



PIEDMONT COLLEGE

Annual Security and Fire Safety Report 2020

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The Clery Act

The Campus Security Act and Legal Requirements:

Piedmont College is committed to creating and sustaining an education and working environment free of criminal offenses, hate crimes, weapons drug and liquor law violations, sexual violence, domestic violence, dating violence, and stalking. The safety and well-being of our campus community is a priority for the College. The College has appointed Police Chief Jim Andrews as the Clery Administrator.

The Annual Campus Security Report is prepared in accordance with The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act") and includes information on crime statistics, timely warning, emergency notification, crime log, emergency response and evacuation procedures. The crime and disciplinary referral statistics reflect incidents that have occurred within the Demorest and Athens academic campuses and those from municipal and/or county police for the public areas immediately adjacent to the campuses. In addition to these numbers, we include crime statistics for properties that are frequented by students and owned or controlled by Piedmont College but are not immediately adjacent to the college campus, such as the Piedmont Village.

Preparation and Distribution of the Annual Security Report:

The Piedmont College Campus Police Chief is responsible for preparing, publishing, and distributing an Annual Security Report by October 1 of each year, for the purpose of disclosing and disseminating certain information regarding crime statistics, security policies and campus law enforcement. To prepare the Annual Security Report, Piedmont College Campus Police coordinate and collaborate with many offices and departments across the college community including Administration, Student Affairs, Title IX, Residence Life, Campus Security Authorities, and the local law enforcement agencies surrounding the main campus and in other jurisdictions where the College controls or owns property.

By October 1st of each year an e-mail notification of the report availability is sent to all current students and employees that includes the exact website to access this report and a brief description of the report content. Prospective students and employees are also given information about the report, the exact website location of the report, a brief description of the report content and the way to obtain a paper copy. These documents and policies can be reviewed on our [website: www.piedmont.edu](http://www.piedmont.edu) under the Campus Safety footer on the home page, and other locations on the website. Anyone, including prospective students and employees, may obtain a paper copy of this report by contacting Demorest Campus Police at 706-939-1349, Athens Campus Security at 706-433-1789 or going by the:

- Campus Police Office in Demorest located at 131 Rhode Island Street, Getman- Babcock Hall, Demorest, Georgia 30535;
- Admissions Office located at 1023 Central Avenue in Demorest; or
- Human Resources Office in Daniel Hall located at 115 Chapel Alley in Demorest; or
- Facilities Management Coordinator in Athens located in The Commons Building at 595 Prince Avenue, Athens, GA 30601 or
- Requesting a copy by email at: campuspolice@piedmont.edu

Promoting a safe and secure environment is a campus-wide endeavor. An annual review of all policies and procedures ensures that they are up-to-date and in compliance with the Clery Act and other federal laws and statutes.

Our Commitment to Campus Safety

Piedmont College has a Campus Safety team that consists of members of Campus Police, Student Affairs, Human Resources, Athletics, Faculty, Students, Residence Life, the Title IX Coordinator, Accessibility,

Resources and Services Coordinator and Vice President for Administration and Finance’s office. This team meets quarterly and is responsible for developing, reviewing, and revising protocols, policies and procedures for addressing all forms of campus safety, including violence against women.

Campus Police Authority and Jurisdiction

Per Georgia Code Annotated, Section 20-8-2, Campus Police have complete authority to apprehend and arrest anyone involved in illegal acts on-campus and areas up to 500 yards from college owned, rented and/or leased property. If minor offenses involving College rules and regulations are committed by a college student, the Campus Police may also refer the individual to the disciplinary division of Student Affairs.

Major offenses such as rape (including date rape), murder, aggravated assault, domestic violence, and stalking will be initially reported to and investigated by the Campus Police. Piedmont Campus Police maintain a positive professional relationship with the neighboring area local police departments: Demorest Police Department, Habersham County Sheriff’s Office, and Athens-Clarke County Police.

Campus Police work closely with local, state, and federal police agencies and have direct radio communication with Habersham County and Athens-Clarke County 911 Emergency Systems. This direct connection with the 911 system allows for communication with police, fire and medical personnel. Other state and federal agencies will be requested to help when needed.

On our Athens Campus, a private security company (BOS Security), under the direct supervision of Frederick Bucher, Facilities Management & Safety, and Chief Jim Andrews, provides 24-hour protection for the campus.

Reporting Procedures for Crimes

Under the supervision of Fred Bucher, Director of Facilities Management and Safety, and Jim Andrews, Chief of Police for Piedmont College, the Demorest Campus has post-certified peace officers, and the Athens Campus has security guard personnel on duty twenty-four (24) hours a day, seven (7) days a week. Students, faculty, staff, and visitors are encouraged to report all crimes, emergencies, and public safety related incidents promptly and accurately by calling:

- Demorest Campus Police.....706-939-1349
- Athens Campus Security.....706-433-1789
- Emergency Assistance.....911
- Dean of Student Life and Leadership.....706-778-3000 ext. 1050
- Counseling Services.....706-778-3000 ext. 2821
- Director of Residence Life.....706-778-3000 ext. 1357
- Georgia Poison Control.....1-800-222-1222

Following a reported crime, the Piedmont College Demorest Campus Police Department or Athens Campus Security will take the required action, which may include dispatching an officer or asking the victim to come to the office to file an incident report. Campus Police will investigate a report when determined necessary or contact the proper agency to respond to calls for off-campus reports. Every attempt to verify facts will be made.

If a sexual assault or rape should occur, the Campus Police and respective staff will make a referral to the Title IX Coordinator, Fred Bucher, and offer the complainant a variety of services including, but not

limited to: Student Counseling and Health Services, Sexual Assault Crisis Services and Student Life Services.

Limited Voluntary Confidential Reporting:

If a crime victim or witness does not wish to file a police report, Campus Police encourages voluntary, anonymous, and confidential reports of crimes listed under the Clery Act. Every attempt to verify facts will be made. Voluntary and confidential reports of crime made by the following:

- Written submission: Piedmont College Police Department, P. O. Box 10, 1021 Central Avenue, Demorest, GA 30535.
- Anonymous reporting tip line: <https://piedmontcollegega.wufoo.com/forms/xuzuwo90bf11uj/>, accessible through our college web page under Campus Safety on the Resources tab.

Piedmont College Campus Police encourages anyone who is the victim or witness to crime to promptly report the incident to the Campus Police. Police reports are public records under state law, the Piedmont Campus Police cannot hold reports of crime in confidence. Non-identifying reports of Clery Act crimes can be confidentially forwarded to Campus Police by other college employees, known as Campus Security Authorities (CSA), who have significant responsibility for student and campus activities. These reports are included in the annual security report, regardless of whether or not the victim chooses to file a report with law enforcement or press charges.

Anonymous Tip Line:

Confidential reports of crimes can also be made through our anonymous tip line accessible through the college web page under Resources tab on the Campus Safety page at:

<https://piedmontcollegega.wufoo.com/forms/xuzuwo90bf11uj/>

Campus Security Authorities:

Campus Security Authority is a Clery-specific term that encompasses four groups of individuals and organizations associated with an institution.

- A campus police department or a campus security department of an institution.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department.
- 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.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to act or respond to particular issues on behalf of the institution.

Campus Security Authorities are trained by the college annually.

Piedmont College Campus Security Authorities are:

- Demorest Campus Police: 706-939-1349: campuspolice@piedmont.edu
- Athens Campus Security: 706-433-1789: campuspolice@piedmont.edu
- Title IX Coordinator: 706-778-3000, ext. 1102: titleIX@piedmont.edu
- Dean of Student Life and Leadership: 706-778-8500, ext. 1050: k Crawford@piedmont.edu
- Associate VP of Student Success: 706-778-3000, ext. 1176: epettit@piedmont.edu
- Director of Residence Life: 706-778-3000, ext. 1357: mjestel@piedmont.edu
- All Residence Life Staff: 706-968-3377

- Advisors to student clubs and student activity coordinators
- Faculty members taking students on field trips, Summer Travel Study, or other educational travel experiences
- Athletic Coaches and Assistant Coaches
- Piedmont College Administration:
 - President 706-776-1100: president@piedmont.edu;
 - SrVP for Administration and Finance 706-894-4206: bwright@piedmont.edu;
 - Provost/SrVP for Academic Affairs 706-776-1110: dsilber@piedmont.edu;
 - VP for Enrollment Management & Student Affairs 706-776-0140: prettig@piedmont.edu; and
 - VP for Institutional Advancement 706-778-3000, ext. 1148: crogers@piedmont.edu

Under the Clery Act, a crime is “reported” when it is brought to the attention of a Campus Security Authority, the College’s Demorest Police Department, Athens Campus Security, or local law enforcement personnel by a victim, witness, other third party or even the offender regardless of whether the individuals involved in the crime, or reporting the crime, are associated with the college. Once a Campus Security Authority receives a report, he or she must submit it as a crime report to Campus Police on a [CSA/Incident Reporting form](#) for investigation and possible timely warnings to the campus and community. All information on Clery Act crimes are included in yearly campus safety statistical reporting. In most cases, a Campus Security Authority can fulfill his or her responsibility while still maintaining victim confidentiality. Campus Security Authorities who reported an incident to Campus Police when it occurred have met their reporting requirements for that incident.

Counselors and Confidential Reporting:

Professional, licensed counselors and pastoral counselors who provide mental-health counseling to members of the college community, including those who act in that role under the supervision of a licensed counselor, are not required to report any information about an incident to the police or Title IX coordinator without a victim’s permission.

Counselors are defined as:

- Pastoral Counselor: An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.
- Professional Counselor: An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community and who is functioning within the scope of his or her license or certification.

Criminal Activity Off-Campus:

For any off-campus Piedmont College student offense, the College may assist with the investigation in cooperation with local, state or federal law enforcement. Local law enforcement routinely work and communicate with Campus Police on any serious incidents occurring on-campus or in the immediate neighborhood and business areas surrounding campus. Piedmont College has no off-campus student organizations.

Timely Warnings

The Piedmont College Campus Police Department is responsible for issuing timely warnings in compliance with the Jeanne Clery Act, 20 U.S.C. 1092(f). Timely warnings are triggered when the college determines that a Clery Act crime for which it must report statistics presents a serious or continuing threat to the campus community. Timely warnings are considered for, but not limited to, the following classifications of reported crimes: criminal homicide, sex offences, robbery, aggravated assault, burglary, motor vehicle theft and major incidents of arson, and may be issued for other reported crimes as deemed appropriate under the circumstances. Anyone with information about a crime, warranting a timely warning or emergency notification, should promptly report the circumstances to the Piedmont College Campus Police, by phone or in person at:

Demorest Campus: 131 Rhode Island St. (in Getman-Babcock Residence Hall)
Phone: 706-939-1349
Email: campuspolice@piedmont.edu

Athens Campus: The Commons, 595 Prince Avenue
Phone: 706-433-1789
Email: jandrews@piedmont.edu

Emergency assistance is also available by dialing 911, but Demorest Campus Police or Athens Campus Security should also be notified promptly to help emergency personnel get to the right location.

These contact numbers are available 24 hours a day, 7 days a week and 365 days a year.

When a determination is made that a timely warning is warranted, Campus Police in conjunction with College administration will take appropriate steps to ensure timely notification to the campus community. Timely warnings will be issued through the college's e-alert notification system, campus email and on the College's website at: www.piedmont.edu. The timely warning will include some or all of the following information:

- the date, time and location of the reported crime;
- a summary of the incident;
- a description of the suspect and/or vehicle, if available; and
- any other special instructions or incident specific safety tips.

For incidents involving off-campus crimes, Campus Police may issue an advisory if the crime occurred in a location used and frequented by the college community.

In order to prevent criminal activity, it takes cooperation and assistance from all students, faculty, staff and community members. All emergencies and potential criminal action should be reported in a timely manner to Campus Police or the Dean of Student Life and Leadership (phone # 706-778-3000 ext. 1050). This includes suspicious behavior or persons loitering in parking lots, around vehicles, inside buildings or around residence halls.

Emergency Notifications

In the event that a situation arises, either on or off campus, that will directly affect personal health and the operations of the college and constitutes an ongoing or continuing threat; a campus wide emergency notification will be issued to students, faculty, staff and possibly the larger community. Campus Police in conjunction with the college senior administration including the president, or the

president's designee, will determine whether a situation warrants campus-wide notification upon confirmation of the emergency or dangerous situation. These notifications are determined on a case-by-case basis, are to be issued without delay and must reach the entire campus. Depending on particular situations and circumstances, the College will utilize one or more of the following communication procedures to disseminate information throughout the campus or campuses:

- 1. E-Alert (Email & Text Message):** Depending upon the nature and location of an emergency situation, Piedmont may send an "E-Alert" message to all students, faculty and staff in the form of text message and email. Members can register to receive text messages at: www.piedmont.edu/alert.
- 2. Siren & Public-Address System:** An alert tone may be broadcast on campus using outdoor sirens. Constituents may be alerted to potential severe weather and/or threatening situations by a siren alert followed by recorded or live voice instructions. The tornado siren will be tested on a weekly basis by the Habersham County EMA/E-911, weather permitting.
- 3. Push Notification from Piedmont College Mobile Application:** Depending on the nature and location of an emergency situation, Piedmont may utilize the Piedmont College Mobile Device Application (app) to deliver an emergency notification to all app users. Users only need have the app installed on their mobile device for the push notification to deliver an emergency notification. The app administrator is the only person authorized to utilize the Push Notification feature in the app.
- 4. Web/Alert Web Bar:** In order to highlight emergency news and other alerts, Piedmont will include a scrolling bar at the header of its website: (www.piedmont.edu). The scrolling alert has a character limit of 99 characters but is clickable to view a more detailed message that has no character limit.
- 5. Direct Contact:** Piedmont will initiate the Campus Emergency Notification Call List.
- 6. Social Media:** Piedmont will post messages on its main Facebook page (@PiedmontCollege) and on its official Twitter feed (@PiedmontGA) to reflect the proper emergency information. The Twitter feed has a maximum character limit of 140.
- 7. Switchboard Message:** Piedmont will change the external message on those calling the main switchboard line to indicate the proper emergency information, and direct callers to other information sources as appropriate.
- 8. Other:** Regular updates will also be provided to the news media.

Confirming a Significant Emergency or Dangerous Situation

Campus Police, Student Affairs or College Administration may become aware of a critical incident or other emergency situation that potentially affects the health and/or safety of the campus community during patrol of the campus or from other local agencies. Upon confirmation from a reliable source of this type of an emergency that poses an immediate threat to the health and safety of the college campus, Campus Police will, without delay, initiate the applicable systems to ensure an emergency notification.

Determining Which Campus and Community Will Receive the Notification

Campus Administration will work with Campus Police to determine if an emergency notification should go to students, faculty and staff at the Demorest and/or Athens campus. The College may issue

subsequent notifications to the larger community, including parents, neighbors and other interested parties via the Piedmont College home page: (www.piedmont.edu) to ensure the rest of the campus is aware of the situation and the steps they should take to maintain personal and campus safety. Other information about emergencies on campus may be shared through social media and /or local or national media.

Demorest Campus Police and BOS Security play an integral role in any potential emergency situation, and will maintain constant communications with the Office of the President and/or Senior Administration.

Emergency Action Plan

Piedmont College has an Emergency Preparedness Plan to use for general guidelines in emergency situations and to prepare individuals for immediate crisis response. The plan provides actions the college administration, faculty, staff, students and campus visitors should take in the event of many different types of emergencies.

The first step in any emergency is to report the incident to campus police and call 911 (if needed) for emergency assistance:

Demorest Campus Police: 706-939-1349

Athens Campus Security: 706-433-1789

Emergencies most often arrive without warning, and each individual should know the proper procedures to follow to enhance their continual safety before an emergency occurs. This plan includes the following emergency procedures:

- Emergency Notification Procedures
- Weather Related Emergencies:
 - Warning
 - Tornado
- Medical Emergencies:
 - Accidental Injury to Students, Staff or Visitors
 - Large Scale Emergencies
- Campus Emergencies:
 - Fire/Trapped Inside
 - Evacuation
 - Earthquake
 - Lockdown and Shelter-in-Place
 - Weapon Threat / Armed Intruder
 - Bomb Threat
- Hazardous Material Leaks/Spills

Through the Emergency Preparedness Plan and some individual readiness, Piedmont College can enhance a continual state of readiness and safety. The Emergency Preparedness Plan can be found at: <https://www.piedmont.edu/files/docs/Emergency-Preparedness-Plan---Webappended.pdf>.

Emergency Response/Evacuation

Piedmont College will activate the Emergency Action Plan upon confirmation that a significant campus emergency or dangerous situation threatens the health or safety of the campus community. A campus-wide notification will be sent by the Campus E-Alert system, College website, email and/or an alarm to signal the existence of an emergency.

Evacuation Procedures: In the event an evacuation of the campus is necessary the following procedures should be followed:

- a. **Room Evacuation/Tornado Shelters:** students and employees will be asked to move to a shelter area in each building designated for gathering during emergencies. Room evacuation routes are posted inside all residence halls.
- b. **Building Evacuation:** Evacuation of a building will occur when an alarm sounds and/or upon notification by a Campus Police or an Emergency Response Team member. Evacuation notices that identify nearest exit doorways are posted in all campus buildings. Once outside, evacuees should proceed to an all-clear area that is at least 500 feet from the affected building. Keep streets, hydrant areas and walkways clear for emergency vehicles and authorized personnel.
- c. **Campus Evacuation:** Evacuation of all or part of the campus grounds will be announced by Campus Police and shall take place without delay.

When in a campus building, individuals should take the time to determine where *all* exits are located so that they are fully prepared in the event of a mandatory evacuation. Failure to evacuate is a violation of the law as well as college policy. Violators are subject to penalties enforced by the police, the fire department, or college officials.

Emergency Test and Evacuation Drills

The College's RH Daniel School of Nursing & Health Sciences along with area emergency agencies hold an annual "Disaster Drill" every spring semester. Senior nursing majors organize and triage a large group of junior nursing student "patients" while being observed and graded by nursing faculty. The College's theater students assist with realistic makeup and pyrotechnics for the drill, communication students simulate a press response and campus police engage in a substantial mutual aid exercise. Agencies involved in the drill include the local police, fire departments, hospital, EMS, sheriff's office, 911/Emergency Management Agency, county search and rescue team, Homeland Security and public health administration. Following the exercise, the College and participating agencies come together to address improvements to the disaster response.

Security and Access to Campus Facilities and Maintenance

Monday thru Friday, during normal business hours, the college (excluding certain housing facilities) will be open to students, parents, employees, contractors, guests and invitees. During non-business hours, access to most College facilities is by key or access control device, if issued, or by admittance via the Campus Police or housing staff with the exception of the dining hall, assorted laundry rooms in the residence halls and Mayflower residence hall's lobby. In periods of extended closing, Campus Police will admit individuals on a case-by-case basis.

Residence halls are secured 24 hours a day. Some facilities may have individual hours, which vary at different times of the year. Examples are the Arrendale Library and Student Commons on the Demorest

Campus. In these cases, the facilities will be secured according to schedules developed by administration and the department responsible for the facility. Emergencies may necessitate changes or alterations to any posted schedules.

Each semester, areas that are revealed to have problematic security issues such as landscaping, locks, alarms, lighting, etc. will be reviewed and addressed by administrators from senior administration, Student Affairs, Facilities Management, Campus Police and other concerned areas.

Alcohol and Drugs

Piedmont College is committed to the health and well-being of the members of its staff, faculty, and student body. As part of this commitment, the college complies with all federal, state, and local laws that regulate or prohibit the possession, use, or distribution of alcohol or illicit drugs. Violations of such laws that come to the attention of college officials will be addressed within the college and/or through prosecution in the courts. This policy applies to all Piedmont College full-time, part-time, and temporary faculty, staff, and students (hereinafter collectively referred to as "faculty/staff/students") and applies to all college-owned property and college-sponsored activities.

As administrator of certain federal-funded financial aid programs for students, Piedmont College adheres to the provisions of the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendment of 1989. Also, as administrator of certain state-funded financial aid programs for students, Piedmont College adheres to Georgia's Drug-Free Postsecondary Educational Act of 1990.

Standards of Conduct

All Piedmont College faculty/staff/students are prohibited by the college from unlawful possession, use, manufacture, dispensing, or distributing alcohol or illegal drugs on college-owned property or at college-sponsored activities. Further, no alcoholic beverages shall be served or consumed on college property, with the exception of Piedmont Village, apartments occupied by Residence Life Assistant Directors and college-owned homes occupied by faculty or staff, in which locations the consumption and service of alcohol must comply with all federal, state and local laws. No alcoholic beverages shall be served or consumed at any college-sponsored functions at which any Piedmont College students are present because of their status as students. At college-sponsored functions attended only by faculty and staff, alcoholic beverage service and consumption shall comply with requirements of all federal, state and local laws.

Piedmont College expects all of its faculty/staff/students and all college-sponsored organizations to comply with applicable state, federal, or local laws pertaining to the use, possession, manufacture, dispensation, or distribution of alcohol or illegal drugs.

Sanctions and Penalties

1. College Sanctions: Any member of the Piedmont College faculty, staff, or student body who violates any of these Standards of Conduct shall be subject to corrective disciplinary actions and penalties up to and including expulsion from college academic programs, termination of employment, and referral to the appropriate state, federal, or local authorities for prosecution in the courts.
2. State, Federal, and Local Sanctions: In addition, depending on the nature of the crime, persons convicted of violating federal and state laws prohibiting the unlawful use, possession and distribution of illegal alcohol or drugs may face sanctions such as heavy fines; incarceration for

various periods of time, including life; forfeiture of assets; and suspension or loss of drivers, business, or professional licenses.

Employee Notification of Drug-Related Convictions

In accordance with the mandates of the Drug-Free Workplace Act, and as a condition of employment at Piedmont, all employees will abide by the terms of this statement and must notify their supervisor of any criminal drug statute conviction for a violation occurring in the workplace, no later than five days after such conviction. If the employee is a recipient of Title IV funds, the Piedmont College Office of Financial Aid must be notified immediately. Failure to make the required notification within the five-day time limit may result in disciplinary action. Within 30 calendar days of receiving notice of a conviction, the person notified above shall consult with the Human Resources Department for possible appropriate personnel action against the employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended; who shall require the employee to participate successfully, and provide evidence of such participation, in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement or other appropriate agency.

Student Notifications of Drug-Related Convictions

In accord with the Drug-Free Workplace Act of 1988, the State of Georgia’s Drug-Free Postsecondary Education Act of 1990, and the Drug-Free Schools and Communities Act Amendment of 1989, and as a condition of employment, all student employees must notify their supervisor and the Office of Financial Aid of any criminal drug statute conviction no later than five days after such conviction. For more information, contact the Office of Financial Aid.

Federal Student Aid- Drug Convictions

A student who is convicted of a drug offence during a period of enrollment in which they received federal student aid (FSA) will disqualify them from receiving FSA funds. The chart below illustrates the period of ineligibility for FSA funds, depending on whether the conviction was for sale or possession and whether the student had previous offenses. (A conviction for sale of drugs includes convictions for conspiring to sell drugs.)

	Possession of illegal drugs	Sale of illegal drugs
1st offense	1 year from date of conviction	2 years from date of conviction
2nd offense	2 years from date of conviction	Indefinite Period
3rd offense	3rd offense Indefinite period	

A student regains eligibility the day after the period of ineligibility ends or when he or she successfully completes a qualified drug rehabilitation program or passes two unannounced drug tests given by such a program. Further drug convictions will make the student ineligible again. Students denied eligibility for an indefinite period can regain it after successfully completing a rehabilitation program, passing two unannounced drug tests from such a program, or if a conviction is reversed, set aside, or removed from

the student's record so that fewer than two convictions for sale or three convictions for possession remain on the record.

If you have any questions about drug conviction and how it affects your financial aid please contact the Financial Aid Office at: 706-776-0114 or finaid@piedmont.edu

Alcohol and Drugs

- A.** Possession, use, sale, gift, or other transfer of intoxicants in any form or manner on the College campus is strictly prohibited with the exception of Piedmont Village, apartments occupied by Residence Life Assistant Directors and college-owned homes occupied by faculty or staff, in which locations the consumption and service of alcohol must comply with all federal, state and local laws. Any student present during the violation of this policy may also be subject to judicial action.
- B.** Students under the age of 21 who have consumed alcohol or anyone who has used illegal drugs are in violation of state law and subject to arrest and/or sanctions.
- C.** Common minimum sanctions:
 - 1st offense:
 - 5-10 hours of community service completed on campus
 - Alcohol Edu Sanction online course (\$50)
 - 2nd offense:
 - 10-20 hours of community service completed on campus
 - Brief Alcohol Screening and Intervention for College Students (BASICS) (\$150)
 - Disciplinary Probation
 - 3rd offense:
 - Suspension for one or more semesters
 - Possible Expulsion
- D.** Additional sanctions can be assigned with any offense and can include but are not limited to: counseling services, parental notification, restorative justice assignments, restitution for damaged property, loss of housing privileges, or educational sanctions etc.

Piedmont Village Alcohol Use Policy

Recognizing the capacity of students to make sound choices, alcoholic beverages for private consumption by those residents and their guests who are 21 and over is permitted in the Village. The vitality of the academic community relies on each individual taking personal responsibility for their actions regarding alcohol use and for safeguarding the well-being of others. The abuse and illegal use of alcohol and other drugs place the health and safety of individuals at risk and directly contradicts the mission of our College and the success of our community of learners. Students whose drinking creates a risk of danger to the health and safety of themselves or others are subject to suspension and/or loss of other College privileges, including residency in the Village.

1. If all residents of a Piedmont Village Suite are 21 years of age or older at the start of the semester, alcohol is permitted in the suite and registered as a "wet suite".
2. Alcohol is permitted only in the Village Suite where all residents are of legal drinking age.
3. No alcohol may be consumed in the presence of minors.
4. Serving or providing alcohol to anyone under the age of 21 is strictly prohibited.
5. Students who host an event in their Village Suite where alcoholic beverages are being consumed are responsible for ensuring that underage students and/or guests are not in attendance.
6. Any student, regardless of age, found to be intoxicated, will be evaluated by campus staff for medical treatment. Any student, regardless of age, requiring medical treatment, will be required to participate in alcohol evaluation and education.
7. Beer kegs in any condition, beer balls, any similar type of common source and their equivalents in volume of beer and/or alcohol content are prohibited.

8. Possession of alcohol paraphernalia is prohibited. This includes, but is not limited to: electronic alcohol signs, any empty alcohol containers, drinking game supplies, funnels, including bottle and can collections or other items deemed inappropriate by Residence Life staff.
9. Any alcohol being transported must be completely covered from open view and be taken directly to the resident's Village Suite.
10. Open containers and/or consumption of alcoholic beverages are prohibited in hallways, stairwells, lounges, parking lots, common areas or on the grounds of the Village. The consumption of alcoholic beverages in any public area (outside the Village Suites) is strictly prohibited (common areas, parking lots, etc.).
11. The maximum occupancy of a Village Suite should not exceed 12 people at any given time.
12. Students who are 21 or over and choose to consume alcohol must not exhibit loud, disruptive or indecent behavior, vandalize property, or interfere with the cleanliness of the residence halls.
13. Students are responsible for the actions of their guests at all times.

All Piedmont Village residents will comply with the laws of Habersham County and the State of Georgia regarding the possession, use, and sale of alcohol. Violations of these guidelines may result in criminal charges, college sanctions and/or loss of campus housing privileges. This policy will be reviewed annually by the Piedmont College Administration.

Substance Abuse Health Risks and Education

The scope and impact of health risks from alcohol and drug abuse are well documented and alarming. These risks range from mood-altering to life threatening, and the consequences affect not only individuals, but also their families, communities, and society at large. The College conducts educational programs about the dangers of abuse of alcohol and other drugs in an effort to encourage and promote responsible and healthy lifestyles. These Human Resource and Office of Student Affairs sponsored programs relating to Alcohol and Drug Awareness and Education are offered [as required in HEA Section 120 (20 U.S.C. 100i)] as well as help for those seeking additional assistance with alcohol or drug related problems. The College also works closely with local resources to provide access to programs for treatment for individuals who are experiencing difficulty in coping with issues related to alcohol and/or drug abuse. Faculty/staff/students wishing to seek initial assistance through off-campus sources may contact Alcohol and Drug Abuse Services at 1-800-848-3649 in Gainesville or Advantage Behavioral Health at 1-800-715-4225 in Athens. Additional substance abuse resources are:

Advantage Behavioral Health Systems (Athens, GA) 1 (855) 333-9544
 Avita Community Partners (Demorest, Gainesville, and Toccoa, GA) (706) 894-3700
 Black Bear Lodge (Santee Nacoochee, GA) 1 (855) 688-0706
 Freedom Hill (Demorest, GA) (706) 776-6109
 Mustard Seed Counseling (Demorest, GA) (706) 894-1371
 Psychiatric Professionals of Georgia (Suwanee, GA) (678)-496-9863
 Ridgeview Institute Monroe (844) 350-8800
 Skyland Trail (Atlanta, GA) (404) 315-8333
 Summit Ridge Athens (678) 442-5858
 Thriveworks Counseling (Cumming, GA) (770) 224-7008
 Twin Lake Recovery Center (Monroe, GA) 1 (888) 995-2560

SAMHSA's National Helpline provides free, 24-hour information and referral assistance to local treatment facilities, support groups, and community-based organizations. 1-800-662-HELP (4357) and <http://findtreatment.SAMHSA.gov>

National Council for Behavioral Health can assist you in finding a local provider of behavioral health services and support. www.theNationalCouncil.org (click on "Find a Provider")

Piedmont College Campus Police works with the Student Affairs staff, Human Resources and Athletics to offer additional alcohol-and drug abuse programs upon request.

Drug & Alcohol Testing

In the Event that an employee is injured on the job and requires treatment at a hospital emergency room facility, the injured employee will take drug and alcohol tests. If either test is positive, the employee will be dismissed from Piedmont College.

The College will not employ persons who use illegal drugs or abuse alcohol. Accordingly, the College shall have the right to require an employee to submit to testing for drug and/or alcohol use as a continuing condition of employment as the College deems necessary to maintain safe and efficient campus operations. An employee who refuses to submit to drug and/or alcohol testing or who tests positive may be suspended from duty pending further investigation and may be subject to discipline, up to and including immediate discharge.

Notification and Biennial Review

All Piedmont College faculty/staff/students are notified of the Standards of Conduct that Piedmont College will apply to all activities conducted on college-owned property and to all other college-sponsored activities. This policy and any revisions thereto, shall be made available to all faculty/staff/students (including student employees) in the college's Policies and Procedures and in the Student Handbook. A review of this policy shall be conducted once every two years.

Firearms and Weapons

Georgia law provides the owners of private property with the right to regulate the possession of firearms. Students, faculty, staff, and the general public are forbidden from having firearms, fireworks, explosives or explosive devices or other weapons on college property. This includes the storage of such devices in automobiles parked on college property. Exception is made for licensed public safety officials employed by the college and for licensed public safety officers from other jurisdictions who are on college property in the discharge of their official duties.

Education and Training: Students and Employees

Piedmont College is committed to providing the safest environment possible for study and work. Part of that commitment includes educating current and prospective students and employees about campus safety. Sexual assault and prevention educational opportunities provided for students focus wholly or in part on rape awareness and prevention and promote positive, healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention and seek to change behavior and social norms in healthy and safe directions. During Welcome Week, residential freshman students are introduced to the definition of "consent" in reference to sexual activity, safe and positive options for bystander intervention and given information on risk reduction. All freshmen students are also required to complete an online educational course, Haven, which is aimed at increasing awareness on interpersonal violence. Additionally, residential freshmen students attend a presentation on campus safety targeting sexual assault, dating violence, domestic violence and stalking. The Director of Residence Life oversees peer educators who provide ongoing information on healthy

and unhealthy relationships, dating violence, domestic violence, and stalking and bystander intervention. Peer educators are also knowledgeable about campus and community resources. In addition, a web-based training program, "Haven for Employees: Understanding Sexual Assault" is being provided to College employees to keep our community informed and better prepared to prevent these behaviors. This training should equip employees to provide direct assistance to victims or make appropriate and timely referrals for professional intervention.

Policy and Procedures Regarding Sexual Harassment Including Sexual Assault, Domestic Violence, Dating Violence and Stalking

Piedmont College (the College) has policies and procedures in place regarding the receipt, investigation, and resolution of complaints of discrimination, including sex discrimination. Sexual Harassment is a form of sex discrimination. This Policy and these Procedures are designed specifically to address violations of Title IX resulting from Sexual Harassment.

I. Title IX Non-Discrimination Policy

It is the policy of the College not to discriminate in its educational programs, activities, or employment on the basis of sex, physical or mental disability, pregnancy, race, age, religion, color, national or ethnic origin, veteran status, genetic information, or any other category protected by applicable federal, state, or local law.

II. Title IX Non-Discrimination Procedures

A. Definitions

1. "Complainant" is the individual who is alleged to be the victim of conduct that could constitute Sexual Harassment.

2. "Formal Complaint" is a document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that the College investigate the allegation of Sexual Harassment. At the time of filing, the Formal Complaint the Complainant must be participating in or attempting to participate in the education Program or Activity of the College with which the Formal Complaint is filed. "A document file by a Complainant" means a physical document or electronic submission, such as by an e-mail or through an online portal provided for this purpose by the College, that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint. When the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not considered a Complainant nor a party during the grievance process and must comply with all requirements to be free of conflict and bias.

3. "Program or Activity" includes locations, events, or circumstances over which the College exercised substantial control over both the respondent and the context in which the sexual harassment occurred, and also includes any building owned or controlled by a student organization that is officially recognized by the College, such as a fraternity or sorority house. This policy applies to all the College's educational Programs or Activities, whether they occur on or off campus. The College, at its discretion, may address Sexual Harassment affecting its students or employees that falls outside of this policy in any manner it chooses, including providing supportive measures or pursuing discipline.

4. "Respondent" is the individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment.

5. "Sexual Assault" is defined as: Forcible or nonforcible sex offenses under the FBI's Uniform Crime Reporting (U.C.R) program. U.S.C. 1092 (f)(6)(A)(v). The U.C.R. contains the following definitions:

a. Sex Offenses, Forcible: Any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent.

b. Forcible Rape: (Except Statutory Rape) The carnal knowledge of a person, forcibly and/or against that person's will or not forcibly or against the person's will in instances where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity.

c. Forcible Sodomy: Oral or anal sexual intercourse with another person, forcibly and/or against that person's will or not forcibly or against the person's will in instances where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

d. Sexual Assault with an Object: To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will or not forcibly or against the person's will in instances where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

e. Forcible Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will or not forcibly or against the person's will in instances where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

f. Sex Offenses, Nonforcible: (Except Prostitution Offenses) Unlawful, nonforcible sexual intercourse.

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

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

6. "Sexual Harassment" is defined as conduct on the basis of sex that satisfies one or more of the three types of behavior:

a. A College's employee conditioning provision of an aid, benefit or service of the College on an individual's participation in unwelcome sexual conduct ("quid pro quo" harassment);

b. 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 College's education program or activity, or

c. "Sexual assault," "dating violence," "domestic violence" or "stalking" as defined in referenced statutes.

NOTE: "Quid pro quo" harassment may be expressed or implied and need not be "severe" or "pervasive" as a single incident is inherently "offensive" and jeopardizes equal educational access.

7. "Stalking" is defined as: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

a. Fear for his or her safety or the safety of others; or

b. Suffer substantial emotional distress. 34 U.S.C. 12291 (a)(30)

8. "Dating Violence" is defined as Violence committed by a person:

a. who is or has been in a social relationship of a romantic or intimate nature with the victim; and,

b. where the existence of such a relationship shall be determined based on a consideration of the following factors:

i. The length of the relationship.

ii. The type of relationship.

iii. The frequency of interaction between the persons involved in the relationship.

9. "Domestic Violence" is defined as Felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

10. "Supportive Measures" are individualized services reasonably available that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party which designed to ensure equal educational access, protect safety, or deter Sexual Harassment. The College's selection of Supportive Measures and remedies provided to a Complainant must be clearly reasonable in the light of the known circumstances when a Respondent is found responsible for engaging in Sexual Harassment.

B. Reporting Charges of Sexual Harassment

1. Designation of a Title IX Coordinator

The person designated by the College to coordinate its efforts to comply with its Title IX responsibilities is referred to as the "Title IX Coordinator."

The College Title IX Coordinator is:

**Fred Bucher,
Assistant Vice President for Facilities Management & Safety and
Title IX Coordinator
Piedmont College, Daniel Hall Room 208
P. O. Box 10
Demorest GA 30535**

Whose contact information is:

(706) 776-0102, fbucher@piedmont.edu or titleix@piedmont.edu

The College shall notify, at least annually, students, employees, applicants for admission and employment, the name, title, office address, e-mail address, and telephone number of the Title IX Coordinator. The College shall prominently display on its website the contact information of the Title IX Coordinator.

2. Reports

Any person may report sex discrimination, including Sexual Harassment (whether or not the person reporting is the person alleged to be the person subject to conduct that could constitute sex discrimination or Sexual Harassment, including parents and guardians), in person, by mail, by telephone, or by e-mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such report may be made at any time, including non-business hours, by using the telephone number or e-mail address, or by mail to the office address, listed for the Title IX Coordinator.

All College employees, other than the Campus Minister and Counselors specifically designated as confidential resources for students to discuss Sexual Harassment without automatically triggering a report to the Title IX Coordinator, must report Sexual Harassment to the Title IX Coordinator. All College employees will be trained at least annually of their obligations to report Sexual Harassment.

3. Response to Reports

The College shall respond to a report of Sexual Harassment when the Sexual Harassment occurs against a person in the United States in a College education Program or Activity. The College must provide the following in response to such a report of Sexual Harassment:

a. The College must offer supportive measures to the Complainant. The Title IX Coordinator must promptly contact the complainant confidentially to discuss the availability of supportive measures, consider the Complainant's wishes with respect to supportive measures, inform the Complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the Complainant the process of filing a formal complaint.

b. The College must follow the grievance process before the imposition of any disciplinary sanctions or other actions against Respondent.

c. The College must comply with the rights of both Complainant and Respondent protected under the United States Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment in administering this Policy.

d. The College must investigate allegations of Sexual Harassment in any Formal Complaint filed by a Complainant or signed by the Title IX Coordinator.

e. The Complainant's wishes with respect to whether the College investigates allegations of Sexual Harassment should be respected unless the Title IX Coordinator determines that signing a formal complaint to initiate an investigation over the wishes of the Complainant is not clearly unreasonable considering the known circumstances.

f. If the allegations in a Formal Complaint filed by a Complainant do not meet the definition of Sexual Harassment in this Policy or did not occur in the College's education Program or Activity against a person in the United States, the College must dismiss complaint for the purposes of this Policy but may still address the allegations in any manner the College deems appropriate under its own code of conduct.

C. Title IX Grievance Process

1. General Provisions

a. The College Grievance Process is designed to be a consistent, transparent, process for resolving Formal Complaints of Sexual Harassment. The Grievance Process treats Complaints equitably by providing remedies any time a Respondent is found responsible and treats Respondents equitably by not imposing disciplinary sanctions without following the Grievance Process.

b. Remedies must be provided to a Complainant when a Respondent is found responsible and must be designed to maintain the Complainant's equal access to education and may include the same individualized services a Supportive Measures; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent.

c. The College Grievance Process requires the objective evaluation of all relevant evidence, inculpatory and exculpatory, and avoid credibility determinations based on a person's status as a Complainant, Respondent, or witness.

d. All College personnel charged with implementing this Title IX Policy and these Procedures, including Title IX Coordinators, investigators, decision-makers, and personnel who facilitate any informal resolution process, must be free of conflicts of interest or bias for or against Complainants or Respondents. All such personnel must be trained in the application of this Policy and these Procedures in an impartial manner, free of conflicts of interest and bias. Decision-makers must be trained in the use of technology to be used in hearings. Decision-makers and investigators must be trained on issues of relevance and the application of rape shield protections for Complainants. All training materials shall be posted on the College's website and made available for public inspection.

e. Throughout the Grievance Process the Respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Grievance Process.

f. The Grievance Process shall be concluded promptly, including appeals and informal resolutions, with allowance for short-term, good cause, delays or extensions.

g. The possible remedies a College may provide a Complainant and disciplinary sanctions a College may impose on a Respondent following a determination of responsibility range from no remedy or sanction up to retroactive or prospective program continuance and counseling for the Complainant and expulsion and campus banishment for the Respondent. Remedies and sanctions are to be determined by the Decision-makers after hearing all relevant evidence.

h. A determination of responsibility shall be based upon a “preponderance of the evidence” for all Formal Complaints of Sexual Harassment, including where employees and faculty are Complainants or Respondents.

i. A determination of responsibility may be appealed to the President of the College. During the pendency of the appeal all Supportive Measures provided for Complainant and Respondent shall continue. No disciplinary sanctions shall be effective until the conclusion of the appeal.

j. The Grievance Process may not use, rely on, or seek disclosure of information protected under any legally recognized privilege unless the holder of the privilege has waived it.

k. All policies, procedures, rules, and practices under the Grievance Process must apply equally to both parties.

2. Investigation

a. The College must investigate allegations of Sexual Harassment in any Formal Complaint and send written notice to Complainant and Respondent of the allegations upon receipt of a Formal Complaint.

b. Throughout the Grievance Process and the Investigation, the burden of gathering evidence and the burden of proof is on the College and not on either party to the Formal Complaint.

c. The College may not restrict either party to the Formal Complaint from discussing the allegations or gathering evidence.

d. The parties to the Formal Complaint may select an advisor who may be, but need not be, an attorney.

e. The College shall send to the parties to the Formal Complaint and to their advisors written notice of investigative interviews, meetings, or hearings, and evidence directly related to the allegations in electronic format or hard copy, with at least 10 days for the parties to review and respond. The College may not access or use a party’s medical, psychological, and other similar records without the party’s voluntary, written consent.

f. The College must dismiss all allegations in a Formal Complaint that do not meet the definition of Sexual Harassment or did not occur in the College's education Program or Activity against a person in the United States. Such dismissal does not preclude the College from pursuing disciplinary action for violation of its code of conduct.

g. The College may dismiss a Formal Complaint or any allegations therein if the Complainant informs the Title IX Coordinator in writing that the Complainant desires to withdraw the Formal Complaint or allegations therein, if the Respondent is no longer enrolled or employed by the College, or if specific circumstances prevent the College from gathering sufficient evidence to reach a determination.

h. The College must give the parties to a Formal Complaint and their advisors written notice of dismissal and the reasons for dismissal.

i. The College may consolidate a Formal Complaint with others where the allegations arise out of the same or similar facts.

3. Hearing

a. The College will provide a live hearing with opportunity for cross-examination for any Formal Complaint not resolved at the Investigation stage.

b. At the hearing the Decision-makers must permit each party's advisor to ask the other party and any witness all relevant questions and follow up questions, including those challenging credibility. Such cross-examination at the hearing must be conducted directly, orally, and contemporaneously by the party's advisor, and not by the party personally. At the request of either party, the hearing, including cross-examination, may occur with the parties located in separate rooms with appropriate technology to allow each party to see and hear the other.

c. Only relevant cross-examination and other questions may be asked of a party or witness. Before a Complainant, Respondent, or witness answers a question on cross-examination, the Decision-makers must first determine whether the question is relevant and explain to the advisor asking the question any decision to exclude the question as not relevant.

d. If a party does not have an advisor present at the hearing, the College must provide, without fee or charge to that party, an advisor of the school's choice who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party.

e. If a party or a witness does not submit to cross-examination, the Decision-makers must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the Decision-makers cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the hearing or refusal to answer questions on cross-examination.

f. Hearings may be conducted with all parties physically present in the same geographic location or, at the discretion of the College, any or all parties, witnesses or other participants may appear at the hearing virtually.

g. The College must create a record of the hearing, either an audio recording, an audio/visual recording, or a written transcript.

h. The College must provide rape shield protections for the Complainant, deeming irrelevant all questions and evidence about a Complainant's prior sexual behavior unless offered to prove that someone other than the Respondent committed the alleged misconduct or to prove consent.

i. The Decision-makers must issue a written determination regarding responsibility with findings of fact, conclusions about whether the alleged conduct occurred, the rationale for the result as to each allegation, any disciplinary sanctions imposed on the Respondent and whether any remedies shall be provided the Complainant. The written determination must be sent simultaneously to the parties and their advisors with information on how to file an appeal.

j. The Decision-makers shall be the body to which student disciplinary matters are referred unless the College specifically appoints a Title IX hearing panel.

4. Appeal

a. Either party may appeal from a determination of responsibility or from the College's dismissal of a Formal Complaint or any allegations therein, on the following bases: procedural irregularity that affected the outcome of the matter, newly discovered evidence that could affect the outcome of the matter, or Title IX personnel had a conflict of interest or bias that affected the outcome of the matter.

b. The appeal will be filed with the President within 10 days of notice of the decision being appealed.

5. Informal Resolution

a. The parties may mutually agree to an informal resolution of the allegations in the Formal Complaint if they both give voluntary, informed, written consent. However, informal resolution shall not be available for allegations of Sexual Harassment by an employee of a student. Any employee of the College may facilitate informal resolution so long as they are properly trained. A party may withdraw from informal resolution at any time.

b. The College may not require the waiver of any right provided by this Policy and these Procedures.

6. Retaliation Prohibited

a. No person may be retaliated against for pursuing or supporting any actions permitted under this Policy and these Procedures. Complaints alleging retaliation shall be treated as a Formal Complaint under this Policy and these Procedures. The exercise of rights protected by the First Amendment do not constitute retaliation.

b. Charging an individual with code of conduct violations that do not involve Sexual Harassment but arise out of the same facts as a Report or Formal Complaint, for the purpose of interfering with any right under this Policy and these Procedures, constitutes retaliation.

c. The College must keep confidential the identity of Complainants, Respondents, and witnesses, except as may be permitted by FERPA, as required by law, or as necessary to carry out a Title IX proceeding.

d. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a Title IX grievance proceeding does not constitute retaliation; however, a determination regarding responsibility alone is not sufficient to conclude that any party made a bad faith materially false statement.

7. Implementation

The Title IX Coordinator, in consultation with the College General Counsel, shall adopt written rules and practices to implement this Policy and these Procedures. The rules and practices shall be posted on the College Website and provided to Complainants and Respondents.

What to do if you are a Victim of Sexual Assault, Dating Violence, Domestic Violence or Stalking

Ensure your physical safety – You may seek help by calling 911, contacting Demorest Campus Police or Athens Campus Security. They can assist you in contacting local law enforcement and help with transportation or security concerns.

Seek medical assistance and treatment – It is crucial that you obtain medical attention as soon as possible after a sexual assault to determine the extent of your physical injury and to prevent or treat sexually transmitted diseases. If you choose to have an evidence collection kit (also referred to as a rape kit) completed, it is important to do so as soon as possible. Even if you have not decided whether to file charges, it is advisable to have the evidence collection kit completed so that you can better preserve the options of obtaining a protective order and/or filing criminal charges at a later date. The evidence can be collected confidentially with an anonymous kit until you choose whether to report it. The kit itself is paid for by the state with no cost to the individual.

Preserve the evidence – In order to best preserve the evidence for a collection kit, it is advisable to avoid showering, bathing, going to the bathroom or brushing your teeth before the kit is completed. You should also wear (or take with you in a paper -no plastic- bag) to the hospital the same clothing that you were wearing during the assault. An evidence collection kit can still be completed even if you have showered or bathed, but for better results it is advisable not to. Also, do not try to clean up or move items located where the assault occurred. Write down as many details that you can remember about the event if you have the time. Remember that it is still reasonable to report the act even if you do not know all the details. Better to be safe than sorry.

A victim of sexual assault, domestic violence, stalking, and dating violence is encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to investigators or police.

Obtain emotional support – The Student Success Center staff can provide counseling or further aid if needed.

Police Protocol in Sexual Assault Reporting and Investigations

If you believe you have been the victim of a sexual assault on campus, the Piedmont College Campus Police will:

- Meet with you privately, at a time and place of your choice, to take your report.
- Treat you with courtesy, sensitivity, dignity, understanding, and professionalism.
- The officers will not prejudge you, and you will not be blamed for what occurred.

- Assist to arrange for hospital treatment or other medical needs. Connect you with the people who can assist you in locating emergency housing if needed.
- Fully investigate your case or arrange for an external investigation. You will be kept up-to-date on the progress of the investigation and/or prosecution.
- Assist you in contacting counseling and other available resources.
- Continue to be available to answer your questions, to explain the system and process involved (prosecutor, courts, etc.)
- Consider your case seriously, regardless of your gender or the gender or status of the suspect.

Reporting and Confidentially Disclosing Sexual Violence: Know the Options

The College encourages victims of sexual violence to talk to somebody about what happened – so victims can get the support they need, and so the College can respond appropriately. Different employees on campus have different abilities to maintain a victim’s confidentiality.

- Some are required to maintain near complete confidentiality; talking to them is sometimes called a “privileged communication.” Professional and Pastoral Counselors fall in this category.
- Other employees who are trained Campus Security Authorities may talk to a victim in confidence, and generally only report to the College that an incident occurred without revealing any personally identifying information. Disclosures to these employees will not trigger a College investigation into an incident against the victim’s wishes.
- Thirdly, some employees are required to report all the details of an incident (including the identities of both the victim and alleged perpetrator) to the Title IX Coordinator. A report to these employees (called “responsible employees”) constitutes a report to the College – and generally obligates the College to investigate the incident and take appropriate steps to address the situation.

Privileged and Confidential Options - Professional and Pastoral Counselors

- Professional, licensed counselors and pastoral counselors who provide mental-health counseling to members of the college community and including those who act in that role under the supervision of a licensed counselor are not required to report any information about an incident to the police or Title IX coordinator without a victim’s permission.

Off-campus Counselors and Advocates

- Off-campus counselors, advocates, and health care providers will also generally maintain confidentiality and not share information with the College unless the victim requests the disclosure and signs a consent or waiver form.

Reporting to “Responsible Employee”

A “responsible employee” is a College employee who

1. has the authority to redress sexual violence,
2. has the duty to report incidents of sexual violence or other student misconduct; or,
3. a student could reasonably believe has this authority or duty.

When a Complainant tells a responsible employee, or a responsible employee becomes aware of an incident of sexual misconduct, the Complainant has the right to expect the College to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably. A responsible employee must report to the Title IX coordinator all relevant details about the alleged sexual violence about which he/she has become aware including the names of the Complainant and Respondent, any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident. To the extent possible, information reported to a responsible employee will be

shared only with people responsible for handling the College's response to the report. A responsible employee should not share information with law enforcement without the Complainant's consent or unless the Complainant has also reported the incident to law enforcement.

Before a Complainant reveals any information to a responsible employee, the employee should ensure that the Complainant understands the employee's reporting obligations – and, if the Complainant wants to maintain confidentiality, direct the Complainant to confidential resources. If the Complainant wants to tell the responsible employee what happened but also maintain confidentiality, the employee should tell the Complainant that the College will consider the request but cannot guarantee that the College will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the responsible employee will also inform the Coordinator of the victim's request for confidentiality. Responsible employees will not pressure a Complainant to request confidentiality but will honor and support the Complainant's wishes, including for the College to fully investigate an incident.

Individuals may also report a violation to the College's Title IX Coordinator. The Title IX Coordinator is responsible for coordinating the College's compliance with Title IX which prohibits sex discrimination in educational programs receiving federal funding.

If the College determines that it cannot maintain a Victim's Confidentiality

The College will inform the Complainant prior to starting an investigation and will, to the extent possible, only share information with people responsible for handling the College's response. The College will remain ever mindful of the Complainant's well-being and will take ongoing steps to protect the Complainant from retaliation or harm and work with the Complainant to create a safety plan. Retaliation against the Complainant, whether by students or College employees, will not be tolerated. The College will also:

- assist the Complainant and/or Respondent in accessing other available victim advocacy, academic support, counseling, disability, health or mental health services, and legal assistance both on and off campus
- provide other security and support, which could include issuing a no-contact order, helping arrange a change of living or working arrangements or course schedules (including for the Respondent pending the outcome of an investigation) or adjustments for assignments or tests; and
- inform the Complainant of the right to report a crime to campus or local law enforcement – and provide the Complainant with assistance if the Complainant wishes to do so.

Because the College is under a continuing obligation to address the issue of sex-based discrimination campus-wide, reports of sexual violence (including personally non-identifying reports) will also prompt the College to consider broader remedial action – such as increased monitoring, supervision or security at locations where the reported sexual violence occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/victimization surveys; and/or revisiting its policies and practices.

Investigation Proceedings and Possible Sanctions

Piedmont College will conduct prompt, fair, and impartial investigation, following the Policy and Procedures Regarding Sexual Harassment listed above, in cases of alleged sexual misconduct policy violations. The proceedings will be conducted by faculty and staff who receive annual training on how to conduct an investigation and hearing processes. Not all forms of sex-based misconduct will be deemed to be equally serious offenses, and the College reserves the right to impose different sanctions depending on the severity of the offense and/or offender history. Any student, faculty or staff found responsible for violating the College policy may receive any of the following sanctions:

- Community Service to Piedmont College, Habersham or Athens/Clarke County community;

- Discretionary Sanction-requires work assignments, written assignments, service to Piedmont College or other related discretionary assignments;
- Educational Sanctions-includes but is not limited to the completion of an educational assignment (e.g., research paper, program presentation, etc.)
- Formal written warning
- Loss of privileges (e.g., inability to have visitors/guests, etc.)
- Probation
- Residence hall expulsion
- Residence hall suspension
- Revocation of admission and/or degree
- College expulsion
- College suspension
- Withholding degree
- Anger intervention assessment
- No contact (direct or indirect) with the victim
- Banishment from all Piedmont College property, functions, etc.
- Substance abuse assessment
- Parental notification
- Training on sex-based misconduct
- Termination of employment

Both the alleged victim and the alleged respondent are entitled to have another present during the College's disciplinary proceedings, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice and both the accuser and the accused will be simultaneously informed in writing of:

1. The outcome of any College disciplinary proceeding that arises from an allegation of sexual assault, stalking, dating violence or domestic violence;
2. The institution's procedures for the Respondent and the Complainant to appeal the results of the College's disciplinary proceeding;
3. Of any change to the results that occur prior to the time that such results become final; and
4. When such results become final.

Resources for Victims of Sexual Assault, Stalking, Dating Violence and/or Domestic Violence

If you do not wish to make a report to the police, you are still encouraged to seek professional medical advice. (Please note that all health-care providers are legally required to report all cases of suspected sexual or physical assault to law enforcement.) Additional assistance is available through the following:

- Piedmont College Counseling Services 706-778-3000 ext. 2821
- Piedmont College Minister 706-778-3000 ext. 1179
- Advantage Behavioral Health Rape Response Line 706-353-1912
- Circle of Hope Domestic Violence Services (24-hour local hotline) 706-776-4673
- Faith, Inc. (Rabun, Habersham and Stephens, GA) 1-888-782-1388
- Faith's Power House for Kids (Toccoa, GA) 706-886-2290
- Habersham County Mental Health Clinic 706-754-6293
- National Child Abuse Hotline 1-800-4-A-CHILD (1-800-422-4453)
- National Domestic Violence Hotline 1-800-799-SAFE (7233); hearing impaired line – 1-800-787-3224
- National Sexual Assault Hotline 1-800-656-HOPE (4673)
- Partnership Against Domestic Violence (Metro Atlanta Area) 404-873-1766
- Peace Place (Winder, GA) 706-586-0927
- Project Safe (Athens, GA) 706-543-3331

- RAINN (Rape, Abuse & Incest National Network) 1-800-656-HOPE (4673) www.rainn.org
- Rape Response (24/7 crisis hotline) 770-503-7273, 1-800-721-1999
- The Cottage, Sexual Assault Center Crisis Hotline (Athens, GA) 1-877-363-1912

Piedmont College has protective measures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence, and stalking, including providing individuals with written information about their rights and options to file criminal charges as well as the availability of medical, counseling and support services, and additional remedies to prevent contact between a Complainant and Respondent, such as housing, academic, transportation, working accommodations and protective measures, if reasonably available. If available, these will be provided regardless of whether the victim chooses to report the crime to Campus Police or local law enforcement. Students should contact the Office of Student Affairs (706-778-3000 ext. 1305) and employees should contact Human Resources (706-778-3000 ext. 1108) for seeking accommodations or to file a disciplinary complaint.

Disclosure to Alleged Victims of Crimes of Violence or Non-Forcible Sex Offenses

Piedmont College will disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by the college against the student or employee who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, Piedmont College will provide the results of the disciplinary hearing to the victim's next of kin, if so requested.

Sexual Offender Registration

The Federal Campus Sex Crimes Prevention Act (CSPCA) of 2000 is a federal law that provides for the tracking of convicted sex offenders enrolled at, or employed by, institutions of higher education. The CSPCA is an amendment of the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. The law requires state law enforcement agencies, (Georgia Bureau of Investigation) to provide Piedmont College with a list of registered sex offenders who have indicated that they are enrolled, employed, or carrying on a vocation at Piedmont College. Members of the campus community may access the Georgia Sex Offender Registry maintained by the Georgia Bureau of Investigation located at: <https://gbi.georgia.gov/georgia-sex-offender-registry>.

The Habersham County Sheriff's Office provides constant updates to the Sex Offender Registry for our area at www.icrimewatch.net/results.php?SubmitAllSearch=1&AgencyID=54340

The CSPCA further amends the Family Educational Rights and Privacy Act of 1974 (FERPA) to clarify that nothing in the Act can prohibit an educational institutional from disclosing information provided to the institution concerning registered sex offenders.

Missing Student Notification and Procedures

Piedmont College is committed to ensuring the safety of the members of the College community. In keeping with that goal, and in accordance with the Higher Education Act of 2008, 20 U.S.C. § 1092(j), the College has established the following Missing Student Notification Policy and Procedure.

Registration of Confidential Contact Information

1. Students residing in on-campus housing have the option to register a confidential contact person who will be notified in accordance with this policy if the Campus Police Department or local law enforcement determines that the student is missing.
2. The confidential contact may be someone other than the emergency contact listed with the Office of Student Affairs. The student may register more than one confidential contact.
3. Only authorized campus officials and law enforcement officers pursuing the missing person investigation will have access to this information.
4. A student may register such confidential contact information at any time by filing a Confidential Contact Form with the Office of Student Affairs.
5. Any student who files a Confidential Contact Form is solely responsible for the accuracy of the contact information and for updating information, as necessary, by filing a new Confidential Contact Form with the Office of Student Affairs.

Missing Student Procedures

1. If a member of the Piedmont College community suspects that a student may be missing, they should immediately notify the Campus Police Department at 706-939-1349 or, in absence of Campus Police, notify the local law enforcement agency that has jurisdiction in the area. In addition, missing person reports may be made to the following offices for immediate referral to Campus Police:
 - Dean of Student Life and Leadership
 - Office of Residential Living
2. Upon receipt of a report that a student is missing, the Piedmont College Campus Police will gather information to complete a Missing Person's report form, including but not limited to:
 - Name, location, and contact information of person who reported student missing;
 - Name, vital information, and a detailed description of the student reported as missing;
 - Circumstances in which the student was last seen or heard from;
 - List of know associates, addresses and contact information;
 - Name/addresses of persons present at the scene.
3. Additional information that the Piedmont College Campus Police Department will consider in determining whether a student is missing includes, but is not limited to, the following:
 - A student is out of contact for 24 hours after reasonable efforts to reach that student by phone calls, emails, and/or in-person attempts to establish contact;
 - Circumstances indicate that an act of criminality is involved;
 - Circumstances indicate that physical safety is in danger;
 - Existence of a medical condition that may threaten life or health; and/or a physical or mental disability;
4. If the Campus Police Department determines that a student residing in on-campus housing has been missing for twenty-four (24) hours, the Campus Police Department will initiate the notification procedures outlined in this policy.
5. If a student is under the age of 18 and not emancipated contact will be made with parents and missing-persons contact within 24 hours of determination that student is missing.

Notification Procedures

1. If the Campus Police Department and local law enforcement determines that any student residing in on-campus housing has been missing for 24 hours, the College will notify the following persons within 24 hours of that determination:
 - The confidential contact, if one has been specified by the student;
 - The parents or guardians of any student who is under the age of 18 and not an emancipated minor; and
 - Local law enforcement (unless local law enforcement made the determination).

2. If the Campus Police Department determines that any student, whether residing on campus or not, has been missing for 24 hours, the College will notify local law enforcement.
3. Nothing in these policies and procedures shall prevent Piedmont College Campus Police from initiating these and other emergency notification procedures within 24 hours of any student's disappearance if, in the judgement of the Campus Police, the circumstances of the student's disappearance warrant an earlier notification.

Definition of Reportable Crimes and Crime Statistics

Crime Definitions

The following definitions are based on the FBI's Uniform Crime Reporting (UCR) Handbook. For sex offenses only, the definitions used are from the FBI's National Incident-Based Reporting System (NIBRS) edition of the UCR. Hate crimes are classified according to the FBI's Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Guide for Hate Crime Data Collection. Although the law states that institutions must use the UCR for defining and classifying crimes, it doesn't require Clery Act crime reporting to meet all UCR standards. Institutions must use these definitions to prepare their campus crime statistics to comply with the Clery Act.

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

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

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

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

Aggravated Assault: An unlawful attack by one person upon another 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.

Burglary: The unlawful entry of a structure to commit a felony or a theft. The UCR classifies offenses locally known as Burglary (any degree); unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts at these offenses as Burglary.

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

Sexual Assault: Any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity (or because of his/her youth). This offense includes the forcible rape of both males and females. There are four types:

- **Rape** is the carnal knowledge of a person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity (or because of his/her youth). This offense includes the forcible rape of both males and females.

- **Fondling** is the touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity
- **Incest** is non-forcible sexual intercourse between two persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** is non-forcible sexual intercourse with a person who is under the statutory age of consent.

Domestic Violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of a victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by the person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

Dating Violence means violence committed by a person who (A) has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of the relationship and the frequency of interactions between the persons involved in the relationship.

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.

Hate Crimes are any of the aforementioned offenses, larceny, simple assault, intimidation and vandalism reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias.

Categories of the bias are:

- **Race.** A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity which distinguishes them as a distinct division of humankind (e.g., Asians, blacks, whites).
- **Gender.** A preformed negative opinion or attitude toward a group of persons because those persons are male or female. Gender bias is also a Clery Act-specific term, not found in the FBI's Hate Crime Data Collection Guidelines.
- **Religion.** A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).
- **Sexual orientation.** A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex, (e.g., gays, lesbians, heterosexuals).
- **Ethnicity/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 traditions (e.g., Arabs, Hispanics).
- **Disability.** A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is

temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Liquor Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

Drug Law Violations: Violations of laws prohibiting the production, distribution and or/use of certain controlled substances and the equipment or devices utilized in their preparation and/or use; the unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance.

Weapon Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.

Geographic Descriptions

On campus:

- any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and
- any building or property that is within or reasonably contiguous to the area identified above that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as food or other retail vendors)

Non-campus building or property:

- any building or property owned or controlled by a student organization that is officially recognized by the institution; or
- any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution

Public property:

- all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus

Crime Statistics Collection and Daily Crime Logs

In accordance with the Jeanne Clery Disclosure of Public Safety Policy and Campus Crime Statistics Act (The Clery Act) of 1998 and the Higher Education Amendments of 1992 and 2008, Piedmont College collects and reports crimes on campus, non-campus sites owned or maintained by the college and public property. The Piedmont College Police Department maintains a Daily Crime Log that records, by the date the incident was reported, all crimes and other serious incidents that occur within the department's patrol jurisdiction. This log is available for public inspection at the PCCP office in dispatch and includes the nature, date, time, and general location of each crime reported to the department. It does not include personally identifying information about the crime victims. Piedmont College prepares a three-year statistical report of these incidents and provides this report to Piedmont students and

employees through publication on the college website and specific notifications sent annually referring current and prospective students and employees to the report.

Unfounded Crimes:

Occasionally, an agency will receive a complaint that is determined through investigation to be false or baseless. In other words, no crime occurred. If the investigation shows that no offense occurred nor was attempted, then it must be classified as unfounded. The recovery of stolen property, the low value of stolen property, the refusal of the victim to cooperate with prosecution, or the failure to make an arrest does not unfound a legitimate offense. Also, the findings of a coroner, court, jury, or prosecutor do not unfound offenses or attempts that law enforcement investigations establish to be legitimate (*U.S. Department of Justice, Federal Bureau of Investigation (2004) Uniform Crime Reporting Handbook pp 77, 78*).

On the following chart, crimes reported in the “On-Campus Student Housing Facilities” column are also reported in the “On-Campus” column.

Demorest Campus Crime Statistics															
Clery Crimes															
Offense Type	On-Campus			On-Campus Student Housing Facilities			Non-Campus Building and Property			Public Property			Unfounded Crimes		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Criminal Homicide															
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Assault															
Rape	0	0	3	0	0	3	0	0	0	0	0	0	0	0	0
Fondling	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes by Category and Bias – Demorest Campus															
Offense Type	On-Campus			On-Campus Student Housing Facilities			Non-Campus Building and Property			Public Property			Unfounded Crimes		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Murder and Non-Negligent Manslaughter															
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Assault																
	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery																
	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault																
	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary																
	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft																
	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson																
	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny/Theft																
	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault																
	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation																
	Race	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism to Property																
	Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Violence Against Women's Act (VAWA) Offenses – Demorest Campus																
Offense Type	On-Campus			On-Campus Student Housing Facilities			Non-Campus Building and Property			Public Property			Unfounded Crimes			
	2017	2018	2019	2017	2018	2019	20	2018	2019	2017	2018	2019	2017	2018	2019	
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Arrests and Disciplinary Action Referrals for Violation of Weapons, Drug Abuse Violations and Liquor Laws – Demorest Campus																
Offense Type	On-Campus			On-Campus Student Housing Facilities			Non-Campus Building and Property			Public Property			Unfounded Crimes			
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	
Arrests																
Weapons Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Drug Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Liquor Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Actions Referrals																
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Drug Abuse Violations	14	10	11	14	10	11	0	0	0	0	0	0	0	0	0	
Liquor Law Violations	11	30	34	11	30	34	0	0	0	0	0	0	0	0	0	

Athens Center Crime Statistics															
Clery Crimes															
Offense Type	On-Campus			On-Campus Student Housing Facilities			Non-Campus Building and Property			Public Property			Unfounded Crimes		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Criminal Homicide															
Murder/Non-negligent Manslaughter	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Sexual Assault															
Rape	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Incest	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Arson	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0

Hate Crimes by Category and Bias – Athens Campus

Offense Type	On-Campus			On-Campus Student Housing Facilities			Non-Campus Building and Property			Public Property			Unfounded Crimes		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Murder and Non-Negligent Manslaughter															
Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Gender	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Sexual Assault															
Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Gender	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Robbery															
Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0

	Sexual														
	Orientati	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	on														
	Gender	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Gender														
	Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	National														
	Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Aggravated Assault														
	Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Sexual														
	Orientati	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	on														
	Gender	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Gender														
	Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	National														
	Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Burglary														
	Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Sexual														
	Orientati	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	on														
	Gender	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Gender														
	Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	National														
	Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Motor Vehicle Theft														
	Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Sexual														
	Orientati	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	on														
	Gender	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Gender														
	Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	National														
	Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Arson														
	Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Sexual														
	Orientati	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	on														
	Gender	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Gender														
	Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Ethnicity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	National														
	Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Larceny/Theft														
	Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	Sexual														
	Orientati	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0
	on														

Gender	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Ethnicity National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Simple Assault															
Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Religion Sexual Orientation	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Ethnicity National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Intimidation															
Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Religion Sexual Orientation	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Ethnicity National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism to Property															
Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Religion Sexual Orientation	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Ethnicity National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0

Hate Crimes by Category and Bias – Athens Campus

Offense Type	On-Campus			On-Campus Student Housing Facilities			Non-Campus Building and Property			Public Property			Unfounded Crimes		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Murder and Non-Negligent Manslaughter															
Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Religion Sexual Orientation	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0

National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Sexual Assault																
Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Sexual Orientation	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Gender	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Ethnicity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Robbery																
Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Sexual Orientation	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Gender	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Ethnicity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Aggravated Assault																
Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Sexual Orientation	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Gender	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Ethnicity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Burglary																
Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Sexual Orientation	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Gender	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Ethnicity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Motor Vehicle Theft																
Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Sexual Orientation	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Gender	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Ethnicity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0	

Arson

Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Sexual Orientati on	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Gender Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Ethnicity National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0

Larceny/Theft

Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Sexual Orientati on	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Gender Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Ethnicity National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0

Simple Assault

Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Sexual Orientati on	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Gender Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Ethnicity National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0

Intimidation

Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Sexual Orientati on	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Gender Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Ethnicity National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0

Destruction/Damage/Vandalism to Property

Race	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Religion	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Sexual Orientati on	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Gender Gender Identity	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Ethnicity National Origin	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Disability	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0

Violence Against Women's Act (VAWA) Offenses – Athens Campus															
Offense Type	On-Campus			On-Campus Student Housing Facilities			Non-Campus Building and Property			Public Property			Unfounded Crimes		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Domestic Violence	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0

Arrests and Disciplinary Action Referrals for Violation of Weapons, Drug Abuse Violations and Liquor Laws Athens Campus															
Offense Type	On-Campus			On-Campus Student Housing Facilities			Non-Campus Building and Property			Public Property			Unfounded Crimes		
	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019	2017	2018	2019
Arrests															
Weapons Law Arrests	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Disciplinary Actions Referrals															
Weapons Law Violations	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0

Security Awareness and Crime Prevention Education Programs

During orientation, students are informed of services offered by Student Affairs and Campus Police. The presentation outlines ways to maintain personal safety and residence hall security.

Periodically during the academic year Student Affairs and Campus Police in cooperation with other college organizations and departments, facilitate crime prevention awareness sessions on sexual assault (including domestic violence, dating violence and stalking), theft, alcohol awareness, as well as education sessions on personal safety, theft prevention, residence hall security, common-sense safety tips and other topics.

A common theme of all awareness and crimes prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. In addition to training sessions and residence hall meetings, information is disseminated to students and employees through crime prevention emails and articles in the student newspaper.

Notice of Non-Discrimination

Piedmont College has a strong institutional commitment to the achievement of diversity within its faculty, staff, and students.

It is the policy of Piedmont College not to discriminate in its educational programs, activities, or employment on the basis of sex, physical or mental disability, pregnancy, race, age, religion, color, national or ethnic origin, veteran status, genetic information, or any other category protected by applicable federal, state, or local law.

Inquiries or complaints from students or employees concerning the prohibition of discrimination on the basis of sex in this statement should be directed to:

Coordinator for Title IX, Fred Bucher

1021 Central Avenue
Daniel Hall – Room 208
P.O. BOX 10
Demorest, GA 30535
(706) 778-3000 ext. 1102
titleix@piedmont.edu

Inquiries or complaints from students, other than on the basis of sex, concerning any of the prohibitions of discrimination in this statement should be directed to:

Office of Accessibility, Resources, and Services Coordinator, Sue Smith

Lane Hall/Student Success Center 107
P. O. Box 10
Demorest, GA 30535
706-778-8500 ext 1504
OARS@piedmont.edu

Inquiries or complaints from employees concerning any of the prohibitions of discrimination in this statement should be directed to:

Director of Human Resources, Rose Mariee Allison

1021 Central Avenue
Daniel Hall – Room 213
P.O. BOX 10
Demorest, GA 30535
(706) 778-3000
hr@piedmont.edu

Students and employees may also submit a charge of discrimination to the U.S. Department of Education, Office of Civil Rights:

U.S. Department of Education
Office of Civil Rights
400 Maryland Ave., SW

Washington, D.C. 20202-1328
1-800-421-3481
Email Address: ocr@ed.gov
Web: <https://www2.ed.gov/about/offices/list/ocr/index.html>

Employees may also submit a charge of discrimination to the Equal Employment Opportunity Commission:

Equal Employment Opportunity Commission
Atlanta District Office
100 Alabama Street, SW, Suite 4R30
Atlanta, GA 30303
1-800-669-4000
Email Address: info@eeoc.gov
Web: <https://www.eeoc.gov/>

Annual Fire Safety Report

Fire Safety Disclosure for On-Campus Housing:

To Report a Fire: All fire notifications should be made to Campus Police IMMEDIATELY at:

Demorest Campus call: 706-939-1349 or call 911
Athens Campus call: 706-433-1789 or call 911.

Number of Regulatory mandatory supervised fire drills:

The number of supervised scheduled drills or actual events at campus residence halls are facilitated and certified by Campus Police in cooperation with assigned college building personnel. Various drills are conducted throughout the year to familiarize students, faculty and staff with emergency procedures and individual roles. Each year Campus Police and Office of Residence Life facilitate two (2) emergency drills targeting all residential halls.

Policies related to fire prevention:

All Piedmont College emergency preparedness procedures may be found online at:

<https://www.piedmont.edu/files/docs/Emergency-Preparedness-Plan---Webappended.pdf>.

Residents are not permitted to have any appliance with open flame or exposed heating element in any residence hall. Smoking, including hookahs and other smoking paraphernalia, is prohibited in all residential buildings. Piedmont College recognizes the health and safety hazards of using tobacco products. **College properties have been designated as tobacco-free environments and the use of tobacco products on college property is strictly forbidden.** Those who violate this policy may face disciplinary actions, fines, and possible termination of their housing agreement. Evacuation notices are posted on the door of each residence hall room and apartment. When a fire alarm is activated, evacuate the building using the nearest available exit and proceed to the building collection point to begin an accountability and assessment process.

Fire

Whether response by the fire department is required or not, immediately report all fire incidents to:

- **Demorest Campus Police** at 706-939-1349 or call 911
- **Athens Campus Police** at 706-433-1789 or 911

In the event of a fire:

1. Activate the fire alarm
2. Call 911 (dial 9, then 911 if calling from a campus phone) and give location of fire
3. Call Demorest Campus Police or Athens Campus Security and
4. Leave the area immediately. If time permits, take personal belongings. Close, but do not lock doors behind you as you exit the building.
5. Isolate the fire by closing all doors on your way out. **DO NOT LOCK THE DOORS.**
6. Assist injured and disabled persons.
7. **DO NOT** use elevators – use the stairways.
8. **DO NOT** stop for personal belongings or records.
9. **DO NOT** stand in smoke. Drop to your knees or stomach and crawl to the nearest exit covering your nose and mouth with a cloth to avoid inhaling smoke.
10. If ignited, drop and roll to extinguish fire.
11. Assimilate in the designated “SAFE” area away from fire or other hazards and remain calm.
12. Stay out of the way of emergency personnel.
13. Notify either emergency personnel or fire fighters on the scene if you suspect someone may be trapped inside.
14. **DO NOT RETURN TO THE BUILDING** unless instructed to do so.

If you become trapped:

1. Call 911 (dial 9, then 911 if calling from a campus phone), if possible
2. Open a window, if one a window is available, and place an article of clothing (shirt, coat, etc.) outside the window as a marker for emergency personnel.
3. Stay near the floor where there is the least smoke.
4. Cover your mouth with clothing to avoid inhaling smoke.
5. Do not open a door if smoke is pouring in or around the bottom, or it feels hot.
6. Shout to alert emergency personnel of your location.

Rescue: Do not attempt to rescue anyone. Notify emergency personnel immediately.

Evacuation (applies to all Evacuation Situations):

Evacuate the building following emergency evacuation routes posted on doors and in hallways. **Evacuate buildings to a distance of at least 300 feet from the building.**

- a. Room Evacuation – Students and employees may be asked to move to a shelter area in each building designated for gathering during emergencies. Room evacuation routes are posted inside classrooms, offices, dorm rooms and study areas.
- b. Building Evacuation - Evacuation of a building will occur when an alarm sounds and/or upon notification by a Campus Police/Security or an Emergency Response Team member. Evacuation routes that identify nearest exit doorways are posted in all public buildings. Once outside, evacuees should proceed to an all-clear area that

is at least 300 feet from the affected building. Keep streets, hydrant areas, and walkways clear for emergency vehicles and authorized personnel.

- c. Campus Evacuation - Evacuation of all or part of the campus grounds will be announced by Campus Police/Security and shall take place without delay.

Fire Protection Services:

In 2018, the College entered into an arrangement with CINTAS Fire Protection Services Division to provide all fire protection inspections, service, repair and replacement for the Demorest and Athens campuses. This consolidated services that were previously accomplished by several entities and created fire safety efficiency and consistency on both campuses.

Description of Fire Protection Equipment (Residence Halls):

All residential buildings are equipped with automatic fire detection and alarm systems which are monitored by a third-party service that relays alerts to Demorest Campus Police, 24 hours a day/365 days a year. All residence halls are located in Demorest, GA.

Reported Fires by Building							
Statistics and Related Information Regarding Fires in Residential Facilities for 2019							

Residential Facilities	Address	Total Fires in Building	Fire #	Cause of Fire	# Injuries Requiring Treatment	# Deaths	Value of Property Damaged
Getman-Babcock	131 Rhode Island St.	0	0	n/a	0	0	\$0
Purcell	200 Dorm Dr.	0	0	n/a	0	0	\$0
Wallace	374 Georgia St.	0	0	n/a	0	0	\$0
Swanson Dorm	150 Dorm Dr.	0	0	n/a	0	0	\$0
Johnson Dorm	450 Laurel Ave.	0	0	n/a	0	0	\$0
Mayflower Dorm	411 Laurel Ave.	0	0	n/a	0	0	\$0
Plymouth Dorm	339 Georgia St.	0	0	n/a	0	0	\$0
New Bedford Dorm	343 Georgia St.	0	0	n/a	0	0	\$0
Ipswich Dorm	350 Georgia St.	0	0	n/a	0	0	\$0
Piedmont Village 100	100 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 200	200 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 300	300 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 400	400 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 500	500 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 600	600 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 700	700 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 800	800 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 900	900 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 1000	1000 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 1100	1100 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 1200	1200 Piedmont Village Cir.	0	0	n/a	0	0	\$0

Statistics and Related Information Regarding Fires in Residential Facilities for 2018							
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Residential Facilities	Address	Total Fires in Building	Fire #	Cause of Fire	# Injuries Requiring Treatment	# Deaths	Value of Property Damaged
Getman-Babcock	131 Rhode Island St.	0	0	n/a	0	0	\$0
Purcell	200 Dorm Dr.	0	0	n/a	0	0	\$0

Wallace	374 Georgia St.	0	0	n/a	0	0	\$0
Swanson Dorm	150 Dorm Dr.	0	0	n/a	0	0	\$0
Johnson Dorm	450 Laurel Ave.	0	0	n/a	0	0	\$0
Mayflower Dorm	411 Laurel Ave.	0	0	n/a	0	0	\$0
Plymouth Dorm	339 Georgia St.	0	0	n/a	0	0	\$0
New Bedford Dorm	343 Georgia St.	0	0	n/a	0	0	\$0
Ipswich Dorm	350 Georgia St.	0	0	n/a	0	0	\$0
Piedmont Village 100	100 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 200	200 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 300	300 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 400	400 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 500	500 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 600	600 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 700	700 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 800	800 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 900	900 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 1000	1000 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 1100	1100 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 1200	1200 Piedmont Village Cir.	0	0	n/a	0	0	\$0

Statistics and Related Information Regarding Fires in Residential Facilities for 2017

Residential Facilities	Address	Total Fires in Building	Fire #	Cause of Fire	# Injuries Requiring Treatment	# Deaths	Value of Property Damaged
Getman-Babcock	131 Rhode Island St.	0	0	n/a	0	0	\$0
Purcell	200 Dorm Dr.	0	0	n/a	0	0	\$0
Wallace	374 Georgia St.	0	0	n/a	0	0	\$0
Swanson Dorm	150 Dorm Dr.	0	0	n/a	0	0	\$0
Johnson Dorm	450 Laurel Ave.	0	0	n/a	0	0	\$0
Mayflower Dorm	411 Laurel Ave.	0	0	n/a	0	0	\$0
Plymouth Dorm	339 Georgia St.	0	0	n/a	0	0	\$0
New Bedford Dorm	343 Georgia St.	0	0	n/a	0	0	\$0
Ipswich Dorm	350 Georgia St.	0	0	n/a	0	0	\$0
Piedmont Village 100	100 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 200	200 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 300	300 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 400	400 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 500	500 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 600	600 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 700	700 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 800	800 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 900	900 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 1000	1000 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 1100	1100 Piedmont Village Cir.	0	0	n/a	0	0	\$0
Piedmont Village 1200	1200 Piedmont Village Cir.	0	0	n/a	0	0	\$0

Fire Safety Systems in Residence Halls

Facility	Address	Fire Alarm Monitored by Campus Police	Sprinkler System	Fire Alarm and Smoke Detectors	Posted Evacuation Plans
Getman-Babcock	131 Rhode Island St.	Yes	No	Yes	Yes
Purcell	200 Dorm Dr.	Yes	No	Yes	Yes
Wallace	374 Georgia St.	Yes	Yes	Yes	Yes
Swanson Dorm	150 Dorm Dr.	Yes	Yes	Yes	Yes

Johnson Dorm	450 Laurel Ave.	Yes	Yes	Yes	Yes
Mayflower Dorm	411 Laurel Ave.	Yes	Yes	Yes	Yes
Plymouth Dorm	339 Georgia St.	Yes	Yes	Yes	Yes
New Bedford Dorm	343 Georgia St.	Yes	Yes	Yes	Yes
Ipswich Dorm	350 Georgia St.	Yes	Yes	Yes	Yes
Piedmont Village 100	100 Piedmont Village Cir.	Yes	Yes	Yes	Yes
Piedmont Village 200	200 Piedmont Village Cir.	Yes	Yes	Yes	Yes
Piedmont Village 300	300 Piedmont Village Cir.	Yes	Yes	Yes	Yes
Piedmont Village 400	400 Piedmont Village Cir.	Yes	Yes	Yes	Yes
Piedmont Village 500	500 Piedmont Village Cir.	Yes	Yes	Yes	Yes
Piedmont Village 600	600 Piedmont Village Cir.	Yes	Yes	Yes	Yes
Piedmont Village 700	700 Piedmont Village Cir.	Yes	Yes	Yes	Yes
Piedmont Village 800	800 Piedmont Village Cir.	Yes	Yes	Yes	Yes
Piedmont Village 900	900 Piedmont Village Cir.	Yes	Yes	Yes	Yes
Piedmont Village 1000	1000 Piedmont Village Cir.	Yes	Yes	Yes	Yes
Piedmont Village 1100	1100 Piedmont Village Cir.	Yes	Yes	Yes	Yes
Piedmont Village 1200	1200 Piedmont Village Cir.	Yes	Yes	Yes	Yes