

2022 Annual Uniform Campus Crime and Safety Clery Report



Jeanne Clery Disclosure
of Campus Security Policy and Campus
Statistics
2019-2021

I. Introduction

PAGE

- 4 Preparing the Annual Campus Security Report
- 4 College Police Department: Mission and Personnel
- 5 Authority and Jurisdiction
- 6 Daily Crime Log

II. Emergency Response

- 7-8 Emergency Notification, Response and Evacuation
- 9 Timely Warning

III. Crime Prevention Programs

- 10 Crime Prevention on Campus
- 10 Blue Light Emergency Telephones
- 10 Rape Aggression Defense (RAD)
- 11 Fear 2 Freedom
- 11 Silent Witness Program
- 11 Sexual Harassment Training
- 12 One Love Escalation Workshop
- 12 Depression Screenings
- 12 Refuse To Be A Victim
- 12 Red Flag Campaign/Red Sand Project
- 13 Stalking Awareness
- 13 Dating and Domestic Violence Awareness
- 13 Active Shooter/Hostile Threat Response
- 13 Man In A Box
- 13 The Law & You; Positive Police and Community Encounters
- 14 Campus Safety 101
- 14 Crisis Intervention Teams (CIT)
- 15 15Five Program
- 15 Safety Escort Service on Campus
- 15 Controlled Access to Campus Facilities
- 15-16 Alcohol and Drug Education and Prevention Programs
- 16 Campus CERT (C-CERT)
- 16 Motorist Assistance Program

IV. Reporting a Crime and Police Response

- 17 Reporting of Criminal Offenses and other Emergencies

PAGE

- 17 Confidential Reporting Procedures
- 18-19 Campus Security Authority
- 19-22 Policy Regarding Response to Sexual Assault, Domestic Violence, Dating Violence and Stalking
- 23-26 Reporting Sexual Assault, Domestic Violence, Dating Violence and Stalking
- 26 College Police Victim Services Program
- 27 College Disciplinary Procedures Sexual Assault, Domestic Violence, Dating Violence and Stalking
- 28 Sexual Harassment Polices and Reporting Procedures
- 28 Disciplinary Procedures for Sexual Harassment
- 28-42 Title IX Reporting/Sexual Violence Education and Support
- 43 Protective Orders
- 43 College Violence Prevention and Clery Committee
- 43 College Threat Assessment Team
- 44 Sex Offender Registry /Area Resources

V. General Safety Policies

- 46-47 Policy on Drugs and Alcohol
- 47 Policy on Tobacco and Electronic Cigarettes/Vaping Devices
- 47-48 Policy on Firearms and Other Weapons
- 48 Policy Violations: Family Educational Rights and Privacy Act Parental Notification

VI. Definitions of Reportable Crimes

- 48-52 Crime Definitions
- 52 Clery Geography
- 53-65 Crime Statistics

Germanna Community College Overview

Germanna Community College is one of the twenty-three community colleges in Virginia that comprise the Virginia Community College System. It is a two-year non-residential public institution of higher education established in 1970. As a comprehensive community college, Germanna provides quality, accessible, and affordable educational opportunities for the residents of the City of Fredericksburg and the counties of Caroline, Culpeper, King George, Madison, Orange, Spotsylvania, and Stafford.

I. Introduction

The 2022 Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics for Germanna Community College (GCC) has been prepared for your review. This annual report includes mandated crime statistics for the 2019, 2020, and 2021 calendar years. The statistics reflect reported crimes that have occurred on campus, as well as those that occurred on off-campus affiliated properties and public property adjacent to the college locations.



The 2022 report also includes the mandated reporting categories of Domestic Violence, Dating Violence and Stalking. This report provides critical information regarding various college public safety services, policies, procedures, and training approved by the College. Keeping our community safe and informed is of the highest importance. The [Germanna Community College Police Department](#) (GCCPD) strives to provide a safe environment through a variety of strategic high visibility patrol initiatives, community collaboration, local/state partnerships, crime prevention strategies, safety services, and safety education.

Please familiarize yourself with the resources available to assist you. As an active member of our community, we solicit your assistance and suggestions in responding to crime and safety issues on campus. It is the hope of this department that you find the information contained in the report helpful and we encourage you to contact any member of the college police department with any public safety questions you may have.

This report is available to all students, faculty, staff, and visitors online at:

<https://www.germanna.edu/college-police-department/annual-crime-report/>

Copies of this report can also be obtained at any college police office locations by contacting the college police dispatch non-emergency number (540) 891-3079 or onsite officer. This report is available, upon request, to any student, faculty, or staff member, as well as the public.

Craig L. Branch

Craig L. Branch
Chief of Police
Germanna Community College

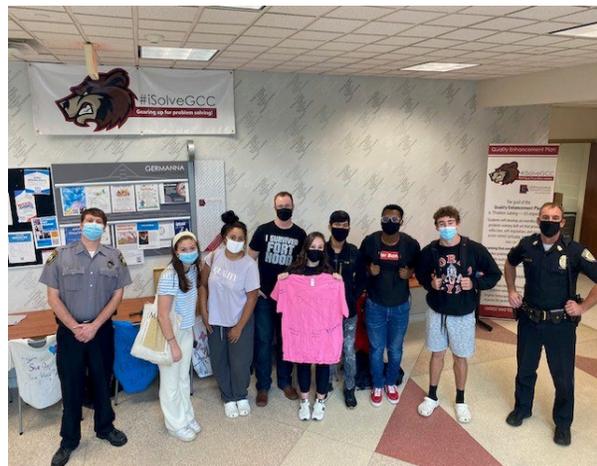
Preparing the Annual Campus Security Report



The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (formerly known as the Crime Awareness and Campus Security Act of 1990) is a Federal Law that was enacted after the senseless assault and murder of a 19-year-old Lehigh College freshman. The law was renamed in her memory in 1998. The Clery Act requires colleges and universities to disclose crime statistics for the prior three years, as well as current programs for campus safety/security and reporting procedures. The college police department prepares this Annual Crime Report for the entire college, in support of the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. This report is prepared in cooperation with information and data from the state and local law enforcement agencies surrounding our campuses as well as internal college offices and campus security authorities. Campus crime, arrest and referral statistics include those reported to the local/state law enforcement agencies and Germanna Community College Police Department. These statistics may also include crimes that have occurred on public property including; thoroughfares, streets, sidewalks, parking facilities, and other public areas that touch the college's boundaries

Germanna Community College Police Department Overview: Mission and Personnel

The Germanna Community College Police Department's mission is to provide a safe and secure campus for our community. We believe that our role does not end there. We feel strongly that our community needs both to be safe and feel safe. The perception of safety contributes to the overall college experience, facilitates teaching and learning, and supports the mission of Germanna Community College to educate the next leaders of the Commonwealth and our nation. We strive to enforce the law as well as college policies, rules and regulations in a



manner that supports the missions of both the College Police Department and Germanna Community College whenever and wherever possible. The Germanna Community College Police Department believes the most effective way to achieve these goals is through collaboration with our community. By embracing a proactive Community Policing/Customer Service Based philosophy, we will be able to create a partnership with our campus constituents, as well as our neighbors. A close community partnership is the best way to prevent crime and enhance safety. We will preserve public safety and foster a better quality of life by providing the services necessary to accomplish this mission and make the college a better place to work, visit and learn.

The Germanna Community College Police Department is a state law enforcement agency. All Germanna police officers are fully trained, state certified by the Virginia Department of Criminal Justice Services, armed, and sworn. They receive initial and ongoing training at the Rappahannock Regional Criminal Justice Training Academy in all aspects of law enforcement.

Moreover, our emergency communications/dispatch officers are state certified communication officers and receive initial and ongoing training at the Rappahannock Regional Criminal Justice Training Academy and Virginia Department of Criminal Justice Services, as well as additional job specific training through local, state and national public safety training entities. In addition, our college security officers received basic certification training through the Virginia Department of Criminal Justice Services and additional job specific training through local, state, and national public safety training entities. All officers are required to complete annual in-service training to maintain their certifications.

Authority and Jurisdiction

The Germanna Community College Police Department is governed by Virginia Codes §23.1-815 and §23.1-812. College police have the duties, responsibilities, and the authority of any duly organized law enforcement agency. College police also have access to and use of various law enforcement/criminal justice databases and technology. They interact with the state/local judicial systems in relevant cases and assist other law enforcement agencies in carrying out their mission. All sworn police officers are entrusted to preserve the public peace, protect life and property, enforce, and uphold the laws of the Commonwealth of Virginia as well as rules, regulations, and policies of the college. They have the authority to conduct criminal investigations, make arrests, issue traffic summonses, and carry firearms.



Germanna police officers routinely patrol various college locations, both on foot and by vehicle as well as respond to police, fire, or medical emergency calls. Our police investigate all criminal matters on college property, and work closely with local, state, and federal authorities to ensure safety. Germanna Community College locations are also patrolled by our Virginia Department Criminal Justice Services Certified Campus Security Officers. In addition to having state certification, these officers are trained to respond to the specific needs and requirements of the Germanna Community College campus environment. Furthermore, these officers conduct preliminary investigations, high visibility foot and vehicle patrols, enforce college rules/regulations and policies, submit daily patrol reports, and relay all incidents and or safety matters to the department's Command Staff and Area Safety & Security Supervisors. This bifurcated model of teamwork in conjunction with collaborative efforts with our community has proven to be invaluable to overall safety here at Germanna.

The Germanna Community College Police Department's jurisdiction is primarily defined by the geographic limits of property owned or controlled by the college and areas contiguous to them. The department also aids neighboring law enforcement agencies when needed.

Working Relationships with Other Law Enforcement Agencies

Officers actively investigate crimes that occur on Germanna Community College



property and coordinate with investigators from the local jurisdictions on cases that occur within the concurrent jurisdiction or impacted areas.

The Germanna Community College Police Department (GCC PD) has established a Mutual Aid Agreement (MAA) with the Virginia State Police, who have agreed to provide resources when requested, with regard to the investigation of various criminal offenses such as sexual assaults and death

investigations as required by the Code of Virginia.

While there is currently not a written Mutual Aid Agreement with the City of Fredericksburg Police Department and Sheriff's Offices of Stafford, Spotsylvania, Orange, Caroline and Culpeper Counties, the GCCPD and our local jurisdictions have established a genuine and committed working relationship and have the common goal of preventing crime as well as identifying and arresting criminal perpetrators to prevent the re-victimization of members of both communities. The GCCPD works closely with various other Federal, State, and local law enforcement agencies such as the FBI, the Virginia State Police, the Virginia Department of Wildlife Resources Conservation Police, University of Mary Washington Police, Northern Virginia Community College Police, Virginia Alcohol Beverage Control Authority Bureau of Law Enforcement, Virginia Department of Motor Vehicle's Law Enforcement Division, as well as Police Departments for the Towns of Culpeper and Orange.

Members of the college police department also interact with outside agencies through memberships in organizations such as the Virginia Association of Campus Law Enforcement Administrators, International Association of Campus Law Enforcement Administrators, Piedmont Regional Crime Prevention Association, Virginia Association of Chiefs of Police, the Virginia Department of Emergency Management Regions 2 & 7 Emergency Coordinators, Virginia Department of Transportation Regional Traffic Incident Management Teams, Virginia Department of Behavioral Health & Developmental Services, Rappahannock Area Crisis Intervention Team, Rappahannock-Rapidan Area Crisis Intervention Team, Virginia Emergency Management Association, Virginia Association of Public Safety Communications Officials, Regional Organized Crime Information Center, College & University Police Investigator's Association, and many more. In addition, the department participates in monthly regional crime intelligence meetings and works closely with local and state crime analysts to help identify crime trends in the area and promote law enforcement collaboration.

Daily Crime Log

The GCC Police Department maintains a daily crime log of various crimes within our jurisdictional boundaries reported to the department. The log lists the nature of the crime, the date, the time, and general location of the crime. Entries or updates within two business days may be withheld if the information is protected by statute if there is a danger to the victim or a need to keep the investigation confidential. If there is

a reason to believe that the release of information will result in the perpetrator leaving the area or that evidence will be destroyed, information may be withheld until the jeopardy no longer exists. The daily log is open to public inspection at the administrative office of the GCC Police Department, located at the Locust Grove Campus in Learning Cottage 900, and operations office of the GCC Police Department, located at the Fredericksburg Area Campus in room 121 of the Dickinson Building (SP1), for a sixty-day period of time. Normal business hours are Monday through Friday, 8:30 AM to 4:30 PM. All records required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act will be retained for a period of seven years following the publication of the last annual campus security report to which they may apply.



II. Emergency Response



Emergency Notification, Response and Evacuation

In the event of a campus emergency, Germanna Community College may use several information delivery methods to reach our community because, at any given time, one form of communications might be better to reach them than another. Our Alert system will deliver messages using some or all of the following channels:

The notification may be issued through the college Singlewire/InformaCast VoIP internal external notification system, Omnilert/e2campus alert system, bulletin boards, e-mail system (students, faculty and staff), electronic bulletin boards, On-foot via GCC Emergency Responder alert routes, Two-way Radio Communications, College Switch Board, or through the college web and social media sites.

Omnilert's E2Campus is a mass notification system that can alert students, faculty and staff with text messages on their cell phones or through e-mail. Those who wish to be included in this system and receive these notifications must opt in and sign up for e2Campus at www.germanna.edu/alerts. This system is tested regularly.

We also use the Singlewire's InformaCast VoIP Alert system, which allows specific emergency notifications to be sent college wide to every college VoIP phones as well as internal and external speakers on the system simultaneously. This system is tested regularly.

Germanna Community College upon the notification of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus will confirm that the threat is viable by physically identifying the threat or verify the communication received that threat is viable. Once the threat is identified and confirmed Germanna will notify the campus community of the emergency or dangerous situation.

In the event of a significant emergency, the college community can notify the College Police Department's emergency communications dispatch center by calling (540) 727-2911 (or Ext 322911) or College Police speed dial button on any college VoIP phone. When a situation is reported to College Police, the department will respond and investigate. The college uses the National Incident Management System/Incident Command System structure for emergency situations and the system would be implemented if and when the release of information is deemed necessary and appropriate. Notification measures to the larger community for emergency situations may include Omnilert e2Campus, InformaCast VoIP Alerts, website, external signage, or radio and television and/or media release/press conferences.

Germanna Community College has identified the following titles who can initiate the notification system: College Police personnel as well as the Vice President for Administrative Services, College PIO, College Director of Facilities Management, or their designee.

Evacuation Procedures

A workplace emergency is an unforeseen situation that threatens employees, customers, or the public; disrupts or shuts down operations; or causes physical or environmental damage. Emergencies may be natural or man-made and include the following:

- | | |
|---------------------|---|
| -Floods | -Chemical spills |
| -Hurricanes | -Radiological accidents |
| -Tornadoes | -Explosions |
| -Earthquakes | -Fires |
| -Civil Disturbances | -Workplace violence resulting in bodily harm and trauma |

In the event of an emergency, you may be required to evacuate your area. Announcements will be made, and the college will implement the emergency notification system. If you have access to radio, television, or Internet, use these resources to remain informed and follow whatever official orders you're given. Remember:

1. Remain calm
2. Do not take unnecessary risks
3. Follow instructions

In the event of an emergency requiring evacuation of building(s), leave the building immediately and move away from affected building(s). You should also assist others as you leave. Call the College Police Department from a safe location by dialing (540) 727-2911 (Ext 322911) or College Police speed dial button on any college VoIP phone. Do not worry about taking anything with you, your personal safety comes first. Do not re-enter the building(s) until the emergency personnel has declared it safe and an "All Clear" notice has been issued.

If the event is weather related, you may not be able to evacuate. Each Germanna Community College location has clearly marked "Severe Weather Shelters" where you should report to as directed and await further instruction. Severe weather evacuations will be evaluated based on the type of emergency and imminence of danger.

When community evacuations become necessary, local officials provide information through the media to the public. Other warning methods, such as internal and external broadcast or telephone calls, may also be used. The college police will coordinate with local and state law enforcement/public Safety partners during mass campus evacuations.

Germanna Community College has a Continuity Plan (COOP), which ensures the college can carry on all essential functions in case of a natural or man-made disaster. It outlines the steps the college will take in the event a disaster interrupts normal operation. The college police department's Office of Emergency Management (OEM) routinely participate in regional/state Emergency Management meetings and maintains close working relationships with our local and state emergency management partners. Annual emergency management drills and exercises are conducted to test the college's [Emergency Operations Plan](#) and Continuity Plan. In addition,



monthly testing is done of various college emergency systems and equipment to identify any flaws or malfunctions.

Timely Warnings / Crime Alerts

In the event that a reported crime, either on or off campus that has been reported to the Germanna Community College Police Department or another local/state law enforcement agency and in the judgment of the Chief of Police or his designee, constitutes an ongoing or continuing serious threat to the campus community, a campus wide “*timely warning*” will be issued. The intent is to issue a warning as soon as pertinent information is available with the goal of enabling people to protect themselves from the potential danger. The Clery crimes for which Timely Warnings / Crime Alerts may be issued may include, but are not limited to; arson, homicide, burglary, robbery, sex offenses, aggravated assault, motor vehicle theft or crimes that represent a serious or continuing threat to students and employees. The Timely Warnings / Crime Alerts are generally written by the Chief of Police, or his designee and they are typically distributed to the community via email to anyone who has a Germanna Community College employee or student email address. The Timely Warnings / Crime Alerts are also posted on the Germanna Community College Police Department website’s [Crime Alerts](#) link and may also be posted on college social media outlets. Updates to the Germanna community about any particular case resulting in a Timely Warning / Crime Alert will normally be distributed via email or posted on the Crime Alerts page.



In determining whether a timely warning is warranted, the following will be considered:

- The nature of the crime;
- The continuing danger to the campus community;
- The possible risk of compromising law enforcement efforts.

Anyone with information warranting a timely warning should **immediately** report the circumstances to the College Police Emergency Communications Dispatch Center, by dialing extension 322911 or pressing our speed dial button on any college VoIP phone, dialing (540) 727-2911 from any non-campus phone, or in person at any of the college police office locations.

III. Crime Prevention, Safety and Security Awareness Programs

Germanna is a State Certified Crime Prevention Campus. This distinction as the first and only college within the VCCS comes from the Commonwealth of Virginia's Criminal Justice Services Board. Crime prevention programs are critical to educating the college community and reducing crime. The GCC Police Department sponsors and participates with several crime prevention programs throughout the year to emphasize awareness and offer education on methods to reduce the opportunities of becoming a victim. Materials are distributed and presentations are made to familiarize students, faculty, staff, and the surrounding community with their shared responsibility in preventing crime. Professional development and community awareness programs for the faculty, staff, and students, are held to inform them of security awareness and crime prevention procedures as well as services offered by the Germanna Community College. Faculty, staff and students are provided with safety tips and told about crime(s) within and around the college community. In addition, college police and security officers receive specialized training in crime prevention and security awareness. A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others; ***Safety Is Everyone's Responsibility.***



Blue Light Emergency Telephones

At strategic locations throughout the campus, blue light emergency telephones have been installed that connect callers immediately and directly to college police. The police can identify the exact location of the caller and will dispatch an officer to assist.

Rape Aggression Defense (RAD) For Women

Each semester, classes are held at both the Locust Grove and Fredericksburg campuses for RAD. This comprehensive, women-only course begins with awareness, prevention, risk reduction, and risk avoidance. As the course progresses, the basics of hand-on defense is introduced, and the class concludes with a series of simulated real-world scenarios which provide participants the opportunity to test the knowledge in a safe and controlled environment. Classes are free and provided by the Police Department and partnering law enforcement agencies. There are currently three certified instructors employed with the Police Department.



Resisting Aggression Defense (RAD) for Men

The college police also offer free RAD for men training to male college community members. Participants in this all-male class will have the opportunity to raise their awareness of aggressive behavior, recognize how aggressive behavior impacts their lives, learn steps to

avoid aggressive behavior, consider how they can be part of reducing aggression and violence, and practice hands-on self-defense skills to resist and escape aggressive behavior directed toward them. This program is designed to empower participants to make safer choices when confronted with aggressive behavior.

Fear 2 Freedom

Fear 2 Freedom provides college community members with innovative, educational programs that are service-oriented in an effort to end sexual assault. These unique events teach community members how to openly address sexual violence in their community and to support survivors through interactive activities.



safeTALK

safeTALK is a four-hour training program that teaches participants to recognize and engage persons who might be having thoughts of suicide and to connect them with community resources trained in suicide intervention. SafeTALK stresses safety while challenging taboos that inhibit open talk about suicide.



Silent Witness Campaign

During the month of October each year, National Domestic Violence Awareness Month is observed college wide. The Silent Witness Campaign is a nationally recognized movement that uses red silhouettes with an attached story of a local man, woman or child who has lost their life as a direct result of domestic violence to raise awareness community wide about the importance of domestic violence prevention. Additional presentations, distribution of information and student activities round out this important event.

Online Sexual Assault Prevention

Germanna mandates that all students enrolled in SDV 100/101/108 courses complete the online training – Understanding Sexual Assault online training. The SDV courses are required for all new degree seeking students. The training is also sent via email to all students each semester regardless of SDV enrollment. Below is an overview of the training.

The training uses a population-level approach to educate all students on the issues associated with sexual assault and relationship violence, taking into account their unique perspectives and experiences, providing:

- Key definitions and statistics
- Reflective and personalized content
- Bystander skill and confidence-building strategies
- Campus-specific policies, procedures, and resources
- Rich data summaries to inform future programming

One Love Foundation “Escalation” Workshop training

The One Love Foundation “Escalation” workshop is a compelling film that tells the story of an abusive relationship — from its sweet beginnings to the tragic end. The authentic depiction of unhealthy behaviors escalating into violence helps you recognize and understand the early signs of relationship abuse.

College Counseling Center Depression Screenings

The college recognizes that there may be times where college and/or personal life can become stressful. As a result, Germanna Community College’s Student Service’s Counseling Department provides several depression screenings sites for students. Students are afforded the opportunity to take an assessment and are provided with support and the appropriate community resources upon completion of this assessment if the assessment shows a need for assistance. Multiple screening sessions are held throughout the fall and spring semesters.

Refuse To Be A Victim



The College Police Department offers this course to the college community to assist with situational awareness and personal safety. Experts agree that the single most important step toward ensuring an individual’s personal safety is making the decision to refuse to be a victim. That means that you must have an overall personal safety strategy in place before you need it. Through this seminar called Refuse To Be A Victim®, students, faculty and staff

learn the personal safety tips and techniques needed to avoid dangerous situations and avoid becoming a victim.

Red Flag Campaign

The Red Flag Campaign uses a bystander intervention strategy to address and prevent assault, dating violence, and stalking on college campuses. The campaign encourages friends and other campus community members to “say something” when they see warning signs (“red flags”) for sexual assault, dating violence, or stalking in a friend’s relationship.



Red Sand Project

The Red Sand Project is a participatory artwork created by Molly Gochman that uses sidewalk interventions and earthwork installations to create opportunities for people to question, connect and take action against vulnerabilities that can lead to human trafficking and exploitation



Stalking Awareness

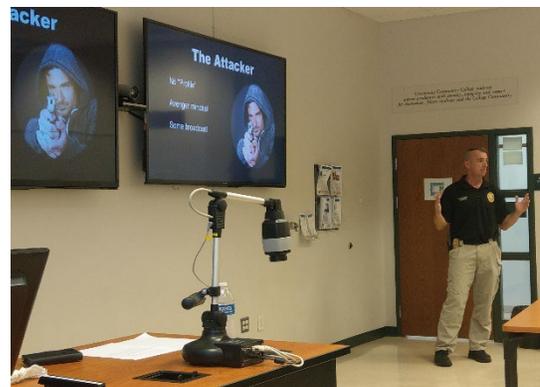
In-depth presentations provide students, faculty, and staff with a detailed look into stalking awareness, and details what to do when they become a victim. Topics include proper documentation of stalking related events, reporting procedures, learning how different technologies can be used to stalk, measures victims can take to keep safe, and additional information and resources.

Dating and Domestic Violence Prevention

Guided presentations discuss the definitions of dating and domestic violence, mandatory reporting, and student, faculty, and staff roles in dealing with the aftermath of an incident. This program also focuses on recognizing and building healthy relationships, bystander intervention, and assistance programs for victims of dating and domestic violence. These presentations are done through a collaborative partnership by the College Police Department, Office of Student Development, Counseling Services, the college violence prevention committee, as well as local and state external partnerships.

Active Shooter / Hostile Intruder Response

The Civilian Response and Casualty Care (CRCC) Virtual Training course. This training is designed and built on the ALERRT CRASE Avoid, Deny, Defend / Run, Hide, Fight strategy developed by ALERRT in 2004, provides strategies, guidance, and a proven plan for surviving an active attack event. This course combines the civilian response with the "Stop the Bleed" campaign, which empowers civilians to provide life-saving medical aid before first responders ever arrive. Topics include the history and prevalence of active attack events, civilian response options, and medical issues.



Man In A Box

The College Police Department has recently implemented a new presentation geared towards encouraging healthy and safe behavior among males. The purpose of this presentation is to help young boys and men understand the differences between behaviors that are considered to be healthy and relationship building versus those that are unhealthy, violent, and dangerous to personal relationships. This is an engaging, hands-on presentation that encourages participation from all attendees in an effort to create a fun learning experience.



Positive Police and Community Encounters

This presentation uses a series of video vignettes to provide neutral ground for an informed discussion by community members and law enforcement officers about what people should - and should not - do if they are stopped or visited by police. Four different vignettes represent possible encounters, including: an arrest for shoplifting, a traffic stop, a loud party and a drug bust. It also includes several practical role plays followed by facilitated discussion

designed to launch, not limit, informed, thoughtful dialog between police and community members. The training is offered by the college police department to members of the college community free of charge.

Campus Safety 101

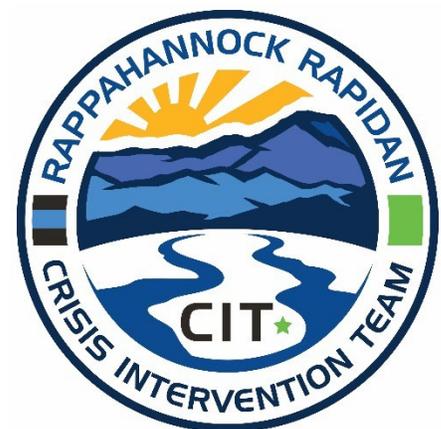
Campus Safety 101 is a 1-hour long certificate course designed to give individuals an understanding of emergency preparedness, crime prevention, and general campus safety situational awareness. In this class, we discuss GCC PD's See Something Say Something campaign as well as the following: Verbal De-escalation/Workplace Violence, recognizing suspicious behavior, how to report suspicious activity, how to avoid becoming a victim to crime (thefts, burglary, etc.), Clery Act awareness, GCC PD's victim services, GCC emergency response procedures. Our expectation is that we enlighten you with general safety and emergency preparedness tips to prepare you to be as safe as possible on campus.

Crisis Intervention Team

The Crisis Intervention Team is comprised of highly skilled and highly trained officers trained how to interact, intervene, de-escalate situations, and assist persons experiencing a mental health crisis. These officers receive 40 hours of specialized training in mental health awareness and stigmas, suicide intervention, substance abuse issues, de-escalation techniques, the role of the family in the care of a person with mental illness, legal training in mental health and substance abuse issues, and local resources for those in a mental health crisis. In addition to classroom instruction, officers-in-training also participate in a minimum of nine hours of role-playing exercises based on real-life scenarios and spend an entire day visiting mental health and substance abuse inpatient and outpatient treatment facilities where they have the opportunity to engage in one-on-one dialogue with mental health consumers.



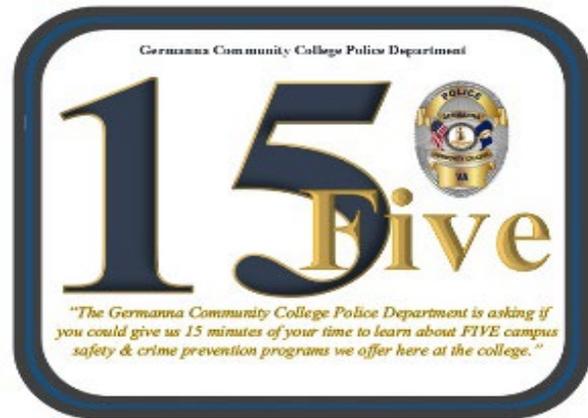
The training is designed to educate and prepare officers who may have contact with people with mental illnesses, to recognize the signs and symptoms of these illnesses, and to respond effectively and appropriately to individuals in crisis. Because our officers are often the first responders in these incidents, it is essential that they know how mental illnesses can alter people's behaviors and perceptions. The trained CIT Officer is skilled at de-escalating crises involving people with mental illness, while bringing an element of understanding and compassion to these difficult situations. Connection with community resources is offered, whenever possible, thus avoiding unnecessary incarcerations or hospitalizations.



CIT has shown to positively impact on officer perceptions, decrease the need for higher levels of police interventions, decrease officer injuries, and re-direct those in crisis from the criminal justice to the health care system. The CIT Training is approved by the [Virginia Department of Criminal Justice Services \(DCJS\)](#), [Virginia Crisis Intervention Team Coalition \(VACIT\)](#), and [Virginia Department of Behavioral Health and Developmental Services \(DBHDS\)](#).

GCC PD's 15 Five Program

Germanna Community College Police Department is asking if you could give of 15 minutes of your time to talk about FIVE campus safety and crime prevention program's we offer here at the college. The 15Five program is aimed at providing students, faculty, and staff with a brief yet informative insight into the many options to choose from when learning about what we as a community can do to promote safety and respond to threats of crime in an appropriate and effective manner.



Campus Safety Escort Service

The College Police Department also offers an on-campus safety escort service 24 hours a day. Members of the Germanna Community College community can simply call the department's non-emergency number (Ext 313079 or 540-891-3079) for assistance.

Controlled Access to Campus Facilities

During college operating hours, Germanna Community College will be open to students, parents, employees, contractors, and guests. During non-business hours, access to all college facilities is by key or by admittance to authorized individuals by the GCC Police Department. Access to classes and programs is restricted to those enrolled in them. When Germanna Community College is closed, college locations are generally locked. College Police Department has officers on duty 24 hours a day, every day, including holidays and during extended breaks. If access is needed during these times, it must be authorized prior to entry and notification should be made to the college police

Germanna Community College does not provide residential or student housing at any of our college locations, nor do we have any off-campus housing facilities

Alcohol and Drug Education and Prevention Programs

In partnership with other Germanna Community College departments and outside agencies (including the Virginia Alcohol Beverage Control Authority Bureau of Law Enforcement), the college Police Department participates in and facilitates various drug and alcohol education and prevention programs, including demonstrations with Fatal Vision Goggles, Teen Prescription Drug Abuses Awareness trainings, Operation Buzzkill, and college wide presentations.



REVIVE!

OPIOID OVERDOSE AND NALOXONE EDUCATION FOR VIRGINIA

The College Police Department has joined the fight to combat the alarming rise in opioid-related drug overdoses, including those associated with heroin. In conjunction with the Virginia Department of Behavioral Health and Developmental Services [REVIVE!](#) Program, the GCC PD Chief of Police has initiated an Opioid Overdose and Naloxone Education response program that enables GCC PD's sworn and non-sworn officers, as first responders, to take lifesaving actions when encountering individuals suffering from apparent heroin/opioid overdose. Through this program, GCC PD personnel are trained to administer Naloxone, a prescription medication that blocks or reverses the effects of opioid overdose. The drug can reverse the effects in a matter of seconds and stabilize the victim until they can receive additional medical attention. The department also participates in various community outreach and awareness initiatives related to this crisis. These include providing educational presentations, participating on various local/state taskforces, and providing a Piedmont CRUSH (Community Resources United to Stop Heroin) resource guides to members of the college community. The College also partners with our local Community Services Boards to offer Rapid REVIVE and REVIVE! Lay Rescuer training to non-first responder members of the college community.

Campus Community Emergency Response Team (C-CERT) The Campus-Community



Emergency Response Team (C-CERT) Program educates Germanna faculty and staff about disaster preparedness for hazards that may impact their work or living area. It also trains them in basic disaster response skills such as fire safety, light search and rescue, team organization and disaster

medical operations. Using the classroom training and hands-on exercises, C-CERT members can assist others on their campus and in their neighborhood in the event of an emergency when professional responders are not immediately available for help.



Motorist Assistance Program

The College Police Department is here to help you when you are on campus and have trouble with your car, such as retrieving keys from locked vehicles and jump-starting dead batteries. Our staff is ready to lend a helping hand, free of charge. To get this service, contact the college police dispatch center at (540) 891-3079 and let them know which campus you're on.

Officers will respond and have tools to assist. This does not guarantee they will be able to get your car started or get your car unlocked, however it is free and worth a try. For the safety of our officers, and to prevent damage to your vehicle, the Motorist Assistance Program may not be available for all makes and models, college locations, and certain services may be limited during inclement weather. During the summer and winter sessions, this service may be available on a limited basis. During busy times of the day or under certain circumstances, we may have an extended response time or be unavailable to assist you. We're not trained mechanics, but we try to be there when you need us; and we'll do our best to get you on your way.

IV. Reporting a Crime and Police Response

Statement of Policy Addressing Reporting of Criminal Offenses or Other Emergencies

Community members, students, faculty, staff, and guests are encouraged to report all crimes and public safety-related incidents to the College Police Department in a timely manner.

To report a crime:

Non-emergency

(540) 891-3079 (Ext. 313079)

Emergency

(540) 727-2911 (Ext. 322911) or College Police speed dial button on any college VoIP phone. The College Police can also be contact via Emergency callboxes located in various campus parking areas.



Any suspicious activity or person(s) seen in the parking lots, loitering around vehicles, inside buildings or around campus should be immediately reported to the College Police Department. Officers on duty will respond as quickly as possible to any request for assistance, whether an emergency or not. Response time is based on current activity and urgency of the call. Crimes in progress, alarms, threats of violence, traffic crashes with injuries, and medical emergency have a higher priority than other types of calls. Officers in vehicles or on foot are eager to be of assistance and can be contacted directly. For off-campus emergencies, everyone is encouraged to report the incident to the proper local law enforcement agency.

If you [see something, say something](#). Anyone may report a crime, suspicious activity, or an emergency, 24 hours a day, seven days a week.

Confidential Reporting Procedures

If you are the victim of a crime and do not want to pursue action within the college or the criminal justice system, you may still want to consider making a confidential anonymous report through the college's [TIPs](#) online incident reporting system. The purpose of a confidential anonymous report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of others. With such information, the college can keep an accurate record of the number of incidents involving faculty, staff and students and determine where there is a pattern of crime with regard to a particular location, method or assailant, and alert the campus community of potential danger. Reports filed in this manner can be counted and disclosed in the annual crime statistics for the college. The college also maintains Memorandums of Understanding with our local Crisis Centers ([SAFE-Services to Abused Families, Inc.](#) and [RCASA- Rappahannock Council Against Sexual Assault](#)) that may also assist victims (See Sexual Misconduct Policies and Reporting section on page 18).

Campus Security Authority (CSA)



Germanna Community College encourages the campus community to immediately report all crimes or suspicious activity to the Germanna Community College Police Department to help maintain the safest possible environment for students, faculty, staff, and visitors. Pursuant to the Clery Act, a federal law, the college is required to compile and publish crime statistics in an Annual Security Report. As part of this obligation, members of the college's community who are considered to be Campus Security Authorities (CSA's) are required

to report crimes to the college police for inclusion as statistics in the college's Annual Security Report.

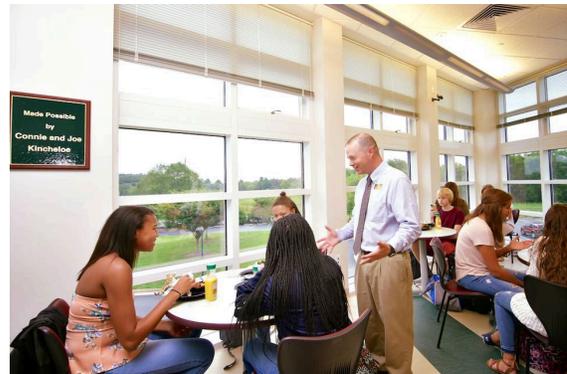
Who is a Campus Security Authority?

"Campus Security Authority" is a Clery specific term that encompasses certain departments, groups and individual Germanna employees who have a duty to report crimes they become aware of, as defined by the Clery Act.

The law defines a Campus Security Authority as "An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student activities, student discipline, and campus judicial proceedings."

Some examples of Campus Security Authorities:

- College Police personnel
- Deans and directors
- Title IX coordinators
- College counselors
(Academic/Veterans Affairs/Accessibility Resources)
- Office of the Dean of Student Development
- Student Activities Staff
- College Executive Leadership and Leadership Council Members
- Faculty and staff advisors/coaches for student organizations
- College Site Administrators
- College Threat Assessment Team Members



Campus Security Authorities may also be identified by job function; that is any employee who, by virtue of their job function, has significant responsibility for assisting students or campus activities. Examples would be student advisors or formal or informal student mentors.

The Clery Act requires that Campus Security Authorities be identified, notified, and trained.

Campus Security Authorities who have been identified, receive basic training on the Clery Act along with their roles and responsibility as CSA's. They are also asked to identify anyone else within their department who they believe meets the Clery definition of a Campus Security Authority by job function or temporary roles.

If you believe that you may qualify as a Campus Security Authority and have not received notification or training, please contact the College's Chief of Police at (540) 891-3007 or the college police department at police@germanna.edu .

The Role of a Campus Security Authority

A campus security authority is not responsible for determining authoritatively whether a crime took place—that is the function of law enforcement personnel. A campus security authority should not try to apprehend the alleged perpetrator of the crime. That too is the responsibility of law enforcement.

If in doubt that a crime is reportable, please err on the side of reporting the matter to college police.

Professional Counselors

As a result of the negotiated rulemaking process which followed the signing into law, the 1998 amendments to 20 USC § 1092 (f), clarification was given to those considered to be campus security authorities. Campus "pastoral counselors" and campus "professional counselors," when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, they are encouraged; if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

Pastoral counselor: A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor.

Professional counselor: A person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of the counselor's license or certification. This definition applies even to professional counselors who are not employees of the institution but are under contract to provide counseling at the institution. **Campus security authority exemptions citation [34 CFR 668.46\(a\)](#) **

College Policy Regarding Response to Sexual Assault, Domestic Violence, Dating Violence and Stalking

Germanna Community College will not tolerate Sexual Assault, Domestic Violence, Dating Violence or Stalking in any form. This form of misconduct is a flagrant violation of the behavioral expectations for a college community and threatens civility within the college community. An educational institution is a community of trust whose very existence depends on the recognition of everyone's importance and value. This trust creates the freedom for everyone to work, think, act and speak without fear of physical harm. Sexual Assault, Domestic Violence, Dating Violence and Stalking shatters that bond of trust. All reported violations shall be regarded

as serious and will be fully investigated. Misconduct of this nature may be punishable through civil and criminal proceedings, as well as through the [College's Title IX Policy 10560](#) on sexual harassment for students and employees. In addition, these offenses are also referred to the college's Title IX and Deputy Title IX Coordinators for investigation. This shall apply to all students, employees, and visitors of Germanna Community College. Moreover, violations may also be referred to the college's Threat Assessment Team.

The college has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence and stalking, including informing individuals in writing about their right to file criminal charges; the availability of counseling, health, mental health, victim advocacy, legal assistance, and other services on and/or off campus; and options for, and available assistance in preventing contact between a complainant and a respondent through changes in academic, transportation and working situations if requested by the complainant and/or respondent and if reasonably available. These options are available regardless of whether the complainant chooses to report the crime to the college police or other appropriate law enforcement agency with jurisdiction of that location.

Germanna Community College informs students and employees about the prevention of sexual assault, domestic violence, dating violence and stalking. To do this, a variety of programs and resources are made available annually to students, faculty, and staff. This may include, but is not limited to, presentations, literature and brochures, on-line training, and publication of policy and procedure information in the college catalog and employee handbook. In addition, new students who enroll in student development courses receive information on topics relating to personal awareness and prevention of sexual assault, dating violence, stalking, domestic violence, stalking, bystander intervention, various forms of misconduct, harassment, and other Title IX related matters.

Definitions:

Sexual Assault: Sexual assault is defined as is any sexual act directed against another person without consent or where the person is incapable of giving consent. Sexual assault includes intentionally touching, either directly or through clothing, the victim's genitals, breasts, thighs, or buttocks without the person's consent, as well as forcing someone to touch or fondle another against his or her will. Sexual assault includes sexual violence.

Verbal misconduct, without accompanying physical contact as described above, is not defined as sexual assault. Verbal misconduct may constitute sexual harassment, which is also prohibited under college policy and state law.

Sexual Violence: Sexual violence means physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. Sexual violence includes rape and sexual assault.

Domestic Violence: Domestic violence is violence, force, or threat that results in bodily injury or places one in reasonable apprehension of death, sexual assault, or bodily injury and that is committed by a person against such person's family or household member, which includes a current or former spouse, a person with whom the victim shares a child in common, or who is cohabitating with or has cohabitated with the person as a spouse or intimate partner.

Dating Violence: Dating violence is violence, force, or threat that results in bodily injury or places one in reasonable apprehension of death, sexual assault, or bodily injury committed by a person who is or has been in a close relationship of a romantic or intimate nature with the other person. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Stalking: 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, the safety of others, or suffer substantial emotional distress. Such conduct can occur in person or online, but the conduct must involve an education program or activity of the College.

How to be an active bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, immediately contact law enforcement. This could be when a person is yelling at or being physically abusive toward another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are OK.
2. Confront people who seclude, hit on, try to make out with or have sexual contact or penetration against someone who is incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are OK.
6. Confront people who seclude, hit on, try to make out with or have sexual contact or penetration against someone who is incapacitated.
7. Speak up when someone discusses plans to take sexual advantage of another person.
8. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.

Risk reduction

With no intent to victim blame and in recognizing that only rapists are responsible for rape, the following are some strategies to reduce one’s risk of sexual assault or harassment (taken from Rape, Abuse and Incest National Network, rainn.org).

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don’t know where you are going, act like you do.

4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
6. Make sure your cell phone is with you and charged and that you have cab money.
7. Avoid being isolated with someone you don't trust or someone you don't know.
8. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
9. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get them to a safe place immediately.
14. If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - a. Remember that being in this situation is not your fault. You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
 - b. Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what makes you feel comfortable.
 - c. Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - d. Lie. If you don't want to hurt the person's feelings, it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
16. Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment to be sure you both feel safe and comfortable.

Reporting Procedures

Members of the campus community who believe they have been victims of crimes may report the incident to college or local police. All emergencies or any incident where someone is in imminent danger should be reported immediately to college police or local police. If it's on campus, this can be done by dialing 322911 from any college VoIP College Phone or 540-727-2911 from any external or cellular phone. If off campus, dial 911.

In non-emergency/non-imminent threat situations, members of the College community may also report violations or concerns via the college's TIPS reporting system located at the bottom of the college's webpage. Reports submitted in TIPS automatically notify members of the College Threat Assessment Team that includes College Police, Title IX Coordinator and Deputy Title IX Coordinators.

Whether or not a report is made to law enforcement, any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by reporting such conduct to a Responsible Employee to ensure that the Title IX Coordinator receives the verbal or written report. The Title IX Coordinator is solely responsible for overseeing the prompt, fair, and impartial investigation and resolution of reports and formal complaints filed with the College.

Immunity

The College encourages the reporting of incidents that violate the policy. The use of alcohol or drugs should not be a deterrent to reporting a possible incident of sexual harassment. When conducting the investigation, the College's primary focus will be on addressing the alleged sexual harassment and not on alcohol and drug violations that may be discovered or disclosed. The College does not condone underage drinking or the use of illicit drugs; however, the College will grant immunity from disciplinary action based on the personal consumption of alcohol or drugs to individuals who report incidents that violate the policy, provided that such report is made in good faith. The College may provide referrals to counseling and may require educational options, rather than disciplinary sanctions, in such cases.

Germanna Community College Title IX Campus Resources

Title IX Coordinator

Mr. Mark Haines
Room 201F, Dickinson Building (SP1)
10000 Germanna Point Drive
Fredericksburg, VA 22408
(540) 891-3026

MHaines@germanna.edu

Deputy Title IX Coordinators

Dr. Sarah Somerville (Students)
Room 205, French Slaughter Building (OR1)
2130 Germanna Highway
Locust Grove, VA 22508
(540) 423-9139

SSomerville@germanna.edu

Associate Vice President of Human Resources (Employees)
Room 227C, Dickinson Building (SP1)
10000 Germanna Point Drive
Fredericksburg, VA 22408
(540) 423-9055

After normal business hours, members of the campus community should report alleged violations of this Policy to:

College Police Department
Non-Emergency: (540) 891-3079 / Emergency: (540) 727-2911

Members of the College community may also report non-imminent threat violations by submitting a report via the [TIPS](#) reporting system located on the Germanna Community College website. This will notify members of the College Threat Assessment team including the College Police, Title IX Coordinator and both Deputy Title IX Coordinators.

There is no time limit for reporting incidents of sexual harassment or misconduct with the Title IX Coordinator. However, complainants should report possible violations of this Policy as soon as possible to maximize the College's ability to respond effectively to the report. Failure to report promptly also could result in the loss of relevant evidence.

Confidentiality and Anonymous Reports

Individuals may be concerned about their privacy when they report a possible violation of the policy. The College must keep confidential the identity of any individual who has made a report or formal complaint of sexual harassment; any complainant or any individual who has been reported to be the perpetrator of sexual harassment; and any witness related to a report or formal complaint of sexual harassment, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), or as otherwise required by law, or to carry out the purposes of the policy, including the conduct of any investigation, live hearing, or judicial proceeding arising from any report or formal complaint.

The College has a responsibility to respond to conduct that violates the policy. For this reason, most College employees may not keep secret a report of sexual harassment. The College expects employees to treat information they learn concerning incidents of reported violations of the policy with respect and with as much confidentiality as possible. College employees must share such information only with those College and law enforcement officials who must be informed of the information pursuant to the policy.

Responsible Employees must report all alleged violations of the policy obtained in the course of their employment to the Title IX Coordinator and/or Deputy Title IX Coordinators as soon as practicable after addressing the immediate needs of the complainant.

Other campus employees have a duty to report sexual assault, domestic violence, dating violence, and stalking for federal statistical reporting purposes (Campus Security Authority (CSA) under the Clery Act). CSAs include student/conduct affairs personnel, campus law enforcement, student activities staff, human resources staff, mentors, and advisors/coaches for

student organizations. All employees must report suspected child abuse or neglect to the Title IX Coordinator or designee as soon as practicable, but no later than 24 hours after forming such suspicion, pursuant to VCCS Policy Number 3.14.6, Reporting Sexual Child Abuse or Neglect as well as the Code of Virginia.

If a complainant wishes to keep the report of sexual harassment completely confidential, it is recommended that he or she reports the alleged conduct to someone without a duty to report incidents of sexual harassment to the Title IX Coordinator. Full-time employees also may contact the Employee Assistance Program. If the complainant requests that the complainant's identity is not released to anyone else, the College's response to a complaint may be limited to providing supportive measures, if appropriate and reasonably available. When supportive measures are provided, the College will protect the privacy of the complainant to the extent possible while still providing the supportive measures.

The College may pursue the formal resolution process even if the complainant requests the College to take no action. The Title IX Coordinator will notify the complainant in writing within five (5) workdays of the decision to pursue the formal resolution process when he or she is unable to maintain confidentiality or respect the complainant's request for no further action. The Title IX Coordinator will give the complainant's wishes due consideration.

The College will accept anonymous reports, but its' response may be limited to providing supportive measures if appropriate and reasonably available. The Title IX Coordinator (or college police) will conduct a preliminary investigation in an effort to determine the respondent's identity. If the preliminary investigation fails to reveal the identity of the respondent, the Title IX Coordinator shall close the report because the College must have sufficient information to conduct a meaningful and fair investigation. If the identity of the respondent is revealed, the Title IX Coordinator shall proceed as otherwise provided in this Policy. The Title IX Coordinator will notify the complainant in writing of the result of the preliminary investigation promptly after the preliminary investigation.

The college personnel (Counselor or Police/Security Officer) responding first to an individual reporting a sexual assault will:

- ensure that the student/employee/visitor is directed toward adequate medical facilities and resource assistance (College or Local/State Law Enforcement, local Sexual Assault Crisis Center, College Counseling Center, etc...);
- assist the student/employee in filing a complaint with the Title IX or Deputy Title IX Coordinator(s);
- assist the student/employee/visitor (if they choose) with pursuing criminal charges, instruct the student/employee/visitor of the importance of preserving evidence, in the event he/she wishes to file criminal charges. The victim/survivor should not wash, douche, use the toilet, or change clothing prior to a medical or forensic exam.

The Germanna Community College Police Department maintains a Mutual Aid Agreement with the Virginia State Police. Through this agreement the college's Chief of Police may request their assistance and resources in investigating matters of this nature (to included information sharing). This does not preclude the Chief of Police from requesting additional resources and

assistance from the college's local jurisdictions if needed.

Germanna Counselors along with the College Police are prepared to provide support to victims and/or witnesses of sexual assault while safeguarding confidentiality and assuring anonymity. Counselors will assist the student with identifying appropriate counseling and mental health resources and making referrals to appropriate community agencies which provide crisis intervention and victim assistance. The college currently maintains Memorandums of Understanding with our local Sexual Assault Crisis Centers ([SAFE-Services to Abused Families, Inc.](#) and [RCASA- Rappahannock Council Against Sexual Assault](#)) to assist us with providing victim centered support and resources to survivors.

College Police Victim Services

The Germanna Community College Police Department's Victim Services program strives to reduce the trauma, frustration and inconveniences experienced by victims, witnesses, and family members affected by crime through a variety of services. In addition to supporting victims and witnesses throughout the criminal justice process, we inform victims of their constitutional and statutory rights under Virginia law, and how to exercise those rights. We also collaborate with our local victim services programs as well as internal/external community partners to promote a multi-disciplinary response to the matter.

A victim of crime is anyone who has suffered physical, psychological, or economic harm as a direct result of a felony or certain misdemeanors. The definition of a victim includes:

- Spouses and children of all victims
- Parent, guardians, and siblings of minor victims
- Parents, guardians, and siblings of mentally or physically incapacitated victims or victims of homicide
- Foster parents or other caregivers, under certain circumstances

Crime Victims' Rights

- The right to protection from further harm or reprisal through the imposition of appropriate bail and conditions of release.
- The right to be treated with respect, dignity, and fairness at all stages of the criminal justice system.
- The right to address the circuit court at the time sentence is imposed.
- The right to restitution.
- The right to be advised of release from custody or escape of the offender, whether it be before or after disposition.
- The right to confer with prosecution.

Disciplinary Procedures for Sexual Assault, Domestic Violence, Dating Violence and Stalking

Handling Reports of Sexual Violence

The Title IX Coordinator will assist members of the campus community in reporting incidents of sexual violence to law enforcement authorities upon request. When allowable under Virginia law, the Title IX Coordinator will request the consent of the complainant (or alleged victim if different from the complainant) to report incidents of alleged sexual violence that occur on campus property to law enforcement.

Under Virginia law, the College may determine that the disclosure of information to local law enforcement regarding the alleged incident of sexual violence, including personally identifiable information, is necessary to protect the health or safety of the complainant or other individuals. The College also is required to notify the local Commonwealth's Attorney (or other prosecutor responsible for prosecuting the alleged act of sexual violence) when the alleged incident of sexual violence constitutes a felony.

Upon receiving a report of an alleged act of sexual violence as defined by policy against a student or one that allegedly occurred on property owned or controlled by the College or on public property within the campus, or immediately adjacent to and accessible from the campus, the Title IX Coordinator shall convene the College's review committee within 72 hours to review the information reported and any information obtained through law enforcement records, criminal history record information, health records, conduct or personnel records, and any other facts and circumstances, including personally identifiable information, related to the alleged incident known to the review committee. The review committee may try to reach a consensus, but it is the law enforcement representative of the review committee that ultimately determines whether the disclosure of the information, including the personally identifiable information, is necessary to protect the health or safety of the alleged victim or other individuals. The College shall disclose such information to the law enforcement agency that would be responsible for investigating the alleged incident immediately. The Title IX Coordinator will notify the alleged victim in writing that such disclosure is being made.

If the report of an alleged act of sexual violence would constitute a felony, within 24 hours of the first review committee meeting, the law enforcement representative of the review committee shall notify the local Commonwealth's Attorney (or other prosecutor responsible for prosecuting the alleged act of sexual violence) and disclose the information received by the review committee, including personally identifiable information, if such information was disclosed pursuant to policy. The law enforcement representative usually will make this disclosure; however, any member of the review committee may decide independently that such disclosure is required under state law and within 24 hours of the first review team meeting shall disclose the information to the local Commonwealth's Attorney (or other prosecutor responsible for prosecuting the alleged act of sexual violence), including personally identifiable information, if such information was disclosed pursuant to policy. If the Title IX Coordinator is aware of such disclosure, the Title IX Coordinator will notify the alleged victim in writing that such disclosure is being made.

Law enforcement will notify the local Commonwealth's Attorney within 48 hours of beginning an investigation involving a felonious act of sexual violence. Either campus police, the local law enforcement agency, or the State Police will notify the Commonwealth's Attorney pursuant to an MAA/MOU.

Handling Reports of Sexual Harassment

Upon receiving actual knowledge of sexual harassment in an education program or activity of the College against a person in the United States, the College must respond promptly in a manner that is not deliberately indifferent. The College will treat complainants and respondents equitably by offering supportive measures and by completing either a formal or informal resolution process before imposing any disciplinary sanctions or other corrective actions that are not supportive measures against a respondent. The Title IX Coordinator shall promptly provide a written notification of rights and options to complainants and respondents upon receipt of a report of sexual harassment. The written notification must include, where applicable:

1. The available law enforcement options for investigation and prosecution;
2. The importance of collection and preservation of evidence;
3. The available options for a protective order;
4. The available campus options for investigation and resolution under the College's policies, including the complainant's option to file a formal complaint;
5. The party's right to participate or decline to participate, in any investigation to the extent permitted under state or federal law;
6. The applicable federal or state confidentiality provisions that govern information provided by a complainant;
7. Information on contacting available on-campus resources and community resources, including the local sexual assault crisis centers, domestic violence crisis centers, victim support services with which the College has entered into a memorandum of understanding, or other support services.
8. The importance of seeking appropriate medical attention;
9. Discuss the College's obligation to disclose information about the report, including personally identifiable information, to campus/local law enforcement or to the local Commonwealth's Attorney, or both, if the review team determines that such disclosure is necessary to protect the health or safety of the complainant or others;
10. The possible interim measures that may be imposed when necessary during the pendency of the investigative or resolution process;
11. The supportive measures available with or without filing a formal complaint when appropriate and reasonably available; and
12. An explanation to the complainant of the process for filing a formal complaint, including providing the complainant with a Formal Complaint Form, when applicable.

The Title IX Coordinator must consider the complainant's wishes with respect to supportive measures.

After providing the information described in Section T, the Title IX Coordinator must close the report under this Policy if the conduct alleged in the report would not constitute sexual harassment as defined by this Policy, even if proved, or is outside the jurisdiction of the College, i.e., the conduct did not occur on campus or involve an education program or activity of the College, or the complainant decides against filing a formal complaint and the College honors the

request. The Title IX Coordinator will notify the parties simultaneously in writing with the rationale for the decision to close the report.

The Title IX Coordinator shall forward the report to the appropriate College official that will determine whether the conduct alleged in the report violates a separate policy or code of conduct.

The Title IX Coordinator will document the action(s) taken and the rationale for such action(s).

Resolution of Formal Complaints

The College's Responsibility. The College must provide a prompt, fair, and impartial investigation, and resolution of alleged violations to the policy. When resolving a formal complaint, the College will evaluate all relevant evidence objectively, including both inculpatory and exculpatory evidence, and will make credibility determinations without reference to a person's status as a complainant, respondent, or witness. The College will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege. Finally, at all times prior to a determination of responsibility, the respondent will be presumed not responsible for the alleged conduct. The imposition of interim measures does not constitute a presumption of responsibility.

Resolution Process Options. The College may resolve formal complaints either by a formal or informal resolution process.

Suspending an investigation. The College will comply with all requests for cooperation of college police or local/state law enforcement in investigations. The College may be required to suspend the Title IX investigation while the college police or the local/state law enforcement agency gathers evidence. The College will resume its Title IX investigation as soon as the college police or local/state law enforcement agency has completed its gathering of evidence. Otherwise, the College's investigation will not be precluded or suspended on the grounds that criminal charges involving the same incident have been filed or that charges have been dismissed or reduced.

Time Frame for Resolution of Formal Complaint. The resolution of any alleged violation of this Policy should be completed normally within sixty (60) workdays of the filing of the formal complaint, unless good cause exists to extend the timeframe. For resolving formal complaints, good cause includes but is not limited to the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; the need for language assistance or accommodation of disabilities; or unavoidable scheduling conflicts. The 60-workday timeframe refers to the entire formal resolution process, which includes the initial determination, investigation, live hearing, determination of responsibility, and the imposition of sanctions and provision of remedies, if any. The 60-workday timeframe does not include appeals. If any step of the process must be suspended or delayed for any reason and more time is necessary, the Title IX Coordinator will notify the parties in writing and give the reason for the delay and an estimated length of the delay.

Formal Resolution Process

Formal Complaint Form. To initiate the formal resolution process, complainants must complete the Formal Complaint Form or other written and signed document that requests an investigation and submit it to the Title IX Coordinator. The Title IX Coordinator may sign a formal complaint, after due consideration of the complainant's wishes. In determining whether to sign a formal complaint, the Title IX Coordinator will consider the following factors:

1. The seriousness of the allegation(s), including whether the allegation(s) include bodily injury, threats, or the use of weapons;
2. The complainant's or alleged victim's age;
3. Whether there have been other similar complaints of against the same respondent; and,
4. The applicability of any laws mandating disclosure.

Notice of Allegations to the Parties. After receiving a formal complaint and as soon as is practicable, the Title IX Coordinator or Deputy Title IX Coordinator will contact the parties to schedule an initial meeting. The correspondence must include the following information:

1. A copy of the College's Title IX Policy against sexual harassment, including the process by which the College resolves allegations of sexual harassment;
2. Notice of the allegation(s), including sufficient details known at the time and with sufficient time to prepare a response before the initial meeting. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known;
3. Notice that each party may be accompanied by an advisor of their choice at all meetings and the live hearing who may be, but is not required to be, an attorney, and that each party and advisor will have the opportunity to inspect and review evidence;
4. A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the formal or informal resolution process;
5. A statement that each party must notify the Title IX Coordinator in writing within five (5) workdays if he or she believes that the Title IX Coordinator has a conflict of interest or bias against the party.
6. A statement that the College prohibits knowingly making false statements or knowingly submitting false information during the resolution of a formal complaint, in accordance with the policy.

Complainant's Initial Meeting with the Title IX Coordinator or Deputy Title IX Coordinator. At this meeting, the Title IX Coordinator or Deputy Title IX Coordinator will:

1. Determine if an informal resolution is permissible, and whether the complainant wishes to pursue a resolution (formal or informal) through the College, or no resolution of any kind;
2. Explain avenues for formal resolution and informal resolution of the formal complaint;
3. Explain that if the complainant chooses an informal resolution, that the complainant may withdraw from the informal resolution process at any time prior to the conclusion of the informal resolution process and pursue a formal resolution process, but may not do so after the conclusion of the informal resolution process;

4. Explain that records related to the informal resolution process will be maintained for a period of seven years and be made part of the record if a formal resolution process is pursued;
5. Explain the investigative process including the right to discuss the allegations under investigation or to gather and present relevant evidence;
6. Discuss confidentiality standards and concerns with the complainant;
7. Discuss non-retaliation requirements;
8. Refer the complainant to campus and community resources, including the local sexual assault crisis center, domestic violence crisis center, victim support service with which the College has entered into a memorandum of understanding; or other appropriate support services;
9. Inform the complainant of any interim measures that will be imposed and any supportive measures that will be provided to the complainant during the pendency of the investigative and resolution processes.
10. Discuss the right to a prompt, fair, and impartial resolution of the formal complaint;
11. Answer questions about the policy and procedures.

Respondent's Initial Meeting with the Title IX Coordinator or Deputy Title IX Coordinator. During this initial meeting with the respondent, the Title IX Coordinator or Deputy Title IX Coordinator will:

1. Determine whether an informal resolution is permissible, and whether the respondent wishes to pursue an informal resolution;
2. Explain avenues for formal resolution and informal resolution of the formal complaint;
3. Explain that if the respondent chooses an informal resolution, that the respondent may withdraw from the informal resolution process at any time prior to the conclusion of the informal resolution process and pursue a formal resolution process, but may not do so after the conclusion of the informal resolution process;
4. Explain that records related to the informal resolution process will be maintained for a period of seven years and be made part of the record if a formal resolution process is pursued;
5. Explain the investigative process, including the right to discuss the allegations under investigation or to gather and present relevant evidence;
6. Discuss confidentiality standards and concerns with the respondent;
7. Discuss non-retaliation requirements;
8. Inform the respondent of any interim measures that will be imposed and any supportive measures that will be provided to the respondent during the pendency of the investigative and resolution processes;
9. Refer the respondent to campus and community resources, as appropriate;
10. Discuss the respondent's the right to due process and a prompt, fair, and impartial resolution of the formal complaint; and
11. If the respondent is a student and the formal complaint involves an alleged act of sexual violence, as defined in the policy, explain to the respondent that the College will include a notation on the academic transcript if the respondent is suspended or dismissed after being found responsible, or if the respondent withdraws while under investigation, that the investigation may continue in the respondent's absence, if possible, while being afforded notice of all meetings and the live hearing, if applicable) and an opportunity to inspect, review, and respond to all the evidence.
12. Answer questions about the policy and procedures.

Respondent's Initial Meeting with the Title IX Coordinator or Deputy Title IX Coordinator

During this initial meeting with the respondent, the Title IX Coordinator or Deputy Title IX Coordinator will:

1. Determine whether an informal resolution is permissible, and whether the respondent wishes to pursue an informal resolution;
2. Explain avenues for formal resolution and informal resolution of the formal complaint;
3. Explain that if the respondent chooses an informal resolution, that the respondent may withdraw from the informal resolution process at any time prior to the conclusion of the informal resolution process and pursue a formal resolution process, but may not do so after the conclusion of the informal resolution process;
4. Explain that records related to the informal resolution process will be maintained for a period of seven years and be made part of the record if a formal resolution process is pursued;
5. Explain the investigative process, including the right to discuss the allegations under investigation or to gather and present relevant evidence;
6. Discuss confidentiality standards and concerns with the respondent;
7. Discuss non-retaliation requirements;
8. Inform the respondent of any interim measures that will be imposed and any supportive measures that will be provided to the respondent during the pendency of the investigative and resolution processes;
9. Refer the respondent to campus and community resources, as appropriate;
10. Discuss the respondent's the right to due process and a prompt, fair, and impartial resolution of the formal complaint; and
11. If the respondent is a student and the formal complaint involves an alleged act of sexual violence, as defined in the policy, explain to the respondent that the College will include a notation on the academic transcript if the respondent is suspended or dismissed after being found responsible, or if the respondent withdraws while under investigation, that the investigation may continue in the respondent's absence, if possible, while being afforded notice of all meetings and the live hearing, if applicable) and an opportunity to inspect, review, and respond to all the evidence.
12. Answer questions about the policy and procedures.

Title IX Coordinator's Initial Determination

The Title IX Coordinator shall investigate all the allegations in the formal complaints. The Title IX Coordinator must dismiss the formal complaint if the conduct alleged in the formal complaint would not constitute sexual harassment as defined in the policy even if proved, or is outside the jurisdiction of the College, i.e., the conduct did not involve an education program or activity of the College or did not occur against a person in the United States. The Title IX Coordinator shall forward the formal complaint to an appropriate College official that will determine whether the conduct alleged in the formal complaint violates a separate policy or code of conduct.

The Title IX Coordinator may dismiss the formal complaint if (i) a complainant notifies The Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any of its allegations and the Title IX Coordinator determines that the College will honor the request; (ii) the respondent is no longer enrolled or employed at the College, or cannot be

identified; or (iii) specific circumstances prevent the College from gathering sufficient evidence to determine whether the respondent is responsible for the conduct alleged in the formal complaint. If a complainant requests to withdraw a formal complaint, the Title IX Coordinator or Deputy Title IX Coordinator will consider the factors listed in Section V.

If the Title IX Coordinator or Deputy Title IX Coordinator dismisses the formal complaint, he or she will send a written notice of the dismissal with specific reason(s) of the dismissal to the parties, simultaneously, within five (5) workdays of completing the initial meetings. This decision may be appealed.

Appointment of the Investigator and Conduct of the Investigation

Appointment of Investigator. After an initial determination to continue the formal resolution process or after failed informal resolution process, the Title IX Coordinator or Deputy Title IX Coordinator will appoint an investigator within five (5) workdays of completing the initial meetings. The Title IX Coordinator or Deputy Title IX Coordinator will provide the investigator's name and contact information to the complainant and respondent and will forward the formal complaint to the investigator. Within five (5) workdays of such appointment, the investigator, the complainant or the respondent may identify to the Title IX Coordinator or Deputy Title IX Coordinator in writing any potential conflict of interest or bias, of the appointed investigator. The Title IX Coordinator will consider such information and will appoint a different investigator if it is determined that a material conflict of interest or bias exists.

Contacting the Parties. The investigator will contact the complainant and respondent promptly. In most cases, this should occur within ten (10) workdays from the date of the investigator's appointment. The investigator will schedule meetings with the parties. The parties may provide supporting documents, evidence, and recommendations of witnesses, including character and expert witnesses, to be interviewed for the investigation. Each party may have one advisor present during any meeting with the investigator; however, the advisor may not speak on the party's behalf.

Weighing of Evidence. As part of the investigation, the investigator must weigh the credibility and demeanor of the complainant, respondent, and witnesses; and ensure that credibility determinations are not based on a person's status as a complainant, respondent, or witness, the logic and consistency of the evidence, motives, and any inculpatory and exculpatory evidence.

Withdrawal of a Student During an Investigation. The withdrawal of a student from the College while under investigation for an alleged act of sexual violence as defined by this Policy in most cases will not end the College's investigation and resolution of the complaint. The College shall continue the investigation if possible, as set forth under this Policy. The College shall notify the student in writing of the investigation and afford the student the opportunity to provide evidence, to inspect, review, and respond to all the evidence and the written investigative report prior to making a determination on responsibility.

1. Upon the student's withdrawal, the College shall place a notation on the student's academic transcript that states, "Withdrew while under investigation for a violation of

Germanna Community College's Title IX Policy." After the College has completed its investigation and resolution of the complaint, the College shall either (a) remove the notation if the student is found not responsible or (b) change the notation to reflect either a suspension or dismissal for a violation of the policy if either was imposed.

2. The College shall end the investigation and resolution of the complaint if the College cannot locate the respondent and provide him or her notice and the opportunity to respond. In such cases, the College shall maintain the withdrawal notation on the student's academic transcript. Upon a final determination, the Title IX Coordinator immediately shall notify the registrar and direct that the appropriate notation is made.

Inspection and Review of the Evidence. Both complainant and respondent parties will have the opportunity to inspect, review, and respond to all the evidence obtained during the investigation that is directly related to the allegations raised in the formal complaint, including the evidence upon which the College does not intend to rely in reaching a determination of responsibility and inculpatory or exculpatory evidence, whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. The investigator will send each party and each party's advisor, if any, a copy of the evidence subject to review. The parties will have ten (10) workdays to submit a written response to the evidence and the option to submit additional evidence, which the investigator will consider prior to the completion of the investigative report. Neither the parties nor their advisors may disseminate any of the evidence subject to inspection and review or use such evidence for any purpose unrelated to the Title IX formal resolution process. Nevertheless, the College will not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

Investigative Report. The investigator will complete an investigative report that fairly summarizes relevant evidence, including but not limited to, all interviews conducted, photographs, descriptions of relevant evidence, the rationale for credibility determinations, summaries of relevant records, and a detailed report of the events in question. The investigative report shall include the following information to the extent possible:

The name and gender of the complainant and, if different, the name and gender of the person reporting the allegation;

1. The names and gender of all persons alleged to have committed the alleged violation;
2. A statement of the allegation, a description of the incident(s), and the date(s) and time(s) (if known) of the alleged incident(s);
3. The date of the report and formal complaint were filed;
4. The date the parties were interviewed;
5. The names and gender of all known witnesses to the alleged incident(s);
6. The dates that any relevant documentary evidence (including cell phone and other records as appropriate) was obtained;
7. Any written statements of the complainant or the alleged victim if different from the complainant; and
8. The date on which the College deferred its investigation and disciplinary process because the complainant filed a law enforcement complaint and the date on which the College resumed its investigation and disciplinary process, if applicable,

Submission of the Investigative Report. The investigator will submit investigation report to the Title IX Coordinator who will send the investigative report to the parties and the parties' advisors, if any, simultaneously for review and written response as soon as possible, but no later than five (5) workdays after receiving the investigative report from the investigator. The parties will have ten (10) workdays to submit a written response to the investigative report to the Title IX Coordinator. The Title IX Coordinator will not consider the parties' written responses but will ensure that such statements are added to the record. Neither the parties nor their advisors may disseminate the investigative report or use such report for any purpose unrelated to the Title IX formal or informal resolution process.

Conduct of Live Hearing (Determination of Title IX Coordinator and Corrective Action Report)

The Title IX Coordinator will appoint a Hearing Officer and members of the Hearing Committee within ten (10) workdays after sending the investigative report to the parties and their advisors, if any. Within five (5) workdays after the appointment, the Hearing Officer will contact the parties to schedule a live hearing. The parties have five (5) workdays after being contacted by the Hearing Officer to notify the Title IX Coordinator in writing of any potential conflict of interest or bias of the Hearing Officer. The Title IX Coordinator will consider such information and will appoint a different Hearing Officer if the Title IX Coordinator determines that a material conflict of interest or bias exists. When the date, time, and place of the live hearing is confirmed, the Hearing Officer will notify the parties in writing simultaneously of the date, time, and place of the live hearing.

No later than fifteen (15) workdays before the live hearing, each party must notify the Hearing Officer and the other party of: a) the name and contact information of the advisor, if new, or a statement that a party does not have an advisor available for the hearing, if applicable; b) contact information of witnesses that will be called at the live hearing and the purpose of their testimony at the live hearing; whether a party intends to be subjected to cross-examination; d) a description of documents or other evidence and the purpose of such evidence that will be used as evidence at the live hearing; e) the specific remedy requested; and, f) whether a party requests that the live hearing occurs with the parties located in separate rooms with technology that enables the Hearing Officer and the parties to see and hear the party or the witness answering questions simultaneously. Only one party is required to make the request for separate rooms.

The Hearing Officer will notify the Title IX Coordinator promptly that the College must appoint an advisor for a party when notified of the need for an advisor. The Title IX Coordinator will appoint the advisor promptly, but no later than ten (10) workdays prior to the live hearing. If a party appears at a live hearing without an advisor, the Hearing Officer shall delay the start of the live hearing until an advisor is available.

The Hearing Officer shall ensure that all evidence obtained during the investigation is available to all parties at the live hearing.

Rules of the Live Hearing.

Evidence. The formal rules of evidence will not be applied except to determine whether the evidence or question presented is relevant or cumulative.

1. Either party may call character or expert witnesses.
2. Questions and evidence about a party's sexual predisposition or prior sexual behavior are not relevant, unless:
3. such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or
4. the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.
5. If the evidence or witness testimony is, on its face, not relevant or is cumulative, the Hearing Officer may exclude such evidence or witness statement(s), with the rationale for the decision in the pre-hearing determination. The parties may object in writing to such determination within five (5) workdays of the determination. The Hearing Officer shall rule on the objection within five (5) workdays of receipt of the objection.
6. 4. No party or witness statement shall be entered into evidence unless that party or witness submits to cross-examination.

Standard of Evidence. The live hearing will determine responsibility using the preponderance of the evidence standard.

Participation of Parties and Witnesses. Neither party may choose to "waive" the right to a live hearing, but parties and witnesses may choose whether to participate in the live hearing or submit to cross-examination.

Recording or Transcript. The Hearing Officer will arrange for the live hearing to be recorded. Each party will receive a copy of the recorded live hearing upon request. Parties may prepare a transcript of the recording at their own expense. Neither the parties nor their advisors may disseminate the record or transcript or use such record or transcript for any purpose unrelated to the Title IX formal resolution process or related civil proceeding.

Opening Statements and Closing Arguments. At the sole discretion of the Hearing Officer, the parties may make opening and/or closing statements at the live hearing. The Hearing Officer will determine the time that is allotted for each.

Pre-Hearing Determinations. No later than ten (10) workdays prior to the live hearing, the Hearing Officer shall decide (1) whether to exclude any of the proposed evidence or witnesses, and the basis upon which such evidence or witness is excluded; (2) whether to allow opening statements and closing arguments and the time allotted for both; and, (3) whether any additional evidence or witness statement(s) shall be excluded because a party or witness will not be subjected to cross-examination.

Rules of Conduct During the Live Hearing. All live hearings will be closed to the public and witnesses will be present only during their testimony. For live hearings that use technology, the Hearing Officer shall ensure that appropriate protections are in place to maintain confidentiality.

1. The College will require all parties, advisors, and witnesses to maintain appropriate decorum throughout the live hearing. Participants at the live hearing are expected to abide by the Hearing Officer's directions and determinations, maintain civility, and avoid emotional outbursts and raised voices.
2. Repeated violations of appropriate decorum will result in a break in the live hearing, the length of which shall be determined by the Hearing Officer. The Hearing Officer reserves the right in his or her sole discretion to appoint a different advisor to conduct cross-examination on behalf of a party after repeated violations of appropriate decorum or other rules related to the conduct of the live hearing.

Role of the Advisor.

The role of the advisor at the live hearing is to conduct cross-examination on behalf of a party. The advisor is not to "represent" a party, but only to relay the party's cross-examination questions that the party wishes to have asked of the other party and witnesses so that parties never personally question or confront each other during a live hearing. A party shall not conduct cross-examination on their behalf.

Each party may retain an attorney at their expense or designate a non-attorney advisor to accompany him or her at the live hearing. The advisor may provide advice and consultation to the parties or the parties' witnesses outside of the conduct of the live hearing to assist parties in handling the formal resolution process.

A party's advisor must conduct cross-examination at the live hearing directly, orally, and in real time. Only relevant cross-examination questions and follow-up questions, including those that challenge credibility, may be asked. Advisors may not raise objections or make statements or arguments during the live hearing.

The College shall appoint an advisor for the live hearing at no cost to a party when the party does not have an advisor. The appointed advisor may be but is not required to be a licensed attorney or anyone with formal legal training. Advisors may be faculty, staff, students, or volunteers from the local community.

Role of The Hearing Officer.

The role of the Hearing Officer is to preside over the live hearing in a fair and impartial manner. After the live hearing, the Hearing Officer must issue a written determination regarding responsibility using the preponderance of the evidence standard of evidence. The Hearing Officer will be the final decision-maker on all matters of procedure during the live hearing.

Before a complainant, respondent, or witness answers a cross-examination or other question, the Hearing Officer first must determine whether the question is relevant or cumulative and explain any decision to exclude a question that is not relevant or is cumulative.

The Hearing Officer may question the parties and witnesses, but they may refuse to respond.

The Hearing Officer must not rely on any statement of a party or witness in reaching a determination regarding responsibility if such party or witness does not submit to cross-examination at the live hearing. However, the Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

Within ten (10) workdays after the live hearing, or with good cause shown as soon as possible, the Hearing Officer will submit a written determination to the Title IX Coordinator. The Hearing Officer must make a finding of responsibility or non-responsibility for each allegation and describe the rationale for the finding based on an objective evaluation of the evidence presented at the live hearing. The written determination shall include the following:

1. Identification of the allegations potentially constituting sexual harassment defined under the policy;
2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and live hearings held. The description of the procedural steps also should include who performed the investigation and the process taken to inspect and review the evidence and disseminate the investigative report, including the adherence to mandated procedural timelines;
3. Findings of fact supporting the determination;
4. Conclusions regarding the application of this Policy to the facts;
5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any range of disciplinary sanction(s) to be imposed on the respondent, and whether (not which) remedies designed to restore or preserve equal access to the College's education program or activity will be provided to the complainant.
6. When applicable, a statement that a notation will be placed on the academic transcript that the respondent was suspended or dismissed for a violation of the College's Title IX Policy.
7. When applicable, a statement that the respondent may request the expungement of the notation on the academic transcript for good cause shown and after a period of three years.
8. The College's procedures and permissible bases for the complainant and the respondent to appeal. If the complainant or respondent does not contest the finding or recommended sanction(s) and/or remedies and does not file an appeal within the required time frame, the written determination shall be final.

Actions Following the Written Determination

The role of the Title IX Coordinator following receipt of the written determination from the Hearing Officer is to facilitate the imposition of sanctions, if any, the provision of remedies, if any, and to otherwise complete the formal resolution process.

The Title IX Coordinator must provide the written determination to the parties simultaneously, with a copy to Human Resources, Conduct Officer, and/or other College officials, as appropriate. The appropriate college official, after consultation with the Title IX Coordinator, will determine the sanction(s) imposed and remedies provided, if any.

The parties shall receive the final decision on the imposition of sanction(s), if any, and the provision of remedies, if any, simultaneously within ten (10) workdays of receipt of the written determination by the appropriate college official(s). The College must disclose to the complainant the sanction(s) imposed on the respondent that directly relate to the complainant when such disclosure is necessary to ensure equal access to the College's education program or activity.

The Title IX Coordinator shall confer as necessary with employees, community resources, or other support services that will provide such remedies.

Any sanctions to be imposed or remedies to be provided should begin after five (5) workdays of submitting the final decision unless a party files an appeal.

If the respondent is a third party, the Title IX Coordinator or Deputy Title IX Coordinator will forward the written determination to the Vice President of the respective area that brought the third party into Germanna Community College, College Chief of Police, and or any other college official. Within ten (10) workdays, the College Chief of Police (in consultation with the Vice President for Administrative Services and the Associate Vice President of Human Resources) shall determine and impose appropriate sanctions, as described below. The respondent and the Title IX Coordinator shall receive written notification of sanction(s) in the final decision, if any. The Title IX Coordinator may disclose to the complainant information as described above.

Appeals

The Title IX Coordinator will advise the complainant and the respondent of their right to appeal any finding or sanction in writing. The written notification also shall provide information on the appeals process. If the complainant or respondent does not contest the finding or recommended sanction(s), he or she shall sign a statement acknowledging such. The signed statement shall be part of the record.

Within five (5) workdays of receipt of the final decision, either party may appeal the Hearing Officer's written determination regarding responsibility and the final decision related to sanctions and remedies. The complainant also may appeal the College's dismissal of a formal complaint or any of its allegations therein within five (5) workdays of such dismissal. The appeal must be in writing and submitted to the Title IX Coordinator, who will appoint an Appeal Officer within five (5) workdays of receipt of the appeal. The Appeal Officer's decision is final.

The Appeal Officer will grant an appeal only on the following bases:

1. Procedural irregularity that affected the outcome of the matter;
2. New evidence that was not reasonably known or available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
3. The Title IX Coordinator, investigator(s), or Hearing Officer had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter;

Within five (5) workdays of receipt of an appeal request, the Title IX Coordinator will notify the other party that an appeal has been filed and implement appeal procedures equally for both parties.

The Title IX Coordinator will compile the record, including the notice of allegations, evidence obtained, investigative report, live hearing recording, written determination, and final decision. The Title IX Coordinator shall forward the record with the appeal request to the Appeal Officer as soon as possible, but no later than ten (10) workdays of receipt of the appeal request.

The Appeal Officer must not be the Hearing Officer, the investigator, or the Title IX Coordinator and be free from conflict of interest and bias.

Upon receipt of the request for the appeal and the record, the Appeal Officer shall decide whether to grant the appeal, including the rationale for the decision, and notify the parties whether the appeal has been granted simultaneously. The decision shall be made within ten (10) workdays of receipt of the appeal request and record from the Title IX Coordinator.

If the Appeal Officer decides to grant the appeal, he or she will notify the parties that they have five (5) workdays to submit a written statement in support of, or against, the outcome of the written determination, final decision, or dismissal of the formal complaint. The Appeal Officer may grant additional time for good cause to both parties.

The Appeal Officer shall make the decision based on the record and the parties' written statements, if any. The Appeal Officer shall not receive additional statements or testimony from any other person.

The Appeal Officer shall issue a written determination of the result of the appeal and the rationale for such result within ten (10) workdays of receipt of written statements, if any. The Appeal Officer shall provide the written determination to the parties simultaneously.

At the conclusion of the appeal, the Title IX Officer shall facilitate the imposition of sanctions, if any, and the provision of remedies as provided in Section X of the policy.

Informal Resolution Process

The informal resolution process is available under the following conditions:

1. The complainant has filed a formal complaint of hostile environment sexual harassment involving parties with the same status (e.g., student-student or employee-employee);
2. The Title IX Coordinator has completed the steps described in Section V of the policy; and,
3. The parties voluntarily request in writing to receiving a request from both parties to resolve the formal complaint through the informal resolution process.

Within five (5) workdays after the receipt of the written request to start the informal resolution process, the Title IX Coordinator will appoint a College official to facilitate an effective and

appropriate resolution (“Facilitator”). The Title IX Coordinator may serve as a Facilitator. Within five (5) workdays of such appointment (or receipt of the written request), the parties may identify to the Title IX Coordinator in writing any potential conflict of interest or bias posed by such Facilitator to the matter. The Title IX Coordinator will consider such information and appoint another Facilitator if it is determined that a material conflict of interest or bias exists. Within five (5) workdays of the appointment (or receipt of the written request), the Facilitator will request a written statement from the parties to be submitted within ten (10) workdays. Each party may request that witnesses are interviewed, but the College shall not conduct a full investigation as part of the informal resolution process.

Within ten (10) workdays of receiving the written statements, the Facilitator will hold a meeting(s) with the parties and coordinate informal resolution measures. The Facilitator shall document the meeting(s) in writing. Each party may have one advisor of their choice during any meeting; however, the advisor may not speak on the party’s behalf.

The informal resolution process should be completed within thirty (30) workdays in most cases, unless good cause exists to extend the time. The parties will be notified in writing and given the reason for the delay and an estimated time of completion.

Any resolution of a formal complaint through the informal resolution process must address the concerns of the complainant and the responsibility of the College to address alleged violations of the Policy, while also respecting the due process rights of the respondent. Informal resolution process remedies include mandatory training, reflective writing assignment, counseling, written counseling memorandum by an employee’s supervisor, suspension, termination, or expulsion, or other methods designed to restore or preserve equal access to the College’s education programs or activities.

At the conclusion of meetings, interviews, and the receipt of statements, the Facilitator will write a summary of such in a written informal resolution report and provide the parties with the informal resolution report simultaneously. The written informal resolution report shall include the notice of allegations, a meeting(s) summary, remedies provided, if any, sanctions imposed, if any, and whether the formal complaint was resolved through the informal resolution process. The Facilitator will forward the written informal resolution report to the Title IX Coordinator, when applicable.

At the conclusion of the informal resolution process, if the formal complaint was resolved to the satisfaction of the parties, the parties will provide a written and signed statement as such for the record. The decision will be final, and the matter will be closed.

At any time prior to resolving a formal complaint through the informal resolution process, either party may withdraw in writing from the informal resolution process and resume or begin the formal resolution process.

If the formal complaint is not resolved through the informal resolution process, the Title IX Coordinator shall begin the formal resolution process at Section V of the policy.

The Facilitator shall not be a witness as part of the formal resolution process, but the written informal resolution report shall be part of the record.

Sanctions & Corrective Actions

The College will take reasonable steps to address any violations of this Policy and to restore or preserve equal access to the College's education programs or activities. Sanctions for a finding of responsibility depend upon the nature and gravity of the misconduct, any record of prior discipline for similar violations, or both.

The range of potential sanctions and corrective actions that may be imposed against a student includes but is not limited to the following: required discrimination or harassment education, a requirement not to repeat or continue the discriminatory, harassing, or retaliatory conduct, verbal or written warning, a no-contact order, written or verbal apology, verbal or written warning, probation, suspension, and expulsion from the College.

Sanctions for faculty and staff shall be determined in accordance with the VCCS Policy Manual and the Department of Human Resource Management Standards of Conduct, respectively. Possible sanctions and corrective actions include required discrimination or harassment education, informal or formal counseling, reassignment, demotion, suspension, non-reappointment, and termination from employment.

Third parties, e.g., contractors, or patrons from the general public, will be prohibited from having access to the college owned or controlled property. Depending on the violation, this prohibition may be permanent or temporary.

Sanctions imposed do not take effect until the resolution of any timely appeal. However, the College may keep in place any interim measures when the continued presence of an individual on campus may threaten the safety of an individual or the campus community, generally. These interim measures may continue in effect until such time as the appeal process is exhausted in such cases.

Protective Orders

A protective order is a legal order issued by a state court which requires one person to stop harming another. In Virginia, there are protective orders for family abuse and protective orders for an act of violence, force, or threat. Both types of orders must be issued by the court.

The College Police Department will keep protective and restraining orders on file in accordance with state regulations. Any victim/survivor of a sexual assault or domestic violence is strongly encouraged to contact the College Police Department to verify that they have received from the court a copy of any protective/restraining order that can be properly verified.

Victims/Survivors are strongly encouraged to report any violations of these orders to the College Police Department immediately at 540-891-3079. If the violations of a court order is an emergency situation, DIAL 322911 or 540-727-2911 IMMEDIATELY if on campus and 911 if off campus.

Information on filing an application for a protective order can be found by visiting:
<http://www.courts.state.va.us/courtadmin/aoc/judpln/programs/afapo/home.html>

The College Police Department, Local law enforcement partners, Local Victim/Witness Program, or our local victim advocacy programs, can assist college community member through the process of filing for protective orders.

College Violence Prevention and Clery Committee

The college Violence Prevention and Clery Committee (VPC) provides guidance to students, faculty and staff regarding recognition of threatening or aberrant behavior that may represent a threat to the community, identification of members of the campus community to whom threatening behavior should be reported, and recommend policies and procedures for the assessment of individuals whose behavior may present a threat. In addition, the committee is charged with reviewing and providing guidance to the College leadership on the Department of Education Clery requirements. Committee membership is crafted to include multiple departments and divisions from across the College. Training is provided to committee members who assist in developing a college wide Clery policy, identifying Campus Security Authorities (CSAs) and other adjustments as new regulations occur. The members are appointed annually by the college president and includes representation from College Police, Student Development, Title IX, Human Resources, Disability Services, College Counseling, legal counsel, and college Faculty/Staff.

College Threat Assessment Team

The College Threat Assessment Team (TAT) was established to assist in addressing situations where students, faculty or staff are displaying disruptive or threatening behaviors that potentially impede their own or others ability to function successfully or safely. The process is designed to help identify persons whose behaviors potentially endanger their own or the health and safety of others. The TAT will meet on an emergency basis as well as monthly to review reports brought forward by campus community members concerning disruptive, inappropriate, and/or threatening behavior.

Germanna Community College has an online incident reporting platform called [TIPS](#) (Threat Assessment, Incident Management and Prevention Services). This program allows students, faculty, and staff to confidentially report concerning behaviors such as bullying, threats to harm, harassment, assaults, weapons, suicide risks, stalking, and other concerns. Information submitted in TIPS is forwarded to the members of the college's Threat Assessment Team via email. When an incident report is received, this team will coordinate a swift response in an effort to prevent harm and to offer help to the involved individuals. To submit a report, click on the TIPS button located on the bottom right-hand side of the Germanna Community College web page. Please do not hesitate to report your concern. You may report anonymously if you prefer.

Please remember that you should report emergency incidents requiring an immediate response directly to the college police or your local law enforcement agency.

If you have questions about TIPS, please contact the Office of the Dean of Student Development at 540-423-9123.



Sex Offender Registry



In accordance to the "Campus Sex Crimes Prevention Act" of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, the Germanna Community College Police Department is providing a link to the [Virginia State Police Sex Offender Registry \(SOR\)](#). This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice of each institution of higher education in that State at which the person is employed, carries a vocation,

or is a student. In the Commonwealth of Virginia, convicted sex offenders must register with the Sex Offender and Crimes Against Minors Registry maintained by the Department of State Police. This site provides information about registered sex offenders in the geographical area served by Germanna Community College (as well as anywhere in Virginia). Once you reach the Virginia State Police Sex Offender Registry page, you may have to enter the requested characters for the image at the bottom of the page and then click the 'Accept' button.

The Sex Offender and Crimes Against Minors Registry (SOR) for VIOLENT SEX OFFENDERS is available via Internet pursuant to Section 19.2-390.1, (D), of the Code of Virginia. Registry information provided under this section shall be used for the purposes of the administration of criminal justice, screening of current or prospective employees, volunteers or otherwise for the protection of the public in general and children in particular. Unlawful use of the information for purposes of intimidating or harassing another is prohibited and willful violation shall be punishable as a Class 1 misdemeanor.

Area and State Resources:

College Counseling Services

Fredericksburg Campus- (540) 891-3020

Locust Grove Campus- (540) 423-9123

Email- counseling@germanna.edu

[Timely Care 24/ Mental Health Services](#)

[View our College Resources](#)

College Police Department

College Police Emergency Communications Dispatch Center (540) 891-3079

Culpeper/Orange Area

SAFE Inc. - Services to Abused Families (provides emergency shelter to all members of a family troubled by violence as well as sexual assault crisis services) (800) 825-8876 (Current MOU with Germanna Community College)

Culpeper Victim Assistance Program (540) 727-3413

Orange Victim Witness Program (540) 672-6380

Chrysalis Counseling Center (540-727-0770

NOVANT-UVA Culpeper Regional Hospital (540) 829-4100

Rappahannock-Rapidan Community Services Board (serves Culpeper, Fauquier, Rappahannock, Orange, and Madison) (540) 825-3100 (Current MOU with Germanna Community College)

Fredericksburg/Spotsylvania/Stafford/Caroline

Mary Washington Hospital (540) 741-1100
Mary Washington-Stafford Hospital (540) 741-9000
Fredericksburg Victim/Witness Program (540) 372-1040
Fredericksburg Area Rape Hotline (24 hours) (540) 371-1212
Stafford Victim/Witness Program (540) 658-4301
Spotsylvania Victim/Witness Program (540) 507-7675/7667
Caroline Victim/Witness Assistance Program (804) 633-8037

Rappahannock Area Community Services Board (serves Stafford, Fredericksburg, Spotsylvania, King George, and Caroline) Fredericksburg Main Number (540) 373-3223 24 Hour Crisis Intervention Hotline (540) 373-6876 (Current MOU with Germanna Community College)

The Rappahannock Council Against Sexual Assault (Provides crisis counseling and victim assistance and advocacy as well.) (540) 371-1666 (Current MOU with Germanna Community College)

Empowerhouse (formerly known as RCDV - Rappahannock Council on Domestic Violence, provides confidential domestic violence assistance in the city of Fredericksburg and counties of Stafford, Spotsylvania, King George, and Caroline) 24Hrs Hotline 540-373-9373

Commonwealth of Virginia

Department of Criminal Justice Services (888) 887-3418
Virginia Family Violence and Sexual Assault Hotline (24 hours) at (800) 838-8238
Criminal Injuries Compensation Fund (800) 552-4007
Attorney General Victim Notification Program (800) 370-0459
Virginia Access to Justice Commission <https://selfhelp.vacourts.gov/>
Virginia State Bar- Pro Bono / Access to Legal Services https://www.vsb.org/site/pro_bono
Mental Health America of Virginia Non-Emergency Warm Line (866) 400-MHAV (6428) Monday – Friday 9am to 9pm and Saturday – Sunday (and Holidays) 5pm to 9pm.
Virginia's Statewide Peer-Run Warm Line provides friendly, non-judgmental peer support for those who just need/want to talk, or if someone needs help finding information on mental health and wellness resources. A Warm Line is **NOT a crisis hotline, which is for emergencies. If you are in crisis, please call the National Crisis Hotline at (800) 273-8255 or 911; you can also text MHA to 741741 to text with a crisis counselor.**

National

[U.S. Office of Victims of Crime](#) (800) 363-0441
[National Center for Victims of Crime](#) (202) 467-8700
[988 Suicide & Crisis Lifeline](#) 988 *(Please note, this new, shorter phone number will make it easier for people to remember and access mental health crisis services. the previous 1-800-273-TALK (8255) number will continue to function indefinitely.)* [Learn More](#)

V. General Safety Policies

Policy on Drugs and Alcohol Illegal Drugs



The possession, use, manufacture, or distribution of illegal drugs or other controlled substances by students, faculty or staff at Germanna Community College is prohibited. Germanna Community College is committed to taking all actions consistent with individuals found in violation of Virginia and/or federal laws pertaining to such substances. Germanna Community College addresses this issue with a program of enforcement, education, prevention,

counseling, and referral. Although the Commonwealth of Virginia has legalized the responsible use, possession, and cultivation of cannabis by adults 21 and older under certain circumstances/situations, under the federal Controlled Substances Act [21 U.S.C. § 812\(c\)\(10\)](#), marijuana remains a Schedule 1 substance. As a result and as required under the VCCS/GCC Controlled Substance and Alcohol Policy, the Federal Drug-Free Schools and Communities Act [20 U.S.C. § 1011i](#), as well as the Federal Drug-Free Workplace Act [41 U.S.C. §§ 701-07](#), it **remains** unlawful and unauthorized to possess, sell, use, manufacture, give away, or otherwise distribute controlled substances or other drugs on any property owned or controlled by the college, while attending a college-sponsored off-campus trip/event, or while serving as a representative of the College at off-campus meetings or events.

Alcohol Guidelines

Germanna Community College recognizes that the misuse and abuse of alcohol and the use of illicit or controlled substances is a persistent social and health problem of major proportion in our society and that it interferes with the goals and objectives of any academic institution. Students of Germanna Community College shall not possess, use, or distribute alcohol on college property including in buildings, facilities, grounds, and property controlled by the College. Germanna Community College is committed to taking all actions consistent with individuals found in violation of Virginia and/or federal laws pertaining to the consumption and or illegal possession of alcohol. Faculty and staff of Germanna Community College shall not possess, use, or distribute alcohol on college property including in buildings, on grounds and property controlled by the College except when authorized by the college. Alcoholic beverages can be authorized provided the following policies are met:

- An alcoholic beverage (banquet or special event) license must be secured for any approved function at which alcoholic beverages will be sold.
- Alcoholic beverages may only be served and consumed in conjunction with food, and the availability of non-alcoholic beverages is required.
- Only persons of legal age (21) shall be permitted to engage in the consumption or serving of alcoholic beverages. The sponsor is responsible for verifying attendee's age.
- The serving and consumption of alcoholic beverages shall be permitted only in the approved area(s) designated for the scheduled event. Event sponsors shall not permit the entry or exit of persons with alcoholic beverage containers.
- A "Request for Authorization to Serve Alcoholic Beverages" form must be completed and

approved before an event at which alcoholic beverages will be served or consumed can be scheduled. Officers of the College Police Department will be required to monitor the event.

Germanna Community College is committed to taking all actions consistent with individuals found in violation of Virginia and/or federal laws pertaining to the consumption or illegal possession of alcohol. Germanna Community College uses local community referrals for cases of alcohol and substance abuse.

Sanction and Penalties

Students and employees who violate this policy will be subject to arrest and/or disciplinary action by the College imposed through established due process procedures. The College notifies its police department of violations of this policy. Students, faculty, and staff are hereby notified that illegal involvement with drugs or alcohol will result in disciplinary action by the College and referral for criminal prosecution.

Disciplinary sanctions for students are enumerated in the Statement of Student Rights and Responsibilities and include suspension or dismissal from the institution. Sanctions for faculty and staff range from referral to counseling and/or reprimands to suspension and termination of employment.

Criminal penalties for violations of local, state and federal statutes regarding the unlawful possession or distribution of illegal drugs or alcohol include fines and/or imprisonment terms, depending upon the classification of the offense.

The possession, use, manufacture, or distribution of illegal drugs, alcohol, or other controlled substances by students, visitors, faculty or staff at Germanna Community College is prohibited. Germanna Community College is committed to taking all actions consistent with individuals found in violation of Virginia and/or federal laws pertaining to such substances. Germanna Community College addresses this issue with a program of enforcement, education, prevention, counseling, and referral.

Tobacco and Electronic Cigarettes/Vaping Devices

Smoking or inhaling any substance, by any method, including, but not limited to: tobacco products, e-cigarettes/vaping devices, and aromatic smoking products, such as clove cigarettes, herbal cigarettes, or any other similar device(s) is prohibited outside of designated smoking locations clearly marked at all Germanna Community College locations. You must be 21 years of age or older. To read the complete policy, visit:



<https://www.germanna.edu/policies/smoking-policy/>

Firearms and Weapons



Possession or carrying of any weapon by any person, except a sworn law enforcement officer, is prohibited on college property in academic buildings, administrative buildings, student centers, and places of the like where people congregate, or while attending any college-sponsored sporting, entertainment, or educational events. Entry upon the aforementioned college property in violation of this prohibition is expressly forbidden. Faculty, staff, and students may not possess or carry any

weapon anywhere on college property except as outlined in the exceptions below:

- Current sworn and certified local, state, and federal law enforcement officers with proper credentials and identification.
- Faculty, staff, and students may secure handguns, rifles, and shotguns in parked vehicles. Those who wish to secure a handgun in their vehicle must have a current concealed weapons permit recognized by the Commonwealth of Virginia. The compartment or container may be a trunk or other secured storage. At no time shall a weapon be visible in plain view while inside a vehicle.
- Visitors and contractors may secure handguns, rifles, and shotguns in parked vehicles. Visitors and contractors are encouraged to secure weapons in the trunk of vehicles or otherwise out of sight of passersby. If visitors and contractors store handguns in a parked vehicle, the handgun must be secured in a compartment or container inside the vehicle.

To view the entire weapons policy, visit: [Germanna Community College Weapons Policy](#)

Family Educational Rights and Privacy Act Parental Notification

Germanna Community College reserves the right as permitted by the Family Educational Rights and Privacy Act (FERPA) to notify parents/guardians if their child, under 21 years of age, has been determined to have violated the college's Alcohol and Drug Policy.

VI. Definitions of Reportable Crimes

Definitions and Codes from the Uniform Crime Reporting Handbook, as required by the Clery Act

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. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed. (*UCR code 13A*)

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. (*UCR code 200*)

BURGLARY: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned. (*UCR code 220*)

DRUG LAW VIOLATIONS: The arrest and/or conduct referral for violation of laws (Federal, State, or local) prohibiting the unlawful possession, sale, distribution, use, purchase, growing/cultivation, manufacturing, and/or making of certain controlled substances or narcotic substance as well as any equipment or devices utilized in their preparation and/or use. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic drugs/narcotics-manufactured narcotics which can cause true addiction

(Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine). (UCR code 35A)

INTIMIDATION: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack. (UCR Code 13C)

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

LIQUOR LAW VIOLATIONS: The arrest and/or referral for violation of laws or ordinances prohibiting: the manufacture, sale, purchase, transporting, furnishing, possessing, or use of intoxicating alcoholic beverages; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.) (UCR code 90G)

MOTOR VEHICLE THEFT: The theft or attempted theft of a motor vehicle. (UCR code 240)

MURDER (NON-NEGLIGENT MANSLAUGHTER): The willful (non-negligent) killing of one human being by another. (URC code 09A)

MANSLAUGHTER (NEGILGENT): The killing of another person through gross negligence. Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force, violence, and/or causing the victim fear. (UCR code 09B)

WEAPON LAW VIOLATIONS: The violation of laws or ordinances dealing with prohibited weapon offenses, regulatory in nature, such as: manufacture, sale, purchase, transportation, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned. Weapons would include; firearms, cutting instruments, explosives, incendiary devices, or any other deadly device(s). (UCR code 520)

Below you will find the Department of Education's definitions of the Violence Against Women Reauthorization Act (VAWA) reportable crimes along with an added page reporting these statistics.

DATING VIOLENCE: The term "dating violence" means 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.

DOMESTIC VIOLENCE: The term "domestic violence" includes 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 in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

STALKING: The term "stalking" means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—(A) fear for that person's safety or the safety of others; or (B) suffer substantial emotional distress.

For the purposes of this definition—

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

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

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

HATE CRIME: A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.

Although there are many possible categories of bias, under the Clery Act, only the following eight categories are reported: *Race, Religion, Sexual Orientation, Gender, Gender Identity, Ethnicity, National Origin, or Disability.*

Hate Crimes include any of the following offenses that are motivated by bias:

- Murder and Non-negligent Manslaughter (See above Definition)
- Sexual Assault (See above Definition)
- Robbery (See above Definition)
- Aggravated Assault (See above Definition)
- Burglary (See above Definition)
- Motor Vehicle Theft (See above Definition)
- Arson (See above Definition)
- Larceny-Theft
- Simple Assault
- Intimidation
- Destruction/Damage/Vandalism of Property

Larceny-Theft is the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession,

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

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

Destruction/Damage/Vandalism of Property is to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Sex Offense Definitions and Codes from the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Program

Sexual Assault (SEX OFFENSES): Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. This includes attempts.

(A) Rape: The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

(B) Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity. (UCR code 11D)

(C) Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law. (UCR code 36A)

(D) Statutory Rape: sexual intercourse with a person who is under the statutory age of consent. (UCR code 36B)

CONSENT: Knowing, voluntary, and clear permission by word or action, to engage in mutually agreed upon sexual activity. The existence of consent is based on the totality of circumstances, including the context in which the alleged consent occurred. Silence does not necessarily constitute consent and coercion, force, or threat of either party invalidates consent.

Any sexual activity or sex act committed against one's will, by the use of force, threat, intimidation, or ruse, or through one's mental incapacity or physical helplessness is without consent. Silence does not necessarily constitute consent. Past consent to sexual activities, or a current or previous dating relationship, does not imply ongoing or future consent. Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). An individual cannot consent who is under the age of legal consent.

Mental incapacity means that condition of a person existing at the time which prevents the person from understanding the nature or consequences of the sexual act involved (the who, what, when, where, why, and how) and about which the accused knew or should have known. This includes incapacitation through the use of drugs or alcohol. Intoxication is not the same as incapacitation.

Physical helplessness means unconsciousness or any other condition existing at the time which otherwise rendered the person physically unable to communicate an unwillingness to act and about which the accused knew or should have known. Physical helplessness may be reached through the use of alcohol or drugs.

Definition of the term “Unfounded”; On occasion, an agency will receive a complaint which is determined through a law enforcement investigation to be false or baseless. If the law enforcement investigation shows that no offense occurred nor was attempted, the reported offense can be “unfounded” by a law enforcement officer

Clery Geographical Reporting

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 paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor)

NON-CAMPUS BUILDINGS 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.

***Note:** Germanna Community College does not have any residential halls/facilities. In addition, the college does not have any officially recognized student organization that own or control any building or property**

PUBLIC PROPERTY: All public property, including thoroughfares, streets, medians, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

***Note:** Data from local law enforcement officials is subject to availability and may be subject to review and revision by those agencies. The Germanna Community College Police Department makes a good faith effort to extract all crime reports and statistics from our regional law enforcement partner agencies. The Germanna Community College Police Department is not responsible for the accuracy of those figures. Numbers in some statistical fields may be subject to change from previous reports due to clarification of Clery reporting requirements or update crime data.*



CRIME STATISTICS

**** ARREST & REFERRAL DATA FOR GCC LOCUST GROVE CAMPUS (OR) 2022 ANNUAL SECURITY REPORT****
2130 Germanna Highway, Locust Grove, VA 22508 (Orange County)

	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Murder/Non-Negligent Manslaughter	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Rape	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Fondling	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Incest	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Statutory Rape	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Robbery	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Aggravated Assault	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Burglary	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0

Motor Vehicle Theft	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Arson	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Domestic Violence	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Dating Violence	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Stalking	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Arrests	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Liquor Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Drug Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Weapons Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Referrals	Year					
Liquor Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Drug Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Weapons Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0

****ARREST & REFERRAL DATA FOR GCC FREDERICKSBURG AREA CAMPUS 2022 ANNUAL SECURITY REPORT****
10000 Germanna Point Drive, Fredericksburg VA 22408 (Spotsylvania County)

	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Murder/Non-Negligent Manslaughter	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Rape	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	1	0	0	1	0
Fondling	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	1
Incest	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Statutory Rape	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Robbery	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Aggravated Assault	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Burglary	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0	0
	2020	0	2	0	2	0
	2019	0	0	0	0	1
	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Arson	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Domestic Violence	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	1	0	0	1	0
Dating Violence	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Stalking	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Arrests	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes

Liquor Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Drug Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	1	0	0	1	0
Weapons Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Referrals	Year					
Liquor Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Drug Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Weapons Law Violations	2021	0	0	0	0	0
	2020	1	0	0	1	0
	2019	0	0	0	0	0

****ARREST & REFERRAL DATA FOR GCC DANIEL TECHNOLOGY CENTER 2022 ANNUAL SECURITY REPORT****

18121 Technology Drive, Culpeper, VA 22701 (Culpeper County)

Includes Culpeper Technical Education Center (CTEC) 17441 Frank Turnage Dr, Culpeper, VA 22701

	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Murder/Non-Negligent Manslaughter	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Rape	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Fondling	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Incest	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Statutory Rape	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Robbery	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0

Aggravated Assault	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Burglary	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Arson	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Domestic Violence	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Dating Violence	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Stalking	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Arrests	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Liquor Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	1	0	0	1	0
Drug Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Weapons Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Referrals	Year	0	0	0	0	0
Liquor Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Drug Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Weapons Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0

****ARREST & REFERRAL DATA FOR GCC BARBARA J. FRIED CENTER 2022 ANNUAL SECURITY REPORT****
124 Old Potomac Church Road, Stafford, VA 22554 (Stafford County)

	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Murder/Non-Negligent Manslaughter	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Rape	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Fondling	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Incest	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Statutory Rape	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Robbery	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Aggravated Assault	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Burglary	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Arson	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Domestic Violence	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Dating Violence	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Stalking	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	1
Arrests	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes

Liquor Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Drug Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Weapons Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Referrals	Year					
Liquor Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Drug Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Weapons Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0

****ARREST & REFERRAL DATA FOR GCC STAFFORD AUTOMOTIVE CENTER 2022 ANNUAL SECURITY REPORT****

42 Blackjack Road, Fredericksburg, VA 22405 (Stafford County)

Center Closed Fall of 2021

	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Murder/Non-Negligent Manslaughter	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Rape	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Fondling	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Incest	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Statutory Rape	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Robbery	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Aggravated Assault	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0

Burglary	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Arson	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Domestic Violence	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Dating Violence	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Stalking	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Arrests	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Liquor Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Drug Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Weapons Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Referrals	Year					
Liquor Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Drug Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Weapons Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0

****ARREST & REFERRAL DATA FOR GCC CAROLINE CENTER 2022 ANNUAL SECURITY REPORT****
11073 Colonel Armistead Drive Suite #101, Ruther Glen, VA 22546 (Caroline County)
Center Closed Summer of 2021

	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Murder/Non-Negligent Manslaughter	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Rape	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Fondling	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Incest	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Statutory Rape	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Robbery	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Aggravated Assault	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Burglary	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Arson	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Domestic Violence	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Dating Violence	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Stalking	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Arrests	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes

Liquor Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Drug Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Weapons Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Referrals						
Liquor Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Drug Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Weapons Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0

****ARREST & REFERRAL DATA FOR GCC FREDERICKSBURG CENTER FOR APPLIED TECHNOLOGY (FredCAT) 2022 ANNUAL SECURITY REPORT****

1325 Central Park Blvd, Fredericksburg, VA 22401 (City of Fredericksburg)

	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Murder/Non-Negligent Manslaughter	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Rape	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Fondling	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Incest	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Statutory Rape	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Robbery	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Aggravated Assault	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0

Burglary	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Arson	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Domestic Violence	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Dating Violence	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Stalking	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Arrests	Year	On Campus	Non Campus	Public Property	Total	Unfounded Crimes
Liquor Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Drug Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Weapons Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Referrals						
Liquor Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Drug Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0
Weapons Law Violations	2021	0	0	0	0	0
	2020	0	0	0	0	0
	2019	0	0	0	0	0

****ARREST & REFERRAL DATA FOR GCC NON-CAMPUS LOCATIONS 2022 ANNUAL SECURITY REPORT****

	Year	Non-Campus	Public Property	Total	Unfounded Crimes
Murder/Non-Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Rape	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Fondling	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Incest	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Statutory Rape	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Robbery	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Aggravated Assault	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Burglary	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0
	2020	*2	0	*2	0
	2019	0	0	0	0
	Year	Non-Campus	Public Property	Total	Unfounded Crimes
Arson	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Domestic Violence	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Dating Violence	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Stalking	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Arrests	Year	Non-Campus	Public Property	Total	Unfounded Crimes

Liquor Law Violations	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Drug Law Violations	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Weapons Law Violations	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Referrals					
Liquor Law Violations	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Drug Law Violations	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Weapons Law Violations	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0

**Non-Campus Locations: 4325 Muster Field Rd, Culpeper, VA 22701, 39 McWhirt Loop, Unit 113, Fredericksburg, VA 22406, [*3670 Jefferson Davis Hwy, Fredericksburg, VA 22408 \(The Spotsylvania County Sheriff's Office Reported 2 Motor Vehicle Thefts at this location in 2020\)*](#), 5700 Smith Station Road, Fredericksburg, VA 22407, 10200 Old Dominion Pkwy, Fredericksburg, VA 22407, 12100 Kilarney Drive, Fredericksburg, VA 22407

Hate Crimes by Location and Bias

There were **0** incidents reported to the Germanna Community College Police Department on-campus in 2021 and 2020, **4** incidents were reported in **2019**. These crimes manifest evidence of bias based on race, religion, ethnicity, national origin, gender, sexual orientation, gender identity or disability during the 2019 calendar year.

1 Count of Intimidation (Disability)- Fredericksburg Area Campus- On Campus 2019

1 Count of Intimidation (Sexual Orientation)- Fredericksburg Area Campus- On Campus 2019

1 Count of Destruction/Damage/Vandalism of Property (Sexual Orientation)- Locust Grove Campus- On Campus 2019

1 Count of Intimidation (Sexual Orientation)- Locust Grove Campus- On Campus 2019