

Goldey-Beacom College



ANNUAL SECURITY AND FIRE SAFETY REPORT

(includes crime statistics from 2021, 2022, and 2023)

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General Information

The information in the Annual Security and Fire Safety Report is provided to meet the requirements of the Jeanne Clery Disclosure Act of Campus Security Policy and the Campus Crime Statistics Act of 1998. This report has been prepared by the Clery Compliance Committee according to College procedures.

Preparing the Annual Security & Fire Safety Report

The Annual Security and Fire Safety Report (ASFSR) in accurate and complete form must be prepared and actively distributed no later than October 1 of each year. The Clery Compliance Officer is responsible for compiling, completing, and distributing the combined report. A final draft of the report is reviewed by the Dean of Students & Vice President of Operations & Planning prior to the distribution of the final report.

Phase 1: Formulation of Clery Compliance Committee

The Clery Compliance Committee is a multidisciplinary team tasked with reviewing the institution's policies and procedures to ensure compliance with the Clery Act. The team includes the Clery Compliance Officer and at least one representative from the following departments/committees:

- Athletics
- Campus Security
- Emergency Management Committee
- Facilities
- Human Resources
- Residence Life
- Student Affairs
- Title IX

The entire Committee convenes annually in January to review the goals and objectives, communicate project timelines, and establish working groups if necessary. The Clery Compliance Officer is responsible for promptly updating the Committee of any changes to the Clery Act or relevant guidance that affect the process.

Meetings of the Clery Compliance Committee are documented, and the minutes of each meeting are submitted to the Dean of Students and the Vice President of Operations & Planning by the Clery Compliance Officer.

Phase 2: Assessment of Previous Year's Annual Security and Fire Safety Report

The Clery Compliance Committee is responsible for assessing institutional compliance with the previous year's ASFSR. Also, the Clery Compliance Officer is responsible for organizing and sharing with the team all needed materials, including the previous ASFSR, existing campus policies, and any resources used for assessment (Clery Act regulations, Department of Education's Handbook for Campus Safety and Security Reporting, GBC Student Handbook, Clery Training Materials, Department of Education Checklist, etc.) Using these resources, the Committee reviews identified gaps and proposes necessary changes in February.

Phase 3: Compilation of Crime Statistics for Annual Security and Fire Safety Report

A request in writing for statistics from local law enforcement agencies that have jurisdiction in Clery geographical areas for the previous calendar year is completed in January. A follow-up written request is submitted to any law enforcement agencies that have not supplied statistics in February.

In February, the Clery Compliance Officer compiles fire statistics utilizing the following sources:

- The fire log into which all fire events are recorded within two business days. The log is kept for three years following publication of the Annual Fire Report (in effect, for seven years);
- All security reports which may be fire related in any way;
- The local fire department to ascertain any fire calls to campus; and

- All Resident Assistant Reports or other Incident Reports which may be in any way fire related.

During the month of February, the Clery Compliance Officer reviews and compiles reports of Clery Crimes in Clery geography reported to local law enforcement or campus security authorities for the previous year. The Clery Compliance Officer compiles all statistics in the appropriate format and inserts them into the ASFSR.

Phase 4: Development of the Report

In March, the Clery Compliance Committee submits final drafts of policy statements that reflect existing policies on campus. The Clery Compliance Officer organizes the information in a singular, comprehensive document and performs an initial review using an agreed upon checklist.

Phase 5: Review of the Report

In April, the Clery Compliance Officer provides the report draft to the Clery Compliance Committee. Each member of the Committee is responsible for reviewing the draft and compiling a list of questions and observations and submitting them to the Clery Compliance Officer.

In May, the Clery Compliance Officer facilitates a meeting of the Clery Compliance Committee for review of the ASFSR and shares a complete list of gaps, areas of concern, or questions from the entire Committee. Also, in May, the Clery Compliance Officer makes final changes, such as edits and formatting and submits the report to the Dean of Students and the Vice President Operations & Planning.

Phase 6: External Review of the Report

During June, the Dean of Students and the Vice President Operations & Planning complete a review of the ASFSR, ensuring that all reporting requirements have been met using the U.S. Department of Education (ED) checklist and submit the document to the Executive Leadership Team for final approval.

Phase 7: Dissemination of the Report

The Clery Compliance Committee identifies the method of disseminating the ASFSR to all currently enrolled students and all employees by October 1. Also, the Committee identifies methods to disseminate the report to prospective students and employees.

To ensure full compliance with DOE's requirements for active distribution the following procedures are completed prior to October 1:

- Electronic notice of the report's availability is sent to every enrolled student and current employee a) identifying the exact electronic address of the document, b) stating how one can request or obtain hard copy of the document, and c) describing the contents of the document. A copy of this electronic notice is kept on file for a period of ten years.
- The ASFSR is considered public information and is distributed without question to anyone requesting it. There is no charge for mailing a hard copy document;
- The Dean of Students and the Vice President Operations & Planning annually ascertain that notification of the ASFSR's availability continues to be located on the College webpage for the Employment Application for prospective employees and available at submission of the Admissions Application for prospective students. When a former student re-enrolls, an online re-entry form is required to be completed which includes ASFSR availability.

The College makes a reasonable, good faith effort to obtain additional information from the Delaware State, New Castle County, and City of Wilmington Police Departments. The College also requests data from out-of-state police departments which have jurisdiction over off-campus geography locations. Crime statistics for the College covering the past three calendar years (2021, 2022, and 2023) are included in this report and are available to the public.

All relevant information from necessary departments was gathered and the Clery Compliance Officer made reasonable, good faith efforts to obtain additional information from the aforementioned, outside institutions. Additionally, the review and the dissemination of the report were completed as described.

Geography

The Department of Education broadly defines Clery geography. It is within this geography that Clery crimes must be disclosed. Specifically, crimes must be reported that occur on:

- (1) On – Campus
- (2) On Public Property within or immediately adjacent to campus.
- (3) In or on Non – Campus buildings or property that the institution owns or controls.

The Department of Education Handbook for Campus Safety and Security Reporting further defines locations “owned or controlled” in the last element to include the use of an off-site building or property in which the university has some type of an agreement for use, whether formal or informal, written or unwritten. Some examples of this expansive definition include: short-stay “away” trips, school-sponsored trips, athletic fields and facilities. For a more detailed definition of Clery geography, please visit [U.S. Department of Education](https://www.ed.gov/office-of-security). You may also contact the Goldey – Beacom College Clery Compliance Officer, Molly Lowry via phone (302 – 225 – 6286) or email (clerycomplianceoffcr@gbc.edu).

Goldey-Beacom College (GBC) is a private institution of higher education located in Pike Creek, a suburb of Wilmington, Delaware. The College has only one campus, 24 acres in size, consisting of four apartment-style residence halls (Abel, Leach, Jackson, and Miller Halls), one traditional-style residence hall (Franta Hall), the Clarence A. Fulmer Center (housing Academic Affairs and Administration), the Joseph West Jones Center (housing Admissions, Student Affairs, Hirons Library and Learning Center, Academic Excellence Center, Career Services, Dining Services, Athletics, gymnasium, fitness center, student lounge, and event center), and athletics fields. A contiguous property contains a residential house that serves as the President’s house. A map of the College’s on – campus geography can be seen below.

The College also maintains a variety of Non – Campus properties for NCAA athletics.

- Carousel Park (Wilmington, DE)
- Chase Fieldhouse (Wilmington, DE)
- Delcastle Tennis Center (Wilmington, DE)
- Doyle Field (Wilmington, DE)
- Deerfield Golf Club (Newark, DE)
- Hockessin Montessori School (Hockessin, DE)
- McKean High School (Wilmington, DE)
- University of Delaware – Bob Hannah Stadium (Newark, DE)
- Hartefeld National Golf Club (Avondale, PA)
- Wyndham Southbury (Southbury, CT)



During the 2023 – 24 academic year, the College had 1,237 unduplicated students, and of those, approximately 270 resided on campus. As of May 2024, the College employed 76 full-time faculty and staff. The COVID-19 pandemic impacted campus operations in 2020 & 2021. Students, faculty, and staff returned to campus full-time in January 2021. After returning, students were able to reside and take classes on campus.

[The College's Pledge to Promote a Safe Environment: Notice of Non-Discrimination](#)

Goldey-Beacom College is committed to protecting the rights and dignity of all students and seeks to maintain a safe environment that is free from all forms of assault, harassment, and discrimination. Any form of assault, harassment or discrimination will not be tolerated by the College.

Goldey-Beacom College prohibits the offenses of discriminatory harassment on the basis of sex and sexual harassment, which includes domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the College community. Goldey-Beacom College issues this statement of policy to inform the campus community of its programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged sexual misconduct and/or sexual harassment, which includes domestic violence, dating violence, sexual assault and stalking. The Sexual Misconduct Policy in this document details the grievance procedures for reports of alleged sexual misconduct and/or sexual harassment that occurred both on-campus and off-campus.

Other discrimination and harassment prohibited by law includes any verbal or physical conduct toward another that is based on an individual's race, religion, creed, color, national origin, ancestry, mental and /or physical disability, sex, age, sexual orientation, gender identity, marital status, genetic information, pregnancy, childbirth and related conditions, parenting, family responsibilities, or any other protected category or characteristic, and that (1) unlawfully creates an intimidating, hostile, or offensive learning and/or working environment or (2) unlawfully interferes with an individual's work or academic performance. Threatening, intimidating, or engaging in hostile acts that create a hostile environment based on an individual's category or characteristic may constitute unlawful

harassment, whether the harasser is a co-worker, supervisor, student, faculty member, contractor, or agent of the College.

Clery Act Reportable Crimes & Glossary of Other Key Terms

The following crimes are included in our reportable annual crime statistics as required by the Clery Act.

Primary Crimes¹

Criminal Homicide

Murder and non-negligent manslaughter – The willful (non-negligent) killing of one human being by another.

Negligent manslaughter - The killing of another person through negligence. This offense includes killings from hunting accidents, gun cleaning, and children playing with guns. In addition, to arrests associated with driving under the influence, distracted driving (using a cell/smartphone), and reckless driving traffic fatalities resulting from the operation of a motor vehicle or vessel (boat).

Sex Offenses

Rape - The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

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

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

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

Robbery - The taking, or attempting to take, anything of value under confrontational circumstances from the control, custody, or care of another person by force or threat of force or violence and/or by putting the victim in fear of immediate harm.

Aggravated Assault - An unlawful attack by one person upon another wherein the offender uses a weapon or displays it in a threatening manner, or 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. This also includes assault with disease (as in cases when the offender is aware that he/she is infected with a deadly disease and deliberately attempts to inflict the disease by biting, spitting, etc.).

Burglary - The unlawful entry into a building or other structure with the intent to commit a felony or a theft.

Motor Vehicle Theft - The theft of a motor vehicle.

¹ Crime definitions from the [National Incident-Based Reporting System](#)

Arson - To unlawfully and intentionally damage, or attempt to damage, any real or personal property by fire or incendiary device.

Hates Crimes²

All Primary Crimes and the following crimes, if motivated by bias³:

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

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 - 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.

Violence Against Women Act Crimes⁴

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. 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.

Domestic Violence - The term "domestic violence" includes felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction receiving grant funding and, in the case of victim services, includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who:

- is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim;
- is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- shares a child in common with the victim; or
- commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

² Crime definitions from the [Uniform Crime Reporting Hate Crime Data Collection Guidelines & Training Manual](#)

³ Bias is defined as "a preformed negative opinion or attitude toward a group of persons based on their race, religion, disability, sexual orientation, ethnicity, gender, or gender identity. A Bias Crime is defined as "a committed criminal offense that is motivated, in whole or in part, by the offender's bias(es) against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity; also known as hate crime".

⁴ Crime definitions from the [Violence Against Women Act of 1994](#)

Stalking - The term “stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

For the purposes of this definition—

- a. 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.
- b. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- c. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Arrests & Referrals for Disciplinary Actions

- Arrests for local liquor law violations, drug law violations, and illegal weapons possession
- Referrals for campus disciplinary action for local liquor law violations, drug law violations, and illegal weapons possession

Categories of Bias

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

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

Gender – A preformed negative opinion or attitude toward a group of persons because those persons are male or female.

Gender Identity – A preformed negative opinion or attitude toward a group of persons because the perceived gender of those persons may be different from the gender traditionally associated with their gender at birth.

National Origin – A preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs and/or traditions.

Race – A preformed negative attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity that distinguish them as a distinct division of humankind.

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.

Sexual Orientation – A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex.

Jurisdictional Definitions of Consent, Dating Violence, Domestic Violence, Incest, Rape, Sexual Assault, and Stalking

The following definitions come from Titles 10 & 11 of the State of Delaware Code.

Consent

The State of Delaware defines consent, in relation to sexual activity, with a “without consent” definition as follows:

“Without consent” means:

1. The defendant compelled the victim to submit by any act of coercion as defined in §§ 791 and 792 of this title, or by force, by gesture, or by threat of death, physical injury, pain or kidnapping to be inflicted upon the victim or a third party, or by any other means which would compel a reasonable person under the circumstances to submit. It is not required that the victim resist such force or threat to the utmost, or to resist if resistance would be futile or foolhardy, but the victim need resist only to the extent that it is reasonably necessary to make the victim's refusal to consent known to the defendant; or
2. The defendant knew that the victim was unconscious, asleep, or otherwise unaware that a sexual act was being performed; or
3. The defendant knew that the victim suffered from a cognitive disability, mental illness or mental defect which rendered the victim incapable of appraising the nature of the sexual conduct or incapable of consenting; or
4. Where the defendant is a health professional, as defined herein, or a minister, priest, rabbi or other member of a religious organization engaged in pastoral counseling, the commission of acts of sexual contact, sexual penetration or sexual intercourse by such person shall be deemed to be without consent of the victim where such acts are committed under the guise of providing professional diagnosis, counseling or treatment and where at the times of such acts the victim reasonably believed the acts were for medically or professionally appropriate diagnosis, counseling or treatment, such that resistance by the victim could not reasonably have been manifested. For purposes of this paragraph, "health professional" includes all individuals who are licensed or who hold themselves out to be licensed or who otherwise provide professional physical or mental health services, diagnosis, treatment or counseling and shall include, but not be limited to, doctors of medicine and osteopathy, dentists, nurses, physical therapists, chiropractors, psychologists, social workers, medical technicians, mental health counselors, substance abuse counselors, marriage and family counselors or therapists and hypnotherapists; or
5. The defendant had substantially impaired the victim's power to appraise or control the victim's own conduct by administering or employing without the other person's knowledge or against the other person's will, drugs, intoxicants, or other means for the purpose of preventing resistance.

A child who has not yet reached that child's sixteenth birthday is deemed unable to consent to a sexual act with a person more than 4 years older than said child. Children who have not yet reached their twelfth birthday are deemed unable to consent to a sexual act under any circumstances.

Dating Violence

The State of Delaware defines dating violence as part of Domestic Violence.

Domestic Violence

"Domestic violence" means abuse perpetrated by 1 member against another member of the following protected classes:

- i. Family, as that term is defined in § 901(12) of this title (Title 10), regardless, however, of state of residence of the parties, or whether parental rights have been terminated; or
- ii. Former spouses; persons cohabitating together who are holding themselves out as a couple, with or without a child in common; persons living separate and apart with a child in common; or persons in a current or former substantive dating relationship. For purposes of this paragraph, neither a casual acquaintanceship nor ordinary fraternization between 2 individuals in business or social contexts shall be deemed to constitute a substantive dating relationship. Factors to consider for a substantive dating relationship may include the length of the relationship, or the type of relationship, or the frequency of interaction between the parties.

Incest

(a) A person is guilty of incest if the person engages in sexual intercourse with another person with whom the person has 1 of the following relationships:

- A male and his child.
- A male and his parent.
- A male and his brother.
- A male and his sister.
- A male and his grandchild.
- A male and his niece or nephew.
- A male and his father's sister or brother.
- A male and his mother's sister or brother.
- A male and his father's wife.
- A male and his wife's child.
- A male and the child of his wife's son or daughter.
- A female and her parent.
- A female and her child.
- A female and her brother.
- A female and her sister.
- A female and her grandchild.
- A female and her niece or nephew.
- A female and her father's sister or brother.
- A female and her mother's sister or brother.
- A female and her mother's husband.
- A female and her husband's child.
- A female and the child of her husband's son or daughter.

(b) The relationships referred to herein include blood relationships without regard to legitimacy and relationships by adoption.

Incest is a class A misdemeanor and is an offense within the original jurisdiction of the Family Court.

Rape

Rape in the Fourth Degree:

(a) A person is guilty of rape in the fourth degree when the person:

- (1) Intentionally engages in sexual intercourse with another person, and the victim has not yet reached that victim's sixteenth birthday; or
- (2) Intentionally engages in sexual intercourse with another person, and the victim has

not yet reached that victim's eighteenth birthday, and the person is 30 years of age or older, except that such intercourse shall not be unlawful if the victim and person are married at the time of such intercourse; or

(3) Intentionally engages in sexual penetration with another person under any of the following circumstances:

- a. The sexual penetration occurs without the victim's consent; or
- b. The victim has not reached that victim's sixteenth birthday.

(4) [Repealed.]

(b) Paragraph (a)(3) of this section does not apply to a licensed medical doctor or nurse who places 1 or more fingers or an object inside a vagina or anus for the purpose of diagnosis or treatment or to a law-enforcement officer who is engaged in the lawful performance of his or her duties.

Rape in the fourth degree is a class C felony.

Rape in the Third Degree:

(a) A person is guilty of rape in the third degree when the person:

(1) Intentionally engages in sexual intercourse with another person, and the victim has not reached that victim's sixteenth birthday and the person is at least 10 years older than the victim, or the victim has not yet reached that victim's fourteenth birthday and the person has reached that person's nineteenth birthday and is not otherwise subject to prosecution pursuant to § 772 or § 773 of this title; or

(2) Intentionally engages in sexual penetration with another person under any of the following circumstances:

- a. The sexual penetration occurs without the victim's consent and during the commission of the crime, or during the immediate flight from the crime, or during an attempt to prevent the reporting of the crime, the person causes physical injury or serious mental or emotional injury to the victim; or
- b. The victim has not reached that victim's sixteenth birthday and during the commission of the crime, or during the immediate flight from the crime, or during an attempt to prevent the reporting of the crime, the person causes physical injury or serious mental or emotional injury to the victim.

(3) [Repealed.]

(b) Paragraph (a)(2) of this section does not apply to a licensed medical doctor or nurse who places 1 or more fingers or an object inside a vagina or anus for the purpose of diagnosis or treatment, or to a law-enforcement officer who is engaged in the lawful performance of his or her duties.

(c) Notwithstanding any law to the contrary, in any case in which a violation of subsection (a) of this section has resulted in the birth of a child who is in the custody and care of the victim or the victim's legal guardian or guardians, the court shall order that the defendant, as a condition of any probation imposed pursuant to a conviction under this section, timely pay any child support ordered by the Family Court for such child.

(d) Nothing in this section shall preclude a separate charge, conviction and sentence for any other crime set forth in this title, or in the Delaware Code.

Rape in the third degree is a class B felony.

Rape in the Second Degree:

(a) A person is guilty of rape in the second degree when the person:

(1) Intentionally engages in sexual intercourse with another person, and the intercourse occurs without the victim's consent; or

(2) Intentionally engages in sexual penetration with another person under any of the following circumstances:

a. The sexual penetration occurs without the victim's consent and during the commission of the crime, or during the immediate flight following the commission of the crime, or during an attempt to prevent the reporting of the crime, the person causes serious physical injury to the victim; or

b. The sexual penetration occurs without the victim's consent, and was facilitated by or occurred during the course of the commission or attempted commission of:

1. Any felony; or

2. Any of the following misdemeanors: reckless endangering in the second degree; assault in the third degree; terroristic threatening; unlawfully administering drugs; unlawful imprisonment in the second degree; coercion or criminal trespass in the first, second or third degree; or

c. The victim has not yet reached that victim's sixteenth birthday and during the commission of the crime, or during the immediate flight from the crime, or during an attempt to prevent the reporting of the crime, the person causes serious physical injury to the victim; or

d. The sexual penetration occurs without the victim's consent and during the commission of the crime, or during the immediate flight from the crime, or during an attempt to prevent the reporting of the crime, the person displays what appears to be a deadly weapon or represents by word or conduct that the person is in possession or control of a deadly weapon or dangerous instrument; or

e. The victim has not yet reached that victim's sixteenth birthday and during the commission of the crime, or during the immediate flight from the crime, or during an attempt to prevent the reporting of the crime, the person displays what appears to be a deadly weapon or represents by word or conduct that the person is in possession or control of a deadly weapon or dangerous instrument; or

f. The sexual penetration occurs without the victim's consent, and a principal-accomplice relationship within the meaning set forth in § 271 of this title existed between the defendant and another person or persons with respect to the commission of the crime; or

g. The victim has not yet reached that victim's twelfth birthday, and the defendant has reached that defendant's eighteenth birthday.

h. [Repealed.]

(b) Nothing in this section shall preclude a separate charge, conviction and sentence for any other crime set forth in this title, or in the Delaware Code.

(c) Notwithstanding any provision of this title to the contrary, the minimum sentence for a person convicted of rape in the second degree in violation of this section shall be 10 years at Level V.

Rape in the second degree is a class B felony.

Rape in the First Degree:

(a) A person is guilty of rape in the first degree when the person intentionally engages in sexual intercourse with another person and any of the following circumstances exist:

- (1) The sexual intercourse occurs without the victim's consent and during the commission of the crime, or during the immediate flight following the commission of the crime, or during an attempt to prevent the reporting of the crime, the person causes physical injury or serious mental or emotional injury to the victim; or
 - (2) The sexual intercourse occurs without the victim's consent and it was facilitated by or occurred during the course of the commission or attempted commission of:
 - a. Any felony; or
 - b. Any of the following misdemeanors: reckless endangering in the second degree; assault in the third degree; terroristic threatening; unlawfully administering drugs; unlawful imprisonment in the second degree; coercion; or criminal trespass in the first, second or third degree; or
 - (3) In the course of the commission of rape in the second, third or fourth degree, or while in the immediate flight therefrom, the defendant displayed what appeared to be a deadly weapon or represents by word or conduct that the person is in possession or control of a deadly weapon or dangerous instrument; or
 - (4) The sexual intercourse occurs without the victim's consent, and a principal-accomplice relationship within the meaning set forth in § 271 of this title existed between the defendant and another person or persons with respect to the commission of the crime; or
 - (5) The victim has not yet reached that victim's twelfth birthday, and the defendant has reached that defendant's eighteenth birthday.
 - (6) [Repealed.]
- (b) Nothing contained in this section shall preclude a separate charge, conviction and sentence for any other crime set forth in this title, or in the Delaware Code.
- (c) Notwithstanding any law to the contrary, a person convicted of rape in the first degree shall be sentenced to life imprisonment without benefit of probation, parole, or any other reduction if:
- (1) The victim had not yet reached that victim's sixteenth birthday at the time of the offense and the person inflicts serious physical injury on the victim; or
 - (2) The person intentionally causes serious and prolonged disfigurement to the victim permanently, or intentionally destroys, amputates, or permanently disables a member or organ of the victim's body; or
 - (3) The person is convicted of rape against 3 or more separate victims; or
 - (4) The person has previously been convicted of unlawful sexual intercourse in the first degree, rape in the second degree or rape in the first degree, or any equivalent offense under the laws of this State, any other state, or the United States.

Rape in the first degree is a class A felony.

Sexual Assault

Sexual Assault in the Third Degree: person is guilty of unlawful sexual contact in the third degree when the person has sexual contact with another person or causes the victim to have sexual contact with the person or a third person and the person knows that the contact is either offensive to the victim or occurs without the victim's consent.

Sexual Assault in the Second Degree: person is guilty of unlawful sexual contact in the second degree when the person intentionally has sexual contact with another person who is less than 18 years of age or causes the victim to have sexual contact with the person or a third person.

Sexual Assault in the First Degree: person is guilty of unlawful sexual contact in the first degree when:

- a. In the course of committing unlawful sexual contact in the third degree or in the course of committing unlawful sexual contact in the second degree, or during the immediate flight from the crime, or during an attempt to prevent the reporting of the crime, the person causes physical injury to the victim or the person displays what appears to be a deadly weapon or dangerous instrument; or represents by word or conduct that the person is in possession or control of a deadly weapon or dangerous instrument.
- b. The person intentionally has sexual contact with another person who is less than 13 years of age or causes the victim to have sexual contact with the person or a third person.

Stalking

A person is guilty of stalking when the person knowingly engages in a course of conduct directed at a specific person and that conduct would cause a reasonable person to:

- a. Fear physical injury to himself or herself or that of another person; or
- b. Suffer other significant mental anguish or distress that may, but does not necessarily, require medical or other professional treatment or counseling.

Glossary of Other Key Terms

Bias - A preformed negative opinion or attitude toward a group of persons based on their race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.

Bias Crime (Hate Crime) - A committed criminal offense that is motivated, in whole or in part, by the offender's bias(es) against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity; also known as hate crime. *Note: Even if the offender was mistaken in their perception the victim was a member of the group the offender was acting against, the offense is still a bias crime because the offender was motivated by bias against the group.

Bullying - can take many forms but, in general, must be a deliberate attempt to make another person feel badly. This deliberately hurtful behavior, usually repeated over a period of time, makes it difficult for those bullied to defend themselves. It could be by threatening them, hurting them physically, frightening them or intentionally upsetting them. It involves someone having negative power over the person who is being bullied. Bullying typically happens often, not just once.

Campus Security Authority (CSA)⁵ - 34 CFR 668.46(a) defines a CSA as:

- i. A campus police department or a campus security department of an institution.
- ii. Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department under paragraph (i) of this definition, such as an individual who is responsible for monitoring entrance into institutional property.
- iii. Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- iv. 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. If such an official is a pastoral or professional counselor as defined below, the official is not considered a campus security authority when acting as a pastoral or professional counselor.

Goldey-Beacom College Student – a person admitted to Goldey-Beacom College who enrolls and attends classes to study academic programs.

Non-forcible Sex Offense – unlawful, non-forcible sexual intercourse, including incest and statutory rape.

⁵ 34 CFR 668.46(a) "Campus security authority"

Sexual Assault (VAWA) - any nonconsensual sexual act proscribed by Federal, tribal, or State law, including when the victim lacks capacity to consent.

Sexual Exploitation – occurs when a member of the community takes non-consensual, unfair, or abusive advantage of another persons' sexuality for the purpose of their own sexual gratification, financial gain, personal benefit or advantage, or any other non-legitimate purpose.

Sexual Harassment - defined by law, and includes any unwanted sexual gesture, physical contact, or statement which a reasonable person would find offensive, humiliating, or would interfere with required tasks or career opportunities at the College. Sexual harassment is not only a clear violation of College policy, it is a form of discrimination, and it is illegal. Students are protected under Title VII of the Civil Rights Act and Title IX of the Education amendments.

Reporting a Crime

Reporting Incidents that are not Domestic Violence, Dating Violence, Sexual Assault or Stalking

Goldey-Beacom College encourages all students and employees to call 911 while in the midst of any kind of emergency, immediate harm, or threat of harm, and to accurately and promptly report any crimes and emergencies to Campus Security or the Student Affairs Office.

Campus Security can be reached 24 hours a day, 7 days a week at 302-547-0988 should anyone wish to report a crime and/or emergency,

The Student Affairs Office is located in the Joseph West Jones Center and has the following hours:

- Mondays – Thursdays: 8:30 AM – 7 PM; and
- Fridays: 8:30 AM – 5 PM

Resident Assistants can be reached at (302) 353-0613 / (302) 545-9663 and can receive reports during the following hours:

- Mondays – Thursdays: 7 PM – 12 AM
- Fridays: 5 PM – 12 AM
- Saturdays and Sundays: 8 PM – 12 AM

An Area Coordinator is also available to receive reports at (302) 530-9657 during the following hours:

- Mondays – Thursdays: 7 PM – 12 AM
- Fridays: 5 PM – 12 AM
- Saturdays and Sundays: 8 PM – 12 AM
- Additionally, Area Coordinators are on-call through the night as well as 24 hours on the weekends.

The College will make every attempt, to the extent possible, to maintain confidentiality with regard to the reporting of crimes. Students and employees have the option to directly notify law enforcement authorities about a crime. Goldey-Beacom College will assist any student or employee who wishes to directly contact the law enforcement authorities.

The College strongly encourages victims and witnesses to voluntarily report all crimes directly to Campus Security or the Student Affairs Office. However, in some instances, members of the campus community may not wish to do so. In such cases, students and employees are able to submit anonymous reports through the College's [TalkBack system](#) which is located on the College's website. The Student Affairs Office will file a report on the details without revealing the student's identity for purposes of inclusion in the crime statistics when anonymous reports are received.

The College also utilizes Maxient, a web-based incident reporting system. Maxient allows members of the College community and general public to submit a report to the College. These reports are then referred to the proper department for follow-up and resolution. This system also allows for anonymous reporting. Reports of crime and other incidents are able to be submitted through the forms on the Community Standards [web page](#) of the College's website. Incident reporting is encouraged should a community member witness a situation or have a concern about a potential situation or issue. All incident reporting is reviewed for possible inclusion in the crime statistics. All reports received voluntarily or anonymously are treated in a confidential manner.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault or Stalking

Victims or witnesses of domestic violence, dating violence, sexual assault, or stalking should report the incident promptly by:

- Calling 911 and Campus Security if someone is in the midst of any kind of emergency, immediate harm, or threat of harm. Campus Security can be contacted 24 hours a day, seven days a week at 302-547-0988,
- Completing the [Title IX Reporting Form](#) available on the College website. The form is automatically submitted to the Title IX Coordinators and can be submitted anonymously, or
- Emailing TitleIXCoordinator@gbc.edu, or
- Contacting a Title IX Coordinator directly to report a violation:

Leilani Decena-Shepherd – Title IX Coordinator

Phone: (302) 225-6305

E-mail: decenal@gbc.edu

Address: 4701 Limestone Road, Fulmer Center – Human Resources Wilmington, DE 19808

The College has designated all employees as mandatory reporters and “responsible employees” meaning that if an employee receives a complaint or learns of sexual misconduct, harassment, gender discrimination, retaliation, or other gender- or sex- based behaviors, the employee must report the incident to a Title IX Coordinator.

Campus Security Authority

Campus Security Authority (CSA) is a Clery Act-specific term. Under the Clery Act, a crime is “reported” when it is brought to the attention of a Campus Security Authority. Goldey-Beacom College has identified the following positions as CSAs.

- Area Coordinators
- Assistant Director of Residence Life
- Assistant Director of Student Engagement
- Associate Athletic Directors
- Athletic Director
- Athletic Trainers
- Campus Security Officers
- Coaches (including volunteers)
- Community Standards & Clery Coordinator
- Dean of Students
- Designated Administrators
- Faculty and Staff Advisors to Student Organizations (including volunteers)
- Human Resources Staff
- Members of the College's Student Appeals Committee
- Metz Culinary Services Manager
- Receptionists
- Resident Assistants
- Student Affairs Staff
- Title IX Coordinators (including Deputy)

When a CSA learns of a reportable crime, the CSA reports the crime to the Clery Compliance Officer (CCO). A Maxient form is utilized by CSAs to report the crime to the CCO. The College has designated the Community Standards and Clery Coordinator as its CCO. Clery Act reportable crimes include criminal offenses, hate crimes, VAWA offenses as well as arrests and referrals for disciplinary action. These four categories are included in the institution's annual crime statistics.

Campus Safety

Campus Security

Goldey-Beacom College partners with Allied Universal in an effort to maintain the best possible safety and preparedness standards for the College community. The campus is patrolled 24 hours a day by Campus Security Officers. Campus Security Officers make regular patrols throughout the grounds and buildings, including the residence halls (during the late evening/early morning hours). Campus Security Officers, in conjunction with a card access system, are responsible for unlocking and disarming the Fulmer and Jones Centers according to an established schedule. These administrative and student buildings are typically open 7 AM to 10 PM with adjusted hours on the weekends. Ongoing training in the areas of patrol procedures, emergency response, sexual misconduct, and CPR is provided throughout the year. In addition, College employees are offered emergency preparedness and active shooter training.

Goldey-Beacom College Campus Security works closely with the Delaware State Police, New Castle County Police, and other law enforcement agencies. However, there is no recorded Memorandum of Understanding (MOU). The College defers all control and decision making to local law enforcement agencies who are present on campus during an emergency. Campus Security Officers are unsworn, have no authority to arrest individuals, and defer to the law enforcement agencies in those matters. Most Campus Security Officers are unarmed. Goldey-Beacom College does not have any off-campus or affiliated housing for individuals, student organizations, or otherwise. If the College is made aware that a student has been the victim of a crime in the surrounding area, the College will assist the student with the notification of the crime to the proper law enforcement authorities.

Security, Access, Maintenance of Campus Facilities

Goldey-Beacom College Campus is private property and open only to students, employees, authorized guests, and those doing business with the College. Individuals deemed to be trespassing are subject to arrest. Traffic gates are located on the north side of campus off Stoney-Batter Road. The gate at the Service Road is used to control traffic and to enhance the safety and security of campus during evening and nighttime hours. The Main Entrance (at the intersection of Limestone Road and New Linden Hill Road) is open at all times.

Security cameras are installed throughout campus to enhance campus safety. The cameras are located in the hallways, at entrance and exit points, and around the exterior of all College buildings. The cameras are recorded by closed circuit television and are utilized to verify activities and reported incidents. All ground floor residence hall windows have screens and are equipped with a locking mechanism to deter unauthorized entry. All hallway doors are equipped with view windows and apartment doors have eyelets.

All entrance, hallways, and apartment doors in Goldey-Beacom College's apartment-style residence halls have automatic locking systems and are locked 24 hours a day. The College's traditional-style residence hall has automatic locking doors for each floor; all students are able to access the first floor, but elevator and stairwell access is limited to students residing in that building. The residential facilities utilize card access for all exterior, hallway, and apartment/room doors. The apartment-style residence halls additionally have an electronic code system for the bedroom doors. Resident students and approved guests are permitted into the residence halls in accordance with the Guest/Visitor Policy in the Residence Life Policy section of the [Student Handbook](#). Along with the residential students and approved guests, the College currently grants access to the following staff members to conduct College-related activities within the facilities:

- Campus Security Officers
- Office of Residence Life Staff and Resident Assistants
- Facilities Staff
- Office of Information Technology Staff
- Athletic Department Staff
- Admissions Staff
- Student Affairs Staff

Campus Security Officers complete routine patrols around the outside of the residence halls throughout the day. During the late night/early morning hours, Campus Security Officers also patrol the inside of the residence halls. Resident Assistants (RA) complete rounds in the residence halls.

An electronic copy of the Residence Life policies, which describe the policies as well as the enforcement of those policies along with security information, can be found in the [Student Handbook](#) throughout the year.

All exterior lighting, landscaping and grounds keeping concerns can be reported to the Facilities Department at 302-225-6235. Any student/employee who would like to report a maintenance concern within the residence halls can do so by completing an online maintenance form, located on Campus Web. Employees may also report facility concerns via the Help Desk on the GBC Faculty and Staff Intranet. In addition, students, employees, and the general public can file a complaint or concern regarding facilities through the College's Talk Back system. GBC's online incident reporting system, Maxient, can also be used by the College community and general public to submit facilities concerns.

Emergency Response and Evacuation Procedures

Emergency Procedures Guides are distributed around the College. The guide includes step-by-step procedures in case there are emergencies on campus, including, but not limited to, fire, evacuation, or College closings. The procedures also include steps for handling shelter-in-place, lock-downs, and active shooter situations.

The College conducts numerous unannounced emergency response exercises each year such as tabletop exercises, task drills, and internal and external tests of the emergency notification system on campus. These tests are designed to assess and evaluate the emergency plans.

An evacuation drill is coordinated by the College's Facilities Department in the non-residential buildings twice a year (fall and spring) and by the Office of Residence Life in the residential buildings once per month during the months of September through April. The purpose of the evacuations is to prepare the students and employees for an organized evacuation in case of a fire or other emergency. This process also provides the College an opportunity to test the operation of the fire alarm system and components. Deficient equipment is identified and reported for immediate repair. Residential students receive information regarding evacuation procedures during Fall move-in and from mandatory hall opening meetings. This information is also available in the "Residence Life Information" section of the Student Handbook. Employees receive email reminders at least annually of the College's Fire Drill Procedures. Testing of the Emergency Management Plan is conducted during the summer months and is documented.

Security Awareness and Crime Prevention

Through the use of brochures, flyers, memoranda, orientations, and College-wide programs, Goldey-Beacom College promotes security awareness and crime prevention. The College encourages anyone to report a criminal act that occurs on campus. Campus Security assists students, employees, and guests by providing escorts to vehicles in the parking lot, to the residence halls, or to another campus building when requested. Individuals can contact Campus Security at 302-547-0988 to request an escort. Special focus is placed on crime prevention and student safety at New Student Orientation and during Fall move-in for residential students. Crime prevention tips for personal safety can be found in the [Student Handbook](#) and on the [College website](#) and include the following:

- Students and employees should lock doors and windows at all times, even if only going down the hall or across the street;
- Student and Employee Identification Lightning Cards should be carried at all times; and
- Anything suspicious should be reported to Campus Security or the Student Affairs Office as soon as possible.

If a criminal activity occurring on or around campus and the Vice President of Operations & Planning, or designee, deems the situation to be an ongoing threat to the community's safety, the College will release a "Timely Warning" using the *gbc*ALERT system, GBC Email, and campus posters.

Additionally, call boxes have been placed in front of the Jones and Fulmer Centers that can be used to reach Campus Security. Each residence hall also has a courtesy phone that has an extension to directly call Campus Security.

BOLT Safe Mobile Application

The BOLT Safe mobile application stands as an innovative safety solution on our campus, enhancing security and communication for our community. By seamlessly integrating with campus security systems, the app provides real-time alerts and updates to students, faculty, and staff in case of emergencies or critical situations. Its user-friendly interface empowers individuals to quickly report incidents, seek assistance, and access vital campus resources, ensuring a safer environment for everyone. The Rave AppArmor mobile application undoubtedly plays a pivotal role in fostering a secure and well-informed campus community. This mobile application is available for both Apple & Android users on their device's app store.

Timely Warnings and Emergency Notifications

The College will alert the community in the event an incident occurs on campus or if there is a potential threat to campus. Based on the specific situation, either an "Emergency Notification" or a "Timely Warning" is required. When a faculty or staff member learns of information or a situation that may require an alert, the Vice President of Operations & Planning is informed. The Vice President of Operations & Planning or designee will determine if any communication should be sent, who should receive the communication, as well as decide the content of the communication.

The Department of Education details the differences between these two types of alerts below.

	Emergency Notifications	Timely Warnings
Scope	Significant emergency or dangerous situation	Clery crimes, reported to CSAs
Triggered by?	An event that is currently occurring on or imminently threatening the campus. Initiate emergency notification procedures for any significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.	Crimes that have already occurred and represent an ongoing threat. A timely warning is issued for any Clery crime committed on the College's Clery geography that is reported to the College's Campus Security Authorities, Campus Security Officers, or a local law enforcement agency and is considered by the College to represent a serious or continuing threat to students and employees.
Where	On campus	Anywhere on Clery Geography
When	Immediately upon confirmation of situation	As soon as information is available
GBC Examples	Extreme weather conditions (tornado, snow), gas leak, outbreak	Murder, aggravated assault, arson, burglary, hate crimes, rape

	of serious illness, armed intruder, bomb threat	
GBC Mode(s) of Communication	<i>gbc</i> ALERT (delivered via social media, email and text message), push notifications via Rave AppArmor mobile application	<i>gbc</i> ALERT (delivered via social media, email and text message), push notifications via Rave AppArmor mobile application

Timely warnings should be provided to the College community in the following manner:

- Release available information as soon as possible;
- Provide updates as soon as new information is available;
- Include as much information as possible to promote safety;
- Specify the crime that triggered the need for the warning; and
- Evaluate the event on a case-by-case basis including factors such as the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts to determine if a warning is necessary.

All Clery crimes are subject to timely warnings. The law specifies that “an institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.” The College complies with this regulation. The College may put out Timely Warnings for other non – Clery crimes at our discretion.

Goldey-Beacom College will notify the College community in the event of an emergency by utilizing the *gbc*ALERT notification system. All students, faculty, and staff are automatically enrolled for emergency notifications with their GBC email addresses and cell phone numbers on record. Cell phones receive the notifications via text messaging. Users may add up to three additional emails and up to three cell phone numbers. Notification will occur unless the College feels, in the judgment of the responsible authorities, that notification will compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Fire Safety

Goldey-Beacom College has four apartment-style residence halls (Miller, Jackson, Leach, and Abel Halls) and one traditional-style residence hall (Franta Hall) on campus which can house approximately 450 students when at full capacity. The residence halls are equipped with a sprinkler system throughout each building, and a fire alarm system monitored by an outside company, as well as smoke detectors and fire extinguishers in each apartment, hallway, and public space. The College does not permit the use of portable electrical appliances such as George Foreman grills, hot plates, rice cookers, pressure/slow cookers, etc. Students living in apartment-style residence halls are requested to keep all appliances in the kitchen area to reduce any possible risk. Smoking and other open flames are not permitted in the residence halls.

The Office of Residence Life conducts fire drills once per month during the months of September through April in the residential facilities.

Employees and students can report a fire to 911 and Campus Security at 302-547-0988. The College will make an entry to its fire log within two business days and the fire log will be kept for three years following the publication of the last annual report to which it applies (in effect, seven years).

Evacuation is mandatory for all resident students and their guests when the fire alarm sounds. Residents are required to follow the following procedures to evacuate.

1. Close apartment or bedroom door.
2. Move quickly and calmly.
3. Follow nearest posted exit sign. Do not use the elevator in Leach or Franta Halls.
4. Assemble in the following locations based on Hall assignment:

- Miller Hall: Outdoor basketball court.
- Jackson Hall: Outdoor basketball court.
- Leach Hall: Pavilion located near softball field.
- Abel Hall: Pavilion located near softball field.
- Franta Hall (North Exit): Common Green towards Stoney-Batter Road
- Franta Hall (South Exit): Fulmer Center Parking Lot past the first parking lot island along Limestone Road
- All fire lanes must be kept clear for people and vehicles at all times.

5. Wait until permitted by the Office of Residence Life or Campus Security staff to re-enter the building.

Evacuation procedures for the residence halls are detailed in the Student Handbook. These procedures are reviewed annually.

The College's classroom and student center, the Fulmer Center and the Jones Center, are equipped with alarms, sprinklers, fire extinguishers, outside monitoring, and meet all current Fire Marshall expectations. Evacuation procedures for the Fulmer and Jones Centers are posted throughout campus via the Emergency Procedures Guides and are accessible to the students and employees. Once evacuated from a building, students and employees must be at least 50 feet away from all building entrances.

Students, employees, or guests with special evacuation needs should evacuate as follows:

- Ground floor Fulmer – exit via rear doors by Campus Communications Center.
- 1st floor Fulmer – exit via front lobby doors.
- 2nd/3rd floors Fulmer – remain in center stairwell and wait for assistance. A transport chair is located on the 3rd floor center stairwell and can be used to evacuate mobility-impaired individuals in extreme emergency.
- Ground floor Fulmer Annex – exit using ramps by the rear elevator.
- 1st floor Fulmer Annex – exit via front Fulmer Center lobby doors.
- 2nd floor Fulmer Annex – remain in rear stairwell and wait for assistance.
- Ground floor Jones Center – exit via the side exit by the Athletic training area.
- 1st floor Jones Center – exit via the front doors by the Hiron Library or through the single exit in the Library near the study rooms.
- 2nd floor Jones Center – use ramp by the Student Lounge to access 1st floor Jones exits.
- Event Center – exit via the front doors through the Event Center Lobby.

All faculty and staff are encouraged to review their surroundings for anyone needing evacuation assistance.

Missing Student Policy

This policy applies to students who reside in campus housing, including any off-campus apartment units that may be leased by the College for resident students.

Goldey-Beacom College takes students' safety seriously. To this end, and in compliance with the Missing Student Notification Policy and Procedures (Section 488 of the Higher Education Opportunity Act of 2008), the following policy has been developed in order to assist in locating Goldey-Beacom College students, who, based on the facts and circumstances known to the College, are determined to be missing. It is the policy of Goldey-Beacom College to actively investigate any report of a missing student. All students living on campus will be notified of the Missing Student Policy and the procedures Goldey-Beacom College would follow in the event they are reported missing.

Each student will be asked to identify the name and contact number of the individual(s) whom Goldey-Beacom College will notify within 24 hours of the determination that the student is missing. For any student under the age of 18 the institution is required to notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student. A student's contact information will be registered confidentially, made accessible only to authorized campus officials, and will not be disclosed except to law enforcement personnel in furtherance of a missing person investigation.

If a member of the College community has reason to believe that a student is missing, the person **must** report it to Campus Security. For non-emergencies call (302) 547-0988; for emergencies call 911. Reports may also be made to CSAs who will report it to Campus Security. All efforts will be made immediately to locate the student to determine the student's health and wellbeing. These efforts include, but are not limited to, calling the student's cell phone and sending a text message, looking at social networking sites, checking the student's room, interviewing roommates and friends, checking attendance in class(es), checking GBC Lightning Card access use, and locating the student's vehicle.

If upon investigation by the Residence Life staff, the student is determined missing for at least 24 hours, the Dean of Students will contact the student's designated emergency contact (and custodial parent or legal guardian if the student is under the age of 18 or has failed to designate an emergency contact). Campus Security will notify Delaware State Police Troop 6 within 24 hours of the determination that a student is missing, unless the police were the entity that made the determination that the student is missing. Campus Security will continue to investigate in collaboration with the Dean of Students and Student Affairs staff. Campus Security will also coordinate its efforts with outside law enforcement agencies in full compliance with legal obligations.

Sexual Misconduct

On April 19, 2024, the U.S. Department of Education released its updated Final Rule, or regulations, under Title IX of the Education Amendments of 1972. Title IX is a federal law that prohibits sex discrimination in education programs or activities receiving federal financial assistance. This includes sex or gender-based harassment, sexual assault, dating and domestic violence, and stalking.

The new regulations took effect on August 1, 2024. Any reports or incidents that occurred before August 1 will follow the guidelines set forth by the 2020 Department of Education's Title IX regulations.

Goldey-Beacom College's Sexual Misconduct Policy

Purpose of Policy

Goldey-Beacom College is dedicated to maintaining an educational environment free from discrimination based on sex, including sexual misconduct. This policy outlines our commitment to a safe and respectful academic environment, addressing behaviors that threaten this commitment, and applies to all forms of sex discrimination, including sexual misconduct and sex-based harassment.

Our mission is to empower learners to achieve excellence by linking knowledge to practice while offering attainable, inclusive, and career-focused programs responsive to evolving student and workforce needs. The College is committed to preparing students and employees to be productive and fulfilled members of society, ensuring a supportive and enriching work environment for our staff as they contribute to the college's mission and values of integrity, excellence, social responsibility, and innovation.

During the grievance procedure, the respondent is presumed not to be in violation of this policy. A determination of a policy violation can only be reached through the formal grievance process.

Title IX Personnel

The following personnel are involved in the Title IX grievance procedures:

- **Title IX Coordinator:** Manages the overall complaint process for sexual harassment and misconduct, including complaint intake, supportive measures, signing formal complaints, overseeing investigations and decision-making, maintaining case files, and training Title IX personnel. Overall responsibilities:
 - **Evaluation and Determination:** The Title IX Coordinator is responsible for evaluating all reports to determine the applicable law(s), implicated policies, and the appropriate grievance procedure to resolve the reported behavior.

- **Conflict of Interest:** If the Title IX Coordinator cannot evaluate a report due to absence or conflict of interest, a Title IX Deputy Coordinator may be designated to perform this evaluation.
- **Title IX Deputy Coordinator(s):** Serve as the Title IX Coordinator in cases of conflict of interest or unavailability. Overall responsibilities:
 - If a Title IX Coordinator cannot evaluate the report due to an absence or a conflict of interest, a Title IX Deputy Coordinator may be designated to perform this evaluation of a report.
- **Confidential Employee(s):** Employees whose communications are privileged or confidential under state or federal law and employees designated as confidential employees.
- **Investigator(s):** Hired by third-party company to ensure independent and nonpartial investigations.
- **Informal Resolution Facilitator(s):** Addresses and handles the informal resolution process.
- **Hearing-board Members:** Part of the College's Student Appeal Committee responsible for hearing cases and making decisions.
- **College-provided Advisors of Choice:** Assist both complainants and respondents during the Title IX process.

All Title IX personnel receive annual training on sexual assault, harassment, misconduct, and how to avoid bias and objectively evaluate evidence. A comprehensive list of the trainings received is available upon request.

Scope of the Policy

This policy applies to all current students, employees, contracted employees, and members of the Board of Trustees.

The Title IX Coordinator may consult with Human Resources for employee-related cases.

In order for cases to reach the threshold of Title IX, the incident must be reported while the parties are all associated with the College (as current students, employees, or members of the Board of Trustees). All sex discrimination and sex-based harassment, including those of which involve sex-based hostile environment will be addressed. The conduct must have occurred under the College's education program or activity that is subject to the disciplinary authority of a Title IX-covered entity even when some conduct alleged to be contributing to the hostile environment occurred outside the College's education program or activity or outside United States. Additionally, during the time the misconduct is reported to have occurred, the College must have substantial control of the respondent (accused) and the context of the misconduct. Cases that reach this federal threshold will be investigated and adjudicated following the Title IX Grievance Procedures.

Under the 2024 Title IX guidelines, while the federal definitions of sexual harassment, sex-based harassment, and jurisdictional requirements clearly outline prohibited conduct under Title IX, the College maintains the right to address behavior that undermines its commitment to a caring and intellectually stimulating learning environment. Incidents that do not meet the federal definition of sex discrimination or sex-based harassment will be investigated and adjudicated according to other College Policies and Procedures.

Title IX and the Federal Definition of Sexual Harassment

The U.S. Department of Education mandates that Title IX applies to persons in the United States and that the College must respond when federally defined sexual harassment occurs in the College's education program or activity in the United States. The federal regulation is explicit that "education program or activity" includes locations, events, or circumstances wherein the College had substantial control over both the respondent and the context in which the alleged sexual harassment took place.

Federal regulations permit an institution to investigate and issue disciplinary sanctions for conduct that falls outside the scope of "educational program or activity." When a report of sexual harassment is received but does not meet the criteria of the federal definition, the institution must dismiss this report from the jurisdiction of Title IX. However, the College utilizes its discretionary privilege in prohibiting conduct that is not encompassed within the federal definition or scope of Title IX-protected sexual harassment.

Prohibited Conduct

The College prohibits discriminatory harassment on the basis of sex from any member of the College Community toward another, including discrimination based on other protected classes. The College's Equal Opportunity Policy and the Non-Discrimination Policy can be found in the [Student Handbook](#). The College will respond to all reports of sexual harassment, sexual misconduct, and sex-based discrimination as detailed in this document.

Sex discrimination, which includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, is not tolerated by the College. Students who need assistance or want to report an instance of this kind of discrimination should contact the Student Affairs Office. The report would be relayed to a Title IX Coordinator and the Student Accommodations Coordinator will be contacted if reasonable accommodations are necessary. The College's Human Resources Office should be contacted for incidents relating to employees.

Under the College's Sexual Misconduct Policy, Goldey-Beacom College does not tolerate any of the following behaviors. Reports of such incidents will be adjudicated through the applicable grievance procedure.

Sexual Harassment:

Conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
3. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).
 - a. 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.
 - i. The existence of such a relationship shall be 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.
 - ii. This includes the threat of violence as well as emotional abuse.
 - iii. For the purposes of this definition—
 1. Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 2. Dating violence does not include acts covered under the definition of domestic violence.
 - b. Domestic Violence –
 - i. A Felony or misdemeanor crime of violence committed
 1. By a current or former spouse or intimate partner of the victim;
 2. By a person with whom the victim shares a child in common;
 3. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 4. 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
 5. 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.
 - c. Sexual Assault – A broad term that encompasses four specific behaviors:

- i. Rape is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
 - ii. Fondling is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
 - iii. Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - iv. Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.
- d. Stalking –
 - i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to
 - ii. Fear for the person’s safety or the safety of others; or
 - iii. Suffer substantial emotional distress.
 - iv. For the purposes of this definition—
 - 1. 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.
 - 2. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
 - 3. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

To reach the threshold for a claim under Title IX, the conduct must be determined to be unwelcome conduct of a sexual nature determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College’s education program or activity as well as meets the jurisdictional elements.

The Department of Education permits institutions to investigate and issues disciplinary sanctions that fall outside the scope of “education program or activity.” When a report of sexual harassment is received but does not meet the criteria of the federal definition (i.e., did not occur within the “education program or activity” and/or in the United States.), the College must dismiss this report from Title IX. However, the College will utilize its discretionary privilege in prohibiting conduct that is not encompassed within the federal definition or scope of Title IX-protected sexual harassment.

Sexual Misconduct:

Conduct that is unwanted and of a sexual nature that may not meet the federal, Title IX definition of sexual harassment, but still affects the complainant’s access to the education program or activity.

Retaliation:

Taking negative action or verbally harassing individuals for reporting instances of sexual misconduct and/or participating in institutional proceedings

The College prohibits retaliation, and any reports of relation or retaliatory behavior will be investigated and adjudicated through the institutional grievance procedure. The adjudication of retaliation allegations will be conducted through the grievance procedure that is being used for the allegations against which the individual retaliated. For example, if someone retaliated against a complainant in a Title IX case, the Title IX grievance

procedure would be utilized. Similarly, if there was retaliation against a complainant in a non-Title IX case, the non-Title IX grievance procedure would be used.

The College will respond to all reports of alleged sexual harassment and sexual misconduct when a Title IX Coordinator receives actual knowledge of such report's existence.

Definition of Consent and Non-Consensual Sexual Activity

Goldey-Beacom College defines consent as follows:

An affirmative decision to engage willingly in mutually acceptable sexual activity given by clear words and/or actions. It is an informed decision made freely and actively by all involved parties. In order for a sexual encounter to be consensual, each participant must agree to engage in each act of the encounter.

- Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understood permission regarding the conditions of sexual activity.
- Consent to one form of sexual activity cannot imply consent to other forms of sexual activity.
- Previous relationships or consent does not imply consent to future sexual acts.
- Consent cannot be procured by use of physical force, compelling threats, intimidating behavior, or coercion. Coercion is unreasonable pressure to engage in sexual activity.
- Consent is a continual, on-going action. Either party may withdraw consent at any time during the sexual encounter. Consent is withdrawn through words or actions that indicate a clear desire to end sexual activity. Once consent has been withdrawn, all sexual activity must stop immediately.

In order to give consent, one must be of legal age and have the capacity to consent. Incapacity may result from mental disability, intellectual disability, unconsciousness/sleep, age, or use of alcohol, drugs, medication, and/or other substances. Incapacitation is a state where someone cannot make rational, reasonable decisions because the person lacks capacity to give knowing consent (e.g. to understand the "who, what, when, where, why or how" of their sexual interaction). Consent cannot be given by someone who one should know to be, or based on the circumstances, reasonably should have known to be, mentally or physically incapacitated, and acting as though consent has been granted is a policy violation.

The use of alcohol or drugs can limit a person's ability to give consent freely and clearly. Alcohol and other drugs can lower inhibitions and create an atmosphere of confusion over whether or not consent has been freely and clearly given. The perspective of a reasonable person evaluating another person's physical or verbal functions will be the basis for determining whether one should have known that the use of alcohol or drugs impaired that person's ability to give consent.

Examples of when a person should know the other is incapacitated include, but are not limited to:

- the amount of alcohol, medication, or drugs consumed;
- imbalance or stumbling;
- slurred speech;
- lack of consciousness or inability to control bodily functions or movements; or
- vomiting.

Being intoxicated or impaired by alcohol or drugs does not diminish one's responsibility to obtain consent and is never an excuse for sexual misconduct.

Procedures Individuals Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault, Stalking, Sexual Harassment or Discriminatory Harassment on the Basis of Sex Occurs

Preserving Evidence

After an incident of sexual assault, dating violence or domestic violence, the victim should consider seeking medical attention as soon as possible at a local hospital. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where the victim was assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order. Any physical evidence should not be kept in a plastic bag; a brown bag or pillowcase should be used. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, and other communications, and to keep pictures, logs or other copies of documents, if they have any, that would be useful to College Investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining Protection from Abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, the victim should consider speaking with Campus Security or other law enforcement to preserve evidence. This will assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order in the event that the victim decides to report the incident to law enforcement or the College at a later date.

Involvement of Law Enforcement

Although the College strongly encourages all members of its community to report violations of this policy to law enforcement (including Campus Security and/or local police), it is the victim's choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement. This choice is not available in the case of minors as Goldey-Beacom College will adhere to Delaware Chapter 9 of Title 16 requirements and report the incident to law enforcement. The College's Title IX Coordinator will assist with notifying law enforcement if the victim so desires. Delaware State Police may be reached directly by calling (302) 633-5000. While construction is ongoing for Troop 6's Kirkwood Highway station, they may also be reached in person at 100 Corporal Stephen J Ballard Way, Newark, DE 19702. Additional information about the Delaware State Police may be found [online](#). Should the victim choose to decline the contacting of law enforcement, the College is willing to assist the victim. The Title IX Coordinator will also assist individuals who do not want to contact law enforcement but may wish to utilize supportive measures or initiate institutional proceedings.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault, Stalking, Sexual Harassment or Discriminatory Harassment on the Basis of Sex

Victims of domestic violence, dating violence, sexual assault, stalking, sexual harassment and/or discriminatory harassment on the basis of sex can report the incident promptly by:

- Contacting the police: Calling 911 and Campus Security if the victim is in the midst of any kind of emergency, immediate harm, or threat of harm. Campus Security can be contacted 24 hours a day, seven days a week at 302-547-0988,
- Completing the online [Title IX Complaint Form](#) available on the College's website. The form is automatically submitted to the Title IX Coordinators and can be submitted anonymously, or
- Contacting a Title IX Coordinator. Any person may report sexual discrimination, including sexual harassment, whether or not the person reporting is the person allegedly the victim of conduct that could constitute sex discrimination or sexual harassment. Reports may be made in person, by mail, by phone, or by email using the information below. Reports may be made at any time, including non-business hours.

<p>Leilani Decena-Shepherd</p> <p>Title IX Coordinator</p> <p>(302) 225-6305</p> <p>decenal@gbc.edu</p> <p>Goldey – Beacom College</p> <p>Fulmer Center – Institutional Advancement</p> <p>4701 Limestone Road</p> <p>Wilmington, DE 19808</p>	<p>Hannah Bakey</p> <p>Deputy Title IX Coordinator</p> <p>(302) 225-6383</p> <p>bakeyh@gbc.edu</p> <p>Goldey – Beacom College</p> <p>Fulmer Center – Advising</p> <p>4701 Limestone Road</p> <p>Wilmington, DE 19808</p>
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Filing a Complaint with the Office for Civil Rights

The Office for Civil Rights (OCR) is a sub-agency of the US Department of Education that is primarily focused on enforcing civil rights law prohibiting discrimination in education institutions. File a complaint with the Office for Civil Rights (OCR) within 180 days from the date of the incident that is the basis of your complaint, although there may be limited exceptions that would allow additional time. To file a complaint with OCR, use one of the methods outlined below.

Online: OCR's [electronic complaint form](#)

Mail: You may mail information to:
Office for Civil Rights – Philadelphia Office
U.S. Department of Education
The Wanamaker Building
100 Penn Square East, Suite 515
Philadelphia, PA 19107-3323

Fax: (215) 656-8605

Email: ocr.philadelphia@ed.gov

Guidance from OCR on how to file a complaint is provided below:

You may use OCR's [Discrimination Complaint Form](#) or write your own letter or e-mail. If you write your own letter/e-mail, please include:

- The complainant's name, address and, if possible (although not required), a telephone number where the complainant may be reached during business hours;
- Information about the person(s) or class of persons injured by the alleged discriminatory act(s) (names of the injured person(s) are not required);
- The name and location (city and state) of the institution that committed the alleged discriminatory act(s); and
- A description of the alleged discriminatory act(s) in sufficient detail to enable OCR to understand what occurred, when it occurred, and the basis for the alleged discrimination.

For those without current email accounts, Internet access may be freely available from your local public library, and free email accounts are available from several large providers.

Sexual Misconduct Grievance Procedures

Standard of Evidence

For all procedures detailed below, the College will utilize the “preponderance of evidence standard” when determining responsibility. This means that investigations and subsequent hearings will determine if it is “more likely than not” that the alleged incident occurred.

Allegations of misconduct that implicate the Department of Education’s definition of “sex discrimination” are reported to have occurred in a College program or activity shall proceed under the Title IX Grievance Process for Complaints of Sex Discrimination.

The College will objectively evaluate all evidence that is relevant and not otherwise impermissible including both inculpatory and exculpatory evidence. Credibility determinations will not be based on a person’s status as a complainant, respondent, or witness.

The following types of evidence, and questions seeking that evidence, are impermissible (i.e., will not be accessed or considered, except by Goldey-Beacom College to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used), regardless of whether they are relevant:

- Evidence that is protected under a privilege recognized by Federal or State law or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;
- A party’s or witness’s records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless Goldey-Beacom College obtains that party’s or witness’s voluntary, written consent for use in its grievance procedures; and
- Evidence that relates to the complainant’s sexual interests or prior sexual conduct, unless evidence about the complainant’s prior sexual conduct is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant’s prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant’s consent to the alleged sex-based harassment or preclude determination that sex-based harassment occurred.

Identifying Which Grievance Procedure Will Be Utilized

Allegations of misconduct that, as reported, implicate the Department of Education’s definition of “sexual harassment” and are reported to have occurred in a College program or activity shall proceed pursuant to the Title IX Grievance Process for Complaints of Sex-Based Harassment.

The Title IX Coordinator is the College official designated to evaluation reports to determine which law(s) apply, which policies are implicated by the reported conduct, and which grievance procedure to utilize to resolve such reported behavior. If a Title IX Coordinator cannot evaluate the report due to an absence or a conflict of interest, a Title IX Deputy Coordinator may be designated to perform this evaluation of a report.

Title IX Grievance Procedures for Complaints of Sex Discrimination

The following people have a right to make a complaint of sex discrimination, including complaints of sex-based harassment, requesting that the Goldey-Beacom College investigate and make a determination about alleged discrimination under Title IX:

- A “complainant,” which includes:
 - a student or employee of Goldey-Beacom College who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX; or
 - a person other than a student or employee of Goldey-Beacom College who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX at a time when that

individual was participating or attempting to participate in Goldey-Beacom College's education program or activity;

- A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant; or
- Goldey-Beacom College's Title IX Coordinator.
 - When a Title IX Coordinator is notified of conduct that reasonably may constitute sex discrimination under Title IX (and in the absence of a complaint or the withdrawal of any or all of the allegations in a complaint, and in the absence or termination of an informal resolution process), the Title IX Coordinator will determine whether to initiate a complaint of sex discrimination as required under Title IX.

With respect to complaints of sex discrimination other than sex-based harassment, in addition to the people listed above, the following persons have a right to make a complaint:

- Any student or employee of Goldey-Beacom College; or
- Any person other than a student or employee who was participating or attempting to participate in Goldey-Beacom College's education program or activity at the time of the alleged sex discrimination.

Goldey-Beacom College will treat complainants and respondents equitably.

The College requires that any Title IX Coordinator, investigator, or decisionmaker not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. A decisionmaker may be the same person as the Title IX Coordinator or investigator.

The College presumes that the respondent is not responsible for the alleged sex discrimination until a determination is made at the conclusion of its grievance procedures.

The College will take reasonable steps to protect the privacy of the parties and witnesses during its grievance procedures. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses; consult with their family members, confidential resources, or advisors; or otherwise prepare for or participate in the grievance procedures. The parties cannot engage in retaliation, including against witnesses.

Notice of Allegations

Upon initiation of these grievance procedures, Goldey-Beacom College will notify the parties in writing of the following with sufficient time for the parties to prepare a response before any initial interview:

- Goldey-Beacom College's Title IX grievance procedures and any informal resolution process;
- Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), the conduct alleged to constitute sex-based harassment, and the date(s) and location(s) of the alleged incident(s);
- Retaliation is prohibited;
- The respondent is presumed not responsible for the alleged sex-based harassment until a determination is made at the conclusion of the grievance procedures. Prior to such a determination, the parties will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial decisionmaker;
- The parties may have an advisor of their choice who may be, but is not required to be, an attorney;
- The parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an investigative report that accurately summarizes this evidence. Goldey-Beacom College provides access to an investigative report: The parties are entitled to an equal opportunity to access the relevant and not impermissible evidence upon the request of any party; and
- Goldey-Beacom College prohibits knowingly making false statements or knowingly submitting false information during grievance procedures, which is described in Misrepresentation Violations section of this policy.

If, in the course of an investigation, Goldey-Beacom College decides to investigate additional allegations of sex-based harassment by the respondent toward the complainant that are not included in the written notice or that are included in a consolidated complaint, it will provide written notice of the additional allegations to the parties.

Investigation

Goldey-Beacom College will provide for adequate, reliable, and impartial investigation of complaints.

The burden is on the College—not on the parties—to investigate that gathers sufficient evidence to determine whether sex discrimination occurred.

Investigator(s) will be assigned to the case. For the majority of complaints, the College will utilize third-party investigators. The investigators will gather and review all evidence and both parties will have an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible.

Once the investigators have conducted all interviews and compiled a draft report, the Title IX Coordinator will share a copy of the report as well as provide each party equal opportunity to access the evidence that is relevant to the allegations of sex discrimination and not otherwise impermissible, in the following manner:

- Each party will receive equal opportunity to access either the relevant and not otherwise impermissible evidence, or an accurate description of this evidence. If investigators provide a description of the evidence: the investigators will provide the parties with an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party;
- The College will provide a reasonable opportunity to respond to the evidence or the accurate description of the evidence; and
- The College will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. Disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

Each party will have ten (10) business days to respond to the evidence. Their response can include, but is not limited to, requests to follow-up with certain witnesses, additional comments on their individual interview write-up, or submitting additional evidence.

The investigators will integrate any responses from the parties into their investigative report and will create a summary of relevant evidence. The investigative report and evidentiary summary combined is considered the finalized report. This finalized investigative report will be shared with both parties and each will be granted ten (10) business days to respond. This response is not an opportunity to request additional follow-up but does provide both parties a chance to submit a written response to the report.

Questioning the Parties & Witnesses

Goldey-Beacom College will provide a process that enables the decisionmaker to question parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of sex-based harassment.

When Goldey-Beacom College chooses not to conduct a live hearing: Goldey-Beacom College's process for proposing and asking relevant and not otherwise impermissible questions and follow-up questions of parties and witnesses, including questions challenging credibility, will:

- Allow the investigator or decisionmaker to ask such questions during individual meetings with a party or witness;
- Allow each party to propose such questions that the party wants asked of any party or witness and have those questions asked by the investigator or decisionmaker during one or more individual meetings, including follow-up meetings, with a party or witness, subject to the procedures for evaluating and limiting questions discussed below; and

- Provide each party with an audio or audiovisual recording or transcript with enough time for the party to have a reasonable opportunity to propose follow-up questions.]

When Goldey-Beacom College chooses to conduct a live hearing: Goldey-Beacom College's process for proposing and asking relevant and not otherwise impermissible questions and follow-up questions of parties and witnesses, including questions challenging credibility, will allow the decisionmaker to ask such questions, and either:

- Allow each party to propose such questions that the party wants asked of any party or witness and have those questions asked by the decisionmaker, subject to the procedures for evaluating and limiting questions discussed below; or
- Allow each party's advisor to ask any party or witness such questions, subject to the procedures for evaluating and limiting questions discussed below. Such questioning will never be conducted by a party personally. Goldey-Beacom College permits advisor-conducted questioning and a party does not have an advisor to ask questions on their behalf, Goldey-Beacom College will provide the party with an advisor of Goldey-Beacom College's choice, without charge to the party, for the purpose of advisor-conducted questioning. In those instances, Goldey-Beacom College will not appoint a confidential employee and may appoint, but is not required to appoint, an attorney to serve as an advisor.

Procedures for the decisionmaker to evaluate the questions and limitations on questions: The decisionmaker will determine whether a proposed question is relevant and not otherwise impermissible before the question is posed and will explain any decision to exclude a question as not relevant or otherwise impermissible. Questions that are unclear or harassing of the party or witness being questioned will not be permitted. The decisionmaker will give a party an opportunity to clarify or revise a question that the decisionmaker determines is unclear or harassing. If the party sufficiently clarifies or revises the question, the question will be asked.

Refusal to respond to questions and inferences based on refusal to respond to questions: The decisionmaker may choose to place less or no weight upon statements by a party or witness who refuses to respond to questions deemed relevant and not impermissible. The decisionmaker will not draw an inference about whether sex-based harassment occurred based solely on a party's or witness's refusal to respond to such questions.

Procedures for a Live Hearing

Goldey-Beacom College will conduct the live hearing with the parties physically present in the same geographic location or, at Goldey-Beacom College's discretion or upon the request of either party, will conduct the live hearing with the parties physically present in separate locations with technology enabling the decisionmaker and parties to simultaneously see and hear the party or witness while that person is speaking.

Goldey-Beacom College will create an audio or audiovisual recording or transcript of any live hearing and make it available to the parties for inspection and review.

The below list includes the specific rights afforded to both parties and their advisors during hearings for cases moving through this process.

- Each party's questions will be asked, given that the hearing board has determined that the question is relevant.
- The hearing will be conducted in real time, although it may occur with the parties located in separate rooms or via an online video platform at the request of a party or the institution.
- If a party does not have an advisor at the hearing, the school will provide an advisor without fee or charge.
- Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

- The College does not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

Determination Whether Sex Discrimination Occurred

Following an investigation and evaluation of all relevant and not otherwise impermissible evidence, Goldey-Beacom College will:

- Use the preponderance of the evidence standard of proof to determine whether sex discrimination occurred. The standard of proof requires the decisionmaker to evaluate relevant and not otherwise impermissible evidence for its persuasiveness. If the decisionmaker is not persuaded under the applicable standard by the evidence that sex discrimination occurred, whatever the quantity of the evidence is, the decisionmaker will not determine that sex discrimination occurred.
- Notify the parties in writing of the determination whether sex-based harassment occurred under Title IX including:
 - A description of the alleged sex-based harassment;
 - Information about the policies and procedures Goldey-Beacom College used to evaluate the allegations;
 - The decisionmaker's evaluation of the relevant and not otherwise impermissible evidence and determination whether sex-based harassment occurred;
 - When the decisionmaker finds that sex-based harassment occurred, any disciplinary sanctions Goldey-Beacom College will impose on the respondent, whether remedies other than the imposition of disciplinary sanctions will be provided by Goldey-Beacom College to the complainant, and, to the extent appropriate, other students identified by Goldey-Beacom College to be experiencing the effects of the sex-based harassment; and
 - Goldey-Beacom College procedures and permissible bases for the complainant and respondent to appeal.
- Not impose discipline on a respondent for sex discrimination prohibited by Title IX unless there is a determination at the conclusion of the grievance procedures that the respondent engaged in prohibited sex discrimination.
- If there is a determination that sex discrimination occurred, the Title IX Coordinator will, as appropriate:
 - Coordinate the provision and implementation of remedies and supportive measures to a complainant and other people the College identifies as having had equal access to the College's education program or activity limited or denied by sex discrimination;
 - Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and
 - Take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within the College's education program or activity.
- Comply with the grievance procedures before the imposition of any disciplinary sanctions against a respondent; and
- Not discipline a party, witness, or others participating in the grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether sex discrimination occurred.

Informal Resolution

The informal resolution process serves as an alternative to the formal grievance process and aims to resolve Title IX complaints in a mutually satisfactory manner.

Eligibility for Informal Resolution

- Participation in the informal resolution process is entirely voluntary for both the complainant and the respondent.

- Informal resolution is available in cases where the respondent or complainant is an employee or student of the College.
- Goldey-Beacom College will not offer informal resolution to resolve a complaint when the case involves an employee engaged in sex-based harassment of an elementary school or secondary school student, or conflicts with Federal, State, or local law.

Informal Resolution Process

Initial Assessment

- Upon receiving a report of sexual misconduct, the Title IX Coordinator will assess whether the complaint is eligible for informal resolution.
- Both parties will be informed of the option to pursue informal resolution in writing, including any process that the College offers and deems appropriate.

Voluntary Consent

- Both parties must provide voluntary, written consent to engage in the informal resolution process.
- Either party can withdraw from the informal resolution process at any time and resume the formal grievance process.

Explanation of Process

- Before the initiation of an informal resolution process, Goldey-Beacom College will explain in writing to the parties:
 - The allegations.
 - The requirements of the informal resolution process.
 - That any party has the right to withdraw from the informal resolution process and initiate or resume grievance procedures at any time before agreeing to a resolution.
 - That if the parties agree to a resolution at the end of the informal resolution process, they cannot initiate or resume grievance procedures arising from the same allegations.
 - The potential terms that may be requested or offered in an informal resolution agreement, including notice that an informal resolution agreement is binding only on the parties.
 - What information Goldey-Beacom College will maintain and whether and how Goldey-Beacom College could disclose such information for use in Title IX grievance procedures if such procedures are initiated or resumed.

Facilitator Assignment

- The Title IX Coordinator will appoint a trained, neutral facilitator to oversee the informal resolution process.
- The facilitator's role is to assist the parties in reaching a mutually acceptable resolution.

Informal Resolution Sessions

- The facilitator will arrange meetings with both parties, either separately or together, depending on the circumstances and preferences.
- Parties will discuss the complaint and negotiate possible resolutions.
- All discussions during the informal resolution process are confidential and cannot be used in any subsequent formal grievance process.

Resolution Agreement

- The parties will work towards a mutually satisfactory resolution agreement.
- The resolution agreement will be documented in writing and signed by both parties.
- The Title IX Coordinator will ensure the implementation of the agreed-upon resolution.

Follow-Up

- The Title IX Coordinator will monitor compliance with the resolution agreement.

- Supportive measures may continue or be modified as necessary to ensure compliance and support for both parties.

Title IX Grievance Procedures for Complaints of Sex – Based Harassment Involving Student Complainants or Respondents

The following people have a right to make a complaint of sex discrimination, including complaints of sex-based harassment, requesting that the Goldey-Beacom College investigate and make a determination about alleged discrimination under Title IX:

- A “complainant,” which includes:
 - a student or employee of Goldey-Beacom College who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX; or
 - a person other than a student or employee of Goldey-Beacom College who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX at a time when that individual was participating or attempting to participate in Goldey-Beacom College’s education program or activity;
- A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant; or
- Goldey-Beacom College’s Title IX Coordinator.

A person is entitled to make a complaint of sex-based harassment **only if** they themselves are alleged to have been subjected to the sex-based harassment, if they have a legal right to act on behalf of such person, or if the Title IX Coordinator initiates a complaint consistent with the title IX regulations.

Goldey-Beacom College will treat complainants and respondents equitably.

The College requires that any Title IX Coordinator, investigator, or decisionmaker not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. A decisionmaker may be the same person as the Title IX Coordinator or investigator.

The College presumes that the respondent is not responsible for the alleged sex discrimination until a determination is made at the conclusion of its grievance procedures.

The College will take reasonable steps to protect the privacy of the parties and witnesses during its grievance procedures. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses; consult with their family members, confidential resources, or advisors; or otherwise prepare for or participate in the grievance procedures. The parties cannot engage in retaliation, including against witnesses.

Notice of Allegations

Upon initiation of these grievance procedures, Goldey-Beacom College will notify the parties in writing of the following with sufficient time for the parties to prepare a response before any initial interview:

- Goldey-Beacom College’s Title IX grievance procedures and any informal resolution process;
- Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), the conduct alleged to constitute sex-based harassment, and the date(s) and location(s) of the alleged incident(s);
- Retaliation is prohibited;
- The respondent is presumed not responsible for the alleged sex-based harassment until a determination is made at the conclusion of the grievance procedures. Prior to such a determination, the parties will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial decisionmaker;
- The parties may have an advisor of their choice who may be, but is not required to be, an attorney;
- The parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an investigative report that accurately summarizes this evidence. Goldey-Beacom College

provides access to an investigative report: The parties are entitled to an equal opportunity to access the relevant and not impermissible evidence upon the request of any party; and

- Goldey-Beacom College prohibits knowingly making false statements or knowingly submitting false information during grievance procedures, which is described in Misrepresentation Violations section of this policy.

If, in the course of an investigation, Goldey-Beacom College decides to investigate additional allegations of sex-based harassment by the respondent toward the complainant that are not included in the written notice or that are included in a consolidated complaint, it will provide written notice of the additional allegations to the parties.

Investigation

Goldey-Beacom College will provide for adequate, reliable, and impartial investigation of complaints.

The burden is on the College—not on the parties—to investigate that gathers sufficient evidence to determine whether sex discrimination occurred.

Investigator(s) will be assigned to the case. For the majority of complaints, the College will utilize third-party investigators. The investigators will gather and review all evidence and both parties will have an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible.

Once the investigators have conducted all interviews and compiled a draft report, the Title IX Coordinator will share a copy of the report as well as provide each party equal opportunity to access the evidence that is relevant to the allegations of sex discrimination and not otherwise impermissible, in the following manner:

- Each party will receive equal opportunity to access either the relevant and not otherwise impermissible evidence, or an accurate description of this evidence. If investigators provide a description of the evidence: the investigators will provide the parties with an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party;
- The College will provide a reasonable opportunity to respond to the evidence or the accurate description of the evidence; and
- The College will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. Disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

Each party will have ten (10) business days to respond to the evidence. Their response can include, but is not limited to, requests to follow-up with certain witnesses, additional comments on their individual interview write-up, or submitting additional evidence.

The investigators will integrate any responses from the parties into their investigative report and will create a summary of relevant evidence. The investigative report and evidentiary summary combined is considered the finalized report. This finalized investigative report will be shared with both parties and each will be granted ten (10) business days to respond. This response is not an opportunity to request additional follow-up but does provide both parties a chance to submit a written response to the report.

Questioning the Parties & Witnesses

Goldey-Beacom College will provide a process that enables the decisionmaker to question parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of sex-based harassment.

When Goldey-Beacom College chooses not to conduct a live hearing: Goldey-Beacom College's process for proposing and asking relevant and not otherwise impermissible questions and follow-up questions of parties and witnesses, including questions challenging credibility, will:

- Allow the investigator or decisionmaker to ask such questions during individual meetings with a party or witness;
- Allow each party to propose such questions that the party wants asked of any party or witness and have those questions asked by the investigator or decisionmaker during one or more individual meetings, including follow-up meetings, with a party or witness, subject to the procedures for evaluating and limiting questions discussed below; and
- Provide each party with an audio or audiovisual recording or transcript with enough time for the party to have a reasonable opportunity to propose follow-up questions.]

When Goldey-Beacom College chooses to conduct a live hearing: Goldey-Beacom College's process for proposing and asking relevant and not otherwise impermissible questions and follow-up questions of parties and witnesses, including questions challenging credibility, will allow the decisionmaker to ask such questions, and either:

- Allow each party to propose such questions that the party wants asked of any party or witness and have those questions asked by the decisionmaker, subject to the procedures for evaluating and limiting questions discussed below; or
- Allow each party's advisor to ask any party or witness such questions, subject to the procedures for evaluating and limiting questions discussed below. Such questioning will never be conducted by a party personally. Goldey-Beacom College permits advisor-conducted questioning and a party does not have an advisor to ask questions on their behalf, Goldey-Beacom College will provide the party with an advisor of Goldey-Beacom College's choice, without charge to the party, for the purpose of advisor-conducted questioning. In those instances, Goldey-Beacom College will not appoint a confidential employee and may appoint, but is not required to appoint, an attorney to serve as an advisor.

Procedures for the decisionmaker to evaluate the questions and limitations on questions: The decisionmaker will determine whether a proposed question is relevant and not otherwise impermissible before the question is posed and will explain any decision to exclude a question as not relevant or otherwise impermissible. Questions that are unclear or harassing of the party or witness being questioned will not be permitted. The decisionmaker will give a party an opportunity to clarify or revise a question that the decisionmaker determines is unclear or harassing. If the party sufficiently clarifies or revises the question, the question will be asked.

Refusal to respond to questions and inferences based on refusal to respond to questions: The decisionmaker may choose to place less or no weight upon statements by a party or witness who refuses to respond to questions deemed relevant and not impermissible. The decisionmaker will not draw an inference about whether sex-based harassment occurred based solely on a party's or witness's refusal to respond to such questions.

Procedures for a Live Hearing

Goldey-Beacom College will conduct the live hearing with the parties physically present in the same geographic location or, at Goldey-Beacom College's discretion or upon the request of either party, will conduct the live hearing with the parties physically present in separate locations with technology enabling the decisionmaker and parties to simultaneously see and hear the party or witness while that person is speaking.

Goldey-Beacom College will create an audio or audiovisual recording or transcript of any live hearing and make it available to the parties for inspection and review.

The below list includes the specific rights afforded to both parties and their advisors during hearings for cases moving through this process.

- Each party's questions will be asked, given that the hearing board has determined that the question is relevant.
- The hearing will be conducted in real time, although it may occur with the parties located in separate rooms or via an online video platform at the request of a party or the institution.
- If a party does not have an advisor at the hearing, the school will provide an advisor without fee or charge.

- Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.
- The College does not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

Determination Whether Sex – Based Harassment Occurred

Following an investigation and evaluation of all relevant and not otherwise impermissible evidence, Goldey-Beacom College will:

- Use the preponderance of the evidence standard of proof to determine whether sex discrimination occurred. The standard of proof requires the decisionmaker to evaluate relevant and not otherwise impermissible evidence for its persuasiveness. If the decisionmaker is not persuaded under the applicable standard by the evidence that sex discrimination occurred, whatever the quantity of the evidence is, the decisionmaker will not determine that sex discrimination occurred.
- Notify the parties in writing of the determination whether sex-based harassment occurred under Title IX including:
 - A description of the alleged sex-based harassment;
 - Information about the policies and procedures Goldey-Beacom College used to evaluate the allegations;
 - The decisionmaker's evaluation of the relevant and not otherwise impermissible evidence and determination whether sex-based harassment occurred;
 - When the decisionmaker finds that sex-based harassment occurred, any disciplinary sanctions Goldey-Beacom College will impose on the respondent, whether remedies other than the imposition of disciplinary sanctions will be provided by Goldey-Beacom College to the complainant, and, to the extent appropriate, other students identified by Goldey-Beacom College to be experiencing the effects of the sex-based harassment; and
 - Goldey-Beacom College procedures and permissible bases for the complainant and respondent to appeal.
- Not impose discipline on a respondent for sex discrimination prohibited by Title IX unless there is a determination at the conclusion of the grievance procedures that the respondent engaged in prohibited sex discrimination.
- If there is a determination that sex discrimination occurred, the Title IX Coordinator will, as appropriate:
 - Coordinate the provision and implementation of remedies and supportive measures to a complainant and other people the College identifies as having had equal access to the College's education program or activity limited or denied by sex discrimination;
 - Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and
 - Take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within the College's education program or activity.
- Comply with the grievance procedures before the imposition of any disciplinary sanctions against a respondent; and
- Not discipline a party, witness, or others participating in the grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether sex discrimination occurred.

Informal Resolution

The informal resolution process serves as an alternative to the formal grievance process and aims to resolve Title IX complaints in a mutually satisfactory manner.

Eligibility for Informal Resolution

- Participation in the informal resolution process is entirely voluntary for both the complainant and the respondent.
- Informal resolution is available in cases where the respondent or complainant is an employee or student of the College.
- Goldey-Beacom College will not offer informal resolution to resolve a complaint when the case involves an employee engaged in sex-based harassment of an elementary school or secondary school student, or conflicts with Federal, State, or local law.

Informal Resolution Process

Initial Assessment

- Upon receiving a report of sexual misconduct, the Title IX Coordinator will assess whether the complaint is eligible for informal resolution.
- Both parties will be informed of the option to pursue informal resolution in writing, including any process that the College offers and deems appropriate.

Voluntary Consent

- Both parties must provide voluntary, written consent to engage in the informal resolution process.
- Either party can withdraw from the informal resolution process at any time and resume the formal grievance process.

Explanation of Process

- Before the initiation of an informal resolution process, Goldey-Beacom College will explain in writing to the parties:
 - The allegations.
 - The requirements of the informal resolution process.
 - That any party has the right to withdraw from the informal resolution process and initiate or resume grievance procedures at any time before agreeing to a resolution.
 - That if the parties agree to a resolution at the end of the informal resolution process, they cannot initiate or resume grievance procedures arising from the same allegations.
 - The potential terms that may be requested or offered in an informal resolution agreement, including notice that an informal resolution agreement is binding only on the parties.
 - What information Goldey-Beacom College will maintain and whether and how Goldey-Beacom College could disclose such information for use in Title IX grievance procedures if such procedures are initiated or resumed.

Facilitator Assignment

- The Title IX Coordinator will appoint a trained, neutral facilitator to oversee the informal resolution process.
- The facilitator's role is to assist the parties in reaching a mutually acceptable resolution.

Informal Resolution Sessions

- The facilitator will arrange meetings with both parties, either separately or together, depending on the circumstances and preferences.
- Parties will discuss the complaint and negotiate possible resolutions.
- All discussions during the informal resolution process are confidential and cannot be used in any subsequent formal grievance process.

Resolution Agreement

- The parties will work towards a mutually satisfactory resolution agreement.
- The resolution agreement will be documented in writing and signed by both parties.
- The Title IX Coordinator will ensure the implementation of the agreed-upon resolution.

Follow-Up

- The Title IX Coordinator will monitor compliance with the resolution agreement.
- Supportive measures may continue or be modified as necessary to ensure compliance and support for both parties.

Non-Title IX Grievance Procedures

Should a member of the College Community feel that they have been a victim of sex-based discrimination as defined by the College, the College will follow the below grievance procedure:

1. Report of incident is received by a Title IX Coordinator
2. The Title IX Coordinator meets with the complainant to discuss available resources and supportive measures. The complainant does not need to move forward with a formal complaint to receive such, as long as the supportive measures are not punitive toward the respondent.
3. The Title IX Coordinator will offer for the complainant to sign and submit a formal complaint, which triggers an institutional investigation into the incident.
 - a. If the complainant does not wish to sign a formal complaint, there are limited circumstances in which a Title IX Coordinator will sign the formal complaint. The College strives to empower complainants to make their own choices regarding investigations into the reported incidents.
 - a. However, should there be a larger threat to the College Community present or should the respondent have other complaints associated with them, a Title IX Coordinator may sign the formal complaint even if the complainant does not wish to move forward with an institutional investigation. In these incidents, "Goldey-Beacom College" becomes the complainant. For this to occur, the College's Executive Leadership Team must be informed of the incident and approval must be obtained.
4. Once a signed formal complaint is received, a Title IX Coordinator will notify both the complainant and the respondent in writing of the reported incident and impending investigation.
 - a. This notice will contain sufficient details known at the time, such as the identities of the parties, alleged conduct, and date and time of the incident.
 - b. This notice will be explicit that the respondent is always assumed to be not in violation of the College's policy.
 - c. This notice will inform both complainant and respondent of their right to an advisor of choice and that, if an advisor is not at the live hearing for either party, the College will provide one. This advisor is not permitted to speak during interview sessions, but may request a short, five-minute break to consult with their respective party
 - d. This notice will contain the institutional policy regarding Misrepresentation Violations.
5. A Title IX Coordinator will initiate contact with the respondent to offer resources and supportive measures.
6. Investigator(s) will be assigned to the case. For the majority of complaints, the College will utilize third-party investigators. The investigators will gather evidence and both parties will have an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.
7. Once the investigators have conducted all interviews and compiled a draft report, the Title IX Coordinator will allow both parties an opportunity to review the full investigative report in the Title IX Coordinator's office. Each party will have ten (10) business days to respond to the evidence. Their response can include, but is not limited to, requests to follow-up with certain witnesses, additional comments on their individual interview write-up, or submitting additional evidence.
8. The investigators will integrate any responses from the parties into their investigative report and will create a summary of relevant evidence. The investigative report and evidentiary summary combined is considered the finalized report. This finalized report will be shared with both parties and each will be granted ten (10) business days to respond. This response is not an opportunity to request additional follow-up but does provide both parties a chance to submit a written response to the report.
9. A Title IX Coordinator will schedule the hearing to take place at least ten (10) business days after the final report has been shared with both parties and their advisors. This hearing will include both parties, their

advisors of choice, a hearing board comprised of staff and student representation, and any relevant witnesses. Should either party wish to conduct the hearing remotely, the College will accommodate this request and the hearing will take place utilizing Zoom.

10. During the hearing, the members of the hearing board will ask questions to either party during the hearing. Additionally, each party and/or their advisor have the opportunity to submit any relevant questions to the hearing board up to 24 hours before the scheduled hearing. Questions must be submitted to the Title IX Coordinator, and the hearing board will approve or deny each question based on whether or not it is relevant. Questions from either party will be asked by the Chair of the Hearing Board present for the hearing.
11. After all questioning has taken place, which can include questioning of witnesses, the hearing board will deliberate on (1) whether or not the policy violation occurred and (2) any sanctions that should be issued if applicable. The hearing board will issue a determination of responsibility within five (5) business days of the hearing.
12. A Title IX Coordinator will meet with both the complainant and the respondent to review the findings of the investigation and subsequent hearing. A Title IX Coordinator will also provide the Appeal Process available to either party.
13. A Title IX Coordinator will issue written statements to both parties detailing the findings of the investigation and any sanctions that were issued. The complainant will not receive specific information on the sanctions issued unless they are directly related to the complainant.

Non-Title IX Hearings

The below list includes the specific rights afforded to both parties and their advisors during hearings for cases moving through the Non-Title IX Grievance Procedures.

- Each party's questions will be asked, given that the hearing board has determined that the question is relevant.
- The hearing will be conducted in real time, although it may occur with the parties located in separate rooms or via an online video platform at the request of a party or the institution.
- If a party does not have an advisor at the hearing, the school will provide an advisor without fee or charge.
- Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.
- The College does not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

Notes on the Investigative Process for both Sex – Based Harassment and Sex Discrimination Grievance Procedures

The following are key components of every investigation conducted into matters of sexual misconduct:

- The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the investigators.
- Investigators cannot access, consider, disclose, or otherwise use a party's information protected under a legally recognized privilege unless the person holding such privilege waives the privilege.
- Parties must have an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.
- There can be no restriction on either party preventing them from discussing the allegations or to gather and present relevant evidence.

- The parties must have the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice.
- The institution may establish restrictions regarding the extent of participation of the advisors in investigation meetings as long as they are applied equally to both parties.
- Written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate must be given.
- Both parties will be provided an equal opportunity to inspect and review any evidence obtained as part of the investigation.
- Prior to completion of the investigative report, the parties and their advisors must receive the evidence subject to inspection and have at least ten (10) business days to submit a written response.
- Creation of an investigative report that fairly summarizes relevant evidence and provide to the parties, and their advisors in the case of Title IX Hearings, at least ten (10) business days prior to the hearing.

Procedures for Conduct Meeting the Federal Definition for Sexual Harassment and for Conduct Meeting the College's Standards for Prohibited Conduct on the Basis of Sex Alleged Against a Non-Student/Faculty Member/Staff Member/College Employee/ or Third-Party Contracted Employee

The College cannot issue any disciplinary sanctions against members who are not part of the Goldey-Beacom College Community. However, reports of conduct that would fall both within the federal definition of sexual harassment as well as conduct that is otherwise prohibited by the College are taken seriously. The reporting individual as well as the affected party will have the opportunity to meet with a Title IX Coordinator to discuss potential supportive measures and/or accommodations can assist in protecting their safety.

As an institution on private property, the College reserves the right to implement Campus Bans when appropriate. Individuals violating a Campus Ban would be considered trespassing and the College reserves the right to contact law enforcement in such instances.

Emergency Removal

Upon receipt of a report of sex-based harassment, sex discrimination and/or sexual misconduct, and after an individualized safety and risk analysis, should the respondent's continued presence on the College's campus pose an imminent and serious threat to the health or safety of any persons, including the complainant, any student, employees, or other persons arising from allegations of sex discrimination, or other members of the College community, the College may decide to remove the respondent, if a student, from the residence halls (if applicable), classes and/or the campus as a whole. Should the College decide to remove a respondent, the respondent will be given adequate notice of this removal and will be granted ten (10) business days to appeal this decision.

Should the respondent be an employee, it may be determined that the employee is to be put on Administrative Leave for the duration of the investigation. This determination will be made by the Title IX Coordinator and a Human Resources representative.

Misrepresentation Violations

The success of the College's grievance procedures rely, in part, on each party's ability to accurately represent themselves. The College does not take false statements or misrepresentation during the reporting process or grievance procedures lightly. Misrepresentation violations include:

- Falsification of information, which includes any form of providing false or misleading information, in writing, orally, or electronically, in a manner which has the intent or effect of deceiving authorized College personnel, or of altering or falsifying official institutional records or documents; and
- Providing false or misleading information including utterance of false testimony or submission of false written statements at any proceeding authorized by this document.

A party found to be misrepresenting could have all statements and testimony discredited or discarded, and/or could be sanctioned, which will be adjudicated as detailed in the Code of Conduct.

Possible Sanctions

Below is a list of available sanctions that could be levied if a student is found to be in violation of the College's Sexual Misconduct Policy:

- **Warning:** A written notice indicating that the student has violated Title IX regulations and warning of potential further sanctions if the behavior continues.
- **Probation:** A period during which the student must comply with all College rules, regulations, and policies. This period includes monitoring of the student's conduct and may include specific conditions or loss of privileges.
- **Loss of Privileges:** Restriction or removal of certain privileges, such as participation in extracurricular activities, campus events, or representing the College in any official capacity.
- **Educational Programs:** Mandatory participation in educational programs or workshops related to sexual misconduct, consent, and respectful behavior.
- **Counseling:** Mandatory attendance in counseling sessions or programs aimed at addressing behavioral issues related to the violation.
- **Community Service:** Assigning tasks that benefit the College community or the larger community, tailored to the nature of the violation.
- **Housing Reassignment/Removal:** Changing the student's on-campus housing assignment or removing the student from campus housing. This may include restrictions on entering any College-owned housing.
- **No-Contact Orders:** Prohibiting the student from contacting or approaching the complainant or other individuals involved in the incident.
- **Interim Suspension:** Temporary removal from the College or College-owned housing while an investigation is ongoing, especially if the student's presence poses a threat to the health, safety, or welfare of the College community.
- **Suspension:** Temporary removal from the College for a specified period. During this time, the student may not attend classes, take exams, receive grades, or be present on College property. Reinstatement may require meeting specific conditions set by the Title IX Coordinator.
- **Expulsion:** Permanent removal from the College. The student is not allowed on College property and forfeits any tuition or fees paid.
- **Other Sanctions:** Depending on the specific circumstances, additional sanctions may be imposed, such as fines, loss of scholarships, or the assignment of tasks that provide a constructive or educational benefit.

The sanctioned student will have ten (10) business days from the date of the sanction to submit a written request for appeal should the student choose.

Goldey-Beacom College will impose educational and/or disciplinary sanctions on employees which will be consistent with existing local, state, and federal law. This may indicate actions up to and including termination of employment, and/or referral for prosecution by law enforcement agencies. Below is a list of available sanctions that could be levied if an employee is found to be in violation of the College's Sexual Misconduct Policy:

- **Paid Suspension/Administrative Leave:** Temporary leave with pay during the investigation or as a disciplinary measure.
- **Unpaid Suspension:** Temporary leave without pay as a disciplinary measure.
- **Restrictions from Some or All Parts of Campus:** Limiting the employee's access to certain areas of the campus.
- **Change in Office/Classroom Assignments:** Relocation to a different office or classroom to prevent contact with the complainant.
- **Written Reprimand:** A formal written notice indicating that the employee has violated Title IX regulations and warning of potential further sanctions.
- **Removal from Classroom Teaching:** Prohibition from teaching duties, either temporarily or permanently.

- **Removal of Administrative Position:** Dismissal from an administrative role while potentially retaining other duties.
- **Employment Termination:** Permanent separation from employment with the College.
- **Housing Reassignment or Removal:** Reassignment to different housing or removal from College-owned housing without refund.
- **Constructive or Educational Task:** Assignments that provide a benefit to the individual, campus, or community, such as participating in training programs.
- **Completion of Required Training:** Mandatory completion of training programs related to sexual misconduct, harassment, or respectful workplace behavior.
- **Mediation:** Participation in mediation sessions to address and resolve conflicts related to the violation.
- **Restitution:** Compensation for any damage or loss caused by the violation.

The sanctioned employee will have ten (10) business days from the date of the sanction to submit a written request for appeal should the employee choose.

Remedies for Complaints

In addition to disciplinary sanctions on the respondent, Goldey-Beacom College may provide remedies to the complainant to ensure their continued access to educational programs and activities. Remedies may include:

- Academic support services, such as tutoring or extensions on assignments.
- Adjustments to class schedules or campus housing.
- Counseling and mental health services.
- No-contact orders or changes in the respondent's schedule to prevent interactions.
- Assistance in reporting to law enforcement if desired by the complainant.
- Other measures tailored to the complainant's needs to ensure their safety and well-being.

Goldey-Beacom College is committed to maintaining a safe and respectful environment and will take appropriate actions to address and remedy any violations of Title IX regulations.

Appeal Process

Each party involved in a sexual misconduct case has equal opportunity to appeal (1) the dismissal of a formal complaint or any included allegations and/or (2) a determination regarding responsibility.

To appeal, the party must submit their written appeal to the Title IX Coordinator within ten (10) business days of receiving the dismissal or determination. This written appeal must contain the grounds for appeal. The grounds for appeal are as follows:

1. Procedural irregularity that affected the outcome/dismissal/determination.
2. New evidence that could have an effect on the outcome was not reasonably available at the time the dismissal or determination of responsibility was made.
3. The sanctions imposed are disproportionate to the violation.
4. The Title IX Coordinator, investigator(s), or hearing-board members had a conflict of interest or bias against an individual party, or for or against complainants or respondents in general that affected the outcome/dismissal/determination.

If a party appeals, Goldey-Beacom College will:

- Notify the parties in writing of any appeal, including notice of the allegations, if notice was not previously provided to the respondent;
- Implement appeal procedures equally for the parties;
- Ensure that the decisionmaker for the appeal did not take part in an investigation of the allegations or dismissal of the complaint;
- Ensure that the decisionmaker for the appeal has been trained consistent with the Title IX regulations;
- Communicate to the parties in writing that Goldey-Beacom College will provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and

- Notify the parties in writing of the result of the appeal and the rationale for the result.

If the Title IX Coordinator receiving and reviewing the appeal determines that the appellate ground did not affect the outcome, the original determination of responsibility from the investigation and hearing stands. Should the grounds for appeal be met, the Title IX Coordinator will notify the other party in writing that an appeal has been received.

The appeal will be decided by three (3) members on the hearing board who were not involved in the investigative process or hearing, and who are free of conflict of interest and bias, and who will not serve as investigator, Title IX Coordinator, or decision-maker in the same case.

Each party will be granted an opportunity to submit a statement in writing within ten (10) business days of notification of a received appeal to the hearing board members for review. The three (3) individuals will review the statements and determine whether or not the appeal should be granted.

The determination and any applicable sanctions from this appeal process is considered final.

This appeal process will be, at a minimum, the same as Goldey-Beacom College offers in all other comparable proceedings, including proceedings relating to other discrimination complaints.

Dismissal of Complaints

Goldey-Beacom College may dismiss a complaint if:

- The College is unable to identify the respondent after taking reasonable steps to do so;
- The respondent is not participating in the College's education program or activity and is not employed by the College;
- The College obtains the complainant's voluntary withdrawal in writing of any or all of the allegations, the Title IX Coordinator declines to initiate a complaint, and the College determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex discrimination under Title IX even if proven; or
- The College determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX. Before dismissing the complaint, the College will make reasonable efforts to clarify the allegations with the complainant.

Upon dismissal, the College will promptly notify the complainant in writing of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the College will notify the parties simultaneously in writing.

The College will notify the complainant that a dismissal may be appealed on the bases outlined in the Appeals section. If dismissal occurs after the respondent has been notified of the allegations, then the College will also notify the respondent that the dismissal may be appealed on the same bases. If a dismissal is appealed, Goldey-Beacom College will follow the procedures outlined in the [Appeals](#) section.

When a complaint is dismissed, Goldey-Beacom College will, at a minimum:

- Offer supportive measures to the complainant as appropriate;
- If the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and
- Take other prompt and effective steps as appropriate, through the Title IX Coordinator to ensure that the behavior does not continue or recur within the College's education program or activity.

Consolidation of Complaints

The College may consolidate formal complaints as to allegations of sexual misconduct against more than one respondent or by more than one complainant against one or more respondents where the allegations of sexual misconduct arise out of the same facts or circumstances. When more than one complainant or more than one

respondent is involved, references in this policy to the singular “party,” “complainant,” or “respondent” include the plural, as applicable.

The College will not consolidate complaints if consolidation would violate the Family Educational Rights and Privacy Act (FERPA). Consolidation would not violate FERPA when the College obtains prior written consent from the parents or eligible students to the disclosure of their education records.

When the College consolidates complaints, notice documents will be sent to each complainant that does not contain personally identifiable information of the other complainants unless providing such information is vital to gathering the relevant evidence.

When a consolidation of complaints occurs, “Goldey-Beacom College” becomes the complainant. For this to occur, the College’s Executive Leadership Team must be informed of the incident and approval of the consolidation must be obtained.

Conflict of Interest

Should either party feel that a Title IX Coordinator, investigator or hearing board member has a conflict of interest that would prevent them from acting without bias, the party should notify the Title IX Coordinator or designee so an adjustment can be made to ensure a fair and equitable process.

Advisors of Choice

Both parties are entitled to an advisor of choice to accompany them in interview sessions as well as the hearing. During interviews, the advisor is not permitted to speak or participate in the interview. However, the party or their advisor may request a brief, 5-minute recess for private consultation.

During hearings, the advisor is not permitted to speak or participate in the hearing. However, the party or their advisor may request a brief, 5-minute recess for private consultation.

Should either party be unable to find an advisor, the College will provide one for the hearing.

How to Be an Active Bystander

- 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 seclude, hit on, and 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 experience with stalking.
- Refer people to on or off campus resources listed in this document for assistance with health, counseling, or legal matters.

Any faculty, staff, or student who witnesses or has knowledge of a crime including violations of sexual misconduct is considered a bystander. The College strongly encourages the intervention of bystanders to help prevent and/or report a crime in safe ways. Bystander intervention is recognizing a potentially harmful situation or interaction and choosing to respond in a way that could positively influence the outcome. To intervene safely, bystanders should intervene in groups rather than individually. Choosing a method of intervention that de-escalates the situation is safer than attempting a confrontation; however, there is no one single rule for every situation. The College will take all reasonable supportive measures for victims and any bystanders who have intervened in the situation. The reasons for any accommodations/supportive measures will remain confidential to the extent possible as long as the confidentiality does not impair the ability of the College to provide the accommodations/supportive measures. The

⁸ Burn, S.M. (2009). A situational model of sexual assault prevention through bystander intervention. *Sex Roles*, 60, 779-792.

⁹ Bystander intervention strategies adapted from Stanford University’s Office of Sexual Assault & Relationship Abuse.

College will provide written notification to a victim or bystander regarding the supportive measures the College can take, if needed.

Risk Reduction

With the knowledge that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment.¹⁰

1. **Be aware of your surroundings.** Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to **avoid isolated areas.** It is more difficult to get help if no one is around.
3. **Walk with purpose.** Even if you don't know where you are going, act like you do.
4. **Trust your instincts.** If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
6. **Make sure your cell phone is with you** and charged and that you have cab money.
7. **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
8. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
9. **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. **Don't accept drinks from people you don't know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
14. **If you suspect 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.).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - **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.
 - **Be true to yourself.** Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with 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, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
16. **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?

¹⁰ Rape, Abuse, & Incest National Network, www.rainn.org

17. **If you and/or the other person have been drinking**, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Warning Signs of Domestic Violence and Abuse

Physical injury is usually the most common abusive behavior to recognize. However, it is important to have an understanding of and observe other warning signs of an abusive relationship. Below is a list of common warning signs of an abuser.

- Checking cell phones, emails, or social networks without permission
- Extreme jealousy or insecurity
- Constant belittling or put-downs
- Explosive temper
- Isolation from family and friends
- Making false accusations
- Erratic mood swings
- Physically inflicting pain or hurt in any way
- Possessiveness
- Telling someone what to do
- Repeatedly pressuring someone to have sex
- Controlling over interactions with others
- Attempts to control someone's finances
- Repeatedly pressuring someone to engage in any behavior in which they do not wish to engage (e.g. drug/alcohol use)
- Refusal to honor agreed upon birth control methods
- Humiliating someone in front of others

It is always important for individuals who witness or suspect that someone they know is a victim of an abusive relationship to speak up and take action.

- Get assistance by contacting the Title IX Coordinator, the Director of Counseling Services, or nearby counseling centers.
- Consider contacting Campus Security and/or the Title IX Coordinator.
- Consider contacting the Delaware State Police and receive assistance with obtaining a protection order.
- Trust your instincts; if something does not feel right, speak up or take action.

Every employee and volunteer of the College has the ethical and legal responsibility to report any knowledge or suspicion of sexual or physical abuse of a minor. The term "minor" includes, but is not limited to, enrolled students under the age of 18, dual enrollment students taking both College and high school classwork, youth enrolled in athletic camps and clinics, and any other person under the age of 18 who is visiting or living on campus. Employees are legally bound to report such abuse even if told in confidence by the minor. Uncertainty about the accuracy of the incident(s) is never an excuse for not reporting.

The College has instituted the following procedures that apply to anyone who sees, hears, or knows about possible child abuse:

- If you witness an incident involving the sexual or physical abuse of a minor or learn of circumstances involving a minor who faces imminent harm, you must immediately contact the police by calling 911.
- If you see, hear, or know about a situation involving the sexual or physical abuse of a minor, you must report this knowledge or suspicion to the Delaware Department of Services for Children, Youth and Their Families ("DSCYF"). All such reports should be made by calling the Child Abuse and Neglect Report Line number at 1-800-292-9582. Please note that this is required under Delaware law and failure to follow this requirement could place you at risk of substantial fines by the State. Further, please note that this step

must be taken regardless of the severity/immediacy of the incident and must be taken even if you call the police.

- Finally, any GBC employee who becomes aware of such allegations is also required to report the concern to a Title IX Coordinator.

Immediate action is essential to protect all children on the College's campus and is required by Delaware law.

Assistance for the GBC Community: Rights & Options

Regardless of whether a victim elects to pursue a criminal complaint, whether the offense is alleged to have occurred on or off campus, or whether the accused is a student or employee of the College or not, the College will assist victims of sexual assault, domestic violence, dating violence, and stalking. A Title IX Coordinator will provide each victim with information of a victim's rights and options. The rights and options will include:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred;
- information about how the institution will protect the confidentiality of victims and other necessary parties to the extent possible;
- a listing of available counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus;
- a statement regarding the College's provisions about options for, available assistance in, and how to request accommodations and protective measures; and
- an explanation of the procedures for the College's disciplinary action.

Available Supportive Measures and Accommodations

Upon receipt of a report of sexual misconduct, a Title IX Coordinator will meet with both the complainant and the respondent to discuss available accommodations. These accommodations may include changes to academic, living, transportation, and working situations. The Title IX Coordinator will review the options, provide assistance in requesting accommodations, and explain the process for requesting accommodations and protective measures.

A request for supportive measures that affect the respondent (e.g., changing the respondent's schedule, changing the respondent's living situation) cannot be granted without an investigation that finds the respondent responsible for violating the College's title IX/Sexual Misconduct Policy.

Goldey-Beacom College will offer and coordinate supportive measures as appropriate for the complainant and/or respondent to restore or preserve that person's access to the Goldey-Beacom College education program or activity or provide support during Goldey-Beacom College Title IX grievance procedures or during the informal resolution process. For complaints of sex-based harassment, these supportive measures may include, but not limited to:

- Academic Accommodations:
 - Transfer to a different section of a class.
 - Withdrawal from a class with the option to retake it at a different time.
 - Extensions on assignments or rescheduling of exams.
 - Access to tutoring or other academic support services.
- Living Accommodations:
 - Moving to a different room or residence hall.
 - Temporary housing adjustments.
- Working Accommodations:
 - Change in working hours or shifts.
 - Modification of work assignments or location.
 - Temporary leave or administrative leave with pay (for employees).
- Transportation and Parking Accommodations:
 - Change in parking location.
 - Assistance with a safety escort to and from classes or work.

- Other Supportive Measures:
 - No-contact orders to prevent interactions between the complainant and respondent.
 - Counseling and mental health services.
 - Assistance with obtaining medical services.
 - Support in reporting the incident to local law enforcement if desired.

At an individual's request, and to the extent of their cooperation and consent, the Title IX Coordinator will work with relevant College offices to implement these accommodations. These changes can be made regardless of whether the incident was reported to local law enforcement.

Any witnesses or bystanders who also may need supportive measures and/or accommodations will also be afforded the opportunity to request and arrange such.

To request changes to academic, living, transportation and/or working situations or supportive measures, a victim should contact a Title IX Coordinator as identified in this document.

Disability Accommodations

Students with a documented disability can request accommodations by contacting the College's Student Accommodations Coordinator:

Deborah Harbaugh
 Email: harbaugh@gbc.edu
 Phone: (302) 225-6211

Employees with a documented disability can request accommodations by contacting the College's Human Resources Department:

GBC Human Resources
 Email: hr@gbc.edu
 Phone: (302) 225-6292

Other Considerations of Supportive Measures

The Title IX Coordinator may modify, terminate, or continue supportive measures at the conclusion of the grievance procedures or informal resolution process. The College will provide timely opportunities to challenge any decision regarding supportive measures.

The Title IX Coordinator will not disclose information about any supportive measures to persons other than those to whom they apply, except when necessary to provide the supportive measures, restore or preserve access to the educational program or activity, or when an applicable exception allows for such disclosure. This includes informing one party of supportive measures provided to another party only when it is essential for the implementation of those measures.

Rights of Victims and the College's Responsibility for Orders of Protection, "No Contact" Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the College

Goldey-Beacom College complies with Delaware law in recognizing a Protection from Abuse order. Any person who obtains an order of protection should provide a copy to a Title IX Coordinator in a timely manner. The College will comply with any orders of protection, "no-contact" orders, restraining orders, or similar unlawful orders. A Title IX Coordinator will arrange to meet with the victim and Campus Security to develop a Safety Action Plan. If the victim is an employee of the College, a representative from Human Resources will be invited to the meeting. A Safety Action Plan is a plan to reduce the risk of harm for the victim while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, providing access to a telephone, changing office or classroom location, or allowing a student to complete assignments from home.

The College cannot apply for a Protection from Abuse order for the victim. The victim is required to apply directly for the Protection from Abuse order. [Instructions](#) for how a victim is able to receive a Protection from Abuse order are listed below.

You do not need an attorney to seek an Order of Protection. Court staff will help you with the necessary forms and volunteers from a Victim Advocacy Program may also be available to help.

Go to the Family Court between the hours of 8:30 am and 4:30 pm, Monday through Friday. If you believe that you are in immediate danger of abuse, you may ask for an emergency (ex parte) hearing that same day. If you will be asking the Court for an emergency (ex parte) hearing, you should go to the Family Court early in the day.

Ask the clerk for a Protection from Abuse Petition (form #450). If you are asking for an emergency (ex parte) hearing, also ask the clerk for the Affidavit for Emergency Hearing Form. Fill in all the blanks on both forms. Give enough facts for the Court to know how you are being abused and whether you are in immediate danger. A Court staff person will ask you some questions. Be specific with your answers.

Type of Order	Who Can File For One	Court	How Long Does the Order Last
Protection from Abuse - from any threatening or harmful conduct including serious emotional harm	A member of a protected class which includes: 1. Family as that term is defined in 10 Del. C. §901(12), regardless, however, of the state of residence of the parties; OR 2. Former spouses, a man and a woman cohabitating together with or without a child of either or both, or a man and a woman living separate or apart with a child in common, and persons who are or were involved in a substantive dating relationship.	Family Court	Generally, can last up to one year and can be extended for an extra six months following another hearing. Depending on the facts of a case, the no contact and no abuse provisions can last up to two (2) years or permanently. (To request an extension, you must file a motion.)

The College may issue an institutional no contact order if deemed appropriate or at the request of the victim or accused. If the College receives a report that such an institutional no contact order has been violated, the College will initiate disciplinary proceedings appropriate to the student/employee and will impose sanctions if the student/employee is found responsible for violating the no contact order.

On Campus Services for College Community Members

Mental Health & Wellness Center

The College's students are able and encouraged to use the [Mental Health & Wellness Center](#).

Location: Services are conducted in-person in Jackson Hall 103.

Telephone: (302) 225-6362

To schedule an appointment: Students are welcome to make an appointment by emailing healthandwellness@gbc.edu or [scheduling online](#).

For afterhours emergencies, dial 988 or text "BOLT" to 741-741. Both of these resources are available 24/7.

Services Available

- Individual counseling;
- Classroom presentations and engagement, and

- Consultations for faculty, staff, athletics, parents and resident assistants

Confidentiality

The Mental Health & Wellness Center protects the confidentiality of information disclosed during sessions as well as enrollment in treatment in the interest of client well-being.

State and Federal exceptions to confidentiality are as follows:

- Child abuse/neglect must be reported to Delaware Division of Family Services (including historical reports);
- Imminent danger to the client or others requires duty to warn the third party and measures taken to ensure the client's personal safety which may include hospitalization, informing the Vice President of Student Affairs and Athletics, Campus Security, or local authorities;
- A judicial subpoena or state/federal court mandate; or
- Written or verbal consent by the client or guardian to disclose specific information to an identified third party.

Please discuss any questions or concerns with your clinical provider. Although not legally required to do so, when applicable, your clinical provider will discuss with the client or guardian directly should any of the above, exceptional situations occur. When an exceptional situation as listed above is encountered, please be advised that the minimum information required will be discussed.

Confidentiality Disclosing Sexual Misconduct

Goldey-Beacom College's Mental Health & Wellness Center is designated as a confidential resource for members of the College Community who wish to discuss an incident of sexual misconduct without or before reporting to a Title IX Coordinator. Individuals who are not prepared to make a report or who may be unsure how to label what happened to them, but wish to seek information and support are encouraged to contact a confidential resource. As discussed below, some of these confidential resources do not report any information to the College's Title IX Coordinator (professional, licensed counselors and clinical interns providing mental health counseling at the College).

Any clients who utilize a confidential resource may still choose to file a complaint with a Title IX Coordinator or report the incident to law enforcement and have the incident fully investigated.

Professional Counselors & Clinical Interns

Professional, licensed counselors and clinical interns who provide mental health counseling to members of the College Community will not report any information to a Title IX Coordinator without written permission from the client. This protection also extends to individuals who work or volunteer in these offices, including front desk staff and students-workers.

Note: While these professional counselors and clinical interns may maintain a client's confidentiality in the College setting, they may have other reporting or disclosure obligations under state and/or federal law, including mandatory reporting of child abuse, situations in which the patient or client presents a danger to themselves or others, and when responding to subpoenas compelling document production or testimony at trial or in a deposition.

Additional On-Campus Services for College Community Members

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, Goldey-Beacom College will provide written notification to the reported victim(s) and accused party about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and assistance in notifying appropriate local law enforcement.

In addition, the College provides a written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim

advocacy, legal assistance, visa and immigration assistance, student financial aid, and assistance in notifying appropriate local law enforcement each year in the form of the Annual Security Report, which is distributed as described in this document.

The College offers assistance in the area of student financial aid. These services can be obtained by contacting the Financial Aid Office at (302) 225-6264 or by email at finaid@gbc.edu.

None of the following services are available to students on the Goldey-Beacom College campus: health, victim advocacy, legal assistance, and visa and immigration assistance. Outside referral information is available.

Off Campus Services for College Community Members

Type of Services Available	Service Provider	Contact Information
Health & Medical Services	Christiana Hospital	4755 Ogletown-Stanton Rd Newark, DE 19718 (302) 733 - 1000 (302) 733 - 4799 (Forensic Nurse Examiners)* *A forensic nurse examiner is present in the emergency department at all times. Forensic Nurse Examiners are specially trained to provide comprehensive care for victims of sexual assault.
	Wilmington Hospital	501 W. 14th St Wilmington, DE 19801 (302) 733 - 1000
Mental Health & Counseling	Rape, Abuse, & Incest National Network (RAINN)	National Sexual Assault Hotline (24/7): (800) 656 - HOPE (4673)
	ContactLifeline	New Castle County Crisis Helpline & Rape Crisis Program (24/7): (302) 761 - 9100 Deaf Helpline (TDD) (24/7): (302) 761 - 9700 Kent & Sussex Counties (24/7): (800) 262 - 9800
	People's Place	People's Place offers individual and family counseling by licensed mental health therapists in their Milford, Millsboro, Seaford, and Smyrna offices. (302) 442 - 8033
	National Domestic Violence Hotline	Call (24/7): (800) 799 - SAFE (7233) Text Message (24/7): Text "START" to 88788 Online Chat & Additional Resources (24/7)
	National Alliance on Mental Illness (NAMI) Delaware	National Suicide and Crisis Lifeline (24/7): 988

		<p>NAMI Delaware HelpLine: (888) 427 - 2643, select option 1 9:00 AM - 4:00 PM Monday - Friday</p> <p>2400 W 4th St Wilmington, DE 19805 Office: (302) 427 - 0787</p>
Federal Student Aid	Federal Government	Federal Student Aid Information Center (FSAIC): 1-800-433-3243
Free Legal Assistance	State of Delaware Legal Help Link	Online
Legal Assistance	Attorney General	<p>New Castle County Criminal Division: (302) 577 – 8500</p> <p>Kent County Criminal Division: (302) 739 – 4211</p> <p>Sussex County Office: (302) 856 - 5353</p>
		<p>Victim/Witness Programs</p> <p>New Castle County: (302) 577 - 8500 or (800) 870 - 1790</p> <p>Kent County: (302) 257 - 3293</p> <p>Sussex County: (302) 752 - 3263</p>
	Delaware Volunteer Legal Services, Inc.	<p>New Castle County: (302) 478 - 8680</p> <p>Sussex or Kent County: (888) 225 - 0582</p>
	Delaware State Family Court (Protection from Abuse)	<p>New Castle County: (302) 225 - 0300</p> <p>Kent County: (302) 672 – 1000</p> <p>Sussex County: (302) 855 - 7400</p>
		<p><i>Victim Advocacy Programs</i></p> <p>New Castle County: (302) 255 - 0420</p> <p>Kent County: (302) 672 - 1075</p> <p>Sussex County: (302) 856 - 5843</p>
Victim Services	Cecil County MD Domestic Violence Rape Crisis Center ("The Bridge")	<p>Helpline (24/7): (410) 996 - 0333</p> <p>PO Box 2137 Elkton, MD 21921</p>
	Delaware State Police Victim Center	Statewide Victim Center Hotline: (800) VICTIM-1 (842 - 8461)
	Delaware Coalition Against Domestic Violence	<p>New Castle County Hotline (24/7): (302) 762 - 6110</p> <p>Kent & Sussex Counties (24/7): (302) 422 - 8058</p> <p>Abriendo Puertas (24/7): (302) 745 - 9874</p>

	Domestic Violence Coordinating Council	<p>New Castle County Domestic Violence Hotline - Bilingual (24/7): (302) 762 - 6110</p> <p>New Castle County Rape Crisis Hotline (24/7): (800) 773 - 8570</p> <p>Wilmington Office: (302) 255 - 1700</p>
	YWCA Delaware Sexual Assault Response Center (New Castle County)	<p>Kent & Sussex Counties Domestic Violence Hotline (24/7): (302) 422 - 0858</p> <p>Kent & Sussex Counties Rape Crisis Hotline (24/7): (800) 262 - 9800</p> <p>Kent & Sussex Counties Hotline - Bilingual (24/7): (302) 745 - 9874</p>
Victim Services: Women's Shelter	Child Inc.	<p>Rape Crisis Hotline (24/7): (800) 773 - 8570</p> <p>Main Office: (302) 273 - 1300</p> <p>Robscott Building 153 E. Chestnut Hill Road Newark, DE 19713</p>
Visa and Immigration Services	U.S. Citizenship and Immigration Services	<p>Domestic Violence Hotline - Bilingual (24/7): (302) 762 - 6110</p> <p>Main Office: (302) 762 - 8989</p>
		(800) 375-5283

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

- [Department of Justice](#)
- [Department of Education – Office of Civil Rights](#)

Confidentiality

Students may request that directory information on file with the College be withheld by written request to the Registrar's Office at registrar@gbc.edu. The Registrar's Office is located in the Fulmer Center, First Floor and can be contacted at (302) 225-6253 or at registrar@gbc.edu.

Regardless of whether a victim has opted-out of allowing the College to share "directory information," personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need to know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, the College 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 College to provide the accommodations or protective measures.

The College does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Information that may be shared with law enforcement:

- basic information initially reported to the College about the complaint as required by the Clery Act, to include the offense being reported, and the geographical location it is reported to have occurred;
- the name(s) of the victim if the victim permits;
- the name(s) of the accused party if the Title IX Coordinator believes the accused party poses a risk to broader campus safety; and
- anything else the victim allows.

Information that may not be shared with law enforcement:

- Anything beyond the basic information reported to the College, without the consent of the victim.

Sexual Misconduct Record Retention

Records pertaining to a case or report of sexual misconduct will be retained with the Title IX Coordinator for seven (7) years after the date of the last letter issued regarding the case. This includes all records regarding a report, an investigation, formal and informal resolutions, appeals, and training materials.

Notification of Victims of Crimes of Violence

The College will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Sex Offender Registration

The Federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student.

In Delaware, convicted sex offenders must register with the Delaware State Police. Members of the campus community may also obtain information about registered sexual offenders in the area at <https://sexoffender.dsp.delaware.gov>.

Drug and Alcohol Abuse Prevention Program (DAAPP)

Goldey-Beacom College is an educational institution committed to maintaining an environment that allows students to benefit fully from the learning experience and to fully understand the negative consequences of the illicit use of alcohol and drugs in their lives. All students, staff, and faculty are part of this learning environment and need to understand the College's expectations regarding alcohol and drug use.

The unauthorized use and abuse of alcohol and/or drugs interfere with the learning experience. Students and employees who do not conform to these expectations will be subject to disciplinary action and confiscation of alcoholic beverages and/or illegal drugs.

To ensure alcohol and illegal drugs do not interfere with the goals of the College, and in accordance with the Drug Free Schools and Communities Act Amendments of 1989, Goldey-Beacom College is informing you about relevant policies on alcohol and drugs and about associated legal and health risks. Goldey-Beacom College annually distributes this information, in writing, to all enrolled students and current employees.

Questions about this DAAPP should be directed to Molly Lowry, Community Standards & Clery Coordinator, via email, clerycomplianceoffcr@gbc.edu, or telephone, (302) 225-6286.

Standards of Conduct

The unlawful possession, use, or distribution of illegal drugs and alcohol by students and employees on its property or as part of its activities is strictly prohibited. Goldey-Beacom College's policy on alcohol and drugs is as follows and applies to students and all employees:

Alcohol

- The legal age for the possession, purchase or consumption of alcoholic beverages in the State of Delaware is 21 years of age. Penalty for violation of this law (Title IV, Section 904F of the Delaware Code) is arrest and fine.
- Possession, consumption, or display of alcoholic beverages in any public area of the College buildings or grounds is strictly forbidden. Possession of alcohol in cups or containers in any public area is also forbidden.
- The presence of any such beverage at a College-sponsored event is forbidden unless previously approved by College officials in writing. Off-campus activities held by student organizations should be discussed with the Student Affairs Office.
- The presence of a limited quantity of alcohol for personal use in the campus apartments of students in Miller, Jackson and Abel Halls is acceptable only for those students who are the legal age of 21 or older so long as it is not publicly displayed (such as from balconies or residence hall steps) and it is not provided to those who are under age. Leach Hall & Franta Hall are deemed "dry" buildings, and alcohol is prohibited at all times.
- Each residential student, who is of the legal drinking age of 21 years old not residing in Leach or Franta Hall, is permitted to possess and/or consume a limited amount of alcohol in the residence halls. The privilege to consume alcohol may be revoked at any time for violations of the Alcohol and Drug Policy.
- An underage student found by Residence Life Staff/Campus Security to be in the presence of alcohol will be subject to judicial action. Students under the age of 21 are never permitted to be in the presence of alcohol except for the following exception. Minors, whose roommate(s) are of legal drinking age, are permitted to be present in their assigned apartment if the roommate(s) are consuming alcohol. No other minor is permitted to be present during the consumption of the alcohol.
- Only Goldey-Beacom College resident students of legal drinking age are permitted to transport alcoholic beverages into or within the residential areas which are not deemed "DRY." Alcohol that is being transported onto or around campus must be in its original container and unopened.
- Kegs, beer balls, and grain alcohol are NOT permitted in the residence halls at any time.
- Public intoxication or disorderly behavior while under the influence of alcohol or any other substance is prohibited and, if observed by staff, may result in judicial action. In the case of minors, parents or guardians may be notified.
- Possession, consumption, or display of alcoholic beverages in any public area, including the hallways and stairwells of the residence halls, of the College buildings or grounds is strictly forbidden. Possession of alcohol in cups or containers in any public area is also forbidden. The College reserves the right to search any bag (duffel, handbag, grocery, etc.,) employee desk or office if alcohol is suspected.
- Display of alcohol containers and advertisements in windows or on balconies is prohibited, as is the public display of alcohol and alcohol or drug related signs/decorations within apartments.
- Students and their guests who are 21 years old and older may not consume or possess alcohol in apartments where none of the residents are 21. If a resident of the apartment is 21 years of age, that resident must be present when the drinking is taking place.
- Any employee or student, regardless of age, is prohibited from providing/furnishing alcohol to minors. The student who has the privilege of possessing alcohol for personal consumption will be held responsible for any of that amount which is possessed or consumed by minors and, if any alcohol present in an apartment is consumed by minors, all residents of that apartment will be held responsible.

Drugs and Paraphernalia

- The possession, use, or distribution/sale of any illegal or controlled substance/narcotic is forbidden. The College will cooperate fully with law enforcement agencies and will not shield students from the law. The possession of illegal substances is punishable by arrest, fine, and/or imprisonment under the Delaware Code. While the recreational use of marijuana is legally permitted in Delaware, it is important to note that

its presence in any form on campus or at College events is strictly prohibited in accordance with the Drug-Free Schools & Communities Act. The College maintains a zero-tolerance policy for the possession, utilization, or distribution/sale of illegal or controlled substances/narcotics.

- Resident students are responsible for substances used in their apartment by other students or external guests.
- The presence of paraphernalia such as water pipes (hookahs), bong, roach clips, syringes, etc., will be treated as the presence of an illegal substance. Any and all are not permitted on the Goldey-Beacom College campus.
- The College will confiscate any illegal or controlled substances. In collaboration with the State Police of Delaware, all confiscated illegal or controlled substances will be destroyed.

Medical Marijuana

Medical marijuana which is prescribed for healing purposes is prohibited at Goldey-Beacom College. Goldey-Beacom College receives federal funding through Title IV in the form of student financial aid (grants, loans, and work-study programs). As a condition of accepting these funds, Goldey-Beacom College is required to certify that it complies with the Drug-Free Schools, and Communities Act (DFSCA) (20 U.S.C. 1145g part 86 of the Drug and Alcohol Abuse Prevention Regulations). The federal government regulates drugs through the Controlled Substances Act (CSA) (21 U.S.C. A 811) which does not recognize the difference between medical and recreational use of marijuana. Thus to comply with the Federal Drug Free School and Communities Act, Goldey-Beacom College must prohibit all marijuana use, including medical marijuana, and impose sanctions for its use or possession.

Medical Amnesty Policy

Student health and safety are of primary concern at the College. As such, in cases of significant intoxication as a result of alcohol or other substances, the College encourages individuals to seek medical assistance for themselves or others.

If medical assistance is sought, the Student Affairs Office will not pursue conduct charges against the following individuals for violations of the College's Alcohol or Drug policy:

- The intoxicated student and
- Student(s) actively assisting the intoxicated student.

"Actively assisting" requires that an individual:

- Call one of the following for assistance AND
 - Campus Security (302-547-0988)
 - 911
 - Resident Assistant (s) (302-353-0613 & 302-545-9663)
 - Area Coordinator(s) (302- 530-9657)
- Monitor the intoxicated student's condition.

The following are not covered by the Medical Amnesty Policy:

- Students waiting until the police or other authority arrive before seeking assistance
- Violations of the Code of Conduct other than the alcohol/drugs policy
- Possession with the intent to distribute drugs.

Actions by the Student Affairs Office:

- The intoxicated student (and possibly those who were attending to/assisting the student) will be required to meet with a member of the Student Affairs Office who may issue educational requirements that may include, but are not limited to, alcohol and/or drug education.
- Serious or repeated incidents will prompt a higher degree of concern/response.
- Failure to complete the educational assignments will result in disciplinary action.

The College does not condone the use of alcohol and drugs and accepts no responsibility for the possession, use, consumption, manufacture, sale or distribution of alcohol and/or drugs off-campus, including at events or functions in whole or in part by one or more student organizations or individuals. A student hosting or attending an off-

campus function should be aware that the College may impose sanctions listed under the Student Code of Conduct for such behavior.

Health Risks

Goldey-Beacom College conducts ongoing educational programming on the health **risks of alcohol and drug use**. Students or employees seeking specific information on these risks may contact the National Clearinghouse for Alcohol and Drug Information (800-676-1730). The College sponsors ongoing educational programming examining **the risks of substance abuse**. All are encouraged to attend.

Health Risks Associated with Alcohol Abuse

The consequences associated with alcohol abuse among college students are far reaching. According to the National Institute on Alcohol Abuse and Alcoholism, “Students who engage in risky drinking may experience blackouts (i.e., memory loss during periods of heavy drinking); fatal and nonfatal injuries, including falls, drownings, and automobile crashes; illnesses; missed classes; unprotected sex that could lead to a sexually transmitted disease or an unwanted pregnancy; falling grades and academic failure; an arrest record; accidental death; and death by suicide. In addition, college students who drink to excess may miss opportunities to participate in the social, athletic, and cultural activities that are part of college life.”¹³

The risks are not just limited to students. The Centers for Disease Control and Prevention identifies the following short-term and long-term health risks related to alcohol use and abuse:¹⁴

Short-Term Health Risks

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These are most often the result of binge drinking and include the following:

- Injuries, such as motor vehicle crashes, falls, drownings, and burns.
- Violence, including homicide, suicide, sexual assault, and intimate partner violence.
- Alcohol poisoning, a medical emergency that results from high blood alcohol levels.
- Risky sexual behaviors, including unprotected sex or sex with multiple partners. These behaviors can result in unintended pregnancy or sexually transmitted diseases, including HIV.
- Miscarriage and stillbirth or fetal alcohol spectrum disorders (FASDs) among pregnant women.

Long-Term Health Risks

Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:

- High blood pressure, heart disease, stroke, liver disease, and digestive problems.
- Cancer of the breast, mouth, throat, esophagus, liver, and colon.
- Learning and memory problems, including dementia and poor school performance.
- Mental health problems, including depression and anxiety.
- Social problems, including lost productivity, family problems, and unemployment.
- Alcohol dependence, or alcoholism.

Health Risks Associated with Substance and Other Drug Abuse

The Federal Controlled Substances Act (CSA) places all substances which were in some manner regulated under existing federal law into one of five schedules. This placement is based upon the substance’s medical use, potential for abuse, and safety or dependence liability. A description of each schedule is included below:

¹³ Taken from: http://www.collegedrinkingprevention.gov/niaacollegematerials/panel01/highrisk_04.aspx

¹⁴ These health risks have been reproduced verbatim from the CDC’s “Fact Sheets-Alcohol Use and Your Health” which is available here: <http://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm>

Schedule I

- The drug or other substance has a high potential for abuse.
- The drug or other substance has no currently accepted medical use in treatment in the United States.
- There is a lack of accepted safety for use of the drug or other substance under medical supervision.
- Examples of Schedule I substances include heroin, gamma hydroxybutyric acid (GHB), lysergic acid diethylamide (LSD), marijuana, and methaqualone.

Schedule II

- The drug or other substance has a high potential for abuse.
- The drug or other substance has a currently accepted medical use in treatment in the United States or a currently accepted medical use with severe restrictions.
- Abuse of the drug or other substance may lead to severe psychological or physical dependence.
- Examples of Schedule II substances include morphine, phencyclidine (PCP), cocaine, methadone, hydrocodone, fentanyl, and methamphetamine.

Schedule III

- The drug or other substance has less potential for abuse than the drugs or other substances in Schedules I and II.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substance may lead to moderate or low physical dependence or high psychological dependence.
- Anabolic steroids, codeine and hydrocodone products with aspirin or Tylenol®, and some barbiturates are examples of Schedule III substances.

Schedule IV

- The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule III.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substance may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in Schedule III.
- Examples of drugs included in Schedule IV are alprazolam, clonazepam, and diazepam.

Schedule V

- The drug or other substance has a low potential for abuse relative to the drugs or other substances in Schedule IV.
- The drug or other substance has a currently accepted medical use in treatment in the United States.
- Abuse of the drug or other substances may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in Schedule IV.
- Cough medicines with codeine are examples of Schedule V drugs.

The Federal *Controlled Substances Act (CSA)* regulates five classes of drugs:

- Narcotics,
- Depressants,
- Stimulants,
- Hallucinogens and
- Anabolic steroids.

Each class has distinguishing properties, and drugs within each class often produce similar effects. However, all controlled substances, regardless of class, share a number of common features. All controlled substances have abuse potential or are immediate precursors to substances with abuse potential. With the exception of anabolic steroids, controlled substances are abused to alter mood, thought, and feeling through their actions on the central nervous system (brain and spinal cord). Some of these drugs alleviate pain, anxiety, or depression. Some induce sleep and others energize. Though some controlled substances are therapeutically useful, the “feel good” effects of

these drugs contribute to their abuse. The extent to which a substance is reliably capable of producing intensely pleasurable feelings (euphoria) increases the likelihood of that substance being abused.

The following chart summarizes each class's legal status, effects on the mind, effects on the body and effects of overdose. The information in this chart is taken from *Drugs of Abuse: A DEA Resource Guide (2017 Edition)*. The full text is available [online](#).

Class of Substance	Legal Status in the United States	Effects on the Mind	Effects on the Body	The Effects of Overdose
Narcotics Also known as "opioids," the term "narcotic" comes from the Greek word for "stupor" and originally referred to a variety of substances that dulled the senses and relieved pain. Though some people still refer to all drugs as "narcotics," today "narcotic" refers to opium, opium derivatives, and their semi-synthetic substitutes. A more current term for these drugs, with less uncertainty regarding its meaning, is "opioid." Examples include the illicit drug heroin and pharmaceutical drugs like OxyContin®, Vicodin®, codeine, morphine, methadone, and fentanyl.	Narcotics/opioids are controlled substances that vary from Schedule I to Schedule V, depending on their medical usefulness, abuse potential, safety, and drug dependence profile. Schedule I narcotics, like heroin, have no medical use in the U.S. and are illegal to distribute, purchase, or use outside of medical research.	<p>Besides their medical use, narcotics/opioids produce a general sense of well-being by reducing tension, anxiety, and aggression. These effects are helpful in a therapeutic setting but contribute to the drugs' abuse. Narcotic/opioid use comes with a variety of unwanted effects, including drowsiness, inability to concentrate, and apathy.</p> <p>Use can create psychological dependence. Long after the physical need for the drug has passed, the addict may continue to think and talk about using drugs and feel overwhelmed coping with daily activities. Relapse is common if there are not changes to the physical environment or the behavioral motivators that prompted the abuse in the first place.</p>	<p>Narcotics/opioids are prescribed by doctors to treat pain, suppress cough, cure diarrhea, and put people to sleep. Effects depend heavily on the dose, how it's taken, and previous exposure to the drug. Negative effects include: Slowed physical activity, constriction of the pupils, flushing of the face and neck, constipation, nausea, vomiting, and slowed breathing</p> <p>As the dose is increased, both the pain relief and the harmful effects become more pronounced. Some of these preparations are so potent that a single dose can be lethal to an inexperienced user. However, except in cases of extreme intoxication, there is no loss of motor coordination or slurred speech. Physical dependence is a consequence of chronic opioid use, and withdrawal takes place when drug use is discontinued. The intensity and character of the physical symptoms experienced during withdrawal are directly related to the particular drug used, the total daily dose, the interval between doses, the duration of use and the health and personality of the user.</p>	Overdoses of narcotics are not uncommon and can be fatal. Physical signs of narcotics/opioid overdose include: Constricted (pinpoint) pupils, cold clammy skin, confusion, convulsions, extreme drowsiness, and slowed breathing
Stimulants Stimulants speed up the body's systems. this class of drugs includes: Prescription drugs such as amphetamines [Adderall® and dexedrine®], methylphenidate [Concerta® and Ritalin®], diet aids [such as didrex®, Bontril®, Preludin®, Fastin®, Adipex P®, ionomin®, and Meridia®] and illicitly produced	A number of stimulants have no medical use in the United States but have a high potential for abuse. These stimulants are controlled in Schedule I. Some prescription stimulants are not controlled, and some stimulants like tobacco and caffeine don't require a prescription —	When used as drugs of abuse and not under a doctor's supervision, stimulants are frequently taken to: Produce a sense of exhilaration, enhance self-esteem, improve mental and physical performance, increase activity, reduce appetite, extend wakefulness	Stimulants are sometimes referred to as uppers and reverse the effects of fatigue on both mental and physical tasks. Therapeutic levels of stimulants can produce exhilaration, extended wakefulness, and loss of appetite. These effects are greatly intensified when	In overdose, unless there is medical intervention, high fever, convulsions, and cardiovascular collapse may precede death. Because accidental death is partially due to the effects of stimulants on the body's cardiovascular

Class of Substance	Legal Status in the United States	Effects on the Mind	Effects on the Body	The Effects of Overdose
drugs such as methamphetamine, cocaine, and methcathinone.	<p>though society's recognition of their adverse effects has resulted in a proliferation of caffeine-free products and efforts to discourage cigarette smoking.</p> <p>Stimulant chemicals in over-the-counter products, such as ephedrine and pseudo-ephedrine can be found in allergy and cold medicine. As required by The Combat Methamphetamine Epidemic Act of 2005, a retail outlet must store these products out of reach of customers, either behind the counter or in a locked cabinet. Regulated sellers are required to maintain a written or electronic form of a logbook to record sales of these products. In order to purchase these products, customers must now show a photo identification issued by a state or federal government. They are also required to write or enter into the logbook: their name, signature, address, date, and time of sale. In addition to the above, there are daily and monthly sales limits set for customers.</p>	<p>for pro longed period, and "get high".</p> <p>Chronic, high-dose use is frequently associated with agitation, hostility, panic, aggression, and suicidal or homicidal tendencies. Paranoia, sometimes accompanied by both auditory and visual hallucinations, may also occur.</p> <p>Tolerance, in which more and more drug is needed to produce the usual effects, can develop rapidly, and psychological dependence occurs. In fact, the strongest psychological dependence observed occurs with the more potent stimulants, such as amphetamine, methylphenidate, methamphetamine, cocaine and methcathinone.</p> <p>Abrupt cessation is commonly followed by depression, anxiety, drug craving, and extreme fatigue, known as a "crash."</p>	<p>large doses of stimulants are taken.</p> <p>Taking too large a dose at one time or taking large doses over an extended period of time may cause such physical side effects as: Dizziness, tremors, headache, flushed skin, chest pain with palpitations, excessive sweating, vomiting, and abdominal cramps.</p>	<p>and temperature-regulating systems, physical exertion increases the hazards of stimulant use.</p>
<p>Depressants Depressants will put you to sleep, relieve anxiety and muscle spasms, and prevent seizures. Barbiturates are older drugs and include butalbital (Fiorina®), phenobarbital, Pentothal®, Seconal® and Nembutal®. You can rapidly develop dependence on and tolerance to barbiturates, meaning you need more and more of them to feel and function normally. This makes them unsafe, increasing the likelihood of coma or death. Benzodiazepines were developed to replace barbiturates, though they still share many of the undesirable side effects. Some examples are Valium®, Xanax®, Halcion®, Ativan®, Klonopin® and Restoril®. Rohypnol® is a benzodiazepine that is not manufactured or legally marketed in the United States, but it is used illegally. Ambien® and Sonata® are sedative-hypnotic medications approved for the short-term treatment of insomnia that share many of the properties of</p>	<p>Most depressants are controlled substances that range from Schedule I to Schedule IV under the Controlled Substances Act, depending on their risk for abuse and whether they currently have an accepted medical use. Many of the depressants have FDA-approved medical uses. Rohypnol® is not manufactured or legally marketed in the United States.</p>	<p>Depressants used therapeutically do what they are prescribed for: to put you to sleep, relieve anxiety and muscle spasms, and prevent seizures They also: Cause amnesia, leaving no memory of events that occur while under the influence, reduce your reaction time, impair mental functioning and judgment, and cause confusion. Long-term use of depressants produces psychological dependence and tolerance.</p>	<p>Some depressants can relax the muscles. Unwanted physical effects include: Slurred speech, loss of motor coordination, weakness, headache, lightheadedness, blurred vision, dizziness, nausea, vomiting, low blood pressure, and slowed breathing</p> <p>Prolonged use of depressants can lead to physical dependence even at doses recommended for medical treatment. Unlike barbiturates, large doses of benzodiazepines are rarely fatal unless combined with other drugs or alcohol. But unlike the withdrawal syndrome seen with most other drugs of abuse, withdrawal from depressants can be life threatening.</p>	<p>High doses of depressants or use of them with alcohol or other drugs can slow heart rate and breathing enough to cause death.</p>

Class of Substance	Legal Status in the United States	Effects on the Mind	Effects on the Body	The Effects of Overdose
benzodiazepines. Other CNS depressants include meprobamate, methaqualone (Quaalude®), and the illicit drug GHB.				
Hallucinogens Hallucinogens are found in plants and fungi or are synthetically produced and are among the oldest known group of drugs used for their ability to alter human perception and mood. Hallucinogens include: <ul style="list-style-type: none"> • Ecstasy/MDMA • K2 /Spice • Ketamine • LSD • Peyote & Mescaline • Psilocybin • Marijuana/Cannabis (addressed as its own class in this table) 	Many hallucinogens are Schedule I under the Controlled Substances Act, meaning that they have a high potential for abuse, no currently accepted medical use in treatment in the United States, and a lack of accepted safety for use under medical supervision.	Sensory effects include perceptual distortions that vary with dose, setting, and mood. Psychic effects include distortions of thought associated with time and space. Time may appear to stand still, and forms and colors seem to change and take on new significance. Weeks or even months after some hallucinogens have been taken, the user may experience flashbacks — fragmentary recurrences of certain aspects of the drug experience in the absence of actually taking the drug. The occurrence of a flashback is unpredictable, but is more likely to occur during times of stress and seems to occur more frequently in younger individuals. With time, these episodes diminish and become less intense.	Physiological effects include elevated heart rate, increased blood pressure, and dilated pupils.	Deaths exclusively from acute overdose of LSD, magic mushrooms, and mescaline are extremely rare. Deaths generally occur due to suicide, accidents, and dangerous behavior, or due to the person inadvertently eating poisonous plant material. A severe overdose of PCP and ketamine can result in: respiratory depression, coma, convulsions, seizures, and death due to respiratory arrest
Marijuana/Cannabis Marijuana is classified in the Controlled Substances Act as a hallucinogen. Marijuana is a mind-altering (psychoactive) drug, produced by the Cannabis sativa plant. Marijuana contains over 480 constituents. THC (delta-9-tetrahydrocannabinol) is believed to be the main ingredient that produces the psychoactive effect.	<p>Marijuana is a Schedule I substance under the Controlled Substances Act, meaning that it has a high potential for abuse, no currently accepted medical use in treatment in the United States, and a lack of accepted safety for use under medical supervision.</p> <p>Marinol, a synthetic version of THC, the active ingredient found in the marijuana plant, can be prescribed for the control of nausea and vomiting caused by chemotherapeutic agents used in the treatment of cancer and to stimulate appetite in AIDS patients. Marinol is a Schedule III substance under the Controlled Substances Act.</p>	When marijuana is smoked, the THC passes from the lungs and into the bloodstream, which carries the chemical to the organs throughout the body, including the brain. In the brain, the THC connects to specific sites called cannabinoid receptors on nerve cells and influences the activity of those cell. Many of these receptors are found in the parts of the brain that influence: Pleasure, memory, thought, concentration, sensory and time perception, and coordinated movement. The short-term effects of marijuana include: Problems with memory and learning, distorted perception, difficulty in thinking and problem-solving, and loss of coordination. The effect of marijuana on perception and coordination are responsible for serious impairments in learning, associative processes, and psychomotor behavior (driving abilities). Long term, regular use can lead to physical	Short-term physical effects from marijuana use may include: Sedation, blood shot eyes, increased heart rate, coughing from lung irritation, increased appetite, and decreased blood pressure. Like tobacco smokers, marijuana smokers experience serious health problems such as bronchitis, emphysema, and bronchial asthma. Extended use may cause suppression of the immune system. Because marijuana contains toxins and carcinogens, marijuana smokers increase their risk of cancer of the head, neck, lungs, and respiratory tract. Withdrawal from chronic use of high doses of marijuana causes physical signs including headache, shakiness, sweating, and stomach pains and nausea. Withdrawal symptoms also include behavioral signs such as: Restlessness, irritability, sleep difficulties, and decreased appetite	No death from overdose of marijuana has been reported.

Class of Substance	Legal Status in the United States	Effects on the Mind	Effects on the Body	The Effects of Overdose
		<p>dependence and withdrawal following discontinuation, as well as psychic addiction or dependence. Clinical studies show that the physiological, psychological, and behavioral effects of marijuana vary among individuals and present a list of common responses to cannabinoids, as described in the scientific literature:</p> <ul style="list-style-type: none"> • Dizziness, nausea, tachycardia, facial flushing, dry mouth and tremor initially • Merriment, happiness, and even exhilaration at high doses • Disinhibition, relaxation, increased sociability, and talkativeness • Enhanced sensory perception, giving rise to increased appreciation of music, art, and touch • Heightened imagination leading to a subjective sense of increased creativity • Time distortions • Illusions, delusions, and hallucinations are rare except at high doses • Impaired judgment, reduced coordination, and ataxia, which can impede driving ability or lead to an increase in risk-taking behavior • Emotional lability, incongruity of affect, dysphoria, disorganized thinking, inability to converse logically, agitation, paranoia, confusion, restlessness, anxiety, drowsiness, and panic attacks may occur, especially in inexperienced users or in those who have taken a large dose • Increased appetite and short-term memory impairment are common <p>Researchers have also found an association between marijuana use and an increased risk of depression, an increased risk and earlier onset of schizophrenia, and other psychotic disorders, especially for teens that have a genetic predisposition.</p>		

Class of Substance	Legal Status in the United States	Effects on the Mind	Effects on the Body	The Effects of Overdose
Steroids Anabolic steroids are synthetically produced variants of the naturally occurring male hormone testosterone that are abused in an attempt to promote muscle growth, enhance athletic or other physical performance, and improve physical appearance. Testosterone, nandrolone, stanozolol, methandienone, and boldenone are some of the most frequently abused anabolic steroids.	Anabolic steroids are Schedule III substances under the Controlled Substances Act. Only a small number of anabolic steroids are approved for either human or veterinary use. Steroids may be prescribed by a licensed physician for the treatment of testosterone deficiency, delayed puberty, low red blood cell count, breast cancer, and tissue wasting resulting from AIDS.	Case studies and scientific research indicate that high doses of anabolic steroids may cause mood and behavioral effects. In some individuals, steroid use can cause dramatic mood swings, increased feelings of hostility, impaired judgment, and increased levels of aggression (often referred to as "roid rage") When users stop taking steroids, they may experience depression that may be severe enough to lead one to commit suicide. Anabolic steroid use may also cause psychological dependence and addiction.	<p>A wide range of adverse effects is associated with the use or abuse of anabolic steroids. These effects depend on several factors including: Age, sex, the anabolic steroid used, amount used, and duration of use.</p> <p>In adolescents, anabolic steroid use can stunt the ultimate height that an individual achieves.</p> <p>In boys, steroid use can cause early sexual development, acne, and stunted growth.</p> <p>In adolescent girls and women, anabolic steroid use can induce permanent physical changes, such as deepening of the voice, increased facial and body hair growth, menstrual irregularities, male pattern baldness, and lengthening of the clitoris.</p> <p>In men, anabolic steroid use can cause shrinkage of the testicles, reduced sperm count, enlargement of the male breast tissue, sterility, and an increased risk of prostate cancer.</p> <p>In both men and women, anabolic steroid use can cause high cholesterol levels, which may increase the risk of coronary artery disease, strokes, and heart attacks. Anabolic steroid use can also cause acne and fluid retention. Oral preparations of anabolic steroids, in particular, can damage the liver.</p> <p>Abusers who inject steroids run the risk of contracting various infections due to non-sterile injection techniques, sharing of contaminated needles, and the use of steroid preparations manufactured in non-sterile environments. All these factors put users at</p>	Anabolic steroids are not associated with overdoses. The adverse effects a user would experience develop from the use of steroids over time.

Class of Substance	Legal Status in the United States	Effects on the Mind	Effects on the Body	The Effects of Overdose
			risk for contracting viral infections such as HIV/AIDS or hepatitis B or C, and bacterial infections at the sight of injection. Abusers may also develop endocarditis, a bacterial infection that causes a potentially fatal inflammation of the heart lining.	

Treatment and Counseling

The staff of the College will work diligently to refer and arrange entry into treatment programming for any student or employee needing help. At this time, the College does not have any re-entry programs for students or employees to return to the College following an alcohol or other drug-related suspensions. Expectations of what would be required of either a student or employee to return are determined on a case-by-case basis, as in some may need to provide proof of a rehabilitation program completions whereas others may need to demonstrate sustained sobriety.

Any student seeking referral or treatment may do so by contacting the Student Affairs Office (302-225-6332). Additionally, students may reach out to the Mental Health & Wellness Center (healthandwellness@gbc.edu or 302-225-6362) for mental health assistance.

Employees may contact Human Resources (302-225-6292) for assistance or may contact their personal physicians for referral. Employees additionally can receive counseling services, with the opportunity to access substance abuse specific treatment through the Hartford's Ability Assist Program. This program is available to all in the College's group life and long-term disability insurance.

While the College provides these resources for both students and employees, the College does not have specific counseling, treatment or rehabilitation programs. Below is information for off-campus resources that can assist employees and students with substance abuse related issues.

US Department of Health & Human Services: Substance Abuse & Mental Health Services Administration Treatment referral hotline: 1-800-662-4357 https://www.samhsa.gov/find-help/national-helpline	Brandywine Counseling and Community Services (302) 656-2348
Open Door, Inc. (302) 731-1504	Student Assistance Program 1-855-384-1800

Students and employees are encouraged to access the Substance Abuse and Mental Health Services Administration (SAMHSA) Treatment Locator, a confidential and anonymous source of information for persons seeking treatment facilities in the United States or U.S. Territories for substance abuse/addiction and/or mental health problems. To access this resource, visit <https://findtreatment.samhsa.gov/locator/home>.

Students and employees seeking information regarding Self-Help, Peer Support, and Consumer Groups related to addiction (such as Alcoholics Anonymous, Narcotics Anonymous, Marijuana Anonymous, and others) are encouraged to visit <https://findtreatment.samhsa.gov/locator/link-focSelfGP>.

Sanctions and Penalties

Goldey-Beacom College Sanctions for Alcohol and Illicit Drugs

Individual Students

Individual students found to have violated this alcohol and other drugs policy may be subject to one or more of the following penalties. The student will have ten (10) business days from the date of the sanction to submit a written request for appeal should the student choose. Parents may be notified.

- Disciplinary warning - A disciplinary warning is an official written notice expressing that the student's conduct violates one or more College rules, regulations, or policies.
- Probation - Probation is a period of review during which the student must comply with all College rules, regulations, and policies. This action is a period of official censure. A probation action may specify any conditions with which the individual must comply or any privileges which may be withheld. Probation may include, but is not limited to, the loss of privilege to represent the College in an official capacity (e.g., varsity intercollegiate events, holding office, or participation in campus government or related organizations). Violations during this period may result in further discipline.
- Suspension - Suspension from the College is the termination of student status for a specified period of time. A student may not attend classes, take exams, receive grades, or be on College property. After this period of time, the student must seek written approval from the Dean of Students to return to the College. The hearing officer may establish additional requirements which must be fulfilled to the Dean of Students' satisfaction prior to reinstatement. There will be no refunding of tuition or fees.
- Expulsion - Expulsion is the permanent, involuntary separation from the College due to conduct violations. A student is not permitted on College property. There will be no refunding of tuition or fees.
- Other Sanctions - The College may impose any other sanction depending upon the circumstances and the nature of the violation, e.g. assignment of a paper, fines.
 - Constructive or Educational Task - The student is assigned a task which benefits the individual, campus, or community. This task can be given alone or in conjunction with another sanction.
 - Housing Reassignment/Removal - In cases involving housing violations, the student may be involuntarily reassigned to a new location on campus. This action may include restriction from entering any College-owned housing for a designated period of time, or permanently. There is no refunding of fees in accordance with College policy. No priority will be afforded to the student when returning to College-owned housing.
 - Hold on Records - The College may hold transcripts, diplomas, registration privileges, or other official records pending the disposition of cases and completion of sanctions if such action is reasonably necessary to preserve the College's ability to enforce its disciplinary rules.
 - Loss of Scholarship - A student may have their Goldey-Beacom College scholarship revoked for engaging in behaviors that are in violation of the Student Code of Conduct, the Alcohol and Drug Policy, or the Residence Life section of the Handbook. Upon expulsion from the College, all College-funded scholarships are permanently revoked.
 - Restitution - Restitution may be imposed on a student whose violation has involved theft, monetary loss, or damage. Restitution as imposed by the hearing officer becomes a financial obligation to the College, and either full payment or an agreement for partial payment according to a schedule agreed to by the Dean of Students is required before the student may register for classes again, or in the case of seniors, before the student may graduate.

- Interim Suspension – The Dean of Students or designee may impose an interim suspension and/or loss of privileges including removal from the College Campus and/or College-owned housing upon any student whose presence on campus constitutes a threat to the health, safety, and welfare of the student, or the welfare of the College, its property or personnel. Any such suspension will take immediate effect and will remain in force throughout any appeal process.

Student Organizations

Student organizations found to have violated the Student Code of Conduct may be subject to restitution, if appropriate, and to one or more of the following penalties:

- Disciplinary Warning - The organization is informed in writing that the group has been found guilty of a violation of College regulations. It is an assumption that repetition of the behavior is not likely. However, it is to be understood that further misconduct may result in additional disciplinary action.
- Probation - The organization is informed in writing that it is on probation for a specified period of time. This action is a period of official censure. During this time the organization may be required to complete an educational task or service project. Conditions which restrict privileges may also be imposed. If, during this time, the organization becomes involved in additional violations of College regulations, further disciplinary action will be taken.
- Interim Suspension - The Dean of Students or designee may impose an interim suspension and/or loss of privileges upon any student organization whose presence on campus constitutes a threat to the health, safety, and welfare of its members or others, or the welfare of the College, its property, or personnel. Any such suspension will take immediate effect and will remain in force throughout any appeal process.
- Suspension - The organization is informed in writing of the loss of organizational privileges and recognition as a student organization for a specific period of time. During this time, the loss of privileges includes, but is not limited to, the use of campus facilities, participation in College activities, funding and sponsorship of official activities. If, during this time, the organization is involved in additional violations of College regulations, the organization may be subject to expulsion. The organization may apply for restoration of its official recognition at the conclusion of the loss of recognition period.
- Expulsion - The organization is informed in writing that a permanent loss of recognition is imposed. This action is one of involuntary separation from the College. The relationship between the organization and the College is permanently terminated. The organization may not use campus facilities, participate in College activities, receive funding, sponsor activities, and pledge or recruit members. Should members violate the conditions of the sanction, they may be charged as individuals with violating the Student Code of Conduct.

Employees

Employees found to have violated this alcohol and other drugs policy are subject to disciplinary action, including probation or employment termination, listed in the Personnel Policy Manual for faculty and staff, which can be found on the GBC Faculty and Staff Intranet. Depending on the circumstance, an employee may be required to undergo rehabilitation should use of alcohol and/or drugs negatively impact the employee's job performance.

Employee Consideration

Goldey-Beacom College is determined to maintain a drug-free workplace. The use of drugs and/or alcohol affects job performance, influences workplace morale, and jeopardizes the safety of co-workers. It is the policy of the College to prohibit employees from entering the workplace under the influence of alcohol or drugs.

The College will take disciplinary and/or legal action against an employee, who manufactures, uses, distributes, dispenses, or possesses any illegal or controlled substance on College premises. If an employee uses, distributes or possesses any illegal or controlled substances on the job, the College administration will determine an appropriate course of action (which is protective of the College Community) after the administration's consideration of all

circumstances. In recognition that alcohol and drug addiction are treatable illnesses, the administration of the College will handle each individual on a case-by-case basis. Depending on the circumstance, an employee may be required to undergo rehabilitation should use of alcohol and/or drugs negatively impact the employee's job performance.

An employee under treatment with a prescription drug that could alter the employee's ability to perform effectively may be subject to job reassignment or placed on leave.

The College reaffirms its commitment to the appropriate treatment for rehabilitation and recovery of substance abuse. Employees with such problems are encouraged to voluntarily seek help for substance abuse. However, when such abuse affects job performance, Goldey-Beacom College will hold employees accountable for performance and will follow all routine disciplinary action procedures up to and including termination.

Employment is contingent upon the employee's willingness to abide by the terms of this Statement and to notify the employer of any criminal drug statute conviction no later than five (5) days after such conviction.

Local Sanctions for Alcohol and Illicit Drugs

New Castle County, Delaware

There are no penalties that are different from Delaware state law for either drugs or alcohol.

State of Delaware

The legislations governing controlled substances, alcohol and other drugs are found within Title 4, Chapter 9 (alcohol) and Title 16, Chapter 47 (controlled substances and other drugs)

Alcohol

[Title 4, Chapter 9, §903, 904](#)

Violation	1 st Offense Penalty	Subsequent Offenses
Causing a disturbance	Court costs; \$100 fine; 30 days in jail (if fine is not paid)	
Possession/consumption in a place where alcoholic liquor is prohibited	Court costs; \$100 fine; 30 days in jail (if fine is not paid)	
Under 21 making false statements to any person engaged in the sale of alcoholic liquor	Court costs; \$100 - \$500 fine; 30 days in jail (if fine is not paid)	\$500 - \$1,000 fine; 60 days in jail (if fine is not paid)
Providing alcohol to a minor or knowingly allowing a minor to consume alcohol	Court costs; \$100 - \$500 fine; 40 hours community service; 30 days in jail*	Court costs; \$500 - \$1,000 fine; 80 hours community service; 60 days in jail*
Under 21 in a tavern, taproom, or package store	\$50 fine	
Under 21 possession/consumption	\$100 fine	\$200 - \$500 fine

*First and second violations are civil penalties, third or subsequent violations are unclassified misdemeanors

Drugs

[Title 16, Chapter 47](#)

Drug	Tier 1 Controlled Substances Quantity	Tier 2 Controlled Substances Quantity	Tier 3 Controlled Substances Quantity
Cocaine	≥ 5 grams	≥ 10 grams	≥ 25 grams
Morphine, Opium or any salt, Isomer or salt of an isomer, including Heroin	≥ 1 gram	≥ 2 grams	≥ 5 grams
Marijuana	≥ 175 grams (approx. 6 oz)	≥ 1,500 grams (approx. 53 oz)	≥ 5,000 grams (approx. 176 oz)
Methamphetamine	≥ 5 grams	≥ 10 grams	≥ 25 grams
Amphetamine	≥ 5 grams	≥ 10 grams	≥ 25 grams
Phencyclidine	≥ 5 grams	≥ 10 grams	≥ 25 grams
Lysergic Acid Diethylamide (LSD) (includes liquid)	≥ 25 doses OR ≥ 2.5 mg (liquid)	≥ 50 doses OR ≥ 5 mg (liquid)	≥ 500 doses OR ≥ 50 mg (liquid form)
MDMA	≥ 12.5 doses OR ≥ 2.5 g OR ≥ 2.5 ml (liquid)	≥ 25 doses OR ≥ 5 g OR ≥ 5 ml	≥ 62.5 doses OR ≥ 12.5 g OR ≥ 12.5 ml
Other drugs outlined in 4714 of DE code	≥ 12.5 doses OR ≥ 2.5 g OR ≥ 2.5 ml (liquid)	≥ 25 doses OR ≥ 5 g OR ≥ 5 ml	≥ 62.5 doses OR ≥ 12.5 g OR ≥ 12.5 ml
Prescription Drugs (Schedule II or III)	≥ 30 doses OR ≥ 3 g of any mixture that contains prescription drugs	≥ 60 doses OR ≥ 6 g of any mixture that contains prescription drugs	

Offenses are divided into two basic categories:

- I. Illegal delivery (sale); possession with intent to deliver, manufacture, or intent to manufacture.
- II. Illegal possession, use, or consumption (misdemeanor).

Hypodermic needles or syringes are also controlled under Delaware law. Illegal possession or use is punishable by a fine of not more than \$100, or imprisonment not to exceed one year or both. Illegal delivery or disposal is punishable by a fine of not more than \$3,000, or imprisonment not to exceed ten years, or both.

Students and employees who violate the standards of conduct outlined in the DAAPP are subject to both institutional sanctions as outlined in this section as well as legal sanctions provided under local, state, and federal law.

Penalties

The state of Delaware prescribes ranges of permissible penalties upon conviction of any of the above offenses. The penalties are more severe for delivery (or possession with intent to deliver) than for possession. A jail sentence may be imposed for any of these offenses. Under Delaware law, the judge may impose any sentence within the range allowed by the law at their discretion. Some examples are:

I. Felonies:

- a. Illegal manufacture, delivery, or possession with intent to manufacture or deliver a substance classified in Schedule I or II that is classified as a narcotic drug. Fine: Not less than \$5,000 or more than \$100,000 and, Imprisonment: Up to 30 years.
- b. Illegal manufacture, delivery or possession with intent to manufacture or deliver a substance classified in Schedules I-V that is not a narcotic drug. Fine: Not less than \$1,000 or more than \$10,000, and, Imprisonment: Not more than 10 years.

II. Misdemeanors

- a. Illegal possession, use, or consumption of any substance in Schedules I or II that is a narcotic drug. Fine: Not more than \$3,000 and imprisonment: Not more than 5 years.
- b. Illegal possession, use, or consumption of any substance in Schedule I-V that is not a narcotic drug. Fine: Not more than \$500, and imprisonment: Not more than 2 years.
- c. There are numerous exceptions and variations in possible penalties, including:
 - i. More severe penalties for anyone delivering or attempting to deliver to a person under 18, and more severe penalties for repeat offenders. For second offenders, for delivery or possession with intent to deliver a narcotic drug, a mandatory jail sentence is not subject to probation, parole, or suspension.
 - ii. Reduced penalties under certain circumstances, the most important of which allows the court, at its discretion, to put a first offender (on a charge of possession) on probation for a period of not less than three (3) years without a finding of guilt. If that person complies with the terms of probation, the charge is dismissed, and no conviction is recorded.

State Penalties Specific to Drug Dealing and Possession

§4752, § 4752B, §4753, §4754, §4758 – Drug Dealing

- I. Any person found to be to manufacturing, delivering, or possessing with the intent to manufacture or deliver a controlled substance – Class D felony
 - a. Felony class could be changed depending on the amount and type of drug (i.e. all Tier 3 and Tier 2 with an aggravating factor quantities are class B, Tier 2 quantities are class C or E)
- II. A drug dealing resulting in death – Class B felony
- III. Any person who knowingly manufactures, delivers, attempts to manufacture or deliver, or possesses with the intent to manufacture or deliver a counterfeit or purported controlled substance – Class E felony

§ 4756, §4761, §4763, & §4764 - Possession

- I. Possession of a controlled substance in a Tier 1 quantity – Class G felony
- II. Possession of prescription drugs – Unclassified misdemeanor
 - a. Possession and distribution or intent to distribute – Class G felony
 - b. Possession and distribution or intent to distribute with an aggravating factor – Class F felony
- III. Possession of controlled substance or counterfeit controlled substances – Class B misdemeanor
- IV. Possession of marijuana – class B misdemeanor, unclassified misdemeanor, or civil violation
 - a. Possession of amount other than personal use – \$575 fine OR ≤ 3 months prison, unclassified misdemeanor
 - b. Personal use quantity – \$100 fine, routine assessments (drug testing), forfeit drugs, civil violation
 - c. Under 21 – \$100 first time, \$200-\$500 second time and unclassified misdemeanor, \$100 third time.
 - d. Unpaid fines double in 90 days
 - e. In areas accessible to the public or in a moving vehicle – up to \$200 fine and/or ≤ 5 days prison, unclassified misdemeanor

§ 4764A – Legal marijuana-related activity

- I. For purposes of this section, “adult sharing” means transferring marijuana between persons who are 21 years of age or older without remuneration. “Adult sharing” does not include instances in which:
 - a. Marijuana is given away contemporaneously with another reciprocal transaction between the same parties;
 - b. A gift of marijuana is offered or advertised in conjunction with an offer for the sale of goods or services; or
 - c. A gift of marijuana is contingent upon a separate reciprocal transaction for goods or services.
- II. Notwithstanding any other provision of this chapter, no civil or criminal penalty may be imposed, nor may criminal or civil asset forfeiture be pursued, for any of the following activities by an individual 21 years of age or older:
 - a. Adult sharing of a personal use quantity or less of marijuana.
 - b. Possessing, using, displaying, purchasing, or transporting marijuana accessories or a personal use quantity or less of marijuana outside of a motor vehicle.
 - c. Possessing and transporting marijuana accessories or a personal use quantity or less of marijuana, inside of a motor vehicle as long as the marijuana accessories or marijuana is in a closed container or is not readily accessible to anyone inside the motor vehicle.
 - d. Assisting another individual who is 21 years of age or older in any of the acts described in paragraphs (b)(1), (b)(2), and (b)(3) of this section.
- III. The following acts remain unlawful and an offense under the law of this State:
 - a. Consuming marijuana in an area accessible to the public or in a moving vehicle, as defined and punished under § 4764(d) of this title.
 - b. Growing, manufacturing, selling, or cultivating marijuana without a license granted under Chapter 49A of this title or other provision of Delaware law, as defined and punished under this chapter.
 - c. Unlawfully using a license or identification card as defined and punished under § 2751 of Title 21.

While it is legal for adults in Delaware to possess and/or consume a personal amount of marijuana, it is still prohibited on Goldey – Beacom College’s campus or at College events due federal regulations.

Federal Sanctions for Alcohol and Illicit Drugs

The Federal *Controlled Substances Act* makes it unlawful for a person to knowingly or intentionally manufacture, distribute or dispense a controlled substance or counterfeit substance. It is also unlawful to possess with the intent to manufacture, distribute, or dispense a controlled substance or counterfeit substance.

The law also makes it unlawful for any person to knowingly or intentionally possess a controlled substance unless such substance was obtained directly, or pursuant to a valid prescription or order, from a practitioner, while acting in the course of his professional practice, or as otherwise permitted by law.

There are strict penalties for violating the Controlled Substances Act, including mandatory prison terms for many offenses. The following information, although not exhaustive, provides an overview of federal penalties for certain drug-related convictions related to the illegal possession or distribution of controlled substances.

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance

Sentencing Provisions

- 1st conviction: Up to 1 year imprisonment and fined at least \$1,000, or both. 21 U.S.C. 844(a)
- After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500, or both. 21 U.S.C. 844(a)
- After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000, or both. 21 U.S.C. 844(a)

21 U.S.C. 844a further provides a civil penalty of up to \$10,000 upon a defendant's first conviction of possession of small amounts of any controlled substances listed in 21 U.S.C. 841(b)(1)(A).

Forfeitures

- Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. 21 U.S.C. 853(a)(2) and 881(a)(7)
- Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance. 21 U.S.C. 881(a)(4)

Denial of Federal Benefits

- Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses. 21 U.S.C. 862

Miscellaneous

- Ineligible to receive or purchase a firearm. 19 U.S.C. 922(g)

Of special note, 21 U.S.C. 860 provides that anyone convicted of distributing, possessing with intent to distribute, or manufacturing a controlled substance in or on, or within one thousand feet of, the real property comprising a public or private college, junior college, or university is subject to (1) twice the maximum punishment authorized by 21 U.S.C. 841(b), pertinent parts of which are summarized in the tables that follow.

Federal Trafficking Penalties

DRUGS / SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500 – 4999 grams mixture	First Offense: Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.	5 kg or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.
Cocaine Base (Schedule II)	28 – 279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40 – 399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10 – 99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100 – 999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1 – 9 grams mixture	Second Offense: Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	10 grams or more mixture	Second Offense: Not less than 20 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Methamphetamine (Schedule II)	5 – 49 grams pure OR 50 – 499 grams mixture		50 grams or more pure OR 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure OR 100–999 grams mixture		100 grams or more pure OR	
				2 or More Prior Offenses: Life

			1 kg or more mixture	imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
PENALTIES				
Other Schedule I & II drugs (and any drugs product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Flunitrazepam (Schedule IV)	1 gram			
Other Schedule III drugs	Any amount	First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
All other Schedule IV drugs	Any amount	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
Flunitrazepam (Schedule IV)	Other than 1 gram or more			
All Schedule V drugs	Any amount	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

Federal Trafficking Penalties – Marijuana

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.

Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not less than 20 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) marijuana plants; 1 to 49 marijuana plants;	Not less than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual	Not less than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.

DAAPP Biennial Review

Every other year, the College conducts a biennial review of the DAAPP to determine its effectiveness and implement changes to the program if they are needed. The review also ensures that any disciplinary sanctions are consistently enforced.

Prevention and Awareness Programs

The College provides programming to students and employees throughout the year to combat assaults and abuse, and to educate students and employees on these issues. Educational sanctions are administered to students found in violation of the College's drug and alcohol policies. Printed materials on the topics of alcohol and drugs are located in the Student Affairs Office for students to obtain anonymously. The policy is sent out electronically on an annual basis to all currently enrolled students, faculty, and staff.

Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault and Stalking

The College engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to prevent dating violence, domestic violence, sexual assault and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and

- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Specifically, the College offered the following **primary prevention and awareness programs** for **all incoming students** in 2023:

Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
New Student Orientation	July 2023	Campus Wide	DoV, DaV, SA, S and AOD Education
eCHECKUP TO GO Sexual Violence Prevention Program	Ongoing based on session enrolled	Online	DoV, DaV, SA, S

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking. AOD means alcohol and other drug

The College offered the following **primary prevention and awareness programs** for all **new employees** in 2023:

Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
Title IX for Employees	Each New Hire Meeting	Online	DoV, DaV, SA, S
Annual Security & Fire Safety Report	Part of Application Process	Online	DoV, DaV, SA, S, and AOD Education

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

Ongoing Prevention and Awareness Campaigns

The College offer these types of programs continually. They are designed to inform and remind students and employees about the dangers of alcohol and drug abuse and ways to prevent sexual assault and forms of discrimination.

The College offered the following **ongoing awareness and prevention programs** for **students** in 2023:

Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
Wear Blue Day	January 11, 2023	Campus Wide	DoV, DaV, SA, S, Forms of Discrimination
MLK Jr. Day of Service	January 16, 2023	Campus Wide	Forms of Discrimination
Red Sand Day	January 23, 2023	Jones Center	DoV, DaV, SA, S, Forms of Discrimination
Black History Month Kick – Off Event	February 1, 2023	Jones Event Center	Forms of Discrimination
Black History Trivia	February 2, 2023	Jones Event Center	Forms of Discrimination
One Love Escalation Workshop	February 9, 2023	Jones Event Center	AOD Education, DoV, DaV, SA, S, Forms of Discrimination
Tunnel of Awareness	February 15, 2023	Jones Event Center	Mental Health Education, DoV, DaV, SA, S, Forms of Discrimination
B.R.A.V.E. Conversation	February 20, 2023	Jones Event Center	Forms of Discrimination

International Women's Day	March 8, 2023	Campus Wide	Forms of Discrimination
RAINN Day	April 14, 2023	Campus Wide	DoV, DaV, SA, S, Forms of Discrimination
Take Back The Night Global Virtual Event	April 19, 2023	Jones Event Center & Virtual	Mental Health Education, DoV, DaV, SA, S, Forms of Discrimination
Denim Day	April 26, 2023	Campus Wide	DoV, DaV, SA, S, Forms of Discrimination
Denim Day	April 27, 2022	Campus Wide	DoV, DaV, SA, S, Forms of Discrimination
Wellness Wednesdays	January 11 & 22, 2023	Jones Center	Mental Health Education, AOD Education
Take Back the Night	September 6, 2023	Jones Event Center & Campus Quad	Mental Health Education, DoV, DaV, SA, S, Forms of Discrimination
National Hispanic Heritage Month Celebration	September 15, 2023	Jones Event Center	Forms of Discrimination
Hazing Prevention Week	September 25 – 29, 2023	Campus Wide	Mental Health Education, AOD Education
Domestic Violence Awareness Month Flag Installation	October 1 – 31, 2023	Fulmer Building Lawn	DoV, DaV, SA, S
Indigenous People's Day	October 9, 2023	Campus Wide	Forms of Discrimination
Mental Health Screening Day	October 12, 2023	Jones Center	Mental Health Education
GBC Alcohol Awareness Week	October 23 – 27, 2023	Campus Wide	AOD Education
Annual Security & Fire Safety Report	September 29, 2023 Available Everyday	Electronic Communication Online	Alcohol/Drug, DoV, DaV, SA, S
Brochures	Available Everyday	Student Affairs Office	Alcohol/Drug, DoV, DaV, SA, S
Library Displays of Material	Available Everyday	Hirons Library and Learning Center	Alcohol/Drug, DoV, DaV, SA, S

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking


The College offered the following **ongoing awareness and prevention programs** for **employees** in 2023:

Name of Program	Date Held	Location Held	Which Prohibited Behavior Covered?
B.R.A.V.E Conversations	January 18, 2022	Virtual	Forms of Discrimination
Black History Month Kick – Off Event	February 1, 2022	Jones Event Center	Forms of Discrimination

Chinese New Year Celebration	February 11, 2022	Jones Event Center	Forms of Discrimination
International Women's Day	March 8, 2022	Campus Wide	Forms of Discrimination
National Hispanic Heritage Month Celebration	September 15, 2022	Jones Event Center	Forms of Discrimination
Take Back the Night	September 28, 2022	Jones Event Center & Campus Quad	DoV, DaV, SA, S
Annual Security & Fire Safety Report	September 27, 2022 Available Everyday	Electronic Communication Online	Alcohol/Drug, DoV, DaV, SA, S
Brochures	Available Everyday	Outside of Student Affairs Office	Alcohol/Drug, DoV, DaV, SA, S
Library Displays of Material	Available Everyday	Hirons Library and Learning Center	Alcohol/Drug, DoV, DaV, SA, S

*DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking

Crime Statistics Required by Clery Act


	2021				2022				2023				
	On - Campus		Public Property	Non - Campus	On - Campus		Public Property	Non - Campus	On - Campus		Public Property	Non - Campus	
	On - Campus	Residence Halls*			On - Campus	Residence Halls*			On - Campus	Residence Halls*			
Primary Crimes													
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	
Negligent manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	
Rape	1	0	0	0	2	2	0	0	0	0	0	0	
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	
Incest	0	0	0	0	0	0	0	0	0	0	0	0	
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	
Aggravated Assault	1	1	0	0	1	1	0	0	0	0	0	0	
Burglary (Total)	0	0	0	0	0	0	0	0	0	0	0	0	
Motor Vehicle Theft	0	0	0	0	0	0	0	0	1	0	0	0	
Arson	0	0	0	0	0	0	0	0	0	0	0	0	
VAWA Offenses													
Dating Violence	3	2	0	0	4	4	0	0	0	0	0	0	
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	
Stalking	0	0	0	0	0	0	0	0	1	0	0	0	
Arrests & Disciplinary Referrals													
Drug Laws Arrests	0	0	0	0	1	1	0	1	0	0	0	0	
Liquor Laws Arrests	0	0	0	0	0	0	0	0	0	0	0	0	
Weapons Laws Arrests	0	0	0	0	0	0	0	0	0	0	0	0	
Drug Laws Disciplinary Referrals	0	0	0	0	0	0	0	0	4	0	0	0	
Liquor Laws Disciplinary Referrals	32	32	0	0	47	47	0	0	6	0	0	0	
Weapons Laws Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	

Note: For the above three-year reporting period, there were zero ("0") reported offenses considered hate crimes as defined by the law.

Note: For the above three-year reporting period, there were zero ("0") reported offenses considered hate crimes as defined by the law.

*Residence Hall statistics are also included in the On-Campus category.

Fire Statistics Required by Clery Act

	2021					2022					2023				
	Abel Hall	Franta Hall	Jackson Hall	Leach Hall	Miller Hall	Abel Hall	Franta Hall	Jackson Hall	Leach Hall	Miller Hall	Abel Hall	Franta Hall	Jackson Hall	Leach Hall	Miller Hall
Unintentional Fires															
Cooking	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Smoking Materials	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Open Flames	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0
Electrical	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Heating Equipment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hazardous Products	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Machinery/Industrial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Natural	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intentional Fire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Undetermined Fire	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of Fire-related Deaths	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of Fire-related Injuries	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Damaged Property Value*	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*Damaged property value is in the thousands.