Introduction

Cabarrus College of Health Sciences, in partnership with Carolinas HealthCare System (CHS), and Carolinas Medical Center – NorthEast (CMC-NE) Security Services, prepared this report in compliance with the Clery Act and the Violence Against Women Reauthorization Act of 2013. This report includes statistics for the previous three years concerning reported crimes that occurred on campus or property owned or controlled by CHS/CMC-NE; and on public property, including thoroughfares, streets, sidewalks, and parking facilities, that are within the campus, or immediately adjacent to and accessible from the campus. This report also includes institutional policies concerning campus security, such as policies concerning alcohol and drug use, crime prevention, the reporting of crimes, sexual misconduct, and other matters. Each entity provides updated information on its educational efforts and programs. Campus disciplinary, crime, arrest and referral statistics include those reported to designated campus security officials, and local law enforcement agencies.

Campus Safety and Security Reporting

Safety is one of the core values and standards of all members of the campus community at Cabarrus College of Health Sciences. The Cabarrus College Campus Safety and Security Report is published and distributed each year to students and employees of the College in compliance with the Higher Education Opportunity Act (Public Law 110-315) (HEOA). The report can be accessed at http://ope.ed.gov/security (right tab, get data from one institution then go to the institution field and enter Cabarrus College of Health Sciences). To review or inquire about the comprehensive report, please contact Student Affairs at 704-403-1638.

All criminal incidents are to be reported to CMC-NorthEast Security Services for response and documentation. To contact Security Services:

- Dial ext. 6-6595 from a campus phone.
- Dial 704-403-1192 from off-campus.
- Dial 704-403-3000 to reach the CMC-NorthEast operator who can page Security.

For emergencies, further assistance may be obtained 24-hours daily from the following resources:

- Emergency Services 911 (Ambulance, Fire, Police) from campus dial 9-911
- Concord Police Department 704-786-9155 (communications)
- Cabarrus County Sherriff's Department 704-920-3000 (communications)
- CHS EAP 1-800-384-1097 or 704-355-5021
- CMC-NE Ask First at 1-800-575-1275
- Rape Crisis 24-Hour Hotline at 704-375-9900
- Crime Stoppers Program at 704-334-1600
- National Suicide Prevention Lifeline 1-800-273-8255
- National Hopeline 1-800-784-2433

In addition, students, faculty, and staff may seek assistance for issues of sexual misconduct or other campus-related crimes or issues, or seek additional information from the following College and CHS departments:

Christine L. Corsello, Dean, Student Affairs and Enrollment Management	704-403-4336, Room 209
Sherry Hamilton, Coordinator, Advising and Student Success	704-403-1616, Room 125
Cara Lursen, Title IX Coordinator	704-403-1614, Room 105
EAP Counseling Center	704-355-5021
Senior Manager, CMC Security	704-355-3110

Emergency Preparedness and Response

Cabarrus College of Health Sciences has created a comprehensive emergency response plan which details immediate response and evacuation procedures, including the use of the emergency response notification system. If a situation arises that poses a verified, imminent or ongoing threat to the safety, security, or health of students or employees, an emergency response notification will be issued to expedite communication and/or evacuation procedures.

Emergency response notifications are disseminated with the goal of notifying as many people as possible, as rapidly as possible with adequate follow-up information as needed. Security alerts are issued for specific threat levels such as a) Minor - minor weather issues, minor disturbances, minor theft, etc.; b) Emergency - severe weather, medical trauma, fire, suspicious package, etc.; and c) Disaster - active shooter, hostage, significant weather event, etc..

If deemed necessary, an emergency response notification message can be sent to all students and employees. This notification indicates a security alert has been issued and provides contact information and instructions for further information. There are several ways in which employees and students of Cabarrus College are notified of emergency situations.

Notifications include:

- Blackboard Connect the mass notification system whereby voice messages are sent to employees and student telephones. The Office of Student Records and Information Management is responsible for posting messages.
- Cabarrus College Web site go to <u>www.cabarruscollege.edu.</u>
- Recorded Message Dial 704-403-1555 to listen to the updated college greeting.
- Overhead audible paging system
- Local television stations including WBTV (3), WSOC (9), and WCNC (36)
- Cabarrus College Email an email is sent to all students, faculty, and staff.

As a part of the comprehensive emergency response plan the College schedules drills, exercises and appropriate activities designed for assessment and evaluation of emergency plans and capabilities on an annual basis. All exercises conducted are documented, including the date, time and whether it was announced or unannounced. The emergency response notification system is tested twice annually in the fall and spring semesters and an evacuation drill is conducted in the fall of every year.

Emergency Telephones

Emergency telephones are located throughout the College campus and can be used to contact Security Services. Emergency telephone locations are as follows:

- Front entrance of the College
- Stairwell exit on the west side of the building adjacent to Lake Concord Road
- Throughout campus parking lots
- All classrooms and laboratories

Security and Building Access

The College building is opened at 7:00AM and locked at 6:30PM Monday thru Friday. The College remains locked on weekends, holidays and designated "closed" days.

The front entrance to the building, when locked, does remain accessible via card swipe access to individuals having a valid photo identification badge. Students with a valid badge will have access to the building when locked, from 6:30AM to 10PM daily including weekends and holidays. Employees having a valid badge will have access to the building when locked, 24-hours per day, seven days per week.

CMC-NE Security personnel provide random patrols of the facility 24 hours a day. Closed circuit cameras, alarms, and electronic door locks are in place to provide an additional level of security and access control.

Security Services

CMC-NorthEast Security Services is available to the College 24-hours per day, seven days per week and performs the following services to enhance employee and student safety:

- Provides vehicle patrol of parking lot.
- Responds immediately to emergency calls, in a reasonably prompt timeframe to less emergent calls, and upon request.
- Locks and unlocks exterior doors Monday through Friday.
- Enforces campus parking regulations.
- Provides night escort services on "an as available basis".
- Opens building, office and vehicle lockouts.
- Monitors building perimeter, front entrance, and parking lot through surveillance cameras.
- Provides daily building checks.
- Provides education to students and employees on the elements of the security management plan.
- Conducts an annual Risk Assessment and Vulnerability Analysis within the CMC-NorthEast campus which
 includes the College.

Limited Voluntary Confidential Reporting

The Concord Police Department encourages anyone who has witnessed or been a victim of a crime to promptly report the incident by calling 911. The non-emergency number can also be used when appropriate. Police reports in the State of North Carolina are public records and Concord Police Department cannot hold reports of crime in confidence. In compliance with the Clery Act, campus security officials are defined as any person who has the authority and duty to take action or respond to particular issues on behalf of the institution. Campus security officials are required to report all crimes and other violations reported to them. For Cabarrus College, these include

personnel in the CMC-NE Security Department and members of the Division of Student Affairs, including the Dean, Student Affairs and Enrollment Management. Pastoral counselors and professional counselors, when acting as such, are not considered to be a campus security official and are not required to report crimes for inclusion in the annual disclosure of crime statistics. Those reporting crime statistics are generally limited to CHS Security, CMC-NE Security Services, the Division of Student Affairs and the Concord Police Department. Information from all reporting departments is reviewed by the CHS Corporate Security Department to confirm that it meets the reporting requirements under the Clery Act.

Campus Law Enforcement Authority and Jurisdiction

Concord Police Department officers work with CMC-NE Security Services, the Cabarrus County Sheriff's Department, State and Federal law enforcement agencies, and all appropriate agencies of the criminal justice system. These agencies routinely exchange crime-related reports and statistics and conduct cooperative patrols, special events, investigations, and special unit operations. CHS Security does not provide primary security services to any off-campus locations (off Carolinas Healthcare System property). Off-campus violations of the law or Code of Student Conduct should be reported to the Dean, Student Affairs and Enrollment Management or the Title IX Coordinator. Cabarrus College does not officially recognize any student organization with off-campus facilities.

Crime Prevention

The CMC-NE Security Services Department attempts to prevent crimes from occurring rather than having to react to them after the fact. The goal of crime prevention is to eliminate or minimize criminal opportunities whenever possible and to encourage students, faculty, and staff to be responsible for both their own safety and the safety of others.

Throughout the year, CHS Security, in cooperation with other organizations, provides workshops on personal safety, conflict resolution, self-defense, and other topics. Information about these programs is available by calling CHS Security at 704-355-3333. The following are some specific examples of crime prevention and security awareness programs and initiatives offered by Cabarrus College in conjunction with CHS Security:

Security Information and Crime Prevention Strategies - this session is offered to all new students and employees during the onboarding process. It covers personal safety and CHS Security information, deescalation and conflict resolution, managing physical aggression, sexual assault prevention, and by-stander intervention strategies.

Rape Aggression Defense (R.A.D.) - the Rape Aggression Defense System is a program of realistic, self-defense tactics and techniques. The R.A.D. System is a comprehensive 12 hour course for women. It begins with awareness, prevention, risk reduction and avoidance, while progressing on to basic hands-on defense training. Our courses are taught by certified R.A.D. instructors and provide a workbook/reference manual. This manual outlines the entire physical defense program for reference and continuous personal growth. The R.A.D. system of physical defense is being taught at many colleges and universities. The growing, wide-spread acceptance of this system is primarily due to the ease, simplicity, and effectiveness of our tactics, solid research, legal defensibility, and unique teaching methodology.

Personal Safety Tips - this program reviews general personal safety tips and techniques including parking lot safety, using ATMs, commuter safety and related topics. The program is a combination of lecture and PowerPoint and is approximately one hour in length. Some tips for all CHS staff and students include:

- Do not allow the opportunity for a crime to occur avoid placing yourself in environments where criminals will have the opportunity to commit a personal crime.
- Stay alert at all times and call CMC security or police immediately to report suspicious activity.
- If possible, let a friend or roommate know where and with whom you'll be and when you'll be back when you go out.
- Trust your instincts if you feel uncomfortable about someone near you on the street, in an elevator, or getting off a bus, head for a populated place, or yell for help.
- Use well-lit and busy sidewalks.
- Avoid walking alone or walking near vacant lots, alleys, construction sites, and wooded areas.
- Learn the locations of emergency HELP stations on campus.
- Carry a cell phone, whistle, or a personal alarm to alert people that you need help.
- Try to park in an area that will be well-lit and heavily traveled when you return.
- Lock your car doors and roll up the windows completely even if you're only running a quick errand. Do not leave valuables such as MP3 players and GPS units in plain view.
- Never leave personal property (e.g., book bags, laptop computers, etc.) unattended.

Non-Violent Crisis Intervention - this course is designed to provide participants various methods of deescalation as well as some basic physical restraint techniques should de-escalation prove to be ineffective. Approximately 8 hours in length, this program also may be used for CEUs based upon the facility.

Conflict Resolution – this in-service deals with methods for calming volatile situations and recognizing warning signs that a situation may become violent (one hour class).

Workplace Violence Prevention – this program provides resources and strategies to deal with violence in the workplace. It is a one hour class.

Security Orientation – explains the duties and responsibilities of Carolinas Healthcare System Security Officers, how and when to contact Security, and how to make the work environment safer. This course is for new employees or a refresher for staff (30 minute program).

Identity Theft Prevention – focuses on the growing threat of identity theft and how to prevent it and how to properly respond should you become a victim (one hour program).

Drug and Alcohol Use and Prevention

Cabarrus College and clinical and fieldwork affiliates must be free from alcohol, illegal drug use and other substances which may or may not adversely affect performance. The College's alcohol and drug prevention program includes strict policies regarding drug and alcohol use and charges, convictions and sanctions all which may affect enrollment and future licensure status if violations are discovered.

Student Affairs ensures that an alcohol and drug prevention program is in place at Cabarrus College in accordance with the Drug-Free Workplace Act of 1988 (Public Law 101-690) and the Drug Free Schools and Communities Act (Public Law 101-226). As a condition of pre-enrollment, students must provide a negative drug screen from a certified lab (within 30 days) prior to the first day of the semester. Students may be subject to random drug screenings. Any student who is charged with, or convicted of, a felony or any misdemeanor involving drugs or DUI shall immediately report such charge or conviction to the Dean, Student Affairs and Enrollment Management.

Students are advised of the health risks associated with the use of drugs and alcohol and federal and state laws associated with usage. Students are required to sign the student acknowledgement form which indicates receipt and understanding of the policies related to a drug and alcohol free campus. The financial aid department also requires that all students sign a form which outlines the consequences of convictions, possession, and sale of illegal drugs in order to meet Federal Student Aid eligibility requirements.

Students or employees who violate federal or state laws concerning the unlawful or unauthorized possession, use, distribution, dispensation, sale, or manufacture of controlled substances or alcohol may be subject to criminal prosecution. Students and employees who violate College policies concerning tobacco, alcohol, and drug use may also be subject to disciplinary action, up to and including dismissal or termination, for unauthorized consumption of alcohol on institutional time or property; inability to perform satisfactorily their assigned duties as a result of drinking alcoholic beverages; illegal or excessive use of drugs, narcotics, or intoxicants; or unauthorized sale or distribution of alcohol, drugs, narcotics, or other intoxicants.

For those students and employees who have a problem with tobacco, alcohol, or controlled substances, the following resources are available:

Employee Assistance Program (EAP) Counseling Center: This service can provide confidential assistance to individuals and families experiencing financial problems, job stress, emotional, alcohol and drug problems, legal issues, and difficulties with children. EAP helps students, employees and family members confront and overcome problems in the workplace. Visit their website www.chs-eap.org to learn more about EAP. To schedule an appointment or speak with a counselor, please call 704-355-5021 or toll-free at 800-384-1097, 24-hours a day, seven days a week.

Dean, Student Affairs and Enrollment Management: The Dean, Student Affairs and Enrollment Management can provide referrals to Concord-area counseling and treatment centers and to the EAP counseling center. The Dean's office can be reached at 704-403-1638.

Coordinator, Advising and Student Success: The Student Success Coordinator can provide referrals to Concord-area counseling and treatment centers and to the EAP counseling center. The Student Success Coordinator can be reached at 704-403-1616.

Behavioral Health Center Horizons Outpatient Services: This service is designed for individuals who need intensive, goal-focused, ongoing treatment but do not meet specific criteria for inpatient hospitalization or traditional outpatient services. The program serves medically stable adults 18 or older who are suffering from alcohol or drug abuse. The 24-hour call center can be reached at 704-444-2400 or 1-800-418-2065.

Campus and Workplace Zero Violence Policy

Cabarrus College has a policy of zero-tolerance for campus (campus applies to class and clinical and fieldwork affiliates) and workplace violence, verbal and nonverbal threats, and related actions. Students and employees are encouraged to promptly report incidents to managers (or faculty/staff) and security to reduce or eliminate risks.

A student who reports or experiences violence while in class or clinical will not be subject to any form of retaliation. To ensure the highest standards of health and safety for all students, employees, visitors, patients, vendors, contractors and the general public, no one is permitted to:

- Physically assault another individual on Cabarrus College properties, clinical or fieldwork affiliations. Such
 actions include but are not limited to, unwanted hostile contact, such as hitting, pushing, shoving, or
 throwing objects.
- Threaten another individual stating a present or future intention to cause physical or mental harm. Any expression of intent to cause physical or mental harm is considered to be a threat.
- Harass another individual through communication or behavior designed or intended to intimidate, threaten, or frighten another individual.
- Damage another individual's Cabarrus College or CHS property.

Notify CMC-NE Security or the Dean for Student Affairs and Enrollment Management, immediately regarding any person who makes substantial threat(s), exhibits threating behavior, or engages in violent acts on CMC-NE property, including the College campus and clinical affiliates.

Cabarrus College supports local magistrate and court orders. All students, faculty and staff who apply for or obtain a permanent or temporary protective or restraining order which lists the College or CMC-NE locations as being protected areas and who request security services, should provide copies of the order to the Dean for Student Affairs and Enrollment Management, their supervisor or instructor, and CMC-NE Security. A copy of the protective or restraining order will be filed and kept confidential in the office of CMC-NE Security and the Dean's office.

Sex Offenders

The Federal Campus Sex Crimes Prevention Act, enacted in 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by state registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice, under state law, to each institution of higher education in that state at which the person is employed, carries on a vocation, volunteer's services, or is a student. Law enforcement information concerning registered sex offenders may be obtained from the Cabarrus County Sherriff's Office, 30 Corban Avenue, Concord, NC 28025; phone: 704.920.3000 or on the statewide database NC Sex Offender Registry at http://sexoffender.ncdoj.gov.

Sexual Misconduct (Discrimination, Harassment, Assault, and Retaliation)

Cabarrus College of Health Sciences is committed to providing an educational learning and professional working environment for all students and employees that maintains equality, dignity, and respect. In keeping with this commitment, Cabarrus College strictly prohibits discriminatory practices including harassment and discrimination on the basis of race, color, religion, sex, age, national origin, disability, military status, or on any other basis prohibited by law.

Cabarrus College of Health Sciences does not tolerate discrimination, harassment, assault, or retaliation and will endeavor to protect students and employees from those inappropriate actions by others inside or outside the College community. Where there is reason to believe that a crime has been committed or College policies have been violated, the College will pursue charges and disciplinary action, as appropriate.

The College complies with Title IX of the Education Amendments of 1972, and its implementing regulations, which prohibit discrimination (including sexual harassment and sexual violence) based on sex in the College's educational programs, services, and activities. Title IX also prohibits retaliation or adverse action taken against any student or employee for submitting a complaint, reporting harassment, or participating in an investigation. Any violation of this policy will result in disciplinary action, up to and including dismissal.

Definitions

- Discrimination: Unfair treatment of a person or group on the basis of prejudice or real or perceived differences. Discrimination includes but is not limited to deliberate actions causing unfair or unfavorable treatment based on race, color, religion, sex, sexual orientation, age, national origin, handicap, disability, military status, genetic information indicating predisposition to chronic diseases, or any other basis prohibited by law.
- 2. Harassment: Unwanted attention perceived as demeaning, intimidating, or bothersome.
 - Sexual harassment includes but is not limited to any unwelcome sexual advance or proposition, sexual
 flirtation, or request for sexual favor; derogatory, vulgar, or graphic written or oral statements regarding
 one's sexuality, gender, sexual orientation, or sexual experience; unnecessary touching or attention to an
 individual's body; unwanted sexual compliment, innuendos, suggestions, or jokes; or the wearing or
 display of sexually suggestive clothing, pictures, or objects.
 - Other verbal, non-verbal, or physical conduct of a sexual nature is prohibited harassment when that
 conduct unreasonably interferes with one's work or educational performance or creates an intimidating
 or hostile environment. This includes but is not limited to comments, jokes, or threats based on race,
 color, religion, sex, sexual orientation, age, national origin, disability, military status, or any other basis
 prohibited by law.
 - Sexual violence is a prohibited form of sexual harassment. Sexual violence includes physical sexual acts
 perpetrated against a person's will or where a person is incapable of giving consent due to use of drugs
 and/or alcohol or to an intellectual or other disability. Some examples of sexual violence may include
 rape, sexual assault, sexual battery, and sexual coercion.
- 3. Assault: An intentional and voluntary act causing unwanted, harmful, or offensive contact.
 - Sexual assault includes but is not limited to rape, forced sodomy, forced oral copulation, rape by a foreign object, sexual battery, and threat of sexual assault.
 - Other forms of assault may include fighting, attacking someone physically or emotionally, or threats of bodily harm.
- 4. Retaliation: Taking adverse action against a student, employee, or co-worker based their having reported an assault, harassment, discriminatory action, or other disciplinary-related action. Retaliation of any kind is prohibited. Examples of inappropriate retaliation include but are not limited to disciplining when not merited; moving one to a less favorable schedule, or other action intended to harm the complaining party.

Anyone who believes he or she has been a victim of a sexual offense or needs immediate assistance should contact CMC-NorthEast Security Services at 704.403.1192 or extension 6.6595 (from a College phone) or the CMC-NorthEast telephone operator at 704-403-3000.

The College has designated the following individual as the Title IX Coordinator, to coordinate the College's compliance with, education of, and response to inquiries concerning, Title IX as well as to receive reports of alleged Title IX violations, as well as violations of this policy: Cara S. Lursen, Coordinator, Campus and Community Outreach, 704.403.1614, cara.lursen@cabarruscollege.edu. Those requesting reasonable academic arrangements following an incident will be appropriately accommodated. The Employee Assistance Program is available to provide confidential, professional support.

Inquiries and/or complaints will be investigated immediately and will be conducted in as confidential a manner as is compatible with a thorough investigation of the complaint.

It is important to report to the Title IX coordinator if: (i) you believe you have been subjected to conduct that may violate these policies; (ii) you believe you have been retaliated against in violation of these policies; or (iii) you are an administrator or employee of the College and have been told about or witnessed conduct that may violate these policies. A report should be made as soon as possible after the perceived inappropriate conduct. Any student or employee who feels that he/she is being or has been harassed, assaulted, or discriminated or retaliated against should bring the matter to the attention of the Title IX Coordinator (if the victim is a student) or the appropriate supervisor and/or manager or CHS human resources representative (if the victim is an employee).

The Student Code of Conduct and Disciplinary Process may also be consulted. Serious assault should also be reported directly to the local law enforcement agency. All persons are advised that, regardless of whether they make a report pursuant to this policy, they have the right to file a complaint with law enforcement officials with respect to any conduct that may constitute a crime.

A person may also file a report with the Department of Education's Office of Civil Rights regarding alleged violation of Title IX by visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html or calling 1-800-421-3481.

Annual Disclosure of Crime Statistics

As required by federal law, CHS Corporate Security Department compiles yearly crime statistics on an annual basis in accordance with the definitions in the Uniform Crime Reporting system. The report includes statistics for the previous three years concerning crimes that occurred on campus and were reported to CMC-NE Security Services, to Concord Police Department (CPD), or to designated College officials, for persons referred for disciplinary action. Statistical information for off-campus locations or property owned or controlled by Carolinas HealthCare System as well as public property within or immediately adjacent to and accessible from the campus are collected or requested from CPD. All of the statistics are gathered, compiled, and reported to students, employees, prospective students, and interested members of the community via the College's Web site at http://www.cabarruscollege.edu/. In addition, all students and employees receive this information via e-mail.

The crime statistics tables located at the end of this report are reflective of the requirements mandated by Federal law for compiling this report:

Cabarrus College of Health Sciences Crime Report

Crimes Reported	Campus ¹		Non-Campus ²			Public Property ³			
	Cabarrus College of Health		Carolinas Medical Center-NE			Property immediately adjacent			
	Sciences					or accessible to Carolinas			
						Medical Center-NE and the			
						College campus			
	2011	2012	2013	2011	2012	2013	2011	2012	2013
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Forcible Sex Offenses	0	0	0	0	0	0	0	0	0
Non-Forcible Sex Offenses	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0
Weapons Violations	0	0	0	0	0	0	0	0	0
Disciplinary Referrals ⁵	0	0	0	0	0	0	0	0	0
Liquor	0	0	0	0	0	0	0	0	0
Drugs	0	0	0	0	0	0	0	0	0
Weapons	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0

^{*}See notes below

Hate Crime Reporting⁴: There were no hate crimes reported in 2013.

Crime Report Notes

Note	Description					
1	Campus: Cabarrus College of Health Sciences; 401 Medical Park Drive, Concord, NC 28025.					
2	Non-Campus: Carolinas Medical Center – NorthEast (CMC-NE) facilities that are used in direct support of, or in relation to, the College's					
	educational purposes, are frequently used by students, and is within the same reasonably contiguous geographic area of the College.					
3	Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that are immediately adjacent to and					
	accessible to CMC-NE and the College campus (1,000 foot radius of the College).					
4	Hate crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race (RA),					
	Religion (RE), Sexual Orientation (SO), Gender (G), Ethnicity (E), Disability (D), Gender Identity (GI) or National Origin (NO). Crimes					
	which are reported as hate crimes in the above chart are coded using these abbreviations.					
5	A student or employee referral for campus disciplinary action for violation of College policies regarding alcohol, drugs, or weapons does not					
	necessarily mean that a violation of law has occurred. Referrals that were the result of arrest or citation are reflected elsewhere in the chart.					
	Data reported by the number of individuals referred for campus disciplinary action are from the Dean, Student Affairs and Enrollment					
	Management and personnel records.					