus, the Illinois Valley Learning Center, and the Old Town Center/SBDC which contains both the Small Business Development Center and the Ester Bristol Education Center.

The Redwood Campus is comprised of approximately 80 acres and 32 buildings. The Redwood Campus is typically open from 7 a.m. to 11 p.m. Monday-Friday (excluding holidays and closure days). The Illinois Valley Learning Center and the Old Town Center/SBDC are generally open from 8 a.m. to 5 p.m. Monday-Friday (excluding holidays and closure days).

RCC facilities in Jackson County include the Riverside Campus and the Table Rock Campus. The Riverside Campus is comprised of five buildings in downtown Medford. Buildings A, B, C, G, and HEC are typically open from 7 a.m. to 10 p.m. Monday-Friday (excluding holidays and closure days). The Table Rock Campus in White City is typically open from 7 a.m. to 10 p.m. Monday-Friday (excluding holidays and closure days).

- Redwood Campus 3345 Redwood Hwy Grants Pass, Oregon 97527
- Small Business Development Center 214 SW 4<sup>th</sup> St Grants Pass, OR 97526
- Esther Bristol Education Center corner of 4<sup>th</sup> and H St Grants Pass, OR 97526
- Illinois Valley Learning Center 24353 Redwood Hwy Kerby, OR 97531
- Riverside Campus Building A 202 S Riverside Ave Medford, OR 97501
- Riverside Campus Building B 227 E 9<sup>th</sup> St Medford, OR 97501
- Riverside Campus Building C 130 E 8<sup>th</sup> St Medford, OR 97501
- Riverside Campus Building G 117 S Central Medford, OR 97501
- Riverside Campus Higher Education Center 101 S Bartlett St Medford, OR 97501
- Table Rock Campus Building A 7800 Pacific Ave White City, OR 97503
- Table Rock Campus Building B High Tech Center 7932 Pacific Ave White City, OR 97503
- Table Rock Campus Building C Health Professions Center 7731 Pacific Ave White City, OR 97503

## Background

### Jeanne Clery Act Background

In 1990, the Federal Government enacted the Student Right to Know and Campus Security Act. The Act was renamed the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act or the Clery Act in 1998. The Clery Act requires that colleges and universities receiving federal funding disclose reported instances of criminal activity on campus. In addition to the disclosure of campus crime statistics, the act requires the college to provide various policies, procedures and educational programs that are utilized by the College in the area of safety, security and prevention education. For more information, please visit the Clery website at <https://clerycenter.org/> or the US Department of Education 2016 Clery Handbook which can be found [here](#). This report is prepared by the College Risk Management Department, in coordination with Student Services, Human Resources, Facilities and numerous local law

enforcement agencies that have jurisdiction over Rogue Community College campuses and facilities. An email notification is sent out no later than October 1st to all currently enrolled students and employees providing a link to the report. The report can also be viewed on the Risk Management Department webpage at <https://web.roguecc.edu/risk-management> . If you have questions regarding the information published in this report, please contact the Rogue Community College Director of Risk Management.

Jacob Wetterling Crimes Against Children and Sexually Violent Offenders Registration Act  
Enacted as a part of the Omnibus Crime Bill of 1994, the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act established guidelines for states to track sex offenders. It required states to track sex offenders by confirming their place of residence annually for ten years after their release into the community or quarterly for the rest of their lives if the sex offender was convicted of a violent sex crime.

#### Drug Free Schools and Community Act

The Drug-Free Schools and Communities Act (DFSCA) of 1989 - also known as the Drug-Free Schools and Campuses Act - requires institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs. The DFSCA also requires the establishment of a drug and alcohol prevention program.

#### Violence Against Women Reauthorization Act

Was signed into law on March 7th, 2013 by President Obama. VAWA amended section 485(f) of the HEA, otherwise known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). The Clery Act requires institutions of higher education to comply with certain campus safety- and security-related requirements as a condition of their participation in the Title IV, HEA programs. Notably, VAWA amended the Clery Act to require institutions to compile statistics for incidents of dating violence, domestic violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in their annual security reports.

#### Campus Sexual Violence Elimination Act

Campus Sexual Violence Elimination Act or Campus SaVE Act - Amends Title IV (Student Assistance) of the Higher Education Act of 1965 to require each institution of higher education (IHE) participating in a Title IV program to include in its annual security report on campus security policy and crime statistics a statement of current policies for reporting crimes or other emergencies in or on non-campus buildings or property. Requires such report to include statistics concerning the occurrence of domestic violence, dating violence, and stalking incidents reported to campus security authorities or local police. Requires schools to protect victim confidentiality when reporting criminal threats to the campus community. Directs IHEs to include in their annual security report a statement of policy regarding their programs to prevent domestic violence, dating violence, sexual assault, and stalking and the procedures they follow when such an offense is reported.

#### Campus Sex Crimes Prevention Act

The CSCPA supplemented the Wetterling Act's general standards for sex offender registration and community notification programs by enacting provisions which are more specifically designed to ensure that the members of campus communities have information available concerning the presence of registered sex offenders. In part, this included an amendment to the Wetterling Act, which requires states to obtain information concerning registered sex

offenders' enrollment or employment at institutions of higher education, and to make this information available promptly to a campus police department or other appropriate law enforcement agency having jurisdiction where the institution is located.

## Clery Geography

There are three categories of Clery reportable geography that are utilized by Rogue Community College, including:

On Campus - Any building or property owned or controlled by Rogue Community College within the same reasonably contiguous geographic area of Rogue Community College and used by Rogue Community College in direct support of, or in a manner related to, Rogue Community College educational purposes and property within the same reasonably contiguous geographic area of the institution that is owned by Rogue Community College but controlled by another person, which is used by students, and supports institution purposes.

On Campus Housing – Rogue Community College does not offer on campus student housing.

Public Property - All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from campus.

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

### List of Non-Campus Locations utilized by Rogue Community College during the 2019 Calendar Year

- Ashland High School 201 S Mountain Ave Ashland, OR 97520
- Crater High School 655 N 3<sup>rd</sup> St Central Point, OR 97502
- CrossFit the Den 943 Automation Way Medford, OR 97504
- Grants Pass Fire Rescue 199 HW Hillcrest Grants Pass, OR 97526
- Grants Pass High School 830 NE 9<sup>th</sup> St Grants Pass, OR 97526
- Hidden Valley High School 651 Murphy Creek Rd Grants Pass, OR 97527
- Jackson County Fire District 8383 Agate Rd White City, OR 97503
- Medford Fire Department Station #4 2208 Table Rock Rd Medford, OR 97501
- North Middle School 1725 NW Highland Ave Grants Pass, OR 97526
- North Valley High School 6741 Monument Dr Grants Pass, OR 97526
- South Medford High School 1551 Cunningham Ave Medford, OR 97501
- The Courthouse Gym 700 N Phoenix Rd Medford, OR 97504
- US Cellular Community Field 701 N Columbus Ave Medford, OR 97501
- YMCA of Grants Pass 1000 Redwood Ave Grants Pass, OR 97527

## Law Enforcement Authority and Jurisdiction of Campus Security

### Personnel

Rogue Community College maintains a cooperative relationship with the Josephine County Sheriff's Office, the Jackson County Sheriff's Office, the City of Medford Police Department, and the City of Grants Pass Department of Public Safety. The Rogue Community College Risk Management Department consists of the Director of Risk Management and the Risk Management Coordinator. The College also maintains a contract with a private security firm that provides security officers at the Redwood Campus, the Riverside Campus, and the Table Rock Campus. The contract security staff are unarmed, non-sworn personnel. Rogue Community College does not have a Memorandum of Understanding or other written agreement with outside police agencies, but enjoys a positive and cooperative relationship with state and local law enforcement.

### Clery Reportable Offenses

The Clery Act requires Rogue Community College to include the following four general categories of crime statistics in its Annual Security Report.

#### Criminal Offenses

Murder and Non-negligent	Manslaughter by Negligence	Aggravated Assault
Manslaughter	Motor Vehicle Theft	Robbery
Arson	Burglary	Statutory Rape
Sexual Assault & Rape	Fondling	Incest

#### Hate Crimes

Larceny-Theft	Intimidation	Simple Assault
Destruction/Damage/Vandalism of Property		

#### VAWA Offenses

Domestic Violence	Stalking	Dating Violence
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#### Arrests and Referrals for Disciplinary Action

Weapon Law violations	Liquor Law violations	Drug Abuse violations
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### Criminal offenses as defined by the Clery Act

Murder and Non-Negligent Manslaughter is defined as the willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence is defined as the killing of another person through gross negligence.

Sexual Assault is defined as any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

Rape is defined as the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females

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

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

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

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

Aggravated Assault is 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 is defined as the unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft is defined as the theft or attempted theft of a motor vehicle.

Arson is 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 as defined by the Clery Act

A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Any of the above-mentioned offenses, and any incidents listed below that were motivated by one or more of the biases listed below.

Larceny-Theft is the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.

Simple Assault is 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 is 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 is 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.

## Specific Bias

Race. A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.

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, e.g., Catholics, Jews, Protestants, Atheists.

Sexual Orientation. A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Gender. A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.

Gender Identity. A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender nonconforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.

Ethnicity. A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to a grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

National Origin. A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.

Disability. A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age, or illness.

## Violence Against Women's Act (VAWA)

The [Violence Against Women's Act](#) (VAWA) is a federal law enacted to improve the criminal justice and community-based responses to domestic violence, dating violence, sexual assault, and stalking and has imposed additional reporting requirements including:

Domestic Violence - asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former cohabitant, person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.

Dating Violence - violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such a relationship will be gauged by its length, type, and frequency of interaction between the persons involved in the relationship.

Stalking - Intentional and repeated harassment or following of another person which places that person in reasonable fear that the perpetrator intends to injure, intimidate, or harass that person. Stalking also includes instances where the perpetrator knows or reasonably should know that the person is frightened, intimidated, or harassed, even if the perpetrator lacks such intent.

## Arrests and Referrals for Disciplinary Action

Arrests and Referrals for Disciplinary Action for Weapons—Carrying, Possessing, etc., Law Violations, Drug Abuse Violations and Liquor Law Violations.

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

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

Liquor Law Violations- are defined as the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

## Criminal offenses as defined under Oregon State Law

### Definitions

Sexual Intercourse - Sexual intercourse has its ordinary meaning and occurs upon any penetration, however slight; emission is not required.

Sexual Contact - Sexual contact means any touching of the sexual or other intimate parts of a person or causing such person to touch the sexual or intimate parts of the actor for the purpose of arousing or gratifying the sexual desire of either party.

### **Criminal Offenses**

**Rape in the first degree** - A person who has sexual intercourse with another person commits the crime of rape in the first degree if:

- (a) The victim is subjected to forcible compulsion by the person;
- (b) The victim is under 12 years of age;
- (c) The victim is under 16 years of age and is the person's sibling, of the whole or half blood, the person's child or the person's spouse's child; or
- (d) The victim is incapable of consent by reason of mental defect, mental incapacitation or physical helplessness.

Rape in the first degree is a Class A felony.

**Rape in the second degree** - A person who has sexual intercourse with another person commits the crime of rape in the second degree if the other person is under 14 years of age.

Rape in the second degree is a Class B felony.

**Rape in the third degree** - A person commits the crime of rape in the third degree if the person has sexual intercourse with another person under 16 years of age.

Rape in the third degree is a Class C felony.

**Incest** - A person commits the crime of incest if the person marries or engages in sexual intercourse or deviate sexual intercourse with a person whom the person knows to be related to the person, either legitimately or illegitimately, as an ancestor, descendent or brother or sister of either the whole or half blood.

Incest is a Class C felony.

**Sodomy in the first degree** - A person who engages in deviate sexual intercourse with another person or causes another to engage in deviate sexual intercourse commits the crime of sodomy in the first degree if:

- (a) The victim is subjected to forcible compulsion by the actor;
- (b) The victim is under 12 years of age;
- (c) The victim is under 16 years of age and is the actor's brother or sister, of the whole or half blood, the son or daughter of the actor or the son or daughter of the actor's spouse; or
- (d) The victim is incapable of consent by reason of mental defect, mental incapacitation or physical helplessness.

Sodomy in the first degree is a Class A felony.

**Sodomy in the second degree** - A person who engages in deviate sexual intercourse with another person or causes another to engage in deviate sexual intercourse commits the crime of sodomy in the second degree if the victim is under 14 years of age.

Sodomy in the second degree is a Class B felony.

**Sodomy in the third degree** - A person commits the crime of sodomy in the third degree if the person engages in deviate sexual intercourse with another person under 16 years of age or causes that person to engage in deviate sexual intercourse.

Sodomy in the third degree is a Class C felony.

**Unlawful sexual penetration in the first degree** - Except as permitted under ORS 163.412, a person commits the crime of unlawful sexual penetration in the first degree if the person penetrates the vagina, anus or penis of another with any object other than the penis or mouth of the actor and:

- (a) The victim is subjected to forcible compulsion;
- (b) The victim is under 12 years of age; or
- (c) The victim is incapable of consent by reason of mental defect, mental incapacitation or physical helplessness.

Unlawful sexual penetration in the first degree is a Class A felony.

**Unlawful sexual penetration in the second degree** - Except as permitted under ORS 163.412, a person commits the crime of unlawful sexual penetration in the second degree if the person penetrates the vagina, anus or penis of another with any object other than the penis or mouth of the actor and the victim is under 14 years of age.

Unlawful sexual penetration in the second degree is a Class B felony.

**Incapacity to Consent Definition – Oregon Revised Statutes (163.315)**

- (1) A person is considered incapable of consenting to a sexual act if the person is:
  - (a) Under 18 years of age;
  - (b) Mentally defective;
  - (c) Mentally incapacitated; or
  - (d) Physically helpless.
- (2) A lack of verbal or physical resistance does not, by itself, constitute consent but may be considered by the trier of fact along with all other relevant evidence.

**Domestic Violence** - Abuse between family or household members. Family or household members: Spouses or former spouses; adults related by blood, marriage or adoption, persons cohabitating or who have cohabitated; persons in a past or present sexually intimate relationship; unmarried parents of a child.

Abuse: The occurrence of one or more of the following acts within a domestic relationship:

- (a) Attempting to cause or intentionally, knowingly or recklessly causing bodily injury.
- (b) Intentionally, knowingly or recklessly placing another in fear of imminent bodily injury.
- (c) Causing another to engage in involuntary sexual relations by force or threat of force

**Dating Violence** - The state of Oregon does not have a definition or a statute addressing dating violence.

**Stalking** - A person commits the crime of stalking if:

- (a) The person knowingly alarms or coerces another person or a member of that person's immediate family or household by engaging in repeated and unwanted contact with the other person;
- (b) It is objectively reasonable for a person in the victim's situation to have been alarmed or coerced by the contact; and
- (c) The repeated and unwanted contact causes the victim reasonable apprehension regarding the personal safety of the victim or a member of the victim's immediate family or household.

## Campus Crime Reporting Options Administrative Procedure 3515

Rogue Community College utilizes the following procedures related to the reporting of criminal activity and other emergency situations on campus. In the event that there is an imminent threat to the safety and security of an individual or the College as a whole, any incident should be reported directly to local law enforcement and then to RCC Security.

After contacting 911, RCC Security is the primary reporting location for all criminal activity and emergency situations on campus. Reporting can be accomplished by the following means:

- RCC Security at the Redwood Campus maybe reach 24 hours per day 7 days per week via phone at 541-218-2930.
- RCC Security at the Riverside Campus maybe reach between 7am and 11pm Monday – Friday and from 7am – 7pm on Saturday via phone at 541-218-2931 excluding college closure days and holidays.
- RCC Security at the Table Rock Campus maybe reach between 7am and 10:30pm Monday – Friday and between 7am and 7pm on Saturday via phone at 541-218-3639 excluding college closure days and holidays.
- The Rogue Community College Director of Risk Management maybe reach during business hours by calling 541-956-7061.

Crime reports and incident reports submitted to RCC Security are covered under Oregon state law and are subject to public record requirements.

Reporting can also be accomplished by contacting the following individuals, positions or departments.

- Campus Security Authorities (CSAs) are individual employees of Rogue Community College who have been designated as CSAs because of specific duties or responsibilities associated with their position. A list of current CSAs is maintained on the Risk Management webpage. CSAs are required to forward all reports they receive in their role as a CSA to RCC Security. Confidentiality may be maintained in some circumstances but not all and may limit any further action by Rogue Community College.
- Professional counselors are available at the Redwood Campus and at the Riverside Campus during regular business hours and scheduled appointments can be arranged at the Table Rock Campus. Reports received by counselors are considered to be confidential in most cases except as outlined under local, state or federal law. Counselors are encouraged to remind victims of crime that confidential reporting should also be made to RCC Security solely to aid in the collection of crime statistics and to help

make the determination if a Timely Warning should be issued based on a continued threat to the College.

- Title IX Coordinators - Any individual who believes that they may be the victim of any violation of Title IX to include sexual harassment and or sexual assault may report the incident to the Title IX Coordinator or Deputy Title IX Coordinator. The Rogue Community College Title IX Coordinator is [Equity, Diversity & Inclusion Coordinator](#). The two Deputy Title IX Coordinators are the [Director of Risk Management](#) and the [Interim Director of Advising & Compliance](#).

Note: Any incident that has the potential to cause an immediate or continued threat to the College Community should be reported directly to RCC Security in order to facilitate the possible issuance of a Timely Warning as required by the Clery Act.

## AP 3540 Sexual and Other Assaults on Campus

Any sexual assault or physical abuse, including, but not limited to, rape, domestic violence, dating violence, sexual assault, or stalking, , whether committed by an employee, student, or member of the public, occurring on Rogue Community College property, in connection with all the academic, educational, extracurricular, athletic, and other programs of the College whether those programs take place in the College facilities or at another location, or on an off-campus site or facility maintained by the College, or on grounds or facilities maintained by a student organization, is a violation of Rogue Community College policies and regulations, and is subject to all applicable punishment, including criminal procedures and employee or student discipline procedures.

- “Sexual assault” means any nonconsensual sexual act proscribed by federal, tribal, or state law, including when the victims lacks capacity to consent.
- “Dating violence” means 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 a romantic or intimate relationship will be determined based on the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship.
- “Domestic violence” includes felony or misdemeanor crimes of violence committed by:
  - a current or former spouse of the victim;
  - a person with whom the victim shares a child in common;
  - a person who is cohabitating with or has cohabitated with the victim as a spouse.
- Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his/her safety or the safety of others, or to suffer substantial emotional distress.

These written procedures and protocols are designed to ensure victims of domestic violence, dating violence, sexual assault, or stalking receive treatment and information. (For physical assaults/violence, see also AP 3500 Campus Security, AP 3510 Workplace Violence, and AP 3515 Reporting of Crimes.)

All students, faculty members or staff members who allege they are the victims of domestic violence, dating violence, sexual assault or stalking on Rogue Community College property shall be provided with information regarding options and assistance available to them. Information shall be available from the Risk Management Office and the Title IX Office, which shall maintain

the identity and other information about alleged sexual assault victims as confidential unless and until the Director of Risk Management and the Title IX Coordinator are authorized to release such information.

The Director of Risk Management and the Title IX Coordinator shall provide all alleged victims of domestic violence, dating violence, sexual assault, or stalking with the following:

- A copy of the Rogue Community College policy and procedure regarding domestic violence, dating violence, sexual assault, or stalking;
- A list of personnel on campus who should be notified and procedures for such notification, if the alleged victim consents;
- Information about the importance of preserving evidence and the identification and location of witnesses;
- A description of available services, and the persons on campus available to provide those services if requested. Services and those responsible for provided or arranging them include:
  - Counseling by Rogue Community College Counseling Staff or the College Employee Assistance Program, or referral to a counseling center;
  - a list of other available campus resources or appropriate off-campus resources;
- The victim's option to:
  - notify proper law enforcement authorities, including on-campus and local police;
  - be assisted by campus authorities in notifying law enforcement authorities if the victim so chooses; and
  - decline to notify such authorities;
- The rights of victims and the institution's responsibilities regarding orders of protection, no contact orders, or similar lawful orders issued by a court;
- Information about how the College will protect the confidentiality of victims; and
- Written notification of victims about options for, and available assistance in, changing academic and working situations, if requested and if such accommodations are reasonably available, regardless of whether the victim chooses to report the crime to campus security or local law enforcement.
- A description of each of the following procedures:
  - criminal prosecution;
  - civil prosecution (i.e., lawsuit);
  - Rogue Community College disciplinary procedures, both student and employee;
  - modification of class schedules;
  - tutoring, if necessary.

The Director of Risk Management and the Title IX Coordinator should be available to provide assistance to Rogue Community College employees regarding how to respond appropriately to reports of sexual violence.

The College will investigate all complaints alleging sexual assault under the procedures for sexual harassment investigations described in AP 3435, regardless of whether a complaint is filed with local law enforcement.

All alleged victims of domestic violence, dating violence, sexual assault, or stalking on Rogue Community College property shall be kept informed, through the Risk Management Office and the Title IX Coordinator of any ongoing investigation. Information shall include the status of any student or employee disciplinary proceedings or appeal; alleged victims of domestic violence, dating violence, sexual assault, or stalking are required to maintain any such information in confidence, unless the alleged assailant has waived rights to confidentiality.

A complainant or witness who participates in an investigation of sexual assault, domestic violence, dating violence, or stalking will not be subject to disciplinary sanctions for a violation of the College student conduct policy at or near the time of the incident, unless the College determines that the violation was egregious, including but not limited to, an action that places the health or safety of any other person at risk or involves plagiarism, cheating, or academic honesty.

The College shall maintain the identity of any alleged victim, witness, or third-party reporter of domestic violence, dating violence, sexual assault, or stalking on Rogue Community College property, as defined above, in confidence unless the alleged victim, witness, or third-party reporter specifically waives that right to confidentiality. All inquiries from reporters or other media representatives about alleged domestic violence, dating violence, sexual assaults, or stalking on Rogue Community College property shall be referred to the College Public Information Office, which shall work with the Risk Management Office and Title IX Coordinator to assure that all confidentiality rights are maintained.

Additionally, the Annual Security Report will include a statement regarding the College programs to prevent sexual assault, domestic violence, dating violence, and stalking and procedures that should be followed after an incident of domestic violence, dating violence, sexual assault, or stalking has been reported, including a statement of the standard of evidence that will be used during any in any College proceeding arising from such a report. The statement must include the following:

- A description of educational programs to promote the awareness of rape, acquaintance rape, other forcible and non-forcible sex offenses, domestic violence, dating violence, or stalking;
- Procedures to follow if a domestic violence, dating violence, sex offense, or stalking occurs, including who should be contacted, the importance of preserving evidence to prove a criminal offense, and to whom the alleged offense should be reported;
- Information on a student's right to notify appropriate law enforcement authorities, including on-campus and local police, and a statement that campus personnel will assist the student in notifying these authorities, if the student so requests, and the right to decline to notify these authorities;
- Information about how the College will protect the confidentiality of victims;
- Information for students about existing on- and off-campus counseling, mental health, victim advocacy, legal assistance, or other services for victims;
- Written notification of victims about options for, and available assistance in, changing academic and working situations, if requested and if such accommodations are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement;



- Procedures for campus disciplinary action in cases of an alleged domestic violence, dating violence, sexual assault, or stalking including a clear statement that:
  - Such proceedings shall provide a prompt, fair, and impartial resolution;
  - Such proceedings shall be conducted by officials who receive annual training on the issues related to domestic violence, dating violence, sexual assault, and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability;
  - The accuser and the accused are entitled to the same opportunities to have others present during a disciplinary proceeding; and
  - Both the accuser and the accused must be informed of the outcome of any institutional disciplinary proceeding resulting from an alleged domestic violence, dating violence, sexual assault, or stalking, the procedures for the accused and victim to appeal the results of the disciplinary proceeding, of any chances to the results that occurs prior to the time that such results become final, and when such results become final. Compliance with this paragraph does not violate the Family Educational Rights and Privacy Act (FERPA). For the purposes of this paragraph, the outcome of a disciplinary proceeding means the final determination with respect to the alleged domestic violence, dating violence, sex offense, or stalking and any sanction that is imposed against the accused.
- A description of the sanctions the campus may impose following a final determination by a campus disciplinary proceeding regarding rape, acquaintance rape, or other forcible or non-forcible sex offenses, domestic violence, dating violence, or stalking.

### **Education and Prevention Information**

The Director of Risk Management and the Title IX Coordinator shall:

- Provide, as part of each campus' established on-campus orientation program, education and prevention information about domestic violence, dating violence, sexual assault, and stalking. The information shall be developed in collaboration with campus-based and community-based victim advocacy organizations, and shall include the College sexual assault policy and prevention strategies including empowerment programming for victim prevention, awareness raising campaigns, primary prevention, bystander intervention, and risk reduction.
- Post sexual violence prevention and education information on the campus internet website regarding domestic violence, dating violence, sexual assault and stalking.

### **AP 3435 Discrimination and Harassment Reports and Investigations**

For sexual harassment under Title IX, Complainants must proceed under BP 3433 Prohibition of Sexual Harassment under Title IX, AP 3433 Prohibition of Sexual Harassment under Title IX, and AP 3434 Responding to Harassment Based on Sex under Title IX. For other forms of sexual harassment or gender-based harassment, Complainants should use this procedure. Also, see AP 3432 related to workplace harassment.

**Complaint:** Any person who reports having suffered harassment, discrimination, or retaliation may file a complaint of harassment, discrimination, or retaliation. Complainants are encouraged to report harassment before it becomes severe or pervasive. Rogue Community College

("RCC") strives to stop harassment before it rises to the level of a violation of state or federal law.

### **Authority over Parties**

RCC has authority over students, employees, and third parties for alleged violations of this procedure that occur on RCC's property. RCC has authority over RCC employees and students for alleged violations of this policy that occur at RCC activities or events. RCC may exercise authority over events that occur off-campus to determine if the conduct occurred in the context of an education program or activity or had continuing effects on campus or in an off-campus education program or activity.

RCC may have an obligation to respond to any complaint received by the institution which includes but is not limited to: (A) Sexual harassment; (B) Sexual assault; (C) Domestic violence; (D) Dating violence; or (E) Stalking.

### **Responsible Employees and Mandated Reporting:**

If the report involves a minor, RCC and its employees will comply with state mandated reporting requirements.

All responsible employees are required to report all actual or suspected misconduct under this procedure immediately. RCC is on notice if a responsible employee has actual knowledge, or in the exercise of reasonable care should have known, about the misconduct. At RCC all employees, including student workers, other than Counselors acting in their professional capacity are considered responsible employees.

Any person may make a report by directly contacting the appropriate official listed below.

The following person has been designated to handle inquiries regarding the non-discrimination policies:

#### **Chief Human Resources Officer**

Jamee Harrington  
541-956-7017  
jharrington@rogucecc.edu  
Redwood Campus, Josephine Building.

The following persons are responsible for coordinating Title IX (gender discrimination)

#### **Lead Title IX Coordinator**

Amy Peterson  
541-956-7280  
aspeterson@rogucecc.edu  
Redwood Campus, Josephine Building

The following persons are responsible for coordinating Title II (ADA reasonable accommodations) and Section 504 (discrimination against individuals with disabilities):

**ADA coordinator for students**

Andrew Childress  
541-245-7692  
achildress@roguecc.edu  
Riverside Campus, B-9

**ADA coordinator for employees and applicants**

Kathryn Averyt  
541-956-7346  
kaveryt@roguecc.edu  
Redwood Campus, Josephine Building

The appropriate official will receive all relevant details about the alleged misconduct in order to determine what occurred and how to resolve the situation. This includes the names of the reporting party and responding party (if known), and the date, time, and location of the alleged misconduct.

**Retaliation:** Persons who make complaints of harassment or discrimination or provide information related to such complaints will be protected against retaliation. RCC will take all reasonable steps to protect the Complainant from further harassment or discrimination.

The appropriate officials referenced above are the individuals charged with receiving reports of discrimination, harassment, or retaliation. The actual investigation of reports may be assigned to other trained RCC employees or to outside persons or organizations under contract with RCC. At a minimum, the investigation will be assigned to other RCC staff or outside investigators whenever the officials listed above are named in the complaint or implicated by the allegations in the complaint.

Reporting Options if the Responding Party is a:

- Board of Education Member: Any Reporting Party or Respondent who believes a Board of Education member has violated this procedure should immediately notify the Title IX Coordinator of their concerns. The Title IX Coordinator will forward these concerns to the third-party firm for review.
- Vice President or College President: Any Reporting Party or Respondent who believes the President cannot be impartial or has violated this procedure should immediately notify the Title IX Coordinator of their concerns. The Title IX Coordinator will forward these concerns to the third-party firm for review.
- Chief Human Resources Officer: Any Reporting Party or Responding Party who believes the CHRO cannot be impartial or who has violated this procedure should immediately notify the College President.
- Title IX Coordinator/Deputy Coordinator: Any Reporting Party or Responding Party who believes the Title IX Coordinator/Deputy Coordinator cannot be impartial or who has violated this procedure should immediately notify the Chief Human Resources Officer.

**Standard of Proof**

RCC will use a “preponderance of the evidence” standard of proof in determining whether

there has been a violation of this policy. This standard of proof is also known as “more likely than not” standard.

**Who May File a Complaint:** Any student, employee, or third party who believes they have been discriminated against, harassed, or retaliated by a student, employee, or third party in violation of this procedure and the related policy.

**Where to File a Complaint:** An employee, student, or third party who believes they have been discriminated against or harassed in violation of these policy and procedures may make a complaint orally or in writing to any of the following people:

- The Chief Human Resources Officer
- The Title IX Coordinator
- Students may discuss their report confidentially with an RCC Counselor who is generally not obligated to disclose the information
- Employees may file a report with their supervisor

Complainants filing employment-related complaints shall be notified that they may file employment discrimination complaints with the U.S. Equal Employment Opportunity Commission (EEOC) or through the Oregon Bureau of Labor and Industries (BOLI) complaint resolution process.

An employee or claimant must provide advance notice of a claim against the employer as required by the Oregon Tort Claims Act (ORS 30.275).

Any RCC employee who receives a harassment, discrimination, or retaliation complaint shall notify the CHRO immediately.

**Filing a Timely Complaint:** Since failure to report harassment and discrimination impedes RCC’s ability to stop the behavior, RCC strongly encourages anyone who believes they are being harassed or discriminated against, to file a complaint. RCC also strongly encourages the filing of such complaints within 30 days of the alleged incident. While all complaints are taken seriously and will be investigated promptly, delay in filing impedes RCC’s ability to investigate and remediate.

All supervisors and managers have a mandatory duty to report incidents of harassment and discrimination; the existence of a hostile, offensive or intimidating work environment, and acts of retaliation.

RCC will investigate complaints involving acts that occur off campus if they are related to an academic or work activity or if the harassing conduct interferes with or limits a student’s or employee’s ability to participate in or benefit from the school’s programs or activities.

### **Privileged or Confidential Reporting**

An RCC responsible employee should, whenever possible, before a student or employee reveals information that they may wish to keep confidential, ensure that the person making the report understands the employee’s obligations to report to RCC, the reporting party’s option to request confidentiality, which RCC will take into consideration, and the reporting party’s ability to share the information confidentially with designated RCC employees.

Professional, licensed, mental health counselors, who provide mental-health counseling to members of the RCC community, or interns, graduate students, and others supervised by professional licensed counselors, are not required to report any information received in confidence.

**Communicating that the Conduct is Unwelcome:** RCC encourages, but does not require, students and employees to let the offending person know immediately and firmly that the conduct or behavior is unwelcome, offensive, in poor taste or inappropriate.

**Intake and Processing of the Complaint:** Upon receiving notification of a harassment or discrimination complaint, the CHRO shall:

- Offer options to informally resolve the charges, including but not limited to mediation, rearrangement of work or academic schedules, obtaining apologies, providing informal counseling, training, etc.
- Advise all parties that /they need not participate in an informal resolution of the complaint, as described above, and they have the right to end the informal resolution process at any time.
- Advise student Complainants that they may file a complaint with the Office for Civil Rights of the U.S. Department of Education and employee Complainants may file a complaint with the Oregon Bureau of Labor and Industries (BOLI) or the Equal Employment Opportunity Commission (EEOC). All Complainants should be advised that they have a right to file a complaint with local law enforcement, if the act complained of is also a criminal act. RCC must investigate even if the complainant files a complaint with local law enforcement. In addition, RCC should ensure that Complainants are aware of any available resources, such as health and mental health services.
- Take interim steps to protect a Complainant from coming into contact with the Respondent, especially if the Complainant is a victim of sexual violence. The CHRO should notify the Complainant of their options to avoid contact with the Respondent. For instance, RCC may prohibit the alleged perpetrator from having any contact with the Complainant pending the results of the investigation. When taking steps to separate the Complainant and the alleged perpetrator, RCC shall minimize the burden on the Complainant.

### **Upon Receiving the Report – Health and Safety**

The CHRO or designee together with relevant campus partners will make an immediate assessment concerning the health and safety of the reporting party and campus community as a whole. RCC will provide the reporting party with immediate, supportive measures necessary to protect their health and safety.

Where RCC determines that there is a substantial threat to the campus community, it will issue a timely warning. RCC will issue the warning according to RCC's administrative procedures. RCC will not disclose the victim's name or other identifying information when issuing the warning.

### **Confidentiality**

Where the reporting party requests confidentiality or that RCC not conduct an investigation, RCC will take all reasonable steps to investigate while honoring the request. Where the

reporting party insists that RCC not disclose their name or other identifiable information to the Respondent, RCC will inform the Complainant that its ability to respond will be limited. RCC will evaluate this request in the context of its responsibility to provide a safe and nondiscriminatory environment for all employees and students. However, RCC will take steps to offer appropriate remedial measures to the reporting party.

When weighing a request for confidentiality against the seriousness of the alleged harassment, discrimination, or retaliation, the CHRO or designee in consultation with appropriate campus partners may consider, but are not limited to, the following factors:

- Whether the alleged behavior included acts of violence;
- Whether there is an increased risk of the alleged perpetrator committing acts of violence;
- Whether there is an increased risk of future acts of violence under similar circumstances;
- Whether the alleged behavior was perpetrated with a weapon;
- The age of the person subjected to the violence;
- And whether RCC possess other means to obtain relevant evidence.

**Investigation of the Complaint:** RCC shall conduct a prompt, thorough, and impartial investigation into every complaint and claim of harassment, discrimination, or retaliation. This procedure will be followed if the reported conduct falls within the jurisdiction of this procedure. If the reported conduct falls outside the jurisdiction of this procedure, RCC will direct the reporting party to the appropriate process to resolve their report.

No claim of workplace or academic harassment or discrimination shall remain unexamined. This includes complaints involving activities that occur off campus and in connection with the academic, educational, extracurricular, athletic, and other programs of RCC, whether those programs take place in RCC's facilities, in a RCC controlled vehicle, or at a class or training program sponsored by RCC at another location. RCC shall promptly investigate complaints of harassment or discrimination that occur off campus if the alleged conduct creates a hostile environment on campus.

RCC will keep the investigation confidential to the extent possible, but cannot guarantee absolute confidentiality because release of some information on a "need-to-know-basis" is essential to a thorough investigation. When determining whether to maintain confidentiality, RCC may weigh the request for confidentiality against the seriousness of the alleged harassment, the Complainant's age, whether there have been other harassment complaints about the same individual, and the alleged perpetrator's rights to receive information about the allegations if the information is maintained by RCC as an "education record" under the Family Educational Rights and Privacy Act (FERPA), 20 U.S. Code Section 1232g; 34 Code Federal Regulations Part 99.15. RCC will inform the Complainant if it cannot maintain confidentiality.

**Investigation Steps:** RCC will fairly and objectively investigate harassment and discrimination complaints. Employees designated to serve as Investigators under this policy shall have adequate training on what constitutes sexual harassment, including sexual violence, and that they understand how RCC's] grievance procedures operate. The Investigator cannot have any actual bias or conflicts of interest and must be able to investigate the allegations impartially.

Investigators will use the following steps: interviewing the Complainant(s); interviewing Respondents; identifying and interviewing witnesses and reviewing evidence identified by each Party; identifying and interviewing any other witnesses, if needed; reminding all individuals interviewed of RCC's no-retaliation policy; considering whether any involved person should be removed from the campus pending completion of the investigation; reviewing personnel/academic files of all involved Parties; reach a conclusion as to the allegations and any appropriate disciplinary and remedial action; and see that all recommended action is carried out in a timely fashion. When RCC evaluates the complaint, it shall do so using a preponderance of the evidence standard. RCC will decide whether it is more likely than not that discrimination or harassment has occurred after considering all the evidence it has gathered

If there are conflicting versions of relevant events, RCC's Investigator will weigh each Party's credibility. Factors that will be considered in determining credibility include: inherent plausibility; demeanor; motive to falsify; corroboration; and past record.

At the conclusion of the investigation each party will be provided with a summary report.

**Timeline for Completion:** RCC will undertake its investigation promptly and swiftly as possible. If there are parallel criminal investigation, RCC will cooperate with the external law enforcement agency and will coordinate to ensure that this process does not hinder legal process or proceedings. Extenuating circumstances such as a request from law enforcement may require delay of the investigation. RCC will cooperate to the fullest extent possible but will not be able to delay its process indefinitely.

**Cooperation Encouraged:** All employees will cooperate with a RCC investigation into allegations of harassment or discrimination. Lack of cooperation impedes the ability of RCC to investigate thoroughly and respond effectively. However, lack of cooperation by a Complainant or witnesses does not relieve RCC of its obligation to investigate. RCC will take reasonable steps to collect information and remedy any effects on the complainant if it is discovered that harassment is, or may be occurring, with or without the cooperation of the alleged victim(s) and regardless of whether a complaint is filed.

**Written Summary Report:** The results of the investigation of a complaint shall be set forth in a written summary report – prepared by the Investigator - that will include at least all of the following information:

- A description of the circumstances giving rise to the complaint;
- A description of the procedural steps taken during the investigation;
- A summary of the testimony provided by each Party and any witnesses the Investigator interviewed;
- An analysis of relevant evidence collected during the course of the investigation including a list of relevant documents; and
- Any other information deemed appropriate by RCC.

**Reaching a Determination:**

The following people may make determinations of responsibility following these procedures:

- The Chief Human Resources Officer
- The Director of Risk Management
- The Interim Director of Advising & Compliance
- In particular circumstances outlined above, a third-party firm (hired for the purpose of investigating cases subject to this procedure) or College President

Once the appropriate person receives the investigative report, they, will make a determination – using the preponderance of the evidence standard- as to whether the reported conduct occurred with respect to each allegation in the complaint. They will also make a determination if harassment, discrimination, or retaliation which would violate RCC’s policies and procedures has occurred.

**Discipline and Corrective Action:**

If harassment, discrimination or retaliation occurred in violation of the policy or procedure, RCC shall take disciplinary action against the Respondent and any other remedial action it determines to be appropriate consistent with State and federal law. The action will be prompt, effective, and commensurate with the severity of the conduct. Remedies for the Complainant might include, but are not limited to:

- providing an escort for the Complainant between the parking lot and /their workplace, classroom, office, or other location on campus;
- ensuring that the Complainant and Respondent do not attend the same classes or work in the same work area;
- preventing offending third parties from entering campus;
- providing counseling services or a referral to counseling services;
- providing a referral to medical services;
- providing academic support services, such as tutoring;
- arranging for a student-Complainant to re-take a course or withdraw from a class without penalty, including ensuring that any changes do not adversely affect the Complainant’s academic record; and
- reviewing any disciplinary actions taken against the Complainant to see if there is a causal connection between the harassment and the misconduct that may have resulted in the Complainant being disciplined.

If RCC imposes discipline, the nature of the discipline will not be communicated to the Complainant. However, RCC may disclose information about the sanction imposed on an individual who was found to have engaged in harassment when the sanction directly relates to the Complainant. For example, RCC may inform the Complainant that the harasser must stay away from the Complainant.

In the case of a crime of violence or a non-forcible sex offense, and the Respondent is a student, the final results of any disciplinary proceeding conducted by RCC against the Respondent may be disclosed to the Complainant, if RCC determines as a result of the disciplinary proceedings, the student violated RCC’s rules or policies. The final results of any disciplinary proceeding include only the name of the student, the violation committed, and any sanction imposed by the institution on that student.



Disciplinary actions against faculty, staff, and students will conform to all relevant statutes, regulations, personnel policies and procedures, including the provisions of any applicable collective bargaining agreement.

RCC will ensure that Complainants and witnesses know how to report any subsequent problems, and the CHRO or designee should follow-up with Complainants to determine whether any retaliation or new incidents of harassment have occurred.

If RCC cannot take disciplinary action against the Respondent because the Complainant refuses to participate in the investigation, it should pursue other steps to limit the effects of the alleged harassment and prevent its recurrence.

### **Appeals**

If RCC imposes discipline against a student or employee as a result of the findings in its investigation, the student or employee may appeal the decision using the applicable procedure, which will be identified in the notice of determination, for appealing a disciplinary decision.

A Complainant may appeal the administrative determination within 10 business days by submitting a written appeal to the Chief Human Resources Officer or Vice President of Student Services as appropriate. The grounds for appeal are:

- A procedural irregularity affected the outcome;
- New evidence was not reasonably available at the time of RCC's determination regarding responsibility was made, and this new evidence could affect the outcome; or
- Anyone involved in the investigation or adjudication of the complaint had a conflict of interest or actual bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome.

### **File Retention**

RCC will retain on file for a period of at least seven years after closing the case copies of:

- the original complaint;
- the investigatory report;
- the summary of the report if one is prepared;
- the notice provided to the Parties, of RCC's administrative determination and the right to appeal;
- any appeal; and
- RCC's final decision.

### **Dissemination of Policy and Procedures**

RCC's board policy and administrative procedures related to discrimination and harassment will include information that specifically addresses sexual violence. RCC's board policy and administrative procedures will be provided to all students and employees, and will be available at the Human Resources Office, the Student Compliance Office, the Risk Management Office, and posted on RCC's website.

When hired, employees are required to sign that they have received the policy and procedures, and the signed acknowledgment of receipt is placed in each employee's personnel file. In

addition, these policies and procedures are incorporated into RCC's course catalogs and orientation materials for new students.

### **Training**

RCC will provide training to all employees. This includes counselors, faculty, health personnel, campus security, coaches, and all staff who regularly interact with students. Training for academic staff should emphasize environmental harassment in the classroom. RCC will also make training available to all students on admission.

In years in which a substantive policy or procedural change has occurred, all RCC employees will attend a training update or receive a copy of the revised policies and procedures.

Participants in training programs will be required to sign a statement that they have either understood the policies and procedures, their responsibilities, and their own and RCC's potential liability, or that they did not understand the policy and desire further training.

### **Education and Prevention for Students**

In order to take proactive measures to prevent sexual harassment and violence toward students, RCC will provide preventive education programs and make victim resources, including comprehensive victim services, available through community referrals. RCC will include such programs in their orientation programs for new students, and in training for student athletes and coaches. These programs will include discussion of what constitutes sexual harassment and sexual violence, RCC's policies and disciplinary procedures, and the consequences of violating these policies. A training program or informational services will be made available to all students at least once annually.

The education programs will also include information aimed at encouraging students to report incidents of sexual violence to the appropriate RCC and law enforcement authorities. Since victims or third parties may be deterred from reporting incidents if alcohol, drugs, or other violations of RCC or campus rules were involved, RCC will inform students that the primary concern is for student safety and that use of alcohol or drugs never makes the victim at fault for sexual violence. RCC will grant amnesty for other rule violations (unless there is a health or safety concern) that are reported as part of a report under this procedure.

## **Campus Security and Personal Security Awareness Programs**

Rogue Community College hosts a New Student Welcome Day during the Fall Quarter each year at the Riverside and Redwood Campuses. The College Risk Management Department staffs a walkup table and provides information related to security, crime prevention and emergency management.

The Director of Risk Management or Risk Management Coordinator attends New Employee Orientation monthly to provide information on Campus Security, Employee Safety, Emergency Preparedness and Emergency Alerts.

In addition, the Risk Management Department also provides annual notifications to all currently enrolled students and current employees related to the following information:

- Timely Warning Procedures
- Emergency Notification Procedures

- The Availability of the Annual Security Report
- Information regarding Registered Sex Offenders

## Bystander Intervention Programs

- Be aware, speak up, and get involved!
- Watch out for your friends.
- Make sure you are keeping yourself safe as well.
- If you see something suspicious, call 911 or RCC Campus Security 541-218-2930.
- If you see someone in trouble, ask if they are OK.
- If you see a friend or someone else doing something wrong, speak up.
- Do not laugh at offensive or disrespectful jokes.

## Risk Reduction Programs

- Call for a safety escort – RCC Security can be reached 24/7 at 541-218-2930.
- During class hours RVC security can be reached at 541-218-2931.
- During class hours TRC security can be reached at 541-218-3639.
- RCC Safety awareness information can be found on the Campus Security webpage.
- Report suspicious persons, vehicles, and activities to RCC security.
- Avoid traveling alone at night – use the “buddy system” and watch out for your neighbor.
- If you are in a situation you feel nervous about, remove yourself from that situation.
- Trust your instincts. If you think something is not right, leave and find an area with other people.
- Always watch your drink and do not accept beverages from someone you do not know and trust.
- Don’t leave social events with anyone you do not know and trust.
- Have your keys in your hand.
- Look inside your car before you get in.
- Be aware of your surroundings.
- Do not walk and text.

## Security Considerations Used in the Maintenance of Campus Facilities

Rogue Community College utilizes the following procedures in the monitoring and servicing of campus facilities with regards to safety and security.

All facility interior and exterior lighting is continuously monitored by RCC Security staff and by facilities staff to ensure that outages are identified and serviced in a timely manner.

Following a report of any safety or security incident on campus, the College Risk Management Department completes a review of the location of the incident and determines if any action should be taken to improve or alter the physical space to enhance safety and security. Recommendations are forwarded to the Director of Facilities and Operations and the Vice President of College Services.

## AP 3505 Preparation and Disclosure of the Annual Security Report and Associated Crime Statistics

The Rogue Community College Risk Management Department is the designated department responsible for the collection of all crime data and statistics including those that are contained in the Annual Security Report and that are reported annually to the US Department of Education.

RCC Risk Management maintains incident reports for all criminal activity that is reported directly to the RCC Security Department. Each incident is added to a tracking system that is reviewed each year during the preparation of the Annual Security Report. All incidents that meet the geographical requirements under the Clery Act and that are designated as Clery Act crimes are included in the Annual Security Report.

RCC Risk Management coordinates with the College's Interim Director of Advising & Compliance on a regular basis to facilitate the exchange of information related to criminal activity/student conduct violations.

RCC Risk Management coordinates with the College's Title IX Coordinator on a regular basis to facilitate the exchange of information related to criminal activity/Title IX violations.

RCC Risk Management provides email notifications to all Campus Security Authorities (CSAs) during the first two weeks and during the last week of each term with details regarding the reporting responsibilities of a CSA. RCC Security also maintains an online CSA reporting form that once submitted, goes directly to the Director of Risk Management.

RCC Risk Management coordinates with each College department to develop and maintain a list of all locations utilized by the College that would meet the definition of a non-campus location under the Clery Act. An official request will be sent to the law enforcement agency with jurisdiction over that address requesting relevant crime statistics as outlined in the Clery Act.

RCC Risk Management maintains an open line of communication with the Medford Police Department, Grants Pass Department of Public Safety, Jackson County Sheriff's Office, and Josephine County Sheriff's Office which have primary law enforcement jurisdiction for different campuses. In addition, RCC Risk Management sends a request to each agency every March requesting crime data for all on campus, non-campus and public property crimes for the previous calendar year.

### List of Law Enforcement Agencies Contacted for Crime Statistics

- Jackson County Oregon Sheriff's Office
- Josephine County Oregon Sheriff's Office
- City of Medford Oregon Police Department
- City of Grants Pass Oregon Department of Public Safety
- City of Ashland Oregon Police Department

RCC Risk Management compiles crime data from each of the sources listed above in the preparation and submission of the Annual Security Report and for reporting to the US

Department of Education. The Annual Security Report is published no later than October 1<sup>st</sup> of each year. For the 2019 Calendar year Annual Security Report, the US Department of Education extended the deadline to publish the Annual security report to December 31<sup>st</sup>, 2020.

### AP 5510 Off-Campus Student Organizations

Rogue Community College (RCC) does not provide law enforcement service to off-campus organizations nor are activities off-campus recognized by Rogue Community College authority. RCC does not currently have any off-campus organizations.

### AP 3506 Timely Warnings

Rogue Community College utilizes the following procedures to provide Timely Warning notifications in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

- RCC Risk Management is the primary department tasked with the Timely Warning notification procedure. Secondary responsibility is assigned to the Vice President of College Services.
- Once the determination has been made by the Director of Risk Management or designee that a Timely Warning needs to be initiated and if time permits, the Director of Risk Management or designee will review the content of the message with the College President and/or the Vice President of College Services.
- Timely Warnings will be initiated for all crimes that are reported to RCC Security, local law enforcement or a College official that have significant responsibility for student and campus activities, that occur within a Rogue Community College geographical area as defined under the Clery Act and that represent a serious or continued threat to the College community.
- The notification will be sent out to the College community through the College's email system. The same message will be posted on the College's Risk Management website. Rogue Community College has the ability to notify specific College campuses through the email system (**employees only**) and will evaluate the specific emergency when making the determination on who receives the notification.
- All Timely Warnings will be initiated without delay unless the notification will, in the professional judgement of responsible officials, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency.
- Victim personally identifiable information is never included in a Timely Warning.

### AP 3507 Emergency Notifications

Rogue Community College utilizes the following procedures to provide emergency notifications regarding events or incidents on or in the vicinity of the campus to include: active shooters, campus lockdowns, campus evacuations, viral outbreaks, natural or man-made disasters or any incident that may threaten the safety and security of the college community.

- Campus Risk Management is the primary department tasked with the emergency notification procedure. Secondary responsibility is assigned to the Vice President of College Services.
- Once the determination has been made by the Director of Risk Management or designee that an emergency notification needs to be initiated and if time permits, the

Director of Risk Management or designee will review the content of the message with the College President and/or the Vice President of College Services.

- The notification will be sent out to the College community through the College's emergency notification system which may include, based on the individual incident, the email system, via phone call and/or text message to everyone who has enrolled in the system, via College owned phones and via intercoms/loud speakers. The same message may be posted on the College's website and social media accounts. All emergency notifications will be initiated without delay unless the notification will, in the professional judgement of responsible officials, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency.
- The College Risk Management Department is responsible for communicating the location and contents of the College Emergency Operations Plan (EOP) to all faculty, staff and students and for conducting at least one drill quarterly that tests the emergency notification system in combination with an emergency drill/exercise that is outlined in the College EOP. In the event that an emergency notification is initiated, Rogue Community College will notify the local community through the following steps:
  - The College website and social media accounts will be updated.
  - The College Public Information Officer will communicate with a pre-determined list of community news organizations who will then release that information via their media outlets.

## [Sex Offender Notification Administrative Procedure 066](#)

Information regarding registered sex offenders may be obtained from the Oregon State Police, Sex Offender Unit (503-378-3720). It is the intention of the College to be proactive in its efforts to be better informed about sex offenders attending classes at RCC. Any information obtained must be communicated with the College's Interim Director of Advising & Compliance, 541-245-7632.

The Interim Director of Advising & Compliance will serve as primary contact for:

- Sex offenders and/or students who self-identify.
- Parole officers seeking to provide identification information to RCC.
- RCC personnel to whom students self-identify.
- RCC personnel who may discover students identified in a public report.

The RCC Interim Director of Advising & Compliance will contact the local Probation Department to determine conditions of probation and the enrollment eligibility of the sex offender will be determined at this time. If conditions of probation are currently being met and can be upheld on campus, the sex offender will meet with the College's Interim Director of Advising & Compliance to complete enrollment procedures. The Interim Director of Advising & Compliance will notify the designated campus community at the start of each academic term as to the location of information related to sex offenders in the state of Oregon.

## [Daily Crime Log](#)

The purpose of the daily crime log is to record all criminal incidents and alleged criminal incidents that are reported to Rogue Community College Security. The daily crime log will reflect the date and time an incident was reported, the location where the incident occurred,

and the disposition of the incident. An explanation of those dispositions is provided below. An online version of the daily crime log is available on the <https://web.roguecc.edu/risk-management/campus-security#DCL> and will reflect all activity for the last 60 days. A hard copy of the daily crime log for the last seven years is maintained by the Rogue Community College Risk Management Department and may be viewed during normal business hours by visiting the Risk Management Department. Rogue Community College may temporarily withhold information from the Daily Crime Log if it is determined that that information could: jeopardize an ongoing investigation, jeopardize the safety of an individual, cause a suspect to flee or evade detection or result in the destruction of evidence. Victim personally identifiable information is never included in the daily crime log.

### **Explanation of Dispositions**

- Exceptionally Cleared occurs when the identity of individuals involved in the incident is known but no further action is taken.
- Administratively Closed occurs when an incident is closed and no further action is taken due to lack of information.
- Pending occurs when an incident has occurred but additional action has not occurred, is normally used to describe an incident that is still under investigation by Rogue Community College.
- Referred to Medford Police Department occurs when an incident results in the notification of the Medford Police Department.
- Referred to Grants Pass Public Safety Department occurs when an incident results in the notification of Grants Pass Public Safety Department.
- Referred to Jackson County Sheriff's Office occurs when an incident results in the notification of Jackson County Sheriff's Department.
- Referred to Josephine County Sheriff's Office occurs when an incident results in the notification of Josephine County Sheriff's Department.
- Referred to Oregon State Police occurs when an incident results in the notification of Oregon State Police.
- Referred to Emergency Services occurs when an incident involves the notification of fire or medical services and does not result in an additional action taken by Rogue Community College.
- Referred to Human Resources occurs when the individual or individuals involved in an incident are identified and determined to be faculty or staff members of Rogue Community College.
- Referred to Student Conduct occurs when the individual or individuals involved in an incident are identified and determined to be students of Rogue Community College.

### **Unfounded Crimes**

For Clery Act purposes, the standard for unfounding a reported crime is very high. Rogue Community College may classify a crime as unfounded only after a full investigation by sworn or commissioned law enforcement personnel. A crime is considered unfounded for Clery Act purposes only if sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

### **Firearms on Campus**

Board Policy Article II: General Operations Section B: Miscellaneous Policy 030: Firearms

II.B.030: No person may be in possession of a firearm, destructive device, or other dangerous weapon as defined by law, or give the appearance of being in said possession on property controlled or owned by the College. Permitted exceptions include use in conjunction with approved instructional demonstrations or by peace officers, persons summoned by peace officers, or members of the armed forces under orders for campus safety. Any exceptions must have prior approval by the College President.

RCC Administrative Procedure: FIREARMS (AP-015) Contact: College Services

No firearms, explosives, ammunition or fireworks of any kind are permitted to be carried or used on campus except by authorized civil authorities in the discharge of their duties (also see related Board Policy II.B.040 – Possession of Firearms). Enforcement of this Firearms Procedure is outlined in AP-015(a)

### [BP 3501 Campus Security and Access](#)

Rogue Community College is a public community college and is open to the public based on a schedule determined by College Administration. The schedule is subject to change based on facility usage and may be changed without notice by College Administration if there is a concern related to the safety or security of a member of the college or a potential threat to the college facilities. This procedure applies to all the Rogue Community College District locations. Rogue Community College facilities are locked outside of posted hours of operations.

Rogue Community College utilizes a combination of standard mechanical key and lock systems and electronic access control systems for all campus facilities.

Facility keys are issued by the college Facilities Department in compliance with the College's key control procedure.

Electronic access key cards are issued by the college IT Department in compliance with the Colleges electronic access control procedure.

Exceptions to this procedure: Any individual who is on or in a Rogue Community College campus facility may be trespassed from the college if the college determines that the individual:

- Is in violation of college policies;
- Is engaged in any act that could represent a safety or security concern to the college;
- Whose physical presence cannot be linked to any function or mission of the college and whose behavior results in any disruption of the environment, educational process or business functions of the college.

The Rogue Community College Campus Risk Management Department will document and track all issued trespass warnings. A written trespass form must be completed by the individual authorized by the college to issue the trespass warning and must be submitted to Campus Risk Management.

Rogue Community College reserves the right to designate specific rooms, building or facilities as a restricted access area. These areas are not open for public access in order to provide for the



safety, security, or confidentiality of material, equipment or specific college functions.

Restricted assess areas include but are not limited to:

- Classrooms and Laboratories
- Faculty, Staff and Administrators Offices

## Missing Student Procedures

Rogue Community College does not offer student housing and is exempt from compliance with this requirement.

## Daily Fire Log

Rogue Community College does not offer student housing and is exempt from compliance with this requirement.

## Drugs and Alcohol-Free Campus Procedure and Programs

### Administrative Procedure 008

Rogue Community College (RCC or the College) is committed to providing an environment that fosters excellence in learning for its students and community and in the work performance of all employees. The misuse and illegal use of alcohol, marijuana, and other drugs is contrary to this effort. In keeping with state and federal statutes, the illegal use, possession, distribution, manufacture, or sale of alcohol, cannabinoids (Marijuana), and other drugs, and/or being under the influence of alcohol, marijuana and other drugs is not permitted on College -owned or College -controlled property; or while representing the College on business or in other College -sponsored activity(ies).

There shall be no consumption of alcohol at College -owned facilities unless such use is authorized by the College President. RCC complies with the Drug-Free Schools and Campuses Regulations (EDGAR Part 86) and the Drug-Free Workplace Act of 1990 by developing a drug-free campus program, including the misuse and illegal use of alcohol, marijuana and other drugs.

While Oregon voters approved a ballot measure in 2014 making Oregon the third state to allow possession and sale of marijuana for recreational use, students' and employees' welfare, as well as teaching and learning are the College's top priorities. As a public institution, RCC receives federal funding in the form of grants and financial aid. Therefore, allowing any use of marijuana would be in violation of that law, thus jeopardizing the College's mission and the College's students' educations. Under federal law, marijuana is designated as a Schedule 1 drug. A biennial review and report will be completed to determine the effectiveness and the consistency of sanction enforcement and to identify and implement any necessary changes.

### **STANDARDS OF CONDUCT - USE OF INTOXICANTS AND CONTROLLED SUBSTANCES**

**Prohibited Use:** Intoxication or the use, possession, or distribution of alcoholic beverages, marijuana, or other drugs on College property, or at College -sponsored or supervised functions, is prohibited.

The unlawful manufacture, distribution, dispensing, possession, or use of illegal drugs, including recreational marijuana, on College property, or at College -sponsored or supervised functions, is prohibited. No employee shall unlawfully manufacture, distribute, possess or use a controlled

substance in the workplace, and violations will result in disciplinary action that may include, but is not limited to, suspension or dismissal.

**Permissible Use:** There is no permissible use of intoxicants and controlled substances on any RCC campus or facility. The consumption of alcohol on RCC property is prohibited under all circumstances including fundraisers and other special events, except for approved College courses or certain College events (as described above).

## REPORTING

Students and employees may report abuse of drugs or alcohol on any RCC campus by contacting RCC Security at 541-218-2930 (Redwood Campus) 541-218-2931 (Riverside Campus) 541-218-3639 (Tablerock Campus).

## DRUG AWARENESS AND TRAINING

In order to comply with Federal Drug-Free Campus Regulations, the HR Department maintains a Drug-Free Awareness Program. The program is designed to inform students and employees of the current alcohol and drug-free policies and programs. This information includes, the dangers of drug abuse in the workplace, the policy for maintaining a drug-free/alcohol-free work place, any available drug counseling and/or rehabilitation, including the Employee Assistance Program for assistance with drug and alcohol abuse and the penalties that may be imposed upon employees for drug and alcohol abuse violations.

**Employee Notification:** The HR Department maintains an Alcohol and Drug Awareness Program. New employees are notified of alcohol-free and drug-free policies and programs during new employee orientation.

In addition, employees are reminded annually, by email, of the policies and programs with a link to the Drug-Free Campus Website at [www.roguecc.edu/Drug-FreeCampus](http://www.roguecc.edu/Drug-FreeCampus), which includes the following information:

- Standards of conduct;
- Possible legal sanctions and penalties;
- Statements regarding the health risks associated with alcohol and drug abuse;
- Programs related to prevention of alcohol and drug abuse available to students, staff and faculty; and,
- Disciplinary sanctions for violations of the standards of conduct.

**Student Notification:** Through the Counseling Department, the College has established a similar Drug and Alcohol Awareness Program to provide information, support, and referrals for students.

Students enrolled at RCC will receive a Drug-Free Campus Notification at the end of their online registration process. Students who do not register online will be given a Drug-Free Campus brochure. In addition, students will be notified annually, by email, of the following issues related to misuse and illegal use of alcohol, marijuana and other drugs at RCC:

- Standards of conduct;
- Possible legal sanctions and penalties;

- Statements regarding the health risks associated with alcohol and drug abuse;
- Programs related to prevention of alcohol and drug abuse available to students, staff and faculty; and,
- Disciplinary sanctions for violations of the standards of conduct.

## **DRUGS AND ALCOHOL HEALTH RISKS AND WARNING SIGNS**

### **Drug Health Risks:**

- Cannabinoids (Marijuana) - Frequent respiratory infections; possible mental health decline; addiction.
- Opioids (Heroin, Opium) - Constipation; endocarditis; hepatitis; HIV; addiction; fatal overdose
- Stimulants (Cocaine, Methamphetamine) - Weight loss, insomnia; cardiac or cardiovascular complications; stroke; seizures; addiction; nasal damage from snorting (cocaine); severe dental problems (methamphetamine).
- Prescription Depressants (Sleep Medications, Benzodiazepines) - Lowered blood pressure, slowed breathing, tolerance, withdrawal, addiction; increased risk of respiratory distress and death when combined with alcohol.
- Prescription Opioids and Morphine Derivatives (Codeine, Methadone, Oxycodone) - Slowed or arrested breathing, lowered pulse and blood pressure, tolerance, addiction, unconsciousness, coma, death; risk of death increased when combined with alcohol or other CNS depressants.

**Alcohol Health Risks:** Increased risk of injuries, violence, fetal damage (in pregnant women); depression; neurologic deficits; hypertension; liver and heart disease; addiction; fatal overdose.

**Warning Signs:** If you are experiencing these things as a result of substance use, it may be a good time to seek help or referrals for help from the RCC Counseling Department. Warning signs may include:

- Missing work or classes, declining performance or grades
- Neglecting important responsibilities
- Poor concentration
- Building alcohol or drug tolerance
- Feeling like you don't have control over your drinking or drug use
- Leaving behind activities you used to enjoy

## **DRUG AND ALCOHOL RESOURCES**

RCC recognizes the importance of the health and well-being of its students and employees. Misuse of drugs and alcohol has known affects to the mind, body, and society as a whole. To support our students and to comply with the Federal Drug-Free Schools and Communities Act, RCC is devoted to a campus free from the effects of alcohol, marijuana, and other drugs.

### **RCC Counseling Department Services:**

Confidential short-term counseling services are available at no charge to students. Faculty and Staff may utilize the Employee Assistance Program for counseling support.

Referrals to outside support, education, and rehabilitation.

Additional informational materials for health risks associated with specific drugs.

**Counseling Department Contact Information:**

Redwood Campus: (541) 956-7192;

Riverside and Table Rock Campuses: (541) 245-7552

**Behavioral Intervention Team – Students of Concern (BIT-SOC)** is a safe place for you to make referrals about a student you are concerned for.

**BIT-SOC Mission**

Rogue Community College’s BIT-SOC is a proactive team that provides support to students who are struggling and/or exhibiting concerning behavior. BIT-SOC is designed to help students, staff, and to further the mission of RCC.

BIT-SOC has three main purposes at Rogue Community College:

To be a multi-disciplinary team designed to coordinate a proactive approach to students experiencing behavioral concerns. Purposeful, educational, and coordinated response and intervention will be aimed at helping students achieve success.

To provide a venue for triaging student needs that may be impacting their education. Through established community and campus partnerships BIT-SOC can connect students with existing resources to try and address needs such as food, housing, mental health support, and transportation. BIT-SOC will also coordinate early response to concerning or disruptive behaviors before they become a conduct issue which may impact a student’s ability to access their education.

To serve as an easily accessible venue for staff and faculty of RCC to report concerns they have about a student.

Information given to BIT-SOC will be treated with respect and kept as confidential as possible. Safety is RCC's top priority so information may be shared with appropriate parties.

**Community Drug and Alcohol Resources:** Depending on student needs, the RCC Counseling Department may refer staff or students to off campus agencies to obtain additional help with drug and alcohol dependencies. The following local agencies that are available:

**Community Resources**

<http://web.roguecc.edu/counseling/community-resources>

**Addictions Recovery Center of Jackson Co.**

<https://www.addictionsrecovery.org/>

1003 W Main St., Medford, Oregon 97501

(541) 779-1282

**Josephine County Resources**

<http://www.co.josephine.or.us/Page.asp?NavID=1375>

**Options for Southern Oregon**

<http://www.optionsonline.org/>

1215 SW G St., Grants Pass, Oregon 97526  
(541) 476-2371; 24-hour crisis line: (541) 474-5360

**Phoenix Counseling Center**

<https://www.phoenixcounseling.org/>

149 S. Main St., Phoenix, Oregon 97535  
(541) 535-4133

**Jackson County Resources**

<http://jacksoncountyor.org/hhs/Addictions>

**OnTrack**

<http://www.ontrackrecovery.org/>

Medford: 221 W. Main St. (541) 772-1777  
Grants Pass: 806 NW 6th St. (541) 955-9227

**Narcotics Anonymous Alcoholics Anonymous**

<http://www.medfordareaaa.org/>

110 E. 6th St. Medford, Oregon 97501  
(541) 732-1850; 24 Hour Help Line: (541) 773-4848

**Alcohol and Drug Line Statewide/24 hours**

<https://www.oregon.gov/OHA/HSD/AMH/Pages/Get-Help.aspx>

Adult: (800) 923-4357; Youth: (877) 968-8491

**Narcotics Anonymous**

<https://www.na.org/>

Helpline: (800)-733-8855

**Kolpia Counseling Services**

<https://kolpiacounseling.com/>

607 Siskiyou Blvd., Ashland, Oregon 97520  
(541) 482-1718

**Department of Veterans Affairs Southern Oregon Rehabilitation Center and Clinic**

<https://www.southernoregon.va.gov/>

8496 Crater Lake Hwy., White City, Oregon 97503

**SANCTIONS IMPOSED**

**Student Sanctions:** RCC may impose sanctions upon students who have violated College policies related to the illegal or unauthorized distribution, possession, use or being under the influence of alcohol, marijuana and/or other illegal drugs or controlled substances on College property or at College -sponsored or supervised functions. Sanctions may include reprimand, exclusion from campus, disciplinary probation, suspension, expulsion or other sanctions that the Interim Director of Advising & Compliance may impose. Federal and state sanctions include fines of up to \$100,000 and imprisonment of up to 10 years.

One or more of the following sanctions may be imposed upon students who have violated College policies. All documentation related to any such action are subject to established filing procedures. RCC sanctions include:

Reprimand - Any RCC staff member may initiate a reprimand with a verbal or written warning when a student's specific conduct does not meet College standards and continuation of such conduct will result in further disciplinary action. An Incident Report and a copy of the written reprimand or documentation of a verbal reprimand will be sent to the Interim Director of Advising & Compliance within two (2) working days. Established filing procedures will be followed.

Immediate Exclusion - Any RCC staff member may direct that a student be immediately excluded from RCC privileges, activities, and/or property as deemed appropriate and necessary to ensure the safety and rights of students and staff. The staff member will inform the student of the requirement for a meeting with the Interim Director of Advising & Compliance to determine attendance eligibility following immediate exclusion. The staff member will file an Incident Report with the Interim Director of Advising & Compliance within one (1) class day following the exclusion. Within one class day after receiving the Incident Report, the Interim Director of Advising & Compliance, or his/her designee, will contact the student and schedule a meeting. The purpose of the meeting is to share information and documentation regarding the incident. Attempt to resolve the problem that led to exclusion so that the student may resume attendance and determine appropriate disciplinary action that may be imposed. If the student fails to attend the meeting or to respond to the Interim Director of Advising & Compliance's request, the student forfeits all rights to resume attendance at RCC until such meeting occurs. The Interim Director of Advising & Compliance will communicate with all appropriate parties, in writing, the disciplinary action and/or the conditions upon which the student may resume attendance at the College. Established notification and filing procedures will be followed.

Disciplinary Probation - The Interim Director of Advising & Compliance, or designee, may direct a student to comply with specific conditions or restrictions while in attendance at RCC, in addition to College policies, for a specified period of time. The Interim Director of Advising & Compliance will communicate the specific behavior leading to this sanction and the specific conditions or restrictions imposed for the specified period of time to the student, in writing. The student will sign the document provided by the College and agree to abide by its terms or forfeit all rights to continue attendance at RCC. Established filing procedures will be followed.

Suspension - The Interim Director of Advising & Compliance may direct a suspension defined as exclusion from RCC property, activities, and privileges for a fixed period of time appropriate to address the severity of the infraction. The Interim Director of Advising & Compliance shall provide written notice to the student and established filing procedures will be followed

Expulsion - The Interim Director of Advising & Compliance may direct termination of student status and denial of further College privileges. Conditions of readmission, if any, will be listed in the letter of expulsion given as a notice to the student by the Interim Director of Advising & Compliance. Established filing procedures will be followed.

Restitution - The Interim Director of Advising & Compliance, in consultation with the administrative team and other parties involved, may direct restitution in addition to other

disciplinary action. Restitution is defined as compensation or reimbursement for damage to or misappropriation of property, which may take the form of appropriate service to repair or otherwise compensate for damages. Conditions of restitution will be detailed in a letter to student. Established filing procedures will be followed.

Interim Measures - The Interim Director of Advising & Compliance may, to insure the safety of all students and the campus community, impose interim measures including, but not limited to: a change in a student's class schedule, imposition of a "no contact" order, providing a safety escort, dropping a student from a class or classes, or any other measures as appropriate to protect a student or staff member. Such measures are temporary to insure the safety of all members of the RCC community while an investigation is conducted.

Other - The Interim Director of Advising & Compliance may impose additional sanctions or forms of disciplinary action including, but not limited to, directives for student behavior or plans of action

**Employee Sanctions** - RCC reserves the right to impose discipline up to and including termination of employment. If a violation of this policy is discovered by the College without voluntary disclosure by the employee the employee's willingness to seek outside assistance will not excuse the violation and will have no bearing on the determinations of appropriate disciplinary action.

**State and Federal Sanctions:**

The following are Oregon penalties for illegal possession of key drugs (Oregon laws are more strict than federal laws):

**Schedule I Class B Felony:** Heroin, LSD, other hallucinogens, marijuana, others. Maximum prison time: 10 years. Maximum fine: \$100,000.

**Schedule II Class C Felony:** Methadone, morphine, amphetamines, methamphetamines, cocaine, PCP. Maximum prison time: 5 years. Maximum fine: \$100,000.

**Schedule III Class A Misdemeanor:** Non-amphetamine stimulants, some depressants. Maximum prison time: One year. Maximum fine: \$2,500.

**Schedule IV Class C Misdemeanor:** Valium-type tranquilizers, some less potent depressants. Maximum prison time: 30 days. Maximum fine: \$500.

Federal law prohibits, among other things, the manufacturing, distributing, selling, and possession of controlled substances as outlined in 21 United States Code, Sections 801 through 971. Depending on the amount, first offense maximum penalties for trafficking marijuana range from five years' imprisonment and a fine of \$250,000 to imprisonment for life and a fine of \$4,000,000. Maximum penalties for other controlled substances can range from five years to life imprisonment and fines ranging from \$2,000,000 to \$4,000,000. First offense penalties and sanctions for the illegal possession of small amounts of controlled substance range from up to one year in prison or a fine of at least \$1,000.

**NOTIFICATION REQUIREMENTS FOR FEDERAL CONTRACTS AND GRANTS UNDER DRUG-FREE WORKPLACE ACT OF 1988**

Employees shall inform their supervisor and the Chief Human Resources Officer within five (5) days after being adjudicated or convicted for violation of any federal or state criminal drug statute. A conviction or adjudication means entry of a no contest plea; or execution, suspended execution, or suspended imposition of a sentence; or a finding of guilt; or the imposition of a sentence by a judge or jury in a federal or state court. When an employee who is assigned to perform work funded under a federal grant or contract is adjudicated or convicted for violation of any federal or state criminal drug statute, RCC must notify the U.S. government agency with which the contract or grant was made within ten (10) days after receiving notice from the employee or other actual notice.

### **EMPLOYMENT REQUIREMENTS**

In accordance with RCC [Administrative Procedure 08 Drug and Alcohol Free Campus](#), employees must be free of intoxicants, and mentally and physically capable of effectively performing assigned duties. Employees must notify their supervisors in advance when the use of prescription or over-the-counter medications may interfere with the safe and efficient performance of work.

**Employee Drug Testing:** Pre-hire drug testing is required for positions deemed to be safety sensitive. Current employees may be asked to undergo drug testing when reasonable suspicion exists that the employee is under the influence of controlled substances or alcohol during work hours. No testing shall be performed under these Policy/Procedures without the approval of the RCC Chief Human Resources Officer. Refusal to test shall be considered a test failure. When reasonable suspicion exists to believe an employee has possession of alcohol or controlled substances on College property, RCC may search the employee's work area, including but not limited to lockers, toolboxes, and desks.

**Employee Follow Up, Treatment, and Rehabilitation:** The selection of an appropriate treatment program and appropriate disciplinary action for an employee violating this policy is completely a discretionary decision of the College. RCC recognizes that alcohol and drug use may be a sign of chemical dependency and that employees with such dependency can be treated. Depending on individual circumstances and the employee's commitment to rehabilitation, the College may require the employee to enroll in one or more of the following:

- Employee Assistance Plan;
- Education and/or training program;
- Treatment or rehabilitation program.

If RCC determines that rehabilitation is required for an employee who has been convicted of a criminal drug offense, that employee will minimally be required to participate in a drug and alcohol abuse evaluation within 30 days of the conviction, and will be required to complete a rehabilitation or treatment program based upon the evaluation. The rehabilitation program must be one that is approved for such purposes by a federal, state, or local health, law enforcement or other appropriate agency for such purposes.

**Continuing Employment:** If an employee is required to enroll in a program listed above, continuing employment is conditioned on the following requirements:  
The employee must present written certification of successful program completion; and,  
The employee must satisfactorily complete a drug test.



## **BIENNIAL REPORT ADVISORY COMMITTEE**

RCC empanels an ad hoc committee of faculty and staff to develop a biennial report and make recommendations to improve the College's Drug and Alcohol Program and annual notification systems.

## **Dating Violence, Domestic Violence, Sexual Assault and Stalking Prevention and Educational Programs**

Rogue Community College offered online training to all newly enrolled students and new employees through a third-party web based program called SafeColleges.

College employees who are considered adjunct faculty or volunteers are provided with an employee training packet when they are hired. The training packet provides additional information related to Prevention of Sexual Assault, Dating Violence, Domestic Violence and Stalking.

## **College Emergency Operations Plan**

Rogue Community College maintains a College wide Emergency Operations Plan that is utilized to manage a wide range of human and naturally occurring emergencies and or disasters including campus lockdowns, shelters in place and evacuation. All faculty and staff members play a crucial role during emergency situations. The Emergency Operations Plan provides faculty, staff and students with guidelines to study and learn prior to an emergency so that each person is prepared to make decisions and take action as needed for the best safety of themselves and those around them. A termly email notification is sent to all current employees and students with an explanation of what the Emergency Operations Plan is and a link to the full plan on the College website. In addition, the College conducts a quarterly test of the Emergency Operations Plan in which all current students and employees receive additional emergency management information.

There are three primary actions taken during emergencies: Lockdown, Shelter-In-Place and Evacuation.

A Lockdown is an immediate action taken in response to an active incident in which there is a possible threat to safety. General steps for Lockdown are:

If the location involved is equipped with lock down alarm or button, activate it.  
Staff may initiate the use of safe rooms in place in their area when circumstances dictate. (Departments should have pre-determined safe rooms). Rooms with limited access and visibility where individuals can be hidden from view of doors and windows are preferred.  
Turn out lights and close windows and blinds.

Do NOT set off the fire alarm in a lockdown. People may become endangered by attempting to leave the buildings in an orderly manner and gathering outside as done for a fire alarm. If a fire alarm goes off while in lockdown or sheltering in a safe room, assess the situation before leaving shelter. If smoke or fire is present, exit the area in a safe manner.

When the situation is secure, an "All Clear" announcement will be made on the overhead intercom alert system as well as via the emergency notification system. When this type of

incident occurs, cooperate fully with law enforcement, make no sudden moves and refrain from running towards officers.

A Shelter-In-Place is issued when a building/campus may be temporarily closed in response to a problem or security threat near a building. The purpose is to secure exterior doors while normal activities continue within the building(s). General steps for a Shelter-In-Place are:

Secure exterior doors, close blinds, and continue normal activities until notified of an all clear. During shelter-in-place people will be allowed to enter into the building who are known to staff personally and/or who do not fit the description of the suspect.

A building evacuation is used to clear buildings due to emergency situations where it is safest to remove all staff/students from the vicinity.

Do not use building elevators in case of fire or earthquake, use nearest stairway.

Walk, do not run, to the nearest exit. Ensure individuals with disabilities/special needs are assisted.

Leave the building and move to the designated meeting place for immediate building.

Take purses and backpacks when evacuating, leave all other personal items behind. Do not hesitate to leave if you can't quickly gather your personal effects. Close doors but do not lock them, except in an earthquake when doors are to remain open.

Staff and students may return to a building when told it is safe to do so by RCC Security, Facilities Management, ERT or other responding emergency management personnel

A campus evacuation is used to clear entire campuses due to emergency situations in which it is safest to remove all staff/students from the entire campus(es).

Leave the campus as quickly as possible. Do NOT go to the campus transit stop.

Advise any students or staff in the immediate area about the emergency and encourage them to come also.

Take purses, backpacks and cell phones, leave other personal belongings behind.

Do NOT attempt to enter another campus building. All buildings will be locked and it may not be safe to enter the next building either.

Do NOT gather at any rally point or meeting location. Make every effort to leave the campus.

**ACTIVE SHOOTER-** Situations where one or more individuals are using deadly force against many people are very unpredictable and changing. It is impossible to anticipate exactly how the situation will evolve. It is impossible to provide absolute guidelines. Thinking through possible actions now may give individuals an important advantage. Active shooter incidents can happen at any location where people gather and usually start quickly and without warning. Call 9-1-1 first. As soon as safely able, call security at 541-218-2930.

## **DEMONSTRATIONS AND PROTESTS**

**Civil Disturbances Demonstrations** - protests or work stoppages can have various consequences for the College. They can adversely affect the normal delivery of educational services. These events can also pose a threat to the safety and security of students and staff when coming to, using and departing from College property.

**Decision-making for Demonstrations and Protests** - A demonstration or protest is considered a planned event if the College has been notified and the event appropriately scheduled. The Vice President of College Services or his/her designee will coordinate with local authorities to ensure access to and from the College, and will request any necessary assistance to ensure students, employees, and properties are provided the highest degree of protection available. Every effort will be made to maintain a positive learning environment. If an event occurs without notice, the College will take all necessary actions to maintain normal operating activities. The Vice President of College Services or his/her designee will coordinate with appropriate law enforcement and judicial officials to obtain support for the protection of College students, employees and property as soon as possible.

**Hazardous Materials Accidents** - Contamination by hazardous materials can occur by physical contact or inhalation. At the College, hazardous material containers are required to be labeled with information regarding the health hazards of the substance. Individuals who believe they have been contaminated by contact with or inhalation of a known or suspected hazardous material should immediately seek emergency response assistance. They should advise College staff of where the material is located and type if known.

**Bomb Threat Considerations** - Bomb threats usually occur by telephone. The caller has a message to deliver and has chosen the telephone for this communication. Motives vary, as does the desired outcome. The most important thing to remember when a bomb threat is received is to take the caller seriously. Dissemination of any bomb threat information to students and employees will only be done at the direction of the Vice President, College Services or Director of Risk Management.

**Emergent/In-Progress Criminal Activities** - Safety of students and employees is the first priority. Everyone is asked to help make the College a safe place by being alert to suspicious situations or persons. If you are a victim, witness, or person responsible for the safety of students or others, DO NOT TAKE ANY UNNECESSARY CHANCES.

- Avoid physical confrontation with the perpetrator by any reasonable means available.
- Call 9-1-1
- Call RCC Security at 541-218-2930 as soon as possible.
- If a vehicle is involved, get a license number, make, model, and color if possible.
- Try to determine the route of travel if it is safe to do so.

## **NATURAL DISASTER/ENVIRONMENTAL THREATS**

**Evacuation** - Environmental threats and natural disaster emergencies may warrant evacuation of a building or campus. A decision to evacuate will be communicated to all affected individuals using the Communication for Emergency Incidents criteria (see Item 8, pg. 7). The methods of

communication will depend on the event, potential harm to people and property, and the urgency required. Always ensure individuals with disabilities/special needs are assisted as needed.

**Building Fire or Explosion** - Every activated fire alarm will be treated as an actual event. Evacuation of an affected building is mandatory and must begin when the alarm sounds. RCC Security and Facilities Management Personnel will assist and ensure the evacuation has been completed to include support for the physically impaired. All employees must become familiar with the evacuation routes for their respective buildings and any other assigned responsibilities to ensure the safety of students and visitors.

**Utility Failures** - These events include commercial failure of services (power/water/sewage) that adversely affect the ability of the College to deliver institutional instruction or maintain a safe environment for students and employees.

**Decision-making for Utility Failures** - Upon notification that a situation exists, RCC Security will communicate with the Director of Facilities and Operations to determine the nature, scope and duration of the loss. The Director of Facilities and Operations will contact the Vice President of College Services who will determine if College activities can be continued, reduced, or closed as appropriate. The vice president may convene the ERT if needed.

#### **List of all Emergency Drills Conducted During 2019**

- January 24, 2019  
College Wide Shelter in Place Drill  
Drill Completed
- April 16, 2019  
College Wide Fire Drill  
Drill Completed
- July 18, 2019  
College Wide Shelter in Place Drill  
Drill Completed
- October 17, 2019  
College Wide Earthquake Drill  
Drill Completed

## Redwood Campus – Grants Pass, Oregon Crime Statistics

Offense	Year	On Campus	Public Property	Non Campus
Murder/Non negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	0	0	0
	2018	1	0	0
	2017	0	0	0
Motor Vehicle Theft	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Domestic Violence	2019	1	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Stalking	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arrest for Weapons Violations	2019	0	0	0
	2018	0	0	0

	2017	0	0	0
Arrest for Drug Violations	2019	0	0	0
	2018	0	0	1
	2017	0	0	0
Arrest for Liquor Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Referral for Weapons Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Referral for Drug Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Referral for Liquor Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

- ❖ 2019 – No Hate Crimes were reported in 2019
- ❖ 2018 – One Hate Crime Destruction/Damage/Vandalism of Property with a Gender Bias was reported on Campus.
- ❖ 2017 – No Hate Crimes were reported in 2017.
- ❖ There were no unfounded crimes in 2017, 2018 or 2019.

## Riverside Campus – Medford, Oregon Crime Statistics

Offense	Year	On Campus	Public Property	Non Campus
Murder/Non negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	1	0	0
	2018	1	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Aggravated Assault	2019	2	0	0
	2018	1	0	0
	2017	0	0	0
Burglary	2019	1	0	1
	2018	0	0	0
	2017	3	0	0
Motor Vehicle Theft	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	1	0	0
	2018	0	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Domestic Violence	2019	1	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Stalking	2019	2	0	0
	2018	1	2	0
	2017	0	0	0
Arrest for Weapons Violations	2019	0	0	0
	2018	0	0	0

	2017	1	0	0
Arrest for Drug Violations	2019	5	0	0
	2018	1	0	1
	2017	4	0	0
Arrest for Liquor Violations	2019	0	0	0
	2018	2	0	0
	2017	0	0	0
Referral for Weapons Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Referral for Drug Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Referral for Liquor Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

- ❖ 2019 – No Hate Crimes were reported.
- ❖ 2018 – 1 Hate Crime Destruction/Damage/Vandalism Ethnic was reported.
- ❖ 2017 – 1 Hate Crime Intimidation Religion and Sexual Orientation was reported on Campus
- ❖ There were no unfounded crimes in 2017, 2018 or 2019



## Table Rock Campus – White City, Oregon Crime Statistics

Offense	Year	On Campus	Public Property	Non Campus
Murder/Non negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Motor Vehicle Theft	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	0	0	1
	2018	0	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Domestic Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Stalking	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arrest for Weapons Violations	2019	1	0	0
	2018	0	0	0

	2017	0	0	0
Arrest for Drug Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arrest for Liquor Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Referral for Weapons Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Referral for Drug Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Referral for Liquor Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

- ❖ No Hate Crimes were reported in 2017, 2018 or 2019.
- ❖ There were no unfounded crimes in 2017, 2018 or 2019.

## Kerby Campus - Kerby, Oregon Crime Statistics

Offense	Year	On Campus	Public Property	Non Campus
Murder/Non negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Motor Vehicle Theft	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Domestic Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Stalking	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arrest for Weapons Violations	2019	0	0	0
	2018	0	0	0

	2017	0	0	0
Arrest for Drug Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arrest for Liquor Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Referral for Weapons Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Referral for Drug Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Referral for Liquor Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

- ❖ No Hate Crimes were reported in 2017, 2018 or 2019.
- ❖ There were no unfounded crimes in 2017, 2018 or 2019.

## Esther Bristol Education Center - Grants Pass, Oregon Crime Statistics

Offense	Year	On Campus	Public Property	Non Campus
Murder/Non negligent Manslaughter	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Manslaughter by Negligence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Fondling	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Incest	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Statutory Rape	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Aggravated Assault	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Burglary	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Motor Vehicle Theft	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Robbery	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arson	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Domestic Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Dating Violence	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Stalking	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arrest for Weapons Violations	2019	0	0	0
	2018	0	0	0

	2017	0	0	0
Arrest for Drug Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Arrest for Liquor Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Referral for Weapons Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Referral for Drug Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0
Referral for Liquor Violations	2019	0	0	0
	2018	0	0	0
	2017	0	0	0

- ❖ No Hate Crimes were reported in 2017, 2018 or 2019.
- ❖ There were no unfounded crimes in 2017, 2018 or 2019.