



Annual Security and Fire  
Safety Report  
2021

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## The Clery Act

Piedmont University 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 University. The University has appointed Police Chief Jim Andrews as the Clery Administrator.

The Annual Campus Security Report is prepared in accordance to 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 University but are not immediately adjacent to the University campus, such as the Piedmont Village in Demorest and the Lillian E. Smith Center in Clayton, GA.

### **Preparation and Distribution of the Annual Security Report:**

The Piedmont University 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 University Campus Police coordinate and collaborate with many offices and departments across the University community including Administration, Student Life, Title IX, Residence Life, Campus Security Authorities and the local law enforcement agencies surrounding the main campus and in other jurisdictions where the University 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 option to obtain a paper copy. These documents and policies can be reviewed at: <http://www.piedmont.edu/annual-security-report>, 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 Administrative Services Director at 706-433-1785 or by visiting 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
- Athens Campus Director of Administration located at 1295 Prince Avenue, Athens, GA 30601 or
- Requesting a copy by email at: [campuspolice@piedmont.edu](mailto: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 University has established a Campus Safety team that consists of members of Campus Police, Student Life, Human Resources, Athletics, Faculty, Students, Residence Life, the Title IX Coordinator, Office of Accessibility, Resources and Services and the Office of Administration and Finance. 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 University owned, rented and/or leased property. If minor offenses involving University rules and regulations are committed by a University student, the Campus Police may also refer the individual to the disciplinary division of Student Life.

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.

For improved security in our new Athens Campus location, the building and parking areas are monitored throughout the week by a private security company (BOS Security).

### **Reporting Procedures for Crimes**

Under the supervision of Hank Knight, Director of Facilities Management and Safety, and Jim Andrews, Chief of Police for Piedmont University, the Demorest Campus has post certified peace officers on duty twenty-four (24) hours a day, seven (7) days a week. On the Athens Campus Athens Campus, Athens Clarke County Police are available by calling 911. If an issue occurs after 4 pm, Athens Campus has the additional aid of BOS Security. Students, faculty, staff and visitors are encouraged to promptly and accurately report all crimes, emergencies and public safety related incidents in a prompt and accurate manner by calling:

Demorest Campus Police.....	706-939-1349
Athens Campus Director of Administration.....	706-433-1785
Athens Campus Security (after hours) .....	706-433-1789
Emergency Assistance.....	911
VP of Student Life and Leadership.....	706-778-3000 ext. 1050
Counseling Services.....	706-778-3000 ext. 1259
Director of Residence Life.....	706-778-3000 ext. 1357
Georgia Poison Control.....	1-800-282-5846

Following a reported crime, the Piedmont University Demorest Campus Police Department, Athens-Clarke County Police 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 appropriate agency to respond to calls for off-campus reports. Every attempt to substantiate 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, Zac Moore 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 substantiate facts will be made. Voluntary and confidential reports of crime made by the following:

- Written submission: Piedmont University 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 University web page under Campus Safety on the Resources tab.

Piedmont University 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 University 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.

**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 take action or respond to particular issues on behalf of the institution

Campus Security Authorities are trained by the University annually.

**Piedmont University Campus Security Authorities are:**

- Demorest Campus Police: 706-939-1349: [campuspolice@piedmont.edu](mailto:campuspolice@piedmont.edu)
- Athens Campus Director of Administration: 706-433-1785 [mheck@piedmont.edu](mailto:mheck@piedmont.edu)
- Athens Campus Security: 706-499-1789 [campuspolice@piedmont.edu](mailto:campuspolice@piedmont.edu)
- Title IX Coordinator: 706-778-3000, ext. 2834: [titleIX@piedmont.edu](mailto:titleIX@piedmont.edu)
- VP of Student Life and Leadership: 706-778-8500, ext. 1050: [kcrawford@piedmont.edu](mailto:kcrawford@piedmont.edu)
- Director of Residential Living: 706-778-3000, ext. 1357: [msmith@piedmont.edu](mailto:msmith@piedmont.edu)
- All Resident Life Staff: 706-968-3377
- Advisors to student clubs and student activity coordinators
- Faculty members taking students on field trips, Maymesters or other educational travel experiences
- Athletic Coaches and Assistant Coaches
- Piedmont University Administration:
  - President 706-776-1100: [president@piedmont.edu](mailto:president@piedmont.edu);
  - SrVP for Administration and Finance 706-894-4206: [bwright@piedmont.edu](mailto:bwright@piedmont.edu);
  - Provost/SrVP for Academic Affairs 706-776-1110: [dsilber@piedmont.edu](mailto:dsilber@piedmont.edu); and
  - VP for Institutional Advancement 706-778-3000, ext. 1148: [crogers@piedmont.edu](mailto:crogers@piedmont.edu)

Under the Clery Act, a crime is “reported” when it is brought to the attention of a Campus Security Authority, the University’s Campus Police Department, Athens Campus Director of Administration, BOA 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 University. 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 University 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. Pastoral and professional counselors are encouraged, when they deem it appropriate, to inform the person(s) they are counseling of the University’s procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

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.

### **Anonymous Tip Line:**

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

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

### **Criminal Activity Off-Campus:**

For any off-campus Piedmont University student offense, the University 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 University has no off-campus student organizations.

## **Timely Warnings**

The Piedmont University 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 University 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 University 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](mailto:campuspolice@piedmont.edu)

**Athens Campus:** Director of Administration or BOS Security (after hours), 1295 Prince Avenue  
Phone: 706-939-1349 (Demorest Campus Police Chief)  
Email: [jandrews@piedmont.edu](mailto: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 University administration will take appropriate steps to ensure timely notification to the campus community. Timely warnings will be issued through the University's e-alert notification system, Piedmont App, campus email and on the University's website at: [www.piedmont.edu](http://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 University 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 VP of Student Life (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 University 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 University 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, withhold as confidential the names and other identifying information of the victims and are to be issued without delay to the appropriate community. Depending on particular situations and circumstances, the University 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: <https://piedmont.omnalert.net/subscriber.php>.



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. (Habersham County EMA/E-911 and Athens-Clarke County Siren System) On the Demorest campus, the siren is tested on a weekly basis by the Habersham County EMA/E-911, weather permitting.
3. **Push Notification from Piedmont University Mobile Application:** Depending on the nature and location of an emergency situation, Piedmont may utilize the Piedmont University 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](http://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. **Social Media:** Piedmont will post messages on its main Facebook page (@PiedmontU) and on its official Twitter feed (@PiedmontGA) to reflect the proper emergency information. The Twitter feed has a maximum character limit of 140.
6. **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.
7. **Other:** Regular updates will also be provided to the news media.

#### **Confirming a Significant Emergency or Dangerous Situation**

Campus Police, Student Affairs or University 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 University 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 University may issue subsequent notifications to the larger community, including parents, neighbors and other interested parties via the Piedmont University home page: ([www.piedmont.edu](http://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 Athens Administration/Campus 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 University 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 University 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 Clarke County Police:** 911

**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/Hurricane/Flooding/Thunderstorms
- 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 University can enhance a continual state of readiness and safety. The Emergency Preparedness Plan can be found at:

<https://www.piedmont.edu/wp-content/uploads/2021/09/Emergency-Preparedness-Plan.pdf>

### Emergency Response/Evacuation

Piedmont University 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, Piedmont App, University 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 notices 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 University policy. Violators are subject to penalties enforced by the police, the fire department, or University officials.

### **Emergency Test and Evacuation Drills**

The University'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 University'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 University 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 University (excluding certain housing facilities) will be open to students, parents, employees, contractors, guests and invitees. During non-business hours, access to most University 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.*** Areas that are revealed to have problematic security issues such as landscaping, locks, alarms, lighting, etc. will be reviewed at least annually by administrators from Student Life, Facilities Management, Campus Police, student government and other concerned areas.

## **Alcohol and Drugs**

Piedmont University is committed to the health and well-being of the members of its staff, faculty, and student body. As part of this commitment, the University 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 University officials will be addressed within the University and/or through prosecution in the courts. This policy applies to all Piedmont University full-time, part-time, and temporary faculty, staff, and students (hereinafter collectively referred to as "faculty/staff/students") and applies to all University-owned property and University-sponsored activities.

As administrator of certain federal-funded financial aid programs for students, Piedmont University 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 University adheres to Georgia's Drug-Free Postsecondary Educational Act of 1990.

### **Standards of Conduct**

Piedmont University dedicates itself to the transformative power of education through reciprocal learning, the development of compassionate leaders, and the stewardship of our local and global communities. As such, we promote a community of student learning, success and wellbeing. As responsible adults, students should exhibit thoughtfulness in decision-making and disruption to the learning environment will not be tolerated and could result in housing privileges being revoked and/or removal from campus.

Students are expected to know and abide by the rules and regulations outlined in the Piedmont University Catalog, Student Handbook, and other documents which may pertain to their enrollment and matriculation at Piedmont University. Faculty and staff are expected to know and abide by the University Policies and Procedures. Ignorance of these rules or the penalties for violation of these rules does not constitute an acceptable defense.

All Piedmont University faculty/staff/students are prohibited by the University from unlawful possession, use, manufacture, dispensing, or distributing alcohol or illegal drugs on University-owned property. Unless prior approval by the President of the University, no alcoholic beverages shall be served or consumed on University property, with the exception of Piedmont Village, apartments occupied by Residence Life Assistant Directors/Resident Directors and University-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. At University-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 University expects all of its faculty/staff/students and all University-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. University Sanctions: Any member of the Piedmont University 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 University 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.

### **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 University conducts educational programs about the dangers of abuse of alcohol and other drugs in an effort to encourage and promote responsible and healthy lifestyles. The abuse of alcohol and other drugs alters behavior, distorts perception, impairs thinking, impedes judgment, and sabotages opportunity. Alcohol and drug abuse also may result in deterioration of physical health by causing or contributing to various diseases, illnesses, birth defects, and even death. These Human Resource and Office of Student Life and Leadership 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 University 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](http://www.theNationalCouncil.org) (click on "Find a Provider")

## **Drug Convictions: Student Financial Aid Eligibility**

### **Federal Aid**

Beginning with the 2021-2022 year, the U.S. Department of Education is removing the suspension of eligibility for Title IV aid, (Pell, SEOG, Federal Work Study, Federal Direct Student Loans) due to a drug conviction that occurred while receiving **Title IV aid**. Since the 2021-2022 year FAFSA is already in the processing cycle, the drug conviction question will remain on the FAFSA until the Department phases it out in the next year cycle. Institutions will ignore any flags or comment codes related to the previous drug conviction requirement and will not request resolution actions from the student. Institutions will proceed to award and disburse Title IV aid to students if they are otherwise eligible.

### **State Aid**

The drug conviction requirement **remains in effect for all State aid (all HOPE/Zell and GTEG funds)**. The requirement is included in State of Georgia regulations and can only be removed or changed by State legislative action.

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](mailto:finaid@piedmont.edu)

## **Alcohol and Other Drug Policy**

- A. Possession, use, sale, gift, or other transfer of intoxicants in any form or manner on the University campus is strictly prohibited (see Piedmont Village exception). 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 University Students (BASICS) (\$150)
- Disciplinary Probation

3rd offense:

- Suspension for one or more semesters
- Possible Expulsion

Additional sanctions can be assigned with any offense and can include but are not limited to: counseling services, parental notification, drug testing, restorative justice assignments, restitution for damaged property, party host fine, 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 University 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 University 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.
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 University Administration.

### **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 University 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.

Piedmont University Campus Police works with the Office of Student Affairs, 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 University.

The University will not employ persons who use illegal drugs or abuse alcohol. Accordingly, the University 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 University 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 University faculty/staff/students are notified of the Standards of Conduct that Piedmont University will apply to all activities conducted on University-owned property and to all other University-sponsored activities. This policy and any revisions thereto, shall be made available to all

faculty/staff/students (including student employees) in the University's Policies and Procedures and in the Student Handbook. A review of this policy shall be conducted once every two years.

## University Judicial System

Responsible behavior is expected of all Piedmont students at all times. Violations of the Student Behavior Code may result in varying degrees of consequences. The University is not designed nor equipped to rehabilitate persons who pose a threat to the campus community or disrupt the learning environment. It may be necessary, therefore, to separate those individuals from the campus and end their relationship with the University. When a student is observed violating a campus policy, a campus official (e.g., residence hall director, resident assistant, faculty/staff member, Campus Police officer) will complete an incident report, available from the Office of Student Life. Students who witness a violation of campus policy should contact a campus official for assistance.

### Judicial Process

Student disciplinary matters are to be reported to the Dean of Student Life and Leadership. The Dean of Student Life and Leadership, the Director of Residential Living, the Assistant Directors of Residential Living and the Resident Coordinators are the primary campus officials who address policy violations. It is the goal of the college to deal with all disciplinary matters in a timely manner and include a meeting with the student to discuss what occurred, if any violations occurred, and discuss possible sanctions. Students found responsible for Student Code of Conduct violations will be adjudicated and assigned sanctions.

A student may appeal an assigned sanction when:

- The student was not accorded their procedural rights as outlined in this Handbook;
- New evidence that was unknown or unavailable at the time of the initial hearing has become available which would have significantly altered its results; or,
- The sanction imposed is substantially disproportionate to the offense (including any consideration of the student's prior offense(s)).

The appeal must be submitted in writing within **three calendar days** of the date on the sanction letter to the VP of Student Life and Leadership.

### Judicial Council

Disciplinary matters that could result in the revocation of housing privileges or separation from the institution may be referred to the Piedmont University Judicial Council. The Piedmont University Judicial Council is comprised of 3-5 members of faculty, staff and students (where appropriate). The members of the council shall be appointed each year by the Dean of Student Life and Leadership to serve for one year and will be led by a Judicial Council Chairperson.

The council will evaluate the facts in each hearing and will act on a preponderance of evidence. The hearing will not be conducted as a court proceeding. It will be an opportunity for the council to question everyone involved, determine what happened, decide if a policy was violated, and impose the appropriate sanction(s).



## **Judicial Council Hearings**

The hearing is an official proceeding of the Piedmont University Student Discipline system. It is an informal hearing with the mission to determine:

1. what occurred
2. if what occurred is a violation of University regulations, and
3. to impose an appropriate sanction if a violation has occurred.

This is the order of the process:

1. presentation of University case
2. response by the referred student
3. questions from the Judicial Council
4. witnesses of behalf of the University
5. witnesses on behalf of the student
6. deliberation by the Council

The Hearing is not a Court of Law where allegations must be proven “beyond a reasonable doubt”. In Judicial Council proceedings, the allegations must be proven based upon “a preponderance of evidence.” While all referred students are encouraged to participate in the hearing process, the Judicial Council members will adjudicate all cases and render a decision regardless of referred student participation.

Students have the right to appeal the outcome of the Judicial Council decision to the Vice President for Enrollment Management. This appeal must be requested in writing within **three calendar days** of the date on the sanction letter.

## **Disciplinary Action**

The following are possible disciplinary actions which may be assigned for an infraction of the Code of Conduct. This list is not exhaustive and may modified to meet the particular circumstances of any given case.

1. Expulsion- Permanent severance of the student's relationship with the University. This severance includes being barred from campus.
2. Disciplinary Suspension- Temporary severance of the student's relationship with the University for a specified period of time.
3. Limited Suspension- A student may be denied certain privileges for a specified period of time. These privileges may include, but are not limited to, class attendance, housing, parking on campus, participation in extracurricular activities, ID card privileges, access to institutional facilities, and access to the campus.
4. Immediate Suspension- The student may be required to leave the campus immediately if, in the opinion of the Dean of Student Life and Leadership, the student's presence on campus would be detrimental to the institution. Suspension without a hearing shall continue until the disciplinary process is completed. Best efforts will be made to schedule and complete the disciplinary process as promptly as possible.
5. Disciplinary Probation- Notice to the student that any further, major disciplinary violation may result in suspension. Disciplinary probation might also include one or more of the following: the setting of restrictions, the issuing of a reprimand, or restitution.
6. Reprimand (either oral or written.)

7. Counseling- The committee may request that a student meet a specified number of counseling sessions with the campus counselor for issues including, but not limited to, anger management, substance abuse, and extenuating personal circumstances.
8. Restitution- Reimbursement for damage to or misappropriation of property. This may take the form of appropriate service or other compensation.
9. Community Service- A specified number of hours of work to be performed by the student. The work will be determined and supervised by the Dean of Student Life and Leadership or a designee.
10. Assignments of Community Service hours will be emailed following sanctioning. They may include:
  - a. Student Life and Leadership/Housing/Student Success Center
  - b. Maintenance/Daniel Hall
  - c. Off Campus entities pre-approved by the Dean of Student Life and Leadership.
11. Fines- A specific financial penalty charged to the student found to be responsible.

### **Disciplinary Records**

Piedmont's policy regarding access to and privacy of records maintained by it concerning students is contained in the institution's FERPA policy found at <https://www.piedmont.edu/ferpa>. Disciplinary records are defined as those records (maintained in any format) which relate exclusively to violations of the Student Code of Conduct which have been adjudicated by a campus official(s). Complaints which have been dismissed or withdrawn are not considered disciplinary records. A student disciplinary record includes and is limited to:

1. violation report,
2. sanction sheet,
3. documents presented as evidence during any hearing,
4. record of any Judicial Council hearing,
5. appeal letter with accompanying documents,
6. final disposition of appeal. Students may review their disciplinary records but will not be provided copies of them. Students seeking to inspect their disciplinary record should make an appointment with the VP of Student Life and Leadership's office.

### **Repeated Violations**

Repeated violations of published rules and regulations, which cumulatively indicate an unwillingness or inability to conform to the student life standards of the University, may result in dismissal.

## **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 University property. This includes the storage of such devices in automobiles parked on University property. Exception is made for licensed public safety officials employed by the University and for licensed public safety officers from other jurisdictions who are on University property in the discharge of their official duties.

## Sexual Assault, Domestic Violence, Dating Violence and Stalking

Piedmont University (the University) 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 University 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 University 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 University 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 University, 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 University 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 University, such as a fraternity or sorority house. This policy applies to all the University’s educational Programs or Activities, whether they occur on or off campus. The University, 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 University's employee conditioning provision of an aid, benefit or service of the University 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 University'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 University’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 University to coordinate its efforts to comply with its Title IX responsibilities is referred to as the “Title IX Coordinator.”

The University Title IX Coordinator is:

**Zachary Moore**  
**Director - Student Life & Leadership**  
**Title IX Coordinator**  
**Piedmont University**  
**Student Commons 243**  
**P. O. Box 10 Demorest GA 30535**

Whose contact information is:

**(706) 778-8500 ext. 2834, [titleix@piedmont.edu](mailto:titleix@piedmont.edu) or [zmoore@piedmont.edu](mailto:zmoore@piedmont.edu)**

The University 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 University 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 University 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 University employees will be trained at least annually of their obligations to report Sexual Harassment.

## 3. Response to Reports

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

- a. The University 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 University must follow the grievance process before the imposition of any disciplinary sanctions or other actions against Respondent.
- c. The University 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 University 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 University 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 University's education Program or Activity against a person in the United States, the

University must dismiss complaint for the purposes of this Policy but may still address the allegations in any manner the University deems appropriate under its own code of conduct.

C. Title IX Grievance Process

1. General Provisions

- a. The University 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 University 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 University 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 University'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 University may provide a Complainant and disciplinary sanctions a University 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 University. 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 University 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 University and not on either party to the Formal Complaint.
- c. The University 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 University 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 University may not access or use a party’s medical, psychological, and other similar records without the party’s voluntary, written consent.
- f. The University must dismiss all allegations in a Formal Complaint that do not meet the definition of Sexual Harassment or did not occur in the University’s education Program or Activity against a person in the United States. Such dismissal does not preclude the University from pursuing disciplinary action for violation of its code of conduct.
- g. The University 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 University, or if specific



circumstances prevent the University from gathering sufficient evidence to reach a determination.

- h. The University must give the parties to a Formal Complaint and their advisors written notice of dismissal and the reasons for dismissal.
- i. The University may consolidate a Formal Complaint with others where the allegations arise out of the same or similar facts.

### 3. Hearing

- a. The University 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 University 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 University, any or all parties, witnesses or other participants may appear at the hearing virtually.
- g. The University must create a record of the hearing, either an audio recording, an audio/visual recording, or a written transcript.
- h. The University 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 University specifically appoints a Title IX hearing panel.

#### 4. Appeal

- a. Either party may appeal from a determination of responsibility or from the University'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 Senior Vice President of Administration and Finance 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 University may facilitate informal resolution so long as they are properly trained. A party may withdraw from informal resolution at any time.
- b. The University 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 Title IX 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 does 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 University 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 University General Counsel, shall adopt written rules and practices to implement this Policy and these Procedures. The rules and practices shall be posted on the University website and provided to Complainants and Respondents.

### **Education and Training: Students and Employees**

Piedmont University 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 University 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.

### **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 University Counseling Services 706-778-3000 ext. 1259
- Piedmont University 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](http://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 University 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.

### **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 University with a list of registered sex offenders who have indicated that they are enrolled, employed, or carrying on a vocation at Piedmont University. 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](http://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 University is committed to ensuring the safety of the members of the University community. In keeping with that goal, and in accordance with the Higher Education Act of 2008, 20 U.S.C. § 1092(j), the University 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 University 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 Engagement
  - Office of Student Life
  - Office of Residential Living
2. Upon receipt of a report that a student is missing, the Piedmont University 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 University 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 University 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 University will notify local law enforcement.
3. Nothing in these policies and procedures shall prevent Piedmont University 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 for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

**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 that is within the same reasonably contiguous geographic area of the institution, 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 University collects and reports crimes on campus, non-campus sites owned or maintained by the University and public property. The Piedmont University 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 University prepares a three-year statistical report of these incidents and provides this report to Piedmont students and employees through publication on the University 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		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
<b>Criminal Homicide</b>															
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
<b>Sexual Assault</b>															
Rape	0	3	0	0	3	0	0	0	0	0	0	0	0	0	0
Fondling	0	1	0	0	1	0	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
<b>Robbery</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Aggravated Assault</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Burglary</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Motor Vehicle Theft</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Arson</b>	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		
		2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
<b>Murder and Non-Negligent Manslaughter</b>																
	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
<b>Sexual Assault</b>																
	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
<b>Robbery</b>																
	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

<b>Aggravated Assault</b>	Ethnicity	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
	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Race	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
	Sexual Orientation	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
	Gender Identity	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
<b>Burglary</b>	National Origin	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
	Race	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
	Sexual Orientation	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
	Gender Identity	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
	National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Motor Vehicle Theft</b>	Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Race	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
	Sexual Orientation	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
	Gender Identity	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
	National Origin	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
<b>Arson</b>	Race	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
	Sexual Orientation	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
	Gender Identity	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
	National Origin	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
	<b>Larceny/Theft</b>	Race	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
Sexual Orientation		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
Gender Identity		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
National Origin		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
<b>Simple Assault</b>		Race	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
	Sexual Orientation	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
	Gender Identity	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
	National Origin	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
	<b>Intimidation</b>	Race	0-1	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
Sexual Orientation		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
<b>Destruction/Damage/Vandalism to Property</b>																
	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

<b>Violence Against Women's Act (VAWA) Offenses – Demorest Campus</b>															
Offense Type	On-Campus			On-Campus Student Housing Facilities			Non-Campus Building and Property			Public Property			Unfounded Crimes		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
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

<b>Arrests and Disciplinary Action Referrals for Violation of Weapons, Drug Abuse Violations and Liquor Laws – Demorest Campus</b>															
Offense Type	On-Campus			On-Campus Student Housing Facilities			Non-Campus Building and Property			Public Property			Unfounded Crimes		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
<b>Arrests</b>															
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
<b>Disciplinary Actions Referrals</b>															
Weapons Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	10	11	6	10	11	6	0	0	0	0	0	0	0	0	0
Liquor Law Violations	30	34	39	30	34	39	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		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
<b>Criminal Homicide</b>															
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
<b>Sexual Assault</b>															
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
<b>Robbery</b>	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
<b>Aggravated Assault</b>	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
<b>Burglary</b>	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
<b>Motor Vehicle Theft</b>	0	0	0	n/a	n/a	n/a	0	0	0	0	0	0	0	0	0
<b>Arson</b>	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		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2021	2018	2019	2020
<b>Murder and Non-Negligent Manslaughter</b>															
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
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
<b>Sexual Assault</b>															
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
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
<b>Robbery</b>															
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
<b>Aggravated Assault</b>															
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															
Oriental															
on	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
<b>Burglary</b>															
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															
Oriental															
on	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
<b>Motor Vehicle Theft</b>															
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															
Oriental															
on	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
<b>Arson</b>															
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															
Oriental															
on	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
<b>Larceny/Theft</b>															
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															
Oriental															
on	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
<b>Simple Assault</b>															
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
<b>Intimidation</b>															
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
<b>Destruction/Damage/Vandalism to Property</b>															
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

### 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		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
<b>Murder and Non-Negligent Manslaughter</b>															
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
<b>Sexual Assault</b>															
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
<b>Robbery</b>															
	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
<b>Aggravated Assault</b>															
	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
<b>Burglary</b>															
	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
<b>Motor Vehicle Theft</b>															
	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
<b>Arson</b>															
	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
<b>Larceny/Theft</b>															
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 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
<b>Simple Assault</b>															
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 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
<b>Intimidation</b>															
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 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
<b>Destruction/Damage/Vandalism to Property</b>															
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 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		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
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		
	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020	2018	2019	2020
<b>Arrests</b>															
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
<b>Disciplinary Actions Referrals</b>															
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 University 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 University has a strong institutional commitment to the achievement of diversity within its faculty, staff, and students.

It is the policy of Piedmont University 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, Zac Moore**

Student Commons, Room 243  
375 Georgia Street  
P.O. BOX 10  
Demorest, GA 30535  
(706) 778-8500 ext. 2834  
[titleix@piedmont.edu](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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 University 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 Student Affairs facilitate two (2) emergency drills targeting all residential halls.

### Policies related to fire prevention:

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

<https://www.piedmont.edu/wp-content/uploads/2021/09/Emergency-Preparedness-Plan.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 University recognizes the health and safety hazards of using tobacco products. **University properties have been designated as tobacco-free environments and the use of tobacco products on University 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 University 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 2020

Residential Facilities	Address	Total Fires in Building	Fire #	Cause of Fire	# Injuries Requiring Treatment	# Deaths	Value of Property Damaged
Getman-Babcock Hall	131 Rhode Island St.	0	0	n/a	0	0	\$0
Purcell Hall	200 Dorm Dr.	0	0	n/a	0	0	\$0
Wallace Hall	374 Georgia St.	0	0	n/a	0	0	\$0
Swanson Hall	150 Dorm Dr.	0	0	n/a	0	0	\$0
Johnson Hall	450 Laurel Ave.	0	0	n/a	0	0	\$0
Mayflower Hall	411 Laurel Ave.	0	0	n/a	0	0	\$0
Plymouth Hall	339 Georgia St.	0	0	n/a	0	0	\$0
New Bedford Hall	343 Georgia St.	0	0	n/a	0	0	\$0
Ipswich Hall	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 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**

Residential Facilities	Address	Total		Cause of Fire	# Injuries		Value of Property Damaged
		Fires in Building	Fire #		Requiring Treatment	# Deaths	
Getman-Babcock Hall	131 Rhode Island St.	0	0	n/a	0	0	\$0
Purcell Hall	200 Dorm Dr.	0	0	n/a	0	0	\$0
Wallace Hall	374 Georgia St.	0	0	n/a	0	0	\$0
Swanson Hall	150 Dorm Dr.	0	0	n/a	0	0	\$0
Johnson Hall	450 Laurel Ave.	0	0	n/a	0	0	\$0
Mayflower Hall	411 Laurel Ave.	0	0	n/a	0	0	\$0
Plymouth Hall	339 Georgia St.	0	0	n/a	0	0	\$0
New Bedford Hall	343 Georgia St.	0	0	n/a	0	0	\$0
Ipswich Hall	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 Hall	131 Rhode Island St., Demorest, GA 30535	Yes	No	Yes	Yes
Purcell Hall	200 Dorm Dr., Demorest, GA 30535	Yes	No	Yes	Yes
Wallace Hall	374 Georgia St., Demorest, GA 30535	Yes	Yes	Yes	Yes
Swanson Hall	150 Dorm Dr., Demorest, GA 30535	Yes	Yes	Yes	Yes
Johnson Hall	450 Laurel Ave., Demorest, GA 30535	Yes	Yes	Yes	Yes
Mayflower Hall	411 Laurel Ave., Demorest, GA 30535	Yes	Yes	Yes	Yes
Plymouth Hall	339 Georgia St., Demorest, GA 30535	Yes	Yes	Yes	Yes
New Bedford Hall	343 Georgia St., Demorest, GA 30535	Yes	Yes	Yes	Yes
Ipswich Hall	350 Georgia St. Demorest, GA 30535	Yes	Yes	Yes	Yes
Piedmont Village 100	100 Piedmont Village Cir. Demorest, GA 30535	Yes	Yes	Yes	Yes
Piedmont Village 200	200 Piedmont Village Cir. Demorest, GA 30535	Yes	Yes	Yes	Yes
Piedmont Village 300	300 Piedmont Village Cir. Demorest, GA 30535	Yes	Yes	Yes	Yes
Piedmont Village 400	400 Piedmont Village Cir. Demorest, GA 30535	Yes	Yes	Yes	Yes
Piedmont Village 500	500 Piedmont Village Cir. Demorest, GA 30535	Yes	Yes	Yes	Yes
Piedmont Village 600	600 Piedmont Village Cir. Demorest, GA 30535	Yes	Yes	Yes	Yes
Piedmont Village 700	700 Piedmont Village Cir. Demorest, GA 30535	Yes	Yes	Yes	Yes
Piedmont Village 800	800 Piedmont Village Cir. Demorest, GA 30535	Yes	Yes	Yes	Yes
Piedmont Village 900	900 Piedmont Village Cir. Demorest, GA 30535	Yes	Yes	Yes	Yes
Piedmont Village 1000	1000 Piedmont Village Cir. Demorest, GA 30535	Yes	Yes	Yes	Yes
Piedmont Village 1100	1100 Piedmont Village Cir. Demorest, GA 30535	Yes	Yes	Yes	Yes
Piedmont Village 1200	1200 Piedmont Village Cir. Demorest, GA 30535	Yes	Yes	Yes	Yes

