

2023

Annual Campus Security Report

ROGUE COMMUNITY COLLEGE
3345 REDWOOD HWY
GRANTS PASS, OR 97527

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Message from the Director of Risk Management

As the Director of Risk Management, it is my pleasure to provide you with a copy of the Annual Security Report for the 2022 calendar year. As you review the Annual Security Report, you will find a wide range of information pertaining to RCC Board Policies and Administrative Procedures, information related to how RCC responds to and manages emergencies and disasters, what types of crimes have occurred on campus, what RCC is doing from a prevention perspective to ensure that our campuses remain a safe and positive place for our faculty, staff, and students and much more. RCC continues to experience very low levels of crime on campus, which is a direct reflection of the efforts of every member of our college community, the professionalism and commitment of our Campus Security Officers, and the continuing connection that we have with our law enforcement partners.

The Risk Management Team at RCC is dedicated to providing a safe and secure environment for all college employees, students, and visitors through community collaboration, communication, and diligence. We accomplish our mission by ensuring that only the highest levels of professionalism are exhibited by our team members and by treating all members of the community with respect and dignity.

I encourage every student and employee to review the information contained in the Annual Security Report so that they have a better understanding of the policies, procedures, and programs that are in place that impact Campus Security.

I would also encourage you to email, call, or stop by my office if you have any input, suggestions, concerns, or questions regarding Campus Security.

Sean Taggart, CPP

Director of Risk Management &
Deputy Title IX Coordinator
Rogue Community College
3345 Redwood Hwy
Grants Pass, OR 97527
541-956-7061 Office
Department <https://www.roguecc.edu/riskManagement/>

Rogue Community College

RCC is a public institution of higher education with facilities open to students, faculty, administration, staff, and the general public.

RCC facilities in Josephine County include the Redwood Campus. 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).

RCC facilities in Jackson County include the Riverside and Table Rock Campuses. The Riverside Campus is comprised of four buildings in downtown Medford. Buildings A and G are not currently in use and remain closed. Buildings SSC and the 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 comprised of three buildings and 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
- Riverside Campus Building A 202 S Riverside Ave Medford, OR 97501
- Riverside Campus Building SSC 227 E 9th 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
- Table Rock Campus Fire Science Center (FD-3) 8333 Agate Rd 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 disclosing campus crime statistics, the act requires institutions of higher education to provide various policies, procedures, and educational programs in safety, security, and prevention education.

For more information, please visit the Clery Center website at <https://clerycenter.org/> or the Clery Act Appendix in the FSA Handbook, which can be found at <https://fsapartners.ed.gov/sites/default/files/attachments/2020-10/CleryAppendixFinal.pdf>.

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 & Communities Act

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

Violence Against Women Reauthorization Act

Violence Against Women Act (VAWA) was signed into law on September 13th, 1994, and was renewed in March 2022. 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 higher education institutions to comply with specific campus safety and security-related requirements as a condition of their participation in Title IV HEA programs. Notably, VAWA amended the Clery Act to require institutions to compile dating violence, domestic violence, sexual assault, and stalking statistics and include specific 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. The Campus Save Act requires such reports to include statistics concerning domestic violence, dating violence, and stalking incidents reported to campus security authorities or local police. The Campus Save Act further requires schools to protect victim confidentiality when reporting criminal threats to the campus community. It 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 that are more specifically designed to ensure that the members of campus communities have information available concerning the presence of registered sex offenders. An amendment to the Wetterling Act requires states to obtain information about registered sex offenders' enrollment or employment at higher education institutions. This information is promptly available to the campus police department or other appropriate law enforcement agency with jurisdiction where the institution is located.

Clery Reportable Offenses

The Clery Act requires RCC 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

Arrests and Referrals for Disciplinary Action

- Weapon Law Violations
- Liquor Law Violations
- Drug Abuse Violations

Criminal Offenses as defined by the Clery Act

Criminal Homicide – The willful (non-negligent) killing of one human being by another. This offense includes any death caused by injuries received in a fight, argument, quarrel, assault, or the commission of a crime. This offense does NOT include traffic fatalities, suicides, accidental deaths, or justifiable homicide as defined by law. Manslaughter by negligence is the killing of another person through gross negligence. This offense includes any death caused by the gross negligence of another. This offense does NOT include the death of persons due to their own negligence, accidental deaths not resulting from gross negligence, and traffic fatalities.

Rape – 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 victim's consent. This offense includes the rape of both males and females.

Robbery – 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 – Touching another person's private body parts for sexual gratification without the victim's consent. Including instances where the victim is incapable of giving consent because of

their age or temporary or permanent mental incapacity.

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

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

Aggravated Assault – Unlawful attack by one person upon another to inflict severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or means likely to produce death or great bodily harm.

Burglary – The unlawful entry of a structure to commit a felony or theft.

Motor Vehicle Theft – The theft or attempted theft of a motor vehicle.

Arson – Any willful or malicious burning or attempt to burn, with or without intent, to defraud a dwelling house, public building, motor vehicle, aircraft, or personal property of another.

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 offenses mentioned above and any incidents below motivated by one or more biases listed is a hate crime.

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

Simple Assault – Unlawful physical attack where the offender does not display a weapon, nor does the victim suffer an obvious severe or aggravated bodily injury (apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness).

Intimidation – To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property – Willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the owner's consent or the person having custody or control of it.

Specific Bias as Defined by the Clery Act

Race/Racial Bias – A preformed negative opinion or attitude toward a person or group of persons who possess common physical characteristics (e.g., skin color, 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 Bias – A preformed negative opinion or attitude toward a person or 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 Bias – A preformed negative opinion or attitude toward a person or a group of persons based on their actual or perceived sexual orientation.

Gender Bias – 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 Bias – 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).

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

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

Clery Geography

There are three categories of Clery reportable geography that are utilized by RCC, including:

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

On-Campus Housing – RCC does not offer on-campus student housing.

Public Property - All public property, including thoroughfares, streets, sidewalks, and parking facilities, that are 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 RCC; or any building or property owned or controlled by RCC 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 RCC.

List of Non-Campus Locations utilized by RCC during the 2022 Calendar Year

- The Courthouse Gym 700 N Phoenix Rd Medford, OR 97504
- Lithia and Driveway Fields 701 N Columbus Ave Medford, OR 97501

Unfounded Crimes

For Clery Act purposes, the standard for unfounding a reported crime is very high. RCC 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.

Daily Crime Log

The purpose of the daily crime log is to record all criminal incidents and alleged criminal incidents reported to RCC 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 crime log is available at <https://www.roguecc.edu/riskManagement/campusSecurity.asp#DCL> and will reflect all activity for the last 60 days. A hard copy of the daily crime log is maintained by the RCC Risk Management Department and may be viewed during normal business hours by visiting the Risk Management Department. RCC 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 a 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 RCC.
- Referred to Medford Police Department occurs when an incident results in the notification of the Medford Police Department.
- Referred to Grants Pass Police Department occurs when an incident results in the notification of Grants Pass Police 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 RCC.
- Referred to Student Conduct occurs when the individual or individuals involved in an incident are identified and determined to be students of RCC.

Policy Statements

Daily Fire Log

RCC does not offer student housing and is exempt from compliance with this requirement.

Law Enforcement Authority and Jurisdiction of Campus Security Personnel

RCC 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 Police Department. RCC does not have a Memorandum of Understanding or other written agreements with outside police agencies but enjoys a positive and cooperative relationship with state and local law enforcement.

The RCC Risk Management Department consists of the Director of Risk Management, the Risk Management Coordinator, and a Risk Management Specialist.

The College also maintains a contract with a private security firm that provides campus security officers at the Redwood Campus, the Riverside Campus, and the Table Rock Campus. The contract security staff are unarmed, non-sworn personnel.

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. 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 employees, 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 and serves as the ADA/504 Compliance Officer:

VP of People, Culture, and Safety/CHRO

Jamee Harrington

[541-956-7017](tel:541-956-7017)

jharrington@roguecc.edu

Redwood Campus - Josephine Building

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

Lead Title IX Coordinator

Lucia Bartscher

Diversity, Equity, and Inclusion Coordinator

541-956-7124

LBartscher@roguecc.edu

Redwood Campus, L Building, Rm L1

Table Rock Campus, TRC-A138

Deputy Title IX Coordinator

April Hamlin

Dean of Student Success and Compliance

541-956-7255

ahamlin@roguecc.edu

Redwood Campus - C Building

Deputy Title IX Coordinator

Sean Taggart

Director of Risk Management

541-956-7061

staggart@roguecc.edu

Redwood Campus - A 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.
- VP of People, Culture, and Safety/CHRO: Any Reporting Party or Responding Party who believes the VP of People, Culture, and Safety/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 VP of People, Culture, and Safety/CHRO.

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 VP of People, Culture, and Safety/CHRO
- 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 VP of People, Culture, and Safety/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 VP of People, Culture, and Safety/CHRO or their designee 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 VP of People, Culture, and Safety/CHRO or designee 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 VP of People, Culture, and Safety/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 VP of People, Culture, and Safety/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 possesses 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 an 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 the 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/security files of all involved Parties; and reaching a conclusion as to the allegations. 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 investigations, RCC will cooperate with the external law enforcement agency and will coordinate to ensure that this process does not hinder legal processes 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 an 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 VP of People, Culture, and Safety/CHRO
- The Director of Risk Management
- The Dean of Student Success and Compliance

In particular, in the 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, using the preponderance of the evidence standard, will make a determination 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 with respect to each allegation in the complaint. Written notice as to the administrative determination and right to appeal shall be provided to the Parties.

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 and 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 VP of People, Culture, and Safety/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 or Respondent may appeal the administrative determination within ten business days by submitting a written appeal to the VP of People, Culture, and Safety/CHRO or designee. 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, 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.

The VP of People, Culture, and Safety/CHRO or designee shall issue a final decision on the matter as promptly as possible.

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 Department 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.

A copy of Administrative Procedure 3435 Discrimination and Harassment Reports and Investigations can be found at <https://www.roguecc.edu/BOE/policies/AP3435.asp>.

Campus Safety

RCC is committed to the safety and security of all members of the College community. As part of that commitment, the RCC Risk Management Department publishes the Annual Security Report no later than October 1st of each year. The Annual Security Report includes crime statistics that are required to be reported under the Clery Act. The crime statistics are broken down into specific geographical areas as outlined in the Clery Act.

This procedure applies to all the RCC District locations.

The RCC 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.

Risk Management maintains incident reports for all criminal activity that is reported directly to the Risk Management Department. Each incident is added to the Omnigo Incident Reporting system and 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.

Risk Management coordinates with the College's Dean of Student Success and Compliance on a regular basis to facilitate the exchange of information related to criminal activity/student conduct violations.

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

Risk Management enters all College related student travel into a master-tracking log. In February of each year, Risk Management will evaluate each individual location listed on the previous year's log. Each location that is determined to meet the repeated or frequent use criteria outlined in the Clery Act will be flagged. A letter will be sent to the law enforcement agency with jurisdiction over that address requesting relevant crime statistics as outlined in the Clery Act.

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. A letter will be sent to the law enforcement agency with jurisdiction over that address requesting relevant crime statistics as outlined in the Clery Act.

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

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 1st of each year.

A copy of Administrative Procedure 3500 Campus Safety can be found at

<https://www.roguecc.edu/BOE/policies/AP3500.asp>.

Campus Security and Access

RCC 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 RCC District locations.

RCC facilities are locked outside of posted hours of operation. RCC 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 Management, Planning, and Construction Department in compliance with the College's key control procedure.

Electronic access key cards are issued by the Human Resources and Risk Management Departments in compliance with the college's electronic access control procedure.

Exceptions to this procedure: Any individual who is on or in an RCC 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 RCC Campus Risk Management Department will document and track all issued trespass warnings.

RCC reserves the right to designate specific rooms, buildings, 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 access areas include but are not limited to:

- Classrooms and Laboratories
- Faculty, Staff and Administrators Offices

A copy of Administrative Procedure 3501 Campus Security and Access can be found at <https://www.roguecc.edu/BOE/policies/AP3501.asp>.

Security Considerations Used in the Maintenance of Campus Facilities

RCC is committed to the safety and security of all members of the college community and for the security of all college facilities. As part of that commitment, RCC implements the following procedure related to security considerations used in the maintenance of campus facilities.

This procedure applies to all the RCC District locations.

RCC 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 Campus Security staff and by Campus Facilities Management, Planning, and Construction staff to ensure that outages are identified and serviced in a timely manner.

The College Risk Management Department completes a bi-annual review of all college facilities with a focus on landscaping and vegetation. A report is submitted to the college Facilities Management, Planning, and Construction Department as needed with recommendations regarding needs or changes to landscaping and vegetation in order to improve safety and security.

Following a report of any safety or security incident on campus, the College Risk Management Department may complete a review of the location of the incident and determine if any action should be taken to improve or alter the physical space to enhance safety and security. Recommendations are forwarded to the Vice President of People, Culture, and Safety as needed.

A copy of Administrative Procedure 3502 Security Considerations Used in the Maintenance of Campus Facilities can be found at <https://www.roguecc.edu/BOE/policies/AP3502.asp>.

Missing Student Notification

Oregon Community College Association (OCCA) Administrative Procedure 3503 Missing Student Notification is a legally required policy for an entity that maintains on-campus student housing facilities.

RCC does not operate on-campus student housing and is therefore not required to maintain this Administrative Procedure.

A copy of Administrative Procedure 3503 Missing Student Notification can be found at <https://www.roguecc.edu/BOE/policies/AP3503.asp>.

Emergency Operations Plan

The Emergency Operations Plan is the Colleges planned response to all hazards on or affecting the campus or surrounding community. The plan will be activated by the College President or designee. The Emergency Operations Plan details actions and responsibilities for all employees of the College, including those on the Emergency Operations Center (EOC) staff.

Employees of RCC must be trained and qualified in specified Federal Emergency Management Agency (FEMA) courses depending on an employee's emergency response responsibilities.

RCC's preparedness is based on pre-staged supplies, training and awareness, emergency drills, and support agreements with civil and private agencies. All employees of the College will receive training in responding to and managing emergency situations according to federal and state laws and regulations. The best response to emergency situations is preparedness.

RCC continues to plan for a wide range of emergencies and disasters that may impact the College community. As part of that continued planning, RCC utilizes an Emergency Operations Plan to mitigate, prepare, respond, and recover from emergencies and disasters. The Emergency Operation Plan addresses the college's response to fires, earthquakes, hazardous materials releases, bomb threats, civil disturbances, flooding, power failures, active shooter situations, and other unexpected situations that may occur on college property. General information about the Emergency Operations Plan for RCC is publicized each year as part of the Colleges Clery Act compliance efforts and is made available at <https://www.roguecc.edu/riskManagement/emergencyManagement.asp>.

All members of the campus community are notified on an annual basis that they are required to notify the College Risk Management and Security Department of any incident on campus that involves a significant emergency or dangerous situation that may involve an immediate or ongoing threat to the health and safety of students and employees on campus. The College Risk Management and Security Department has the responsibility of responding to and summoning the necessary resources to mitigate, investigate, and document any situation that may cause a significant emergency or dangerous situation. In addition, the College Risk Management and Security Department has a responsibility to respond to such incidents to determine if the situation does, in fact, pose a threat to the community. If so, federal law requires that the institution immediately notify the campus community or the appropriate segments of the community that may be affected by the situation.

Emergency drills are coordinated by the College Risk Management and Security Department 3 – 5 times per year for all facilities on campus. Students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each

facility for a short-term building evacuation. College Risk Management and Security do not establish locations for evacuation in advance because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, the College Risk Management and Security staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes. Drills are monitored by the College Risk Management and Security and College administration to evaluate egress and behavioral patterns. Reports are prepared by participating departments which identify deficient equipment so that repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments and offices for consideration.

A copy of Administrative Procedure 3505 Emergency Response Plan can be found at <https://www.roguecc.edu/BOE/policies/AP3505.asp>.

Timely Warnings

This procedure applies to all the RCC District locations. RCC 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 Director of Marketing/PIO. In the event that the Risk Management Department and the Director of Marketing/PIO are unavailable, the following positions may also issue Timely Warnings:

- President
- VP of People, Culture, and Safety
- VP of Student Success and Leadership
- VP of Operations and Finance
- Administrator in Charge in the Absence of the President

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 VP of People, Culture, and Safety.

Timely Warnings will be initiated for all crimes that are reported to RCC Security, local law enforcement, or a college official that has significant responsibility for student and campus activities that occur within an RCC 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 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 judgment of responsible officials, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency.

In the event that additional information related to an incident is provided to the college Risk Management Department, RCC will determine on a case-by-case basis whether to issue a follow up message. The follow up message may be communicated through a variety of different options including, email, phone calls, news releases, etc.

The College Risk Management Department is responsible for sending out an email reminder within the first five days of each quarter to all current faculty, staff, and students, explaining the Timely Warning procedure.

A copy of Administrative Procedure 3506 Timely Warnings can be found at <https://www.roguecc.edu/BOE/policies/AP3506.asp>.

Emergency Notifications

This procedure applies to all the RCC District locations.

RCC utilizes the following procedure 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.

RCC Risk Management is the primary department tasked with the Emergency Notification procedure. Secondary responsibility is assigned to the Director of Marketing/PIO. In the event that the Risk Management Department and the Director of Marketing/PIO are unavailable, the following positions may also issue Emergency Notifications:

- President
- VP of People, Culture, and Safety/CHRO
- VP of Academic Affairs
- VP of Student Affairs
- VP of Operations and Finance
- Administrator in Charge in the Absence of the President

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 VP of People, Culture, and Safety/CHRO.

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, via text message to everyone who has enrolled in the system via college owned phones, and via intercoms/loudspeakers. 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 judgment of responsible officials, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency.

In the event that additional information related to an incident is provided to the college Risk Management Department, RCC will determine on a case by case basis whether to issue a follow up message. The follow up message may be communicated through a variety of different options including, email, phone call, news release, etc.

The College Risk Management Department is responsible for sending out an email reminder within the first five days of each quarter to all current faculty, staff, and students, explaining the emergency notification system and the process for registering.

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 annually 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, RCC will notify the local community through the following steps:

- The College website and social media accounts will be updated.
- Director of Marketing/PIO will communicate with a pre-determined list of community news organizations who will then release that information via their media outlets.

A copy of Administrative Procedure 3507 Emergency Notifications can be found at <https://www.roguecc.edu/BOE/policies/AP3507.asp>.

Workplace Violence

RCC will not tolerate threats or acts of violence, including domestic violence, dating violence, stalking, and or harassment of any employee or student while on our campuses and other facilities. This includes physical, verbal and non-verbal threats, threatening behavior, and related actions against RCC employees, students, visitors, guests, or other individuals by anyone on RCC property.

Any employee or student who threatens, harasses, or abuses someone at the College or uses college resources such as work time, offices or classrooms, phones, fax machines, mail, email, or other means to threaten, harass, or abuse someone may be subject to disciplinary action which may include dismissal and/or expulsion. Disciplinary action may also be taken against students or employees who are arrested, convicted, or issued a permanent injunction as a result of domestic violence when such action has a direct connection to the employees or students' performance or the employee's duties at the College.

Should an RCC employee or student, during working hours, demonstrate or threaten violent behavior, they may be subject to disciplinary action. The incident will be referred to law enforcement for possible criminal prosecution.

Any employee or student reported to be a perpetrator of workplace violence will be provided both due process and representation before disciplinary action is taken.

Should a non-employee on RCC property demonstrate or threaten violent behavior, they may be subject to criminal prosecution and temporary or permanent criminal trespassing from all RCC locations at the discretion of the College President or designee.

The following actions are considered violent acts:

- Striking, punching, slapping, or assaulting another person.
- Fighting or challenging another person to fight.
- Grabbing, pinching, or touching another person in an unwanted way, whether sexually or otherwise.
- Engaging in dangerous, threatening, or unwanted horseplay.
- Possession, use, or threat of use of a firearm, knife, explosive, or other dangerous object, including but not limited to any facsimile firearm, knife, or explosive, on RCC property, including parking lots, other exterior premises, RCC vehicles, or while engaged in activities for the RCC in other locations, unless such possession or use is a requirement of the job.
- Threatening harm or harming another person or any other action or conduct that implies the threat of bodily harm.
- Bringing or possessing any dirk, dagger, ice pick, or knife having a fixed blade longer than 3.5 inches upon the grounds, unless the person is authorized to possess such a weapon in the course of their employment, has been authorized by an RCC employee to have the knife, or is a duly appointed peace officer who is engaged in the performance of their duties.

Restraining Orders - Individuals who apply for or obtain a protective or restraining order that lists RCC campuses or other facilities as protected areas, should provide the Director of Risk Management with a copy of the related petition and declarations and/or the temporary or permanent protective or restraining order.

No one acting in good faith who initiates a complaint or reports an incident under this policy will be subject to retaliation or harassment. Reporting Options - RCC has implemented the following reporting options, including which reporting options are confidential, which reporting options are not confidential, and when reporting becomes mandatory.

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 may be reached 24 hours per day, 7 days per week via phone at 541-218-2930.
- RCC Security at the Riverside Campus may be reached between 7 a.m. and 11 p.m. Monday – Friday and from 7 a.m. – 7 p.m. on Saturday via phone at 541-218-2931.
- RCC Security at the Table Rock Campus may be reached between 7 a.m. and 10:30 p.m. Monday – Friday and between 7 a.m. and 7 p.m. on Saturday via phone at 541-218-3639.

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

Definitions

- “Acts of violence” include any physical action, whether intentional or reckless, that harms or threatens the safety of self, another individual, or property.
- "Employee" means part-time, full-time, temporary, or permanent RCC employees, student employees, and other individuals acting as agents of the RCC.
- “A threat of violence” includes any behavior that, by its very nature, could be interpreted by a reasonable person as intent to cause physical harm to self, another individual, or property.
- "Workplace" includes all RCC owned, controlled, or leased premises, including satellite locations, at any location at which RCC business is conducted or at which employees, students, or visitors represent RCC, including while attending off-campus meetings or conferences, or while riding in College owned or leased vehicles.

A copy of Administrative Procedure 3510 Workplace Violence can be found at <https://www.roguecc.edu/BOE/policies/AP3510.asp>.

Reporting of Crimes

RCC is committed to the safety and security of all members of the college community. As part of this commitment, RCC encourages the prompt reporting of all criminal activity and emergency situations. RCC has implemented the following procedure that outlines various reporting options, which reporting options are confidential, which reporting options are not confidential, and when reporting becomes mandatory.

This procedure applies to all the RCC District locations.

RCC 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 is the primary security contact for all after hours needs and may be reached 24 hours per day, 7 days per week via phone at 541-218-2930.
- RCC Security at the Riverside Campus may be reached between 7 a.m. and 11 p.m. Monday – Friday and from 7 a.m. – 7 p.m. on Saturday via phone at 541-218-2931.
- RCC Security at the Table Rock Campus may be reached between 7 a.m. and 10:30 p.m. Monday – Friday and between 7 a.m. and 7 p.m. on Saturday via phone at 541-218-3639.
- Crime reports and incident reports submitted to RCC Security are covered under 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 RCC who have been designated as CSAs because of specific duties or responsibilities associated with their positions. 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; however, it may limit any further action by RCC.
- Professional counselors are available by calling 541-956-7443 or by emailing counselingfrontdesk@roguecc.edu. Reports received by counselors are confidential in most cases. Professional counselors are required to report incidents of child abuse, elder abuse, and in situations where students are at risk of harm to themselves or others. RCC supports professional counselors in their professional counselor capacity in which they inform those students they counsel on the procedures for reporting crimes but will support the student's decision on how the student wishes to proceed. However, the counselors will provide aggregate non-identifying data for inclusion in the institution's annual security report and Web-based reports.
- Title IX Coordinators - Any individual who believes that they may have experienced a violation of Title IX to include sexual harassment and or sexual assault, may report the incident to the Title IX Coordinator. All RCC employees must report any incidents of possible violations of Title IX to the appropriate Title IX Coordinator. The RCC Title IX Coordinator is the Diversity, Equity and Inclusion Coordinator. The Deputy Title IX Coordinators can be found at www.roguecc.edu/titleIX/reporting.asp.

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.

A copy of Administrative Procedure 3515 Reporting of Crimes can be found at

<https://www.roguecc.edu/BOE/policies/AP3515.asp>.

Local Law Enforcement

The RCC Director of Risk Management maintains a close working relationship with the Grants Pass Police Department, the Medford Police Department, the Jackson County Sheriff's Office, and the Josephine County Sheriff's Office.

Meetings may be held between the leaders of these agencies on both a formal and informal basis. The RCC Risk Management Department and Grants Pass Police Department, the Medford Police Department, the Jackson County Sheriff's Office, and the Josephine County Sheriff's Office communicate regularly on the scene of incidents that occur in and around the campus area. When incidents arise that require joint investigative efforts, resources, crime related reports, and exchanges of information, the RCC Risk Management Department will work closely with the Grants Pass Department Police Department, the Medford Police Department, the Jackson County Sheriff's Office, and the Josephine County Sheriff's Office. There is no written memorandum of understanding between the RCC Risk Management Department and Grants Pass Police Department, the Medford Police Department, the Jackson County Sheriff's Office, and the Josephine County Sheriff's Office.

In response to a call, the RCC Risk Management Department will take the required action, dispatching an officer or asking the victim to file an incident report. All incident reports received by the RCC Risk Management Department are forwarded to the Director of Risk Management for review and potential action. The RCC Risk Management Department may investigate a report when it is deemed appropriate.

Crimes should be reported to the RCC Risk Management Department to ensure inclusion in the annual crime statistics and to aid in providing timely warning notices to the community when appropriate.

Community members, students, faculty, staff, and guests are encouraged to report all crimes and public safety related incidents to the RCC Risk Management Department in a timely manner. After contacting 911 or local law enforcement, Campus Security should be notified of all criminal activity and emergency situations on campus. Reporting can be accomplished by the following means:

- Campus Security at the Redwood Campus may be reached 24 hours per day, 7 days per week via cell phone at 541-218-2930.

- Campus Security at the Riverside Campus may be reached between 7 a.m. and 11 p.m. Monday – Friday and from 7 a.m. – 7 p.m. on Saturday via cell phone at 541-218-2931.
- Campus Security at the Table Rock Campus may be reached between 7 a.m. and 10:30 p.m. Monday – Friday and between 7 a.m. and 7 p.m. on Saturday via cell phone at 541-218-3639.

Security officers have the authority to ask persons for identification and to determine whether individuals have lawful business at the College. Security officers do not possess arrest power. Criminal incidents are referred to the local law enforcement officers who have jurisdiction on the campus. The College maintains a highly professional working relationship with the Grants Pass Police Department, the Medford Police Department, the Jackson County Sheriff's Office, and the Josephine County Sheriff's Office. All crime victims and witnesses are strongly encouraged to immediately report the crime to RCC Risk Management Department and the appropriate police agency. Prompt reporting will ensure timely warning notices on campus and timely disclosure of crime statistics.

Campus "Pastoral Counselors" and Campus "Professional Counselors," when acting as such, are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, they are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

A Pastoral Counselor is a person who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor. A Professional Counselor is an employee of RCC whose official responsibilities include providing psychological counseling to members of the RCC community and who is functioning within the scope of their license or certification.

A copy of Administrative Procedure 3520 Local Law Enforcement can be found at <https://www.roguecc.edu/BOE/policies/AP3520.asp>.

Weapons on Campus

The possession of firearms, including by a concealed handgun license holder, or other weapons while on any property or inside any facility owned, under the temporary or permanent control of, and or operated by RCC is strictly prohibited in accordance with Oregon Revised Statutes with the following exceptions:

- By a police officer or reserve officer, as those terms are defined in ORS 181A.355;
- By a parole and probation officer, as defined in ORS 181A.355, while the parole and probation officer is acting within the scope of employment;

- By a federal officer, as defined in ORS 133.005, or a certified reserve officer or corrections officer, as those terms are defined in ORS 181A.355, while the federal officer, certified reserve officer, or corrections officer is acting within the scope of employment;
- By a person summoned by an officer to assist in making an arrest or preserving the peace while the summoned person is engaged in assisting the officer;
- By an honorably retired law enforcement officer;
- By an active or reserve member of the military forces of Oregon or the United States, when engaged in the performance of their duty;
- By a person who is authorized by the officer or agency that controls the public building to possess a firearm or dangerous weapon in that public building;
- By an employee of the United States Department of Agriculture, acting within the scope of employment, who possesses a firearm in the course of the lawful taking of wildlife;
- By an individual who is otherwise legally allowed to carry a firearm and only if the firearm remains unloaded and locked in a motor vehicle at all times.

RCC has allowed for the following exceptions:

- The RCC President, in consultation with the Director of Risk Management, may approve the use of weapons for instructional purposes.
- While the following are considered weapons under Oregon ORS, RCC has also approved their possession on campus by employees, students, and visitors; however, they may not be misused.
 - Pepper spray or any similar deleterious agent defined in ORS 163.211, not including mace or tear gas.
 - An electrical stun gun or any similar instrument.

A weapon is defined as

- A firearm;
- Any dirk, dagger, ice pick, slingshot, metal knuckles, or any similar instrument or a knife other than an ordinary pocketknife with a blade less than four inches in length which does not have a blade that projects or swings into position by force of a spring or by centrifugal force, the use of which could inflict injury upon a person or property;
- Mace or a tear gas weapon as defined in ORS 163.211;
- A club, bat, baton, billy club, bludgeon, knobkerrie, nunchaku, nightstick, truncheon, or any similar instrument, the use of which could inflict injury upon a person or property; or
- A dangerous or deadly weapon, as those terms are defined in ORS 161.015.

RCC will maintain appropriate signage at the entrances to all RCC-owned, controlled, or operated property or facilities and will post a notice on the RCC website, which clearly identifies the properties and facilities included in the administrative procedure.

In the event a student, employee, or visitor enters into an RCC owned, controlled, or operated property/facility and the individual is determined or reported to be in possession of a firearm or other weapon as outlined in this administrative procedure, RCC Campus Security and the RCC Director of Risk Management should be notified immediately. The RCC Director of Risk Management will determine whether or not law enforcement will be notified based on the level of threat posed by the individual, the level of cooperation with Campus Security, whether or not the individual has violated this procedure previously, and any other extenuating circumstances. If the circumstances allow, Campus Security will advise the individual in possession of the firearm or weapon as to the need to store the unloaded firearm or weapon in their vehicle. Any individual who refuses to store their unloaded firearm or weapon in their vehicle will be asked to leave campus and will be trespassed by Campus Security indefinitely from the date of the incident. In the event an individual is in possession of a firearm or other weapon on campus and is presenting an immediate threat to themselves or others, law enforcement will be notified immediately.

In addition to possible criminal charges, the following consequences may occur at the discretion of RCC:

- Employees found in violation of this procedure will be subject to disciplinary action, up to and including termination.
- Students found in violation of this procedure will be subject to Administrative Procedure 5500 Standards of Student Conduct and Administrative Procedure 5520 Student Discipline Procedures.

A copy of Administrative Procedure 3530 Weapons on Campus can be found at <https://www.roguecc.edu/BOE/policies/AP3530.asp>.

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 RCC 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 RCC 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 victim 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 their 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 RCC property shall be provided with information regarding options and assistance available to them. Information shall be available from the Risk Management Department and the Title IX Coordinator, which shall maintain the identity and other information about alleged sexual assault victims as confidential unless and until the Director of Risk Management and/or the Title IX Coordinator are authorized to release such information.

The Director of Risk Management and/or 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 RCC 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 providing or arranging them include:
 - Counseling by RCC 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);
 - RCC disciplinary procedures, both student and employee;
 - modification of class schedules;
 - tutoring, if necessary.

The Director of Risk Management and/or the Title IX Coordinator should be available to provide assistance to RCC 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 RCC property shall be kept informed through the Risk Management Department and/or 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 RCC 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 RCC property shall be referred to the Director of Marketing/PIO, who shall work with the Risk Management Department and/or 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 changes 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.

A copy of Administrative Procedure 3540 Sexual and Other Assaults on Campus can be found at <https://www.roguecc.edu/BOE/policies/AP3540.asp>.

Drug Free Environment and Prevention Program

RCC is committed to providing employees and students with a drug-free workplace and campus environment.

In compliance with the Federal Drug-Free Schools and Communities Act, the following departments maintain the College's Alcohol and Drug Free Environment and Prevention Program; Risk Management, Human Resources, Counseling, and the Dean of Student Success and Compliance. The program is designed to inform students and employees of the current alcohol and drug free policy, procedure, and related programs. This information includes the dangers of drug and alcohol abuse, the policy for maintaining a drug-free/alcohol-free campus, any available drug and alcohol counseling and/or rehabilitation, education and prevention programs, and the penalties that may be imposed upon students and employees for drug and alcohol abuse violations.

RCC's Drug Free Campus Policy includes prohibiting the use of marijuana on campus property or for any campus-sponsored class, activity, or event, regardless of location. While Oregon law allows for recreational use and possession of marijuana, using and possessing marijuana in any form remains a crime under federal law. RCC is a public institution that receives federal funding through grants and financial aid. Therefore, allowing any use of marijuana would be in violation of that law, thus jeopardizing the College's mission and students' educations.

Drug Free Schools and Community Act of 1989

RCC notifies each employee and student at the start of each academic term, in writing, of standards of conduct that prohibit unlawful possession, use, or distribution of illicit drugs on campus property or at any campus activity; a description of applicable legal sanctions for violation of federal, state, and local law and campus policy; a description of health risks associated with alcohol and drug use; a description of available treatment programs; and a statement that RCC will impose sanctions on students and employees, with a description of those sanctions, for violations of the standards of conduct.

The following departments prepare a biennial report in April of even numbered years on the effectiveness of the College's Alcohol and Drug prevention and education programs; the number of drug- and alcohol-related violations and fatalities that occur on campus or during institutional activities that are reported to campus officials; the number and type of sanctions that are imposed as a result of drug and alcohol violations; and the consistency of sanction enforcement: Risk Management, Human Resources, Student Counseling and the Dean of Student Success and Compliance. A copy of the current report and previous reports can be found at www.roguecc.edu/riskManagement/campusSecurity.asp.

Drug and Alcohol Abuse Prevention Program Goals:

- To reduce the incidence of drug and alcohol abuse use by students and employees of the college by providing them with drug and alcohol risk and side effect information.
- To provide short-term drug and alcohol counseling for students and employees.
- To provide students and employees with referrals and connections to local and regional drug and alcohol agencies for long term care.
- To make students and employees aware of college sanctions and state and federal penalties for drug and alcohol use.

Education, Prevention, and Awareness Training and Programs:

- Brochures are available in the Rogue Central and Counseling area at Riverside Campus, Table Rock Campus, and Redwood Campus.
- Open Forums are held biannually and include students, employees, and community partners.
- Drug and Alcohol Awareness Month Programs
- New Student Orientation
- Community Resources listed on College website
- Student Government
- New Employee Orientation
- Annual Employee Training and Policy Notice

Permissible Use

There is no permissible use of controlled substances on any RCC campus or facility other than the use of prescription medication by the individual that the medication is prescribed to and in accordance with the instructions provided by the individual's medical provider.

RCC prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance at the workplace.

- Abiding by RCC's drug-free workplace policy is a condition of employment. Employees shall inform their supervisor and the HR Director within five (5) days after being convicted for a violation occurring in the workplace of any federal or state criminal drug statute. A conviction 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 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. RCC must impose a sanction on, or require satisfactory completion in a drug abuse assistance or rehabilitation program for, any employee who is convicted of a drug violation in the workplace.

Student Sanctions

RCC may impose sanctions upon students who have violated the Student Code of Conduct by 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
- Immediate Exclusion
- Disciplinary Probation
- Suspension
- Expulsion
- Restitution
- Completion of an appropriate rehabilitation program
- Other

State and Federal Sanctions

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

- Schedule I Class B Felony: Heroin, LSD, other hallucinogens, others. Maximum prison time: 10 years. Maximum fine: \$250,000.
- Schedule II Class C Felony: Methadone, morphine, amphetamines, methamphetamines, cocaine, PCP. Maximum prison time: 5 years. Maximum fine: \$125,000.
- Schedule III Class A Misdemeanor: Non-amphetamine stimulants, some depressants. Maximum prison time: One year. Maximum fine: \$6,250.
- Schedule IV Class C Misdemeanor: Valium-type tranquilizers, some less potent depressants. Maximum prison time: 30 days. Maximum fine: \$1,250.

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 growing, buying, selling, or possessing 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.

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. An employee's willingness to seek outside assistance without voluntary disclosure will not excuse the violation and will have no bearing on the determinations of appropriate disciplinary action.

Alcohol Health Risk and Warning Signs

- Increased risk of injuries
- Violence
- Fetal damage (in pregnant women)
- Depression
- Neurologic deficits
- Hypertension
- Liver and heart disease
- Addiction
- Fatal overdose

Drug Health Risks and Warning Signs

- 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.

Resources and Assistance

RCC Counseling Department Services

- Confidential short-term counseling services at no charge to students.
- Referrals to outside support, education, and rehabilitation.
- Additional informational materials for health risks associated with specific drugs.

Counselors are available by calling 541-956-7443 or emailing counselingfrontdesk@roguecc.edu.

Employee Assistance Program

- All RCC employees are eligible for Employee Assistance Program (EAP) services administered through Uprise Health. The EAP can help employees privately resolve problems that may interfere with work, family, and life in general. The EAP is provided at no cost to employees and dependents living at or away from home, as well as household members, related or not. EAP services are always confidential. Additional information may be found online at <https://members.uprisehealth.com/oebb/>.

Community Resources

A current list of community resources is maintained on the College website at www.roguecc.edu/resourceCenter/resources.asp

Program Biennial Review

The college impanels a committee of employees to develop the biennial report and make recommendations to improve the drug and alcohol program and annual notification systems. The committee members are listed below:

- Director of Risk Management
- Risk Management Coordinator

- Vice President of People, Culture, & Safety/CHRO
- Director of Human Resources & Payroll Operations
- Counseling Department Representative

Employee Standards of Conduct

RCC has a responsibility to our employees, to our students, and to the general public to ensure safe operating and working conditions. To satisfy our drug free workplace objective and meet these responsibilities, we must establish a work environment where employees are free from the effects of drugs, alcohol, or other impairing substances.

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: Offers of employment for certain positions deemed to be safety-sensitive may be contingent upon successful passage of a College-required drug test, which includes testing for marijuana.
- Reasonable suspicion: The College may require any employee to be tested for alcohol and/or illegal drugs when reasonable suspicion exists that the employee may be impaired during work hours. The basis of suspicion may be a specific, contemporaneous event or conduct evidencing impairment observed over a period of time. Reasonable suspicion testing also includes testing an employee for the presence of prescription medication when the College has reason to believe the employee may be abusing the medication. Supervisors should contact HR prior to conducting the testing under this procedure. Refusal to test shall be considered a test failure.

The College will be responsible for arranging for the employee to be transported to the testing facility when an event providing reasonable suspicion takes place on RCC premises.

RCC reserves the right to search employee workspaces for the presence of prohibited alcohol, illegal drugs, and controlled substances at any time when reasonable suspicion exists that an employee may be under the influence. Any illegal drugs or drug paraphernalia will be turned over to an appropriate law enforcement agency and may result in criminal prosecution.

RCC will support employees who voluntarily seek help for drug or alcohol problems before becoming subject to discipline or termination under this or other RCC policies or procedures. Such employees may be allowed to use accrued paid time off, placed on leaves of absence, referred to treatment providers, or otherwise accommodated, as required by law. Employees may be required to provide documentation of successful completion of a prescribed treatment program. Employees may also be required to submit to follow-up testing if, in the College's determination,

the employee's position involves performing safety-sensitive functions. Employees who demonstrate successful progress or completion of a recommended course of treatment may return to work after taking and passing a drug and/or alcohol test. Any employee returning to work after such treatment will be expected to comply with all aspects of this procedure. A request for rehabilitation may not be made in order to avoid the consequence of a positive drug or alcohol test or to avoid taking a drug or alcohol test when requested to do so under the terms of this procedure.

Employees who violate this procedure and/or fail to seek treatment may be subject to disciplinary action, up to and including termination of employment.

A copy of Administrative Procedure 3550 Drug Free Environment and Prevention Program can be found at <https://www.roguecc.edu/BOE/policies/AP3550.asp>.

Alcoholic Beverages

The possession, sale, or, furnishing of alcohol on campus is governed by state law and these procedures. A person must be at least 21 years of age to purchase alcoholic beverages in Oregon.

The possession, sale, consumption or furnishing of alcohol is controlled by the Oregon Liquor Control Commission (OLCC). However, the enforcement of alcohol laws on campus is the primary responsibility of the Risk Management Department and local law enforcement. The possession, sale, manufacture, or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by the Risk Management Department and local law enforcement. Violators are subject to disciplinary action, criminal prosecution, fines, and imprisonment. It is unlawful to sell, furnish, or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under 21 years of age in a public place or a place open to the public is illegal. It is also a violation of this policy for anyone to consume or possess alcohol in any public or private area of campus without prior College approval. 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 below).

- Oregon law includes an exemption for students enrolled in a food or beverage career program at a higher education institution, including a community college. "Food or beverage career program" means a course of study designed to qualify a person for a career in the food service industry or alcoholic beverage industry, including but not limited to a course of study in culinary arts, viticulture, winemaking, enology, brewing or restaurant management. (ORS 471.580)
- For classes relating to growing and/or harvesting grapes or hops, or the production and/or marketing of wine or beer, limited consumption of, or tasting of, alcoholic beverages by students and/or staff may be an integral part of such classes. Other classes, such as those relating to public safety training, may also include the consumption of alcoholic beverages as an integral part of the class.

- Permission for appropriate consumption of alcohol by students/staff, which is considered to be an integral part of these special classes, shall be included as part of the approval for scheduling such special classes. Under these special, limited circumstances, alcoholic beverages may be permitted on campuses from time to time. Prior to the advertising of such classes, the instructor must complete an Alcohol Permission Form, including a copy of the course outline, and obtain the required approval signatures.
- All course outlines/syllabi for these special classes must include notice that tasting of alcoholic beverages is strictly prohibited for students under the legal age limit, and some classes may restrict enrollment, whenever appropriate, to students only of legal age and those students able to taste alcoholic beverages as needed to successfully complete the class.
- In all situations (either for college-approved course(s) or specific college events, described above) the RCC President and/or their designee has the right to deny the use of alcoholic beverages at any college event or for any college-approved course(s).
- Prior to participation in the course, all students must submit a signed Alcohol-Related Events Hold Harmless Agreement. Completed forms must be kept on file by the Risk Management Department for six (6) years after the class has ended. Copies of the form may be accessed on RCC's website: <https://www.roguecc.edu/riskManagement/forms.asp>.

Organizations or groups violating alcohol or substance policies or laws may be subject to sanctions by the College.

A copy of Administrative Procedure 3560 Alcoholic Beverages can be found at <https://www.roguecc.edu/BOE/policies/AP3560.asp>.

Enrollment of Students with Sex Offenses

Background

The "Campus Sex Crimes Prevention Act" (section 1601 of Public Law 106-386) is a federal law enacted on October 28, 2000, that provides for the tracking of convicted, registered sex offenders enrolled as students at institutions of higher education, or who are working or volunteering on campus. It also amended the Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act to require institutions of higher education to issue a statement, in addition to other disclosures required under that Act, advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained.

These changes took effect October 28, 2002, and this notice is a requirement beginning with the annual Campus Public Safety Security report due October 1, 2003. Lastly, the Act amends the Family Educational Rights and Privacy Act of 1974 (FERPA) (October 28, 2000) to clarify that nothing in that Act may be construed to prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders; and requires the

Secretary of Education to take appropriate steps to notify educational institutions that disclosure of this information is permitted.

Information regarding registered sex offenders may be obtained from the Oregon State Police, Sex Offender Unit (asksor@osp.oregon.gov or 503-934-1258). It is the intention of the College to be proactive in its efforts to be better informed about students with sex offenders who are attending classes at RCC. Any information obtained will be communicated to the College's Dean of Student Success.

The Dean of Student Success will serve as the primary contact for:

- Students who self-identify with sex offenses.
- 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 Dean of Student Success will contact the local Probation Department to determine conditions of probation and the enrollment eligibility of the student with sex offenses will be determined at this time. If conditions of probation are currently being met and can be upheld on campus, the student will meet with the College's Dean of Student Success to complete enrollment procedures.

A copy of Administrative Procedure 5014 Enrollment of Students with Sex Offenses can be found at <https://www.roguecc.edu/BOE/policies/AP5014.asp>.

Off Campus Student Organizations

RCC does not provide law enforcement service to off-campus organizations, nor are activities off-campus recognized by RCC authority. RCC does not currently have any off-campus organizations.

Prevention and Education Programs and Services

The RCC Counseling Department spearheads a number of different prevention and education programs throughout the year in collaboration with Risk Management, Athletics, Student Government, the Harassment Discrimination Response Team/Title IX and other departments. In 2022, the following events, activities, and programs were put on:

April 2022 Sexual Assault Awareness Month

- Teal Tuesday. To participate in Teal Tuesday, post a picture of you wearing the color teal (can be an item of clothing, teal makeup, teal nail polish, or a teal ribbon) with the hashtag #TealTuesday on 04/05/22 and/or 04/19/22 on the Rogue App.,

- "Red My Lips" week: To participate in Red My Lips week, post a picture of you wearing red lipstick with the hashtag #redmylips during the week of 04/11-04/15/2022 on the Rogue App.
- "Denim Day": To participate in Denim Day, post a picture of yourself wearing denim with the hashtag #denimday on 04/29/22 on the Rogue App.
- SAAM Coloring contest, open for the whole month of April. One \$25 Fred Meyer gift card will be given to the winner of the coloring contest, sponsored by ASGRCC . To enter the contest please select one of the coloring pages below, color in as you wish, then post it by April 30th to the Rogue App. The coloring page with the most likes will win! (Please post the coloring pages right after this blurb)
- Men's Panel: Building Safe Online Spaces Together
 - Please join us virtually in a panel about Building Safe Online Spaces Together, moderated by Julia Fisher from the Counseling Department and featuring men who work at RCC, and a Court Advocate from Community Works. This event is not live, rather it was pre-recorded via zoom so it is available for viewing throughout the month of April. Please click the video link below to watch the panel. (I will send the link to the video when it's been recorded)
- Jackson Katz video, The Bystander Moment: Transforming Rape Culture at its Roots (can log in using public library card to view video for free)
- YouTube video on Consent
- YouTube video on Consent, Coercion and Sexual Violence
- Link to PDF of Actions Steps: Faculty and Staff
- Link to PDF of Statistics about Sexual Violence
- Link to PDF What is Healthy Sexuality and Consent?
- Local agency, Community Works, was at RVC on April 19th hosting a booth in conjunction with the #TealTuesday event and in partnership with the Harassment & Discrimination Response Team. Please stop by to learn more about the services that Community Works offers!

October 2022 Domestic Violence Awareness Month

- Awareness Wednesday: On Wednesday October 5th, wear the color purple (can be any item of clothing, a purple ribbon, purple hair, nails or makeup) and post a pic of yourself to the RCC Campus App with any of the following hashtags: #DVAM2022 or #Every1KnowsSome1. The color purple is the official color of DVAM. A winner will be selected at random.
- Week of October 10th-14th: Coloring contest. Post a pic on the app of your completed coloring page (links below). The one with the most likes wins.
- Week of October 17th-21st: Post a pic of a signed community pledge (link below) on the app. A winner will be selected at random.
- Awareness Wednesday: On Wednesday October 26th, wear the color purple (can be any item of clothing, a purple ribbon, purple hair, nails or makeup) and post a pic of yourself to

the RCC Campus App with any of the following hashtags: #DVAM2022 or #Every1KnowsSome1. A winner will be selected at random.

Virtual Events:

- Men's Panel Discussion: A recorded panel of male-identifying faculty and students discussing men's roles in prevention, awareness, and allyship in domestic violence.
- Click here for a recorded interview with the Women's Crisis Support Team from Josephine County regarding common misconceptions about DV, resources available locally, and how you can help.

Stalking and Protective Orders

When the RCC Risk Management Department receives a lawful Stalking or Protection Order from a victim or offender, the order is copied and filed in the Risk Management Department. If the order is temporary, the person dropping off the order is advised to bring another copy if a permanent order is issued. The Director of Risk Management will notify Campus Security staff so that they are aware that an order exists. When the issue of two individuals who have orders (victim or restrained) are authorized to be on campus, the Risk Management Department, along with the Dean of Student Success/Compliance or the Director of HR and Payroll Operations as applicable, will work together to make accommodations if permissible under the order. The goal is to work with both individuals to ensure they both have the opportunity to succeed.

Campus Security Authorities

Campus Security Authorities (CSAs) are individual employees of RCC who have been designated as CSAs because of specific duties or responsibilities associated with their position. A list of current CSAs is maintained by Risk Management. CSAs are required to forward all reports they receive in their role as a CSA to Campus Security. Confidentiality may be maintained, but it will limit any further action by RCC. CSA's complete online training utilizing the Vector Solutions training platform.

The following positions at RCC are designated as Campus Security Authorities:

- Vice President of Student Learning and Success
- Vice President of People, Culture, & Safety
- Director of Risk Management
- Risk Management Coordinator
- Risk Management Specialist
- All Campus Security Officers
- Dean of Academic Affairs, Art, Science & Technology
- Dean of Academic Affairs, Curriculum and Academic Support
- Dean of Academic Affairs, General Education & Transfer

- Dean of Academic Affairs, Health, and Public Service
- Dean of Student Success/Compliance
- Dean of Enrollment Management
- Dean of Workforce Development
- Director of Student Engagement
- Athletic Director
- ASGRCC Advisor

Campus Security and Personal Security Awareness Programs

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 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.

CARES Team

The Campus Assessment Response and Evaluation for Students (CARES) Team is a safe place to make referrals about a student.

<https://www.roguecc.edu/cares/>

The CARES Teams Mission is to be a proactive team that provides support to students who are struggling and/or exhibiting concerning behavior. The CARES Team is designed to help students and staff, and to further the mission of RCC.

The CARES Teams has three main purposes at RCC:

- 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, the CARES Team can connect students with existing resources to try and address needs such as food, housing, mental health support, and transportation. The CARES Team 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.

The CARES Team is committed to balancing the dual priorities of RCC to promote student access, wellness, and success with campus safety and security so information may be shared with appropriate parties.

Threat Assessment Team

The Threat Assessment Team (TAT) is a triage team, not a disciplinary body. The TAT is a selected and trained group of RCC employees that convene to identify, evaluate, and address threats or

potential threats to college security. Additional information regarding the Threat Assessment Team will be posted in the fall of 2023.

The mission of the TAT is to assist in the safety, health, and welfare of the college community through a proactive, collaborative, coordinated, objective, and thoughtful approach to the prevention, identification, assessment, intervention, and management of situations involving members of the college community and also the overall local community that poses, or may reasonably pose, a threat to the safety and well-being of themselves or other members of the college community, or are of substantial disruption to college activities.

College Emergency Operations Plan

RCC maintains a College wide Emergency Operations Plan that is utilized to manage a wide range of emergencies and 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. An updated Emergency Operations Plan is scheduled for release in the fall of 2023. Updates to the plan include an expansion of the Incident Response Team, the embracing of the Incident Command Structure as outlined by the Federal Emergency Management Agency (FEMA), the development of an Emergency Operations Center (EOC) structure, and most importantly, a more detailed explanation of both individual responsibilities and action and RCC's responsibilities and actions across a wide range of emergencies and disasters. Once the updated Emergency Operations Plan is finalized, a notice will be sent to all faculty, staff, and students.

Annex O of the Emergency Operations Plan Covers Building and Campus Evacuation

Environmental threats and natural disaster emergencies may warrant the evacuation of a building or campus. 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.

An effective emergency evacuation and subsequent response require the coordination of many occupants in a building. All building occupants, including students, faculty, and staff, need to be aware of their roles and responsibilities in case of an emergency. It is a requirement and expectation that emergency procedures are pre-planned and that planning should have regard for the needs of all occupants. It is, therefore, essential to identify the needs of disabled people and, where necessary, to make proper arrangements for their assistance in the event of an emergency evacuation. However, no evacuation plan at RCC will primarily rely upon the intervention of the Fire and Rescue Services.

Building Evacuations

Faculty and Staff are responsible for the following:

- Being familiar with and following all emergency evacuation guidelines.
- Participating in drills and training as required.
- Orienting students with a brief overview of emergency evacuation procedures each academic quarter to ensure that:
 - They are aware that evacuation is required when an alarm is activated.
 - They know where the nearest exits are located.
- Informing and assisting visitors unfamiliar with the building procedures as appropriate prior to and during an emergency evacuation.

RCC Action

- Initiate evacuation of a building, buildings, or the entire campus in coordination with the IRT.
- Emergency notifications will be issued in accordance with either Administrative Procedure 3506 Timely Warnings or Administrative Procedure 3507 Emergency Notifications.
- When a fire is detected or when notified to evacuate the building, students, faculty, and staff should immediately leave the building by the nearest marked exit and alert others to do the same.
- Take purses and backpacks when evacuating and leave all other personal items behind. Do not hesitate to leave if you cannot quickly gather your personal effects. Close doors but do not lock them, except in an earthquake when doors are to remain open.
- As the building is evacuated, assist those with disabilities to exit the building if you are able to do so. The elevators should not be used during a fire or earthquake.
- Once outside, proceed to a clear area away from the affected building. Keep streets, fire lanes, hydrant areas, and walkways clear for emergency response vehicles and personnel.
- Provide assistance to emergency response personnel and emergency crews as requested and as they are able.
- An emergency command post may be set up in the area by RCC and or First Responders. Stay away from the command post unless you have official business.
- After any evacuation, report to an assembly point designated by the class instructor or College official. Stay there until advised that it is safe to return to the building or that the campus is closed.
- Upon notification of a campus-wide evacuation, evacuate the campus as directed by Campus Security, Fire Officials, and Law Enforcement Officers.
- Follow all directions as given by Campus Security, Fire Officials, and Law Enforcement Officers.

The following Emergency Drills were conducted by RCC during the 2022 calendar year.

- District Wide Lock Down Drill January 19th

- RWC Lock Down Drill April 19th
- District Wide Earthquake Drill October 20th

Redwood Campus – Grants Pass, Oregon Crime Statistics

Offense	Year	On Campus	Public Property	Non-Campus
Murder/Non-negligent Manslaughter	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Manslaughter by Negligence	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Rape	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Fondling	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Incest	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Statutory Rape	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Aggravated Assault	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Burglary	2022	1	0	0
	2021	0	0	0
	2020	0	0	0
Motor Vehicle Theft	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Arson	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Robbery	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Domestic Violence	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Dating Violence	2022	0	0	0
	2021	0	0	0

	2020	0	0	0
Stalking	2022	0	0	0
	2021	0	0	0
	2020	3	0	0
Arrest for Weapons Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Arrest for Drug Violations	2022	0	0	0
	2021	0	0	0
	2020	1	0	0
Arrest for Liquor Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Referral for Weapons Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Referral for Drug Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Referral for Liquor Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0

- 2022 – No Hate Crimes were reported
- 2021 – No Hate Crimes were reported
- 2020 – No Hate Crimes were reported
- There were no unfounded crimes in 2020, 2021 or 2022.
- There were no Timely Warnings or Emergency Notifications issued in 2022.
- No Clery Reportable Crimes were reported to Title IX, Student Conduct, or a Campus Security Authority in 2022.

Riverside Campus – Medford, Oregon Crime Statistics

Offense	Year	On Campus	Public Property	Non-Campus
Murder/Non-negligent Manslaughter	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Manslaughter by Negligence	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Rape	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Fondling	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Incest	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Statutory Rape	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Aggravated Assault	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Burglary	2022	0	0	2
	2021	1	0	0
	2020	0	0	0
Motor Vehicle Theft	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Robbery	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Arson	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Domestic Violence	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Dating Violence	2022	0	0	0
	2021	0	0	0

	2020	0	0	0
Stalking	2022	1	0	0
	2021	0	0	0
	2020	0	0	0
Arrest for Weapons Violations	2022	0	0	0
	2021	0	0	0
	2020	1	0	0
Arrest for Drug Violations	2022	0	3	0
	2021	0	2	0
	2020	0	0	0
Arrest for Liquor Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Referral for Weapons Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Referral for Drug Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Referral for Liquor Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0

- 2022 – No Hate Crimes were reported
- 2021 – No Hate Crimes were reported
- 2020 – No Hate Crimes were reported
- There were no unfounded crimes in 2020, 2021 or 2022.
- There were no Timely Warnings or Emergency Notifications issued in 2022.
- No Clery Reportable Crimes were reported to Title IX, Student Conduct, or a Campus Security Authority in 2022.

Table Rock Campus – White City, Oregon Crime Statistics

Offense	Year	On Campus	Public Property	Non-Campus
Murder/Non-negligent Manslaughter	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Manslaughter by Negligence	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Rape	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Fondling	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Incest	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Statutory Rape	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Aggravated Assault	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Burglary	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Motor Vehicle Theft	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Robbery	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Arson	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Domestic Violence	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Dating Violence	2022	0	0	0
	2021	0	0	0

	2020	0	0	0
Stalking	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Arrest for Weapons Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Arrest for Drug Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Arrest for Liquor Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Referral for Weapons Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Referral for Drug Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0
Referral for Liquor Violations	2022	0	0	0
	2021	0	0	0
	2020	0	0	0

- 2022 – No Hate Crimes were reported
- 2021 – No Hate Crimes were reported
- 2020 – No Hate Crimes were reported
- There were no unfounded crimes in 2020, 2021 or 2022.
- There were no Timely Warnings or Emergency Notifications issued in 2022.
- No Clery Reportable Crimes were reported to Title IX, Student Conduct, or a Campus Security Authority in 2022.

Appendix A Criminal offenses as defined in Oregon State Law

In Oregon law, “sexual intercourse” and “Sexual Contact” often describe criminal offenses. For this reason, they are included in the definitions below; however, these acts alone do not necessarily equate to criminal offenses.

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 sexual or other intimate parts of a person or causing such person to touch sexual or intimate parts of the actor to arouse or gratify the sexual desire of either party.

Rape in the first degree – A person who has sexual intercourse with another person commits rape in the first degree if:

- The victim is subjected to forcible compulsion by the person;
- The victim is under 12 years of age;
- 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
- 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 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 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 incest if they marry, engage in sexual intercourse, or deviate sexual intercourse with a person they know to be related to themselves, either legitimately, illegitimately, as an ancestor, descendent, or sibling, either of 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 sodomy in the first degree if:

- The victim is subjected to forcible compulsion by the actor;
- The victim is under 12 years of age;
- The victim is under 16 years of age and is the actor’s sibling, of the whole or half-blood, the child of the actor or child of the actor’s spouse; or
- The victim is incapable of consent by reason of mental defect, mental incapacitation, physical helplessness, or incapability of appraising the nature of the victim’s conduct.

Sodomy in the first degree is a Class A felony.

Sodomy in the second degree – A person

who engages in oral or anal sexual intercourse with another person or causes another to engage in oral or anal sexual intercourse commits 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 sodomy in the third degree if the person engages in oral or anal sexual intercourse with another person under 16 years of age or causes that person to engage in oral or anal sexual intercourse.

Sodomy in the third degree is a Class C felony.

Unlawful sexual penetration - a person commits 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:

- The victim is subjected to forcible compulsion;
- The victim is under 12 years of age; or
- 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 - a person commits 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 – A person is considered incapable of consenting to a sexual act if the person is:

- Under 18 years of age;
- Mentally defective;
- Mentally incapacitated; or
- Physically helpless.

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:

- Attempting to cause or intentionally, knowingly or recklessly causing bodily injury.
- Intentionally, knowingly, or recklessly placing another in fear of imminent bodily injury.
- 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 stalking if:

- 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;
- It is objectively reasonable for a person in the victim's situation to have been alarmed or coerced by the contact; and
- 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.

Sexual Harassment - A person commits the crime of sexual harassment if the person intentionally:

- Harasses or annoys another person by subjecting such other person to offensive physical contact;
- and the offensive physical contact consists of touching the sexual or other intimate parts of the other person.

Sexual abuse - A person commits the crime of sexual abuse in the third degree if:

- The person subjects another person to sexual contact and:
 - The victim does not consent to the sexual contact; or

- The victim is incapable of consent by reason of being under 18 years of age; or
- For the purpose of arousing or gratifying the sexual desire of the person or another person, the person intentionally propels any dangerous substance at a victim without the consent of the victim.

Sexual abuse in the third degree is a Class A misdemeanor.

Sexual abuse in the second degree - A person commits the crime of sexual abuse in the second degree when:

- The person subjects another person to sexual intercourse, oral or anal sexual intercourse or, except as provided in ORS 163.412, penetration of the vagina, anus or penis with any object other than the penis or mouth of the actor and the victim does not consent thereto; or
- the person violates ORS 163.415, the person is 21 years of age or older; and at any time before the commission of the offense, the person was the victim's coach as defined in ORS 163.426.

Sexual abuse in the second degree is a Class C felony.

Sexual abuse in the first degree - A person commits the crime of sexual abuse in the first degree when that person:

- Subjects another person to sexual contact and:
 - The victim is less than 14 years of age;

- The victim is subjected to forcible compulsion by the actor; or
- The victim is incapable of consent by reason of being mentally defective, mentally incapacitated or physically helpless; or
- Intentionally causes a person under 18 years of age to

touch or contact the mouth, anus or sex organs of an animal for the purpose of arousing or gratifying the sexual desire of a person.

Sexual abuse in the first degree is a Class B felony.

Appendix B Criminal offenses as defined in Federal Law

Sexual Assault - A sexual assault is an offense that meets the definition of rape as used in the FBI's UCR program or an offense that meets the definition of fondling, incest, or statutory rape as used in the FBI's NIBRS program. Includes:

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

Fondling The touching of the private 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 or physical incapacity.

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

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

Domestic Violence is - A felony or misdemeanor crime of violence committed-

By a current or former spouse or intimate partner of the victim.

By a person with whom the victim shares a child in common.

By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner.

By a person similarly situated to a spouse of the victim under the domestic violence laws of the jurisdiction in which the crime of violence occurred.

By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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

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

For purposes of this definition

Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

Dating violence does not include acts covered under the definition of domestic violence.

For the purposes of complying with the requirements of this section, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting. Note: The state of Oregon does not have a definition or a statute addressing dating violence.

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

Fear for the person's safety or the safety of others; or

Suffer substantial emotional distress

For the purposes of this definition

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

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

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