

A close-up photograph of a person wearing a green jacket, holding a black pen with a red clip and writing in a yellow notebook. The notebook is open, showing handwritten notes and a small drawing of a flower. The background is dark.

**NC STATE UNIVERSITY**

**NC State University**  
**Annual Security and Fire Safety Report**  
October 2018



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# NC STATE UNIVERSITY

## Introduction

### Message from the Chief



North Carolina State University (NC State) is the largest university in North Carolina with a population of over 40,000 and encompasses nearly 2,110 acres in the heart of the capital city of Raleigh. The campus is uniquely composed of offices and classrooms, university residence halls, private housing, research facilities, major athletic facilities, a major veterinary hospital, and a research park located at Centennial Campus. NC State has all of the attributes of a major city in North Carolina.

Studying, living and working in a university environment like NC State can make it easy to forget that crime and other problems can occur just as they do in other cities in North Carolina. The purpose of this report is to provide you with the information you need to stay safe while at NC State.

The NC State Police Department (University Police) is the primary department at the university charged with creating a safe and secure environment. This task, however, is not one we can accomplish alone. Crime prevention, identifying risks, and problem solving are the responsibility of everyone.

Our efforts to maintain a safe and secure environment rely on University Police's ability to develop working relationships with the many communities that make up NC State. We believe that through partnering and problem solving, we can make NC State one of the safest universities in the nation. We have a commitment to community policing and we are dedicated to assisting you in maintaining a safe and secure environment in order to enhance the quality of life here at NC State.

University Police has been awarded "Accreditation with Excellence" by the Commission on Accreditation for Law Enforcement Agencies, Inc. University Police is also accredited by the International Association of Campus Law Enforcement Administrators. These professional milestones ensures that the department is practicing nationally and internationally recognized standards for the delivery of police services to the NC State community. The department provides a full range of services, including 24-hour patrol (by vehicles, on foot, on bikes, on Segways, and on horseback), investigations, a 911 center and a crime prevention unit. In addition, University Police offers a wide range of educational services.

We hope you find this report informative and helpful and that your stay at NC State will be both rewarding and safe.

Jack W. Moorman  
Chief of Police



## Clery Act Requirements

In general, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires colleges and universities to:

- Publish an annual report every year by October 1 that contains three years of campus crime statistics and certain campus security policy statements;
- Disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus properties. The statistics must be gathered from University Police, local law enforcement, and other University officials who have "significant responsibility for student and campus activities";
- Provide "Timely Warning" notices of those crimes that have occurred and pose an "ongoing threat to students and employees";
- Provide "Emergency Notifications" for dangerous or emergency situations; and
- Disclose in a public crime log any crime that occurred on campus and is reported to the university police.
- Provide survivors of sexual assault, domestic violence, dating violence, and stalking with information on reporting, interim arrangement options, resources, and University disciplinary processes.
- Outline and disclose University policies and procedures within their annual security reports, including those related to disseminating timely warnings and emergency notifications, options for survivors of sexual assault, domestic violence, dating violence, and stalking, and campus crime reporting processes.

University Police is required by the Clery Act to report certain types of crimes on an annual basis. As a result, NC State reports all Part 1 Criminal Offenses, as well as Hate Crimes as required by the Clery Act, for crimes occurring on campus and certain non-campus properties. These crimes include:

- Criminal Homicide
- Sexual Assault, including Rape, Fondling, Incest, and Statutory Rape
- Stalking
- Domestic Violence
- Dating Violence
- Rape
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson
- Hate crimes
- Arrests and Disciplinary Referrals for Violations of Weapons, Drug, and Liquor Laws

The Annual Security Report (ASR) crime statistics are provided below, and are also available on the University Police website at the following link: <https://police.ehps.ncsu.edu/annual-security-report/>.

University Police is responsible for preparing and distributing the ASR. University Police works with many other departments and units within the campus community to compile this information. Because they have local jurisdiction over some NC State locations, the Raleigh Police Department, Wake County



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Sheriff's Office, and other law enforcement agencies are asked to provide Clery Act reportable crime statistics for the required geographical locations.

We encourage members of the NC State community to use this report as a guide for safe practices on and off campus. For a hard copy of this information or alternative formats please contact the NC State University Police at (919) 515-3000.



## Disclosure of Crime Statistics

NC State crime statistics include those crimes reported to University Police, Campus Security Authorities (CSAs), and local law enforcement agencies. These statistics may include crimes that have occurred in private residences, including those maintained by university student organizations, and on certain other non-campus property.

Each year, an e-mail notification is made to all enrolled students, faculty and staff that provides the website to access the ASR. Prospective students can obtain a copy by visiting NC State's undergraduate and graduate admissions websites. All prospective employees can obtain a copy from the NC State Human Resources department by visiting <https://jobs.ncsu.edu>; the website address is part of the online employment application. Individuals with disabilities can request the ASR in an alternative format by contacting University Police.

OFFENSE	ON CAMPUS			RESIDENTIAL FACILITIES			NON-CAMPUS			PUBLIC PROPERTY			TOTAL					
	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	Unfounded	2016	Unfounded	2017	Unfounded
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RAPE	9	30*	15	7	28*	12	0	2	3	0	0	0	9	2	32*	2	18	0
FONDLING	5	4	17	1	2	8	1	1	3	0	0	2	6	1	5	1	22	0
INCEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	4	3	0	0	0	0	1	1	3	2	3	3	1	7	1	7	0
AGGRAVATED ASSAULT	9	6	13	2	2	6	1	0	3	6	1	0	16	0	7	0	16	0
BURGLARY	19	30	30	10	4	7	4	4	2	0	0	0	23	0	34	0	32	2
MOTOR VEHICLE THEFT	9	6	6	0	0	0	0	0	1	1	0	1	10	0	6	4	8	2
ARSON	3	2	1	0	1	0	0	0	0	0	1	0	3	0	3	0	1	0
ARRESTS: ILLEGAL WEAPONS	2	4	0	0	0	0	0	0	3	1	0	2	3	NA	4	NA	5	NA
DISCIPLINARY REFERRALS: ILLEGAL WEAPONS	0	0	0	0	0	0	0	0	1	0	0	0	0	NA	0	NA	1	NA
ARRESTS: DRUG ABUSE VIOLATIONS	76	73	32	23	27	23	2	3	4	5	2	8	83	NA	78	NA	44	NA
DISCIPLINARY REFERRALS: DRUG ABUSE VIOLATIONS	76	62	73	54	41	50	11	4	2	1	1	0	88	NA	67	NA	75	NA
ARRESTS: LIQUOR LAW VIOLATIONS	21	27	22	2	8	6	1	48	4	7	17	1	29	NA	92	NA	27	NA
DISCIPLINARY REFERRALS: LIQUOR LAW VIOLATIONS	435	340	274	359	315	225	48	31	21	8	0	0	491	NA	371	NA	295	NA
STALKING	26	21	28	6	6	5	1	0	0	0	1	1	27	0	22	0	29	1
DOMESTIC VIOLENCE	6	7	7	4	4	3	0	0	1	0	0	0	6	0	7	0	8	0
DATING VIOLENCE	5	33*	18	5	28	12	0	1	0	0	0	2	5	0	34*	0	20	1
HATE CRIMES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

\*In 2016, an individual reported to University Police that they had been raped approximately 20 separate times, over a period from 2014 to 2016, by another individual with whom they were involved in a dating relationship. Pursuant to the Clery Act, and its implementing regulations and guidelines, the university must include these reported incidents in the year in which they were reported, not in the year in which they occurred. In addition, while these incidents must be reported in the 2016 rape statistics, they must also be included as separate incidents of dating violence.

## Emergency Communication and Response

Generally, University Police is responsible for providing immediate emergency response, and will respond and confirm if there is a significant emergency on campus. University Police's response may be in conjunction with others, such as the university's Fire and Life Safety Office, University hazardous material officials, or the City of Raleigh Fire Department. In some cases, other University officials (such as members of NC State's Environmental Health and Safety Office) may recognize and confirm a dangerous or emergency situation involving an immediate threat to the health and safety of the campus.

Upon confirmation of an emergency, University Police supervisory personnel, in consultation with University administrators, as appropriate, will determine whether there is a significant emergency that requires notification through NC State's emergency notification system, which segment(s) of the campus community will be notified, and the content of the emergency notification. The Staff Duty Officer for University Police has the authority and capability to activate the university's emergency notification systems and decide which communications tools to use. When time allows, this will be done in consultation with the Chief of University Police, the Associate Vice Chancellor for Environmental Health and Public Safety, and the university's Emergency Communications Group.

However, if, in the professional judgment of University Police, issuing a notification potentially compromises efforts to assist a victim, investigate a crime, or to contain, respond to, or otherwise mitigate the emergency, NC State may elect to delay issuing an emergency notification. As soon as the condition that may compromise efforts is no longer present, the university will issue the emergency notification to the campus community.



### Alerting the NC State Community

NC State has an Emergency Notification System known as WolfAlert with multi-channel communication capabilities. WolfAlert is primarily intended to rapidly disseminate emergency information about an incident or emerging situation and provide instructions to the NC State campus community in Raleigh, NC. WolfAlert's uses include notifications for emergencies as well as non-emergency situations causing a significant and real or perceived threat to the campus community.

#### WolfAlert System Methods:

**Broadcast email:** A broadcast email goes to everyone who has a University email account and any affiliated individual who has provided an email address.

**Billboard:** Notifications can be delivered to electronic billboards located in common areas across campus.

**Desktop Notification:** Desktop alerting software allows NC State to relay critical emergency notifications and communications. The alert appears on an individual's laptop or personal computer as a pop-up window overlaying all other open windows on the computer. This software is available to all



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University classroom, lab, faculty and staff PC's logged onto the campus network. It is also available for download to personal laptops for all students, faculty and staff; but will only be activated when logged onto the campus network via Wi-Fi or Ethernet connection.



**Text Messaging:** NC State sends students, staff, and faculty a text message to their cell phone in the event of a campus emergency, University closing, and for information on the occurrence of certain crimes. An alert will be sent to everyone who has provided his or her text-enabled cell phone number in MyPack Portal. Messages will contain brief safety instructions and/or brief details on where to get more information about the alert, i.e. NC State's emergency website. This service is not intended for family member registration.

**WolfAlert Audible Alert System:** The WolfAlert Audible Alert System is an audible warning system which consists of speaker arrays mounted on poles or building roofs at various locations across campus. In the event of certain emergencies, either tones or brief messages will be broadcast over these speakers to notify persons located outside of buildings to take action. Typically, this action will be to seek shelter in a nearby building and tune in to the various media described above for further information. Additional information on the WolfAlert system is available at [www.ncsu.edu/emergency-information](http://www.ncsu.edu/emergency-information).

**Home Page:** NC State University Communications will post a black WolfAlert banner at the top of the university home page that will alert home page visitors of the situation and link to the NC State WolfAlert site for additional information regarding significant incidents impacting campus.

**Adverse Conditions Hotline:** NC State uses 919-513-8888 for a wide range of announcements, including adverse weather and emergency situations.



**Social Media:** NC State may use various forms of social media (Twitter, Facebook, Google+, etc.) to alert the NC State community about emergencies as well as non-emergency situations causing a significant and real or perceived threat. In addition, WolfAlert Twitter and Facebook pages are maintained by University Communications and only populated during an emergency.

The Staff Duty Officer for University Police will determine which communications tool to use and when to inform the campus community of a significant emergency, a serious or continuing threat, or dangerous situation. When time allows, this will be done in consultation with the Chief of Police,

Associate Vice Chancellor for Environmental Health and Public Safety, and the university's Emergency Communications Group.

The WolfAlert System, campus electronic billboards, text messaging, and e-mail are tested on the first Monday of every month. Records are kept on file of the results of the testing process.

## Types of Notifications

### Timely Warnings

**WolfAlert Crime Warnings** are issued to notify the campus community for Clery crimes occurring anywhere on NC State's Clery geography that are considered to be, in the judgment of the University Police Chief or his designee, a serious or continuing threat to students and employees. Examples of crimes where crime warnings may be issued include, but are not limited to: sexual assaults, burglary, robbery, or aggravated assaults. Distribution of a WolfAlert Crime Warning is generally by broadcast email or text message from University Police to all students, faculty, and staff and may include social media by University Communications.

An example of a WolfAlert Crime Warning e-mail is:

Wolf Alert - Burglary at North Hall

At approximately 3:15 AM a resident of North Hall reported to University Police that they were awoken by a black male that had entered their room and was going through a dresser drawer. The suspect fled the area in an unknown direction after being confronted by the resident of the room. The suspect is described as being in his 20's and wearing an orange shirt and khaki pants.

The campus community is always encouraged to take the following steps to keep themselves safe:

- Assailants target residences where doors and windows are left unlocked or unsecured. Always lock residence doors and windows when at home and when you leave.
- Assailants may try to gain access into a residence by using force or deception. Don't open your door for or let someone in your residence that you don't know.
- If you feel unsafe in any situation, trust your instinct and contact University Police immediately to report suspicious activities or crimes on campus by calling 911 or 919-515-3000.

In compliance with the Timely Notice provisions of the Federal Jeanne Clery Disclosure of Campus Security Police and Campus crime Statistics Act of 1998, Campus Police are giving notice of a disturbing act of violence. Please share the information contained in this crime warning with other people on campus who may not have seen it.

### Emergency Notifications

**WolfAlert Emergency Notifications** are issued to immediately notify the campus community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus. Examples of such significant emergencies or dangerous situations include, but are not limited to, shooters on campus or tornado warnings. Emergency Notifications are issued by University Police through a combination of methods that may include broadcast e-mail, audible alert, public media, campus bill boards, desktop notifications, or text message. In addition, University Communications may issue emergency information via the university home page and social media. Follow up communications are directed by the Crisis Communications Team and the university's Chief Communications and Marketing Officer.

Students may also receive communications from University Housing staff, such as Resident Advisors (RAs). Students receive an annual email message highlighting the methods of emergency communication, with special emphasis on registering to receive emergency text messages and to review the information and resources found at [www.ncsu.edu/emergency-information](http://www.ncsu.edu/emergency-information).

## Safety Notifications

**WolfAlert Safety Notices** are communications to the campus community for crimes that do not occur on NC State's Clery geography but are determined to require the awareness of campus for safety purposes, or for situations that are not deemed an emergency or dangerous situation, but are determined to require the awareness of campus for notification reasons. Distribution of a WolfAlert Safety Notice is generally by broadcast e-mail by University Police or University Communications.

## Testing Emergency Response and Evacuation Procedures

NC State conducts numerous announced drills and exercises each year and conducts follow-through activities designed for assessment and evaluation of emergency plans and capabilities. These drills and exercises simulate emergency scenarios that affect individual operating units or the campus community as a whole. Examples of drills and exercises conducted by NC State include live or tabletop exercises simulating: a tornado or other severe weather event, active shooter on campus, utility disruption, and hazardous material release. The university coordinates on average four or more announced drills or exercises each year, to test, assess, and evaluate the emergency response and evacuation procedures as well as decision-making capabilities. Emergency procedures and evacuation plans are publicized in conjunction with at least one of these tests. Emergency response drills and tabletop exercises are monitored by NC State's Department of Emergency Management and Mission Continuity, University Police, University Housing, and/or by other third party assessors where appropriate. Recommendations for improvements are submitted to the appropriate departments/offices for consideration. For each test, the university documents a description of the exercise, the date, and the time.

In the event of an emergency, NC State's Emergency Operations Plan will be activated. This plan is coordinated with other Wake County emergency response agencies and has been tested in joint training drills and exercises with these agencies. The university also constantly receives the most up-to-date information available on risks as well as threats, and prepares accordingly. NC State continues to evaluate its Emergency Operations Plan as part of an ongoing evaluation of best practices and the use of new technologies.

## Campus Evacuations

In a campus-wide emergency, the decision to implement evacuation procedures rests with the Incident Commander. When time permits, the decision to evacuate rests with the Chancellor or designee in consultation with the Associate Vice Chancellor for Environmental Health and Public Safety. The NC State campus encompasses approximately 2,500 acres and 15,000,000 square feet under roof. Depending on circumstances "evacuation" may or may not be practicable and would likely take in excess of two (2) hours.

Information concerning campus-wide evacuations are communicated through WolfAlert Emergency Notifications.

## Building Evacuations

Building evacuations are coordinated through NC State's Fire and Life Safety and University Police. A building may be evacuated by order of First Responders or due to the activation of a building fire



evacuation system. Other than the sounding of a fire alarm, First Responders may perform a scene assessment to determine if an evacuation or shelter-in-place order is appropriate. If the decision to evacuate is made, occupants will be moved to a safe area coordinated by First Responders.

Evacuation procedures for specific buildings are prepared with assistance from the Fire and Life Safety Office, are disseminated by building liaisons to building occupants, and included in unit Pack Ready Emergency Plans. Evacuation diagrams are posted near all elevators and in common areas. In general, evacuations follow the procedures set forth on p. 45 of this report.

### **When directed to evacuate your building:**

- Assist any person in immediate danger to safety, if it can be accomplished without risk to yourself
- Use prescribed evacuation routes
- Do not use elevators
- Do not re-enter the building until directed by first responders

Please contact your building liaison or the University Fire and Life Safety Office at 919-515-2568 for more information.

### **Shelter-in-Place**

Shelter-in-Place means selecting a small, interior room if possible, with no or few windows, and taking refuge there. It does not mean sealing off your entire building. If you are told to shelter-in-place, follow the instructions provided.

### **Why You Might Need to Shelter-in-Place:**

Adverse weather and other significant safety emergencies may occur when evacuation of a building or location is not recommended or possible. Should this occur, information will be provided by University authorities through WolfAlert Emergency Notifications. The important thing is for you to follow instructions of University authorities and know what to do if they advise you to shelter-in-place.

## **Missing Student Notification**

NC State RUL 11.31.02, Missing Student Notification, (<http://policies.ncsu.edu/rule/rul-11-31-02>) establishes the procedures for the NC State community regarding the reporting, investigation and required emergency notification when a student residing in on-campus housing is determined to be missing. A student shall be deemed missing when he or she is reported absent from the University for more than 24 hours without any known reason.

## **Identifying a Contact Person**

All NC State students residing in on-campus housing (including residence halls, Greek Village and university-owned apartments – E.S. King Village, Western Manor, Wolf Village, and Wolf Ridge) must register a contact person to be notified by NC State if NC State determines that the student is missing for more than 24 hours. This contact information will be registered confidentially and will not be disclosed

except to authorized University officials and law enforcement personnel in furtherance of a missing person investigation. If a student is under 18 years of age and not an emancipated minor, NC State is required to notify a custodial parent or guardian, in addition to notifying any additional contact person designated by the student.

## **Procedure for Identifying a Missing Student**

Any person who believes that a student who resides in on-campus housing is missing should immediately report this information to University Housing or Greek Life staff, or to University Police at 911 or 919-515-3000. Any missing student report received by University Housing or Greek Life staff will be immediately referred to the University Police. In the event another university officer or employee other than a member of University Housing, Greek Life or University Police receives a report of a missing student, that person shall immediately notify University Police of the report received.

Upon the report of a possible missing student, the University Police will immediately initiate a missing person investigation in accordance with North Carolina law and University Police General Order 500-13 (Missing Persons). If University Policy determines that a student is missing, University Police will take the following actions:

- a. Notify the student's contact person within 24 hours of the determination that the student is missing;
- b. If the student is under 18 years of age and is not an emancipated minor, University Police will notify the student's custodial parent or guardian and any other designated contact person within 24 hours of the determination that the student is missing;
- c. Inform any other appropriate law enforcement agencies within 24 hours of the determination that the student is missing;
- d. University Police and any other appropriate law enforcement agencies will continue to investigate the missing person report.

Nothing in this rule prevents NC State from making notifications earlier than noted above if deemed appropriate under the circumstances. In addition, nothing in this rule shall restrict NC State from contacting other individuals if deemed necessary to prevent harm to a student or others, necessary to the investigation, or otherwise appropriate under the circumstances.

## **Reporting of Criminal Offenses**

### **Who to Report To**

All students, employees, and visitors should promptly report criminal incidents, accidents and other emergencies to University Police by dialing 911. For non-emergencies you may contact University Police at (919) 515-3000 or in person at 2610 Wolf Village Way. University Police is available 24 hours a day year round.

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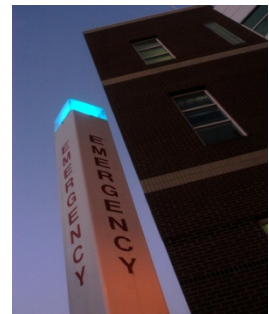
The university has installed emergency call boxes (blue light phones) throughout campus for use when police assistance is needed. By pressing the red button on the phone, users can communicate directly with our Emergency Communications Center. The location of the emergency call box is digitally displayed to the Emergency Communications Officer.

## Campus Security Authorities at NC State

In accordance with the Clery Act, all university “campus security authorities” (CSAs) – those officials who have significant responsibility for student and campus activities – must report certain crimes to University Police.

CSAs are required to report the following crimes, occurring in certain geographic locations associated with NC State, in a timely manner to University Police:

- |  |  |
|--|--|
| -Criminal Homicide                                       | -Domestic Violence   |
| -Sexual Assault (Rape, Fondling, Incest, Statutory Rape) | -Motor Vehicle Theft   |
| -Robbery   | -Aggravated Assault  |
| -Burglary  |  |
| -Arson   | -Liquor, drug and weapons arrests and disciplinary referrals |
| -Stalking  |  |
| -Dating Violence   |  |



CSAs are also required to report whether the crimes listed above, or any other criminal offense such as larceny, simple assault, ethnic intimidation, and destruction, damage, or vandalism of property, were motivated by bias related to race, gender or gender identity, religion, sexual orientation, ethnicity, national origin or disability.

Given the nature of these reporting obligations, NC State recognizes that it would be unrealistic to expect all CSAs to be able to differentiate between similar crimes without significant legal and/or law enforcement training (e.g. knowing the difference between aggravated assault and simple assault or burglary and larceny) or even when a crime is motivated by bias. Therefore, the university believes that the most reasonable and effective way to manage NC State’s federal reporting requirement is to designate University Police as the central data collection unit for all crimes.

If someone reveals to a CSA that they have been the victim or perpetrator of, or witness to, any incident that might involve a crime (reportable or otherwise), CSAs must immediately contact University Police at (919) 515-3000 or complete the online CSA Incident Report Form found at: <https://campuspolice.ehps.ncsu.edu/clery/csa-incident-reporting-form/>. NC State’s CSAs complete annual training so that they are aware of their Clery reporting obligations. This training is delivered in two formats: in-person presentations facilitated jointly by University Police and the Office of General Counsel, and online through NC State’s REPORTER system. Completion of in-person or online CSA training is tracked and reported to University Police by a responsible administrator within each University division or unit.

The following personnel have been identified as CSAs and are required to receive training and notify University Police of incidents or offenses occurring in certain geographic locations associated with NC State:



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- **University Police:** All personnel
- **Division of Academic and Student Affairs:**
  - **Student Development, Health & Wellness:** Selected personnel as identified by the Senior Associate Vice Chancellor for Academic and Student Affairs (but does not include select personnel in Student Health Services and Counseling Center licensed professional staff if these individuals receive a report in the performance of their job duties)
  - **University Housing and Living/Learning Initiatives:** All professional staff, residence directors/assistants, community assistants, administrative assistants, project coordinators, and non-police security personnel
  - **ARTS NC State:** Selected personnel as identified by the Executive Director for ARTS NC State
  - **University College:** Selected personnel as identified by the Senior Associate Dean for Academic and Student Affairs
  - **Service and Leadership:** All faculty/staff advisors to registered/recognized student organizations, and selected personnel as identified by the Assistant Vice Chancellor for Academic and Student Affairs
  - **Academic Success:** Selected personnel as identified by the Associate Vice Chancellor for Academic and Student Affairs
  - **Academic Support Program for Student Athletes:** Selected personnel as identified by the Assistant Dean for Academic and Student Affairs
  - Other personnel as identified by the Vice Chancellor and Dean for Academic and Student Affairs
- **Park Scholarships:** All professional staff
- **Goodnight Scholars Program:** All professional staff
- **Caldwell Fellows:** All professional staff
- **Enrollment Management and Services:** Selected personnel as identified by Vice Provost for Enrollment Management & Services and University Registrar
- **Office of Global Engagement:** All professional staff
- **Institutional Equity and Diversity:** Selected personnel as identified by Vice Provost for Institutional Equity and Diversity
- **Colleges and the Graduate School:** All Deans, Associate and Assistant Deans, Department Heads, Program Directors, Student Career Counselors, and Directors of Graduate Programs
- **Athletics:** All Coaches, Directors, Managers, and Trainers



## Voluntary and Anonymous Reporting

Occasionally, victims of crime wish to report a crime but do not want to give their name and/or do not want to pursue action through the criminal justice or the university conduct procedures. Anonymous reporting can be conducted online through the University Police website at <https://police.ehps.ncsu.edu/forms/>

For those designated as CSAs, anonymous reports can be sent electronically to University Police through the Campus Security Authority Incident Report form. The web-based report form can be accessed via University Police's website at: <https://campuspolice.ehps.ncsu.edu/clery/csa-incident-reporting-form/>. Before a report can be submitted, the CSA must provide certain information including: the date the incident occurred and actual date reported, the type of crime involved, the general location of the crime (campus building, non-campus property, etc.), and a description of the incident. The CSA must identify the individual who received the report and contact phone number. CSAs are trained annually on their duty to report and the reporting requirements.

University Police follows up on each anonymous report as appropriate, based upon the timeliness and substantiation of information provided, to determine if a reported incident represents an on-going threat to the campus community. If the investigating officer determines that the reported incident occurred and that it has not previously been reported, the officer will complete an incident report, and the crime will be included in NC State's crime log and, if applicable, the crime statistics recorded in the university's ASR.

Pursuant to the Clery Act, pastoral counselors and professional counselors are not required to report crimes to University Police for inclusion into the annual disclosure of crime statistics or for the purpose of a timely warning. A pastoral counselor is a person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor. A professional counselor is a person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of his/her license or certification.

Certain other University departments may also accept reports from a victim. Such departments include the Office of Student Conduct, Women's Center (including the 24-hour Response Line), Office for Institutional Equity and Diversity, University Housing, Student Legal Services, Student Health Services, and GLBT Center. The Clery Act requires these departments to report the crime to University Police. This reporting allows the university to maintain accurate records on the number of incidents, determine if there is a pattern of crime with regard to a particular location, method or assailant, and alert the campus community of an ongoing threat if needed.

University Police will investigate crimes that are reported.

## Security and Access

### Residence Halls

Residence hall entrance doors are locked at all times. Residents have keys to enable them to gain access to their hall. In accordance with the university's Residence Hall Visitation Regulation, REG 11.30.06, a visitor in the residence halls must be escorted at all times by the hosting student. Some university

employees, such as housekeepers, maintenance staff and employees of University Housing, also have access to the residence halls to perform their job responsibilities.

During Winter Break - between Fall and Spring semesters - and Spring Break, most residence halls are closed and residents must vacate their rooms. The locks on the entrance doors of closed halls are changed during the two break times to decrease the possibility of unauthorized entrance. In halls remaining open during the Winter and Spring Breaks, the entrance door locks are also changed, and only those students who are registered to remain in the buildings during the breaks receive a key for the new lock.

## **Campus Buildings**

NC State is a public institution and is generally open to the public. The university is research intensive and may restrict access to certain areas as needed. In order to maintain the safety of the campus community, the university has the ability to restrict, withhold, or remove a person's access to or presence on University property due to safety considerations relating to the university community.

## **Maintenance**

NC State is committed to campus safety and security. Exterior lighting and landscape control is a critical part of that commitment. Representatives from various departments continually conduct security surveys to ensure campus lighting is adequate and that the landscape is appropriately controlled. University Police officers conduct routine checks of lighting on campus during regularly assigned patrol duties. If lights are out or dim, officers will initiate a work order. We encourage community members to report any deficiency in lighting or physical security to the Facilities Customer Service Center at (919) 515-2991, or the safety hotline at (919) 515-5445.

The department and representatives from the university lock shops work together to identify inoperative locking mechanisms. We encourage community members to promptly report any locking mechanism deficiency to the facilities customer service center at (919) 515-2991 or to University Police at (919) 515-3000.

Maintenance staff persons are available to respond to calls for service regarding unsafe facility conditions or for personal safety and property protection. These conditions also may include unsafe steps or handrails, unsafe roadways on campus and unsecured equipment.

## **University Police**

### **Authority**

University Police operates 365 days a year, 24 hours a day. The office is located at 2610 Wolf Village Way. N.C.G.S. § 116-40.5 grants University Police officers full law enforcement powers upon completion of state mandated training. Each officer must meet the same standards and training as all other statewide police agencies in order to obtain certification. University Police's territorial jurisdiction includes all property owned or leased by the university and that portion of any public road or highway passing through such property and immediately adjoining it, wherever located within the State of North Carolina.

University Police officers are granted by the City of Raleigh expanded jurisdiction within the City subject to certain limitations identified in the following agreement:



## AGREEMENT FOR EXPANSION OF TERRITORIAL JURISDICTION OF NORTH CAROLINA STATE UNIVERSITY POLICE DEPARTMENT

**THIS AGREEMENT** (“Agreement”) made and entered into on the date as of the last signature below, between by and between North Carolina State University ("University") and the City of Raleigh ("City").

**WHEREAS**, University has established a law enforcement agency on its campus pursuant to N.C.G.S. § 116-40.5(a) and Chapter 17C of the North Carolina General Statutes (“University Police”); and

**WHEREAS**, University Police is accredited by the Commission of Accreditation for Law Enforcement, and intends to maintain its accredited status; and

**WHEREAS**, pursuant to N.C.G.S. § 116-40.5(b) and 160A-288, University may enter into agreements that allow its law enforcement agency to extend the territorial jurisdiction beyond the perimeter of the campus; and

**WHEREAS**, University has authorized the Chief of University Police to enter into mutual aid agreements with other law enforcement agencies, and City has authorized the Chief of the Raleigh Police Department (“Raleigh Police”) to enter into mutual aid agreements with other law enforcement agencies; and

**WHEREAS**, there has been a close working relationship between University and City in the function of law enforcement, which University and City wish to continue; and

**WHEREAS**, University and City desire to allow for expanded territorial jurisdiction of University Police officers in certain situations and locations as set forth in this agreement, but not to allow University officers to have general powers to conduct patrol outside of their original territorial jurisdiction under N.C.G.S. § 116-40.5(a).

**THEREFORE**, in consideration of these mutual interests, this Agreement, along with any and all incorporated attachments, shall define the working relationship between the University Police and the Raleigh Police and the parties agree as follows:

1. **Expansion of Territorial Jurisdiction.** University Police shall have expanded territorial jurisdiction beyond all real property owned by University subject to the following conditions and locations:
  - (a) When University Police officers are conducting an investigation offense alleged to have been committed by a University student in certain off-campus buildings occupied by students by virtue of association with an organization given formal recognition or registration by University. A list of these buildings is provided in Attachment A to this agreement and is hereby incorporated into this Agreement. This list may be modified or updated at any time upon joint written agreement by the University or its designee and the Chief of Raleigh Police.

- (b) When on-duty, University Police officers will have expended territorial jurisdiction beyond real property owned by the University and within the City limits of the City of Raleigh in the following circumstances:
    - (i) When a University Police officer has in his/her possession an arrest warrant, or has knowledge of an outstanding warrant, charging the individual with an offense that was committed on University-owned property. Prior to serving such a warrant, the University Police officer must contact the on duty Watch Commander with Raleigh Police, who will evaluate the situation and determine the need for assistance of the Raleigh Police. The University Police officers may proceed with the service of the warrant only after receiving the express consent of the Watch Commander. This request may be made verbally, but shall be followed up in written form.
    - (ii) When the University Police officer has in his/her possession a valid search warrant issued pursuant to a crime committed on University owned property. Prior to serving or executing such a warrant, the University Police Officer must contact the on duty Watch Commander with Raleigh Police, who will evaluate the situation and determine the need for assistance of the Raleigh Police. The University Police officers may proceed with the service of the warrant only after receiving the express consent of the Watch Commander. This request may be made verbally, but shall be followed up in written form.
    - (iii) When the University Police officer has probable cause to believe an individual has committed a misdemeanor or felony in the University Police officer's presence.
  - (c) Except as provided for under paragraph 2 this Agreement, University Police officers shall not conduct routine patrol or take enforcement action based on patrol that occurs outside of University-owned property, or any area in which they have original territorial jurisdiction pursuant to N.C.G.S. § 116-40.5.
  - (d) In addition to the provisions outlined above, University shall have general expanded territorial jurisdiction as outlined and agreed to by both University Police and the Raleigh Police. This general expanded territorial jurisdiction is detailed on Attachment B, which is hereby incorporated into this agreement.
  - (e) University Police shall establish guidelines, procedures, or rules, in consultation with Raleigh Police, in order to implement the provisions of this Agreement.
2. **Assistance to Raleigh Police.** University Police shall assist Raleigh Police in the following circumstances:
- (a) Upon the request of a supervising official (watch commander, major, deputy chief or chief) with Raleigh Police, University Police officers may assist Raleigh Police in controlling disturbances, affecting an arrest, investigating or

# NC STATE UNIVERSITY

apprehending suspects for crimes that involve a breach of the peace, physical injury, theft of or damage to property.

- (b) When acting upon the request of Raleigh Police, pursuant to this section, University Police officers shall have the same territorial and subject matter jurisdiction of a Raleigh Police officer, in accordance with N.C.G.S. § 116-50.4(b).
  - (c) City assumes no liability for any actions taken by University Police officers while acting outside their ordinary territorial jurisdiction pursuant to any and all parts of this agreement.
  - (d) University assumes no liability for any actions taken by Raleigh Police officers while operating under this agreement.
3. **Term.** The "Term" of the Agreement shall begin on the Effective Date and terminate on December 31, 2016. Thereafter, the Agreement shall be automatically renewed for one (1)-year successive terms, unless terminated by either party.
4. **Termination.** Either party may terminate this agreement with 30 days advance written notice to the other party
5. **Entire Agreement.** This Agreement constitutes the entire agreement between the parties hereto and no other representations, warranties or agreements whether written or oral shall be binding on either of the parties. All changes, additions or deletions to this Agreement shall be in writing and can only be amended by the mutual consent of both parties' authorized representatives.

**IN WITNESS THEREOF**, the parties have executed this Agreement in duplicate originals, one of which is retained by each of the parties, as of the Effective Date below.

NORTH CAROLINA STATE UNIVERSITY

CITY OF RALEIGH

By: 

By: 

Name: Charles D. Leffler

Name: Ruffin L. Hall

Title: Vice Chancellor  
For Finance and Business

Title: City Manager

Date: 1/7/14

Date: 2/19/14

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University Police responds to all emergency calls and requests for assistance. Officers are responsible for a full range of public safety services including crime reports, traffic accidents, investigations, medical and fire emergencies and enforcement of all state and local laws, as well as University policies. A daily activity log is available at <https://police.ehps.ncsu.edu/daily-crime-log/>.

All University Police officers can be easily identified. Police officers wear a standard uniform with navy pants and shirt. The uniform shirt is also identified with a police badge and the departmental patch on each shoulder. Criminal investigators and administrative staff, who do not wear uniforms, are required to display an identification tag at all times while on duty. The identification tag includes a color photo of the employee and their departmental affiliation.

If there is ever a doubt as to whether a person is affiliated with University Police, one is encouraged to inquire for one's own safety. All University Police employees will gladly provide proof of their association with the department. In most instances, when officers are working in a plain-clothes capacity, they will have their identification tag displayed on their outer clothing.

## **Contract Security**

University Police may employ contracted security agencies to assist as needed.

## **Relationship with Local Agencies**

University Police recognizes that it is vital to maintain a close working relationship with all local police, state agencies and other emergency response agencies, specifically those with joint or mutual jurisdiction considerations and responsibilities. As a result, the department has mutual aid agreements with various local police and emergency response agencies. Anyone interested in additional information regarding these agreements are encouraged to contact University Police at (919) 515-3000.

## **Crime Prevention and Security Awareness**

During orientation, students are informed of services offered by University Police. Video and slide presentations outline ways to maintain personal safety and residence hall security. Students are told about crime on-campus and in surrounding neighborhoods. Similar information is presented to new employees at new employee orientation. Crime prevention programs, including Interpersonal Violence and Workplace Violence Assault Prevention programs, are offered on a continual basis.

Periodically during the academic year, University Police, in cooperation with other university organizations and departments, presents crime prevention awareness sessions on sexual assault, date rape drugs, theft and vandalism, as well as educational sessions on personal safety and residence hall security. In addition to seminars, information is disseminated to students and employees through various campus media, crime prevention awareness literature, posters and displays. When time is of the essence, information is released to the university community through the university's electronic mail system.

A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others.



# NC STATE UNIVERSITY

## Off-Campus Crime

University Police may assist other law enforcement agencies when requested at off-campus locations. Local police are the primary responders to criminal activity occurring off campus. However, local police routinely work and communicate with University Police on incidents involving NC State students or in the immediate neighborhood and business areas surrounding campus.

The City of Raleigh Police monitor, respond to, and document criminal activity occurring at off-campus residences maintained by student organizations. Upon responding, Raleigh Police will notify University Police of any criminal incident, and may refer University students for discipline through NC State's Office of Student Conduct.



## Alcohol and Illegal Drugs

### Chancellor's Statement



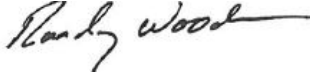
Office of the Chancellor

[ncsu.edu/chancellor](http://ncsu.edu/chancellor)

Campus Box 7001  
Holladay Hall, Suite A  
Raleigh, North Carolina 27695-7001  
P: 919.515.2191

### MEMORANDUM

TO: All University Faculty, Staff, and Students

FROM: W. Randolph Woodson, Chancellor 

SUBJECT: The Drug-Free Schools and Communities Act  
The Drug-Free Workplace Act

DATE: September 28, 2018

Illegal or misuse of drugs or alcohol by university faculty, staff, or students can adversely affect the educational environment and interfere with maximum achievement of personal, social, and educational goals. Therefore, it is the policy of North Carolina State University to maintain a drug-free workplace and campus. The unlawful manufacture, distribution, possession and/or use of controlled substances or the unlawful possession, use or distribution of alcohol is prohibited on NC State's campus, in the workplace, or as part of any of the university's activities. The workplace and campus include all NC State premises where the activities of the university are conducted. The information below provides NC State's policies, as well as the applicable state and federal laws, on illegal drugs and alcohol, and is intended to assist you in gathering information about alcohol and other drugs and the problems and concerns associated with their misuse. In addition, the below information is to make you aware of the many resources available if you, or a friend or family member, are needing help for a substance use problem. Furthermore, in compliance with the Drug-Free Schools and Communities Act and The Drug-Free Workplace Act, the university is providing you with this information as part of its annual notification designed to reduce drug and alcohol misuse, and to promote the health and safety of our students and employees.

### UNIVERSITY POLICIES

NC State expects its students and employees to maintain an environment that is safe and healthy. The university shall take actions necessary, consistent with state and federal law and applicable university policies, to eliminate illegal drugs from the university community and promote responsible alcohol use. As part of NC State's awareness of possible drug and alcohol misuse in the university community, policies have been adopted on the use of alcohol and other drugs. NC State holds its students and employees responsible for the consequences of their decisions, and students or employees who violate these policies will be subject to sanctions by the university in accordance with procedural safeguards of the applicable student or employee disciplinary procedures.

## **Policy on Illegal Drugs**

Pursuant to the direction of the Board of Governors, NC State's Board of Trustees adopted a Policy on Illegal Drugs. Every student and employee of the university is responsible for being familiar with and complying with the terms of this policy. Under the policy, students and employees at NC State are held responsible as citizens for knowing and complying with federal and North Carolina laws that make it a crime to possess, sell, deliver, or manufacture any illegal drug. Any member of the university community who violates these laws may be subject both to criminal prosecution and punishment by the Justice System and to disciplinary proceedings by the university. The penalties imposed by the university for students or employees found to have violated applicable law or university policies concerning illegal drugs will vary depending upon the nature and seriousness of the offense and may include a range of disciplinary actions up to and including expulsion from enrollment or discharge from employment. Copies of the full text of the policy are available on the University's Policies, Regulations & Rules website at <http://policies.ncsu.edu/policy/pol-04-20-05>.

## **Alcohol Policy**

NC State's Alcohol Policy establishes the university policy on the sale, use and consumption of alcoholic beverages on campus and at NC State-sponsored events, as well as University enforcement responses for violations of this policy. Under state law, it is unlawful for any person less than twenty-one (21) years of age to purchase or possess any alcoholic beverage and further that it is against the law for anyone to sell or give any alcoholic beverage to a person under 21 or to aid or abet such person in selling, purchasing or possessing any alcoholic beverage. Any student or employee in violation of NC State's alcohol policy or North Carolina law may be subject to disciplinary measures by the university. The Alcohol Policy can be found on the University's Policies, Regulations & Rules website at <http://policies.ncsu.edu/policy/pol-04-20-02>.

The university also has certain procedures and guidelines for serving alcohol at University-sponsored events. These procedures may be found at <http://policies.ncsu.edu/regulation/reg-04-20-01>. Alcohol served at events held at certain University facilities shall be provided in accordance with the procedures referenced above and consistent with the rules of those facilities.

## **Howl for Help**

NC State recognizes there may be a time when the consumption of alcohol or other drugs leads to a situation where medical intervention is necessary to ensure the health and safety of a student or others. Students are strongly encouraged to call for medical assistance (911) for themselves or for a friend/acquaintance who is dangerously intoxicated. NC State's "Howl for Help" program encourages students to make responsible decisions when faced with such emergencies and promotes safety as a top university priority.

Under Howl for Help, a student seeking medical treatment for an alcohol or other drug overdose will not be charged with specific violations of the Code of Student Conduct related to the possession and/or consumption of alcoholic beverages or any other drug. This provision also applies to students seeking help for the intoxicated student. In addition, a student organization, such as a fraternity or sorority, which seeks medical assistance for a guest attending an event it hosts will also not be subject to such charges. For more information on Howl for Help, see <https://alcohol.dasa.ncsu.edu/howl/>.

## DRUG-FREE WORKPLACE

As a precondition for receiving any federally funded grants or contracts, NC State is required to certify that it is providing a drug-free workplace. Any employee reporting to work under the influence of alcohol or illegal drugs or using alcohol or illegal drugs on the job is subject to appropriate disciplinary action. In addition to the NC State's Policy on Illegal Drugs, the university is required to adhere to all federal policies. As a condition of employment any faculty, staff, or student must notify the university of any criminal drug conviction for a violation occurring in the workplace no later than five (5) days after such conviction. It is extremely important that you comply with the policies on illegal drugs and alcohol, which have been implemented by the federal government and the university's governing bodies. Maintaining an alcohol and drug-free workplace will benefit us all.

## HEALTH CONCERNS

The use of illegal drugs and the misuse of alcohol or prescription drugs are potentially harmful to a person's health. Health risks of using illegal drugs and misusing alcohol or prescription drugs include physical, emotional and psychological effects. In particular, synthetically-produced drugs often have unpredictable emotional and physical side effects that constitute an extreme health hazard. Frequent use of alcohol and illegal drugs may lead to:

- relationship problems with friends, family, and coworkers
- substance use disorders
- impaired learning ability, memory, ability to solve complex problems
- hindrance of neurological development
- increased risk of sexually transmitted infections (STI's)
- complications due to the combination of prescription medication and other drugs/alcohol
- death, coma or toxic reactions, especially when combining alcohol with any other drug, including over-the-counter medicine or prescriptions
- guilt/regret over activities performed while under the influence of alcohol/drugs, i.e., regretting sexual encounters, fighting, excessive risk-taking, legal and employment difficulties
- damage to brain, cardiovascular system, liver, and other organs
- increased risk of cancer
- fetal alcohol spectrum disorder, birth or genetic defects
- psychosis (hallucinations, loss of contact with reality, extreme changes in personality)
- other physiological, psychological or interpersonal problems

Members of the university community are encouraged to research the health effects of drugs and alcohol abuse through reputable scientific sources, such as the National Institute on Drug Abuse [www.nida.nih.gov](http://www.nida.nih.gov), the National Institute on Alcohol Abuse and Alcoholism [www.niaaa.nih.gov](http://www.niaaa.nih.gov), and the Centers for Disease Control ([www.cdc.gov](http://www.cdc.gov)). In addition, information about the health risks associated with drug and alcohol misuse is available from the Student Health Center, NC State's Alcohol and Other Drug Prevention Education Program, and the Department of Human Resources.

## AVAILABLE SUBSTANCE USE PROGRAMS

Because of the strong potential of unwanted consequences involved in drug and alcohol misuse, administrative, medical, and psychiatric help for students and employees having alcohol or other drug problems are available on a confidential basis. NC State Student Health Services (919-515-2563) and Counseling Center (919-515-2423) provides treatment, counseling, and referrals for students seeking help with substance use concerns. Students can also contact Prevention Services for a free confidential screening at <http://alcohol.dasa.ncsu.edu> or call 919-515-4405. The university's Faculty and Staff Assistance Program (FASAP), 866-467-0467, provides support, resources, information, and referrals for



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employees and their dependents. Persons who are experiencing problems with substance or alcohol use, either themselves or through their families, are encouraged to contact these resources within the university or use other resources such as family physicians, county mental health centers, Alcoholics or Narcotics Anonymous, and/or Al-Anon Family Groups. The university hopes that through our education and referral efforts we will be able to provide an effective means of dealing with the difficulties substance use can bring.

## LAWS RELATED TO UNLAWFUL POSSESSION OR DISTRIBUTION OF ILLEGAL DRUGS AND ALCOHOL

The unlawful manufacture, distribution, disposition, possession, and/or use of a controlled substance or alcohol is regulated by a number of federal, state, and local laws. These laws impose legal sanctions for both misdemeanor and felony convictions. Criminal penalties for convictions can range from fines and probation to denial or revocation of federal benefits (such as financial aid) to imprisonment and forfeiture of personal and real property. A summary of North Carolina alcohol and drug laws is available below. The information provided below is illustrative, not exhaustive or a definitive statement of all applicable laws, but rather it indicates the types of conduct that are against the law and the range of legal sanctions that can be imposed for such conduct. More detailed and current information is available from University Police and the North Carolina General Statutes.

A further overview of federal laws governing the manufacture, possession, use and distribution of alcohol and illegal drugs is available at [https://www.dea.gov/sites/default/files/drug\\_of\\_abuse.pdf](https://www.dea.gov/sites/default/files/drug_of_abuse.pdf).

## NC DRUG LAWS

Types of Drugs	Possession	Possession With Intent to Sell or Deliver; To Manufacture; or to Sell and/or Deliver	North Carolina Statute
<b>Schedule I:</b> Heroin, LSD, Peyote, Mescaline, Psilocybin (Shrooms), other Hallucinogens, Methaqualone (Quaaludes), Phencyclidine (PCP), and MDA	<b>Maximum Penalty:</b> Five (5) years in prison and/or fine (felony)	<b>Maximum Penalty:</b> Ten (10) years in prison and/or fine (felony)	§90-89
<b>Schedule II:</b> Morphine, Demerol, Codeine, Percodan, Percocet, Fentanyl, Dilaudid, Secondal, Nembutal, Cocaine, Amphetamines and other opium and opium extracts and narcotics	<b>Maximum Penalty:</b> Two (2) years in prison and/or \$2,000 fine (misdemeanor) –UNLESS- 1. Exceeds 4 tablets, capsules, other dosage units or equivalent quantity of Hydromorphone. 2. Exceeds 100 tablets, capsules, other dosage units or equivalent quantity. 3. One gram or more of Cocaine <b>Maximum Penalty:</b> Five (5) years in prison and/or fine (felony)	<b>Maximum Penalty:</b> Ten (10) years in prison and/or fine (felony)	§90-90
<b>Schedule III:</b> Certain barbiturates such as amobarbital and codeine containing medicine such as	<b>Maximum Penalty:</b> Possession of less than 100 tablets, capsules, other dosage units or equivalent quantity: Two (2) years in prison	<b>Maximum Penalty:</b> Five (5) years in prison and/or fine (felony)	§90-91

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Fiorinal #3, Doriden, Tylenol #3, Empirin #3, and codeine-based cough suppressants such as Tussionex and Hycomine, and all anabolic steroids	and/or fine (misdemeanor)  To possess more than 100 tablets, capsules, other dosage units or equivalent quantity: Five (5) years in prison and/or fine (felony)		
<b>Schedule IV:</b> Barbiturates, narcotics, and stimulants including Valium, Talwin, Librium, Equanil, Darvon, Darvocet, Placidyl, Tranzene, Serax, Ionamin (yellow jackets)	<b>Maximum Penalty:</b> Same as Schedule III	<b>Maximum Penalty:</b> Five (5) years in prison and/or fine (felony)	§90-92
<b>Schedule V:</b> Compounds that contain very limited amounts of codeine, dihydrocodeine, ethylmorphine, opium, and atropine, such as Terpine Hydrate with codeine, Robitussin AC	<b>Maximum Penalty:</b> Six (6) months in prison and/or fine (misdemeanor)	<b>Maximum Penalty:</b> Five (5) years in prison and/or fine (felony)	§90-93
<b>Schedule VI:</b> Marijuana, THC, Hashish, Hash Oil, Tetrahydrocannabinol	<p><b>Maximum Penalty:</b> Possession of less than ½ ounce of Marijuana or 1/20 ounce Hashish: 20 days in prison and/or \$200 fine (misdemeanor). If Marijuana, the sentence must be suspended.</p> <p>Possession of more than ½ ounce of Marijuana or 1/20 ounce Hashish: 120 days in prison and/or fine up to \$500 (misdemeanor)</p> <p>Possession of more than 1½ ounce of Marijuana or 3/20 ounce of Hashish or consists of any quantity of synthetic Tetrahydrocannabinols or Tetrahydrocannabinols isolated from the resin of marijuana: Twelve (12) months in prison and/or fine (felony)</p>	<p><b>Maximum Penalty</b> Delivery of less than 5 grams of marijuana for no compensation is not considered sale or delivery, but may still be prosecuted as possession</p> <p>Less than 10 pounds: a Class H felony punishable by up to 8 months in prison and a discretionary fine for the first offense</p> <p>In excess of 10 pounds, but less than 50 pounds: a Class H felony and shall be sentenced up to a maximum of 39 months in prison, and fined \$5,000</p> <p>50 pounds but less than 2,000 pounds: a Class G felony and shall be sentenced up to a maximum term of 51 months in prison, and fined \$25,000</p> <p>2,000 pounds but less than 10,000 pounds: a Class F felony and shall be sentenced up to a maximum term of 93 months in prison,</p>	§90-94

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		and fined \$50,000  10,000 pounds or more: a Class D felon and shall be sentenced up to a maximum term of 222 months in prison, and fined not less than \$200,000	
Drug Paraphernalia	<b>Maximum Penalty:</b> One hundred twenty (120) days in prison and/or fine. (misdemeanor)	<p><b>Maximum Penalty:</b> One hundred twenty (120) days in prison and/or fine. (misdemeanor)</p> <p>However, delivery of drug paraphernalia by a person over 18 years of age to someone under 18 years of age who is at least three years younger: One (1) year in prison and/or fine. (felony)</p> <p>It is unlawful for any person to purchase or otherwise procure an advertisement in any newspaper, magazine, handbill, or other publication, or purchase or otherwise procure an advertisement on a billboard, sign, or other outdoor display, when he knows that the purpose of the advertisement, in whole or in part, is to promote the sale of objects designed or intended for use as drug paraphernalia. Sixty (60) days in prison and/or fine. (misdemeanor)</p>	§90-113.22-§90-113.24
<b>Schedule I:</b> Heroin, LSD, Peyote, Mescaline, Psilocybin (Shrooms), other Hallucinogens, Methaqualone (Quaaludes), Phencyclidine (PCP), and MDA	<b>Maximum Penalty:</b> Five (5) years in prison and/or fine (felony)	<b>Maximum Penalty:</b> Ten (10) years in prison and/or fine (felony)	§90-89
<b>Schedule II:</b> Morphine, Demerol, Codeine, Percodan, Percocet, Fentanyl, Dilaudid, Secondal, Nembutal, Cocaine, Amphetamines	<b>Maximum Penalty:</b> Two (2) years in prison and/or \$2,000 fine (misdemeanor) – UNLESS- 1. Exceeds 4 tablets, capsules, other dosage units or	<b>Maximum Penalty:</b> Ten (10) years in prison and/or fine (felony)	§90-90

# NC STATE UNIVERSITY

and other opium and opium extracts and narcotics	equivalent quantity of Hydromorphone. 2. Exceeds 100 tablets, capsules, other dosage units or equivalent quantity. 3. One gram or more of Cocaine <b>Maximum Penalty:</b> Five (5) years in prison and/or fine (felony)		
<b>Schedule III:</b> Certain barbiturates such as amobarbitol and codeine containing medicine such as Fiorinal #3, Doriden, Tylenol #3, Empirin #3, and codeine-based cough suppressants such as Tussinex and Hycomine, and all anabolic steroids	<b>Maximum Penalty:</b> Possession of less than 100 tablets, capsules, other dosage units or equivalent quantity: Two (2) years in prison and/or fine (misdemeanor)  To possess more than 100 tablets, capsules, other dosage units or equivalent quantity: Five (5) years in prison and/or fine (felony)	<b>Maximum Penalty:</b> Five (5) years in prison and/or fine (felony)	§90-91
<b>Schedule IV:</b> Barbiturates, narcotics, and stimulants including Valium, Talwin, Librium, Equanil, Darvon, Darvocet, Placidyl, Tranzene, Serax, Ionamin (yellow jackets)	<b>Maximum Penalty:</b> Same as Schedule III	<b>Maximum Penalty:</b> Five (5) years in prison and/or fine (felony)	§90-92
<b>Schedule V:</b> Compounds that contain very limited amounts of codeine, dihydrocodeine, ethylmorphine, opium, and atropine, such as Terpine Hydrate with codeine, Robitussin AC	<b>Maximum Penalty:</b> Six (6) months in prison and/or fine (misdemeanor)	<b>Maximum Penalty:</b> Five (5) years in prison and/or fine (felony)	§90-93
<b>Schedule VI:</b> Marijuana, THC, Hashish, Hash Oil, Tetrahydrocannabinol	<b>Maximum Penalty:</b> Possession of less than ½ ounce of Marijuana or 1/20 ounce Hashish: Thirty (30) days in prison and/or \$100 fine (misdemeanor)  Possession of more than ½ ounce of Marijuana or 1/20 ounce Hashish: Two (2) years in prison and/or fine (misdemeanor)	<b>Maximum Penalty:</b> Five (5) years in prison and/or fine (felony)	§90-94



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	Possession of more than 1½ ounce of Marijuana or 3/20 ounce of Hashish or consists of any quantity of synthetic Tetrahydrocannabinols or Tetrahydrocannabinols isolated from the resin of marijuana: Five (5) years in prison and/or fine (felony)		
Drug Paraphernalia	<b>Maximum Penalty:</b> One hundred twenty (120) days in prison and/or fine. (misdemeanor)	<b>Maximum Penalty:</b> One hundred twenty (120) days in prison and/or fine. (misdemeanor)  However, delivery of drug paraphernalia by a person over 18 years of age to someone under 18 years of age who is at least three years younger: One (1) year in prison and/or fine. (felony)  It is unlawful for any person to purchase or otherwise procure an advertisement in any newspaper, magazine, handbill, or other publication, or purchase or otherwise procure an advertisement on a billboard, sign, or other outdoor display, when he knows that the purpose of the advertisement, in whole or in part, is to promote the sale of objects designed or intended for use as drug paraphernalia. Sixty (60) days in prison and/or fine. (misdemeanor)	§90-113.22-§90-113.24

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## NC ALCOHOL LAWS

State Law	Penalty	North Carolina Statute
To possess, attempt to purchase or purchase, sell or give beer, wine, liquor, or mixed beverages to anyone under the age of 21.	<b>Maximum Penalty:</b> Imprisonment for a term up to 120 days and/or community service and fines up to \$1,000 (Class 1 misdemeanor)	§18B-302-18B302.1
A person under 21 years of age who aids and abets to purchase or to attempt to purchase, purchase or to possess; sell or give, alcohol to a person who is under 21 years of age	<b>Maximum Penalty:</b> Imprisonment for a term up to 60 days and/or community service and fines (Class 2 misdemeanor)	§18B-302 - 18B-302.1
A person over 21 years of age who aids and abets to purchase or to attempt to purchase, purchase or to possess; sell or give, alcohol to a person who is under 21 years of age	<b>Maximum Penalty:</b> Imprisonment for a term up to 120 days and/or community service and fines up to \$1,000 (Class 1 misdemeanor)	§18B-302-18B302.1
Operating a motor vehicle upon any highway, any street, or any public vehicular area within this State: while under the influence of an impairing substance; after having consumed sufficient alcohol that he has, at any relevant time after the driving, an alcohol concentration of 0.08 or more; or with any amount of a Schedule I controlled substance.	1 <sup>st</sup> Offense: Jail - 24 hours; Fine - \$200; License Suspension – 60 days to 1 year; 2d Offense: Jail – 4 days; Fine – varies; License Suspension – 1 to 4 years; 3d Offense: Jail – 14 days to 2 years; Fine – varies; License Suspension – 1 year to permanent	§20-138.1
Operating a motor vehicle on a highway or public vehicular area by a person less than 21 years old while consuming alcohol or at any time while he has remaining in his body any alcohol or controlled substance previously consumed.	Maximum of 20 days in jail and \$200.  If driving while impaired offense is also charged then: 1 <sup>st</sup> Offense: Jail - 24 hours; Fine - \$200; License Suspension – 60 days to 1 year; 2d Offense: Jail – 4 days; Fine – varies; License Suspension – 1 to 4 years; 3d Offense: Jail – 14 days to 2 years; Fine – varies; License Suspension – 1 year to permanent	§20-138.1 & 20-138.3
Possessing an alcoholic beverage other than in the unopened manufacturer's original container, or consume an alcoholic beverage, in the passenger area of a motor vehicle while the motor vehicle is on a highway or the right-of-way of a highway.	<b>Maximum Penalty:</b> Imprisonment for a term up to 60 days and/or community service and fines up to \$1,000 (Class 2 or 3 misdemeanor based on number of offenses).	§18B-301; §18B-401; §20-138.7

## Relationship and Interpersonal Violence

### Chancellor's Statement



Office of the Chancellor

[ncsu.edu/chancellor](http://ncsu.edu/chancellor)

Campus Box 7001  
Holladay Hall, Suite A  
Raleigh, North Carolina 27695-7001  
P: 919.515.2191

#### MEMORANDUM

TO: All NC State University Students, Faculty and Staff

FROM: W. Randolph Woodson, Chancellor

A handwritten signature in black ink, appearing to read "W. Randolph Woodson".

SUBJECT: Relationship and Interpersonal Violence

DATE: September 28, 2018

NC State University seeks to provide a campus community that promotes a safe and welcoming environment where all students and employees may succeed. This university takes very seriously our desire and expectation to have an environment free of relationship and interpersonal violence, which includes all forms of sexual harassment and discrimination, sexual misconduct, stalking, and interpersonal, and relationship violence. Respect is one of this university's core values, and respect for the rights and dignity of all people is the duty of every member of this community.

Violations of this nature are serious acts that threaten individuals' ability to pursue or fulfill their educational or career goals. As Chancellor, I assure you that NC State will not tolerate these offenses by any member of the campus community.

The Code of Student Conduct, sections 10.14 and 10.15, found at <http://policies.ncsu.edu/policy/pol-11-35-01>, and the university's regulation on Campus/Workplace Violence Prevention and Management, found at <http://policies.ncsu.edu/regulation/reg-04-05-02>, identify what conduct constitutes relationship or interpersonal violence (dating violence, domestic violence, and stalking), sexual misconduct, and other forms of violent behavior that are prohibited at this University. The university's Policy on Equal Opportunity, Discrimination and Affirmative Action, found at <https://policies.ncsu.edu/policy/pol-04-25-05/>, describes our policy against such behaviors, particularly under Title IX.

Where an individual is found responsible for violating one of these policies, disciplinary action will be pursued in accordance with applicable student or employee disciplinary procedures. Possible sanctions for being found responsible of sexual misconduct, relationship or interpersonal violence include expulsion or dismissal by the University as well as potential criminal prosecution. The University may implement interim corrective measures, including interim suspension, against any student who poses a risk of violence or to protect a victim of sexual misconduct or interpersonal violence, pending a disciplinary hearing. Employees alleged to be in violation of one of these policies may be placed on investigatory leave or subjected to other interim corrective measures of a non-disciplinary nature until an investigation into their conduct is concluded.

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I want to reiterate that NC State prohibits any form of sexual misconduct, relationship or interpersonal violence, as well as unlawful harassment or discrimination, and these acts will not be tolerated at this University. It is my hope that victims will have confidence in our duty and desire to respond to such incidents and they will promptly report these acts to University Police (by calling 911) or to any of our various reporting officials. However, I fully recognize this is a deeply personal decision that affected individuals must come to on their own and in their own time; we support those in these circumstances to do what is right for them. We are a better-informed University and can strive to better address the safety of our campus when we are aware of what is happening. Therefore, certain university officials, who by virtue of their positions have significant responsibility for student and campus activities and are identified as Campus Security Authorities and/or Responsible Employees, are required to report to University Police when they are notified of crimes involving relationship and interpersonal violence. These reports can be made while protecting the victim's identity and preserving their right to pursue any further action.

Regardless of whether victims pursue criminal prosecution, they can still seek support and remedies through the University. Any person may report relationship or interpersonal violence to the Title IX Coordinator within the Office for Institutional Equity and Diversity (OIED) (919-513-0574) or online at <https://oied.ncsu.edu/divweb/safe/file-a-report/>, to Employee Relations or to the Office of Student Conduct. OIED is responsible for prompt, fair and impartial investigation of such matters. University investigators are trained to investigate in a manner that supports individual and community safety and promotes accountability.

Regardless of one's decision to report an incident, individuals may utilize campus resources and/or contact an advocate at the Sexual Assault Help Line by calling 919-515-4444. Available 24 hours a day and 365 days a year, the Help Line provides on-call services, including crisis intervention, support, resources and referrals to survivors of interpersonal violence -- particularly those in the campus community.

As Chancellor, I encourage any member of the NC State University community—staff, faculty, and students—who needs support services, wants to report an incident, or has questions regarding sexual misconduct, stalking, domestic violence, dating violence, workplace harassment or workplace violence, to please contact the resources listed in this memorandum. They are equipped with trained professionals to provide support and assistance to you.

Finally, I reiterate my expectation that each of you take the prevention of such acts very seriously. I ask that you do your part in creating and ensuring that this university community is one that respects one another, values the inherent safety and security of each member, and holds ourselves to the highest levels of integrity.

The following is a list of resources designed to address instances and/or concerns of interpersonal violence, prohibited harassment and/or workplace violence.

## CAMPUS RESOURCES

### Confidential Resources

- **Counseling Center (919) 515-2423**  
Confidential counseling services; on call 24/7/365 by calling 919-515-2423, University Police, or walking in during normal business hours.
- **Student Health Center (919) 515-7017**



Comprehensive health care and emotional support for students who have experienced relationship or interpersonal violence and referral to a local medical facility for collection of evidence, if desired.

- **Student Legal Services (919) 515-7091**  
Provides free education, advice, referrals and limited representation to students.
- **Faculty and Staff Assistance Program 866-467-0467 or 800-697-0353**  
A 24-hour confidential counseling resource that is provided at no charge to employees and their dependents.

## **Additional Campus Resources**

- **University Police 911**  
Responds to all reported interpersonal violence and provides assistance during the legal process.
- **Title IX Coordinator (919) 515-3148**  
Sheri Schwab is NC State's Title IX Coordinator, who is charged with overseeing the university's compliance with Title IX.
- **Sexual Assault Help Line (919) 515-4444**  
A 24-hour private, crisis intervention and support line for survivors of rape, sexual assault, and relationship violence in the NC State community.
- **Office for Institutional Equity & Diversity (OIED) (919) 515-3148**  
Investigates complaints of discrimination, harassment, and retaliation and provides resources, information and educational opportunities to students and employees with concerns regarding sexual harassment and Title IX compliance including sex discrimination, sexual misconduct, domestic violence, dating violence and stalking. Manages the University's compliance with Title IX.
- **Office of Student Conduct (919) 515-2963**  
Conducts disciplinary procedures for violations of the Code of Student Conduct allegedly perpetrated by students including sexual misconduct and relationship or interpersonal violence.
- **Violence Prevention and Threat Management (919) 513-4224**  
Ensures the university community is aware of how to identify and share concerns regarding students, staff and faculty, facilitates the university's Behavior Assessment Teams, and ensures that effective intervention and management is provided in situations that pose or may pose a threat of harm to others or to the safety or well-being of the university community.
- **Women's Center (919) 515-2012**  
Advocates trained to provide support for students who have experienced interpersonal violence. These advocates answer questions about processes and procedures, help survivors access medical care, report the incident to University Police or OIED, provide assistance with securing accommodations for such students, and provide referrals to other resources on and off campus. In partnership with the NC State Counseling Center, the Women's Center responds to needs identified through the Relationship & Sexual Violence Phone Line. The Women's Center also offers a course on interpersonal violence and provides a variety of education programs.
- **GLBT Center (919) 513-9742**  
Provides assistance and referrals to members of the gay, lesbian, bisexual and transgender communities.
- **Student Behavioral Case Manager (919) 515-2963**  
Provides support to students who are exhibiting concerning or worrisome behaviors and that need additional attention in order to ensure they are safe and continue to be successful at NC State.
- **Student Ombuds Services (919) 513-0235**  
Assists students in resolving problems related to their university working, learning, or living experience.

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- **Faculty Ombuds Services (919) 935-0922**  
Assists faculty in resolving problems related to their university work experiences and understanding university policies and procedures
- **Employee Relations, Human Resources (919) 515-6575**  
Provides assistance, resources, information and educational opportunities to faculty and staff with regard to complaints or concerns of workplace violence, relationship violence, and/or non-discriminatory workplace harassment.
- **Office of Scholarships and Financial Aid (919) 515-2421**  
Provides assistance, information and advice on financial aid, scholarships, and loan repayment.
- **Office of International Services (919) 515-2961**  
Provides assistance, information and advice on immigration and visa issues related to students' academic studies or work experiences.
- **Cashier's Office (919) 515-2986**  
Provides assistance and information on payment options, refunds, and billing to students.
- **Multicultural Student Affairs (919) 515-3835**  
Provides assistance and referrals for multicultural students at NC State with an emphasis on students who self-identify as African American, Native American, and Hispanic/Latino.
- **African American Cultural Center (919) 515-5210**  
Provides assistance and referrals for students at NC State with an emphasis on students who are African American.

## OFF-CAMPUS RESOURCES

- **Interact of Wake County (919) 828-3005**  
Rape crisis intervention, including forensic exams and post-rape care, community education and shelter for women who have experienced sexual or relationship violence.
- **Wake County District Attorney Victim Services Program (919) 792-5000**  
A Wake County program designed to ensure that victims receive information, assistance, and support as their cases progress through the criminal justice system. The program can provide information to individuals pertaining to their court cases, serving as liaison between the victim and the prosecutor, and keep individuals notified of all court proceedings.
- **WakeMed Sexual Assault Forensic Exam (SAFE) Center/Solace Center (919) 828-3067**  
The SAFE Center is a victim-sensitive program designed to coordinate community resources to provide a team approach for survivors of sexual assault. The team consists of certified nurse examiners to provide the examination and medical support; law enforcement officers to conduct an investigation and provide emergency assistance; victim advocates to provide emotional support; and attorneys to sensitively handle the prosecution of sexual assault cases.

## University Response to Sexual Misconduct, Relationship and Interpersonal Violence

### Reporting Options:

If you have experienced sexual misconduct or relationship or interpersonal violence (including stalking, dating and domestic violence) you can report the incident(s) to law enforcement and/or university personnel. Descriptions of sexual misconduct, relationship and interpersonal violence can be found here: <https://oied.ncsu.edu/divweb/safe/resources/>.

### Filing a Criminal Complaint:

Due to the importance of evidence collection and preservation, it is critical that reports of any type of violence are made as soon as possible. Filing a police report does not mean that prosecution of the offender is automatic. Filing a police report will:

- Ensure that a victim receives appropriate medical treatment and tests;
- Provide the opportunity for the collection of evidence; and
- Assure the victim has access to important resources such as confidential counseling.

University Police recognizes the importance of providing medical assistance, emotional support, and protection in addition to conducting thorough criminal investigations for all reported incidents of relationship or interpersonal violence and sexual misconduct. To file a criminal complaint, contact University Police at (919) 515-3000. For emergencies, dial 911.

### **Filing a University Complaint:**

Any person may report alleged misconduct involving acts of sexual misconduct, relationship or interpersonal violence to the Office for Institutional Equity and Diversity (OIED) (919-515-3148, or online at <http://oied.ncsu.edu/titleix/>), Employee Relations in Human Resources, the Office of Student Conduct, or Campus Police. Reports will be referred to OIED for investigation and response, which may involve the Office of Student Conduct or Human Resources.

Reports can be made to or through the following groups or forms:

All University Police and OIED forms:

<https://oied.ncsu.edu/home/reporting-resources/>

Campus Security Authority Incident Report Form

<https://police.ehps.ncsu.edu/campus-security-authority-incident-report-form/>

Campus Online Welfare Report

[https://ncsu.qualtrics.com/jfe/form/SV\\_2uf1BnK8WShJaIJ](https://ncsu.qualtrics.com/jfe/form/SV_2uf1BnK8WShJaIJ)

Responsible Employees

<https://oied.ncsu.edu/divweb/safe/responsible-employees/>

The OIED, the Office of Student Conduct, and University Police will provide individuals who have experienced sexual misconduct or relationship or interpersonal violence with referrals to appropriate resources (e.g., advocacy, counseling, medical treatment, interim measures, etc.).

### **Confidentiality:**

Confidentiality can be particularly important to individuals reporting acts of sexual misconduct or relationship or interpersonal violence. Confidentiality shall be protected in accordance with university policies to the extent possible (including any accommodations or protective measures provided to the reporting individual and record-keeping that excludes personally-identifiable information). While complete confidentiality cannot be guaranteed, every effort will be made to maintain confidentiality on a “need to know” basis. In certain circumstances, the university may override the request for confidentiality in order to meet its Title IX obligations.

## **Non-Retaliation**

The university, including any officer, employee or agent of the institution, or student may not retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising his or her rights or to utilize the institution's procedures for reporting sexual misconduct or relationship or interpersonal violence.

## **Preservation of Evidence**

Regardless of whether an incident of sexual misconduct or relationship or interpersonal violence is reported to the police or University personnel, you are encouraged to preserve evidence to the greatest extent possible, as this will best maintain all legal options for you in the future. Preservation of evidence is essential for both law enforcement and University investigations.

Below are suggestions for preserving evidence related to an incident of sexual misconduct, relationship or interpersonal violence. It is important to keep in mind that each suggestion may not apply in every incident:

- Because some evidence, particularly evidence that may be located on the body, dissipates quickly (within 48-96 hours), if you wish to preserve evidence you should go to a hospital or medical facility immediately to seek a medical examination and/or evidence collection.
- If possible, you should not shower, bathe, wash, douche, brush hair, drink, eat, or change clothes or bedding before a forensic medical exam.
- Even if you do not want evidence collection, you are still encouraged to seek prompt medical care. A health care provider can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted diseases.
- If you decide to change clothes or bedding, you should not wash the clothes worn or bedding used during the incident, and should bring them to a hospital, medical facility or the police in a non-plastic bag (e.g., paper bag). However, even if you have already done these things, a forensic exam may still be able to collect valuable evidence.
- If there is suspicion that a drink may have been drugged, inform a medical assistance provider and/or law enforcement as soon as possible so they can attempt to collect possible evidence (e.g., from the drink, through urine or blood sample).
- Write down as much as you can remember about the circumstances, including a description of the assailant.
- Preserve evidence of electronic communications by saving them and/or by taking screen shots of text messages, instant messages, social networking pages, or other electronic communications, and by keeping pictures, logs, or copies of documents that relate to the incident.

## **University Complaint Process:**

Reports of sexual misconduct or relationship or interpersonal violence will be investigated promptly, fairly, and impartially. University investigators and administrators receive regular training on how to investigate and conduct hearings in a manner that protects your safety and promotes accountability. Throughout the university process, you and the alleged individual are allowed the same opportunities to present the case and be notified of the outcome.

## **Students:**

The Office of Student Conduct determines whether formal charges will be filed against a student. Formal charges will be initiated after the OIED investigates the report. Representation by an attorney or other advocate is allowed in student disciplinary proceedings when the respondent is charged with misconduct involving sexual misconduct, or relationship or interpersonal violence. The burden of proof at the hearing is “preponderance of the evidence” (more likely than not). Possible sanctions for a finding of responsibility may include a warning, restitution, service hours, fines, special programs, counseling, restriction of privileges, disciplinary probation, disciplinary eviction, suspension and expulsion. Student Conduct officials determine the appropriate sanctions for findings of misconduct. For more information on the disciplinary procedures applicable to charges sexual misconduct and/or relationship or interpersonal violence, see the Student Discipline Procedures, <http://policies.ncsu.edu/regulation/reg-11-35-02>, Appendix G.

## **Employees:**

Complaints of sexual misconduct, relationship and/or interpersonal violence against employees or outside parties are processed in accordance with the university’s Discrimination, Harassment and Retaliation Complaint Procedure, REG 4.25.02 and in conjunction with the university’s regulation on Campus/Workplace Violence Prevention and Management, REG 04.05.02. Such complaints are investigated by the OIED. Employees may be placed on investigatory leave or subjected to other interim corrective measures of a non-disciplinary nature until an investigation is concluded. Where allegations are substantiated, employees are subject to disciplinary action up to and including dismissal/discharge under the applicable employee procedures. For more information, contact the OIED and see <http://policies.ncsu.edu/regulation/reg-04-25-02>.

## **Your Rights:**

You have the following rights:

- To be informed of all reporting options;
- To receive an explanation of the procedures for making reports of misconduct against a student or another university employee;
- To pursue criminal charges or a university action, or both;
- To receive reasonable interim protective measures, including but not limited to “no contact orders,” as well as changes to academic, living, transportation, and working situations;
- To receive information on all available resources;
- To receive an explanation of applicable charges from University Police and/or Office of Student Conduct;
- To have all reports of sexual misconduct, relationship or interpersonal violence investigated by University Police or the Office of Institutional Equity and Diversity (or other University officials as may be appropriate);
- To be free from retaliation, harassment and intimidation from respondents and others;
- To be a witness in the disciplinary process;
- To be free of irrelevant questions about your sexual history during the investigation and hearing;
- To be informed of the outcome of the investigation and any related hearing to the extent allowed under state and federal law and University policies.

For complaints against another student, you additionally have the ability:



- To question witnesses through a hearing officer;
- To have an individual at the hearing for support;
- To have the same access to the proceedings as the respondent;
- To remain present at a hearing, except during deliberation;
- To make an impact statement prior to imposition of sanctions if the respondent is found responsible;
- To have an attorney, at your own expense, present at the hearing; and
- To appeal a decision based upon the applicable grounds for appeal.

## **Interim Protective Measures:**

### **Criminal Protection**

If you had a personal relationship with the perpetrator, you may be able to seek a domestic violence protective order (also known as a 50B order). A domestic violence protective order can help you by ordering the assailant not to assault, threaten, abuse, follow, harass, or interfere with you or your children either in person, at work, on the telephone, or by other means. For further information, students may contact Student Legal Services or the NC State Women's Center; employees may contact the Faculty and Staff Assistance Program.

### **Civil Protection**

You may seek a civil "no-contact" protective order (known as a 50C order). These orders are for a determined period of time, and you may have to petition the court to have the time extended. A civil no-contact order (also known as a 50C order), is a court order that aims to protect you from unwanted sexual conduct or stalking by someone with whom you do not have an intimate or familial relationship with (such as an acquaintance, co-worker, neighbor, or stranger). For further information, students may contact Student Legal Services or the NC State Women's Center; employees may contact the Faculty and Staff Assistance Program.

## **University Measures:**

### **Students**

Regardless of whether you choose to report an incident of sexual misconduct or relationship or interpersonal violence to law enforcement, the university will work with you to provide reasonable adjustments to address issues of concern, for example:

- If you live on campus and desire a change in rooming assignment, you should contact University Housing for information concerning the room change process;
- The university may issue "no contact" orders and adjust class schedules for you or the accused student. If you need these protective measures, contact the Office of Student Conduct for assistance;
- The university may suspend a student accused of sexual misconduct and/or relationship or interpersonal violence on an interim basis if there is a need to separate that student from campus; and
- The university may issue or enforce other protective measures as necessary.

NC State's OIED is available to assist you with seeking interim measures and adjustments.

The Student Legal Services Office is available to inform you about your legal options free of charge. In cases involving criminal charges, the office will review the charges, the sentencing scheme and tell you what you should expect from the investigation, trial and sentencing. Student Legal Services can represent you in civil proceedings (restraining and no contact orders) as long as the perpetrator is not another NC State student. If the perpetrator is another NC State student, the office will refer you to other university resources. Student Legal Services also maintains a referral list of local attorneys.

## **Employees**

- If you are an employee who experiences interpersonal violence, you may contact your relevant department or unit to request a change in their transportation or working situations. Employees may contact Violence Prevention and Threat Management at NC State for additional information, or the Title IX Coordinator in OIED.
- The university is committed to complying with all judicial no-contact, restraining and protective orders and will assist victims in this process.

## **Anonymous Reporting of Sexual Misconduct, Relationship or Interpersonal Violence**

University Police is charged by state law to investigate any crime; however, state law prohibits the police from taking a blind or anonymous report.

The university recognizes the need for anonymous reporting for those individuals who do not want a criminal investigation. If an individual wishes to remain anonymous and make a report, the university encourages the use of the following departments:

- Office of Student Conduct: 919-515-2963, <http://studentconduct.ncsu.edu/>
- Women's Center: 919-515-2012, <http://oied.ncsu.edu/divweb/womenscenter/>
- 24-Hour Sexual Assault Help Line: 919-515-4444
- Office for Institutional Equity and Diversity (OIED): 919-515-3148, <https://oied.ncsu.edu/divweb/safe/file-a-report/>
- GLBT (Gay, Lesbian, Bisexual, and Transgendered) Center: 919-513-9742, <http://oied.ncsu.edu/divweb/glbtc/>
- University Housing: 919-515-2440, <http://www.ncsu.edu/housing/>

Although the individual making the allegations of sexual misconduct, relationship or interpersonal violence may remain anonymous for reports to University Police, the name of the individual must be identified or provided to OIED in order for NC State to meet its Title IX obligations.

## **Prevention of Sexual Misconduct, Relationship and Interpersonal Violence**

The university provides various programming to promote the awareness of and response to sexual misconduct and relationship or interpersonal violence. New students and employees are provided primary prevention and awareness education as part of orientation. The programs reinforce that NC State prohibits these offenses and any other form of violence, and give new students and employees the definitions of prohibited actions as well as definitions and examples of consent. The programs train attendees on safe and positive options for bystander intervention and how individuals may take action to prevent harm or intervene in risky situations. The programs train new students and employees to recognize the signs of

abusive behavior and how to avoid potential attacks. The programs are also offered to current students, student organizations, and employees as part of an ongoing prevention and awareness campaign.

Additionally, University Police, the Women's Center, and Student Health Services offer sexual misconduct, relationship and interpersonal violence education and information programs to University students and employees upon request. Literature on is also provided to survivors of sexual misconduct and relationship or interpersonal violence. The literature includes information about additional on and off-campus resources, as well as information on:

- The importance of preserving evidence;
- The rights of victims and the institution's responsibilities regarding orders of protection including, no contact orders, restraining orders, and other lawful orders issued by criminal or civil courts;
- The procedures for institutional; and
- The access and options victims have for University interim measures.

## **Role & Responsibility of Student Health Services**

You are encouraged to go to a medical center following a sexual assault in order to check for internal injuries, sexual transmitted infections, and/or pregnancy. If a student seeks assistance at Student Health Services following an act of sexual misconduct or relationship or interpersonal violence, the student will be provided information on available sexual assault forensic nurses and referred to a local hospital or InterAct of Wake County. These are designated facilities where trained sexual assault forensic nurse examiners can complete an examination and evidence collection. Student Health Services will provide any follow-up medical care. Female students may contact the Student Health Service's Women's Health Center and male students can contact the Student Health Services mainline to make an appointment for assistance.

## **Role & Responsibility of the Counseling Center**

The Counseling Center offers confidential services for students who experience sexual misconduct or relationship or interpersonal violence. Counselors can help students by working with them to develop coping skills, informing them of resources on- and off-campus and providing support to help them navigate their path to recovery. Whether the misconduct happened recently or several years ago, it is never too late to seek help. The Counseling Center also provides after hours on-call services for mental health emergencies by calling 919-515-2423 and selecting the option to speak with the on-call counselor.

## **North Carolina Sex Offender and Public Protection Registry**

All convicted sex offenders coming to or residing in North Carolina, including students, are required to register with the local county sheriff's department for inclusion in the North Carolina Sex Offender and Public Protection Registry. This Registry may be viewed locally at the county sheriff's department or online at: <http://sexoffender.ncsbi.gov/>.

## Definitions

“Consent” means an affirmative decision to engage in an activity given by clear action or words. It is an informed decision made freely, willingly, and actively by all parties. Behavior will be considered “without consent” if no clear consent, verbal or nonverbal, is given. Consent cannot be procured by physical force, compelling threats, intimidating behavior, or coercion. A person cannot give consent if they are incapacitated as a result of alcohol or drug consumption (voluntary or otherwise), is unconscious, unaware or asleep during the act, is under the legal age to provide consent, or otherwise lacks the capacity to consent. In determining whether a person is incapacitated, the analysis must include whether the accused individual knew or should reasonably have known that the person was incapacitated. A lack of protest or resistance is not a valid form of consent. Silence is not a valid form of consent. A prior relationship or prior sexual activity is not sufficient to demonstrate consent for sexual activity. Consent can be revoked or withdrawn at any time, even during a sexual act. If consent is withdrawn, the sexual act is no longer consensual.

“Relationship or Interpersonal Violence” includes Dating Violence, Domestic Violence, and Stalking. Relationship or interpersonal violence occurs when one person in a social relationship of a romantic or an intimate nature uses abuse to maintain power over a partner. Abusive behaviors can be physical or emotional, including but not limited to, threats of self-harm or harm to others, pervasive and derogatory name calling, belittling, isolation, engaging in sexual acts while in a dating or domestic relationship when one of the individuals does not consent.

- *Dating Violence* is conduct arising out of a social, personal, romantic or intimate relationship or a dating relationship that: inflicts physical injury upon another person; or is a pattern of coercive behavior that is used by one person to gain power and control over another. It may include the use of physical and sexual violence, verbal and emotional abuse, or any conduct that places another in fear of, or at risk of, physical injury or danger.
- *Domestic Violence* is conduct that arises out of a personal, romantic or intimate relationship where the parties are current or former spouses, persons who live together or have lived together, persons who have one or more children in common, or are current or former household members, and inflicts physical injury upon a party to the relationship or shows a pattern of coercive behavior that is used by one person to gain power and control over another. It may include the use of physical and sexual violence, verbal and emotional abuse, or any conduct that places another in fear of, or at risk of, physical injury or danger.
- *Stalking* is engaging in a course of conduct directed at a specific person, whether in the context of a social or intimate relationship or otherwise, that would cause a reasonable person to feel fear for their safety or safety of others or suffer substantial emotional distress. Stalking, including cyber stalking, may include, for example, non-consensual communication, including in-person communication or contact, surveillance, telephone calls, voice messages, text messages, email messages, social networking site postings, instant messages, postings of pictures or information on websites, written letters, gifts or any other communications that are undesired and/or place another person in fear of, or at risk of, physical injury or danger.

“Sexual Assault” means an offense that meets the definition of rape, fondling, incest or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. A sex offense is any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.



- Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. In North Carolina, a person is guilty of rape if the person engages in vaginal intercourse with another person: (1) By force and against the will of the other person; or (2) Who is mentally disabled, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know the other person is mentally disabled, mentally incapacitated, or physically helpless.
- Fondling: The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity. In North Carolina, fondling is included in the crime of “sexual battery”, which occurs if the person, for the purpose of sexual arousal, sexual gratification, or sexual abuse, engages in sexual contact with another person: (1) by force and against the will of the other person; or who is mentally disabled, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know that the other person is mentally disabled, mentally incapacitated, or physically helpless.
- Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law. In North Carolina, a person commits the offense of incest if the person engages in intercourse with the person's (i) grandparent or grandchild, (ii) parent or child or stepchild or legally adopted child, (iii) brother or sister of the half or whole blood, or (iv) uncle, aunt, nephew, or niece.
- Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent. In North Carolina, a person is guilty of statutory rape if the defendant engages in vaginal intercourse with another person who is 15 years of age or younger and the defendant is at least 12 years old and at least six years older than the person, except when the defendant is lawfully married to the person.

“Sexual Misconduct” includes sexual assault, sexual harassment, sexual exploitation and retaliation against a person because she or he filed a complaint of sexual misconduct, relationship or interpersonal violence or participated in an investigation or procedure involving sexual misconduct, relationship or interpersonal violence.

## Workplace Violence

Nearly 2 million American workers are impacted by some form of workplace violence each year. Homicide is the leading cause of work-related fatality for women in the workplace. Six out of ten incidents of workplace violence occurred in private companies. While government employees make up approximately 14% of the total U.S. workforce, 30% of known victims of violence were federal, state, or local government employees.

Though it is impossible to predict if or when a workplace violence incident may occur there are some potential warning signs that a person may commit an act of workplace violence. Those warning signs may include, but are not limited to: communicating threats, suspected drug and/or alcohol abuse, noticeable extreme changes in behavior, escalating aggression, history of intimidating others, chronic unsubstantiated complaints about persecution or injustice (victim mindset), erratic and/or bizarre behavior, impulsivity, difficulty letting things go (holds a grudge), concerns regarding paranoia, and a history of violence (especially towards people and animals).

The Risk Assessment Case Manager/Violence Prevention and Threat Management Program Manager offers training on several topics including Workplace Violence Prevention. Contact (919) 513-4224 or (919)-513-4315 for additional information or to schedule a large group. For more information on training opportunities you may also go to <https://vptm.ehps.ncsu.edu/home/training-events/>.

## Crime Victim Rights

On July 1, 1999, the Crime Victims' Rights law took effect, which established specific responsibilities for many different criminal justice agencies in regards to the notification of victims of certain crimes. This law was passed in an effort to educate the victim and keep them informed of court proceedings, victim restitution, information of the crime itself and how the criminal justice system works, conviction or final disposition and sentencing, notification of escape, release, or proposed parole proceedings, and many other rights.

For certain crimes, University Police is required to provide the victim with information concerning the availability of medical services, crime victims' compensation funds, the address and telephone number of the district attorney's office, name and telephone number of the investigating law enforcement officer whom the victim may contact, information about an accused's opportunity for pre-trial release, and the name and telephone number of the investigating law enforcement officer whom the victim may contact to find out whether the accused has been released from custody.

There are also notification requirements placed upon the District Attorney's office, correctional facilities, Attorney General's office, as well as Probation and Parole.

Crimes covered under this law include many serious felonies such as murder, voluntary manslaughter, assault with a deadly weapon, rape, and armed robbery.

To obtain more information about your rights as a crime victim or a complete list of the crimes covered under the law, contact University Police Investigations at (919) 515-2498.

## Keeping Our University Safe and Secure

### Shared Responsibility

Safety is a shared responsibility. University Police makes a difference, but we all have a role in making NC State a safe campus. Do your part, and you can reduce the likelihood that you will be a crime victim. If you ever need assistance, do not hesitate to call us at 911 or (919) 515-3000. We are here to help!

### Personal Safety Tips

Learn and follow all the NC State safety and security procedures. They have been created out of concern for your welfare and in consideration for everyone's rights in the campus community. If you feel unsafe in any situation, trust your instinct and contact University Police immediately.

#### In residence halls:

- Assailants target residences where doors and windows are left unlocked or unsecured. Always lock residence doors and windows when at home and when you leave.
- Communicate with your roommate on safety issues.

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- Report suspicious persons or activity immediately.
- Report doors, windows, lights or locks in need of repair.
- Keep valuables out of sight.
- Don't prop open exterior doors or allow someone to "piggy back" behind you into the residence hall.

## **When walking or jogging:**

- Stay away from isolated areas.
- Assailants are more likely to target individuals walking alone, on darkened or unlit paths, or who are distracted by headphones or activities such as texting.
- Walk in groups whenever possible, especially at night.
- Safety Escort Services and public transportation are available as alternatives to walking. Individuals can contact Safety Escort Services at 919-515-3000.

## **If you think you are being followed:**

- Cross the street or change directions.
- Keep looking back so the person will know you cannot be surprised.
- Go to a brightly lit area. Enter a store, house, residence hall or any populated building.
- Remember as much as possible about the person so you can describe them later.

## **If you are held up:**

- Do not resist. No amount of money is worth the risk of your life.
- Notify University Police or Raleigh Police immediately.
- Try to give a specific description of the person: height, weight, approximate age, hair color and length, clothing, jewelry, scars, etc.

## **Where you live:**

- Keep all doors locked, day and night. This is the single best deterrent to the would-be thief.
- Assailants may try to gain access into a residence by using force or deception. Don't open your door for or let someone in your residence that you don't know.
- Do not leave a door unlocked to anticipate a roommate or friend's arrival.
- Many thefts occur while the occupant is on the same floor, having left for a minute to visit a restroom or another room.
- Alcohol and drugs are often used by assailants to make someone vulnerable to sexual assault. Be alert to people who pressure you or others to use a drug or consume alcohol. Drinks should not be consumed if they are not from a trusted source or have been left unattended.

## **To protect your property:**

- Lock your door every time you leave.
- Engrave expensive equipment and valuables with an ID number.
- Do not store your purse or wallet in an unlocked desk drawer.
- Do not leave your belongings unattended in the library, cafeteria, locker room, classroom or any public area.

## **To protect your car:**

- Always lock your car and take the keys.
- Don't leave valuables in your vehicle.
- Park in well-lit areas.

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**Keep your keys:**

- Do not loan your keys to anyone. Someone else's carelessness may lead to your key loss.

**When you park:**

- Close and lock windows and doors.
- When returning to your car, have the keys ready in hand and check underneath the vehicle and the interior before entering.

**When working late in academic buildings:**

- Avoid working or studying alone at night in a building.
- Keep the work area door locked.
- Do not take shortcuts when walking alone at night.
- Avoid walking alone at night. Use the "buddy system" or Call (919) 515-3000 for a safety escort during hours of darkness.
- Note locations of the nearest telephone and fire extinguisher in case of an emergency.
- Be aware of your personal surroundings and report suspicious persons or activity to the police immediately.
- Don't leave personal items unattended.

The various colleges on campus determine if or when buildings will be locked after hours. When working after hours, note if the building entrances have been secured and take individual safety precautions as well.





## FIRE SAFETY REPORT

This annual report is submitted to meet the federal requirements of the Campus Fire Safety Right to Know Act, an amendment to the Higher Education Opportunity Act. It includes information about NC State's fire safety policies and procedures as well as reported campus fire statistics.

### Reporting a Fire

- Call 911 upon discovery of a fire of any kind, you should be connected to the university's Emergency Communications Center.
- Provide your name, location of the fire, type of fire and a contact number to call you back if necessary. If possible stay around to talk to emergency responders.
- If the fire was small and you or someone else put it out, you still need to report it. You may use 515-3000 to report an incident of this nature.
- All fires, including any signs of a fire, must be reported to the Office of Fire and Life Safety for investigation.

### University Housing Rules on Appliances, Smoking, and Open Flames

- Due to fire and safety standards concerns, extension cords, personal air conditioners, lava lamps, toasters, burners or hot plates, heaters, and fireworks are not permitted in University Housing facilities.
- Halogen lamps present significant risk of starting fires and are not permitted in residential rooms.
- All residential facilities (including E.S. King Village and Western Manor Apartments) are smoke-free. Smoking is prohibited within 25-feet of any residence hall/apartment building.
- Candles, gas/oil lanterns, or any device producing open flames (such as incense and Sterno) are not permitted. Students who wish to burn incense for religious reasons need to get approval from their Assistant Director or Residence Director.

### Emergency Evacuation Policy

#### Introduction

Emergency events that threaten the welfare, safety, or health of staff, faculty, students or visitors, though unforeseeable situations may be dealt with in such a way as to minimize the likelihood of injury or loss of life. NC State has developed procedures to help its personnel respond to a variety of emergencies. In the event of fire or potential emergency events such as severe medical situations, bomb threats, extreme weather conditions and power loss, the procedure for evacuation outlined in this policy shall be followed. Following this plan will assure a safe and orderly evacuation of the building in the shortest time. It should be noted that all buildings are equipped with fire extinguishers, emergency lighting and lighted EXIT signs, as required by law.

The university requires the cooperation of all staff, faculty, guests, and students in conducting training and drills and responding according to established procedures if such events arise. Training will be provided to assure that all employees follow appropriate emergency procedures.

The university relies upon the coordinated action of an extensive emergency response team to evacuate campus buildings quickly and effectively in emergencies. This team includes, but is not limited to, NC State's Fire and Life Safety, University Police, Raleigh Fire Department, and the Raleigh Police Department.

## **Fire Protection and Command Procedures**

In the event of an emergency necessitating the evacuation of a building, the University Fire Marshal and/or University Police shall be in command. Fire Protection officers should receive information about the nature of the emergency, ensure that the Raleigh Fire Department (911) has been called, communicate with the Fire Department, the Police Department and any other emergency organization, as required, coordinate the operations of the emergency team, and organize the evacuation of the area.

Upon the sounding of a fire alarm or an indication of a pre-signal on the monitor, a search will be conducted of the area from which the signal originates. If a fire or other emergency situation is confirmed, Fire and Life Safety shall activate the general alarm and initiate emergency evacuation. Upon the sounding of a general alarm, a search of the building will be conducted to ensure that no one has been left in the building, to direct anyone found to an emergency exit, and assist in critical situations such as firefighting, medical care or disabled evacuation, when requested. Faculty, employees and students shall familiarize themselves with the location of emergency exits, the locations of fire alarm pull-stations and emergency telephones nearest the areas where they work or study.

## **Immediate Response Procedures**

In the event of a fire, any employee or student discovering smoke and/or fire should perform the following activities as appropriate:

If fire is small:

- Report the findings at once to his/her supervisor if time permits;
- Attempt to extinguish the fire with a fire extinguisher; and
- Activate the nearest alarm by pulling a fire alarm pull-station or, in buildings where there is no fire alarm system, alert building occupants by word of mouth.

If fire is severe and threatening dial 911 for University Police, and provide the following information:

- Your name and location;
- Location of fire; and
- Details as requested

After reporting the fire, leave the building as quickly as possible. In case of electrical or other serious fire, no attempt should be made to deal with the fire unless such action is compatible with the safety of all concerned.

## Evacuation Procedures

In the event that an emergency situation requires the complete evacuation of the floor or building, the following procedures will apply to all departments, employees, students, and visitors:

1. An employee discovering a fire or other emergency necessitating a general alarm shall activate the fire or necessary alarm and call University Police, 515-3000 or 911 and give appropriate information.
2. Everyone must leave the building immediately, in an orderly fashion, by the closest possible exit. Exit from emergency stairwells where indicated. Do not use elevators.
3. The first person to reach any exit door should touch it to determine if it is hot. If the door feels hot, direct evacuating persons to an alternate exit route.
4. In smoky areas, stay low (out of highest concentration of smoke).
5. Maintain single file and keep to the right on stairways so that persons entering the stairwell from lower floors can merge safely into the line and emergency response personnel can use the opposite side.
6. Once outside, report to the designated assembly area or move far away from the building. Do not obstruct the exit doors at street level. Clear the area.
7. Remain in the assigned assembly area until instructed by the appropriate authority to return to the building or to move to a safer location.
8. Do not re-enter the building until the Fire Marshal/Deputy Fire Marshal, Raleigh Fire, or University Police give an "All-Clear" signal.
9. Obey the directions of public safety officers at all times.

## Evacuation Procedures for People with Disabilities

At the beginning of each semester, the Disability Resource Office provides the Environmental Health and Public Safety Division a comprehensive list of disabled students and the type of disability to enable the division and these students to plan for possible evacuation. The division also maintains a list of university employees who self-identify a disability with the division. University employees and students are encouraged to communicate to University Police or Fire and Life Safety, as they exit, the location of any disabled person.

In the event of a fire:

- Elevators may be used for wheelchair access.
- Disabled persons are to be evacuated by the stairwells with the assistance of Marshals or Raleigh Fire.
- Generally, wheelchairs should not be carried down the stairs; a person who, for reasons of personal health or safety, may not be removed from his or her wheelchair must so inform the Marshals

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- Evac-chairs, if available, should be brought to assist the non-ambulatory

In the case of fire or any other emergency, the staff duty police officer decides if a public announcement shall be made through one of the university's emergency notification methods. All inquiries from the media shall be referred to NC State's Executive Director of University Relations in University Communications.

## Fire Statistics Regarding Fires in University Residential Facilities

2015 Statistics and Related Information Regarding Fires in Residential Facilities					
Residential Facility	Number of Fires	Cause of Fire	Number of Injuries	Number of Deaths	Estimated Property Damage
Alexander Hall – 2700 Cates Avenue	0	0	0	0	0
Avent Ferry Residence Hall A/B – 2110 Avent Ferry Rd.	0	0	0	0	0
Avent Ferry Residence Hall D/E/F – 2112 Avent Ferry Rd.	0	0	0	0	0
Bagwell Hall – 2201 Dunn Ave.	0	0	0	0	0
Becton Hall – 2231 Dunn Ave.	0	0	0	0	0
Berry Hall – 2211 Dunn Ave.	0	0	0	0	0
Bowen Hall – 2821 Thurman Dr.	0	0	0	0	0
Bragaw Hall – 210 Dan Allen Dr.	0	0	0	0	0
Carroll Hall – 2801 Thurman Dr.	0	0	0	0	0
ES King Commons	0	0	0	0	0
ES King Village – Beaufort Hall – 3820 Jackson St.	0	0	0	0	0
ES King Village – Bertie Hall – 3840 Jackson St.	0	0	0	0	0
ES King Village - Bladen Hall – 3920 Jackson St.	0	0	0	0	0
ES King Village - Carteret Hall – 3830 Jackson St.	0	0	0	0	0
ES King Village - Chowan Hall – 2911 Ligon St.	0	0	0	0	0
ES King Village - Craven Hall – 3810 Jackson St.	0	0	0	0	0
ES King Village - Currituck Hall – 2921 Ligon St.	0	0	0	0	0
ES King Village - Edgecombe Hall – 3930 Jackson St.	0	0	0	0	0
ES King Village - Granville Hall – 3011 Ligon St.	0	0	0	0	0
ES King Village - Hyde Hall – 2931 Ligon St.	0	0	0	0	0
ES King Village - Johnston Hall – 3950 Jackson St.	0	0	0	0	0
ES King Village - New Hanover Hall – 3910 Jackson St.	0	0	0	0	0
ES King Village - Northampton Hall – 3001 Ligon St.	0	0	0	0	0
ES King Village - Onslow Hall – 2951 Ligon St.	0	0	0	0	0
ES King Village - Pasquotank Hall – 740 Gorman St.	0	0	0	0	0
ES King Village - Perquimans Hall – 720 Gorman St.	0	0	0	0	0
ES King Village - Tyrrell Hall – 2941 Ligon St.	0	0	0	0	0
Gold Hall – 70 Pullen Dr.	0	0	0	0	0
Lee Hall – 2530 Sullivan Dr.	0	0	0	0	0
Metcalf Hall – 2811 Thurman Dr.	1	Undetermined	0	0	\$0 – 99
North Hall – 2200 Hillsborough St.	0	0	0	0	0
Owen Hall – 2720 Cates Ave.	0	0	0	0	0



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Sullivan Hall – 2921 Thurman Dr.	0	0	0	0	0
Syme Hall – 2210 Bayer Dr.	0	0	0	0	0
Tucker Hall – 2800 Cates Ave.	0	0	0	0	0
Turlington Hall – 2710 Cates Ave.	0	0	0	0	0
Watauga Hall – 2200 Katharine Stinson Dr.	0	0	0	0	0
Welch Hall – 80 Pullen Dr.	0	0	0	0	0
Western Manor A/B/C – 1551 Lilley Ct.	0	0	0	0	0
Western Manor D/E/F – 1531 Lilley Ct.	1	Unintentional – Cooking	0	0	\$0 – 99
Western Manor G/H – 1521 Lilley Ct.	0	0	0	0	0
Western Manor I/J – 1500 Lilley Ct.	0	0	0	0	0
Western Manor K – 1510 Lilley Ct.	0	0	0	0	0
Western Manor L – 1520 Lilley Ct.	0	0	0	0	0
Western Manor M – 1530 Lilley Ct.	0	0	0	0	0
Western Manor N/O – 1540 Lilley Ct.	0	0	0	0	0
Western Manor P/Q – 1550 Lilley Ct.	0	0	0	0	0
Wolf Ridge – Grove Hall – 371 Initiative Way	0	0	0	0	0
Wolf Ridge – Innovation Hall – 381 Initiative Way	0	0	0	0	0
Wolf Ridge – Lakeview Hall – 1930 Entrepreneur Dr.	0	0	0	0	0
Wolf Ridge – Plaza Hall – 1940 Entrepreneur Dr.	0	0	0	0	0
Wolf Ridge – Tower Hall – 1900 Entrepreneur Dr.	0	0	0	0	0
Wolf Ridge – Valley Hall – 351 Initiative Way	0	0	0	0	0
Wolf Village – Arctic Hall – 2770 Wolf Village Way	0	0	0	0	0
Wolf Village – Baffin Hall – 2780 Wolf Village Way	1	Unintentional Fire - Electrical	0	0	\$0 – 99
Wolf Village – Caspian Hall – 2750 Wolf Village Way	0	0	0	0	0
Wolf Village – Gray Hall – 2730 Wolf Village Way	0	0	0	0	0
Wolf Village – Hudson Hall – 2760 Wolf Village Way	1	Unintentional Fire – Cooking	0	0	\$0 - 99
Wolf Village –Mackenzie Hall – 2710 Wolf Village Way	0	0	0	0	0
Wolf Village – Red Hall – 2740 Wolf Village Way	0	0	0	0	0
Wolf Village – Timber Hall – 2720 Wolf Village Way	0	0	0	0	0
Wood Hall A – 2521 Warren Carroll Dr.	0	0	0	0	0
Wood Hall B – 2531 Warren Carroll Dr.	0	0	0	0	0
Wood Hall C – 2541 Warren Carroll Dr.	0	0	0	0	0
Greek 1 - 2613 Fraternity Ct.	0	0	0	0	0
Greek 2 - 2601 Fraternity Ct.	0	0	0	0	0
Greek 3 - 2511 Fraternity Ct.	0	0	0	0	0
Greek 4 - 2501 Fraternity Ct.	0	0	0	0	0
Greek 5 - 2409 Fraternity Ct.	0	0	0	0	0
Greek 7 - 2313 Fraternity Ct.	0	0	0	0	0
Greek 8 - 2309 Fraternity Ct.	0	0	0	0	0
Greek 11 - 2701 Fraternity Ct.	0	0	0	0	0
Greek 12- 2619 Fraternity Ct.	0	0	0	0	0
Greek 13 - 2709A Fraternity Ct.	0	0	0	0	0

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Greek 14 - 2709B Fraternity Ct.	0	0	0	0	0
Greek 15 - 1402 Varsity Dr.	0	0	0	0	0
KD 2304 Greek Village Dr.	0	0	0	0	0
SN 2312 Greek Village Dr.	0	0	0	0	0

2016 Statistics and Related Information Regarding Fires in Residential Facilities					
Residential Facility	Number of Fires	Cause of Fire	Number of Injuries	Number of Deaths	Estimated Property Damage
Alexander Hall – 2700 Cates Avenue	0	0	0	0	0
Avent Ferry Residence Hall A/B – 2110 Avent Ferry Rd.	0	0	0	0	0
Avent Ferry Residence Hall D/E/F – 2112 Avent Ferry Rd.	0	0	0	0	0
Bagwell Hall – 2201 Dunn Ave.	0	0	0	0	0
Becton Hall – 2231 Dunn Ave.	0	0	0	0	0
Berry Hall – 2211 Dunn Ave.	0	0	0	0	0
Bowen Hall – 2821 Thurman Dr.	0	0	0	0	0
Bragaw Hall – 210 Dan Allen Dr.	0	0	0	0	0
Carroll Hall – 2801 Thurman Dr.	0	0	0	0	0
ES King Commons	0	0	0	0	0
ES King Village – Beaufort Hall – 3820 Jackson St.	0	0	0	0	0
ES King Village – Bertie Hall – 3840 Jackson St.	0	0	0	0	0
ES King Village - Bladen Hall – 3920 Jackson St.	0	0	0	0	0
ES King Village - Carteret Hall – 3830 Jackson St.	0	0	0	0	0
ES King Village - Chowan Hall – 2911 Ligon St.	0	0	0	0	0
ES King Village - Craven Hall – 3810 Jackson St.	0	0	0	0	0
ES King Village - Currituck Hall – 2921 Ligon St.	0	0	0	0	0
ES King Village - Edgecombe Hall – 3930 Jackson St.	0	0	0	0	0
ES King Village - Granville Hall – 3011 Ligon St.	0	0	0	0	0
ES King Village - Hyde Hall – 2931 Ligon St.	0	0	0	0	0
ES King Village - Johnston Hall – 3950 Jackson St.	0	0	0	0	0
ES King Village - New Hanover Hall – 3910 Jackson St.	0	0	0	0	0
ES King Village - Northampton Hall – 3001 Ligon St.	0	0	0	0	0
ES King Village - Onslow Hall – 2951 Ligon St.	0	0	0	0	0
ES King Village - Pasquotank Hall – 740 Gorman St.	0	0	0	0	0
ES King Village - Perquimans Hall – 720 Gorman St.	0	0	0	0	0
ES King Village - Tyrrell Hall – 2941 Ligon St.	0	0	0	0	0
Gold Hall – 70 Pullen Dr.	0	0	0	0	0
Lee Hall – 2530 Sullivan Dr.	0	0	0	0	0
Metcalf Hall – 2811 Thurman Dr.	0	0	0	0	0
North Hall – 2200 Hillsborough St.	0	0	0	0	0
Owen Hall – 2720 Cates Ave.	0	0	0	0	0
Sullivan Hall – 2921 Thurman Dr.	0	0	0	0	0
Syme Hall – 2210 Bayer Dr.	0	0	0	0	0
Tucker Hall – 2800 Cates Ave.	0	0	0	0	0
Turlington Hall – 2710 Cates Ave.	0	0	0	0	0
Watauga Hall – 2200 Katharine	0	0	0	0	0

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Stinson Dr.					
Welch Hall – 80 Pullen Dr.	0	0	0	0	0
Western Manor A/B/C – 1551 Lilley Ct.	0	0	0	0	0
Western Manor D/E/F – 1531 Lilley Ct.	0	0	0	0	0
Western Manor G/H – 1521 Lilley Ct.	0	0	0	0	0
Western Manor I/J – 1500 Lilley Ct.	0	0	0	0	0
Western Manor K – 1510 Lilley Ct.	0	0	0	0	0
Western Manor L – 1520 Lilley Ct.	0	0	0	0	0
Western Manor M – 1530 Lilley Ct.	0	0	0	0	0
Western Manor N/O – 1540 Lilley Ct.	0	0	0	0	0
Western Manor P/Q – 1550 Lilley Ct.	0	0	0	0	0
Wolf Ridge – Grove Hall – 371 Initiative Way	0	0	0	0	0
Wolf Ridge – Innovation Hall – 381 Initiative Way	0	0	0	0	0
Wolf Ridge – Lakeview Hall – 1930 Entrepreneur Dr.	0	0	0	0	0
Wolf Ridge – Plaza Hall – 1940 Entrepreneur Dr.	0	0	0	0	0
Wolf Ridge – Tower Hall – 1900 Entrepreneur Dr.	0	0	0	0	0
Wolf Ridge – Valley Hall – 351 Initiative Way	0	0	0	0	0
Wolf Village – Arctic Hall – 2770 Wolf Village Way	0	0	0	0	0
Wolf Village – Baffin Hall – 2780 Wolf Village Way	0	0	0	0	0
Wolf Village – Caspian Hall – 2750 Wolf Village Way	0	0	0	0	0
Wolf Village – Gray Hall – 2730 Wolf Village Way	0	0	0	0	0
Wolf Village – Hudson Hall – 2760 Wolf Village Way	0	0	0	0	0
Wolf Village – Mackenzie Hall – 2710 Wolf Village Way	0	0	0	0	0
Wolf Village – Red Hall – 2740 Wolf Village Way	0	0	0	0	0
Wolf Village – Timber Hall – 2720 Wolf Village Way	0	0	0	0	0
Wood Hall A – 2521 Warren Carroll Dr.	0	0	0	0	0
Wood Hall B – 2531 Warren Carroll Dr.	0	0	0	0	0
Wood Hall C – 2541 Warren Carroll Dr.	0	0	0	0	0
Greek 1 - 2613 Fraternity Ct.	0	0	0	0	0
Greek 2 - 2601 Fraternity Ct.	0	0	0	0	0
Greek 3 - 2511 Fraternity Ct.	0	0	0	0	0
Greek 4 - 2501 Fraternity Ct.	0	0	0	0	0
Greek 5 - 2409 Fraternity Ct.	0	0	0	0	0
Greek 7 - 2313 Fraternity Ct.	0	0	0	0	0
Greek 8 - 2309 Fraternity Ct.	0	0	0	0	0
Greek 11 - 2701 Fraternity Ct.	1	Intentional	0	0	\$0-99
Greek 12- 2619 Fraternity Ct.	0	0	0	0	0
Greek 13 - 2709A Fraternity Ct.	0	0	0	0	0
Greek 14 - 2709B Fraternity Ct.	0	0	0	0	0
Greek 15 - 1402 Varsity Dr.	0	0	0	0	0
KD 2304 Greek Village Dr.	0	0	0	0	0
SN 2312 Greek Village Dr.	0	0	0	0	0

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2017 Statistics and Related Information Regarding Fires in Residential Facilities					
Residential Facility	Number of Fires	Cause of Fire	Number of Injuries	Number of Deaths	Estimated Property Damage
Alexander Hall – 2700 Cates Avenue	0	0	0	0	0
Avent Ferry Residence Hall A/B – 2110 Avent Ferry Rd.	0	0	0	0	0
Avent Ferry Residence Hall D/E/F – 2112 Avent Ferry Rd.	0	0	0	0	0
Bagwell Hall – 2201 Dunn Ave.	0	0	0	0	0
Becton Hall – 2231 Dunn Ave.	0	0	0	0	0
Berry Hall – 2211 Dunn Ave.	0	0	0	0	0
Bowen Hall – 2821 Thurman Dr.	0	0	0	0	0
Bragaw Hall – 210 Dan Allen Dr.	0	0	0	0	0
Carroll Hall – 2801 Thurman Dr.	0	0	0	0	0
ES King Commons	0	0	0	0	0
ES King Village – Beaufort Hall – 3820 Jackson St.	0	0	0	0	0
ES King Village – Bertie Hall – 3840 Jackson St.	0	0	0	0	0
ES King Village – Bladen Hall – 3920 Jackson St.	0	0	0	0	0
ES King Village – Carteret Hall – 3830 Jackson St.	0	0	0	0	0
ES King Village – Chowan Hall – 2911 Ligon St.	0	0	0	0	0
ES King Village – Craven Hall – 3810 Jackson St.	0	0	0	0	0
ES King Village – Currituck Hall – 2921 Ligon St.	0	0	0	0	0
ES King Village – Edgecombe Hall – 3930 Jackson St.	0	0	0	0	0
ES King Village – Granville Hall – 3011 Ligon St.	0	0	0	0	0
ES King Village – Hyde Hall – 2931 Ligon St.	0	0	0	0	0
ES King Village – Johnston Hall – 3950 Jackson St.	0	0	0	0	0
ES King Village – New Hanover Hall – 3910 Jackson St.	0	0	0	0	0
ES King Village – Northampton Hall – 3001 Ligon St.	0	0	0	0	0
ES King Village – Onslow Hall – 2951 Ligon St.	0	0	0	0	0
ES King Village – Pasquotank Hall – 740 Gorman St.	0	0	0	0	0
ES King Village – Perquimans Hall – 720 Gorman St.	0	0	0	0	0
ES King Village – Tyrrell Hall – 2941 Ligon St.	0	0	0	0	0
Gold Hall – 70 Pullen Dr.	0	0	0	0	0
Lee Hall – 2530 Sullivan Dr.	0	0	0	0	0
Metcalf Hall – 2811 Thurman Dr.	0	0	0	0	0
North Hall – 2200 Hillsborough St.	0	0	0	0	0
Owen Hall – 2720 Cates Ave.	0	0	0	0	0
Sullivan Hall – 2921 Thurman Dr.	0	0	0	0	0
Syme Hall – 2210 Bayer Dr.	0	0	0	0	0
Tucker Hall – 2800 Cates Ave.	0	0	0	0	0
Turlington Hall – 2710 Cates Ave.	0	0	0	0	0
Watauga Hall – 2200 Katharine Stinson Dr.	0	0	0	0	0
Welch Hall – 80 Pullen Dr.	0	0	0	0	0
Western Manor A/B/C – 1551 Lilley Ct.	0	0	0	0	0

# NC STATE UNIVERSITY

Western Manor D/E/F – 1531 Lilley Ct.	0	0	0	0	0
Western Manor G/H – 1521 Lilley Ct.	0	0	0	0	0
Western Manor I/J – 1500 Lilley Ct.	0	0	0	0	0
Western Manor K – 1510 Lilley Ct.	0	0	0	0	0
Western Manor L – 1520 Lilley Ct.	0	0	0	0	0
Western Manor M – 1530 Lilley Ct.	0	0	0	0	0
Western Manor N/O – 1540 Lilley Ct.	0	0	0	0	0
Western Manor P/Q – 1550 Lilley Ct.	0	0	0	0	0
Wolf Ridge – Grove Hall – 371 Initiative Way	0	0	0	0	0
Wolf Ridge – Innovation Hall – 381 Initiative Way	0	0	0	0	0
Wolf Ridge – Lakeview Hall – 1930 Entrepreneur Dr.	0	0	0	0	0
Wolf Ridge – Plaza Hall – 1940 Entrepreneur Dr.	0	0	0	0	0
Wolf Ridge – Tower Hall – 1900 Entrepreneur Dr.	0	0	0	0	0
Wolf Ridge – Valley Hall – 351 Initiative Way	0	0	0	0	0
Wolf Village – Arctic Hall – 2770 Wolf Village Way	0	0	0	0	0
Wolf Village – Baffin Hall – 2780 Wolf Village Way	0	0	0	0	0
Wolf Village – Caspian Hall – 2750 Wolf Village Way	0	0	0	0	0
Wolf Village – Gray Hall – 2730 Wolf Village Way	0	0	0	0	0
Wolf Village – Hudson Hall – 2760 Wolf Village Way	0	0	0	0	0
Wolf Village – Mackenzie Hall – 2710 Wolf Village Way	0	0	0	0	0
Wolf Village – Red Hall – 2740 Wolf Village Way	0	0	0	0	0
Wolf Village – Timber Hall – 2720 Wolf Village Way	0	0	0	0	0
Wood Hall A – 2521 Warren Carroll Dr.	0	0	0	0	0
Wood Hall B – 2531 Warren Carroll Dr.	0	0	0	0	0
Wood Hall C – 2541 Warren Carroll Dr.	0	0	0	0	0
Greek 1 - 2613 Fraternity Ct.	0	0	0	0	0
Greek 2 - 2601 Fraternity Ct.	0	0	0	0	0
Greek 3 - 2511 Fraternity Ct.	0	0	0	0	0
Greek 4 - 2501 Fraternity Ct.	0	0	0	0	0
Greek 7 - 2313 Fraternity Ct.	0	0	0	0	0
Greek 8 - 2309 Fraternity Ct.	0	0	0	0	0
Greek 11 - 2701 Fraternity Ct.	0	0	0	0	0
Greek 12- 2619 Fraternity Ct.	0	0	0	0	0
Greek 13 - 2709A Fraternity Ct.	0	0	0	0	0
Greek 14 - 2709B Fraternity Ct.	0	0	0	0	0
Greek 15 - 1402 Varsity Dr.	0	0	0	0	0
KD 2304 Greek Village Dr.	0	0	0	0	0
SN 2312 Greek Village Dr.	0	0	0	0	0
DG 2300 Greek Village Dr.	0	0	0	0	0
KKG 3501 Avent Ferry Rd.	0	0	0	0	0



## Fire Systems in University Residential Facilities

Fire Safety Systems in Residential Facilities						
Residential Facility	Sprinkler	Fire Alarm	Smoke Detection	Fire Extinguisher	Evacuation Plans & Placards	Number of Fire Drills
Alexander Hall	Yes	Yes	Yes	Yes	Yes	4
Avent Ferry Center	Yes	Yes	Yes	Yes	Yes	4
Bagwell Hall	Yes	Yes	Yes	Yes	Yes	4
Becton Hall	Yes	Yes	Yes	Yes	Yes	4
Berry Hall	Yes	Yes	Yes	Yes	Yes	4
Bowen Hall	Yes	Yes	Yes	Yes	Yes	4
Bragaw Hall	Yes	Yes	Yes	Yes	Yes	4
Carroll Hall	Yes	Yes	Yes	Yes	Yes	4
ES King Village	Yes	Yes	Yes	Yes	Yes	4
Gold Hall	Yes	Yes	Yes	Yes	Yes	4
Lee Hall	Yes	Yes	Yes	Yes	Yes	4
Metcalf Hall	Yes	Yes	Yes	Yes	Yes	4
North Hall	Yes	Yes	Yes	Yes	Yes	4
Owen Hall	Yes	Yes	Yes	Yes	Yes	4
Sullivan Hall	Yes	Yes	Yes	Yes	Yes	4
Syme Hall	Yes	Yes	Yes	Yes	Yes	4
Tucker Hall	Yes	Yes	Yes	Yes	Yes	4
Turlington Hall	Yes	Yes	Yes	Yes	Yes	4
Watauga Hall	Yes	Yes	Yes	Yes	Yes	4
Welch Hall	Yes	Yes	Yes	Yes	Yes	4
Western Manor	Yes	Yes	Yes	Yes	Yes	4
Wolf Ridge	Yes	Yes	Yes	Yes	Yes	4
Wolf Village	Yes	Yes	Yes	Yes	Yes	4
Wood Hall	Yes	Yes	Yes	Yes	Yes	4
Greek 1 - 2613 Fraternity Ct.	Yes	Yes	Yes	Yes	Yes	4
Greek 2 - 2601 Fraternity Ct.	Yes	Yes	Yes	Yes	Yes	4
Greek 3 - 2511 Fraternity Ct.	Yes	Yes	Yes	Yes	Yes	4
Greek 4 - 2501 Fraternity Ct.	Yes	Yes	Yes	Yes	Yes	4
Greek 5 - 2409 Fraternity Ct.	Yes	Yes	Yes	Yes	Yes	4
Greek 7 - 2313 Fraternity Ct.	Yes	Yes	Yes	Yes	Yes	4
Greek 8 - 2309 Fraternity Ct.	Yes	Yes	Yes	Yes	Yes	4
Greek 11 - 2701 Fraternity Ct.	Yes	Yes	Yes	Yes	Yes	4
Greek 12- 2619 Fraternity Ct.	Yes	Yes	Yes	Yes	Yes	4
Greek 13 - 2709A Fraternity Ct.	Yes	Yes	Yes	Yes	Yes	4
Greek 14 - 2709B Fraternity Ct.	Yes	Yes	Yes	Yes	Yes	4
Greek 15 - 1402 Varsity Dr.	Yes	Yes	Yes	Yes	Yes	4
KD 2304 Greek Village Dr.	Yes	Yes	Yes	Yes	Yes	4
SN 2312 Greek Village Dr.	Yes	Yes	Yes	Yes	Yes	4
DG 2300 Greek Village Dr.	Yes	Yes	Yes	Yes	Yes	4
KKG 3501 Avent Ferry Rd.	Yes	Yes	Yes	Yes	Yes	4

## Number of Emergency Residential Evacuation Drills

NC State conducts a minimum of one emergency evacuation drill per quarter in all University Housing buildings. The university evaluates the following areas on drills based on the 2009 North Carolina Fire Code, Section 405, Emergency Evacuation Drills and Table 405.2, Group R – 2d:

- Identity of the person conducting the drill
- Date and time of the drill
- Notification method used
- Staff members on duty and participating
- Number of occupants evacuated

# NC STATE UNIVERSITY

- Special conditions simulated
- Problems encountered
- Weather conditions when occupants were evacuated
- Time required to accomplished complete evacuation

## Fire and Life Safety Education

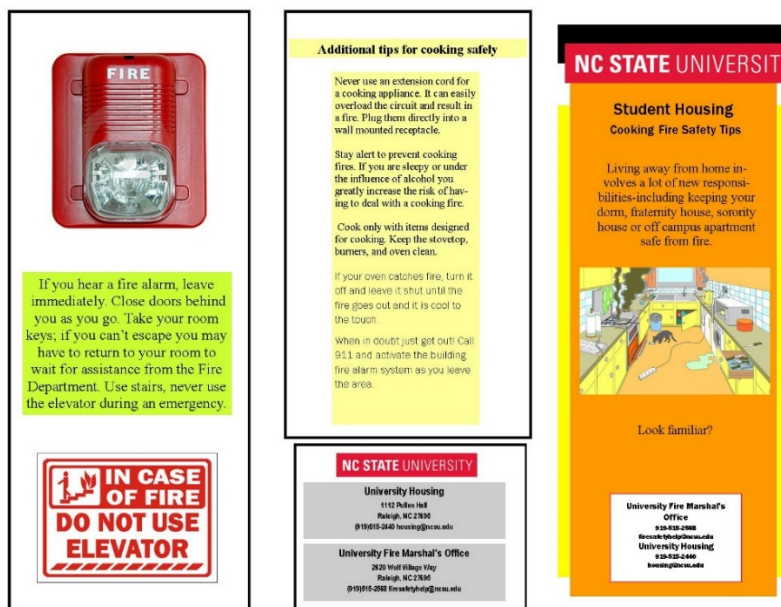
A fire in a University building can endanger lives and destroy property. Every member of the NC State community is responsible for preventing and properly handling common fire hazards, and for familiarity with the university's Fire and Life Safety Education Program.

The purpose of this program is to promote the safety of the university community, prevent damage to University property, and to comply with Occupational Safety and Health Administration (OSHA) regulations.

## Training Programs

Prevention is the most effective tool against fires on campus. The university community should be aware of common fire hazards in their respective places of work and residence. The leading fire hazards in University buildings include smoking materials, open flames, combustible decorations, flammable liquids, furniture, and trash. In pursuit of effective fire prevention and education, Fire and Life Safety offers training classes for all employees and students. These classes cover basic fire behavior, fire extinguisher use, basic medical care, evacuation procedures, and disability assistance. These classes include power point presentations as well as hands on training in all fields. The classes are offered before the start of the academic year to new employees, as well as University Housing resident advisors and resident directors. Training is also offered to other employees and students upon request.

Fire and Life Safety Education brochures and informational materials include the following:





## Cause and Prevention



Campus life can be FUN and FIRE SAFE.

College living can undoubtedly be exciting. For most students attending schools outside of their home town or state, it's their first opportunity to be independent.

For many students, this is the first time they are away from their homes, families and friends for any significant period.

While college provides new and exciting opportunities, it also introduces a myriad of new safety hazards, especially to students living in dormitories, apartments and other community locations.

Although a student may have been the safest person in their school, house or neighborhood, an impeccable safety record doesn't safeguard someone against the actions of other residents in shared college housing facilities.

Therefore, it is extremely important to practice evacuating your building in a controlled manner. This will prove invaluable in the event of a cooking fire or other fire. Please take drills seriously, they are for your safety.

### Cooking Safety Tips



**Watch what you heat!**



**Use a pot lid or baking soda on a cooking fire to smother it.**



Turn pot handles away from the front of the stove to avoid burn injuries.



Have and know an evacuation plan in case of fire.



Always have an extinguisher on hand when cooking on a grill. Don't forget your Hot Work Permit!



Never take down or disable smoke detectors. You can damage the Fire Alarm system and endanger other occupants of the building.



Cook Fire Safe! There's an app for that: Common Sense!

DIAL **911** for emergencies on Campus  
The Campus phone system is designed to also 'capture' cell phone signals to route your emergency calls directly to the University Police Department. They can also be reached at 515-3000



If you hear a fire alarm, leave immediately. Close doors behind you as you go. Take your room keys; if you can't escape you may have to return to your room to wait for assistance from the Fire Department. Use stairs, never use the elevator during an emergency.



### Tips for Parents of Students choosing to live off Campus

- > Look for housing with automatic fire sprinklers
- > Make sure there are working smoke detectors on each level
- > Ensure your student knows two ways out of their Residence or building
- > Encourage them to check the cushions of furniture for smoldering cigarette butts after parties
- > 'Candle' with care
- > Invest in an escape ladder for 2nd or 3rd floor bedrooms
- > Use only UL listed power strips
- > Buy and teach them how to use a fire extinguisher
- > Good housekeeping reduces fire load

### NC STATE UNIVERSITY

#### University Housing

1112 Pullen Hall  
Raleigh, NC 27695  
(919) 515-2440 housing@ncsu.edu

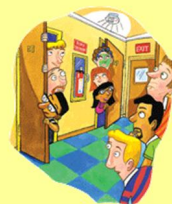
#### University Fire Marshal's Office

2620 Volf Village Way  
Raleigh, NC 27695  
(919) 515-2568 fire.safety@ncsu.edu

## NC STATE UNIVERSITY

### Student Housing Fire Safety Tips

Living away from home involves a lot of new responsibilities-including keeping your dorm, fraternity house, sorority house or off campus apartment safe from fire.



#### University Fire Marshal's Office

919-515-2568  
fire.safety@ncsu.edu  
University Housing  
919-515-2440  
housing@ncsu.edu



Campus life  
can be **FUN**  
and **FIRE**  
**SAFE**.

Fires in dormitories, fraternities, and sororities are more common during the evening hours between 5 p.m. and 11 p.m., as well as on weekends.

From 2003-2006 U.S. fire departments responded to an estimated annual average of 3,570 structure

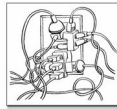
fires in dormitories, fraternities, and sororities.

Fires involving cooking equipment or the heating of food items are the most common occurrences on Campus so, "Watch what you heat!"

Improperly discarded smoking materials cause only 2% of fires in these properties but cause 39% of the deaths. There is **NO SMOKING** in NC State buildings. If you live off campus and allow people to smoke in your residence please utilize ash trays and check for discarded smoking materials after parties.

**EXIT** the building immediately when the Fire Alarm sounds. Treat evacuation drills the same as an actual event, they are important for your safety.

### Fire Prevention Tips



Use only **UL listed appliances and devices**. Don't overload electrical sockets.



Don't block exits or store materials in stairwells.



When you hear the fire alarm, **EXIT** the building quickly and orderly.



Fire Extinguishers are tools for protection, not toys. Please respect their importance.



Sprinklers save lives, never block or tamper with sprinklers.



**Beep!**

Never take down smoke detectors. You can damage the Fire Alarm system and endanger other occupants of the building.



Only activate pull-stations in a **REAL** emergency. Tampering with Fire Alarm devices is against the law.

**DIAL 911** for emergencies on Campus.

The Campus phone system is designed to also 'capture' cell phone signals to route your emergency calls directly to the University Police Department. They can also be reached at 515-3000.

## Fire Safety Improvements

Depending on the availability of funds, NC State's Fire and Life Safety Office plans to develop safety online training videos and tutorials. These videos and tutorials would include demonstrations of the university's emergency evacuation procedures, including how to respond in the event of encountering smoke, how to prevent kitchen fires when cooking, as well videos showing the proper use of fire extinguishers.

## APPENDIX G

### **Relationship or Interpersonal Violence and Sexual Misconduct**

In order to comply with Title IX of the Higher Education Amendments of 1972 (20 U.S.C. § 1681 *et seq.* (“Title IX”)) and the Violence Against Women Reauthorization Act of 2013, reports of conduct involving alleged violations of sections 10.14 (Relationship or Interpersonal Violence, including Dating Violence, Domestic Violence and Stalking) or 10.15 (Sexual Misconduct) of the Code are subject to specialized and/or additional processes and procedures. These processes and procedures are designed to provide a prompt and equitable resolution for both the Complainant and Respondent.

#### **General Provisions for Processing Reports of Relationship or Interpersonal Violence or Sexual Misconduct.**

1. Reports of misconduct involving allegations of Relationship or Interpersonal Violence or Sexual Misconduct pursuant to sections 10.14 or 10.15 of the Code (“reports”) may be filed directly with the Office for Institutional Equity and Diversity (“OIED”), the Office of Student Conduct, or University Police. Upon receiving notification of allegations, the receiving office shall immediately notify the other offices of the report to ensure Clery and Title IX obligations are met. The office who first interacts with the Complainant and/or Respondent shall provide them with resources and notification of their rights.
2. Reports will be reviewed by OIED to determine whether the alleged actions warrant a Title IX investigation and/or whether a Complainant’s request for confidentiality can be maintained. If the Complainant wishes to remain anonymous, OIED will assess whether a request for confidentiality should be maintained under Title IX and inform the Complainant. This assessment will be consistent with REG 04.25.02 – Discrimination, Harassment and Retaliation Complaint Procedure. If the report does not fall within Title IX, OIED will inform the Office of Student Conduct, which will then promptly, thoroughly and impartially investigate and resolve the matter consistent with the Student Discipline Procedures (REG 11.35.02).
3. A Complainant has the right to file a criminal complaint with University Police or other appropriate law enforcement authority. The processing of a report pursuant to the Student Discipline Procedures is independent of any criminal investigation. The University will not wait until the conclusion of a criminal investigation or criminal proceeding to investigate a report of Relationship or Interpersonal Violence or Sexual Misconduct and, if needed, will take interim action to protect the Complainant within the educational setting. In cases involving potential criminal conduct where the Complainant has not pressed criminal charges, the University will determine, consistent with federal and state law, whether appropriate law enforcement should be notified.
4. If the report falls within Title IX, OIED will conduct a review and investigation using its standard operating procedures for Title IX investigations. The OIED investigator will prepare a draft report which summarizes the information gathered and outlines the contested and uncontested facts, but does not include an analysis of the facts. OIED will provide the draft report to the Complainant and Respondent to review and provide the parties with an opportunity to submit additional comments or information to the investigator for consideration. The OIED investigator will then review any additional information submitted and finalize the report, including an analysis of the facts presented. The OIED investigator will provide a draft report to OIED’s Title IX Coordinator or Deputy Coordinator for review of the Title IX components and compliance, including whether



the alleged conduct could be considered Sexual Harassment, as defined in NCSU POL 04.25.05. OIED will then create a final report.

5. Upon completion of the investigation and final report, OIED will provide the report to the Office of Student Conduct. The report will be treated as confidential, to the extent allowable under applicable law. An Office of Student Conduct representative will determine whether information presented supports a charge under the Code relating to Relationship or Interpersonal Violence, including Dating Violence, Domestic Violence and Stalking, Sexual Misconduct, or any other provision of the Code. If no charge is brought, the matter will be closed and the Office of Student Conduct will notify the Complainant and Respondent and inform them of their rights.
6. If Code charges are brought against the Respondent, the Office of Student Conduct representative will notify the Complainant and Respondent of their rights under the Code and this Regulation.
7. At any point following the filing of a report of Relationship or Interpersonal Violence or Sexual Misconduct the university may take interim action to separate the Respondent and the Complainant. Such interim actions include, but are not limited to: issuing a “no contact” order, altering the student(s)’ academic schedule, changing University housing assignment, etc. In considering interim actions, the Director in consultation with the Title IX Coordinator will seek to minimize unnecessary or unreasonable burdens on either party, but will make reasonable efforts to take into account the wishes of the Complainant with respect to interim actions. In cases where the Director determines that the interim action should be the extraordinary intervention of suspension, the procedure in Appendix F will be followed.
8. If a Complainant requests that his or her report remain confidential, he or she will be notified that the university may still be obligated to investigate and take reasonable steps in response to the report (though any response may be limited by the Complainant’s request to keep the report confidential). Even when disciplinary action cannot be imposed against a Respondent because the Complainant insists on confidentiality, the university may still implement interim action(s) to separate the Respondent and Complainant.
9. It is a separate violation of sections 10.14 or 10.15 of the Code for any Student, Student Group or Student Organization to retaliate against any person making a report of Interpersonal or Relationship Violence or Sexual Misconduct, or against any person participating in the investigation procedure involving these reports. Retaliation includes threats, harassment, intimidation, and/or coercion and should be reported promptly to the Office of Student Conduct.
10. It is not the practice of the university to pursue disciplinary action against a Complainant or witness for his or her improper use of alcohol or drugs provided that such student is acting in good faith as a Complainant or witness to the alleged Interpersonal or Relationship Violence or Sexual Misconduct.

## Hearing Procedures

1. The procedures for an Administrative Hearing (Appendix D) will be followed except with the following adjustments as noted below.
2. Both the Complainant and Respondent may have a single Observer, in accordance with section 6.3 of the Student Discipline Procedures (REG 11.35.02, as support present during the hearing. An Observer may not serve as a witness in the hearing.
3. Both the Respondent and Complainant may be represented by an Attorney/Non-Attorney Advocate in accordance with sections 3.1.10, 3.2.11 and 6 of the Procedures.

4. An Office of Student Conduct Hearing Officer will facilitate the Administrative Hearing. A University Representative (typically a person from Student Conduct) will present the information supporting the charges and a summary of the Respondent's position. The Complainant and Respondent will be provided the opportunity to present their case. The OIED investigator for the case and/or University Police may be witnesses and may provide witness testimony as allowed regarding their investigatory fact findings.
5. Where the Respondent is found to be "responsible," for the charges, the Complainant may present an impact statement (either verbally or in writing) prior to sanctioning. The impact statement may include a request for a specific sanction, though the Hearing Officer is not bound by such request. The Respondent will be allowed to respond to the impact statement.
6. At the same time that the Respondent is provided with the final written decision, including findings of fact and sanction(s), a copy of the final written decision and sanction(s) shall be provided to the Complainant. The Office of Student Conduct shall consult with OIED throughout this process as needed and inform OIED of the final outcome.
7. A Complainant or Respondent may file an appeal as provided in pursuant to section 7 of the Procedures. The time limit for filing an appeal begins upon delivery or attempted delivery of the written notification of the final decision to the Complainant or Respondent.

# NC STATE UNIVERSITY

## NC STATE UNIVERSITY

### Policies, Regulations and Rules

Authority	<b>Chancellor</b>
Title	<b>Discrimination, Harassment and Retaliation Complaint Procedures</b>
Classification	<b>REG04.25.02</b>
PRR Subject	<b>Non-Discrimination</b>
Contact Info	<b>Vice Provost for Equal Opportunity and Equity (919-515-4559)</b>

**History:** First Issued: August 30, 1999. Last Revised: August 12, 2014.

#### Related Policies:

[NCSU POL04.25.05 – Equal Opportunity and Non-Discrimination Policy](#)

[NCSU POL05.25.01 – Faculty Grievance and Non-Reappointment Review Policy](#)

[NCSU POL11.35.01 - Code of Student Conduct](#)

[NCSU REG11.35.02 -- Student Discipline Procedures](#)

[NCSU POL05.25.03 -- Review and Appeal Processes for EPA Non-Faculty Employees](#)

[NCSU REG11.40.02 – Grievance Procedure for Graduate Students](#)

[NCSU REG11.40.01 – Grievance Procedure for Undergraduate Students](#)

[NCSU REG04.25.06 - Discrimination and Harassment Prevention and Response Training](#)

[UNC System SPA Employee Grievance Policy](#)

#### Additional References:

[Title IX Website](#)

**Contact Info:** Vice Provost for Equal Opportunity and Equity (919) 515-4559

#### Additional Contact Info:

[Title IX Coordinator](#) [igwoodar@ncsu.edu](mailto:igwoodar@ncsu.edu) (919) 515-4559

[Deputy Title IX Coordinator](#) (Complaints/Investigations/Training) [accircos@ncsu.edu](mailto:accircos@ncsu.edu) (919) 513-1234

[Deputy Title IX Coordinator](#) (Athletics) [swmlee2@ncsu.edu](mailto:swmlee2@ncsu.edu) (919) 515-5076

[Deputy Title IX Coordinator](#) (Student Development, Health & Wellness) [lpzapata@ncsu.edu](mailto:lpzapata@ncsu.edu) (919) 513-3403

## 1. INTRODUCTION

North Carolina State University (NC State) prohibits discrimination, harassment and retaliation as defined by [NCSU POL 04.25.05 - Equal Opportunity and Non-Discrimination Policy](#). NC State will investigate allegations of discrimination, harassment and retaliation in a prompt, thorough and impartial manner. NC State will take appropriate steps to address policy violations

whenever substantiated to stop the discrimination, harassment or retaliation, to remedy its effects and to prevent its recurrence. This regulation describes the procedure for filing, processing and resolving complaints that allege discrimination, harassment or retaliation. This regulation additionally describes how NC State handles informal reports or concerns of possible discrimination, harassment or retaliation that are not submitted as a complaint for formal processing.

## 2. DEFINITIONS

*2.1 Complaint:* Allegations of discrimination, harassment, or retaliation submitted directly to the Office for Institutional Equity and Diversity (OIED) or referred to the OIED pursuant to a university grievance procedure (as defined below) for formal processing. An EEO Informal Inquiry submitted by an employee covered by the State Human Resources Act (SHRA) (see section 5.4) will be treated as a Complaint.

*2.2 Complainant:* An individual (or individuals) who submits a Complaint of discrimination, harassment, or retaliation to the OIED for formal processing pursuant to this procedure.

*2.3 Respondent:* The individual (or individuals) named by the Complainant as the person (or persons) who engaged in the alleged discrimination, harassment, or retaliation.

*2.4 University Grievance Procedure:* For purposes of this regulation, “university grievance procedure” includes NCSU POL 05.25.01 (Faculty Grievance and Non-Reappointment Review Policy) and NCSU POL 05.25.03 (Review and Appeal Processes for EPA Non-Faculty Employees). See section 5.4 relating to the [SPA Employee Grievance Policy](#).

## 3. UNIVERSITY’S RESPONSIBILITY

The university has a duty to investigate and to respond appropriately to allegations of discrimination, harassment, or retaliation whether those allegations are reported informally as concerns or are submitted formally as a Complaint. In other words, the university’s responsibility to investigate allegations of discrimination, harassment or retaliation is not obviated even when, for example:

- an individual reports a concern involving possible discrimination, harassment, or retaliation, but does not wish to file a Complaint;
- an individual reports a concern involving possible discrimination, harassment, or retaliation and asks that either his/her identity or the information provided be kept confidential; or
- an individual anonymously reports possible discrimination, harassment, or retaliation and the report includes sufficient specificity to allow the university to investigate the report.

## 4. CONFIDENTIALITY

Allegations of discrimination, harassment, or retaliation will be handled in a manner that balances an individual's preferences regarding confidentiality with the university's legal obligations. Complete confidentiality cannot be guaranteed, and information about discrimination, harassment and retaliation allegations may be shared with others when necessary to investigate or address the prohibited conduct or to prevent its recurrence. Sharing of information will be limited to persons with a need to know basis. If an individual requests complete confidentiality and/or asks that the university not investigate or seek action against the alleged perpetrator, such request may limit the university's ability to respond fully to the complaint, including pursuing any disciplinary action against the alleged perpetrator. The university ultimately determines whether or not it can honor such a request while providing a safe and nondiscriminatory environment for the university community. Such determination shall be made by the OIED, in consultation with the Office of General Counsel, and, in cases of sexual violence, with the Title IX Coordinator.

Individuals bringing forth allegations of sexual violence who request complete confidentiality are strongly encouraged to consult with individuals, who by law have special professional status, such as mental health counselors, physicians, clergy or private attorneys.

In an effort to protect privacy as well as the integrity of the Complaint process, Complainants, Respondents, witnesses and any other individuals who may have information about a Complaint are expected to maintain confidentiality to the extent permitted by law.

## 5. FORMAL PROCESS(ING)

The submission (filing or referral) of a Complaint to the OIED initiates the formal process/formal processing (preliminary review, investigation, determination) as provided for in this procedure.

### 5.1 Filing a Complaint.

Any individual may file a Complaint by:

- Bringing the Complaint to the OIED office located at **231 Winslow Hall**, 40 Pullen Drive, Raleigh NC 27607;
- Mailing or otherwise transmitting the Complaint to the OIED at Campus Box 7530, NC State University, Raleigh, NC 27695-7530; or
- Completing the OIED's online **OIED Complaint Intake Form**.

For formal processing, Complaints must be submitted to the OIED within 30 calendar days of the alleged action that forms the basis of the Complaint. Complaints submitted outside of the 30-day time limit will be reviewed and addressed as determined by OIED.



*\*Note:* Pursuant to the **SPA Employee Grievance Policy**, SPA employees must file a Complaint with the OIED within 15 calendar days of the alleged discriminatory, harassing or retaliatory action that forms the basis of the Complaint before initiating a formal internal grievance to preserve their rights under State law. Employees who do not meet the 15-day time limit may still file a Complaint with the OIED; such Complaint will be reviewed and addressed through either formal processing (if filed within 30 calendar days of the action) or through the informal resolution process, as may be required by Federal law. See section 5.4.

## 5.2 Referral of Student Complaints to the Office of Student Conduct.

Complaints filed against students will be referred to the Office of Student Conduct (OSC) to be processed through the **Student Discipline Procedures**. Referrals to the OSC will usually occur within three university business days from receipt of the Complaint. Complaints filed by students against university employees (administrators, faculty or staff) will proceed through formal processing as provided for in this procedure.

## 5.3 Referral of Employee Complaints to the OIED (through a University Grievance Procedure).

Allegations of discrimination, harassment, or retaliation (not previously filed directly with the OIED as a Complaint) that are included in a grievance filed pursuant to a University Grievance Procedure will be considered a Complaint and referred to the OIED for formal processing (and handling as otherwise provided for in the applicable University Grievance Procedure). In order to expedite OIED's formal processing of the Complaint, the referral should occur as soon as possible after the grievance is filed.

## 5.4 Equal Employment Opportunity Informal Inquiry (SPA Employees Only).

Employees and applicants covered by the university's **SPA Employee Grievance Policy** who want to file a grievance that includes allegations of discrimination, harassment, or retaliation, must first file an Equal Employment Opportunity (EEO) Informal Inquiry with the OIED *prior to* filing the internal grievance. For purposes of this regulation and unless otherwise noted, an EEO Informal Inquiry is the same as a Complaint. An EEO Informal Inquiry must be filed with the OIED within 15 calendar days of the alleged action that forms the basis of the Complaint. Due to the timelines imposed by the SHRA for internal grievances, the university has 45 calendar days from receipt of the EEO Informal Inquiry to conduct its investigation and respond back to the Complainant. The 45-day time limit may be extended due to unavoidable delays or occurrences; the Complainant and the university must mutually agree in writing to an extension, which may not exceed 15 calendar days.

## 5.5 External Filing of Discrimination Charge, Civil Suit or Criminal Charge.

The submission of a Complaint to the OIED pursuant to this procedure does not preclude an individual from filing an external charge of discrimination, harassment, or retaliation directly with the Equal Employment Opportunity Commission (EEOC), the Office of Administrative Hearings-Civil Rights Division (OAH-CRD), U.S. Department of Education, Office of Civil

Rights (OCR), or other relevant agency, nor does it prevent an individual from pursuing a related civil action or criminal charge.

## 6. PRELIMINARY REVIEW

6.1 Once a Complaint has been submitted to the OIED, an investigator will conduct a preliminary review of the Complaint to determine whether the Complaint alleges facts that, if true, might constitute a violation of NCSU POL 04.25.05 (Equal Opportunity and Non-Discrimination Policy). The Complainant is responsible for providing the basis of his or her Complaint to the investigator. Where the allegations are unclear or require clarification, the OIED investigator may seek additional information from the Complainant as part of the preliminary review.

6.2 When a preliminary review of a Complaint indicates that the allegations, if true, might constitute a violation of the Equal Opportunity and Non-Discrimination Policy (“policy violation”), the OIED will initiate an investigation to determine if the facts are true and to determine whether a policy violation has occurred.

6.3 When the preliminary review of the Complaint indicates the allegations within the Complaint would not constitute a policy violation, the investigator will administratively close the formal processing of the Complaint. The investigator will notify the Complainant in writing that the formal process has been administratively closed because the allegations, even if taken as true, would not constitute a policy violation. When a Complaint is administratively closed following a preliminary review, the closure precludes the issues raised in the Complaint from proceeding through the university grievance procedure. When appropriate, the OIED will consult with the supervisor to ensure that any inappropriate conduct is addressed, even when the allegations do not rise to the level of a policy violation.

6.4 If the Complaint raises issues (i.e. health/safety, research misconduct, tort claims) that would fall outside the OIED’s area of responsibility but within the responsibilities of another campus unit, the OIED can refer the issues to the appropriate, responsible university administrator.

6.5 If administrative action is taken to address an employee’s conduct prior to the commencement or completion of an OIED investigation, the OIED will make a determination as to whether to pursue the investigation or to administratively close the formal process.

## 7. INVESTIGATION

7.1 If the preliminary review indicates that an investigation should be initiated, the OIED will, at such time as is appropriate, notify the supervisor(s) of the respondent about the investigation. The OIED will also notify the respondent(s) after the investigation has been initiated and that the respondent will be provided with the opportunity to respond to the allegations.

7.2 Every effort will be made to complete the investigation within 60 calendar days of the filing or referral of the Complaint, however, the investigation period may be extended when deemed

necessary by the OIED (e.g., due to university holidays or breaks, based on availability of witnesses). (See section 5.4 regarding the time to complete formal processing of an EEO Informal Inquiry pursuant to the [SPA Employee Grievance Policy](#).)

7.3 If a Complainant fails to respond to the OIED's requests to provide information regarding the Complaint or fails otherwise to participate in the investigation, the OIED may administratively close the formal process without issuing a determination or may issue a determination based on the information available in the record.

7.4 If during the course of the investigation the OIED becomes aware of any retaliation or interference in the investigation by the Complainant, Respondent or any witness, the OIED will refer such issue to Employee Relations, the appropriate supervisor, or, in the case of students, to the Office of Student Conduct.

## 8. NOTIFICATION

8.1 Once the investigation has concluded, the OIED will evaluate the information collected during the investigation (e.g., documents, interview notes) and apply a preponderance of evidence (more likely than not) standard to determine whether a policy violation is substantiated.

8.2 For Complaints involving sexual misconduct, the Complainant's past sexual history will not be considered in determining whether a policy violation occurred.

8.3 The OIED investigator's findings and determination will be included in a written report.

## 9. DETERMINATION

### 9.1 Notification to Parties.

The OIED will notify the parties in writing of the outcome of the investigation and determination as to whether any policy violation was substantiated. If the OIED determines there has been no policy violation, the notification to the parties concludes the formal process. If the Complaint was referred to the OIED through a University Grievance Procedure, the OIED will notify the appropriate entity that the formal process has concluded.

### 9.2 Written Report.

The OIED's written report will be provided to the appropriate supervisor(s), with a copy provided to Office of General Counsel and Employee Relations.

### 9.3 Confidential Information.

The notification letters to the parties and the OIED written report shall be treated as confidential to the extent that they contain student information protected under federal privacy law (i.e. FERPA) or employee information protected under state law (i.e. SHRA). Violation of the

confidentiality requirement may result in disciplinary action for anyone disclosing such confidential information. Confidential student and employee information includes information that can identify persons who are Complainants, Respondents or witnesses.

## **10. CORRECTIVE ACTION**

10.1 In cases where a policy violation is substantiated, the OIED investigator will meet with the appropriate supervisor(s) and others as needed (e.g., Office of General Counsel, Employee Relations) to discuss taking appropriate corrective action, including possible disciplinary action, to resolve the policy violation and prevent its recurrence.

10.2 The appropriate supervisor(s) will notify the OIED of what corrective action(s) have been taken to address the policy violation.

10.3 Complainants will be notified that the corrective action taken to address the policy violation, however, Complainants are not authorized to access to the confidential employment information contained in another employee's personnel file, unless as permitted by law.

## **11. COMPLAINT RESOLUTION**

11.1 If the corrective action taken meets the university's obligations to address the policy violation and resolves the Complaint to the Complainant's satisfaction, the formal process will be concluded and closed.

11.2 If the corrective action taken meets the university's obligations to address the policy violation, but the Complainant remains unsatisfied, the Complainant may seek to pursue any rights he or she may otherwise have available.

## **12. INFORMAL PROCESS(ING)**

12.1 At any time after submission of a Complaint to the OIED, a Complaint may be resolved through an informal process provided that: (1) the Complainant(s) and Respondent(s) mutually agree to the terms and conditions of any proposed resolution agreement, and (2) the OIED approves the proposed resolution agreement.

12.2 At any time from the submission of the Complaint, either party or the OIED may suggest a confidential, non-binding mediation of the dispute. Both parties must agree to participate in the mediation and agree to the resolution that arises from the mediation. In addition, OIED must approve the proposed resolution agreement. Mediation is not an option for resolution of allegations of sexual harassment that involve sexual violence.

12.3 Allegations of discrimination, harassment, or retaliation that are untimely or that are reported to the OIED as concerns (and not submitted as a Complaint for formal processing) will be reviewed, investigated as appropriate, and addressed through corrective action (if applicable)



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to meet the university's legal obligations. However, the OIED is not required to follow the formal process and has greater flexibility in handling and resolving these types of allegations.

