Security & Fire Safety Report 2019
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Introduction
In compliance with the Jeanne Clery Disclosure of Crime Statistics Act, we are pleased to present this year’s Annual Security & Fire Safety Report. The Clery Act requires colleges to produce and make available statistics about selected crimes on campus as well as safety related policy statements. This report is available by October 1 of each year and contains data from the previous calendar year. This report contains safety and security information of interest for all current and prospective students, employees, and visitors.

While the University Police Department is responsible for preparing and distributing this report, several administrative departments at UNC Asheville share responsibility for crime prevention education, reporting of criminal activity, response to criminal activity, and the safety and welfare of the campus community. These departments include University Police, Citizenship Education & Housing Operations, Highsmith Student Union, Student Health Services, Human Resources, The Dean of Students Office, and Facilities Management. Since crime awareness and campus security depend largely on personal responsibility and concern for others, crime prevention and education efforts must be assumed by all members of the UNC Asheville community. University Police also works with other departments and agencies outside the University such as the Asheville Police Department, the Buncombe County Sheriff’s Department, and the Woodfin Police Department to compile information.

This report summarizes many University policies that collectively serve as the basis for UNC Asheville’s crime prevention efforts. In addition, other significant policies of the University are included in the University Police Standard Operating Procedures Manual, Counseling Center Policy Manual, Resident’s Handbook, and UNC Asheville Student Handbook. Finally, this report focuses on several important issues relating to criminal activity such as reporting an incident or offense, the proactive measures taken to respond to criminal activity, and preventative measures taken to deter criminal activity. We encourage members of the community to use this report as a guide for safe practices on and off campus.

For further information regarding crime statistics not included in this report, please contact the appropriate jurisdiction:

- On Campus: University Police (828) 251-6710
- City of Asheville: Asheville Police Department (828) 252-1110
- Buncombe County: Buncombe County Sheriff’s Office (828) 250-6670
- Town of Woodfin: Woodfin Police Department: (828) 253-4889

The UNC Asheville Police Department prepares Annual Security & Fire Safety Reports to comply with the Jeanne Clery Disclosure of Campus Security and Crime Statistics Act using internal records systems as well as information provided by Citizenship Education and Housing Operations, the Dean of Students Office, the Title IX Administrator, and external law enforcement agencies.

Each Annual Security & Fire Safety Report provides statistics for the previous three years concerning reported crimes that occurred on campus and in certain off campus buildings or property owned, leased or controlled by UNC Asheville. Annual Security Reports are also available to prospective students and employees. They may obtain a paper copy of this report by contacting the University Police at (828) 251-6710, visiting Weizenblatt Hall in person, or by mailing a request to:

University Police
Weizenblatt Hall, CPO 2700
One University Heights
Asheville, NC 28804

This report can also be found online on the UNC Asheville Public Safety website or by clicking this link: Reports and Statistics.

University Police Department

The University Police Department is one of four offices that make up the UNC Asheville Public Safety Department. The other three departments are Emergency Management, Environmental Health and Safety, and Parking & Transportation.

Located in Weizenblatt Hall, the University Police Department is open 24 hours a day, 365 days a year. The UNC Asheville Police Department is a full service agency that provides comprehensive law enforcement services. The department is comprised of 17 sworn police officers, two security officers, and three administrative employees. The Communications Center is staffed with 5 trained telecommunicators who answer calls for service, monitor alarms, and dispatch officers to calls for service. The department also manages a student patrol program which employs students to assist with campus security and parking services.

University Police Mission Statement

As a central part of the University community, the mission of University Police is to contribute to and promote the greater mission of UNC Asheville by facilitating a safe, secure, and service-oriented environment for all students, faculty, staff, alumni, and visitors.

Proactive Patrolling

Uniformed officers and security personnel at UNC Asheville engage in patrol activities that go beyond merely being visible on campus. Those activities include foot patrol, bike patrol, patrol on ATV/utility
vehicles, and in patrol cars. The patrol activities are designed to make officers more accessible thereby resulting in more positive interactions with students.

**Officer Training and Education**

Officers at UNC Asheville complete a minimum of 24 hours of North Carolina Criminal Justice Training and Standards mandatory in-service law enforcement training per year. They also participate in specialized training including crime scene, suicide, domestic violence, sexual assault investigation, and active shooter/rapid response training.

**University Police Authority and Jurisdiction**

All UNC Asheville police officers are commissioned by the State of North Carolina under General Statute 116-40.5. As sworn law enforcement officers, members of the UNC Asheville Police Department are authorized to carry firearms. UNC Asheville police officers also have the power to make arrests and conduct investigations for crimes that occur on all property under the care, custody, or control of the University as well as on streets and roadways running adjacent to the campus. Finally, officers are authorized to make arrests beyond their jurisdiction when in continuous pursuit of offenders who have violated the law within the campus jurisdiction. Security Officers provide support for daily operations and are authorized to enforce parking on campus property. Security Officers do not have arrest powers.

**Working Relationship with Local, State, and Federal Law Enforcement Agencies**

The University Police Department maintains a cooperative relationship with the Federal Bureau of Investigation (FBI), the Secret Service, the North Carolina State Bureau of Investigation (SBI), Asheville Police Department, Buncombe County Sheriff’s Office and surrounding police agencies. Federal agencies such as the FBI and Secret Service provide information and resources through the Field Liaison Officer Program (FLO). Cooperation with local agencies includes intraoperative radio capability, joint training activities, special events coordination, and investigation of serious incidents.

The UNC Asheville Police Department also participates in Intermunicipal Mutual Aid Agreements that authorize police officers and supervisors of the participating agencies to request mutual aid for incidents based upon a reasonable belief that such aid will enhance the public’s and/or officer’s safety and efficiency. These agreements also allow for joint training and cooperation on other matters such as pre-planned large-scale special events amongst the agencies. Agencies participating in these agreements include the Buncombe County Sheriff’s Office, Asheville Police Department, and all UNC System police departments.

**Crimes Involving Student Organizations - “Off” Campus Locations**

UNC Asheville relies on close working relationships with local police agencies to receive information about incidents involving students off campus. Currently, there are no off-campus residences of recognized University fraternity, sorority; or other student organizations; however, the UNC Asheville Police Department will actively investigate any crime information it receives concerning or involving a member of the campus community. Information regarding crimes or other serious incidents received from the Asheville Police Department is forwarded to the Dean of Students Office for review. Information regarding a student who has been a victim of a crime off campus is forwarded to the University Care and Crisis Team for review and ensure a range of appropriate resources, support, and options are provided to the student.
The University requires all recognized student organizations to abide by federal, state, local laws, and University regulations. The University may become involved in off-campus conduct of a UNC Asheville student or student organization when such conduct is determined to be a violation of the Student Code of Community Standards.

Reporting Crimes and Other Emergencies
In the event of a reported crime or emergency, there will be a public safety response to your location, and the UNC Asheville Police Department will take the appropriate action. All crimes reported on the property of UNC Asheville will be investigated, and at its discretion, UNC Asheville Police Department may conduct further investigation into the initial report. UNC Asheville encourages accurate and prompt reporting of all crimes to the University Police Department and appropriate police agencies when the victim of a crime elects to or is unable to make a report. Students, faculty, staff, visitors, and community members may report serious incidents, suspected criminal activity, and other emergencies to University Police immediately by dialing (828) 251-6710 from any telephone or by activating the RockyShield safety app or any of the emergency blue light phones on campus. Dialing 911 is always a valid method for prompt reporting of any crime or emergency occurring on campus. Regardless of how and where you decide to report these incidents, it is critical for the safety of the entire university community that you immediately report all incidents to ensure effective investigation and appropriate follow-up actions which could include issuance of a crime alert or emergency notification.

Voluntary, Confidential Reporting
If you are the victim of a crime and do not want to pursue action within the University or criminal justice system you may still want to consider making a confidential report. Confidentially reporting will ensure your report remains private but helps ensure the future safety of yourself and others. With such information, the University can keep accurate records of the number incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

All victims or witnesses can report crimes on a voluntary, confidential basis for inclusion in the annual security report. You may report anonymously through the online Anonymous Reporting Form located on the University Police webpage.

In addition, a member of the UNC Asheville community can anonymously report incidents utilizing the Incident Report Form located on the webpage for Citizenship Education, Housing, and Student Life Operations.

Reporting to University Police
All crimes or emergencies of any type that occur on campus should be reported to the UNC Asheville Police Department. Reports can be made by calling (828) 251-6710, dialing 911, activating the Rocky Shield safety app, or by using the emergency blue light phones located on campus. All emergency calls will be directed to the appropriate law enforcement agency.

Emergency Phones
UNC Asheville has 55 emergency phones throughout campus. Phones are located in public areas including parking garages, elevators, residence hall complexes, administration buildings, and numerous
outdoor locations. Emergency phones provide direct voice communications to the University Police dispatch center. A [map of blue light phone locations is located online](#).

**Rocky Shield**

Rocky Shield is a free mobile safety application provided and maintained by University Police in conjunction with the Dean of Students Office. Rocky Shield allows you to:

- Call for help
- Report suspicious activity
- Request safety escorts
- Set safety checks with “Friend Watch”
- View the Student Handbook & Emergency Procedures
- Access the campus shuttle schedule

Calling University Police from the Rocky Shield application will provide UNC Asheville dispatchers with your profile information, external and internal positioning data (for campus property and buildings only), and supplied medical emergency contact information.

**Reporting to Campus Security Authorities**

UNC Asheville encourages accurate and prompt reporting of all crimes to the campus police and the appropriate police agencies, when the victim of a crime elects to, or is unable to, make such a report. While the University prefers that community members promptly report all crimes and other emergencies directly to the University Police, we also recognize that some may prefer to report to other individuals or University offices. The Clery Act recognizes certain university officials as Campus Security Authorities (CSAs). The Act defines these individuals as “an official of an institution who has significant responsibility for student and campus activities, including, but not limited to student housing, student discipline, and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.” CSAs have an obligation to report incidents to University Police, but upon request may do so without submitting identifying information or the reporting party or victim.

While UNC Asheville has identified numerous CSAs, we officially designate the following offices as places where campus community members may report crimes for the purpose of making timely warning reports and the annual statistical disclosure:

<table>
<thead>
<tr>
<th>OFFICIAL</th>
<th>CAMPUS ADDRESS</th>
<th>PHONE NUMBER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eric Boyce</td>
<td>207 Weizenblatt Hall, CPO 2700</td>
<td>(828) 251-6710</td>
</tr>
<tr>
<td><em>University Police</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jackie McHargue</td>
<td>270 Governors Hall, CPO 9000</td>
<td>(828) 250-2370</td>
</tr>
<tr>
<td><em>Dean of Students Office</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Melanie Fox</td>
<td>270 Governors Hall, CPO 9000</td>
<td>(828) 251-6700</td>
</tr>
<tr>
<td><em>Associate Dean of Students</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jill Moffitt</td>
<td>112br Highsmith Union, CPO 1285</td>
<td>(828) 232-5658</td>
</tr>
<tr>
<td><em>Assoc. VC for Student Affairs</em></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Anonymous Reporting

You may report a crime or suspicious activity online, without giving us your name by using the Anonymous Reporting form located on the UNC Asheville Police webpage. You may also report a crime or suspicious activity through the Asheville-Buncombe Crime Stoppers program. The program allows you to provide crime solving assistance to the authorities without being directly involved in the investigation process. You may also be eligible for a reward if the reported information results in an arrest. To anonymously report a crime to Crime Stoppers, call (828) 255-5050. Utilizing Anonymous Reporting will prevent your identity from being disclosed but will potentially make the incident/behavior you are reporting more difficult to properly investigate.

Pastoral and Professional Counselors

According to the Clery Act, pastoral and professional counselors who are appropriately credentialed and hired by the University to serve in a counseling role are not considered Campus Security Authorities when they are acting in a counseling role. As a matter of policy, the University encourages pastoral and professional counselors to notify those whom they are counseling of the voluntary, confidential reporting options available to them.

Crime and Fire Log

The UNC Asheville Police Department maintains a combined crime and fire log of all crime and fire incidents that occur on campus, in a non-campus building or property owned by the University, or within the department’s patrol jurisdiction that includes nearby public and private areas. The crime log includes the offense that took place, and identifying number, date, time, location, and the disposition of each incident reported to the department. Information is posted within two business days of receiving a report except in situations when posting information could jeopardize an ongoing investigation or potentially violate the confidentiality of the victim. The crime log is available online or by requesting a copy in person at Weizenblatt Hall.

Timely Warning Reports and Crime Alerts

A “timely warning,” called a Crime Alert, will be issued to the campus community in the event that a situation arises, either on or off campus that in the judgement of the Assistant Vice Chancellor for Public Safety or designee constitutes an ongoing or continuing threat, whether man-made or a natural occurrence. The warning will be issued to students and employees in a timely manner, and it will withhold the names of victims as confidential. The goal of the warning is to aid in the prevention of similar occurrences. The warning will be issued by the Police Department through the University email system to students, faculty, and staff, and will contain the following information: details of the crime, a description of the suspect, and information that will aid in the prevention of similar incidents to include safety information and protective steps. Crime Alerts are posted on the University Police webpage.

The purpose of Crime Alerts is to notify the campus community of the incident in a timely manner and to provide information that may enable community members to protect themselves from similar incidents. Crime Alerts are issued whenever the following criteria are met:

- A crime is committed;
- The perpetrator has not been apprehended; and
• There is a substantial risk to the physical safety of other members of the campus community because of this crime or naturally occurring incident.

Such crimes include, but are not limited to:

• One of the following Clery crimes that are reported in good faith to any campus security authority or the local police:
  • Criminal Homicide, including: Murder, Manslaughter by Negligence;
  • Sex Offenses, including Rape, Assault with Sexual Motives (Fondling), Incest, and Statutory Rape;
  • Robbery;
  • Aggravated Assault;
  • Major Incidents of Arson; and
  • All other Clery Crimes as deemed appropriate.

• The University determines that the incident represents an ongoing threat to the campus community.

All available information known at the time will be taken into consideration when evaluating the need for a timely warning. Those considerations include, but are not limited to:

• The nature and seriousness of the crime or incident,
• When and where the incident occurred,
• When it was reported,
• The duration of time between when the incident occurred and when it was reported,
• The patterns or trends of other incidents,
• The continuing danger to the campus community, and
• The risk of compromising law enforcement efforts or identifying the victim.

Although each case will be evaluated on an individual basis, timely warnings will not be issued when:

• A report is filed more than five (5) calendar days after the date of the alleged incident, unless it is determined that there is a continuing threat to the community;
• A report is filed anonymously or by a third party and there is not enough information to evaluate the situation;
• The pertinent information has not been acquired;
• The suspect has been apprehended;
• There is a possible risk of compromising law enforcement efforts; or
• The incident reported does not pose an ongoing threat to the campus.
• The incident falls under the confidentiality of Counselors/Pastoral personnel

Emergency Response and Evacuation Procedures
Within the Public Safety Department, the Office of Emergency Management is responsible for the University Emergency Operations Plan (or EOP). The EOP is an all-hazards disaster response and emergency management plan that complies with FEMA guidelines for Higher Education that includes planning, mitigation, response, and recovery actions.

Our priorities are:
• Life safety, infrastructure integrity, and environmental protection during an emergency
• Coordination with University departments to write, maintain, test, and exercise the EOP
• Cooperation, Integration and Mutual Aid with local, state and federal planning, response, and public safety agencies and their EOPs.

A summary of the University’s emergency response procedures can be found online. In addition, there is detailed information on the Emergency Management webpage regarding the University’s emergency notification policy including how to enroll in the emergency notification system to ensure you receive emergency messages.

Drills, Exercises, and Training
To ensure UNC Asheville’s emergency management plans remain current and actionable, the University will conduct an emergency management exercise annually, at a minimum, to include a full-scale test of the Emergency Notification System. Tests may be announced or unannounced. The scenarios for these exercises change from year to year and include multiple campus departments. Exercises may include tabletop drills, emergency operations center exercises, or full-scale emergency response exercises. The University conducts after-action reviews of all emergency management exercises. The Office of Emergency Management is responsible for ensuring testing, maintenance, and training that is regularly conducted and documented. Documentation for each test includes a description of the exercise, the date, the time, and whether the test was announced or unannounced.

In conjunction with the emergency management exercises, the University will issue community notifications including publicly available institutional emergency response procedures.

Evacuation Procedures
How to evacuate:
• When you hear a fire alarm, leave the building immediately.
• Alert others as you leave, and ask if they need help.
• Close doors to slow the spread of fire.
• Do not use elevators unless told to do so by emergency workers.
• Do not attempt to extinguish a fire yourself if you risk putting yourself in danger.
Things to watch for:

- Watch for people who need help, particularly people with limited mobility or physical disabilities.
- Activate an alarm if told to do so by police or emergency workers.
- Remain at an emergency assembly point. A head count will be taken and emergency workers may have additional instructions.
- Do not go back into a building until firefighters, police or university officials say it is safe.

How to prepare for a fire related emergency:

- Know your building’s floor plan. Remember where the stairs, fire extinguishers and emergency exits are located.
- If you regularly visit the same location within a building, know exactly how many doors you will pass along your evacuation route before you reach the nearest exit. You must know how to find an exit in the event that exit signs are obstructed by heavy smoke.

How to prepare to leave campus:

- If the campus is evacuated or you choose to seek shelter with family or friends, plan ahead.
- Tell your family and friends what your plan is, what route you will take, what means of transportation you use, and when you expect to arrive.
- If you have a vehicle, ensure that it is in good condition and make it a practice to keep ½ of a tank of gas in the vehicle. If you do not have a car, plan for an alternative means of transportation.
- Take an emergency kit with you.
- Leave a note telling others when you left and where you are going.
- Be sure to keep your driver’s license, campus ID, and vehicle registration with you. Access to the campus may be restricted.

Shelter in Place Procedures

In some situations, it may be safer to remain inside at your current location rather than to evacuate (i.e., severe/tornadic weather or the release of chemical, biological, or radiological contaminants). In these situations, leaving may put you in greater danger. If you receive instructions to shelter in place:

- Immediately stop classes or work, wherever you are. If you are outdoors, go indoors. If there are others in the vicinity, provide for their safety by asking them to stay indoors. Do not leave.
- Select an interior room(s) with the fewest windows or vents. The room(s) should have adequate space for everyone to be able to sit. Avoid crowding by selecting several rooms, if necessary.
- Monitor the Bulldog Alert products, radio, or television for information concerning remaining in place or evacuation.
• You should always be alert to changing conditions and be prepared to take additional actions to ensure your safety.

Emergency Notification
UNC Asheville is committed to ensuring the campus community receives timely, accurate, and useful information in the event of a significant emergency or dangerous situation on campus or in the community that poses an immediate threat to the health and safety of campus community members. UNC Asheville uses the Bulldog Alert Emergency notification system. Bulldog Alert is an emergency notification service available to students, parents, faculty/staff, and on-campus University affiliates. Bulldog Alert is a multichannel emergency notification system that includes an auto-dialer for outbound calling and text messaging, e-mail messages, external and internal speakers, Voice Over Internet Protocol (VOIP) phones, websites, and digital signs.

Bulldog Alert is used to send emergency messages within minutes of the occurrence of an incident. Alerts sent via Bulldog Alert are simulcast to the University community and information during an event is posted online. The University’s Communication and Marketing Office will post updates to University websites and social media pages as information becomes available.

UNC Asheville performs a university-wide annual test of the system. The following procedures outline the process the university uses when issuing emergency notifications.

Procedures Used to Notify the Campus Community
In the event of a situation that poses an immediate threat to members of the community, the university has various systems in place for communicating information quickly. The campus community may expect some or all of these systems to be used to notify all or a segment of the campus in the event of an emergency. The University’s mass notification system, Bulldog Alert, incorporates these channels of communication.

Confirming the Existence of a Significant Emergency or Dangerous Situation and Initiating the Emergency Notification System.
The University Police Department, Public Safety and/or other campus first responders often are the first to become aware of a critical incident or other emergency situation that potentially affects the health and/or safety or some or all members of the campus community. Campus first responders generally become aware of these situations when people notify University Police telecommunications, upon discovery during patrol, or other assignments. Once first responders confirm that an emergency or threatening situation exists, they will notify Police Supervisors or other authorized university offices to issue an emergency notification.

The University’s authorized representatives will immediately initiate all or some portions of the emergency notification system. If, in the professional judgement of first responders, issuing a notification potentially compromises efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency, the University 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.
Determining the Appropriate Segment(s) of the Campus Community to Receive an Emergency Notification

UNC Asheville Police and/or local first responders on the scene of a critical incident or dangerous situation will assist in the message preparation and determination of what segment or segments within the University community should receive a notification. If the emergency affects a significant portion of the campus, University officials will distribute the notification to the entire campus community. Campus community members in the immediate area of the dangerous situation (i.e. the building, adjacent buildings, or surrounding area) may receive the emergency notification first via campus VOIP phones and building speakers. Responsible University Authorities may also choose to issue subsequent notifications to a wider group of community members. Responsible University Authorities include the following:

- Vice Chancellor for Student Affairs
- Asst. Vice Chancellor for Public Safety
- Emergency Management Director
- Lead Public Safety Telecommunicator
- Senior Police Officer on Duty

In addition to an emergency notification issued via the mass notification system, applicable messages about the dangerous condition will be posted on the University homepage to ensure the rest of the campus is aware of the situation and of steps that should be taken to maintain personal safety.

Determining the Contents of the Emergency Notification

The office responsible for issuing the emergency notification (most often University Police) will, in concert with University and local responders, determine the content of the notification. The University has developed a wide range of template messages addressing several different emergency situations. The individual authorizing the alert will select the template message most appropriate to the on-going situation and, if possible, modify it to address the specifics of the present incident. In those cases where there are no pre-determined template messages in the system, the individual initiating the alert will develop the most succinct message to convey the appropriate information to the community. The goal is to ensure individuals are aware of the situation and that they know the steps to take to safeguard their personal and community safety. During an emergency, follow-up information will be disseminated periodically from one or all of the alert systems depending on the situation.

Procedures for Disseminating Emergency Information to the Greater Community

Once the initial emergency notification has been issued to the campus community, if necessary, authorized offices will disseminate information to the greater community. Parents or guardians and external campus members have the option to register for phone, text message, and email alerts to receive information messages. The Office of Communication and Marketing may implement the use of local radio, television outlets, and multiple social media platforms to provide follow-up information to the community.
Enrolling in the University Emergency Notification System
All faculty, staff, and students are automatically enrolled in the Bulldog Alert System. We encourage affiliate university staff and students on campus and parents to register for Bulldog Alert. Community members, including parents, will need to update information and re-register for the service after each academic semester.

All Clear Messages
At the conclusion of the emergency, an “All Clear” message will be launched via Bulldog Alert when approved by the Emergency Operations Center or Public Safety. Communication and Marketing will distribute the “All Clear” notification through all channels as well as write and distribute any news releases and other materials for distribution/publication as appropriate.

Security of and Access to University Facilities
At UNC Asheville, administrative buildings are open from 8:00 am until 5:00 pm, Monday through Friday. Academic buildings are typically open from 7:00 am until 10:00 pm during the academic year. Academic buildings are scheduled to be open on weekends only as needed. Access to individual classrooms and laboratories is limited to those enrolled in the courses meeting there. Likewise, access to most programs is limited to those enrolled in the program or otherwise authorized access.

Police officers and security officers periodically walk through all university buildings. Exterior access doors to all non-residence buildings are checked and secured approximately 30 minutes after closing time. Windows are checked, and any windows found ajar are closed. Buildings are not opened after they are secured except under the following circumstances:

- When the student has a building pass from the department chairperson;
- When items of importance are left in the building (the responding officer will accompany the student.);
- When the student is on an approved list for entry;
- Faculty and staff may be admitted to the buildings in which they work by providing proper UNC Asheville identification.

Many cultural and athletic events held in university facilities are open to the public. Other facilities such as the bookstore, library, and athletic center are likewise open to the public. Only those who have demonstrated a need are issued keys to a building.

Special Considerations for Residence Hall Access
At UNC Asheville, all residence halls operate under a computerized access control and security monitoring system. Identification cards allow resident students full access to all card accessible doors from 7:00 am to 8:00 pm. From 8:00 pm to 11:00 pm, all resident students have access to all main entrances at The Woods, West Ridge, South Ridge, Governors Hall, Governors Village, Mills Hall, Ponder Hall and Founders Hall. From 11:00 pm to 7:00 am, all resident students have access to only the buildings where they are residents. The system denies entry to all unauthorized persons.

Area Directors, Community Directors, Resident Assistants, and Night Assistants monitor residence halls. Students entering Mills, Founders, South Ridge, West Ridge, Ponder and Governors residence halls
between 8:00 pm and 5:00 am must show a UNC Asheville OneCard (official campus ID). All visitors entering the residence halls after 8:00 pm must sign in at the reception desk. Visitors may enter with an approved overnight guest pass, or by checking in with a picture ID. A logbook is maintained by residence hall Night Assistants from 8:00 pm to 5:00 am. Students living in the Governors Village and The Woods residence halls must use card accessible doors at the main entrances to enter 24 hours a day.

During low occupancy periods such as holidays and scheduled breaks, students are consolidated into designated buildings and gain access via the electronic access control system. During the summer when groups who are not regularly associated with UNC Asheville are using the residence halls, exterior doors are locked 24 hours a day. Each guest is issued an identification card that allows him or her to gain access to their assigned building via the electronic access control system.

Security Considerations for the Maintenance of Campus Facilities
UNC Asheville is committed to campus safety and security. At the University, locks and outdoor lighting are utilized to provide the greatest safety and security. Fifty-five emergency phones have been installed throughout campus, and they are checked regularly to ensure safety of traveled areas. Security cameras have been installed to allow monitoring of public areas.

Environmental Health & Safety and Department of Public Safety staff conduct campus lighting surveys of University property twice a year (winter and summer). Representatives from Facilities Management, UNC Asheville Student Government Association, Campus Sustainability, and other potentially applicable or interested groups are also invited to participate. The surveys examine the safety, efficiency, and placement of lighting throughout campus.

A map outlining the location of UNC Asheville emergency phones is available online.

Community members are encouraged to promptly report any security concern, including concerns about locking mechanisms, emergency phones, lighting, or landscaping to University Police.

Missing Student Notification
The Clery Act requires institutions that maintain on-campus housing facilities to establish a missing student notification policy and related procedures (20 USC 1092 (j) Section 488 of the Higher Education Opportunity Act of 2008).

When it is determined that a residential student is missing, university staff, in collaboration with local law enforcement will be guided by the Missing Student Notification Policy and related procedures.

A student may be considered to be “missing” if the student’s absence is contrary to his or her usual pattern of behavior and unusual circumstances may have caused the absence. Such circumstances could include but are not limited to:

- Absence from multiple classes
- Indicators that the student may be the victim of foul play
- Expressed suicidal thoughts
- Indicators of drug dependency
• Indicators that the student may be in a life-threatening situation or has been with a person who may endanger his or her welfare

In accordance with general institutional emergency notification procedures, when a UNC Asheville student is thought to be missing from the campus, immediately consult with University Police. Any employee who receives information indicating that any student may be missing must report this information to University Police immediately whether the student is a resident or non-resident student.

University Police will investigate the situation and attempt to locate all resident students (those who live in on-campus facilities). In situations where the student is a non-resident (resides off-campus), University Police will help notify the proper law enforcement agency in the jurisdiction where the student resides or was last seen and assist with the investigation. This notification will be done within 24 hours of receiving a credible report. Nothing in this policy requires University Police to wait 24 hours before reporting to the law enforcement agency with jurisdiction.

Upon receiving a report of a missing student and conducting a preliminary check of the student’s room and other areas on campus that the student may frequent, University Police will notify the Director of Citizenship Education and/or the Dean of Students. Those officials will notify the Vice Chancellor of Student Affairs. The Vice Chancellor of Student Affairs will notify the Chancellor.

Emergency Contact Information
At the beginning of each academic year, all students residing in on-campus housing will be notified of the following:

• Students will have the opportunity to identify a contact person or persons through their One Port account;

• UNC Asheville will notify the designated person or persons within 24 hours of the determination that the student has been determined to be missing by law enforcement;

• That this contact information will be confidential and will be accessible only to authorized UNC Asheville officials, and it will not be disclosed except to law enforcement personnel involved in a missing persons investigation;

• For students who are 18 years of age or older, this notification to the designated emergency contact person will be done within but no later than 24 hours after the student is determined to be missing. For students under 18 years of age and not emancipated, UNC Asheville must notify the student’s custodial parent or guardian within 24 hours of the determination that the student is missing and will also notify the student’s designated emergency contact person;

• That UNC Asheville will also notify the appropriate law enforcement agency within 24 hours of the determination that the student is missing whether or not the student identifies an emergency contact person.

The Office of Student Affairs has developed methods for collection of emergency contact information and for storage of information in such a manner that confidentiality can be maintained but assure that the information is readily available to law enforcement investigators when needed.
Campus Security Policies, Crime Prevention, and Safety Awareness Programs

In addition to the many programs offered by multiple university departments, UNC Asheville has established a number of committees and policies and procedures related to ensuring a safe campus community. Employees and students are encouraged to be responsible for their own safety/security, as well as the security of others. The University offers many programs designed to empower students and staff members to do so.

Campus Care and Crisis Team

The UNC Asheville Care and Crisis Team consists of university representatives from Academic Affairs and from Student Affairs. The core members include: the Chair (the Dean of Students or designee), Associate Dean of Students, Counseling Services, Case Manager, Health Services Representative, Citizenship Education Representative, and University Police.

The purpose of this team is two-fold and vital to the health, safety, and well-being of our individual students and our campus community. The “Care” aspect of this team is in place to help coordinate services and outreach as well as communication regarding students who are having mental health, personal, family, or behavioral issues at UNC Asheville that may complicate their ability to continue as part of the UNC Asheville community. The “Crisis” aspect of this team is in place to provide coordinated response and communication during a critical incident/crisis that has the potential to have a significant impact on an individual student, campus constituency, or the campus community as a whole or in part.

Campus Prevention and Safety Awareness Programs

In an effort to promote safety awareness, University Police maintains a strong working relationship with the community. As a result, a variety of safety and security programs as well as prevention programming is conducted each semester. These programs are based upon the concepts of eliminating or minimizing criminal opportunities, and encouraging University community members to be responsible for their own security, as well as that of others. If you or your organization would like to request a specific program, please contact the Assistant Chief of Police at (828) 350-4578. Below are some of the programs and services currently available.

Rape Aggression Defense (RAD) Training

RAD is a program of realistic, self-defense tactics and techniques. It is a comprehensive course for students and employees that begins with awareness, prevention, risk reduction and avoidance, while progressing to the basics of hands-on defense training.

360 Stay Safe Training

Video programs to promote personal safety and crime prevention to assist students in building a safe, cohesive community.

ALICE Active Shooter Training

Instructor led classes that provide preparation and a plan for individuals (and organizations) on how to more proactively handle the threat of an aggressive intruder or active shooter event.

SUSO (Stand up Speak Out)
The goal of SUSO is to empower our students to promote culture of care on campus, in the Asheville community, and any other place. This program provides individuals with the tools necessary to intervene if they witness an event where an individual’s dignity or safety are at risk.

**Property Registration and Engraving**

Registering the identifying information for personal property (such as a serial number or owner applied number) ensures you will have the necessary information for responding law enforcement agencies in the event that you are the victim of a crime such as larceny or theft. The availability of this information improves the chance of having property being returned in a timely manner.

For items that do not have serial numbers, or if a student would like to have an item engraved with identifying information, property engraving is offered.

**Bicycle Registration**

University Police will register bicycles on campus free of charge. Filing the identifying information with the department ensures that the information is accessible in the event it is stolen. If it is stolen, it can be entered into the national database in a timely manner increasing the chances of locating it.

Registration includes listing the bicycle and owner information on a registration form and placing a registration sticker on the bicycle. This can be done by visiting the UNCA Police Department or asking an officer during any bicycle safety outreach program.

**PEPAH (Peers Educating Peers and Advancing Health)**

Through genuine peer education, UNC Asheville’s PEPAH seeks to empower, inspire, and support fellow students as they take charge of their mental, emotional, physical, spiritual, social, and sexual wellness. PEPAH advocates healthy lifestyle choices by providing resources to cultivate a diverse, all-inclusive and safe learning environment.

**Safety Escorts**

Students, faculty, and staff can request a safety escort whenever they feel unsafe on campus. An officer will respond and escort the person to the requested destination. Community members are encouraged to call, especially if they are parked in remote locations, it is dark, or there is no one else around. Safety escorts may be provided to nearby apartment complexes for students.

**Weapons Policy**

The possession, carrying and use of weapons, ammunition, or explosives is prohibited on University owned or controlled property by North Carolina General Statute (§14-269.2). The only exception to this policy are for authorized law enforcement officers or others specifically authorized party by the University or for a person who has a valid concealed handgun permit to store a firearm in a closed compartment or container within the person’s locked vehicle or in a locked container securely affixed to the person’s vehicle (§14-269.2).

Failure to comply with the weapons policy will result in disciplinary or criminal action against violators. Unauthorized possession of harmful or dangerous items on University premises includes but is not limited to:

- Firearms
• Other weapons (including but not limited to: bows/arrows, swords, spears, assisted or spring opening knives; pocket/folding knives with a blade greater than three inches and an overall length of six inches when open; throwing stars/knives; bb guns; and nun chucks)
• Fireworks
• Explosives
• Dangerous chemicals and biological agents

Violence Against Women Act (VAWA)
UNC Asheville does not discriminate based on sex in its educational programs. Sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited, whether sexually based or not, and include dating violence, domestic violence, and stalking. As a result, UNC Asheville issues this statement of policy to inform the community of our comprehensive plan that addresses sexual misconduct, educational programs, and procedures that are designed to prevent sexual assault, domestic violence, dating violence, and stalking. It does not matter when the incident is reported to a university official. Also, it does not matter if the incident occurred off campus. In this context, UNC Asheville prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking and reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the University community.

Sexual Assault
UNC Asheville expects all members of its community to act in a respectful and responsible manner towards each other. UNC Asheville is committed to providing programs, activities and an educational environment free from discrimination based on sex, sexual orientation, gender identity, and gender expression. The University’s full non-discrimination policy is available online.

The University is committed to fostering a campus environment that both promotes and expedites prompt reporting of sexual misconduct and timely and fair adjudication of sexual misconduct cases. Individuals will not be discouraged by any employee of UNC Asheville from reporting incidents of sexual misconduct, and it is a violation of university policy to retaliate against any person making a complaint of sexual misconduct or against any person participating in the investigation of (including testifying as a witness to) any allegation of sexual misconduct.

If a member of the UNC Asheville community is a victim of sexual assault off campus, the UNC Asheville Police Department will assist the victim in notifying the appropriate law enforcement agency. Timely reports increase the likelihood that critical evidence is obtained (for example, do not wash the clothing worn at the time of the assault). If the victim decides to file legal charges, the University Police will advise them on how to proceed. They may file criminal charges, refer the case to campus Citizenship Education, or both. For cases heard by the campus Citizenship Education System, both the victim and accused have the same right to have others at the hearing. In a case involving a crime of violence or a non-forcible sex offense, upon written request, UNC Asheville will disclose to the alleged victim and the accused the results of any disciplinary hearing conducted by the University against the student who is the alleged perpetrator or the crime or offense. If the alleged victim is deceased due to the crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.
The University’s definition of sexual misconduct mandates that each participant obtains and gives effective consent in each instance of sexual activity. Effective consent is informed, mutually understandable words or actions (freely and actively given), which indicate a willingness to participate in mutually agreed upon sexually activity. Effective consent may never be given by: minors (under the age of 16 in North Carolina), mentally disabled persons, and persons who are incapacitated as a result of alcohol or other drugs or who are unconscious or otherwise physically helpless. Incapacitation means being in a state where a person lacks the capacity to appreciate the nature of giving consent to participate in sexual activity. Further information concerning the definition of consent is found online. This definition of consent will be used for the purposes of investigating reported incidents of sexual misconduct.

Preservation of Evidence
If an incident of sexual assault, domestic violence, dating violence or stalking occurs it is important to preserve evidence to aid in the possibility of successful criminal prosecution. The victim of a sexual assault should find a safe place to seek medical attention as soon as possible. Avoid bathing, showering, brushing teeth, using the restroom, changing clothes, combing hair, cleaning up the crime scene, or touching anything the perpetrator may have touched. If you must, place the clothes you were wearing in a paper bag. Specially training hospital staff can collect evidence using a rape kit. (Preservation of evidence is important in proving the alleged offense occurred or may be helpful in obtaining a protection order.) The victim should try to preserve any and all forensic evidence. Evidence of stalking including any communication such as written notes, voice mail or other electronic communications should be saved and not altered in any way.

Sexual Violence Policy Statement
The University of North Carolina Asheville prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking.

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

Sexual assault is an act of violence. Crimes of violence affect everyone regardless of gender and can occur in any relationship. Whether a person is straight, gay, lesbian, transgender, queer, or gender non-conforming—sexual violence affects everyone.

In compliance with applicable laws and regulations, the university will take precautions to protect the privacy of both the complainant and the respondent. However, under conditions of imminent harm to the community, the university will inform the community of the occurrence for the protection of all members of the community. Additionally, if the complainant does not wish to pursue a hearing and/or requests that the complaint remain private, the University is required by law to investigate and take responsible action in response to the complaint where there may be imminent harm to the community not to do so.

Sanctions for a finding of responsibility depend on the nature and gravity of the misconduct. They may include, but are not limited to: disciplinary probation, suspension, expulsion, specialized treatment off
campus, no contact orders, being trespassed from campus, participation in graduation and/or other university programs or activities, and/or other educational sanctions deemed appropriate.

A complete copy of UNC Asheville’s student policy governing sexual misconduct and interpersonal violence, including contact information for on and off campus resources, is available online.

Workplace Sexual Harassment Prevention

A complete copy of UNC Asheville’s Sexual Harassment Prevention Policy for employees is available through Human Resources and online.

Title IX

It is the policy of UNC Asheville to comply with Title IX of the Higher Education Amendments of 1972, 20 U.S.C. §1968 et seq. (“Title IX”), which prohibits discrimination on the basis of sex in education programs or activities and the Camps Sexual Violence Elimination Act (SaVE Act).

UNC Asheville is committed to providing programs, activities, and a safe academic and working environment that is free from sex discrimination (including discrimination on the basis of sex, sexual orientation, gender identity and gender expression) and sexual misconduct (including sexual harassment, sexual assault, domestic violence, dating violence, and stalking). To that end, the University created the Title IX Office, headed by the Title IX administrator.

The Title IX Office ensures there is a coordinated response to reports of sexual misconduct, including police and Title IX investigations, advocacy services, and resources for both the survivor and the accused. The Title IX Office, the Counseling Center, and Student Health Services are the primary units that coordinate support services, victim assistance, and referrals for student victims and/or student respondents of sexual misconduct. International students involved in cases of reported sexual misconduct or assault may also be referred to the Director of Study Abroad, Bonnie Parker who may be contacted by telephone at 828-251-6666 or bparker@unca.edu. The University recognizes that not all victims will want to pursue complaints, and therefore, the campus provides confidential places for students to receive support. Additionally, the Title IX Office offers educational programming and collaborates with other offices in providing prevention initiatives to the campus community.

The University takes a very strong stance on the issue of sexual assault. Reports of sexual misconduct should be made to the University’s Title IX Office. Dr. Jill Moffitt is the Title IX Administrator. Her email is jmoffitt@unca.edu, and her telephone number is 828.232.5658. The Sexual Misconduct and Interpersonal Violence Policy is available online.

University employees are prohibited from discouraging anyone from reporting sexual misconduct, and it is a violation of policy to retaliate against any person making a complaint. The University’s definition of sexual misconduct mandates that each participant obtains and gives effective consent in each instance of sexual activity. Effective consent is informed, mutually understandable words or actions (freely and actively given), which indicate a willingness to participate in mutually agreed upon sexual activity. Effective consent can never be given by the following: minors (under the age of 16 in North Carolina), mentally disabled persons, and persons who are incapacitated as a result of alcohol or other drugs or who are unconscious or otherwise physically helpless. Incapacitation means being in a state where a person lacks the capacity to appreciate the nature of giving consent to participate in sexual activity.
Definitions

The definition (from VAWA) of dating violence.

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

- The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- For the purposes of this definition:
  - Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
  - Dating violence does not include acts covered under the definition of domestic violence.

North Carolina does not have a specific statute for Dating Violence.

The definition (from VAWA) of domestic violence.

**Domestic Violence** - A felony or misdemeanor crime of violence committed:

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

The definition (from VAWA) of sexual assault.

**Sexual Assault** – An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the National Incident-Based Reporting System (NIBRS) User Manual, 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.” North Carolina General Statutes do not specifically define 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 consent of the victim.
- **Fondling:** The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
• **Incest**: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

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

*The definition (from VAWA) of stalking.*

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

• Fear for the person’s safety or the safety of others; or

• Suffer substantial emotional distress.

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

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

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

*The following are definitions of sexual assaults, domestic violence, dating violence, and stalking in North Carolina.*

**First-Degree Forcible Rape (NCGS §14-27.21)**

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

  • Employs or displays a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon.

  • Inflicts serious personal injury upon the victim or another person.

  • The person commits the offense aided and abetted by one or more other persons.

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

  • Upon conviction, a person convicted under this section has no rights to custody of or rights of inheritance from any child born as a result of the commission of the rape, nor shall the person have any rights related to the child under Chapter 48 or Subchapter 1 of Chapter 7B of the General Statutes.

**Second-Degree Forcible Rape (NCGS §14-27.22)**

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

  • 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 the other person is mentally disabled, mentally incapacitated, or physically helpless.

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

• Upon conviction, a person convicted under this section has no rights to custody of or rights of inheritance from any child conceived during the commission of the rape, nor shall the person have any rights related to the child under Chapter 49 or Subchapter 1 of Chapter 7B of the General Statutes.

**First-Degree Forcible Sexual Offense (NCGS §14-27.26)**

• A person is guilty of a first degree forcible sexual offense if the person engages in a sexual act with another person by force and against the will of the other person, and does any of the following:
  • Employs or displays a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon.
  • Inflicts serious personal injury upon the victim or another person.
  • The person commits the offense aided and abetted by one or more other persons.

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

**Domestic/ Dating Violence (NCGS §50B-1)**

• Domestic Violence means the commission of one or more of the following acts upon an aggrieved party or upon a minor child residing with or in the custody of the aggrieved by a person with whom the aggrieved party has or has had a personal relationship, but does not include acts of self-defense:
  • Attempting to cause bodily injury, or intentionally causing bodily injury; or
  • Placing the aggrieved party or a member of the aggrieved party’s family or household in fear of imminent serious bodily injury or continued harassment, as defined in G.S. 14-277.3A, that rises to such a level as to inflict substantial emotional distress; or
  • Committing any act defined in G.S. 14-27.21 through G.S. 27.33.

• For purposes of this section, the term “personal relationship” means a relationship wherein the parties involved:
  • Are current or former spouses;
  • Are persons of opposite sex who live together or have lived together;
  • Are related as parents and children, including others acting in loco parentis to a minor child, or as grandparents and grandchildren. For purposes of this subdivision, an aggrieved party may not obtain an order of protection against a child or grandchild under the age of 16;
  • Have a child in common;
- Are current or former household members;
- Are persons of the opposite sex who are in a dating relationship or have been a dating relationship? For purposes of this subdivision, a dating relationship is one wherein the parties are romantically involved over time and on a continuous basis during the course of the relationship. A casual acquaintance or ordinary fraternization between persons in a business or social context is not a dating relationship.
- As used in this Chapter, the term “protective order” includes any order entered pursuant to this Chapter upon hearing by the court or consent of the parties.

**Sexual Battery** (NCGS §14-27.33)

- A person is guilty of sexual battery if the person, for the purpose of sexual arousal, sexual gratification, or sexual abuse, engages in sexual contact with another person:
  - 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.
- Any person who commits the offense in this section is guilty of a Class A1 misdemeanor.

**Incest** (NCGS §14-178)

- Offense – A person commits the offense of incest if the person engages in carnal 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.
- Punishment and Sentencing:
  - A person is guilty of a Class B1 felony if either of the following occurs:
    - The person commits incest against a child under the age of 13 and the person is at least 12 years old and is at least four years older than the child when the incest occurred.
    - The person commits incest against a child who is 13, 14, or 15 years old and the person is at least six years older than the child when the incest occurred.
  - A person is guilty of a Class C felony if the person commits incest against a child who is 13, 14, or 15 and the person is more than four but less than six years older than the child when the incest occurred.
  - In all other cases of incest, the parties are guilty of a Class F Felony.

**Statutory Rape** (NCGS §14-27.25)

- A defendant is guilty of a Class B1 felony 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.
• Unless the conduct is covered under some other provisions of law providing a greater punishment, a defendant is guilty of a Class C felony 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 more than four but less than six years older than the person, except when the defendant is lawfully married to the person.

Stalking (NCGS §14-277.3A)

The North Carolina General Assembly defines stalking as: A defendant is guilty of stalking if the defendant willfully on more than one occasion harasses another person without legal purpose or willfully engages in a course of conduct directed at a specific person without legal purpose and the defendant knows or should know that the harassment or the course of conduct would cause a reasonable person to do any of the following:

• Fear for the person’s safety or the safety of the person’s immediate family or close personal associates.
• Suffer substantial emotional distress by placing that person in fear of death, bodily injury, or continued harassment.

While these definitions seem clear, victims often have difficulty reporting a sexual assault for numerous reasons such as knowing the perpetrator, fear of retaliation, fear of parents knowing about the incident, or fear of getting in trouble with law enforcement. Despite these concerns, it is vital to report such incidents in order to get help.

Statement of Sexual Assault

UNC Asheville recognizes the importance of assisting students who are victims of sexual assault in regaining a sense of their personal dignity and control of their lives and by providing guidance relative to future decisions. Sexual offenses and concern about potential offenses obstruct the working and learning conditions that are valued and desired aspects of a university environment. The psychological damage created by a sexual assault continues long after the physical trauma has ended. No form of sexual offense is tolerated or condoned at UNC Asheville.

It should be noted that excessive use of alcohol and other drugs often precedes many incidents involving sexual assault. Use of these substances may interfere with one’s capacity to either consent to or refuse sexual activity. Use of these substances may also interfere with an individual’s judgment regarding sexual aggression. The use of alcohol or other drugs, however does not diminish personal responsibility for behavior that is socially unacceptable or aggressive. As a result, several UNC Asheville departments have collaboratively developed policies and procedures for responding to the needs of students who are victims or sexual assault. Further information can be found in the University’s Sexual Misconduct and Interpersonal Violence Policy which governs students, faculty, and staff.

The following departments are responsible for responding to victims of sexual assault and for providing the necessary assistance in keeping with department protocol:

• University Police
• Dean of Students Office
In addition to offering a range of services for victims of sexual assault, staff members of each department are on hand to inform students about other community assistance programs that compliment university services.

Resources Following Experiences of Sexual Violence

Victims of sexual violence often have to make many decisions and may experience a variety of emotions that may make it difficult to cope alone. UNC Asheville and our local community partners (Our VOICE and Helpmate) are well equipped to assist individuals who have experienced sexual violence, relationship violence, or stalking. Services include having individuals to talk to and support them, obtaining medical attention, planning for their physical and emotional safety, making adjustments to their housing or class schedule, visiting a counselor or seeking support, engaging with legal authorities, and/or engaging with the UNC Asheville Title IX sexual misconduct process.

Reporting an Incident

A student, employee, or visitor who has been the victim of an incident of sexual violence should immediately report it to the UNC Asheville Police at (828) 251-6710. In the case of an emergency or ongoing threat, get to a safe location and report the incident by calling 911. Students may also speak with a responsible employee who will in turn make a report to the Title IX Administrator or report directly to the following responsible non-law enforcement officers:

- **Title IX Administrator:** Jill Moffitt  jmoffitt@unca.edu  (828) 232-5658
- **Dean of Students:** Jackie McHargue  jmchargu@unca.edu  (828) 250-2370

Employees may also report to the Title IX Administrator. Employees, students, or visitors may file anonymous reports online.

UNC Asheville officials will assist any victim in notifying law enforcement, including local police, if they elect to do so. Victims are also entitled not to report to law enforcement.

Confidentiality, Privacy, and Reporting

UNC Asheville recognizes the sensitive nature of sexual violence and is committed to protecting the privacy of an individual who reports an incident of sexual violence. Different officers on campus are, however, able to offer varying levels of privacy protection to victims. Reports made to law enforcement, including if criminal prosecution is pursued, may be made public (NCGS §132-1.4) and shared with the accused.

If you desire that the details of the incident be kept confidential you should speak with an on-campus mental health counselor, campus health service providers, or off-campus rape crisis or domestic violence resources who can maintain confidentiality except in cases of imminent danger to the victim or a third party. Campus counselors are available to help free of charge and may be seen on an emergency
basis. In addition, you may speak to on and off-campus members of the clergy and chaplains who will also keep reports made to them confidential.

Procedures Victims Should Follow Immediately After an Assault

*Get to a safe place as soon as possible.* Your safety should be your first priority.

*Ask for help; make a call.* There are multiple resources you can reach out to for help. Call any of the following for assistance:

- 911
- University Police: (828) 251-6710
- Friends or family
- The local rape crisis hotline, Our VOICE: (828) 255-7576
- Title IX Administrator: (828) 232-5658
- Dean of Students: (828) 250-2370

*Get medical attention.*

Seeking medical attention allows you to receive help for any physical injuries to include screening for STDs and pregnancy. If you choose to file a police report, you do so from the emergency room or urgent care clinic. If you do not want to report to the police, you have the option of requesting an anonymous rape kit without revealing any personally identifying information. The local rape crisis center, Our VOICE, can provide assistance with the process and may be contacted at (828) 255-7576.

Victims of sexual assault in Buncombe County have a right to anonymous reporting which allows the option to obtain medical treatment and forensic examinations without having to make a decision regarding law enforcement involvement. Victims receive a code number they can use to identify themselves if they choose to report later, and they are under no obligation to cooperate with law enforcement or criminal justice authorities. To obtain an anonymous exam, you may visit any emergency room although it is recommended that you contact a victim’s advocate to support you through the process. Our VOICE of Buncombe County offers free and confidential services to sexual assault survivors. Our VOICE 24-hour crisis line is as follows: (828) 255-7576.

Days Following the Assault

*Take care of your physical and emotional well-being.*

Try to eat well, get enough sleep, and exercise. Remember that it is not your fault, and you are not alone.

*Learn about common reactions to trauma.*

Everyone is different, but it is good to understand what you might expect and know that others have experienced similar reactions. There is a wide range of range of symptoms, and common reactions include the following:
• Having work or school problems
• Feelings of hopelessness
• Trouble sleeping and feeling very tired
• Stomach upset and trouble eating
• Pounding heart
• Feeling edgy

Self-Care
Self-care is about taking steps to feel healthy and comfortable. It is important because it can help you cope with the short and long-term effects of a trauma like sexual assault. After trauma, it’s important to keep your body healthy and strong. You may be healing from injuries or feeling emotionally drained.

Good physical health can support you through this time. Think about a time when you felt physically healthy, and consider asking yourself the following questions:

• How were you sleeping? Did you have a sleep ritual or nap pattern that made you feel more rested?
• What types of foods were you eating? What meals made you feel healthy and strong?
• What types of exercise did you enjoy? Were there any particular activities that made you feel more energized?
• Did you perform certain routines? Were there activities you did to start the day right or wind down at the end of the day?

Emotional self-care is also important. Think about a time when you felt balanced and grounded, and consider asking yourself the following questions:

• What fun or leisure activities did you enjoy? Were there events or outings that you looked forward to?
• Did you write down your thoughts in a journal or personal notebook?
• Were meditation or relaxation activities a part of your regular schedule?
• What inspirational words were you reading? Did you have a particular author or favorite website to go to for inspiration?
• Who did you spend time with? Was there someone, or a group of people, that you felt safe and supported around?
• Where did you spend your time? Was there a special place, maybe outdoors or at a friend’s house where you felt comfortable and grounded?

*Let others help.*
• **Friends and family** can offer support by listening to you, keeping you company, walking to class with you, or going with you to appointments.

• **The campus health center** offers free health and counseling services for students and can connect you with additional resources, if needed. If you are concerned about confidentiality, ask the person you want to talk to first about his/her obligation to disclose information you share.

• **The local rape crisis center** has over 40 years of experience helping victims of sexual assault. They can help you make choices about reporting, joint a support group, or finding a counselor. Contact Our VOICE 24/7 at (828) 255-7576.

**Months after the Assault**

Recovery is an ongoing, gradual process. Some symptoms and reactions to trauma may appear after an assault. Reach out to your personal support network of find a support group. You may also want to speak with a counselor or psychologist. They are experienced in helping victims of sexual assault. They are familiar with the physiological and psychological effects that traumatic events cause, and they can help you work through your emotions and teach you coping skills. You can connect with a counselor by contacting Student Health and Counseling at (828) 252-6520.

Victims of stalking, domestic violence, or dating violence may follow similar procedures and seek assistance from the same on and off-campus resources. Similarly, it is important to preserve evidence in the case of domestic violence, dating violence or stalking. Preserve any physical or digital evidence whenever possible including letters, emails, text messages, or social media messages.

**Procedures to follow if an Assault is reported to you**

Once a victim of sexual assault has made a personal request for assistance, the primary concern should be that of support. The following procedures are to be used when offering initial assistance to the victim of a sexual assault:

If you have been identified as having reporting obligations, ensure that the victim understands your responsibilities to share information before they speak with you. If they are not comfortable with your obligations, provide them with alternate and confidential reporting options (e.g., campus or pastoral counselors, or the local rape crisis center).

• Calmly maintain a supportive and listening posture at all times.

• Determine the location of the victim and if possible, the whereabouts of the perpetrator.

• Determine whether the victim is now safe or is injured and if medical assistance is needed.

• Determine what type of help the victim would like. For example, does the victim want law enforcement assistance, counseling assistance, or wish to visit the hospital? Offer these options to the victim to build trust and support.

• Politely suggest that the victim consider visiting the hospital before bathing, washing, or cleaning any body parts, or before changing clothes or disposing of any other evidence that may be valuable in apprehending the suspect.
• If the victim is willing to accept assistance, contact and request the assistance of a responsible person (police, counselor, friend, or family member).

• Offer unconditional support to the victim by staying on the telephone or by accompanying the victim to the hospital, if requested.

**Assistance for Victims: Rights & Options**

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the University will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. This notice will include information on resources available from the University and the community. Under North Carolina State Law, a victim of domestic violence, dating violence, sexual assault or stalking has the following rights:

**North Carolina Declaration of Rights**

• The right, as prescribed by law, to be informed of and to be present at court proceedings of the accused.

• The right to be heard at sentencing of the accused in a manner prescribed by law and at other times as prescribed by law or deemed appropriate by court.

• The right as prescribed by law to receive restitution.

• The right as prescribed by law to be given information about the crime, how the criminal justice system works, the rights of victims, and the availability of services for victims.

• The right as prescribed by law to receive information about the conviction or final disposition and sentence of the accused.

• The rights as prescribed by law to receive notification of escape, release, proposed parole or pardon of the accused, or notice of a reprieve of commutation of the accused’s sentence.

• The right as prescribed by law to present their views and concerns to the Governor or agency considering any action that could result in the release of the accused, prior to such action becoming effective.

• The right as prescribed by law to confer with the prosecution.

Further, UNC Asheville complies with North Carolina law in recognizing orders of protection (50B and 50C) issued in North Carolina or protective orders from other states. Individuals should provide a copy of the order to University Police and the Title IX Administrator. A complainant may then meet with University Police and/or the Title IX Administrator to develop a Safety Action Plan, which is the plan for reducing the victim’s risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, changing classroom location, or allowing a student to complete assignments from home, etc. The University cannot apply for a legal order of protection, no contact order, or restraining order for a victim from the applicable jurisdiction(s). The victim is required to apply directly for these services but may request the University Police to assist them to obtain the order. Protection from abuse orders may be available through the Buncombe County Domestic Violence Center located in the Family Justice Center at 35 Woodfin Street, Asheville,
North Carolina. Multiple agencies are available at that one location to assist victims in obtaining services. The University may issue an institutional No Contact Order if deemed appropriate or at the request of the victim or accused to a student or employee. Upon the victim’s request and to the extent of the victim’s cooperation and consent, University officers will work cooperatively to assist the victim with their health, physical safety, work and academic status. For example, if reasonably available, a complainant may be offered changes to academic, living, working, or transportation situations regardless of whether the victim chooses to report the crime to University Police or local law enforcement.

To the extent possible, both on-campus and within the larger community, UNC Asheville will also provide written information about obtaining assistance from existing resources and services within the institution and the larger community such as counseling, health services, mental health services, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services to include assistance in notifying appropriate local law enforcement.

The protection of our community is very important to UNC Asheville. Anyone who feels they may be or are an actual victim of crime on campus should immediately notify the UNC Asheville Police. If the crime occurs off-campus, immediately notify the police department in the location where it occurred. A delay in reporting may cause the situation to escalate.

Additionally, personal information about the victim will be treated as confidential. It will be shared only with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the complainant. For example, publicly available record keeping for purposes of Clery Act reporting and disclosures will be made without inclusion of identifying information about the victim as defined in 42 USC 1395 (j) (20). The Records Management System used by University Police allows command personnel to block the victim’s name or the entire report from access by other law enforcement agencies. Reports can also be checked as confidential or sealed further restricting access to victim information. The institution will maintain as confidential any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures. The University does not publish the name of crime victims nor house identifiable information regarding victims in the University Police Department’s Daily Crime Log or online. Victims may request that directory information on file be removed from public sources by filling out a Directory Restriction form in the Office of the Registrar.

**Sexual Offense Disciplinary Procedures**

The UNC Asheville student disciplinary system responds to all violations of the Student Code of Conduct at the referral of the Associate Vice Chancellor for Student Affairs; therefore, the disciplinary system will respond to all violations, of sexual offenses, forcible or non-forcible, that are campus inclusive. Any UNC Asheville student, staff, or faculty member may file a report against a student of the university community based on violations of the Student Code of Conduct. Complaints should include specific details of the incident, time, date, location, people and addresses involved, and witness’ names and addresses. This report will be given to the Assistant Vice Chancellor for Public Safety or Associate Vice Chancellor for Student Affairs.

If the case is handled by the University, the incident will be referred to the Student Conduct Committee and will be handled via the established student disciplinary procedures outlined in the Student Code of Conduct.
Conduct of the Student Government Association and approved by the Chancellor. Both the alleged victim and the alleged perpetrator will:

- Be informed of the hearing date and time;
- Be entitled to the same opportunity to have others present during campus disciplinary proceedings;
- Be entitled to hear the information given from the opposite party, and
- Be presented with a copy of the final investigation report and other documents presented to the hearing panel;
- Be informed about an option to appeal;
- Be informed if an appeal is accepted, denied, or alters an outcome or sanctions.
- Be simultaneously notified of all outcomes in writing.

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

- Depending on when reported (immediate vs. delayed report), UNC Asheville will assist the complainant with access to medical care.
- UNC Asheville will assess the immediate safety needs of the complainant’s request, and the complainant will be provided with contact information for the local police department.
- UNC Asheville will assist the complainant with contacting local police if the complainant requests, and the complainant will be provided with the contact information for the local police department.
- UNC Asheville will provide the complainant with referrals to on and off campus mental health providers.
- UNC Asheville will assess the need to implement interim or long-term protective measures, such as housing changes, change in class schedule, or “No Contact” directive between both parties.
- UNC Asheville will provide a Trespass Warning to the accused party if deemed appropriate.
- UNC Asheville will provide written instructions on how to apply for a Protective Order.
- UNC Asheville will direct individuals to a copy of the Sexual Misconduct and Interpersonal Violence Policy and inform the complainant regarding the timeframes for inquiry, investigation, and resolution.
- UNC Asheville will inform the complainant of the outcome of the investigation whether or not the accused will be administratively charged or elects to appear before the Sexual Misconduct Hearing Board (SMHB), and the outcome of the hearing.
- UNC Asheville will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation.
Retaliation
It is violation of university policy to retaliate against any person making a report of sexual misconduct or against any person cooperating in the investigation of (including testifying as a witness to) any allegation of sexual misconduct. Retaliation includes intimidation, threats, or harassment against any such reporting party or third party. Retaliation should be reported promptly to the Title IX Office and may result in disciplinary action independent of the sanction or interim measures imposed in response to the underlying allegations of sexual misconduct.

Possible Sanctions
The Division of Student Affairs is structured on the premise of student development; therefore, it is important that the result of any disciplinary sanctions applied is positive and growth-oriented. In an effort to help students take responsibility for their actions with regard to sex offenses, the following sanctions, but not limited to, may be applied: judicial or administrative reprimand, general or specific probation, suspension, expulsion, work/educational assignment, area relocation, and exclusion from on-campus residency. These actions are outlined in the Student Code of Community Standards.

- The severity of sanctions imposed can be impacted by the following factors such as the current demeanor and past conduct records of students, the nature of the incident, the severity of any injury, harm or damage resulting from the incident, and whether the incident was motivated by bias based on actual or perceived race, gender, religion, age, sexual orientation, disability, or ethnicity. One or more of the following sanctions may be imposed upon any student found to have violated the Student Code of Community Standards:
  - Warning – A notice in writing to the student that the student is violating or has violated institutional regulations.
  - Probation – A written reprimand for violation of specified regulations is possible if the student is found to violate any institutional regulation(s).
  - Loss of Privileges – Denial of specified privileges for a designated period of time.
  - Educational Outreach Assessments – previously established and published financial sanctions which may be imposed (i.e., $50 for first time alcohol violation or first time drug paraphernalia violation; $100 for first time drug violation; $100 for subsequent alcohol/drug/paraphernalia violations).
  - Administrative Cost – The working cost associated with resolving or addressing the alleged violation, such as the relocation of lobby furniture to its proper location, etc.
  - Restitution for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
  - Educational Activity Sanctions – Work assignments, essays, service to the University, educational program participation, or other related discretionary assignments.
  - Other sanctions – other sanctions can consist of community assessments, counseling or other activity deemed necessary or beneficial.
• Residence Hall Relocation – Relocation of the student from his or her current assigned residential space to a new assignment to be determined by the Citizenship Education Coordinator.

• Residence Hall Suspension – Separation of the student from the residence halls for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.

• Residence Hall Expulsion – Relocation of the student from his or her current assigned residential space to a new assignment to be determined by the Citizenship Education Coordinator.

• University Suspension - Separation of the student from the University of North Carolina Asheville, for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified. All university suspension shall be added to The University of North Carolina Suspension and Expulsion Database. A student may not earn credit for transfer to the University of North Carolina Asheville during the period of dismissal.

• University Dismissal – Separation of the student from the University of North Carolina Asheville and each of the UNC constituent institutions for an indefinite period of time. Conditions for readmission may be specified. All university suspensions shall be added to the University of North Carolina Suspension and Expulsion Database. A student may not earn credit for transfer to the University of North Carolina Asheville during the period of dismissal.

• University Expulsion – Permanent separation of the student from The University of North Carolina and each of the UNC constituent institutions. All University Expulsions shall be added to the University of North Carolina Suspension and Expulsion Database.

• Revocation of Admission and/or Degree.

• More than one of the sanctions listed above may be imposed for any single violation, in addition to sanctions that may be imposed upon individual students for taking part in a group’s misconduct.

• The following sanctions may be imposed upon groups or organizations:
  • Those sanctions listed above.
  • Loss of selected rights and privileges for a specified period of time.
  • Deactivation. Loss of all privileges, including University recognition, for a specified period of time.

**On and Off Campus Resources**

There is a wide range of services available to victims of sexual assault on and off campus.
On Campus Resources
The Health & Counseling Center provides confidential counseling and medical services who are survivors of sexual assault, may provide referrals to community resources, and can assist students in notifying proper law enforcement authorities, if desired. The University Health & Counseling Center may be contacted at (828) 251-6520.

Accommodations:
Whether or not a student or employee reports to law enforcement and/or pursues any formal action, if they report an incident of sexual violence, UNC Asheville is committed to providing them as safe a learning or working environment as possible. Upon request, UNC Asheville will make any reasonably available change to a victim’s academic, living, transportation, and/or working situation. To request accommodations, contact one of the following offices:

- Title IX Administrator: Jill Moffitt jmoffitt@unca.edu (828) 232-5658
- Dean of Students: Jackie McHargue jmchargu@unca.edu (828) 250-2370
- UNCA HR (for Employees): Karla Piccirillo kpiccir@unca.edu (828) 250-2358

Off Campus Resources
Victims Assistance:

- Our VOICE: (828) 255-7576
- Helpmate: (828) 254-0516
- North Carolina Victims Assistance Network: (800) 348-5068
- Rape Victim Assistance Program: (800) 826-6200 or (919) 733-7974

- Family Justice Center (828) 250-6900

Off Campus Law Enforcement

Asheville Police Department

- Asheville Police Dispatch (828) 252-1110
- Asheville Police Investigations Division (828) 259-5891
- Asheville Police Victims Services (828) 259-5912

Buncombe County Sheriff’s Office

- Buncombe County Sheriff’s Office Dispatch (828) 250-6670
- Buncombe County Sheriff’s Office Investigations Unit (828) 250-4436
- Buncombe County Sheriff’s Office Victims Services (828) 250-4442
- Buncombe County District Attorney’s Office (828) 259-3410
For those victims who choose to report to law enforcement, officers may assist them in obtaining a Domestic Violence Protective Order (50 B) or a No-Contact Order (50 C) from a criminal or civil court. UNC Asheville is committed to ensuring that any such order is upheld on all institutionally owned or controlled property. The University is also committed to protecting victims from any further harm, and the Title IX Administrator or Dean of Students may issue an institutional temporary no-contact order pending the outcome of any conduct proceeding.

Education and Prevention Programs
UNC Asheville engages in comprehensive, intentional, and integrated programming initiatives, strategies, and campaigns intended to educate the community, as well as, to end and prohibit dating violence, domestic violence, stalking and sexual assault. Programs to prevent dating violence, domestic violence, sexual assault, and stalking means comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

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

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees. In addition, there are on-going awareness and prevention campaigns for students and employees that:

- Identify domestic violence, dating violence, sexual assault, and stalking as prohibited conduct;
- Utilizes definitions provided by the Department of Education as well as state law that defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
- Defines what behavior and actions constitute consent to sexual activity in the State of North Carolina and/or using the definition of consent found in the Student Code of Community Standards;
- Provides a description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
- Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
• Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

Educational Programs
UNC Asheville provides educational programming through a variety of avenues on sexual assault, sexual misconduct, sexual harassment, dating and domestic violence prevention, stalking, and personal safety. Incoming students and new employees receive programming and strategies intended to prevent rape, acquaintance rape, sexual assault, domestic violence, dating violence, and stalking before it occurs. Ongoing prevention and awareness campaigns are offered throughout the year. All incoming students are expected to complete AlcoholEDU and Haven prior to arriving on campus in August. Students receive an invitation email to access and begin the module in July. New employees complete the Responsible Employee section in the new employee orientation program offered through Human Resources. Education Programs include:

• AlcoholEDU and HAVEN (online alcohol, consent, and sexual respect program for students)
• Moodle (Interactive online educational tool for faculty and staff)
• EmBark (new student orientation)
• Bulldog Model (Residence Hall programming)
• Nonviolent Sexuality (Highsmith Union Programming and Health and Counseling)
• Rape Aggression Defense (Campus Police and Health & Counseling)
• Personal Safety Presentations and Tips to Student Organizations (Campus Police)
• Peer Education Advocacy and Training (SpeakUp, Health & Counseling peer interns)
• Educational and Prevention sessions specific to athletic coaches, student athletes, fraternities, and sororities (Title IX Administrator)
• New Employee Orientation for Faculty and Staff (Nuts and Bolts-Human Resources)
• Sexual Harassment Training Faculty and Staff (Human Resources)
• Responsible Employee Training annually for eligible student employees (Title IX Administrator)
• Annual Online Training for Title IX and Responsible Employees for all faculty and staff (Title IX Administrator and Human Resources)
• U of Nine Online training for Title IX, Reporting and Sexual Misconduct and Interpersonal Violence
• Policy for all students tied to their OnePort Accounts (Title IX Administrator)
• Campus Security Authority and Clery Training (Campus Police)
• SUSO (Stand Up Speak Out, Bystander Intervention)
• Healthy Relationships (Helpmate)
• Alcohol and Sexual Assault (Title IX Administrator and Our VOICE)
• Sexual Assault & overcoming Barriers to Reporting (Title IX Administrator)
• Stalking and Title IX Implications (Title IX Administrator)
• Know Your IX – Title IX Higher Education (Title IX Administrator)
• Student Organization Retreat (Highsmith Union and Title IX Administrator)

The Sexual Assault Prevention and Education Committee (SAPEC) presents programs throughout the year. Members include representatives from faculty, staff, Campus Police, Greek Life, Athletics, Citizenship Education, and Student Affairs as well as campus partners within the local community (Helpmate and Our VOICE). SAPEC is involved in the annual evaluation, review, and revision of all sexual misconduct policies. In addition, SAPEC will update procedures, training, education, and prevention mechanisms implemented on campus based on current guidance, law regulation, and mandates.

A complete list of Prevention & Awareness Programs for 2018 can be found in Appendix I of this document.

Principles for Prevention of Sexual Violence
Creating a respectful, safe, and non-threatening environment is the responsibility of all members of the university community. UNC Asheville provides opportunities for faculty, staff, and students to learn about sexual violence through collaborations with many campus and community partners. The following steps are suggestions on how each individual at UNC Asheville can contribute to a safe and healthful environment.

Active disrupt rape culture and lead cultural change. Rape culture describes a culture where rape is both commonplace and tolerated. Rape culture can be disrupted by being active bystanders, supporting survivors of sexual violence, being critical consumers of media, defying traditional gender norms that force gender upon people depending on their sex, talking openly about positive sexual experience so that sexual violence can be more readily identified and education others about the rape culture.

Support victims and survivors of sexual violence. UNC Asheville believes in supporting every survivor who comes forward by providing options and resources to support each individual’s healing process. The United States Department of Justice states that 98% of victims/survivors are truthful, yet survivors of sexual violence are doubted more than any other victims of violent crime. Victims/survivors may face many barriers to seeking support or disclosing or disclosing their experience of sexual violence including the tendency to blame the victim/survivor for the assault itself. UNC Asheville is dedicated to opposing all forms of victim-blaming and to empowering the victim/survivor to make their own decisions regarding their actions in the wake of violence and their path to healing. Whatever action a victim/survivor decides upon, UNC Asheville will support that decision and help the victim/survivor connect to the resources necessary to implement it.

Be an active bystander. Bystanders play a critical role in the prevention of sexual and relationship violence. They are, “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” Assume good intentions but step in when you see someone trying to take advantage of someone else using coercion or substances. Say something when someone is using oppressive or
offensive language that perpetuates a rape culture. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. You can intervene with a distraction, dodge a comment by changing a subject, or delegate to others who you feel could better handle the situation or have a more immediate impact.

We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another, and it is not safe to interrupt.

- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are okay.
- Confront people who seduce, hit on, try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experiences with stalking.
- Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction
The UNC Asheville Police Department believes it is more beneficial to prevent crimes than to react after the fact. A primary vehicle for accomplishing this goal is a comprehensive crime prevention strategy that includes general safety and crime prevention tips for all members of our community.

- Watch out for your friends and have your friends watch out for you.
- Trust your instincts.
- Be aware of your surroundings.
- Avoid isolated areas and walk or jog with a friend.
- Walk with a purpose and try not to load yourself down with packages or bags.
- Make sure your cell phone is charged and accessible.
- Avoid putting headphones in both ears.
- If you suspect that you or a friend has been drugged, contact law enforcement immediately. Local authorities can be reached by calling 911 in most areas of the U.S.
- Tell a friend where you are going and when you will return. The free “Rocky Shield” App offers a safety check feature called “Friend Watch”. This is a peer-to-peer safety service that allows users to designate a group of friends to receive information.
- Here are some things you can try if you need to get out of an uncomfortable or scary situation:

  - Remember that being in this situation is not your fault. You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
• **Use a campus Emergency Phone.** Campus Blue Lights and Call Box Phones are located throughout campus to assist anyone in distress. Activate the light and keep moving. Ask for a safety escort. Calling University Police from the Rocky Shield application will provide UNC Asheville dispatchers with your profile information and internal positioning (for campus buildings only).

• **Have a code word with your friends or family.** If you don’t feel comfortable you can tell them and communicate your discomfort without the person you are knowing. Your friends or family can then come to get you or make up an excuse for you to leave.

• **Lie.** If you don’t want to hurt the person’s feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable or scared. Some excuses you can use are:

  • You need to take care of a friend or family member.
  • You don’t feel well.
  • You have somewhere else that you need to be.

• **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Where are the windows? Are there people around who might be able to help you? Is there an emergency phone nearby?

**Conduct Proceedings**

Conduct proceedings at UNC Asheville for students, faculty and staff include a prompt, fair and impartial process from the initial investigation to the final result. **Proceedings are:**

• Completed within reasonably prompt timeframes as designated by policy, including a process that allows for the extension of timeframes for good cause with written notice to the accuser (complainant) and the accused (respondent) of the delay and the reason for the delay;

• Conducted in a manner that:

  1) Is constant with policy and is transparent to the accuser and accused;
  2) Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
  3) Provide timely and equal access to the accuser, the accused, and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings; and

• Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.

**Conduct Proceedings – Students**

UNC Asheville strictly prohibits all acts of sexual assault, domestic violence, dating violence, and stalking. In addition to facing criminal action, students, employees, and other affiliates may also face disciplinary action by UNC Asheville. **Primary sanctions for sexual harassment, non-consensual sexual contact, and sexual exploitation range from education programs, prevention strategies, probation, and permanent**
dismissal. Sanctions for sexual assault consist of loss of various campus privileges and other sanctions as determined, including suspension and the possibility of permanent dismissal.

The Citizenship Education office and Title IX Administrator will handle incidents involving accused students via the Citizenship Education Process specific to sexual misconduct violations and procedures. Human Resources will handle incidents involving accused employees in consultation with the Title IX Administrator where applicable. University Police will handle reports of sexual misconduct involving visitors and guests of the University.

All conduct proceedings, whether the conduct is reported to have occurred on or off campus, shall provide a prompt, fair, and impartial investigation and resolution. Officials involved with conduct proceedings receive annual training on the nature of the types of cases they are handling to include dating violence, domestic violence, sexual assault, and stalking. They are trained to conduct an investigation and conduct a hearing in a manner that protects the safety of victims and promotes accountability. Determination of responsibility shall be made by the appropriate procedural policy as outlined by the Citizenship Education Office, Sexual Misconduct Hearing Board or Director of Employee Relations based on the nature of the incident and those alleged to be involved. The standard of proof used in sexual misconduct cases is the preponderance of evidence (which means that it is more likely than not that the alleged misconduct occurred).

In all proceedings, including any related meetings, both the accused and accuser are entitled to the same opportunities to have others present including the right to be accompanied by an advisor of their choice and a support person. Both the accused and the accuser shall be simultaneously informed in writing of the outcome by the Citizenship Education Office, of procedures for appealing the results of the outcome, of any change to the results that occurs prior to the time that they become final, and when such results become final.

Rights of the Victim

Any person who is a complainant in a case of sexual misconduct shall be afforded all rights as outlined in the Student Code of Community Standards and Citizenship Education Process plus the following rights specific to the sexual assault case:

- The right to be assisted by an advisor, advocate or support person of their choice, at their own expense (if a fee is charged), throughout the entire Citizenship Education process, including investigation, informal disposition of case, hearings and appeals. The advisor, advocate or support person may not speak in any proceedings or part of the process. They may only speak in private to the victim.

- The right to have their name or other personally identifiable information withheld (by the University) from release to the public, the press or others who are not directly involved in the case.

- The right to be notified of the outcome of any Citizenship Education action in a case of sexual misconduct concurrent to the notification of the accused (if participating in the hearing process or subsequent if not participating).
• The right to request to have their living arrangements (if in university housing) modified pending the outcome of a Citizenship Education process if the accused lives close to the victim (pending space availability).

• The right to request extra time to make up academic work the student has missed because of the time lost due to the assault, investigation and the hearing. This is done solely at the discretion of the professor.

• The right, when reasonable and possible, to have their classes reassigned so as not to share classes with the accused.

• The right not to have the student’s sexual history discussed during the hearing.

• The right to be present for the entire hearing (with the exception of deliberations).

• The right to make a victim impact statement to be presented to the hearing body subsequent to a determination of responsibility for a violation of the Student Code of Community Standards and prior to the determination of a sanction or sanctions.

• The right to give testimony from a separate or divided room (or other accommodation that separates the student complainant from the accused which is approved by the Dean of Students).

Right of the Accused

A student facing charges of sexual misconduct is afforded all rights as outlined in the Student Code of Community Standards and Citizenship Education Process, plus the following rights specific to sexual assault cases:

• The right to be assisted by an advisor, advocate or support person of their choice, at their own expense (if a fee is charged), throughout the entire Citizenship Education process, including investigation, informal disposition of the case, hearings, and appeals. The advisor, advocate or support person may not speak in any proceeding or part of the process. They may only speak in private to the accused.

• The right to have their name or other personally identifiable information withheld from the public as part of the disciplinary process. However, at the close of the process when a case is resolved, the University is permitted to release name, charge(s), and resolution of the case (records in the Police Department are not covered the same and may be released to the public unless doing so would impact their investigation.)

• The right to be notified of the outcome of any Citizenship Education action in a case of sexual misconduct concurrent to the notification of the accused (if participating in the hearing process, or subsequent if not participating).

• The right to request to have their living arrangements (if in university housing) modified pending the outcome of a Citizenship Education process if the accused lives close to the victim (pending space availability).
• The right to request extra time to make up academic work the student has missed because of the time lost due to the investigation and the hearing. This is done solely at the discretion of the professor.

• The right, when reasonable and possible, to have their classes reassigned so as not to share the classes with the student complainant.

• The right not to have the student’s sexual history discussed during the hearing.

• The right to be present for the entire hearing (with the exception of deliberations).

• The right to make a victim impact statement to be presented to the hearing body subsequent to a determination of responsibility for a violation of the Student Code of Community Standards and prior to the determination of a sanction or sanctions.

• The right to give testimony from separate or divided room (or other accommodation that separates the student complainant from the accused which is approved by the Dean of Students).

Once notice is given, UNC Asheville is required to complete its entire process, including determining an outcome and remedy in a prompt and equitable manner. For additional information about student conduct proceedings please consult the Student Handbook online and the Sexual Misconduct and Interpersonal Violence Policy. For additional information about employee misconduct proceedings please consult the University Sexual Harassment Policy.

Conduct Proceedings – Faculty
Faculty are encouraged to report acts of sexual misconduct, sexual harassment, stalking, domestic violence, and any other gender-based violence. The below steps outline the reporting and resolution process;

• Sexual misconduct occurs between or among faculty members.

• Notify your supervisor and/or Dean.

• The Dean notifies HR. The Dean also serves as a co-investigator.

• HR notifies Title IX. Title IX serves as a co-investigator.

• Fact-finding and initial inquiry begins. Most faculty-to-faculty incidents will be handled through the faculty process and would not require Title IX.

• Facts are determined and a report is written.

• HR and the Dean determine if an informal resolution can happen.

• Sanctions are recommended to the Provost. The Provost approves the recommended sanctions or decides to launch a full investigation. If the faculty member agrees to an informal resolution, no appeal is available. If not, then a full investigation in line with Faculty procedures is launched.

• A resolution is determined. This resolution must stop the behavior and prevent it from reoccurring.
Notifying the Title IX Administrator of an open sexual harassment case through HR Employee Relations allows the Administrator to determine what type of culture the community is engaging in and plan for educational reform as part of the role of administrator. Secondly, Title IX will be required to conduct a concurrent inquiry and investigation should the initial inquiry by investigators reveal more extreme patterns of sexual misconduct that includes guests, visitors, or students. Further information may be found in the Faculty Handbook.

Conduct Proceedings – Staff
Staff are encouraged to report acts of sexual misconduct, sexual harassment, stalking, domestic violence and any other gender-based violence. The below steps outline the reporting and resolution process:

- Sexual misconduct occurs between or among staff members.
- Notify your supervisor.
- The supervisor notifies HR. HR will inform the supervisor of the process and procedures, etc.
- HR notifies Title IX. HR serves as Lead Investigator.
- Fact-finding and initial inquiry begins. Most staff-to-staff sexual harassment cases will not warrant a current Title IX inquiry.
- Facts are determined and a report is written. Supervisor discusses the findings with HR.
- Supervisor and HR determine if an informal resolution is possible.
- If so, informal resolution is crafted and communicated to staff. If not, a full investigation begins. If the inquiry leads to an investigation, Title IX may need to investigate too depending on the case.
- Results of this process, including either the initial inquiry or the formal investigation, must the behavior and prevent it from happening again.

Notifying the Title IX Administrator of an open sexual harassment case through HR Employee Relations allows the Administrator to determine what type of culture the community is engaging in and plan for educational reform as part of the role of an administrator. Second, Title IX will be required to conduct a concurrent inquiry and investigation should the initial inquiry by investigators reveal more extreme patterns of sexual misconduct that includes guests, visitors, or students. Further information may be found in the UNC Asheville Sexual Harassment Policy.

Possible Sanctions for Students, Faculty, and Staff

<table>
<thead>
<tr>
<th>Sanctions</th>
<th>Students</th>
<th>Faculty</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Warning - A notice in writing to the student that the student is violating or has violated institutional regulations. /A written notice to an employee of unsatisfactory job performance.</td>
<td>X</td>
<td></td>
<td>X</td>
</tr>
<tr>
<td><strong>Disciplinary Demotions</strong></td>
<td>- An act of unacceptable personal conduct that: 1. lowers the salary of an employee within their current pay grade, or 2. places the employee in a position at a lower pay grade with or without lowering the employee's salary, and 3. the action was involuntary, and 4. the action taken was to discipline the employee.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Disciplinary Suspension without Pay</strong></td>
<td>- the removal of an employee from work for disciplinary reasons without paying the employee (not more than two full work weeks).</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Dismissal/Termination</strong></td>
<td>- the involuntary termination of the employment of an employee from work for disciplinary reasons without paying the employee.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Probation</strong></td>
<td>- A written reprimand for violation of specified regulations, along with a designated period of time during which more severe disciplinary sanctions are possible if the violator is found to violate any institutional regulation(s).</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Loss of Privileges</strong></td>
<td>- Denial of specified privileges for a designated period of time.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Educational Outreach Assessments</strong></td>
<td>- previously established and published financial sanctions which may be imposed (i.e.: $50 for first-time alcohol violation or first time drug paraphernalia possession violation: $100 for first time drug violation; $100 for subsequent alcohol/drug/paraphernalia violations.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Administrative Cost</strong></td>
<td>- The working cost associated with resolving or addressing the alleged violation, such as the relocation of lobby furniture to its proper location, etc.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Restitution</strong></td>
<td>- Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Educational Activity Sanctions</strong></td>
<td>- Work assignments, essays, service to the University, or other related discretionary assignments.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Other Sanctions</strong></td>
<td>- other sanctions can consist of community service, assessments, counseling or other activity deemed necessary or beneficial.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Residence Hall Relocation</strong></td>
<td>- Relocation of the student from his or her current assigned residential space to a new assignment to be determined by the Citizenship Education Coordinator.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Residence Hall Suspension</strong></td>
<td>- Separation of the student from the residence halls for a definite period of time, after which the student is eligible to return. Conditions for re-admission may be specified.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>University Suspension</strong></td>
<td>- Separation from The University of North Carolina Asheville, for a definite period of time, after which the violator is eligible to return. Conditions for readmission may be specified. All University Suspensions</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
shall be added to The University of North Carolina Suspension and Expulsion Database. A student may not earn credit for transfer to the University at Asheville during their suspension.

**University Dismissal** - Separation of the student from The University of North Carolina, and each of the UNC constituent institutions, for an indefinite period of time. Conditions for readmission may be specified. All Suspensions are added to The University of North Carolina Suspension and Expulsion Database. A student may not earn credit for transfer to The University of North Carolina Asheville during the time of dismissal.

**University Expulsion** - Permanent separation of the student from the University of North Carolina and each of the UNC constituent institutions. All University Expulsions shall be added to The University of North Carolina Suspension and Expulsion Database.

**Revocation of Admission and/or Degree**

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**Sex Offender Registration – Local Area Information**

In accordance to the Campus Sex Crimes Prevention Act of 2000, which amends the Jeanne Clery Act, this report includes information on locating registered and sex information in the area. The act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by the state concerning registered sex offenders may be obtained.

To locate sex offender information in North Carolina, you can access the North Carolina Sex Offender and Public Protection Registry at [http://sexoffender.ncsbi.gov/](http://sexoffender.ncsbi.gov/).

**Policies Governing Alcohol and Drugs**

**UNC Asheville Alcohol Policies**

The UNC Asheville Alcohol Policy and North Carolina State law governs the possession, sale or the use of alcohol on the university campus. The University prohibits the unlawful possession, use, manufacture or distribution of alcohol or controlled substances by students, faculty, staff, and guests in buildings, facilities, grounds or property controlled by the University or used as part of university activities. Such laws and policies are strictly enforced by the UNC Asheville Police Department. Violators are subject to penalties including university disciplinary action criminal prosecution, fines, and imprisonment.

**Campus Alcohol Policy**

The use of alcohol at social events on the campus of the University of North Carolina at Asheville must conform to the laws of North Carolina and the City of Asheville. North Carolina statutes on the purchase, possession, and use of alcohol can be found at Chapter 18B of the North Carolina General Statutes, and they include the following general principles:

- Only persons who are 21 years old and older may purchase alcoholic beverages and may possess and consume alcoholic beverages. At UNC Asheville, only students who are 21 years of age or older may possess or consume alcoholic beverages at their homes or temporary residences, including campus residence hall rooms where they reside.
• It is unlawful and a violation of this policy for any person under the age of 21 to purchase, possess, or consume alcoholic beverages.

• It is unlawful for any person to sell or give Alcoholic Beverages to anyone less than 21 years of age or to aid or abet a person under the age of twenty-one to purchase, to attempt to purchase, or to possess, any alcoholic beverage.

• State law prohibits the sale of any alcoholic beverage on the university campus by any person, organization, or corporation on property of the university except for an alumni organization that is conducting the sale for fundraising purposes, and except in the area designated as a “performing arts center”.

• It is unlawful for any person to display any alcoholic beverage at any athletic contest.

• It is unlawful for any person to consume or offer to another person fortified wine, spirituous liquor, or mixed beverages on any public road, street, highway, or sidewalk.

• Prepackaged, caffeinated alcoholic beverages are prohibited on campus.

On campus, there are three types of authorized events at which alcohol may be served: BYOB events, Service events, and Tailgating. The complete UNC Asheville alcohol policy can be viewed online.

Residence Life Alcohol Policy
The following guidelines for alcohol in on-campus housing facilities are set forth in the UNC Asheville Student Handbook:

• Students of legal drinking age (21 years of age or older) will be permitted to drink alcoholic beverages in their rooms or if they are an invited guest in another resident’s room if that resident is 21 years of age or older.

• Possession or use of caffeinated alcohol beverages or prepackaged alcoholic beverages designed for rapid consumption of high alcohol volume content will not be permitted in the residence halls.

• Transportation of open alcoholic beverage containers, as well as alcoholic beverages in open containers will not be permitted in the residence halls.

• Consumption of alcoholic beverages in residence hall common areas (TV rooms, study rooms, lounge areas, etc.) will not be permitted.

• Kegs are not permitted in any residence hall area.

• Students who are not of legal drinking age are not allowed to drink, transport or possess alcoholic beverages at any time.

• If you are of legal drinking age and choose to drink, you may not drink in any public area or in public view.

• If you are drinking in your room, you should have the door closed so that your use of alcohol is not visible to the public or from a public area.
• No student, even those of legal drinking age can brew their own beer or other alcohol substance.

The University discourages drunkenness and other abuses of alcoholic beverages by any person. Being under the influence of alcohol and disorderly is considered a breach of conduct, and students who violate these standards are subject to appropriate disciplinary action as outlined in the Student Handbook.

UNC Asheville Drug Policies
Use of illegal drugs (or misuse of any other lawfully available chemical substance, compound or combination when used for the purpose of achieving intoxication and experiencing the psychoactive effects) by any member of the campus community adversely affects the educational environment and interferes with the personal, social and educational goals of an individual.

Students, faculty, staff, administrators and other employees are responsible as citizens, for knowing about and complying with the provisions of North Carolina law that make it a crime to possess, sell, deliver, or manufacture those drugs designated collectively as “controlled substances” in Article 5 of Chapter 90 of the North Carolina General Statutes. Federal and State drug laws are strictly enforced by the UNC Asheville Police Department, and any member of the university community who violates that law is subject both to prosecution and punishment by civil authorities and to disciplinary proceedings by the University. The complete University Illegal Drugs Policy can be viewed online. A summary can also be found in the Student Handbook.

In compliance with the Drug-Free Schools and Colleges Act, UNC Asheville disseminates and ensures receipt of the UNC Asheville’s Drug-Free Schools and Colleges Annual Notification to all students, staff, and faculty on an annual basis. This process is formally conducted by email.

Alcohol & Drug Education, Prevention, Counseling, and Rehabilitation
UNC Asheville is committed to helping students succeed and recognizes the importance of not just education and prevention, but counseling and rehabilitation services. The University Health & Counseling Center provides a range of free services for students who have concerns for themselves or others regarding the use of alcohol, marijuana and other drugs. The Health & Counseling Office employs a substance abuse specialist who can offer initial confidential assessments and assist in locating appropriate rehab treatment and referrals to community resources. Programs and activities on campus include, but are not limited to:

• AlcoholEDU: all incoming freshmen and transfer students are required to complete this educational program which focuses on risks associated with use of alcohol and other drugs and provides individualized feedback.

• HALT BS: weekly outreach events which focus on stress triggers and alternatives to using alcohol and other drugs to cope.

• Regularly scheduled activities on campus which promote substance free fun.

• National Collegiate Alcohol Awareness Week (third week in October): events scheduled throughout the week which focus on responsible decision making.
Part of UNC Asheville’s commitment to helping recognize and prevent substance abuse includes providing resources to students who may be at risk. Upon receiving a university conduct citation for alcohol or drug violations, students are required to attend an effective decision making class to provide tools for future responsible decisions. If a student receives a second conduct citation for alcohol or drug violations, they are then required to meet with a university counselor who provides a substance abuse assessment and counseling services.

UNC Asheville also hosts on-campus Alcoholics Anonymous meeting close to campus that students are free to attend. For information on other support group meetings, community resources, and campus resources for counseling and rehabilitation, contact Sue Lipiec, Clinical Director for the UNC Asheville Health & Counseling Center at 828-250-2326 or slipiec@unca.edu.

Parental Notification Policy
Under the Family Educational Rights and Privacy Act of 1974 (FERPA), it is permissible for institutions of higher education to notify parents of underage students (under 21) when those students are found responsible for alcohol and other drug-related incidents. For students who are 21 years of age, parents will not be routinely notified of alcohol or drug violations. However, parents/guardians will be contacted if a student is determined to be, or have been at the time of the incident, a danger to themselves, others, or property. Parents/guardians of these students may also be contacted if any incident requires the student to receive emergency assistance or to be transported to the hospital. Any changes to this policy or individual exceptions to this policy may be made by the Vice Chancellor for Student Affairs or his/her designee.

Annual Disclosure of Crime Statistics
The UNC Asheville Police Department collects the crime statistics disclosed in the charts through a number of methods. Police dispatchers enter all reports of crime incidents made directly to the department through an integrated computer aided-dispatch and records management system. After an officer enters the report, a department administrator reviews the report to ensure it is appropriately classified in the correct crime category. The department periodically examines the data to ensure that all reported crimes are recorded in accordance with the crime definitions outlined in the NIBRS Handbook. In addition to the crime data that University Police maintains, the statistics below also include crimes that are reported to various campus security authorities, as defined in this report. The numbers reported for the subcategories on liquor laws, drug laws, and weapons offenses represent the number of people arrested or referred to campus judicial authorities for respective violations, not the number of offenses documented.

In 2013, President Obama signed a bill that strengthened and reauthorized the Violence Against Women Act (VAWA). Included in the bill was the Campus Sexual Violence Elimination Act (Campus SaVE), which amends the Jeanne Clery Act and affords additional rights to campus victims of sexual violence, dating violence, domestic violence, and stalking. One of the components requires the addition of statistics for incidents involving sexual assault, domestic violence, dating violence, and stalking that occur within Clery geography and are reported to Campus Security Authorities. These crimes are counted based on definitions provided in the Campus SaVE Act and not local or UCR definitions.

The U.S. Department of Education has ruled that institutions are required to report UNFOUNDED statistics in the crime statistics chart beginning in 2016.
The following crimes are required by the Clery Act and occurred on or within UNC Asheville’s Clery Geography that were reported to a Campus Security Authority.

Please note that On-Campus: Residence Hall is a *subcategory of On-Campus statistics*

### Annual Crime Statistics Tables

#### Primary Offenses

<table>
<thead>
<tr>
<th>Offense</th>
<th>Year</th>
<th>On-Campus</th>
<th>On-Campus: Residence Halls</th>
<th>Non-Campus</th>
<th>Public Property</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-Negligent Manslaughter</td>
<td>2016</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Manslaughter by Negligence</td>
<td>2016</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Rape</td>
<td>2016</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>4</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>2018</td>
<td>4</td>
<td>4</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>Fondling</td>
<td>2016</td>
<td>3</td>
<td>3</td>
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<td>0</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>2018</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Incest</td>
<td>2018</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>2016</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>2016</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>2016</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td></td>
<td>2018</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Burglary</td>
<td>2016</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>7</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>2018</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>2016</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arson</td>
<td>2016</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*There were no hate crimes reported in 2016, 2017, or 2018.  **Pursuant to the Violence Against Women Act, beginning in 2014, UNC Asheville is required to disclose the number of reported crimes for Rape, Fondling, Incest, and Statutory Rape as individual crime categories.*
### Violence Against Women Act Statistics

<table>
<thead>
<tr>
<th>Offense</th>
<th>Year</th>
<th>On-Campus</th>
<th>On-Campus: Residence Halls</th>
<th>Non-Campus</th>
<th>Public Property</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dating Violence</td>
<td>2016</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>2017</td>
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### Arrests and Disciplinary Referrals 2016-2018

#### ARRESTS

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#### DISCIPLINARY REFERRALS

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** There were no unfounded Clery reportable crimes for 2016 or 2017. There was one (1) unfounded Clery reportable crime for 2018.

### Definitions of Reportable Crimes

The following are definitions as defined by the Federal Bureau of Investigation’s Uniform Crime Reporting Program.
Primary Offenses

**Murder/Non-Negligent Manslaughter**: The willful (non-negligent) killing of one human being by another.

**Manslaughter by Negligence**: The killing of another person through gross negligence.

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

**Aggravated Assault**: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or means likely to produce death or great bodily harm.

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

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

**Arson**: Willful or malicious burning or attempt to burn with or without intent to defraud a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

**Sex Offenses**

Sexual Assault (Sex Offenses) is defined as “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent”. North Carolina does not have a state statute defining consent to sexual activity. North Carolina criminal law prohibits sexual acts that are by force and against the will of the other person or acts that are against people who are mentally disabled, mentally incapacitate, or physically helpless. In determining whether a person gave consent or was capable of giving consent, the facts of a particular situation will be assessed. Physical resistance is not necessary to prove the lack of consent, nor is actual force. In North Carolina, consent is not submission due to fear, fright, coercion, or realization that in a particular situation resistance is futile.

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

**Fondling**: The touching of the private body parts of another person for the purpose of sexual gratification, with the consent of the victim, including the instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

**Incest**: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law. In North Carolina, this is defined as between grandparent or grandchild, parent, stepchild or legally adopted child, brother or sister (half or whole), or uncle, aunt, nephew, or niece (NCGS §14-178).

**Statutory Rape**: Sexual intercourse with a person who is under the statutory age of consent. In North Carolina, the age of consent is 16. Sexual intercourse with someone who is under the age of consent is only legal if the defendant is: (1) at least 4 years older than the victim, and (2) at least 12 years of age (NCGS §14-27.25).
Definitions of Dating Violence, Domestic Violence, and Stalking are provided in accordance with the Violence Against Women Act.

**Dating Violence**: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of:

- The length of the relationship
- The type of relationship
- The frequency of interaction between the persons involved in the relationship

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

North Carolina does not have a specific statute for Dating Violence.

**Domestic Violence**: A felony or misdemeanor crime of violence committed by:

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

In North Carolina, Domestic Violence is defined in NCGS 50B-1.

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

- Fear for the person’s safety or the safety of others; or
- Suffer substantial emotional stress.

For the purposes of this definition:

- Course of Conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
In North Carolina, Stalking is defined in NCGS 14-277.3A.

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

**Hate Crimes**

Hate crimes include all of the crimes listed above that manifest evidence that the victim was chosen based on one of the categories of bias listed below, plus the following crimes:

**Larceny/Theft:** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Larceny and theft mean the same thing in the UCR). Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing. Larceny/theft includes:

- Thefts of bicycles or automobile accessories
- Shoplifting
- Pocket-picking
- The stealing of any property or article which is not taken by force and violence or by fraud
- Any of the above regardless of the value of the item or items taken. (For example, include the unlawful taking of a parking sticker that is peeled off a car windshield.)
- Attempted larcenies.

**Simple Assault:** An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

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

**Destruction/Damage/Vandalism of Property (except Arson):** To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

**Hate Crimes Bias Categories**

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

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

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

**Religion**: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, Atheists).

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

**Ethnicity**: A preformed negative opinion or attitude toward a group of people whose members identify with each other through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.

**National Origin**: A preformed negative opinion or attitude toward a group of people based on their or perceived country of birth.

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

A map of the areas of university police jurisdiction can be found online.

Annual Fire Safety Report
The Higher Education Opportunity Act enacted on August 14, 2008 requires institutions that maintain on-campus student housing facilities to publish an annual fire safety report that contains information about fire safety practices on campus and standards of the institution.
Fire Safety at UNC Asheville

All UNC Asheville residence halls have emergency evacuation plans and conduct fire drills each semester during the school year to allow occupants to become familiar with and practice their evacuation skills. Each university residence hall is provided with automatic sprinkler systems, smoke detectors, and building fire alarm systems to provide early detection and warning of a possible fire emergency and a safe living environment.

UNC Asheville maintains and tests all fire alarms and automatic fire suppression systems in accordance with the appropriate National Fire Protection Association Standard to insure system readiness and proper operation in the event of a fire emergency.

There are numerous safety policies and guidelines in place to help promote a safe living and work environment at all University locations. These policies, guidelines and other safety information can be accessed online.

On-Campus Housing Fires 2016-2018


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<thead>
<tr>
<th>Residence Hall</th>
<th>Number of Fires</th>
<th>Cause of Fire</th>
<th>Number of Injuries*</th>
<th>Number of Deaths</th>
<th>Value of Property Damage</th>
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*Number of injuries is determined by the number of individuals requiring treatment at a medical facility.
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*Number of injuries is determined by the number of individuals requiring treatment at a medical facility

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*Number of injuries is determined by the number of individuals requiring treatment at a medical facility
### On-Campus Student Housing Fire Safety Systems

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<th>Annual Fire Drills</th>
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<th>Monitored by Campus Police?</th>
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<tr>
<td>Cedar Hall, 200 Founders Drive</td>
<td>Simplex 4100 ES</td>
<td>2</td>
<td>Yes</td>
<td>Yes</td>
<td>Wet/Dry</td>
<td>Yes</td>
</tr>
<tr>
<td>Founders Hall, 900 Founders Drive</td>
<td>Simplex 4100</td>
<td>2</td>
<td>Yes</td>
<td>Yes</td>
<td>Wet</td>
<td>Yes</td>
</tr>
<tr>
<td>Gardner Hall, 1700 University Heights</td>
<td>Simplex 4010</td>
<td>2</td>
<td>Yes</td>
<td>Yes</td>
<td>Wet</td>
<td>Yes</td>
</tr>
<tr>
<td>Governors Hall, 2175 University Heights</td>
<td>Simplex 4100</td>
<td>2</td>
<td>Yes</td>
<td>Yes</td>
<td>Wet/Dry</td>
<td>Yes</td>
</tr>
<tr>
<td>Hoey Hall, 1100 University Heights</td>
<td>Simplex 4010</td>
<td>2</td>
<td>Yes</td>
<td>Yes</td>
<td>Wet</td>
<td>Yes</td>
</tr>
<tr>
<td>Magnolia Hall, 100 Founders Hall</td>
<td>Simplex 4100 ES</td>
<td>2</td>
<td>Yes</td>
<td>Yes</td>
<td>Wet/Dry</td>
<td>Yes</td>
</tr>
<tr>
<td>Mills Hall, 2225 University Heights</td>
<td>Simplex 4020</td>
<td>2</td>
<td>Yes</td>
<td>Yes</td>
<td>Wet</td>
<td>Yes</td>
</tr>
<tr>
<td>Moore Hall, 1500 University Heights</td>
<td>Simplex 4010</td>
<td>2</td>
<td>Yes</td>
<td>Yes</td>
<td>Wet</td>
<td>Yes</td>
</tr>
<tr>
<td>Overlook Hall, 300 Field Drive</td>
<td>Simplex 4100 ES</td>
<td>2</td>
<td>Yes</td>
<td>Yes</td>
<td>Wet/Dry</td>
<td>Yes</td>
</tr>
<tr>
<td>Scott Hall, 1900 University Heights</td>
<td>Simplex 4010</td>
<td>2</td>
<td>Yes</td>
<td>Yes</td>
<td>Wet</td>
<td>Yes</td>
</tr>
<tr>
<td>South Ridge Hall, 300 Ridge Hall Drive</td>
<td>Simplex 4020</td>
<td>2</td>
<td>Yes</td>
<td>Yes</td>
<td>Wet/Dry</td>
<td>Yes</td>
</tr>
<tr>
<td>West Ridge Hall, 400 Ridge Hall Drive</td>
<td>Simplex 4100</td>
<td>2</td>
<td>Yes</td>
<td>Yes</td>
<td>Wet/Dry</td>
<td>Yes</td>
</tr>
<tr>
<td>Willow Hall, 500 Founders Drive</td>
<td>Simplex 4100 ES</td>
<td>2</td>
<td>Yes</td>
<td>Yes</td>
<td>Wet/Dry</td>
<td>Yes</td>
</tr>
</tbody>
</table>

*A dry system does not have water in the sprinkler head piping until the system operates, and is filled with pressurized air below the water supply. A dry system is typically used in spaces where ambient temperature may be cold enough to freeze the water (e.g. breezeways); in a wet system the pipes leading to sprinkler heads are filled with water.

**Policies on Portable Electronic Appliances, Smoking, and Open Flames in Residence Halls**

Residence halls and resident rooms are arranged to comply with fire regulations as well as individual comfort. Because of an increase in the number of fires associated with cooking in residence hall facilities across the state and concern on the part of the North Carolina Insurance Commissioner’s Office, the following standards have been set for the residence halls at UNC Asheville.
Approved appliances for these facilities:

- Hot Air Popper
- Slow Cooker/Crock Pot
- Blender
- Can Opener
- Coffee Maker/Coffee Pot
- Enclosed and Low Heat Hot Pot
- Toaster Oven
- Refrigerator
- Hair Dryer
- Electric Razor
- Radio
- Stereo
- VCR
- DVD Player
- Television
- Microwave Oven

Prohibited appliances include:

- Regular Toaster
- Open-Coil Burner or Hot Plate
- Deep Fat Fryer
- Hot Oil Popper
- Electric Skillet/Electric Wok
- Electric Griddle/Grill
- Electric Hamburger Cooker
- Indoor Grill or open Broiler
- Any High Heat Appliance
- Any appliance capable of heating grease to a burning point
Students are not allowed to have personal air conditioners in the residence halls, and refrigerators must be limited to 220 watts of power and must not exceed 10 cubic feet in size. Microwave ovens must be limited to 600 watts of power. Refrigerators and microwaves are provided in all student rooms in Founders, governors Hall, Governors Village, South Ridge Hall, and West Ridge Hall and in every suite at Mills Hall.

The use and/or presence of candles, incense, hookah, or any flame-associated product is strictly prohibited. Other highly flammable materials, such as hay, straw, Spanish moss, and cloth-ceiling coverings area also prohibited. A full list of regulations for residence halls can be found online in the Student Handbook.

The U.S. Consumer Product Safety Commission has documented over 189 fires and multiple deaths due to the use of halogen lamps. Because of this serious concern about safety in the residence halls, UNC Asheville bans the use of halogen bulbs or lamps in the residence halls.

Residence halls are smoke-free. In accordance with the North Carolina General Administration and the University smoking policy, no smoking is allowed in any part of the residence halls or within a designated distance from any structure. There are marked, designated smoking areas outside of residence hall buildings.

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

Environmental Health and Safety (EHS) staff, in coordination with Residence Life and Housing, provides annual training to Resident Assistants (RAs) and Community Directors. All newly hired University staff members receive extinguisher training as part of the orientation process, and classes are available regularly for campus departments as needed or upon request.

Announced fire and evacuation drills are conducted in all Residence Halls once a semester by the department of Housing and Residence Life and Environmental Health and Safety. These drills are conducted to allow occupants and responsible Residence Life staff to become familiar with and practice their evacuation skills. The drills include both an instructional (classroom) component, and a practical component during which Residence Life staff operate a training extinguisher on a simulated fire.

Other general fire and safety information and training information is available to students, faculty, and staff on the Environmental Health and Safety website.

What to do in the Event of a Fire in a Residence Hall

In the event of a fire or hazardous material emergency within a building, occupants must evacuate. When the fire alarm sounds:

- Ensure your safety and leave immediately. Evacuate the building via the nearest exit. Do not waste critical time in leaving.
- Render assistance to others – those who have functional needs.
- Go to the preselected meeting area for your building.

The fire alarm should be pulled and the University Police (828-251-6710) called from a safe location for assistance if there is visible smoke, odor of smoke, or evidence of fire. Do not pull the fire alarm in the event of a gas leak.
During a building fire:

- Feel the doors before opening. If the door is hot, do not open the door. If it is cool, open it slightly, and if heat or heavy smoke are present, close the door and stay in the room.
- Go to the nearest exit. Crawl if there is smoke.
- If the nearest exit is blocked by fire, heat, or smoke, try another exit. You may have to step in a room to escape fire, heat, or smoke. Follow instructions if you are trapped.
- Do not use an elevator during a fire emergency.
- Do not re-enter the building until officials say it is safe.

If you get trapped:

- Keep the doors closed and place a cloth around and under the door to prevent smoke from entering.
- Signal for help by hanging an object at the window (jacket/shirt/blanket) to attract the attention of others.
- Call University Police at (828) 251-6710 and give them your room number and location if possible.
- If you are on fire: Stop, drop, and roll to smother the flames.

Fire Incident Reporting

Students, faculty and staff are instructed to call 911 to report a fire emergency. Non-emergency notifications (e.g., evidence that something burned) should be reported to one of the following offices:

- Environmental Health & Safety: (828) 251-6038
- Emergency Management: (828) 258-7676
- Campus Police: (828) 251-6710 (Available 24/7)

Plans for Improvements in Fire Safety

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

Important Phone Numbers and Contact Information

Campus Resources

UNC Asheville police (24/7) (828) 251-6710 or police@unca.edu

UNC Asheville Health & Counseling Center (828) 251-6520

Jill Moffitt, Title IX Administrator (828) 232-5658 or jmoffitt@unca.edu

Jackie McHargue, Dean of Students (828) 250-2370 or jmchargue@unca.edu
Melanie Fox, Associate Dean of Students (828) 251-6700 or mrfox@unca.edu
David Weldon, Emergency Management Director (828) 258-7676 or dweldon@unca.edu

**Off Campus Law Enforcement in Buncombe County**

**Asheville Police Department** (828) 252-1110
- Asheville Police Investigations Unit (828) 259-5910
- Asheville Police Victim Services (828) 259-5912

**Biltmore Forest Police Department** (828) 274-0822

**Black Mountain Police Department** (828) 419-9350

**Buncombe County Sheriff’s Office** (828) 250-4503
- Buncombe County Investigations Unit (828) 250-4436
- Buncombe County Victim Assistance (828) 250-4442

**Montreat Police Department** (828) 669-8002 Ext. 306

**Woodfin Police Department** (828) 253-4889

**Weaverville Police Department** (828) 645-5700

**Buncombe County District Attorney’s Office** (828) 259-3400
- Victim Witness Superior Court (828) 232-2501
- Victim Witness District Court 1 (828) 232-2502
- Victim Witness District Court 2 (828) 232-2503

**Community Resources**

**Domestic Violence**

Helpmate, Inc. (828) 254-0516

National Domestic Violence Hotline 1 (800) 799-SAFE (7233)

Buncombe County Clerk of Court (828) 259-3400

Family Justice Center (828) 250-6900

**Sexual Assault**

Our VOICE Rape Crisis Line (828) 255-7576

NC Victims Assistance Network 1 (800) 348-5068

**Mental Health**

Mobile Crisis Team 1 (888) 573-1006

United Way & Human Services Line 211 or (828) 255-0696
Appendix I: Prevention & Awareness Programs for 2018

The following education and prevention programs listed were conducted by groups within the Student Affairs division, Dean of Students, Title IX, Health & Counseling, Public Safety and Human Resources during 2018.

<table>
<thead>
<tr>
<th>Program Title</th>
<th>Date / Frequency</th>
<th>Location</th>
<th>Topic</th>
<th>Number of Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Assault Awareness &amp; Suicide Prevention</td>
<td>January 5</td>
<td>Highsmith Student Union</td>
<td>Provided material information for sexual assault awareness and suicide prevention during a tabling event.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – Red Zone R.A. Training</td>
<td>January 10</td>
<td>Overlook Hall</td>
<td>Personal Safety, Domestic Violence, Sexual Assault Awareness &amp; Prevention &amp; Risk Reduction for Student Resident Advisors.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – Red Zone Drama Department Training</td>
<td>January 11</td>
<td>Whitesides Hall</td>
<td>Personal Safety, Domestic Violence, Sexual Assault Awareness &amp; Prevention &amp; Risk Reduction for members and students of the Drama Department.</td>
<td>1</td>
</tr>
<tr>
<td>Orientation for New incoming Students – Personal Safety, Social Responsibility and Civil Discourse</td>
<td>January 12</td>
<td>Humanities Lecture Hall</td>
<td>Introduction to incoming students to Title IX, the Sexual Misconduct and Interpersonal Violence Policy, Student Code of Community Standards, UNCA PD, and the Dean of Students Office. Policy definitions and examples, including how to report.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – Red Zone NCAA Athletes</td>
<td>January 21</td>
<td>Sherrill Center</td>
<td>Healthy Relationships, Consent, Interpersonal Violence, Stalking, Bullying &amp; Hazing, Discrimination and Bystander Intervention for Student Athletes.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX-U of Nine Quiz</td>
<td>January 22</td>
<td>Campus on-line module</td>
<td>Quiz to test student’s knowledge on topics of</td>
<td>1</td>
</tr>
<tr>
<td>Event Description</td>
<td>Date</td>
<td>Location</td>
<td>Details</td>
<td>Count</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>Consent, Sexual Assault, Sexual Harassment, Dating and Domestic Violence, Stalking and Bystander Intervention.</td>
<td>January 22</td>
<td>Sherrill Center</td>
<td>Healthy Relationships, Consent, Interpersonal Violence, Stalking, Bullying &amp; Hazing, Discrimination and Bystander Intervention for Student Athletes.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – Red Zone Jeopardy</td>
<td>January 23</td>
<td>Highsmith Student Union Grotto</td>
<td>Quiz Show base program to test student’s knowledge on topics of Sexual Harassment and Stalking.</td>
<td>1</td>
</tr>
<tr>
<td>Marijuana Fatal Vision</td>
<td>February 2</td>
<td>Highsmith Student Union</td>
<td>Utilizing the Fatal Vision Kit, students learned the negative effects of using marijuana and driving under the influence of marijuana.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – U of Nine Know Your Policy Quiz</td>
<td>February 5</td>
<td>Campus on-line module</td>
<td>Quiz to test student’s knowledge on University Policy concerning Title IX Issues of Consent, Sexual Assault, Sexual Harassment, Dating and Domestic Violence, Stalking and Bystander Intervention.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – Red Zone Candy, Condoms &amp; Consent</td>
<td>February 14</td>
<td>University Heights Bulldog Statue</td>
<td>Valentine’s Day Program to promote safe sex and inform about the</td>
<td>1</td>
</tr>
<tr>
<td>Event</td>
<td>Date</td>
<td>Location</td>
<td>Description</td>
<td>Credit</td>
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<td>--------</td>
</tr>
<tr>
<td>Human Trafficking and Stalking Awareness</td>
<td>February 16</td>
<td>Brown Hall</td>
<td>Tabling program with Our Voice to provide awareness information on Human Trafficking and Stalking and available area resources.</td>
<td>1</td>
</tr>
<tr>
<td>Evening with a Sexologist</td>
<td>February 20</td>
<td>Humanities Lecture Hall</td>
<td>Presentation by Health and Counseling bringing in speaker to talk about human sexuality and safe sex practices.</td>
<td>1</td>
</tr>
<tr>
<td>Public Safety &amp; Transportation Vehicle Maintenance Workshop and Car Safety Check</td>
<td>February 26 &amp; 27</td>
<td>Sherrill Deck</td>
<td>Educational program where University Police, Student Health Services and Transportation Services employees with local garage service staff check vehicles and teach about proper fluid levels and tire pressure and simple vehicle maintenance to keep student vehicles running safe.</td>
<td>2</td>
</tr>
<tr>
<td>Title IX – Faculty/Staff Professional Development</td>
<td>March 1</td>
<td>Whitesides Hall</td>
<td>Inform Faculty and Staff about the Title IX Department and University Policy concerning Title IX, including Reporting Requirements, Issues of Consent, Sexual Assault, Sexual Harassment, Dating and Domestic Violence and Stalking.</td>
<td>1</td>
</tr>
<tr>
<td>R.A.D. (Rape Aggression Defense) Women’s History Month Mini-Workshop</td>
<td>March 5</td>
<td>Health &amp; Counseling Center</td>
<td>Introduction to the R.A.D. Physical defense program for women that teaches defensive concepts and techniques against various types of assault.</td>
<td>1</td>
</tr>
<tr>
<td>Event</td>
<td>Date</td>
<td>Location</td>
<td>Description</td>
<td></td>
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<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>Title IX - U of Nine &amp; Retaliation Quiz</td>
<td>March 6</td>
<td>Campus on-line module</td>
<td>Quiz to test student’s knowledge on Laws and University Policy concerning Title IX Issues and Retaliation.</td>
<td></td>
</tr>
<tr>
<td>ALICE Active Shooter Training</td>
<td>March 6</td>
<td>Weizenblatt Hall</td>
<td>Inform attendees of the trends involving campus and other active shooter events. Give attendees instruction on how to secure a door, escape routes and how to fight and aggressor/active shooter when no other option is available.</td>
<td></td>
</tr>
<tr>
<td>SUSO Workshop – Health &amp; Counseling / Red Zone</td>
<td>March 6</td>
<td>Health &amp; Counseling</td>
<td>SUSO seeks to provide students with perspective and empowerment. The overall goal of the SUSO program is to promote and educate our UNC Asheville community on skills necessary for engaging in healthy, respectful and appropriate interactions.</td>
<td></td>
</tr>
<tr>
<td>ALICE Active Shooter Training</td>
<td>March 18</td>
<td>Weizenblatt Hall</td>
<td>Inform attendees of the trends involving campus and other active shooter events. Give attendees instruction on how to secure a door, escape routes and how to fight and aggressor/active shooter when no other option is available.</td>
<td></td>
</tr>
<tr>
<td>R.A.D. (Rape Aggression Defense) Women’s History Month Mini-Workshop</td>
<td>March 20</td>
<td>Health &amp; Counseling Center</td>
<td>Introduction to the R.A.D. Physical defense program for women that teaches defensive concepts and techniques against various types of assault.</td>
<td></td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>Event Description</th>
<th>Date</th>
<th>Location</th>
<th>Description</th>
<th>Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALICE Active Shooter Training – OneStop/Student Success</td>
<td>March 21</td>
<td>Ramsey Library</td>
<td>Inform attendees of the trends involving campus and other active shooter events. Give attendees instruction on how to secure a door, escape routes and how to fight and aggressor/active shooter when no other option is available.</td>
<td>1</td>
</tr>
<tr>
<td>ALICE Active Shooter Training – Admissions &amp; Financial Aid</td>
<td>March 22</td>
<td>Brown Hall</td>
<td>Inform attendees of the trends involving campus and other active shooter events. Give attendees instruction on how to secure a door, escape routes and how to fight and aggressor/active shooter when no other option is available.</td>
<td>1</td>
</tr>
<tr>
<td>ALICE Active Shooter Training – Art &amp; Art History / Management &amp; Accounting</td>
<td>March 22</td>
<td>Owen Hall</td>
<td>Inform attendees of the trends involving campus and other active shooter events. Give attendees instruction on how to secure a door, escape routes and how to fight and aggressor/active shooter when no other option is available.</td>
<td>1</td>
</tr>
<tr>
<td>Marijuana and Alcohol effects and Driving While Impaired</td>
<td>March 26</td>
<td>West Ridge Hall</td>
<td>Students learned the negative effects of using alcohol and marijuana and the impact and effects of driving under the influence of alcohol and/or marijuana.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – Women’s History Month Trivia</td>
<td>March 27</td>
<td>Highsmith Student Union Grotto</td>
<td>Trivia base program to test student’s knowledge on Women’s History and Title IX Topics.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – Can’t Touch This</td>
<td>March 29</td>
<td>Highsmith Student Union Grotto</td>
<td>A combination of the Good Men Project &amp; The Gray Area on the</td>
<td>1</td>
</tr>
<tr>
<td>Event Description</td>
<td>Date</td>
<td>Location</td>
<td>Details</td>
<td>Count</td>
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<td>--------------------------------------------------------</td>
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<td>-------</td>
</tr>
<tr>
<td>Title IX – Sexual Violence</td>
<td>April 2</td>
<td>Highsmith Student Union Grotto</td>
<td>Guest Speaker, Angelica Wind of Our Voice, spoke about rape and sexual violence in our culture and communities.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX- U of Nine &amp; Sexual Violence Quiz</td>
<td>April 3</td>
<td>Campus on-line module</td>
<td>Quiz to test student’s knowledge on Laws and University Policy concerning Title IX Issues around Rape and Sexual Violence.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX- Sexual Violence Awareness Tabling and T-Shirt</td>
<td>April 3</td>
<td>Brown Hall</td>
<td>Awareness Program where students have tabling to provide awareness of Laws and University Policy concerning Title IX Issues of Sexual Violence, Dating and Domestic Violence.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – Private Violence Documentary and Panel</td>
<td>April 3</td>
<td>Sherrill Center</td>
<td>Guest Panelists from Help Mate answer questions following the documentary viewing of Private Violence on the topic of dating and domestic violence in our culture and communities.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – Create a Card</td>
<td>April 4</td>
<td>Ramsey Library &amp; Highsmith Student Union</td>
<td>Students create cards to display the effects of Dating and Sexual Violence and to bring awareness to the campus about this cultural and community issues involving Rape, Sexual and Domestic/Dating Violence.</td>
<td>2</td>
</tr>
<tr>
<td>Title IX- Sexual Violence Awareness Tabling and T-Shirt</td>
<td>April 5</td>
<td>Brown Hall</td>
<td>Awareness Program where students have tabling to provide awareness of Laws and</td>
<td>1</td>
</tr>
<tr>
<td>Event Description</td>
<td>Date</td>
<td>Location</td>
<td>Description</td>
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<tr>
<td>-------------------</td>
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<td></td>
</tr>
<tr>
<td>University Policy concerning Title IX Issues of Sexual Violence, Dating and Domestic Violence.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title IX – Healthy Relationships</td>
<td>April 5</td>
<td>Highsmith</td>
<td>Helpmate presents what a healthy relationship looks like to male students.</td>
<td></td>
</tr>
<tr>
<td>Title IX – Art Event</td>
<td>April 6</td>
<td>Quad</td>
<td>Art projects are displayed on the quad to bring awareness of Sexual Violence, Dating and Domestic Violence to the campus community.</td>
<td></td>
</tr>
<tr>
<td>Emergency Management – Civil Disturbance University Tabletop Exercise</td>
<td>April 11</td>
<td>Overlook Hall</td>
<td>Tabletop Exercise built around a civil disturbance on the Campus Quad and other locations. Participants from police, operations, finance, public safety community partners and the Chancellor’s Policy Group participate in this exercise to test the university’s response to such an incident in a controlled exercise.</td>
<td></td>
</tr>
<tr>
<td>Admitted Students Day</td>
<td>April 13</td>
<td>Sherrill Center</td>
<td>Tabling from members of public safety to provide materials concerning safety on campus, emergency notification and transportation on and around campus to incoming accepted freshman students and their parents.</td>
<td></td>
</tr>
<tr>
<td>R.A.D. (Rape Aggression Defense)</td>
<td>April 13 &amp; 14</td>
<td>Biltmore Church of Christ – Community Outreach</td>
<td>Physical defense program for women that teaches defensive concepts and techniques against various types of assault.</td>
<td></td>
</tr>
<tr>
<td>Event Description</td>
<td>Date</td>
<td>Location</td>
<td>Details</td>
<td>Notes</td>
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<tr>
<td>----------------------------------------------------------------------------------</td>
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<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>-------</td>
</tr>
<tr>
<td>Title IX – A Girl Like Me</td>
<td>April 17</td>
<td>Highsmith Student Union Grotto</td>
<td>Melissa Manville, author of A Girl Like Me - tells her rape story and discusses campus climate around sexual misconduct.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX &amp; Student Government Association – Believe Me Documentary Showing</td>
<td>April 17</td>
<td>Laurel Forum</td>
<td>SGA will be showing a student filmed, directed, and produced film regarding the state of sexual violence on UNCA's campus. There will be a panel discussion to follow comprised of both student leaders and community members.</td>
<td>1</td>
</tr>
<tr>
<td>Sexual Assault, Alcohol and Youth Violence Awareness</td>
<td>April 27</td>
<td>Brown Hall</td>
<td>Tabling program in partnership with Our Voice. Topic of sexual assault, alcohol and youth violence was discussed and participants were able to interact with a therapy animal rabbit.</td>
<td>1</td>
</tr>
<tr>
<td>UNC System Safety and Security Conference</td>
<td>June 6 &amp; 7</td>
<td>Sherrill Center</td>
<td>Professionals in the field of Public Safety, Emergency Management, Title IX and Clery present to other faculty and staff in the UNC System Schools on various topics related to their fields.</td>
<td>1</td>
</tr>
<tr>
<td>BLITZ Training: Title IX &amp; Personal Safety for Orientation Leaders</td>
<td>June 14</td>
<td>Overlook Hall</td>
<td>Overview Title IX &amp; UNCA’s Sexual Misconduct and Interpersonal Violence Policy and responsibilities to report criminal acts as a Campus Security Authority.</td>
<td>1</td>
</tr>
<tr>
<td>LEO Q&amp;A</td>
<td>June 14</td>
<td>Sherrill Center</td>
<td>Youth Basketball Camp participants interacted with a Law Enforcement Officer and ask questions</td>
<td>1</td>
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<tr>
<td>Event Description</td>
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<tr>
<td>Campus Orientation Resource Fair – Transfer Students</td>
<td>June 15</td>
<td>Lipinsky Hall</td>
<td>Personal Safety, Domestic Violence, Sexual Assault Awareness &amp; Prevention &amp; Risk Reduction.</td>
<td></td>
</tr>
<tr>
<td>Orientation for Transfer Students – Personal Safety, Social Responsibility and Civil Discourse</td>
<td>June 15</td>
<td>Lipinsky Hall</td>
<td>Introduction to incoming students to Title IX, the Sexual Misconduct and Interpersonal Violence Policy, Student Code of Community Standards, UNCA PD, and the Dean of Students Office. Policy definitions and examples, how to report.</td>
<td></td>
</tr>
<tr>
<td>Campus Orientation Resource Fair</td>
<td>June 18</td>
<td>Mills Plaza</td>
<td>Personal Safety, Domestic Violence, Sexual Assault Awareness &amp; Prevention &amp; Risk Reduction.</td>
<td></td>
</tr>
<tr>
<td>Orientation for New incoming Students – Personal Safety, Social Responsibility and Civil Discourse</td>
<td>June 18</td>
<td>Humanities Lecture Hall</td>
<td>Introduction to incoming students to Title IX, the Sexual Misconduct and Interpersonal Violence Policy, Student Code of Community Standards, UNCA PD, and the Dean of Students Office. Policy definitions and examples, including how to report.</td>
<td></td>
</tr>
<tr>
<td>Embark Freshman Orientation – Title IX Bystander Intervention</td>
<td>June 19</td>
<td>Humanities Lecture Hall</td>
<td>Orientation program on what is a bystander and how does one become an active bystander.</td>
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<tr>
<td>Event Title</td>
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<tr>
<td>Campus Orientation Resource Fair</td>
<td>June 21</td>
<td>Mills Plaza</td>
<td>Personal Safety, Domestic Violence, Sexual Assault Awareness &amp; Prevention &amp; Risk Reduction.</td>
<td>1</td>
</tr>
<tr>
<td>Orientation for New incoming Students – Personal Safety, Social Responsibility and Civil Discourse</td>
<td>June 21</td>
<td>Humanities Lecture Hall</td>
<td>Introduction to incoming students to Title IX, the Sexual Misconduct and Interpersonal Violence Policy, Student Code of Community Standards, UNCA PD, and the Dean of Students Office. Policy definitions and examples, including how to report.</td>
<td>1</td>
</tr>
<tr>
<td>Embark Freshman Orientation – Title IX Bystander Intervention</td>
<td>June 22</td>
<td>Humanities Lecture Hall</td>
<td>Orientation program on what is a bystander and how does one become an active bystander.</td>
<td>1</td>
</tr>
<tr>
<td>Campus Orientation Resource Fair</td>
<td>June 25</td>
<td>Mills Plaza</td>
<td>Personal Safety, Domestic Violence, Sexual Assault Awareness &amp; Prevention &amp; Risk Reduction.</td>
<td>1</td>
</tr>
<tr>
<td>Orientation for New incoming Students – Personal Safety, Social Responsibility and Civil Discourse</td>
<td>June 25</td>
<td>Humanities Lecture Hall</td>
<td>Introduction to incoming students to Title IX, the Sexual Misconduct and Interpersonal Violence Policy, Student Code of Community Standards, UNCA PD, and the Dean of Students Office. Policy definitions and examples, including how to report.</td>
<td>1</td>
</tr>
<tr>
<td>Embark Freshman Orientation – Title IX Bystander Intervention</td>
<td>June 26</td>
<td>Humanities Lecture Hall</td>
<td>Orientation program on what is a bystander and how does one become an active bystander.</td>
<td>1</td>
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<td>Event</td>
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<tr>
<td>Campus Orientation Resource Fair</td>
<td>June 28</td>
<td>Mills Plaza</td>
<td>Personal Safety, Domestic Violence, Sexual Assault Awareness &amp; Prevention &amp; Risk Reduction.</td>
<td>1</td>
</tr>
<tr>
<td>Orientation for New incoming Students – Personal Safety, Social Responsibility and Civil Discourse</td>
<td>June 28</td>
<td>Humanities Lecture Hall</td>
<td>Introduction to incoming students to Title IX, the Sexual Misconduct and Interpersonal Violence Policy, Student Code of Community Standards, UNCA PD, and the Dean of Students Office. Policy definitions and examples, how to report.</td>
<td>1</td>
</tr>
<tr>
<td>Embark Freshman Orientation – Title IX Bystander Intervention</td>
<td>June 29</td>
<td>Humanities Lecture Hall</td>
<td>Orientation program on what is a bystander and how does one become an active bystander.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX Overview – Police Officers</td>
<td>July 24</td>
<td>Weizenblatt Hall</td>
<td>Overview of the duties of the Title IX office on campus and how they function with the duties of campus police.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX Overview – Police Officers</td>
<td>July 26</td>
<td>Weizenblatt Hall</td>
<td>Overview of the duties of the Title IX office on campus and how they function with the duties of campus police.</td>
<td>1</td>
</tr>
<tr>
<td>ALICE Active Shooter Training – Pharmacy School Staff</td>
<td>July 30</td>
<td>Karpen Hall</td>
<td>Inform attendees of the trends involving campus and other active shooter events. Give attendees instruction on how to secure a door, escape routes and how to fight and aggressor/active shooter when no other option is available.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX Overview—Athletics Department</td>
<td>July 30</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university athletics and the duty to report Title IX issues.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX Overview—Athletics / Women’s Basketball</td>
<td>August 1</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university athletics. Other topics include Healthy Relationships, Consent, Interpersonal Violence, Stalking, Bullying &amp; Hazing, Discrimination and Bystander Intervention.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX Overview—Athletics / Women’s Soccer</td>
<td>August 3</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university athletics. Other topics include Healthy Relationships, Consent, Interpersonal Violence, Stalking, Bullying &amp; Hazing, Discrimination and Bystander Intervention.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX Overview—Transportation Drivers</td>
<td>August 7</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university transportation and the duty to report Title IX issues as an employee with Public Safety and Transportation.</td>
<td>1</td>
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<tr>
<td>Event Description</td>
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<tr>
<td>Title IX Overview—Athletics / Men’s Soccer</td>
<td>August 7</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university athletics. Other topics include Healthy Relationships, Consent, Interpersonal Violence, Stalking, Bullying &amp; Hazing, Discrimination and Bystander Intervention.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX Overview—Athletics / Volleyball</td>
<td>August 8</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university athletics. Other topics include Healthy Relationships, Consent, Interpersonal Violence, Stalking, Bullying &amp; Hazing, Discrimination and Bystander Intervention.</td>
<td>1</td>
</tr>
<tr>
<td>ALICE Active Shooter Training – Women’s Soccer</td>
<td>August 8</td>
<td>Ponder Hall</td>
<td>Inform attendees of the trends involving campus and other active shooter events. Give attendees instruction on how to secure a door, escape routes and how to fight and aggressor/active shooter when no other option is available.</td>
<td>1</td>
</tr>
<tr>
<td>ALICE Active Shooter Training – Men’s Soccer</td>
<td>August 8</td>
<td>Brown Hall</td>
<td>Inform attendees of the trends involving campus and other active shooter events. Give attendees instruction on how to secure a door, escape routes and how to fight and aggressor/active shooter when no other option is available.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX Overview – Student Housing Resident Advisors</td>
<td>August 13</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university transportation and the duty to report Title IX issues as an employee with University Housing.</td>
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<tr>
<td>Title IX Overview – Athletics / Cross Country</td>
<td>August 13</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university athletics. Other topics include Healthy Relationships, Consent, Interpersonal Violence, Stalking, Bullying &amp; Hazing, Discrimination and Bystander Intervention.</td>
<td>1</td>
</tr>
<tr>
<td>Make-up Embark Freshman Orientation – Personal Safety, Social Responsibility and Civil Discourse Title IX / Bystander Intervention</td>
<td>August 17</td>
<td>Highsmith Student Union</td>
<td>Introduction to incoming students to Title IX, the Sexual Misconduct and Interpersonal Violence Policy, Student Code of Community Standards, UNCA PD, and the Dean of Students Office. Policy definitions and examples, including how to report. Orientation program on what is a bystander and how does one become an active bystander.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – Student Employee Training</td>
<td>August 19</td>
<td>Lipinsky Hall</td>
<td>Overview of the duties of the Title IX office and its relationship with university employees, consent, bystander intervention, CSA’s and the duty to report Title IX issues as an employee with the university.</td>
<td>1</td>
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<tr>
<td>Event Title</td>
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<td>Description</td>
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<tr>
<td>Title IX – The Hookup</td>
<td>August 19</td>
<td>Lipinsky Hall</td>
<td>This program presents to new students an overview of the duties of the Title IX office and its relationship with university, consent, Bystander Intervention, and Risk Reduction.</td>
<td>2</td>
</tr>
<tr>
<td>Title IX Overview—Athletics / Swimming and Golf</td>
<td>August 20</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university athletics. Other topics include Healthy Relationships, Consent, Interpersonal Violence, Stalking, Bullying &amp; Hazing, Discrimination and Bystander Intervention.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX Overview—Athletics / Baseball</td>
<td>August 20</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university athletics. Other topics include Healthy Relationships, Consent, Interpersonal Violence, Stalking, Bullying &amp; Hazing, Discrimination and Bystander Intervention.</td>
<td>1</td>
</tr>
<tr>
<td>Student Involvement Fair – Title IX, Public Safety Health, and Counseling</td>
<td>August 21</td>
<td>Quad</td>
<td>Tabling event to provide awareness and information about resources around Personal Safety, Domestic Violence, Sexual Assault Awareness &amp; Prevention &amp; Risk Reduction.</td>
<td>1</td>
</tr>
<tr>
<td>Welcome Back: Coffee &amp; Bagels Title IX</td>
<td>August 22</td>
<td>Zeis Parking Lot</td>
<td>Handout bagels and coffee with information on resources available to commuter students.</td>
<td>1</td>
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<td>Event</td>
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<tr>
<td>Title IX Overview—Athletics / Track &amp; Field</td>
<td>August 22</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university athletics. Other topics include Healthy Relationships, Consent, Interpersonal Violence, Stalking, Bullying &amp; Hazing, Discrimination and Bystander Intervention.</td>
<td></td>
</tr>
<tr>
<td>Title IX Overview—Athletics / Men’s Basketball and Tennis</td>
<td>August 22</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university athletics. Other topics include Healthy Relationships, Consent, Interpersonal Violence, Stalking, Bullying &amp; Hazing, Discrimination and Bystander Intervention.</td>
<td></td>
</tr>
<tr>
<td>Title IX Overview—Athletics / Women’s Tennis</td>
<td>August 23</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university athletics. Other topics include Healthy Relationships, Consent, Interpersonal Violence, Stalking, Bullying &amp; Hazing, Discrimination and Bystander Intervention.</td>
<td></td>
</tr>
<tr>
<td>Welcome Back: Coffee &amp; Bagels Title IX</td>
<td>August 29</td>
<td>Zeis Parking Lot</td>
<td>Handout bagels and coffee with information on resources available to commuter students.</td>
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<td>Event</td>
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<td>Location</td>
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<tr>
<td>Title IX – Overview to John Brock’s Class</td>
<td>August 29</td>
<td>Karpen Hall</td>
<td>This program presents to new students an overview of the duties of the Title IX office and its relationship with university, consent, Bystander Intervention, and Risk Reduction.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – AXIS Security Training</td>
<td>August 29</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university contracted employees, consent, bystander intervention, CSA’s and the duty to report Title IX issues as a contracted security employee with the university.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – What is Consent and How Do I Get It?</td>
<td>August 30</td>
<td>Brown Hall</td>
<td>Title IX presents a program on what is consent and how to give and get consent.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – AXIS Security Training</td>
<td>August 30</td>
<td>Sherrill Center</td>
<td>Overview of the duties of the Title IX office and its relationship with university contracted employees, consent, bystander intervention, CSA’s and the duty to report Title IX issues as a university contracted security employee.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX / CSA Training for Registrar and Others</td>
<td>September 5</td>
<td>Ramsey Library</td>
<td>Overview of the duties of the Title IX office and its relationship with university employees considered Campus Security Authorities with an explanation of consent, bystander intervention and the duty to report Title IX issues as a CSA.</td>
<td>1</td>
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<td>Event Type</td>
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<tr>
<td>Onboarding Training</td>
<td>September 5</td>
<td>Brown Hall</td>
<td>New Staff Employee Training - Personal Safety, Crime Prevention &amp; Awareness, Annual Safety and Fire Report, Safety Tips, Active Shooter (Run, Hide, Fight).</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – Let’s Talk About Sex (Policy)</td>
<td>September 6</td>
<td>Brown Hall</td>
<td>Program to explain what is the Sexual Misconduct and Interpersonal Violence Policy and what is contained within it.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX / CSA Training for Student Organizations</td>
<td>September 8</td>
<td>Highsmith Student Union</td>
<td>Overview of the duties of the Title IX office and its relationship with university student organization leaders and members that are considered Campus Security Authorities with an explanation of consent, bystander intervention and the duty to report Title IX issues as a CSA.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX / CSA Training for Student Ambassadors</td>
<td>September 10</td>
<td>Highsmith Student Union</td>
<td>Overview of the duties of the Title IX office and its relationship with university student leaders that are considered Campus Security Authorities with an explanation of consent, bystander intervention and the duty to report Title IX issues as a CSA.</td>
<td>1</td>
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<td>Event</td>
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<td>Description</td>
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<tr>
<td>Title IX / CARE Team - Bystander Intervention</td>
<td>September 11</td>
<td>Brown Hall</td>
<td>Program on what does it mean to be an active bystander (up-stander) and why is it so important in the prevention of sexual and interpersonal violence.</td>
<td>1</td>
</tr>
<tr>
<td>Hyannis House Open Discussion</td>
<td>September 13</td>
<td>Brown Hall</td>
<td>Hyannis House will discuss who they are, why they exist, name changes, proper pronoun, resources, etc. that they provide for the LGBTQ Community and survivors of Sexual Violence and Domestic/Dating Violence.</td>
<td>1</td>
</tr>
<tr>
<td>Enthusiastic Yes</td>
<td>September 18</td>
<td>Laurel Forum</td>
<td>PEPAH presents a candid conversation on consent.</td>
<td>1</td>
</tr>
<tr>
<td>Safety in the Woods</td>
<td>September 20</td>
<td>Woods Residence Halls</td>
<td>Combined program with the RA’s of the Woods and Campus Police where student residents were informed about how to be safe on campus and what to do in the event of a fire or fire alarm. RA’s handed out cleaning supplies and students were given information on cooking and fire safety.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX - U of Nine Quiz</td>
<td>September 24</td>
<td>Campus on-line module</td>
<td>Quiz to test student’s knowledge on topics of University Policy concerning Consent, Sexual Assault, Sexual Harassment, Dating and Domestic Violence, Stalking and Bystander Intervention and Interpersonal Violence.</td>
<td>1</td>
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<tr>
<td>Event Description</td>
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<tr>
<td>Title IX - Risk Reduction</td>
<td>September 25</td>
<td>Highsmith Student Union</td>
<td>Program where students learn strategies to use in-the-moment, should an attack or attempted sexual assault happen. Some examples of risk reduction programs include blue safety lights on campus, self-defense classes, bystander intervention techniques, the buddy system, rape whistles, etc.</td>
<td>1</td>
</tr>
<tr>
<td>Supporting LGBTQIA &amp; Code Red</td>
<td>September 26</td>
<td>Highsmith Student Union</td>
<td>OurVoice: brief LGBTQIA+ 101 (we go over sex and gender terminology and also statistics that show the rates that folks experience sexual violence). We then discuss the barriers that folks in the LGBTQIA+ community experience in accessing services and offer best practices for organizations to adopt so that these services are more accessible.</td>
<td>1</td>
</tr>
<tr>
<td>Vehicle Maintenance Workshop and Car Safety Check</td>
<td>September 27 &amp; 28</td>
<td>Sherrill Deck</td>
<td>Educational program where University Police, Student Health Services and Transportation Services employees with local garage service staff check vehicles and teach about proper fluid levels and tire pressure and simple vehicle maintenance to keep student vehicles running safe.</td>
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<td>Event Description</td>
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<tr>
<td>Hazing, Title IX and Bystander Intervention</td>
<td>September 27</td>
<td>Brown Hall</td>
<td>Staff from Health and Counseling and the Title IX will present information on Title IX violations and resources and Hazing Education and the significance of bystander intervention regarding such events.</td>
<td>1</td>
</tr>
<tr>
<td>Bystander Intervention</td>
<td>September 27</td>
<td>Brown Hall</td>
<td>Program on what does it mean to be an active bystander (up-stander) and why is it so important in the prevention of sexual and interpersonal violence.</td>
<td>1</td>
</tr>
<tr>
<td>Be Brave Week: Meet Your Campus Resources</td>
<td>October 1</td>
<td>Highsmith Student Union</td>
<td>Panel format for students to meet resources with Disability Services, Title IX and Health and Counseling</td>
<td>1</td>
</tr>
<tr>
<td>Be Brave Week: Consent and Communication – An Autistic Journey in Learning to Recognize Abuse and Finding Help</td>
<td>October 2</td>
<td>Highsmith Student Union</td>
<td>This presentation will cover the topics of consent and abuse in a straightforward manner with the hope that participants will be empowered to more easily identify abuse in their own lives. We will also look at ways to clearly communicate consent in multiple areas of life.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – Film Screening: Private Violence</td>
<td>October 3</td>
<td>Karpen Hall</td>
<td>Documentary viewing of Private Violence followed by a discussion on the topic of dating and domestic violence in our culture and communities</td>
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<tr>
<td>Be Brave Week: Community Resources</td>
<td>October 4</td>
<td>Highsmith Student Union</td>
<td>Panel of community resources (Trans Mission, Youth Outright and HelpMate)</td>
<td>1</td>
</tr>
<tr>
<td>R.A.D. (Rape Aggression Defense)</td>
<td>October 5 &amp; 6</td>
<td>Sherrill Center</td>
<td>Physical defense program for women that teaches defensive concepts and techniques against various types of assault.</td>
<td>1</td>
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<tr>
<td>Commuter Grab and Go Breakfast</td>
<td>October 24</td>
<td>Zeis Hall Bus Stop and the Bulldog Statue</td>
<td>Two stations were set up on campus in partnership between Campus Police and Student Health and Counseling to greet commuters coming onto campus and provide them with coffee and food as well as Alcohol Safety information.</td>
<td>1</td>
</tr>
<tr>
<td>Alcohol Awareness and Binge Drinking Prevention</td>
<td>October 24</td>
<td>South Ridge Hall</td>
<td>Officers participated in a program with a resident advisor to emphasize the dangers of underage consumption of alcohol and binge drinking. Intox goggles were used in a series of games to educate students on the effects alcohol has on a person while trying to perform simple tasks.</td>
<td>1</td>
</tr>
<tr>
<td>Alcohol Awareness and Binge Drinking Prevention</td>
<td>October 29</td>
<td>Governors Hall</td>
<td>Officers participated in a program with a resident advisor to emphasize the dangers of underage consumption of alcohol and binge drinking. Intox goggles were used in a series of games to educate students on the effects alcohol has on a person while trying to perform simple tasks.</td>
<td>1</td>
</tr>
<tr>
<td>Event Description</td>
<td>Date</td>
<td>Location</td>
<td>Description</td>
<td></td>
</tr>
<tr>
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</tr>
<tr>
<td>ALICE Active Shooter Training – Student Employees</td>
<td>October 30</td>
<td>Brown Hall</td>
<td>Inform attendees of the trends involving campus and other active shooter events. Give attendees instruction on how to secure a door, escape routes and how to fight and aggressor/active shooter when no other option is available.</td>
<td>1</td>
</tr>
<tr>
<td>Title IX – Safer Sex Jars</td>
<td>November 12</td>
<td>Ramsey Library</td>
<td>Tabling program where students decorate jars to promote safer sex habits.</td>
<td>1</td>
</tr>
<tr>
<td>SUSO Tabling – Bystander Intervention and Sexual Violence</td>
<td>November 13</td>
<td>Ramsey Library</td>
<td>Tabling program where students are provided information and resources for bystander intervention and sexual violence prevention.</td>
<td>1</td>
</tr>
<tr>
<td>Healthy Relationship Skits – Health &amp; Counseling</td>
<td>November 14</td>
<td>Highsmith Student Union</td>
<td>Students perform skits to inform audience on what is a healthy relationship.</td>
<td>1</td>
</tr>
<tr>
<td>TransHealth Resources</td>
<td>November 15</td>
<td>Ramsey Library</td>
<td>Tabling program where resource information is provided concerning physical and mental health resources for the Trans Community.</td>
<td>1</td>
</tr>
</tbody>
</table>