



South College Annual Security Report September 2024

In 1990, the Higher Education Act of 1965 (HEA) was amended requiring post-secondary institutions to publish crime statistics and security information. In 1998, the act was renamed the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act in memory of Jeanne Clery, a university student who was killed in a dorm room in 1986. The intent of the Act is to increase the level of awareness the campus community has toward safety and security. The United States Department of Education requires educational institutions to provide security information to employees and students on an annual basis and to prepare an annual report.

The following is the Annual Security Report for South College. This report is compiled by designated campus officials and distributed to all students, faculty members, and staff members via assigned South College email by October 1 each year. The report is published by this date on the South College Website at <https://www.south.edu/student-resources/campus-security-information/>. A physical copy can be obtained upon request from the Department of Student Services. This report contains security policies, procedures, and guidelines, as well as crime statistics reported for 2023, 2022, and 2021.

General Information About South College

The history of the college, the mission/purpose, a listing of programs available, accreditation information, and a description of the campuses are published in the South College Catalog. The Catalog can be accessed through the South College website at www.south.edu. Click on *Academics*, click on *Catalog and Calendars*, and then select the *South College Academic Catalog 2023-2025*.

Campus Locations

South College's main campus is located at 3904 Lonas Drive, Knoxville, TN 37909. The Parkside Campus is located at 400 Goody's Lane, Knoxville, TN 37922. The Asheville Campus is located at 140 Sweeten Creek Road, Asheville, NC 28803. The Nashville Campus is located at 616 Marriott Dr., Nashville, TN 37214. The Atlanta Campus is located at 2600 Century Parkway, Atlanta, GA 30345. The Indianapolis Campus is located at 301 Pennsylvania Parkway, Indianapolis, IN 46280. The Orlando Campus is located at 6649 Westwood Blvd., Orlando, FL 32821. The Pittsburgh Campus is located at 3000 Westinghouse Dr, Suite 200, Cranberry Township, PA 16066.

Security Personnel

South College has secured the services of off-duty police officers (Knoxville, Asheville, Atlanta, Indianapolis, and Nashville campuses) or security personnel hired by the building owner (Orlando) Monday-Friday during campus hours. The officers have the authority to order removal of any undesirable persons from the campus. Police officers have the authority to arrest anyone involved in

an illegal action on campus and areas immediately adjacent to the campus. Security officers immediately contact the local police force in relation to any illegal activity. On weekends, when the college is open and an officer is not on duty, the designated building coordinator has the authority to order removal of any undesirable persons from the campus and to contact the local police department or another appropriate law enforcement agency (an off-duty police officer is on campus during weekend hours at the Atlanta & Nashville campuses). All crimes that occur on South College property are reported to the appropriate law enforcement agency in a prompt and timely manner. South College and the security officers, in addition to having a relationship with local police departments, work closely with other law enforcement agencies (county, state, and federal). If a student violates the South College Student Conduct Standards and Regulations, the security officers and the building coordinators also report the student to the Student Affairs Coordinator/Director at the appropriate campus promptly and accurately. Possible disciplinary action may result. For any emergencies at the Pittsburgh campus, 911 is called immediately.

A Security Agreement is in place for the Knoxville, Nashville, Atlanta, Asheville, and Indianapolis campuses regarding local off-duty police officers serving as security for the campuses and stated in the campus facility lease for the Orlando campus in relation to security guards.

Crime Logs

Each campus maintains a Crime Log which is available for public review.

Security and Access to Campus Facilities

During business hours, the college is open to students, employees, parents, contractors, guests, potential students, and visitors. During non-business hours, access to campus facilities is limited to those employees who have been issued an access card and have successfully completed training covering facility procedures. Any after-hours maintenance projects must be arranged with appropriate supervision by a campus employee. South College does not have any campus residences. The institution has security cameras both inside and outside of campus buildings and regularly monitors footage as needed.

Campus areas that are reported as problematic are reviewed by the Executive Director of Institutional Student Affairs, Campus Deans, and the Director of Facilities. The Safety and Security Committee and the Leadership Committee also discuss safety and security issues.

South College has several recognized Student Organizations, but these organizations have no non-campus locations.

Learn More About Campus Safety and Security

The South College Catalog and Student Handbook includes sections on student conduct and safety/security measures. Safety and Security information is posted on the South College Website (current student resources) and information is periodically provided through email, campus newsletters, and via electronic signage on campus. New students and new employees receive an overview on safety and security during orientation or onboarding. Information is made available to all students and employees upon request.

How to Report Criminal Offenses or Security and Safety Concerns

South College endeavors to provide students and staff with a safe environment. Any occurrences of criminal action or of any emergency should be reported immediately and accurately to a security

officer and to the Director of Student Affairs/Services at the appropriate campus. If an officer is not on duty or the Director of Student Affairs/Services is not available, go to the nearest college employee who will contact the proper authorities. Any suspicious activity or person seen in the building or in the parking lot loitering around vehicles should be reported to the security officer on duty. On weekends when the campus is open, suspicious activity should be reported to the designed building coordinator, normally located in the front reception area on campus. If you have a safety or security concern, please see one of the following campus authorities:

Main Campus and Parkside Campus (Lead Coordinator in Bold)

- Dean of Academic and Student Services (865-293-4576) – Main Campus, 3rd floor
- Director of Administrative Services (865-251-1817) – Main Campus, 2nd floor
- **Student Affairs Coordinator (865-293-4539) – Main Campus, 2nd floor**
- Institutional Director of Career and Alumni Services (865-251-1820) – Main Campus, 2nd floor
- Main Campus Front Desk Coordinator (865-251-1800) – Main Campus 1st floor reception area
- Parkside Front Desk Coordinator (865-288-5700) – Parkside Campus, 1st floor reception area
- Parkside Resource Center Staff (865-304-4858) – Parkside 1st floor
- Parkside 2nd Floor (865-288-5852)
- Parkside 3rd Floor (865-288-8311)

Asheville Campus

- Campus President (828-398-2566) – 3rd floor
- Dean of Academic & Student Services (828-398-2580) – 3rd floor
- **Director of Student Services (828-398-2532) – 1st floor**

Nashville Campus

- Campus President (865-288-5740) – 6th floor
- Dean of Academic and Student Services (629-802-3015) – 6th floor
- **Sr. Director of Student Services (629-802-3050) - 1st Floor**

Atlanta Campus

- Campus President – (470-322-1210) – 2nd floor
- Dean of Academic and Student Services – (470-322-1211) – 2nd floor
- **Director of Student Services – (470-322-1212) – 1st floor**

Indianapolis Campus

- Campus President – (317-819-7910) – 1st floor
- Dean of Academic and Student Services – (317-819-7913) – 1st floor
- **Director of Student Services – (317-819-7912) – 1st floor**

Orlando Campus

- Campus President – (407-447-6910) – 5th floor
- **Director of Student Services – (407-447-6935) – 1st floor**

Pittsburgh Campus

- Campus President – (865-288-8782) – 1st floor
- **Dean of Academic and Student Services (724-720-9553) – 2nd floor**

Online

- President – (865-288-8782) – 1st floor
- **Director of Student Services (865-288-8784) – 1st floor**

Additionally, you may report your concern to the Security Officer on duty who will notify school officials. Another option is to call 911 and report the issue to local police authorities. The cooperation of all campus community members is needed in order to maintain a safe campus.

Voluntary Confidential Reporting

If you are a victim of a crime or a witness to a crime and do not want to pursue action within South College or the criminal justice system, you may still want to consider making a confidential report. With your permission, the college will file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. Please see one of the campus authorities listed within this document.

Professional counselors (South College does not have pastoral counselors), if and when they deem it appropriate, are encouraged to inform the persons they are counseling of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. The counselors can refer the person to the South College officials noted above or to the local law enforcement agency to report a crime.

Timely Warnings

The South College community will be notified using methods likely to reach members of the affected campus community when a serious or continuing threat to the institution's students and employees or their property is reported to South College security personnel or administration and occurs on the institution's campus or on public property immediately adjacent to a campus. South College works with local police departments regarding crime activity occurring in the campus area that may result in notification to the campus community or larger community.

In the event a situation arises and reported that in the judgment of the Executive Director of Institutional Student Affairs or the associated Campus President/Dean constitutes an ongoing or continuing threat, an institution-wide or associated campus-wide "Timely Warning" will be issued. The warning will be issued through South College's notification system, *Omnilert*. This system allows for the warning to be disseminated to students and employees at select campuses or the entire institution as warranted.

All employees and students are automatically enrolled in the notification system. Email notifications are sent to the South College issued email addresses. Text messages are sent to the phone numbers listed on the student's academic record and for employees, the messages are sent to the contact numbers listed in their Paylocity Self Service Portal account. Employees and students may opt out of the text alerts at any time. When appropriate, the warning will also be issued through

the college e-mail system to students and employees, published in a campus newsletter, and/or posted on the campus electronic message boards.

- A Timely Warning will be issued as soon as pertinent information is available and will not disclose the name or identifying information about any involved victim if applicable.
- The Warning will contain information about the associated incident to enable students and employees to protect themselves or their property and assist in the prevention of similar crimes. This information includes a brief description of the incident, the location of the incident and when it occurred, a description of any suspects and their injuries or use of force, recommended actions that students and employees should take to help protect themselves or their property, and contact information for local authorities.

Timely Warnings will not include information that, in the professional judgement of institutional security personnel, will compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. The decision as to whether to issue a Timely Warning is made on a case-by-case basis and based upon known facts relating to the issue, including the nature of the issue and potential risk to institutional students and employees. Timely Warnings are normally written by the or the associated Campus President/Dean and sent through the Omnilert system (students, faculty, and staff). The notices may be distributed through the institution's social media accounts:

Facebook: <https://www.facebook.com/southcollege;>

X: <https://www.twitter.com/SouthCollege;>

Instagram: <https://www.instagram/south.college>

- Initiating the Emergency Notification System and Determining the Contents of an Emergency Notification – The South College personnel indicated above will gather the needed information regarding an emergency or dangerous situation to share with the identified segment of the campus community. Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus or in the surrounding area, the Timely Warning will be sent by the Associate Vice Chancellor of Academic & Student Affairs, the Executive Director of Institutional Student Affairs, or the associated Campus President/Dean. A warning may also be sent out by the Vice Chancellor of Institutional Advancement and Effectiveness, the Chief Academic Officer, the Chief Financial Officer, the Chief Operating Officer, or the Director of Administrative Support. The content of Timely Warning text and e-mail messages for most potential campus emergencies are pre-written and ready to be immediately sent. Employees with authority to send a warning have the authority to amend the content as needed based on the specific information. Warnings are usually short in nature and will be followed up on as needed with additional information and/or to indicate resolution.

If there is an immediate threat to the health or safety of students or employees occurring on campus, the institution will follow its **Emergency Response and Evacuation Procedures**.

Emergency Response and Evacuation Procedures

South College will follow the following emergency response and evacuation procedures in response to a significant emergency or dangerous situation involving an immediate threat to the health or

safety of students or employees occurring on the campus. A Timely Alert will be sent to all members of the appropriate campuses should such an event occur. South College also collaborates with local police departments regarding emergencies or crime activity occurring in the campus area that may result in notification to the campus community.

For communicable disease and pandemic (such as COVID-19) threats, South College manages potential outbreaks by monitoring and assessing the situation and making decisions to ensure the safety of the institution and its communities based on guidance from the Center for Disease Control (CDC) and the local community health departments. In addition to sending out Timely Alerts, South College utilizes a multi-modal approach to ensure communication accessibility of information to students, faculty, and staff. Information and updates are sent to all South College email accounts and are posted in the *Important Updates* section on the main page of the South College website at www.south.edu as needed. Additionally, health and safety guidance and training on communicable diseases is communicated to students via their South College email, via campus digital signage, and via campus newsletters. To help ensure physical safety, the campus buildings, including the labs, offices, restrooms, and classrooms, are cleaned, and sanitized using commercial sanitizer machines. Multiple hand sanitizer stations are also available throughout each of the campuses. Other precautions may include requirements for wearing masks and social distancing efforts as applicable.

The South College Safety Manual is available on the South College website (<https://www.south.edu/consumer-information/student-services/>) and the Student and Faculty Portal and provides information on response to emergencies, including procedures for evacuation. The Manual provides detailed guidance as to contacts, actions, and procedures. South College provides regular training regarding these procedures. Tests of the procedures (at least annually) may be announced or unannounced.

The South College community is regularly reminded to review safety information via the campus digital signage and via campus newsletters.

Emergency Contact Procedures:

If an emergency occurs, call 911. Then immediately notify an on-site administrator and the on-campus officer.

Main Campus

Through the Cisco Phone System, the officer at the Main Campus can be reached by dialing 1111. Through cell phone, the number is **(865) 304-4418**.

Parkside Campus

Through the Cisco Phone System, the officer at the Parkside Campus can be reached by dialing 2222. Through cell phone, the number is **(865) 304-4858**.

Asheville Campus

Through the Cisco Phone System, the officer at the Asheville Campus can be reached by dialing 3333. Through cell phone, the number is **(828) 606-1229**.

Nashville Campus

Through the Cisco Phone System, the officer at the Nashville Campus can be reached by dialing **4040**. Through cell phone, the number is **(865) 438-0911**.

Atlanta Campus

Through the Cisco Phone system, the security office can be reached by dialing **5555**. Through direct line, the number is **(865) 696-0186**.

Indianapolis Campus

Through the Cisco Phone System, the officer at the Indianapolis Campus can be reached by dialing **7777**. Through cell phone, the number is **(865) 500-9556**.

Orlando Campus

Through the Cisco Phone System, the officer at the Orlando Campus can be reached:

- Daytime: Through the Cisco Phone System, dial **911** to contact the local police.
- Evenings:
 - Westwood Security Officer- Monday through Friday from 4:30 pm-12:30 am by dialing **(904) 597-1803**
 - Orange County Officer- Monday through Friday 5:00-10:00 pm by dialing **(865) 415-1953**

Pittsburgh Campus and Online

Through the Cisco Phone System, dial **911** to contact the local police.

If an emergency occurs, a current telephone contact list is available at the front desk of each campus for necessary notification of off-site administrators.

Evacuation

Campus evacuation drills are conducted regularly based on quarterly class schedules. The purpose of the drill is to prepare building occupants for an organized evacuation in case of fire or other emergency. Drills are used as practice and to familiarize students, faculty, and staff with exit locations and assembly areas and educate them on emergency procedures. Please note, the Atlanta Campus building is managed by a private company and the timing and frequency of fire drills may differ from other campuses. For example, tests in 2023-2024 were held at all campuses. These drills occurred from mid-day to early afternoon with some drills occurring in the evening. The drills are unannounced except to senior administration. The Chair of the Safety and Security Committee maintains records of such drills. Revisions to procedures are made based on performance during these drills.

Evacuation Procedure-Main Campus

General Procedures:

- Remain calm.
- Faculty/Supervisors - Direct students/staff to leave their belongings.
- Shut your door and leave it unlocked.
- Exit in single file down staircases and hallways and go to lower third level toward Main Campus drive. Please do not stand in the driveway.

- All faculty, staff, and students will assemble [gather] at the 1st parking lot on the right from the entrance of the college.
- Faculty - Bring your roster with you.
- Faculty should keep students with them and immediately take roll if possible, to account for everyone assigned to them. ****Please report on your classroom's completed evacuation to the Safety Coordinator.**
- The Safety Coordinator will account for the presence of everyone by checking with each faculty member.
- If you are trapped in classroom, keep the door closed.
- Call 911 and notify the officer on duty at Main Campus.
- If fire, place a towel or garment under the door; wet if possible.
- Open or break window if necessary and escape through the window if possible.

***Main Campus – General Evacuation Route**

- Exit in single file down staircases and hallways and go to lower third level toward Lonas drive. Please do not stand in the driveway.
- All faculty, staff, and students will assemble [gather] at the 1st parking lot on the right from the entrance of the college.

Evacuation Procedure-Parkside Campus

General Procedures:

- Remain calm.
- Faculty/Supervisors - Direct students/staff to leave their belongings.
- Shut your door and leave it unlocked.
- **Exit in single file down staircases and hallways and go to the 4th tier of the parking lot toward Parkside. Do not assemble in the side parking lot closest to I-40W.**
- Faculty - Bring your roster with you.
- Faculty should keep students with them and immediately take roll if possible, to account for everyone assigned to them. ****Please report on your classroom's completed evacuation to the Safety Coordinator.**
- The Safety Coordinator will account for the presence of everyone by checking with each faculty member.
- If you are trapped in classroom, keep the door closed.
- Call 911 and notify the officer on duty at Parkside.
- If fire, place a towel or garment under the door; wet it if possible.
- Open or break the window if necessary and escape through the window, if possible.

*** Parkside Campus Evacuation Route**

Rooms	Evacuation Route
150, 151, 152, 153, 154, 155, 164, 165, 166 Restrooms, Student Center, Kitchen	Student Center Emergency Exit by Vending
108, 109, 110, 111, 112 Library, Computer Lab, Curriculum Lab	Library Emergency Exit
156, 157, 158, 159, 160, 161, 162, 163, Main Lobby, Restrooms	Administrative Exit

Rooms	Evacuation Route
101, 102, 103, 105, 107, 108, 167, 168, 169, 171, 172, 173, 174, 175, 176, 177	Administrative Exit
250, 251, 252, 253, 254, 255, 256, 257, 263, 264, 265, 266, 267, 268, 269, 270	West Stairwell, Right Hand Side
271, Restrooms, 208, 210, 211, 213, 215, 217, 219, 221	West Stairwell, Right Hand Side
203, 205, 209, 209, 258, 259, 260, 262, 270, Restrooms	Central Stairwell, Right Hand Side
Restrooms, 203, 205, 207, 209, 258, 259, 260, 262, 272	Central Stairwell, Right Hand Side
201, Faculty and Staff Break Room, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282	East Stairwell
Third Floor Faculty Hallway, 350-371	West Stairwell, Left Hand Side
306, 373, 374, 375, 376, 377	West Stairwell, Left Hand Side
301, 303, 305, 307, Sim-Control Room, 322	Central Stairwell, Left Hand Side
302, 304, 308, 310, 312, 314, 316, 318, 320	Central Stairwell, Left Hand Side

Evacuation Procedure-Asheville Campus

General Procedures:

- Remain calm.
- Faculty/Supervisors - Direct students/staff to leave their belongings.
- Shut your door and leave it unlocked.
- Faculty - Bring your roster with you.
- Faculty should keep students with them and immediately take roll to account for everyone assigned to them. ****Please report on your classroom's completed evacuation to the Safety Coordinator.**
- The Safety Coordinator will account for the presence of everyone by checking with each faculty member.
- If you are trapped by fire, keep the door closed.
- Call 911 and notify the officer on duty at Asheville.
- If fire, place a towel or garment under the door; wet it if possible
- Open or break the window if necessary and escape through the window, if possible.

***Asheville Campus Evacuation Route**

Rooms	Evacuation Route
Library, Student Commons, Classroom 102	Student Commons (East) Exit
Front Desk, 1 st Floor Restrooms, Classroom 102	Front Door (North) Exit
Admission Offices:108, 109, 110, 111, 112, 113	1 st Floor Emergency Exit (by South Stairwell)
Second Floor Offices: 219, 220, 221, 222, 223, 224, 225, 226, 227, 201, 201, 203, 204,205, 206, 207, 208, 210, Faculty Break Room, Restrooms	North Stairwell
Second Floor Classrooms: 212, 213, 214, 215, 216, 217, 218	South Stairwell

Rooms	Evacuation Route
Third Floor Classrooms: 304, 303, 301, Restrooms	North Stairwell
Third Floor Classrooms and Offices: 305, 306, 308, 309, 310, 311, 318, 319	South Stairwell
Fourth Floor Offices and Restrooms: 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 417, 418, 419, 422, 423, 424, 425, 426, 427, 428, 429	North Stairwell
Fourth Floor Classrooms: 411, 412, 413, 414, 415, 416, 431, 432, 433, 434, 436	South Stairwell

Evacuation Procedure-Nashville Campus

General Procedures:

- Remain calm.
- Faculty/Supervisors - Direct students/staff to leave their belongings.
- Faculty - Bring your roster with you.
- **Exit in single file down staircases and hallways and go to west overflow parking close to the Sonesta Nashville Airport (formerly Marriott) Hotel.**
- Faculty should keep students with them and immediately take roll, if possible, to account for everyone assigned to them. ****Please report on your classroom's completed evacuation to the Safety Coordinator.**
- The Safety Coordinator will account for the presence of everyone by checking with each faculty member.
- If you are trapped by fire, keep the door closed
- Call 911 and notify the officer on duty at Nashville.
- If fire, place a towel or garment under the door; wet it if possible.
- Open or break the window if necessary and escape through the window, if possible.

***Nashville Campus Evacuation Route**

Rooms	Evacuation Route
Dental Clinic, First Floor Restrooms, Student Services, Financial Aid	Back Door Exit
Front Desk, Admissions Offices	Front Door Exit
Second Floor Offices	East Stairwell
Second Floor Restroom	Central Stairwell
Second Floor Classrooms, Faculty Break Room, Resource Center	West Stairwell
Third Floor Classrooms	West Stairwell
Third Floor Classroom, Lab, Faculty Break, Offices	East Stairwell
Third Floor Restroom	Central Stairwell
Fourth Floor Offices	West Stairwell
Fourth Floor Student Center, Boardroom, & Restroom	Center Stairwell
Fourth Floor Classroom, Labs, Offices	East Stairwell
Fifth Floor Classrooms, Simulation Center	West Stairwell
Fifth Floor Restroom, Student Center, Offices	Central Stairwell
Sixth Floor Offices, Kitchen, Conference Room, Restrooms	Central Stairwell

Evacuation Procedure-Atlanta Campus

General Procedures:

- Remain calm.
- Faculty/Supervisors – Direct students to leave their belongings and to exits.
- Shut your door and leave it unlocked.
- Exit in single file down staircases and hallways and go to 1st floor exits at either the North or South exits of the building. Occupants on the 2nd or 3rd floors should also utilize the exterior stairwell at the North end of the building.
- All faculty, staff, and students should assemble in the North or South parking lots at a safe distance from the building.
- If you are trapped by fire, keep the door closed. Call 911 and notify the officer on duty.
- Place a towel or garment under the door; wet it if possible.
- Open or break the window if necessary and escape through the window if possible.

***Atlanta Campus Evacuation Route**

Rooms	Evacuation Route
Front Desk, Admissions, Financial Aid, Student Services, Registrar	Front Door Exit
1 st Floor Faculty, Staff, and Administration	Back Door Exit
Student Center and 2 nd Floor Offices	Center Stairwell & Front Door Exit
Student Center and 3 rd Floor Offices	Center Stairwell & Front Door Exit
Rooms 204, 216, 221, 222, 218, 219, 231, 232, 233	Center Stairwell & Front Door Exit
Rooms 223, 225, 226, 227, 228	Back Second Floor Stairwell/Exit
Rooms 302,303,308,309	Center Stairwell & Front Door Exit
Rooms 303, 304, 305, 306, 307, 308	Back Third Floor Stairwell/Exit

Evacuation Procedure-Indianapolis Campus

General Procedures:

- Remain calm.
- Faculty/Supervisors - Direct students/staff to leave their belongings.
- Shut your door and leave it unlocked.
- Faculty - Bring your roster with you.
- Faculty should keep students with them and immediately take roll to account for everyone assigned to them. ****Please report on your classroom’s completed evacuation to the Safety Coordinator.**
- The Safety Coordinator will account for the presence of everyone by checking with each faculty member.
- If you are trapped by fire, keep the door closed.
- Call 911 and notify the officer on duty at Indianapolis.
- If fire is present, place a towel or garment under the door; wet it if possible.
- Open or break the window if necessary and escape through the window, if possible.

***Indianapolis Campus Evacuation Route**

Rooms	Evacuation Route
Front Desk, Admissions, Financial Aid, Student Services, Registrar, and Student Center, Resource Center, Computer Lab, Room 167	Front Door Exit
Faculty, Staff, Administration, Rooms 138 & 139	East Side Exit Door
Rooms 166, 164, 162, 160, 146, 148, 154, Sim Lab A, B, and C	West Side Exit Door

Evacuation Procedure-Orlando Campus

General Procedures:

- Remain calm.
- Faculty/Supervisors - Direct students/staff to leave their belongings.
- Shut your door and leave it unlocked.
- Faculty - Bring your roster with you.
- Faculty should keep students with them and immediately take roll to account for everyone assigned to them. ****Please report on your classroom's completed evacuation to the Safety Coordinator.**
- The Safety Coordinator will account for the presence of everyone by checking with each faculty member.
- If you are trapped by fire, keep the door closed.
- Call 911 and notify the officer on duty at Orlando.
- If fire is present, place a towel or garment under the door; wet it if possible.
- Open or break the window if necessary and escape through the window, if possible.

***Orlando Campus Evacuation Route**

Rooms	Evacuation Route
Suite 100	Main Entrance or Building Main Lobby
Suite 110	Building Main Lobby or East Corridor Exit
Suite 500	Rooms East Side of Elevator-East Stairwell; Rooms West Side of Elevator- West Stairwell; Room 510-511, Radiography Lab, and Surg Tech Lab- Stairwell in Center of Building

Evacuation Procedure-Pittsburgh Campus and Online

General Procedures:

- Remain calm.
- Faculty/Supervisors - Direct students/staff to leave their belongings.
- Shut your door and leave it unlocked.
- Faculty - Bring your roster with you.
- Faculty should keep students with them and immediately take roll to account for everyone assigned to them. ****Please report on your classroom's completed evacuation to the Safety Coordinator.**
- The Safety Coordinator will account for the presence of everyone by checking with each

faculty member.

- If you are trapped by fire, keep the door closed.
- Call 911 and notify the Westinghouse officer on duty.
- If fire is present, place a towel or garment under the door; wet it if possible.
- Open or break the window if necessary and escape through the window, if possible.

***Pittsburgh Campus Evacuation Route**

Rooms	Evacuation Route
Suite 200	Exit to main hallway and head to the stairwells. Stairwells are located by the restrooms and service elevators. Once on the main floor, exit the building and meet at the designated parking area in the back of the building.

***Online Evacuation Route**

Rooms	Evacuation Route
Suite 100	Exit to main hallway if able go to the right and meet at designated parking area in the back of the building.
Suite 100 B	Exit to main hallway turn to the right then to the left and meet at designated parking area in the front of the building.

Sheltering on Campus

Sheltering inside the campus building may be the safest action depending upon the emergency. In the event of a tornado, active shooter, or hazmat spill, for example, proceed to the best available location. These locations are described in the [Safety Manual](#). Below are basic guidelines:

- If you are inside a campus building when directed to seek shelter, find the best available location within the building for shelter. If you are in the campus parking lot, proceed to the closest campus entrance as quickly as possible. Continue to monitor campus communications and do not exit unless directed.
- In the case of severe weather or other threats to the building's integrity, you should seek an interior room as low in the building as possible, preferably with no windows.
- For sheltering from hazardous materials release, seek shelter and shut off ventilation if possible and use available materials to seal windows and doors.
- Response to an active shooter event depends on where you are on campus in relation to the threat. Barricading in a room is a form of sheltering and the proper response for most of the campus.

Summary of Communications

South College strives to make timely notifications to the campus community regarding threats and emergencies, unless issuing a notification will, in the professional judgement of identified campus authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency or threatening situation.

South College strives to provide accurate information as quickly as possible to the campus community can take precautions for safety. No matter the communication method, all individuals cannot be reached. This is why it is important to spread the word of any notification to others.

Notification Method	Types of Uses	Warning Format	Responsible Parties
Omnilert	Institutional or Campus Timely Warnings Regarding Immediate Action	SC Email and Text to Numbers Indicated in Personal Record	Exec. Dir. of Institutional Student Affairs/ Campus President/Campus Deans
SC Email	Institution or Campus Preventative Information (e.g., Flu Outbreak)	SC Email	Exec. Dir. of Institutional Student Affairs /Campus Presidents/Campus Deans/VP Talent and HR
Social Media	Emergency Notifications	Facebook and Twitter	Marketing
Local Media Outlets	Notification of Emergencies	Television and Radio Stations	Exec. Dir. of Institutional Student Affairs /Campus President/Campus Deans

CRIME STATISTICS

In accordance with the Students' Right-to-Know and Crime Awareness and Campus Security Act of 1990, Title II of Public Law 101-542, South College prepared the following report on crime statistics covering the period of *January 1, 2021 – December 31, 2023*. It should be noted that the Indianapolis and Orlando Campuses were established in 2021 and no statistics are available except for October-December 2021 of that year. Per the U.S. Department of Education reporting procedures for a new campus, these partial statistics must be reported with the Knoxville Main Campus’ statistics and are included in the [Knoxville Main Campus 2021 Crime Statistics chart](#) and the [Knoxville Main Campus 2021 Hate Crime Statistics chart](#). Beginning 2022, the Orlando Campus and Indianapolis Campus statistics for the full year are listed in their designated campus tables. The Pittsburgh Campus was established in October 2022 and no statistics are available except for October-December 2022 of that year. Per the U.S. Department of Education reporting procedures, these partial statistics must be reported with the Knoxville Main Campus’ statistics and are included in the [Knoxville Main Campus 2022 Crime Statistics chart](#) and [Knoxville Main Campus 2022 Hate Crime Statistics chart](#). For 2023, the Pittsburgh Campus statistics are listed in its designated campus table.

Reports of crimes that have been “unfounded” by law enforcement officials may be removed from this report under very limited circumstances that will be determined by college officials and under recommendation by law enforcement officials. South College has not removed any “unfounded” crime reports for the current three-year reporting period.

For purposes of the Jeanne Clery Act, the South College Main Campus is defined as:

- Main Campus Facilities: 3904 Lonas Dr, Knoxville TN 37909
- Public Property: All property within the campus boundaries is controlled by the college and there are no public sidewalks or parking facilities immediately adjacent to the campus.

For purposes of the Jeanne Clery Act, the Parkside Campus of South College is defined as:

- Parkside Campus Facilities: 400 Goody's Lane, Knoxville, TN 37922
- Public Property: All property within the campus boundaries is controlled by the college and/or the building management company and includes the sidewalks adjacent to the campus and the building parking facilities.

For purposes of the Jeanne Clery Act, the South College Asheville Campus is defined as:

- Asheville Campus Facilities: 140 Sweeten Creek Road, Asheville, NC 28803
- Public Property: All property within the campus boundaries is controlled by the college and includes the sidewalks adjacent to the campus and the building parking facilities.

For purposes of the Jeanne Clery Act, the South College Nashville Campus is defined as:

- Nashville Campus Facilities: 616 Marriott Dr., Nashville, TN 37214
- Public Property: All property within the campus boundaries is controlled by the college and includes the sidewalks adjacent to the campus and the building parking facilities, including rented parking spaces in the Sonesta Nashville Airport (formerly Marriott) Hotel lot adjacent to the campus parking spaces.

For purposes of the Jeanne Clery Act, the South College Atlanta Campus is defined as:

- Atlanta Campus Facilities: 2600 Century Parkway, Atlanta, GA 30345
- Public Property: All property within the campus boundaries is controlled by the college and/or the building management company and includes the sidewalks adjacent to the campus and the building parking facilities.

For purposes of the Jeanne Clery Act, the South College Indianapolis Campus is defined as:

- Indianapolis Campus Facilities: 301 Pennsylvania Parkway, Indianapolis, IN 46280
- Public Property: All property within the campus boundaries is controlled by the college and/or the building management company and includes the sidewalks adjacent to the campus and the building parking facilities.

For purposes of the Jeanne Clery Act, the South College Orlando Campus is defined as:

- Orlando Campus Facilities: 6649 Westwood Blvd, Orlando, FL 32821. Note: From October 2021 through 2022, the Orlando Campus was located at 4901 Vineland Rd., Suite 140, Orlando, FL 32811. For 2003, the Orlando Campus relocated to 6649 Westwood Blvd., Orlando, FL 32821.
- Public Property: All property within the campus boundaries is controlled by the college and/or the building management company and includes the sidewalks adjacent to the campus and the building parking facilities.

For purposes of the Jeanne Clery Act, the South College Pittsburgh Campus is defined as:

- Pittsburgh Campus Facilities: 3000 Westinghouse Drive, Suite 200, Cranberry Township, PA 16066
- Public Property: All property within the campus boundaries is controlled by the college and/or the building management company and includes the sidewalks adjacent to the campus and the building parking facilities.

Note: Public property are areas not within the property of the college but are adjacent to and accessible from the college. These areas are not controlled by the college.

All information reported herein occurred on the South College campuses. South College does not have any residence halls, other residential facilities, or any non-campus buildings. Additionally, South College does not have any off-campus student organizations. There were no reported crimes on public property as identified above for each campus. These statistics are part of the Clery Report which is posted on the college’s website. You can reach the report through the link <https://www.south.edu/student-resources/campus-security-information/> and then by clicking on the small heading *Campus Security Information* and selecting *2024 South College Annual Security Report (Clery Report)*.

As required by Federal Consumer Information Disclosures, South College advises the campus community of the law enforcement agency information concerning registered sex offenders who might be present on campus. Please refer to the [Registered Sex Offenders](#) section of this report.

**Crime Statistics: January 1, 2021-December 31, 2023
Knoxville Main Campus: 3904 Lonas Drive, Knoxville, TN 37909**

	2021			2022			2023		
	On-Campus	Non-Campus		On-Campus	Non-Campus		On-Campus	Non-Campus	
		Buildings & Property	Public Property		Buildings & Property	Public Property		Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Arrests	0	0	0	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Crime Statistics: January 1, 2021-December 31, 2023
Parkside Campus: 400 Goody's Lane, Knoxville, TN 37922

	2021			2022			2023		
	On-Campus	Non-Campus		On-Campus	Non-Campus		On-Campus	Non-Campus	
		Buildings & Property	Public Property		Buildings & Property	Public Property		Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Arrests	0	0	0	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Crime Statistics: January 1, 2021-December 31, 2023
Asheville Campus: 140 Sweeten Creek Road, Asheville, NC 28803

	2021			2022			2023		
	On-Campus	Non-Campus		On-Campus	Non-Campus		On-Campus	Non-Campus	
		Buildings & Property	Public Property		Buildings & Property	Public Property		Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Arrests	0	0	0	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Crime Statistics: January 1, 2021-December 31, 2023
Nashville Campus: 616 Marriott Drive, Nashville, TN 37214

	2021			2022			2023		
	Non-Campus			Non-Campus			Non-Campus		
	On-Campus	Buildings & Property	Public Property	On-Campus	Buildings & Property	Public Property	On-Campus	Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Arrests	0	0	0	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Crime Statistics: January 1, 2021-December 31, 2023
Atlanta Campus: 2600 Century Parkway NE, Atlanta, GA 30345

	2021			2022			2023		
	On-Campus	Non-Campus		On-Campus	Non-Campus		On-Campus	Non-Campus	
		Buildings & Property	Public Property		Buildings & Property	Public Property		Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Law Arrests	0	0	0	0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Crime Statistics: January 1, 2021-December 31, 2023
Indianapolis Campus: 301 Pennsylvania Parkway, Indianapolis, IN 46280

	2021*			2022			2023		
	On-Campus	Non-Campus		On-Campus	Non-Campus		On-Campus	Non-Campus	
		Buildings & Property	Public Property		Buildings & Property	Public Property		Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter				0	0	0	0	0	0
Negligent Manslaughter				0	0	0	0	0	0
Robbery				0	0	0	0	0	0
Aggravated Assault				0	0	0	0	0	0
Burglary				0	0	0	0	0	0
Motor Vehicle Theft				0	0	0	0	0	0
Arson				0	0	0	0	0	0
Rape				0	0	0	0	0	0
Incest				0	0	0	0	0	0
Statutory Rape				0	0	0	0	0	0
Fondling				0	0	0	0	0	0
Liquor Law Arrests				0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action				0	0	0	0	0	0
Drug Law Arrests				0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action				0	0	0	0	0	0
Weapons Law Arrests				0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action				0	0	0	0	0	0
Dating Violence				0	0	0	0	0	0
Domestic Violence				0	0	0	0	0	0
Stalking				0	0	0	0	0	0
Totals				0	0	0	0	0	0

**The Indianapolis Campus was established in October 2021. For the January 1, 2021 to December 31, 2021 reporting period, crime statistics are only provided for the partial year dates of October 1, 2021 to December 31, 2021. Per the U.S. Department of Education reporting procedures for a new campus, these partial statistics must be reported with the Knoxville Main Campus' statistics and are included in the [Knoxville Main Campus 2021 Crime Statistics](#) chart.*

Crime Statistics: January 1, 2021-December 31, 2023
Orlando Campus: 6649 Westwood Blvd., Orlando, FL 32821**

	2021*			2022			2023		
	On-Campus	Non-Campus		On-Campus	Non-Campus		On-Campus	Non-Campus	
		Buildings & Property	Public Property		Buildings & Property	Public Property		Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter				0	0	0	0	0	0
Negligent Manslaughter				0	0	0	0	0	0
Robbery				0	0	0	0	0	0
Aggravated Assault				0	0	0	0	0	0
Burglary				0	0	0	0	0	0
Motor Vehicle Theft				0	0	0	0	0	0
Arson				0	0	0	0	0	0
Rape				0	0	0	0	0	0
Incest				0	0	0	0	0	0
Statutory Rape				0	0	0	0	0	0
Fondling				0	0	0	0	0	0
Liquor Law Arrests				0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action				0	0	0	0	0	0
Drug Law Arrests				0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action				0	0	0	0	0	0
Weapons Law Arrests				0	0	0	0	0	0
Weapons Law Violations Referred for Disciplinary Action				0	0	0	0	0	0
Dating Violence				0	0	0	0	0	0
Domestic Violence				0	0	0	0	0	0
Stalking				0	0	0	0	0	0
Totals				0	0	0	0	0	0

**The Orlando Campus was established in October 2021. For the January 1, 2021 to December 31, 2021 reporting period, crime statistics are only provided for the partial year dates of October 1, 2021 to December 31, 2021. Per the U.S. Department of Education reporting procedures for a new campus, these partial statistics must be reported with the Knoxville Main Campus' statistics and are included in the [Knoxville Main Campus 2021 Crime Statistics](#) chart.*

***Note: From October 2021 through 2022, the Orlando Campus was located at 4901 Vineland Rd., Suite 140, Orlando, FL 32811. For 2003, the Orlando Campus relocated to 6649 Westwood Blvd., Orlando, FL 32821.*

Crime Statistics: January 1, 2021-December 31, 2023
Pittsburgh Campus: 3000 Westinghouse Dr., Suite 200, Cranberry Township, PA 16066

	2021*			2022			2023		
	Non-Campus			Non-Campus			Non-Campus		
	On-Campus	Buildings & Property	Public Property	On-Campus	Buildings & Property	Public Property	On-Campus	Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter							0	0	0
Negligent Manslaughter							0	0	0
Robbery							0	0	0
Aggravated Assault							0	0	0
Burglary							0	0	0
Motor Vehicle Theft							0	0	0
Arson							0	0	0
Rape							0	0	0
Incest							0	0	0
Statutory Rape							0	0	0
Fondling							0	0	0
Liquor Law Arrests							0	0	0
Liquor Law Violations Referred for Disciplinary Action							0	0	0
Drug Law Arrests							0	0	0
Drug Law Violations Referred for Disciplinary Action							0	0	0
Weapons Law Arrests							0	0	0
Weapons Law Violations Referred for Disciplinary Action							0	0	0
Dating Violence							0	0	0
Domestic Violence							0	0	0
Stalking							0	0	0
Totals							0	0	0

**The Pittsburgh Campus was established in October 2022. For the January 1, 2022 to December 31, 2022 reporting period, crime statistics are only provided for the partial year dates of October 1, 2022 to December 31, 2022. Per the U.S. Department of Education reporting procedures for a new campus, these partial statistics must be reported with the Knoxville Main Campus' statistics and are included in the [Knoxville Main Campus 2021 Crime Statistics](#) chart.*

Hate Crimes: January 1, 2021-December 31, 2023
Knoxville Main Campus: 3904 Lonas Drive, Knoxville, TN 37909

	2021			2022			2023		
	On-Campus	Non-Campus		On-Campus	Non-Campus		On-Campus	Non-Campus	
		Buildings & Property	Public Property		Buildings & Property	Public Property		Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Vandalism/Damage/ Destruction of Property	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Gender Identity Hate Crime	0	0	0	0	0	0	0	0	0
National Origin Hate Crime	0	0	0	0	0	0	0	0	0
Ethnicity Hate Crime	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Hate Crimes: January 1, 2021-December 31, 2023
Parkside Campus: 400 Goody's Lane, Knoxville, TN 37922

	2021			2022			2023		
	On-Campus	Non-Campus		On-Campus	Non-Campus		On-Campus	Non-Campus	
		Buildings & Property	Public Property		Buildings & Property	Public Property		Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Vandalism/Damage/ Destruction of Property	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Gender Identity Hate Crime	0	0	0	0	0	0	0	0	0
National Origin Hate Crime	0	0	0	0	0	0	0	0	0
Ethnicity Hate Crime	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Hate Crimes: January 1, 2021-December 31, 2023
Asheville Campus: 140 Sweeten Creek Road, Asheville, NC 28803

	2021			2022			2023		
	On-Campus	Non-Campus		On-Campus	Non-Campus		On-Campus	Non-Campus	
		Buildings & Property	Public Property		Buildings & Property	Public Property		Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Vandalism/Damage/ Destruction of Property	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Gender Identity Hate Crime	0	0	0	0	0	0	0	0	0
National Origin Hate Crime	0	0	0	0	0	0	0	0	0
Ethnicity Hate Crime	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Hate Crimes: January 1, 2021-December 31, 2023
Nashville Campus: 616 Marriott Drive, Nashville, TN 37214

	2021			2022			2023		
	Non-Campus			Non-Campus			Non-Campus		
	On-Campus	Buildings & Property	Public Property	On-Campus	Buildings & Property	Public Property	On-Campus	Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Vandalism/Damage/ Destruction of Property	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Gender Identity Hate Crime	0	0	0	0	0	0	0	0	0
National Origin Hate Crime	0	0	0	0	0	0	0	0	0
Ethnicity Hate Crime	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Hate Crimes: January 1, 2021-December 31, 2023
Atlanta Campus: 2600 Century Parkway NE, Atlanta, GA 30345

	2021			2022			2023		
	On-Campus	Non-Campus		On-Campus	Non-Campus		On-Campus	Non-Campus	
		Buildings & Property	Public Property		Buildings & Property	Public Property		Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Vandalism/Damage/ Destruction of Property	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Gender Identity Hate Crime	0	0	0	0	0	0	0	0	0
National Origin Hate Crime	0	0	0	0	0	0	0	0	0
Ethnicity Hate Crime	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Hate Crimes: January 1, 2021-December 31, 2023
Indianapolis Campus: 301 Pennsylvania Parkway, Indianapolis, IN 46280

	2021			2022			2023		
	On-Campus	Non-Campus		On-Campus	Non-Campus		On-Campus	Non-Campus	
		Buildings & Property	Public Property		Buildings & Property	Public Property		Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter				0	0	0	0	0	0
Negligent Manslaughter				0	0	0	0	0	0
Robbery				0	0	0	0	0	0
Aggravated Assault				0	0	0	0	0	0
Burglary				0	0	0	0	0	0
Motor Vehicle Theft				0	0	0	0	0	0
Arson				0	0	0	0	0	0
Rape				0	0	0	0	0	0
Incest				0	0	0	0	0	0
Statutory Rape				0	0	0	0	0	0
Fondling				0	0	0	0	0	0
Simple Assault				0	0	0	0	0	0
Larceny-Theft				0	0	0	0	0	0
Intimidation				0	0	0	0	0	0
Vandalism/Damage/ Destruction of Property				0	0	0	0	0	0
Dating Violence				0	0	0	0	0	0
Domestic Violence				0	0	0	0	0	0
Stalking				0	0	0	0	0	0
Gender Identity Hate Crime				0	0	0	0	0	0
National Origin Hate Crime				0	0	0	0	0	0
Ethnicity Hate Crime				0	0	0	0	0	0
Totals				0	0	0	0	0	0

**The Indianapolis Campus was established in October 2021. For the January 1, 2021 to December 31, 2021 reporting period, crime statistics are only provided for the partial year dates of October 1, 2021 to December 31, 2021. Per the U.S. Department of Education reporting procedures for a new campus, these partial statistics must be reported with the Knoxville Main Campus' statistics and are included in the [Knoxville Main Campus 2021 Hate Crime Statistics](#) chart.*

Hate Crimes: January 1, 2021-December 31, 2023
Orlando Campus: 6649 Westwood Blvd., Orlando, FL 32821**

	2021*			2022			2023		
	On-Campus	Non-Campus		On-Campus	Non-Campus		On-Campus	Non-Campus	
		Buildings & Property	Public Property		Buildings & Property	Public Property		Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter				0	0	0	0	0	0
Negligent Manslaughter				0	0	0	0	0	0
Robbery				0	0	0	0	0	0
Aggravated Assault				0	0	0	0	0	0
Burglary				0	0	0	0	0	0
Motor Vehicle Theft				0	0	0	0	0	0
Arson				0	0	0	0	0	0
Rape				0	0	0	0	0	0
Incest				0	0	0	0	0	0
Statutory Rape				0	0	0	0	0	0
Fondling				0	0	0	0	0	0
Simple Assault				0	0	0	0	0	0
Larceny-Theft				0	0	0	0	0	0
Intimidation				0	0	0	0	0	0
Vandalism/Damage/ Destruction of Property				0	0	0	0	0	0
Dating Violence				0	0	0	0	0	0
Domestic Violence				0	0	0	0	0	0
Stalking				0	0	0	0	0	0
Gender Identity Hate Crime				0	0	0	0	0	0
National Origin Hate Crime				0	0	0	0	0	0
Ethnicity Hate Crime				0	0	0	0	0	0
Totals				0	0	0	0	0	0

**The Orlando Campus was established in October 2021. For the January 1, 2021 to December 31, 2021 reporting period, crime statistics are only provided for the partial year dates of October 1, 2021 to December 31, 2021. Per the U.S. Department of Education reporting procedures for a new campus, these partial statistics must be reported with the Knoxville Main Campus' statistics and are included in the [Knoxville Main Campus 2021 Hate Crime Statistics](#) chart.*

***Note: From October 2021 through 2022, the Orlando Campus was located at 4901 Vineland Rd., Suite 140, Orlando, FL 32811. For 2003, the Orlando Campus relocated to 6649 Westwood Blvd., Orlando, FL 32821.*

Hate Crimes: January 1, 2021-December 31, 2023
Pittsburgh Campus: 3000 Westinghouse Dr., Suite 200, Cranberry Township, PA 16066

	2021			2022*			2023		
	Non-Campus			Non-Campus			Non-Campus		
	On-Campus	Buildings & Property	Public Property	On-Campus	Buildings & Property	Public Property	On-Campus	Buildings & Property	Public Property
Murder/Non-Negligent Manslaughter							0	0	0
Negligent Manslaughter							0	0	0
Robbery							0	0	0
Aggravated Assault							0	0	0
Burglary							0	0	0
Motor Vehicle Theft							0	0	0
Arson							0	0	0
Rape							0	0	0
Incest							0	0	0
Statutory Rape							0	0	0
Fondling							0	0	0
Simple Assault							0	0	0
Larceny-Theft							0	0	0
Intimidation							0	0	0
Vandalism/Damage/ Destruction of Property							0	0	0
Dating Violence							0	0	0
Domestic Violence							0	0	0
Stalking							0	0	0
Gender Identity Hate Crime							0	0	0
National Origin Hate Crime							0	0	0
Ethnicity Hate Crime							0	0	0
Totals							0	0	0

**The Pittsburgh Campus was established in October 2022. For the January 1, 2022 to December 31, 2022 reporting period, crime statistics are only provided for the partial year dates of October 1, 2022 to December 31, 2022. Per the U.S. Department of Education reporting procedures for a new campus, these partial statistics must be reported with the Knoxville Main Campus' statistics and are included in the [Knoxville Main Campus 2021 Hate Crime Statistics](#) chart.*

Sexual Misconduct and Relationship Violence

Information concerning options for reporting sexual misconduct (e.g., sexual assault) and relationship violence (e.g., domestic violence, dating violence, stalking) can be found in the [Sex Discrimination \(Title IX\) Policy and Grievance Procedures](#).

South College provides written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community.

South College encourages students, faculty, and staff to be active bystanders in the prevention of sexual and relationship violence. A bystander is defined as someone “who is present but not taking part of a situation or event” (<https://www.merriam-webster.com/dictionary/bystander>). South College promotes a campus environment of accountability and encourages bystanders to speak up and intervene to help prevent incidents. Below are tips on how to be an active bystander:

- If you see something or someone who looks like they are in trouble, intervene in any way you can and ask if they are ok. Assist the person with leaving the situation, confronting the behavior, or getting help.
- Be direct and honest in your approach.
- Always keep yourself safe.
- Get help by reaching out to a staff or faculty member if you see something and do not feel comfortable intervening.
- If the situation escalates, contact the security officer, the Director of Student Affairs/Services or the nearest college employee who will contact the proper authorities.
- Educate yourself and your friends about interpersonal violence.

South College will provide written notification to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures. The institution must make accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to security personnel or local law enforcement. Additionally, victims’ rights include the institutional responsibility to ensure the enforcement of orders of protection, no contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court or by the institution.

Sex Discrimination (Title IX) Policy and Grievance Procedures

*Effective August 1, 2024**

***Note Regarding Allegations That Pre-Date This Policy:**

Reports or Complaints of conduct that occurs on or after August 1, 2024, that may be a violation of this policy will be processed under the procedures outlined below. This policy and its procedures do not apply to conduct that occurred before August 1, 2024. For alleged incidents of prohibited conduct occurring prior to August 1, 2024, the policy and procedures in place at the time of the alleged incident apply.

***Note Regarding Pending Legal Challenges to the Title IX Regulations:**

This policy is drafted to align with the requirements of the U.S. Department of Education Title IX regulations that took effect on August 1, 2024. However, per various federal court orders, the U.S. Department of Education is prohibited from enforcing these regulations in some jurisdictions until further notice. In those jurisdictions, the previous Title IX regulations remain in effect. If South College receives allegations of prohibited conduct in any of the applicable jurisdictions, the University will apply the applicable policy and procedures that pre-dated the August 1, 2024, revisions.

South College (“College”) is committed to fostering an environment that is free from all forms of sex discrimination, including Sex-Based Harassment, as defined in 34 CFR §106 (et seq.) and explained below. The institution takes steps to increase awareness of sex discrimination, to thoroughly investigate reports of sex discrimination, and to take fair and appropriate actions as warranted. Creating a safe and non-discriminatory campus environment is the shared responsibility of all members of the South College community.

Nondiscrimination Policy

Consistent with Title IX of the Education Amendments of 1972, South College does not discriminate against students, faculty, staff, third parties, or applicants based on sex in any of its programs or activities, including but not limited to educational programs, employment, and admission. Sex-based harassment, including sexual violence, is a kind of sex discrimination and is prohibited by Title IX and by the institution. Individuals who engage in such conduct are subject to disciplinary action. This policy applies to all students, faculty, staff, third parties, and applicants regardless of sexual orientation or gender identity. Further, this policy applies to discrimination based on sex that involves an applicant, student, employee, or third-party affiliate against a student at any location in the United States, including campus/clinical/student teaching/ practicum/internship/fieldwork site or any locations, events, or circumstances over which South College exercises substantial control over both the Respondent and the context in which the harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by South College. This can include conduct occurring outside South College’s program or activities or outside the United States where such conduct contributes to a hostile environment in the United States.

Inquiries about the application of Title IX and this part may be referred to the Title IX Coordinator, to the Assistant Secretary of the U.S. Department of Education, or both.

Sex-Based Harassment includes a broad range of behaviors that will not be tolerated in the South College’s education programs or activities. The federal rules governing Title IX define Sex-Based Harassment broadly to include any of three types of misconduct on the basis of sex, all of which jeopardize the equal access to education that Title IX is designed to protect:

- any instance of quid pro quo harassment by a school's employee;
- any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access; or
- any instance of sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VA WA).

Sex-Based Harassment can occur between strangers, acquaintances, or people who know each other well, including those who are involved in an intimate or sexual relationship, and can be committed

by anyone regardless of sex, gender, or gender identity. South College does not tolerate any form of Sex-Based Harassment.

Questions regarding Title IX and the Campus SaVE Act may be referred to the College's Title IX Coordinator or to the U.S. Department of Education's Office for Civil Rights.

Retaliation Prohibited

Retaliation means taking any adverse action or attempting to take adverse action, including intimidating, threatening, coercing, or in any way discriminating against an individual for the purpose of interfering with any right or privilege secured by Title IX or this policy, or because the individual has made a report or Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing.

Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or Sex-Based Harassment, but arise out of the same facts or circumstances as a report or Complaint of sex discrimination, or a report or Complaint of sex discrimination, for the purpose of interfering with any right or privilege secured by Title IX or this policy, constitutes retaliation.

Complaints alleging retaliation may be filed according to the grievance procedures for sex discrimination included herein.

The exercise of rights protected under the First Amendment does not constitute prohibited retaliation.

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

Retaliation against any person who alleges a violation of this Policy or who reports or assists South College in the investigation of a Complaint under this Policy may result in disciplinary action up to and including termination or dismissal by South College. Retaliation against any person who is a Respondent to an alleged Sex-Based Harassment violation is prohibited as well. South College will take steps to protect all parties from retaliation or harm and will work with the Complainant to create a safety plan. Any alleged retaliation should be reported to the Title IX Coordinator or appropriate Deputy Title IX Coordinator.

Definitions

Definition of Knowledge.

Knowledge means a non-confidential South College employee is aware of conduct that reasonably may constitute sex discrimination

Definition of Complainant

A "Complainant," includes:

- a student or employee of South College who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX; or

- a person other than a student or employee of South College who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX or its regulations at a time when that individual was participating or attempting to participate in South College's education program or activity;

Definition of Respondent

An individual who is alleged to have violated South College's prohibition on sex discrimination.

Definition of Consent

Consent must be affirmative. Consent means a knowing, voluntary and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.

- Consent to any sexual act or prior consensual activity between or with any party does not necessarily constitute consent to any other sexual act.
- Consent is required regardless of whether the person initiating the act is under the influence of drugs and or alcohol.
- Consent may be initially given but withdrawn at any time.
- Consent cannot be given when a person is incapacitated.
- Consent cannot be when it is the result of any coercion, intimidation, force, threat of harm.

When consent is withdrawn or can no longer be given, sexual activity must stop.

Definition of Incapacitation

Incapacitation (or incapacity), for purposes of this policy, is the state in which an individual's perception or judgment is so impaired that the individual lacks the cognitive capacity to make or act on conscious decisions. The use of drugs or alcohol can cause incapacitation. An individual who is incapacitated is unable to consent to a sexual activity. Engaging in sexual activity with an individual who is incapacitated (and therefore unable to consent), where an individual knows or ought reasonably to have understood that the individual is incapacitated, constitutes Title IX Sex-Based Harassment as defined by this policy.

Definition of Supportive Measures

Supportive Measures means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Complaint or where no Complaint has been filed. Such measures are designed to restore or preserve equal access to the education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the College's educational environment, or deter Sex-Based Harassment. Supportive Measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The College must maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the Supportive Measures. The

Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

Definition of Third Party

Third party refers to any individual who is not a College student, a faculty member, or a staff member (e.g., vendors, alumni/ae, or local residents).

Definition of Witness

Witness refers to any individual who shares information relating to an allegation of prohibited conduct under this policy.

Definition of Sex-Based Harassment

Sex-Based Harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identify, that that satisfies one or more of the following:

- a. An employee of the College conditioning the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct;
- b. Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the College's education program or activity;
- c. Any form of sexual assault. "Sexual assault" means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. Forcible sex offenses means any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent; these offenses include:
 - a. Rape: The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
 - b. Sodomy: Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
 - c. Sexual Assault with an Object: To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
 - d. 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 their age or because of their temporary or permanent mental or physical incapacity;
- d. Nonforcible Sex Offenses (Except Prostitution Offenses) means unlawful, nonforcible sexual intercourse; these offenses include:
 - a. Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; or
 - b. Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.
- e. "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 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.
- f. “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 receiving grant monies, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.
- g. “Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to— (i) fear for his or her safety or the safety of others; or (ii) suffer substantial emotional distress.

Definition of Pregnancy or Related Conditions

Pregnancy or Related Conditions means:

- Pregnancy, childbirth, termination of pregnancy, or lactation;
- Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
- Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

The Title IX Grievance Process

South College has adopted Title IX grievance procedures that provide for the prompt and equitable resolution of Complaints of sex discrimination made by students, employees, or other individuals who are participating or attempting to participate in its education program or activity, or by the Title IX Coordinator.

Reporting Policies and Protocols

South College is committed to responding promptly and effectively when it learns of any form of possible discrimination based on sex that involves an applicant, student, employee, or Third Party affiliate against a student at any location, including campus/clinical/student teaching/practicum/internship/fieldwork site or any locations, events, or circumstances over which South College exercises substantial control over both the Respondent and the context in which the harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by South College. South College’s Title IX Coordinator and Deputy Title IX Coordinators are responsible for overseeing all Title IX incidents reported to the institution and for implementation of this policy, including but not limited to, identifying and addressing any systemic gender-based harassment, discrimination, and sexual misconduct.

Allegations should be reported to the Title IX Coordinator or appropriate Deputy Title IX Coordinator using the [Sex Discrimination \(Title IX\) Incident Form](#) as soon as possible following the alleged incident of sex discrimination. All applicants, employees, students, and third parties can access the Sex Discrimination (Title IX) Incident Form on the South College Portal and on the South College

website. Reports can be submitted at any time, including non-business hours, in person, by mail, by telephone, or by email using the contact information listed below:

Title IX Coordinator for South College

Dr. Mari-Kathryn Arnold, Executive Director of Institutional Student Affairs
3904 Lonas Drive, Knoxville, TN 37909
marnold@south.edu, 865-392-4733

Deputy Title IX Coordinator for the Main Campus and Parkside Campus

Dr. Melanie Yerk, Dean of Academic and Student Services
3904 Lonas Drive, Knoxville, TN 37909
myerk@south.edu, 865-288-5708

Deputy Title IX Coordinator for the Main Campus (CBE Programs Only)

Dr. Persis Young, Dean of Academic and Student Services-CBE Programs
400 Goody's Lane, Knoxville, TN 37922
pfay@south.edu, 971-295-9525

Deputy Title IX Coordinator for the Asheville Campus

Dr. Samantha Sircey, Dean of Academic and Student Services
140 Sweeten Creek Road, Asheville, NC 28803
ssircey@south.edu, 828-398-2580

Deputy Title IX Coordinator for the Nashville Campus

Mrs. Jennifer Carroll, Dean of Academic and Student Services
616 Marriott Drive, Nashville, TN 37214
jcarroll2@south.edu, 629-802-3175

Deputy Title IX Coordinator for the Atlanta Campus

Dr. Jennifer Johnke, Dean of Academic and Student Services
2600 Century Parkway NE, Atlanta, GA 30345
jjohnke@south.edu, 470-322-1211

Deputy Title IX Coordinator for Online

Dr. Anne Petrella, Campus President
3904 Lonas Drive, Knoxville, TN 37909
apetrella@south.edu, 865-288-8782

Deputy Title IX Coordinator for the Indianapolis Campus

Dr. Lynn Patton, Dean of Academic and Student Services
301 Pennsylvania Pkwy., Indianapolis, IN 46280
lpattson@south.edu, 317-819-7912

Deputy Title IX Coordinator for the Orlando Campus

Dr. Amy Bro, Dean of Academic and Student Services
6649 Westwood Blvd., Orlando, FL 32821
abro@south.edu, 407-447-6985

Deputy Title IX Coordinator for the Pittsburgh Campus

Ms. Kaitlin Cobourne, Interim Dean of Academic and Student Services
3000 Westinghouse Dr., Suite 200, Cranberry Township, PA 16066
kcobourne@south.edu, 724-720-9500

Deputy Title IX Coordinator (Employees):

Mr. Randall Carr, Vice President of Talent Management & Human Resources
3904 Lonas Drive, Knoxville, TN 37909
randall.carr@south.edu, 865-293-4550

Reporting

Although violations of this policy should be reported to the Title IX Coordinator or appropriate Deputy Title IX Coordinator, South College understands that from time to time other employees may learn of potential violations of this policy. South College has assigned certain employees authority to institute corrective measures, and those employees, in addition to any employee who has responsibility for administrative leadership, teaching, or advising functions within South College, are required to notify the Title IX Coordinator when the employee has Knowledge of conduct that may constitute sex discrimination (“Mandatory Reporters”). All other employees, except those designated Confidential Employees, may either notify the Title IX Coordinator or refer the Complainant to the Title IX Coordinator to make a Complaint, if the Complainant opts to do so. The issue will be reported to the Title IX Coordinator or appropriate Deputy Title IX Coordinator using the Sex Discrimination (Title IX) Incident form. To the extent possible, the information reported will only be shared with the employees charged with handling the College’s response to the report.

If the College receives a report of alleged sex discrimination by someone other than the Complainant (e.g., friend or roommate, resident advisor) or from an anonymous source, the College’s Title IX Coordinator will promptly notify the Complainant of the report, and inform the Complainant of the available resources and assistance, and will follow the process outlined in this policy.

The following employees (or categories of employees) are authorized by the College to institute corrective measures:

- Institutional Leadership: Vice Chancellor of Institutional Advancement and Effectiveness, Executive Director of Institutional Student Affairs, Associate Vice Chancellor of Academic & Student Affairs, and Chief Academic Officer
- Dean of Academic and Student Services
- Director of Student Affairs/Services
- Vice President of Talent Management and Human Resources (for employees)

Reports to the Title IX Coordinator should include any and all relevant known details about the alleged incident, including the following:

- The names of the involved parties;
- The alleged conduct; and
- The date, time, and location of the incident.

Where possible, Mandatory Reporters should make an effort to ensure that the person reporting the conduct understands the employee’s mandatory reporting obligation and the person’s right to share

the information confidentially with Confidential Employees, or with off-campus confidential resources.

Confidentiality

South College encourages Complainants of sex discrimination to talk to somebody about what happened so that they can get the support they need, and so that South College can respond appropriately. Different employees on campus have different abilities to maintain a Complainant's confidentiality. A "Confidential Employee" is a South College employee who is not required to notify the Title IX Coordinator when a person informs them of conduct that reasonably may constitute sex discrimination if that information is provided while the Confidential Employee is functioning within the scope of their duties to which confidentiality applies.

A Confidential Employee must explain to any person who informs the Confidential Employee of conduct that reasonably may constitute sex discrimination under this Title IX Policy:

- The employee's confidential status, including the circumstances in which the employee is not required to notify the Title IX Coordinator about conduct that reasonably may constitute sex discrimination;
- How to contact The College's Title IX Coordinator and how to make a Complaint; and
- That the Title IX Coordinator may be able to offer and coordinate Supportive Measures, as well as initiate an informal resolution process or an investigation under the grievance procedures.

Professional Counselors

Professional, licensed counselors who provide mental-health counseling to members of the school community (and including those who act in that role under the supervision of a licensed counselor) are not required to report any information about an incident to the Title IX Coordinator or appropriate Deputy Title IX Coordinator without a Complainant's permission. These counselors will only provide information to the College if there is a serious threat to the safety of students and employees.

Determining Confidentiality

If a Complainant discloses an incident to an authorized employee but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, the institution will weigh that request against its obligation to provide a safe, non-discriminatory environment for all students, including the Complainant. If the request for confidentiality is honored, a Complainant must understand that the institution's ability to meaningfully investigate the incident and pursue disciplinary action against the alleged perpetrator(s) may be limited. Although rare, there are times when the College may not be able to honor a Complainant's request in order to provide a safe, nondiscriminatory environment for all students. All requests for confidentiality will be determined by the Title IX Coordinator.

Release of Information

South College will otherwise keep confidential the identity of any individual who has made a report or Complaint of sex discrimination, including any individual who has made a report or filed a Complaint of sex discrimination, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any Witness, except as may be permitted by the Family Education Rights and Privacy Act (FERPA), or as required by law, or to carry out the

purposes of Title IX and this policy, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

Supportive Measures for Reported Complainants of Sex Discrimination

When South College learns of any form of possible discrimination based on sex, the Title IX Coordinator will promptly contact the Complainant to discuss the availability of Supportive Measures, consider the Complainant's wishes with respect to Supportive Measures, inform the Complainant of the availability of Supportive Measures (with or without the filing of a Complaint), and explain to the Complainant the process for filing a Complaint. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures. Supportive Measures may also include informing the Complainant(s) of the right to report a crime to campus or local law enforcement and provide the Complainant(s) with assistance if determination is made to do so.

Emergency Removal of Respondent

If upon receiving a report of sex discrimination, the College undertakes an individualized safety and risk analysis, and determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sex discrimination justifies removal, a Respondent may be removed from the College's education program or activity on an emergency basis. The College will provide the Respondent with notice and an opportunity to challenge the decision immediately following the removal.

Administrative Leave of Respondent Non-Student Employee

The College may place a non-student employee Respondent on administrative leave during the pendency of a grievance process.

Pregnancy or Related Conditions

The College does not discriminate in its education programs or activities against any student based on the student's current, potential, or past Pregnancy or Related Conditions.

When a College employee is informed of a student's Pregnancy or Related Condition by the student or a person with the legal right to act on behalf of the student, the employee must promptly provide that person with the Title IX Coordinator's contact information and inform that person that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the College's education programs or activities. Students wishing to request reasonable modifications for Pregnancy or Related conditions may contact the Title IX Coordinator. The Title IX Coordinator will work with the student and campus partners to provide reasonable modifications to policies, practices, or procedures if requested.

Depending on the student's individual circumstances, these reasonable modifications may include, but are not limited to: breaks during class to express breast milk, breastfeed, or attend to health needs associated with Pregnancy or Related Conditions, including eating, drinking, or using the restroom; intermittent absences to attend medical appointments; changes in schedule or course sequence; extensions of time for coursework and rescheduling of tests and examinations; allowing a student to sit or stand, or carry or keep water nearby; counseling; changes in physical space or supplies; elevator access; or other changes to policies, practices, or procedures.

The College will allow a student who is pregnant or has related conditions to voluntarily take a leave of absence from an education program or activity to cover the period of time deemed medically necessary by the student's licensed healthcare provider. The College will also ensure that a student who is pregnant or has related conditions can access a lactation space that is clean, shielded from view, free from intrusion of others, and may be used by a student expressing breast milk or breastfeeding as needed.

The College will not require a student who is pregnant or has related conditions to provide certification from a healthcare provider or any other person that the student is physically able to participate in the College's education programs or activities, unless:

- The certified level of physical ability or health is necessary for participation in the program or activity;
- The College requires such certification of all students participating in the program or activity; and
- The information obtained is not used as a basis for prohibited discrimination.

Complaint Process

A "Complaint" is an oral or written request to the College that objectively can be understood as a request for the College to investigate and make a determination about alleged discrimination under Title IX.

The following people have a right to make a Complaint of sex discrimination, including Complaints of Sex-Based Harassment, requesting that South College investigate and make a determination about alleged discrimination under Title IX:

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

Note that a person is entitled to make a Complaint of Sex-Based Harassment only if they themselves are alleged to have been subjected to the Sex-Based Harassment, if they have a legal right to act on behalf of such person, or if the Title IX Coordinator initiates a Complaint consistent with the requirements of this Policy.

With respect to Complaints of sex discrimination other than Sex-Based Harassment, in addition to the people listed above, the following persons have a right to make a Complaint:

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

Consolidation of Complaints

South College may consolidate Complaints of sex discrimination against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against another party, when the allegations of sex discrimination arise out of the same facts or circumstances. When more than one Complainant or more than one Respondent is involved, references below to a party, Complainant, or Respondent include the plural, as applicable.

South College Response to a Complaint

Upon initiation of a Complaint, South College will send written notice to any parties of the allegations. In the written notice, South College will include notice of the College's grievance process, including any informal resolution process, the identities of the parties involved in the incident, if known, the conduct allegedly constituting sex discrimination, and the date and location of the alleged incident, if known. The written notice will include a statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process, that retaliation is prohibited, and that the parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence. The written notice will also inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence. The written notice will also inform the parties of any provision in South College's code of conduct that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

If, in the course of an investigation, South College decides to investigate additional allegations of sex discrimination by the Respondent toward the Complainant that are not included in the notice provided or that are included in a Complaint that is consolidated, the College will notify the parties of the additional allegations.

Informal Resolution Process

In some cases, the parties may feel that a situation can be remedied without going through the formal investigation and hearing process. If the parties both give voluntary, informed, written consent to attempt informal resolution, the Title IX Coordinator and appropriate Deputy Title IX Coordinator will work with the Complainant and Respondent to determine a resolution to the Complaint. A Complainant may also request to go through the Informal Resolution Process after a formal investigation has been completed. South College will allow an informal Complaint to proceed only if the potential remedies to the alleged misconduct do not involve the possibility of serious disciplinary action (e.g. suspension or dismissal). Informal resolution process is not available if the allegations relate to an employee engaged in Sex-Based Harassment of a student or when such a process would conflict with Federal, State, or local law.

Before the initiation of an informal resolution process, South College will explain in writing to the parties:

- The allegations;
- The requirements of the informal resolution process;
- That all Complainants and Respondents will be treated equitably;
- That any party has the right to withdraw from the informal resolution process and initiate or resume grievance procedures at any time before agreeing to a resolution;
- That if the parties agree to a resolution at the end of the informal resolution process, they cannot initiate or resume grievance procedures arising from the same allegations;

- The potential terms that may be requested or offered in an informal resolution agreement, including notice that an informal resolution agreement is binding only on the parties; and
- What information South College will maintain and whether and how South College could disclose such information for use in Title IX grievance procedures if such procedures are initiated or resumed.

The informal resolution process is a voluntary, remedies-based process designed to provide parties with an option to resolve disputes with other students in a forum that is separate and distinct from the College's formal grievance processes under the Title IX Sex Discrimination policy. The purpose of the informal resolution process is to address the conduct which has been reported by the Complainant, and place the parties in a position to pursue their academic and non-academic interests in a safe, respectful, and productive educational and working environment. Under this process, there will be no disciplinary action taken against a Respondent, and the resolution will not appear on the Respondent's disciplinary record.

The College will not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of Complaints of Title IX sex discrimination. Similarly, the College will not require, encourage, or discourage the parties from participating in the informal resolution process.

At any time, either party may elect to transition the proceedings to the formal grievance procedures.

Conflict of Interest

All individuals who have responsibilities in administering the grievance process under this policy must be free of any conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent and will be trained as provided by federal regulations. Parties will be notified at the appropriate junctures of the identities of the individuals serving as Title IX Coordinator, investigators, Title IX Conduct Committee members, and Appeal Panel members. A party who has concerns that one or more of the individuals performing one of the aforementioned roles has conflicting interest or is biased must report those concerns to the Title IX Coordinator within 48 hours of being notified of their identities and include a brief explanation of the basis for the conflict or bias concern. The Title IX Coordinator will assess the allegations of conflict or bias to determine whether or not the identified individual(s) can fulfill their duties in an impartial way. If the Title IX Coordinator concludes that the facts and circumstances support the claim of conflict or bias, the pertinent individual(s) will not participate in the case. A party who has concerns that the Title IX Coordinator cannot conduct their role in a fair and unbiased manner may report those concerns by contacting the Associate Vice Chancellor of Academic and Student Affairs at swaddell@south.edu.

Formal Investigation

Once South College is aware of a reported incident of sex discrimination, the Title IX Coordinator will notify the parties in writing of the initiation of the investigation, and will assign an investigator to conduct an investigation of the Complaint, and to gather evidence to determine if the allegation(s) meet the definition of sex discrimination as outlined in this policy. The results of the investigation will be submitted to the Title IX Conduct Committee.

The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility for a violation of this policy rest on South College and not on the parties.

Written Notice of Investigation

Following the receipt and review of the Complaint by the Title IX Coordinator, and it being determined that the matter properly falls under this Policy, the parties will be informed in writing of the initiation of the investigation. The written information shall include:

- The identities of the parties, if known.
- A concise summary of the alleged conduct at issue (including when and where it occurred, if known).
- Notice of the allegations potentially constituting Title IX sex discrimination.
- A statement that all Complainants and Respondents will be treated equitably.
- A statement that the Respondent is presumed not responsible and that a determination regarding responsibility is made at the conclusion of the grievance process.
- A statement informing the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney.
- A statement informing the parties that they may request to inspect and review evidence.
- A statement informing the parties that knowingly making false statements or knowingly submitting false information during the grievance process may constitute a violation of College/Institute policy.
- Information regarding the applicable grievance procedures, including the informal resolution process.
- If, during the investigation, additional information is disclosed that may also constitute prohibited conduct under this policy, the Respondent and Complainant will be informed in writing that such additional information will be included in the grievance process.

Investigation Guidelines

South College presumes that the Respondent is not responsible for the alleged sex discrimination until a determination is made at the conclusion of its grievance procedures. The following guidelines will govern an investigation:

- South College will provide for adequate, reliable, and impartial investigation of Complaints.
- Title IX investigations should be concluded within sixty (60) days of receipt of a report, unless there are extraordinary circumstance in which a longer period will be permitted. Both the Complainant(s) and the Respondent(s) will be notified in writing should an extension be required.
- South College will objectively evaluate all evidence that is relevant and not otherwise impermissible—including both inculpatory and exculpatory evidence. Relevant means related to the allegations of sex discrimination under investigation as part of the grievance procedures. Credibility determinations will not be based on a person's status as a Complainant, Respondent, or Witness. The following types of evidence, and questions seeking that evidence, are impermissible (*i.e.*, will not be accessed or considered, except by South College to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used), regardless of whether they are relevant:
 - Evidence that is protected under a privilege recognized by Federal or State law or evidence provided to a Confidential Employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;
 - A party's or Witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or Witness, unless South College obtains that

party's or Witness's voluntary, written consent for use in its grievance procedures;
and

- Evidence that relates to the Complainant's sexual interests or prior sexual conduct, unless evidence about the Complainant's prior sexual conduct is offered to prove that someone other than the Respondent committed the alleged conduct or is evidence about specific incidents of the Complainant's prior sexual conduct with the Respondent that is offered to prove consent to the alleged Sex-Based Harassment. The fact of prior consensual sexual conduct between the Complainant and Respondent does not by itself demonstrate or imply the complainant's consent to the alleged Sex-Based Harassment or preclude determination that Sex-Based Harassment occurred.
- South College will provide both Complainants and Respondents written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.
- Both parties will be given the opportunity to inspect and review any evidence obtained in the investigation that directly pertains to the allegations. Each party will have 10 days to submit a written response to the Title IX Coordinator, which will be considered prior to the completion of the investigative report.
- The final investigative report will be provided to both parties and the party's advisor for their review and written response at least 10 days prior to the hearing.
- If the investigation results indicate that the Complaint should not proceed to a review by the Title IX Conduct Committee, for the reasons set forth below, both parties (Complainant and Respondent) will be informed in writing within (14) business days of the decision that the Complaint was dismissed without further proceedings and the reasons therefor. Should the Complainant wish to appeal this decision, he/she should follow the Appeal Process listed in the last section of this policy.
- South College must dismiss a Complaint if the conduct alleged in the Complaint would not constitute sex discrimination even if proven, did not occur in the College's educational program or activity, or did not occur against a person in the United States. Before dismissing the Complaint, South College will make reasonable effort to clarify the allegations with the Complainant.
- South College may dismiss a Complaint or any allegations therein, if at any time during the investigation or hearing:
 - the College is unable to identify the Respondent after taking reasonable steps to do so;
 - a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Complaint or any allegations therein, and South College determines that, without the Complainant's withdrawn allegations, the conduct that remains alleged in the Complaint, if any, would not constitute sex discrimination under Title IX even if proven;
 - the Respondent is not participating in the College's education program or activity and is not employed by South College; or
 - specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the Complaint or allegations therein.

In the case of such a dismissal, South College will inform both parties in writing within (14) business days of the decision and the reasons therefor. Should the Complainant wish to appeal this decision, he/she should follow the Appeal Process listed in the last section of this policy.

If the Complaint is dismissed, South College will at a minimum:

- Offer Supportive Measures to the Complainant as appropriate;
 - If the Respondent has been notified of the allegations, offer Supportive Measures to the Respondent as appropriate; and
 - Take other prompt and effective steps, as appropriate, through the Title IX Coordinator to ensure that sex discrimination does not continue or recur within South College's education program or activity.
-
- If the investigation results indicate that a Complaint should proceed to a review by the Title IX Conduct Committee, both parties (Complainant and Respondent) will be informed within (14) business days of the decision. The formal hearing (which may be live or via video conferencing technology, at South College's discretion) by the Title IX Conduct Committee will then occur within (14) business days of the notification. The final investigative report will be provided to both parties and the party's advisor for their review and written response.
 - South College will take reasonable steps to prevent and address the parties' and their advisors' unauthorized disclosure of information and evidence obtained solely through these grievance procedures.

While not required, each party may choose an advisor (attorney or otherwise) at his/her own expense to assist during the investigation and hearing process. If a party does not have an advisor present at the hearing, the South College will provide, free of charge, an advisor of the school's choice who may be, but is not required to be, an attorney in order to conduct cross-examination on behalf of that party.

While the advisor may be present, they cannot verbally participate in the investigation process but will be permitted to participate in the hearing. All statements and testimony must come solely from the parties and their Witnesses. If the desired advisor is an employee of the institution, the Title IX Coordinator may determine that there is a conflict of interest and require that an alternative advisor be used.

At least (3) business days prior to the hearing, both the Complainant and the Respondent will schedule a pre-hearing consultation with the Title IX Coordinator and/or appropriate Deputy Title IX Coordinator to discuss the issues and facts that will likely be presented at the hearing, submit written questions for the opposing party, provide any Witness or advisor information, ask procedural questions, submit a written statement, and submit evidence to be presented during the hearing if desired.

The following guidelines will govern the Title IX Conduct Committee:

- The Title IX Conduct Committee will be composed of a minimum of three trained South College officials.
- The Title IX Conduct Committee will be unbiased, charged with reviewing all evidence objectively, and will not make credibility determinations based on an individual's status as a Complainant, Respondent, or Witness.
- The parties will receive the names of the Committee Members in advance of the hearing and will have (2) business days to object to the membership based on alleged bias or conflict of interest. The Title IX Coordinator and appropriate Deputy Title IX Coordinator will jointly decide the merits of the objection and will replace a Committee Member if necessary.

- An audiovisual recording or transcript of the hearing will be available to the parties for inspection and review.
- The decision of the Committee will be based on a preponderance of evidence standard (i.e. “more likely than not”).
- The Title IX Coordinator and/or appropriate Deputy Title IX Coordinator will deliver the investigation report and be present throughout the hearing but will not act as a Committee Member and is not a decisionmaker at the hearing.
- The Chair of the Committee will be selected by the Committee Membership. The Chair will ask questions submitted by the parties and may rephrase or omit them based on professional judgement. All Committee Members may ask questions, the Chair may rephrase or filter if necessary.
- South College will provide a process that enables the decisionmaker to question parties and Witnesses to adequately assess a party’s or Witness’s credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of Sex-Based Harassment.
- The parties, through their advisor if requested, may also be allowed to ask relevant questions at the discretion of the Chair and after evaluation and approval by the Chair. If a question is deemed not relevant, the Chair will explain the decision to exclude a question as not relevant. Questions that are unclear or harassing of the party or Witness being questioned will not be permitted. The Chair will give a party an opportunity to clarify or revise a question that the Chair determines is unclear or harassing. If the party sufficiently clarifies or revises the question, the question will be asked.
 - Each party’s advisor may ask the other party and any Witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination must be conducted directly, orally, and in real time by the party’s advisor of choice and never by a party personally.
 - Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid the Committee in determining whether the alleged sex discrimination occurred.
 - Questions and evidence about the Complainant’s sexual predisposition or prior sexual behavior are not relevant unless offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant’s prior sexual behavior with respect to the Respondent and are offered to prove consent.
 - If a party or Witness does not submit to cross-examination or otherwise refuses to respond to questions at the hearing, the Committee must not rely on any statement of that party or Witness in reaching a determination regarding responsibility, but the Committee cannot draw any inferences regarding responsibility based solely on the absence or refusal to answer cross-examination or other questions.
- In all cases, whether the Respondent is present or not, the evidence in support of the allegations shall be presented and considered. Should the Respondent fail to appear for the hearing, a plea of “not in violation” shall be recorded for the respondent’s behalf and the hearing will proceed.
- In all cases, the respondent shall not be deemed responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process. No discipline will be imposed on a Respondent unless there is a determination at the conclusion of the Title IX grievance procedures that the Respondent engaged in prohibited sex discrimination.

- Either the Complainant or Respondent may request to participate in the proceedings via video conferencing. Participation via telephonic conferencing alone is not allowed. At the request of either party in a live hearing, the Committee will provide for the entire hearing to occur with the parties located in separate rooms with technology enabling the parties to see and hear each other in real time.
- South College will create an audio or audiovisual recording or transcript of any hearing and make it available to the parties for inspection and review.
- The Complainant and the Respondent have the right to hear all evidence, present evidence, testify, and have their advisors question Witnesses. All initial questions for Witnesses must be submitted by the Complainant and Respondent prior to the hearing; the Title IX Conduct Committee Members determine if the questions are appropriate and control the questioning.
- After the hearing, the Committee will determine by majority vote whether a violation of the Title IX policy has occurred and will notify both parties of the decision reached on each allegation, and the supporting rationale for each, in writing within (14) business days. The determination will include:
 - A description of the alleged sex discrimination;
 - Information about the policies and procedures used to evaluate the allegations;
 - The Committee’s evaluation of the relevant and not otherwise impermissible evidence and determination whether Sex-Based Harassment occurred;
 - When the Committee finds that sex discrimination occurred, any disciplinary sanctions South College will impose on the Respondent, whether remedies other than the imposition of disciplinary sanctions will be provided to the Complainant, and, to the extent appropriate, other students identified to be experiencing the effects of the sex discrimination; and
 - The procedures and permissible bases for the Complainant and Respondent to appeal.
- If it is determined that a violation has occurred, both parties will have (3) business days from the time they receive the Committee’s written decision to submit a written impact statement if they choose. An impact statement allows the parties to express what penalty they feel is deserved and what impact that might have on them.
- Within (14) business days of receiving the impact statement(s), the Committee will simultaneously notify all parties in writing of the Committee’s findings, remedies provided, and sanctions imposed, if any, and information about how to file an appeal.
- The determination regarding responsibility becomes final either on the date that South College provides the parties with the written determination of the result of any appeal, or, if no party appeals, the date on which an appeal would no longer be considered timely.

Extensions for Good Cause

The timeframes and deadlines listed in this Policy may, for good cause, be extended or otherwise modified by South College. Good cause may include considerations such as the absence of a party, a party’s advisor, or a Witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

Remedies to Complainants

Following a determination that a violation of this Title IX policy has occurred, remedies may be provided to Complainant and any other people South College identifies as having had equal access to

South College's education program or activity limited by sex discrimination. Available remedies may include the same services listed above as Supportive Measures.

Sanctions for Sex discrimination

The following sanction(s) may be imposed upon any individual student found to be in violation of this policy. Following a determination that a violation of this Title IX policy has occurred:

- Issuance of a formal, written warning and reprimand (status of probation may be imposed)
- Issuance of a suspension or a required leave of absence for a period of time, contingent upon the student meeting specified conditions
- Dismissal from the college without possibility of re-admission
- Any other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within South College's education program or activity.

In cases of third parties and employee sanctions, South College will take prompt and effective action to stop the discrimination and prevent its recurrence upon notice of the discrimination. The sanctions taken by South College will differ depending on the level of control that the College has over the Third Party. For employees, the following sanction(s) may be imposed upon any individual employee found to be in violation of the South College Employee Handbook/Title IX rules:

- Issuance of a verbal warning
- Requirement of training
- Issuance of a suspension (with or without pay), contingent upon the employee meeting specified conditions for returning
- Issuance of a written warning with formal counseling (status of probation may be imposed)
- Termination of employment
- South College will not discipline a party, Witness, or others participating in the Title IX grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether sex discrimination occurred.

Appeal Process

Should the Complainant and/or Respondent wish to appeal a dismissal of a Complaint, the decision of the investigation, or the decision of the Title IX Conduct Committee, an appeal must be submitted within (7) business days of delivery of the decision. The appeal must be in writing and submitted to the Vice Chancellor of Institutional Advancement and Effectiveness at [contact info]. The appeal may be filed on the following bases: a procedural irregularity that would change the outcome;; if new evidence that was not available at the time of the determination that could affect the outcome, or if the Title IX coordinator, investigator(s), or Title IX Conduct Committee members had a conflict of interest or bias against the Complainant or Respondent that affected the outcome. An appeal received that does not address one of these areas will be dismissed without further consideration.

A complete review of the appeal will be made by the Vice Chancellor within (14) business days after receipt of the appeal and additional information. In the event an extension is needed for this review, the individual making the appeal will be notified. A written decision will be issued to the Respondent, Complainant, and the Title IX Coordinator and/or Chair of the Title IX Conduct Committee.

If a party appeals a dismissal or determination whether Sex-Based Harassment occurred, South College will:

- Notify the parties in writing of any appeal, including notice of the allegations, if notice was not previously provided to the Respondent;

- Implement appeal procedures equally for the parties;
- Ensure that the decisionmaker for the appeal did not take part in an investigation of the allegations or dismissal of the Complaint;
- Ensure that the decisionmaker for the appeal has been trained consistent with the Title IX regulations;²⁷
- Communicate to the parties in writing that South College will provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
- Notify the parties in writing of the result of the appeal and the rationale for the result.

Any additional procedures or bases for appeal South College offers will be equally available to all parties.

South College's other Title IX Obligations

Training

The College will either provide appropriate training, or ensure appropriate training is provided by a qualified third party, to all College employees upon hiring and annually thereafter on College's obligation to address ex discrimination in its education programs or activities, the scope of conduct that constitutes sex discrimination, including Sex-Based Harassment, and their applicable notification and mandatory reporting requirements.

In addition to the annual training described above, all individuals involved in handling Title IX matters on behalf of South College, including the Title IX Coordinator and Title IX Deputies, investigators, Title IX Conduct Committee members, Appeal Panel members, and any individual who facilitates the informal resolution process will, at a minimum, receive all required and applicable training on issues including, but not limited to, definitions of and related to sex discrimination, how to conduct an investigation and grievance process, determinations of relevance, how to facilitate informal resolutions, and how to identify conflicts of interest and bias. The Title IX Coordinator, and any designees, will also receive training on the specific responsibilities of the Title IX Coordinator and the College's recordkeeping system.

The College will ensure that Title IX Conduct Committee members receive training on any technology to be used at a hearing and on issues of relevance of questions and evidence, including questions and evidence about the irrelevancy of Complainant's sexual predisposition or prior sexual behavior. The College will ensure that investigators receive training on issues of relevance in order to create an investigative report that fairly summarizes relevant evidence. These training materials are publicly available on the College's website and will be made available for in-person review upon request. In addition, College officials with responsibilities under this policy will receive training related to intersectionality.

Recordkeeping

South College will maintain for a period of seven years records of:

- Each sex discrimination investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript of the hearing, any disciplinary sanctions imposed on the Respondent, and any remedies provided to the Complainant designed to restore or preserve equal access to the College's education program or activity.

- Any appeal and the result therefrom.
- Any informal resolution and the result therefrom.
- All materials used to train Title IX Coordinators, investigators, decisionmakers, and any person who facilitates an informal resolution process. A College must make these training materials publicly available on its website, or if the College does not maintain a website the College must make these materials available upon request for inspection by members of the public.

For each South College response required under Title IX, South College will create, and maintain for a period of seven years, records of any actions, including any Supportive Measures, taken in response to a report or Complaint of sex discrimination. In each instance, the College will document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the College's education program or activity. If the College does not provide a Complainant with Supportive Measures, then the College will document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the College in the future from providing additional explanations or detailing additional measures taken.

Modification and Review of Policy

The College reserves the right to modify this policy to take into account applicable legal requirements or extraordinary circumstances. At regular intervals, the College will review this policy to determine whether modifications should be made.

Violence Against Women Act (VAWA)

On March 7, 2013, President Obama signed the Violence Against Women Reauthorization Act of 2013 (VAWA) ([Pub. Law 113-4](#)). Among other provisions, this law amended section 485(f) of the Higher Education Act of 1965, as amended ([HEA](#)), otherwise known as the Clery Act ([20 U.S.C. 1092\(f\)](#)). These statutory changes require institutions to compile statistics for certain crimes that are reported to campus security authorities or local police agencies including incidents of sexual assault, domestic violence, dating violence, and stalking.

The Clery Act requires annual reporting of statistics for various criminal offenses, including forcible and non-forcible sex offenses and aggravated assault. VAWA's SaVE Act provision adds domestic violence, dating violence, and stalking to the categories that, if the incident was reported to a campus security authority or local police agency, must be reported under Clery. Parsed for clarity, these offenses are defined:

1. ***Domestic violence*** includes asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former cohabitant, person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.
2. ***Dating violence*** means violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.
3. ***Sexual Assault/Sex Offenses*** means any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable.
4. ***Stalking*** means a course of conduct directed at a specific person that would cause a

reasonable person to fear for her, his, or others' safety, or to suffer substantial emotional distress.

The provision adds “national origin” and “gender identity” to the hate crime categories, involving intentional selection of a victim based on actual or perceived characteristics that must be reported under the Clery Act. The provision requires with respect to the “timely reports” the Clery Act mandates for crimes considered a threat to other students and employees, that victims' names be withheld.

The crimes listed in Tables 1 through 6 above, plus any other crimes involving bodily injury reported to local police agencies or to a campus security authority that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, national origin or disability, are listed in Tables 3 and 4 above according to the type of criminal offense and category of prejudice. Should a hate crime be reported, it will be identified by hate crime category (race, gender, religion, etc.).

FBI's Uniform Crime Reporting Definition of Rape

In December 2011, FBI Director Robert S. Mueller, III, approved revisions to the Uniform Crime Reporting (UCR) Program's 80-year-old definition of rape. As approved, the UCR Program's definition of rape is “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.” The revised definition is the collaborative effort of the FBI's Criminal Justice Information Services (CJIS) Advisory Policy Board (APB), which is made up of representatives from all major law enforcement organizations, and staff from the national UCR Program with input from the Office of the Vice President of the United States, the Department of Justice's Office on Violence Against Women, and victim advocacy groups, such as the Women's Law Project.

Consent Definition

Voluntary acquiescence refers to the act or result of reaching an accord; a concurrence of minds; actual willingness that an act or an infringement of an interest shall occur (West's Encyclopedia of American Law, ed.2, 2008). In the context of rape, submission due to apprehension or terror is not real consent; there must be a choice between resistance and acquiescence. If a person resists to the point where additional resistance would be futile or until his/her resistance is forcibly overcome, submission thereafter is not consent.

South College encourages students, faculty, and staff to be active bystanders in the prevention of sexual and relationship violence. A bystander is defined as someone “who is present but not taking part of a situation or event” (<https://www.merriam-webster.com/dictionary/bystander>). South College promotes a campus environment of accountability and encourages bystanders to speak up and intervene to help prevent incidents. Below are tips on how to be an active bystander:

- If you see something or someone who looks like they are in trouble, intervene in any way you can and ask if they are ok. Assist the person with leaving the situation, confronting the behavior, or getting help.
- Be direct and honest in your approach.
- Always keep yourself safe.
- Get help by reaching out to a staff or faculty member if you see something and do not feel comfortable intervening.

- If the situation escalates, contact the security officer, the Director of Student Affairs/Services or the nearest college employee who will contact the proper authorities.
- Educate yourself and your friends about interpersonal violence.

In the event a Sexual Offense Occurs

- The student involved in the assault may contact any member of the college faculty or staff or security personnel, who will contact the Chief Student Services representative on campus. The representative will take immediate action to obtain medical assistance and contact the appropriate Police Department. The student may choose to notify the police him/herself.
- Allegations should be reported to the appropriate Title IX Coordinator or Deputy Coordinator who will ensure that a proper investigation is conducted.
- It is important to preserve all evidence as it may be necessary to prove the criminal sexual assault. Therefore, care will be taken to maintain any necessary evidence.
- A staff member will accompany the student to the hospital for medical treatment. If the student wishes, an appointment with a counselor will be made. The Safe Haven Center or other counseling and mental health resources in the community are also available and the Director of Student Affairs/Services or Dean of Academic and Student Services will assist the student in finding appropriate care.
- In the event another student is accused of the offense, the incident will be referred and handled by the Title IX Coordinator or Deputy Coordinator. The procedures under Student Conduct Standards and Regulations will be followed. Should circumstances warrant, the Executive Director of Institutional Student Affairs or Dean of Academic and Student Services may temporarily or permanently dismiss the accused. Both the accuser and the accused are entitled to the same opportunities to have the other(s) present during a formal hearing as described in the above [Sex Discrimination \(Title IX\) Policy and Grievance Procedures](#). South College will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the results of any disciplinary hearing conducted by the college against the student who is the alleged perpetrator of the crime or offense.
- It is also recommended that victims refer to the *Resources for Victims of Sexual Misconduct* section of this report for resources, including counselors who can provide support and assistance.
- The victim of an alleged sexual assault incident may request changes in academic situations (class scheduling). Every effort will be made to assist the student.

Protective Measures the College May Offer Following an Allegation of Dating Violence, Domestic Violence, Sexual Assault, or Stalking

In situations that require immediate action because of safety or other concerns, South College takes reasonable administrative action that is appropriate. Examples of such interim actions include, but are not limited to:

- Providing an escort to ensure that the complainant can move safely between classes and activities;
- Ensuring that the complainant and respondent do not attend the same classes;
- Providing access to counseling services;
- Providing academic support services, such as tutoring; and
- Arranging for the complainant to re-take a course or withdraw from a class without penalty,

including ensuring that any changes do not adversely affect the complainant's academic record.

These remedies may be applied to one, both, or multiple parties involved. Student respondents may be placed on interim suspension under the appropriate circumstances pending the outcome of the investigation. Employee respondents may be, consistent with Human Resource policies, placed on administrative leave pending the outcome of the matter.

Disciplinary Sanctions for Violating the College Sexual Misconduct Policy

Subject to federal law, state law, and TBR policies, the following sanctions may be imposed by the institution following the results of any institutional disciplinary proceeding for an allegation of dating violence, domestic violence, sexual assault, or stalking:

- Restitution
- Warning
- Reprimand
- Service to the institution or community
- Specified educational/counseling program
- Apology
- Fines
- Restriction upon privileges
- Probation
- Suspension
- Expulsion
- Revocation of admission, degree, or credential
- Interim suspension
- Suspension of employment
- Termination of employment
- Demotion
- Termination of tenure status
- Other sanctions as deemed appropriate by the institution

See the [Sex Discrimination \(Title IX\) Policy and Grievance Procedures](#) for investigation procedures and sanctions.

Criminal Activity Occurring Off-Campus

When a South College student or employee is involved in an off-campus offense, the law enforcement agency responsible for the area where the crime occurred handles the investigation. With the implementation of the *Violence Against Women Act*, a victim should also inform a campus authority (preferably the Executive Director of Institutional Student Affairs, Campus Dean, or the Director of Student Affairs/Services) of the incident. The college will need to report such incidents in the annual Campus Safety and Security Survey. The victim is never identified in the survey. South College maintains a close working relationship with local Police Departments and cooperates fully when violations of federal, state, or local laws occur. South College operates no off-campus housing or off-campus facilities for student organizations.

Disciplinary Proceedings

South College will provide a prompt, fair, and impartial disciplinary proceeding in cases of alleged dating violence, domestic violence, sexual assault, or stalking. All complaints of sexual misconduct shall be presented to the Title IX Coordinator for investigation and appropriate disposition. See the [Sex Discrimination \(Title IX\) Policy and Grievance Procedures](#) for investigation procedures. Attending officials will be appropriately trained and will not have a conflict of interest or bias for or against the accuser or the accused. The accuser and the accused will have equal opportunities to have others present, including an advisor of their choice. The accuser and the accused will receive simultaneous notification, in writing, of the result of the proceeding and available appeal procedures. The college will conduct the proceeding in a reasonably prompt time frame. The accuser and the accused will be given timely notice of meetings at which one or the other or both may be present. The accuser, the accused, and appropriate officials will be given timely and equal access to information that will be used during disciplinary meetings and hearings. “Proceeding” is defined as the actual hearing as described in this paragraph. “Result” is defined as the determination made by the presiding officials.

Compliance with these provisions does not constitute a violation of Section 444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly known as the Family Educational Rights and Privacy Act of 1974 (FERPA).

Retaliation

The College, its officers, employees, or agents are strictly prohibited from retaliating, intimidating, threatening, coercing, or otherwise discriminating against any individual for exercising their rights or responsibilities under any provision of this policy. Retaliation will result in disciplinary measures, up to and including termination or expulsion.

Safety Programs

Educational presentations are offered at various times throughout the year through provided links and in selected classes/activities to encourage students and employees to be responsible for their own safety. Topics include personal safety on and off campus, date rape, drug and alcohol abuse, and other related issues. Additionally, all new students are expected to complete the online courses in Canvas on Drug and Alcohol Prevention and Sexual Assault Prevention. These courses provide alcohol and drug education and information on sexual violence harm-reduction. A Drug/Alcohol Free Workplace School Policy and training program is issued to faculty and staff via the Paylocity Learning Management System as part of annual required training.

Safety and security are also discussed during the orientation to South College and in onboarding for new employees. Additionally, crime prevention awareness articles and safety tips are included in issues of the campus newsletters:

Campus	Newsletter
Asheville	<i>The Times</i>
Atlanta	<i>The Peachtree Post</i>
Indianapolis	<i>The Indianapolis Post</i>
Knoxville	<i>The Southern Digest</i>
Nashville	<i>The Nashville Note</i>
Online	<i>The Online Opus</i>
Orlando	<i>The Orlando Journal</i>

Campus	Newsletter
Pittsburgh	<i>The Pittsburgh Publication</i>
CBE	<i>The CBE Chronicle</i>

The Safety and Security Committee, working with the security officers, facilitates in-services to employees on topics such as reacting to critical incidents appropriately. A common theme of all awareness and crime prevention presentations and in-services is to encourage students and employees to be aware of their responsibility for their own security and the security of others.

Assistance for Victims of Sexual Misconduct: Rights and Options

- Regardless of whether a victim elects to pursue a criminal complaint, the College will assist victims of sexual misconduct and will provide each victim with a written explanation of her/his rights as a member of the College.
- Additionally, in the court system, a victim of domestic violence, dating violence, sexual assault and stalking has the following rights: the right to confer with the prosecution, right to be free from intimidation, harassment and abuse throughout the criminal justice system, the right to be present at all proceedings where the defendant has the right to be present, the right to be heard, when relevant, at all critical stages of the criminal justice process as defined by the General Assembly, the right to be informed of all proceedings, and of the release, transfer or escape of the accused or convicted person, the right to a speedy trial or disposition and a prompt and final conclusion of the case after the conviction or sentence, the right to restitution from the offender and the right to be informed of each of the rights established for victims. Information related to these rights may be found at:
 - Tennessee:
 - <http://www.findlaw.com/state/tennessee-law/tennessee-domestic-violence-laws.html>,
 - North Carolina:
 - <https://statelaws.findlaw.com/north-carolina-law/north-carolina-domestic-violence-laws.html>
 - Georgia:
 - <https://www.georgialegalaid.org/issues/family-law-and-domestic-violence/domestic-violence>
 - Florida:
 - <http://www.findlaw.com/state/florida-law/florida-domestic-violence-laws.html>
 - Indiana:
 - <http://www.findlaw.com/state/indiana-law/indiana-domestic-violence-laws.html>.
 - Pennsylvania:
 - <http://www.findlaw.com/state/pennsylvania-law/pennsylvania-domestic-violence-laws.html>
- Protection from abuse orders may be available through:
 - Tennessee:
 - <http://www.tncourts.gov/programs/self-help-center/forms/order-protection-forms>
 - Georgia:

- <https://www.gsecca.org/file/family-violence-forms>
- North Carolina:
 - <https://www.nccourts.gov/help-topics/domestic-violence/how-to-get-a-protection-order>
- Indiana:
 - <https://www.in.gov/courts/selfservice/protection-orders/>
- Florida:
 - <https://www.womenslaw.org/laws/fl/restraining-orders>
- Pennsylvania:
 - <https://pcv.pccd.pa.gov/available-services/Pages/Protection-Orders.aspx>
- Additional information may be found at:
 - <https://www.tncoalition.org/>
 - <http://www.nc-van.org/>
 - <https://gcadv.org/learn/public-policy/>
 - <https://www.flfamily.org/get-help/domestic-violence>
 - <https://www.pcadv.org/about-abuse/intervention/how-to-get-a-restraining-order/>
 - <https://icadvinc.org/>
- The College does not publish the name of crime victims nor maintain identifiable information regarding victims in the incident report or in the release of timely warnings.

Resources for Victims of Sexual Misconduct

The resources listed below are not exhaustive or limited to victims who wish to make an official report or participate in an institutional hearing, police investigation or criminal prosecution. However, in cases where a victim wishes to maintain complete confidentiality, the victim should carefully review the Determining Confidentiality section listed above in the Sexual Misconduct (Title IX) Policy related to the limits on the College's ability to maintain confidentiality.

Law Enforcement and Additional Resources:

Knoxville Police Department (KPD)
 800 Howard Baker Jr. Ave
 Knoxville TN 37915
 865-215-7000
<http://www.cityofknoxville.org/kpd/>

Knox County Sherriff
 400 Main Street Suite L165
 Knoxville TN 37902
 865-215-2444
<http://www.knoxsheriff.org/index.php>

Family Justice Center
 400 Harriet Tubman Street
 Knoxville, TN 37915
 24/7 Helpline – 865-521-6336
 865-215-6800
<http://fjcknoxville.com/>

Sexual Assault Center
6215 Kingston Pike
Knoxville TN 37919
24/7 Crisis line – 865-522-7273
Office – 865-558-9040
www.mcabbcenter.org/sacet

Asheville Police Department (APD)
100 Court Plaza
Asheville, NC 28801
828-252-1110
www.ashevillenc.gov

Buncombe County Sheriff
60 Court Plaza
Asheville, NC 28801
828-255-5000
<http://www.buncombecounty.org/governing/depts/sheriff>

Our VOICE
44 Merimon Avenue
Asheville, NC 28801
Office Telephone: 828-252-0562
Crisis Line: 828-255-7576
<http://www.ourvoicenc.org>

Nashville Police Department
5101 Harding Place
Nashville, TN 37211
615-862-7744
<https://www.nashville.gov/Police-Department/Precincts/South-Precinct.aspx>

Chamblee Police Department
3518 Broad St.
Chamblee, GA 30341
<https://www.chambleega.com/491/Police>
National Domestic Violence Hotline
1-800-799-7233
1-800-787-3224 (TTY Hotline)

Orlando Police Department
1250 West South Street
Orlando, FL 32805
321-235-5300
<https://www.orlando.gov/Our-Government/Departments-Offices/Orlando-Police-Department/Contact-Us>

Orange County Sherriff's Office

2500 W. Colonial Drive
Orlando, FL 32804
407-254-7000
<https://www.ocso.com/en-us/>

Hamilton County Sherriff's Office
18100 Cumberland Road
Noblesville, IN 46060
317-773-1872
<https://www.hamiltoncounty.in.gov/166/Sheriffs-Office>

Carmel Police Department
3 Civic Square
Carmel, IN 46032
317-571-2580
<https://www.carmel.in.gov/department-services/police>

Cranberry Township Police Department
2525 Rochester Rd
Cranberry Twp, PA 16066
724-776-5180
<https://www.cranberrytownship.org/191/Police>

Rape, Abuse & Incest National Network (RAINN)
1-800-656-HOPE (4673)

Safe Phone Helpline (sexual assault support for the DoD community)
1-877-995-5247

On-line Resources:

- TN State Coalition to End Domestic & Sexual Violence- <http://tncoalition.org/>
- Pandora's Project- <http://www.pandys.org>
- Rape, Abuse, and Incest National Network- <http://www.rainn.org>
- Department of Justice, Information for Crime Victims- <http://www.justice.gov/actioncenter/find-help-and-information-crime-victims>
- Department of Education, Office for Civil Rights- <http://www2.ed.gov/about/offices/list/ocr/index.html>
- North Carolina Coalition Against Sexual Assault- www.nccasa.org
- The Hot Line- <http://www.thehotline.org/>. Website for LGBTQ survivors of sexual or domestic violence and minority women survivors of sexual or domestic violence
- Atlanta Community Policing Programs- <http://www.atlantapd.org/community/community-policing-programs>
- Nashville Community Outreach Programs- <https://www.nashville.gov/Police-Department/Community-Programs.aspx>
- Georgia Coalition Against Domestic Violence- <https://gcadv.org/learn/public-policy/>

- Women’s Resource Center to End Domestic Violence (Atlanta)- <https://www.wrcdv.org/>
- Partnership Against Domestic Violence (Atlanta)- <https://padv.org/>
- Pennsylvania Coalition Against Rape- <http://www.pcar.org>
- Pennsylvania Coalition Against Domestic Violence- <http://www.pcadv.org>
- The Center for Victims (Pittsburgh)- <http://www.centerforvictims.org>
- National Helpline for Men Who Were Sexually Abused or Assaulted- <https://1in6.org/helpline>
- National Sexual Assault Online Hotline- <https://hotline.rainn.org/online>
- Indiana Coalition Against Domestic Violence - <https://icadvinc.org>
- Florida Hotline for Domestic Violence resources, service centers, and programs - <https://www.myflfamilies.com>
- Pennsylvania Victim Outreach Intervention Center – <https://www.voicebutlercounty.org> (724)283-8700

Awareness Programs

South College provides information on culturally relevant, inclusive prevention awareness programs, some of which can be found in the above listings under *On-line Resources*. The college prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking as outlined within this document. South College will also provide ongoing prevention and awareness campaigns for students and employees. These programs will be communicated via e-mail and through the newsletter publications at each campus.

Be ALERT At All Times

Ask strangers on campus if you can help them.

Learn the best ways to evacuate from your campus location.

Engage others in safety discussions.

Report suspicious persons and activities to the security officer.

Take time to plan and prepare for a crisis situation.

Safety Tips

Each student and employee must be alert for his/her own welfare, as well as that of others. To improve the overall security of the campus, please follow these suggestions.

- Do not leave purses, books, or other personal possessions unattended.
- When parking on campus, lock vehicles. Do not leave items such as cell phones, laptop computers, or other valuables in parked cars where they are visible. Lock valuables in the vehicle’s trunk.
- Walk in pairs on campus after dark and be aware of your surroundings. Have your car keys ready and in your hand before you reach your vehicle.
- Do not allow technology to make you unaware of your surroundings.
- Direct or escort unfamiliar persons to the reception desk or to the security officer.
- Notify staff or security if anyone is behaving in a suspicious manner and report any such behavior to a South College employee or security officer immediately.

The links listed below provide a wide variety of information relating to campus safety. Please explore this information.

- <https://www.clerycenter.org/ncsam>
- www.campussafetymagazine.com/
- <http://www.peaceoutsidecampus.org/personal-safety-tips.html>
- <https://www.naspa.org/division/campus-safety-and-violence-prevention>

Drug/Alcohol Free School Policy (Drug and Alcohol Abuse Prevention Program)

The following provides information on drug and alcohol use including health risks, legal sanctions, federal drug sanctions, treatment resources, prevention education and assistance resources and other related information.

It is the policy of South College to maintain a safe and healthy environment for its students and employees. Thus, the unlawful manufacture, distribution, dispensation, possession, or use of drugs or alcohol is prohibited on any South College campus, in any of the college's buildings, or as a part of any college-related activities (such as field trips, internships, or social activities). Any student or employee who is intoxicated or under the influence of any drug or controlled substance is in violation of the South College Drug/Alcohol Free Campus Policy and subject to disciplinary action. Additionally, illegal use of drugs or alcohol is a violation of local, state, and federal laws. If any of these violations do occur, further disciplinary action may occur in the form of immediate dismissal from South College whether student or employee, and/or mandatory counseling or rehabilitation by an appropriate agency. Students with issues regarding drug or alcohol use are encouraged to make an appointment with the Director of Student Affairs/Services for counseling information and/or referral to an appropriate program that can provide assistance. Employees with issues in this area are encouraged to discuss assistance programs with the Human Resources administrator.

In keeping with section 120(a) through (d) of The Higher Education Act of 1965, as amended, including the Drug-Free Schools and Communities Amendments of 1989 (Public Law 101-226), information is provided to all students, faculty, and staff of South College. Pursuant to federal and state drug laws, students are prohibited from the unlawful manufacture, distribution, possession, sale, or use of illicit/illegal drugs. South College prohibits underage drinking. These prohibitions apply while on school property or when participating in any institutional activity. Students or employees who violate this policy will be subject to disciplinary action up to, and including expulsion from school or termination of employment, and referral for prosecution.

South College is committed to providing a drug- and alcohol-free learning and working environment. The institution cares for the well-being, health and safety of our students and employees and is committed to educating students and employees about the dangers of the use and abuse of alcohol and other drugs. In order to meet compliance with DFSCA, South College has adopted and implemented a proactive educational approach to prevention. The information contained in the program is intended to not only meet federal requirements but also make students and employees aware of the College's expectations regarding alcohol and other drugs.

The College has entered into a partnership with ComPsych. Through ComPsych students have counseling services available 24 hours a day, 7 days a week. Students have the ability to talk to a counselor online or be connected with a counselor in their local community. In addition to counseling, ComPsych provides an extensive resource room center which covers a wide range of wellness topics.

Alcohol and drug awareness and sexual assault online training programs are issued to all students. All new students are expected to complete the online courses in Canvas on Drug and Alcohol Prevention and Sexual Assault Prevention. These courses provide alcohol and drug education and information on sexual violence harm-reduction. Both courses take an informative, educational approach to assist students in making informed decisions for themselves, supporting their classmates, and assisting their own family members.

Educational materials, printed brochures, flyers, and other resources related to alcohol and drug abuse are available through the ComPsych Resource Center. Student Affairs staff work closely with students to ensure they are aware of the available campus and community support systems, resources, and services.

South College encourages students to get involved on campus in order to maximize their college experience. Through a variety of events, services, and resources, students are provided opportunities to connect to the college and to other students. Student activities promotes a sense of community and loyalty to the college while serving to enhance the social, intellectual, and developmental growth of students as individuals and members of the South College community. All college sponsored student events are alcohol and drug free and designed to enhance students' overall experience and support their educational pursuits.

A Drug/Alcohol Free Workplace School Policy and training program is issued to faculty and staff via the Paylocity Learning Management System as part of annual required training. The training covers the effects of substance abuse, signs of substance abuse, and a description of the health risks and symptoms of commonly abused drugs.

To assist students and employees in determining if they or someone they know may have a problem or potential problem related to drug or alcohol abuse, the following questions may be answered.

Do you or does someone you know...

1. Drink or use drugs to forget about problems?
2. Drink or use drugs to feel relaxed or comfortable around other people?
3. Have family members with drug or alcohol problems?
4. Ever feel guilty about drinking, drug use or behavior exhibited while under the influence of alcohol or other drugs?
5. Have conflicts with friends after drinking or using other drugs?
6. Ever have trouble remembering what was done or said while drinking or using other drugs?
7. Ever get drunk or high after making a conscious decision to stay sober/straight?
8. Drink until there is nothing left to drink, or use other drugs until the supply is exhausted?
9. Ever miss class or work because of a hangover?

An answer of yes to two or three of these questions may indicate that you, or someone you know, could be at risk for an alcohol or other drug problem.

Alcohol and Drug Abuse resources information is available via this *Annual Security Report* and via the *Alcohol/Drug Free School Policy (Drug and Alcohol Abuse Prevention Program)*; both are available via the South College website (<https://www.south.edu/consumer-information/student-services/>). Students desiring assistance should contact the Director of Student Affairs/Services. Employees should contact the Human Resources Department.

Health Risks Associated with Alcohol Use

Ethyl alcohol, the form of alcohol found in beer, wine, and liquor, is a psychoactive drug as powerful as even the most notorious drugs. It is classified as a depressant and is capable of producing a general reversible depression of the central nervous system. Approximately one in ten people will find it difficult to control consumption, will have continuing problems associated with its use, and will develop the disease of alcoholism. Even those who do not eventually develop alcoholism can experience and/or cause considerable harm to themselves, others, and the community. Those individuals with a family history of chemical dependency face a significantly higher chance of developing alcoholism or other forms of drug addiction. Low doses of alcohol significantly impair the judgment and coordination required to safely operate a motor vehicle. Moderate to high doses cause marked impairments in higher mental functions and alter a person's ability to learn and remember information. Very high doses cause respiratory problems and death.

Women who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and intellectual disabilities. In addition, alcohol use has been found to be significantly related to the transmission of HIV, the virus that causes AIDS, sexually transmitted diseases, unplanned pregnancy, fighting, assaults, vandalism, and the occurrence of acquaintance rape and other crimes.

Health Risks Associated with Drug Use

- Cannabis (Marijuana, Hashish): The use of marijuana may impair or reduce short-term memory and comprehension, alter sense of time, and reduce coordination and energy level. Users often have a lowered immune system and an increased risk of lung cancer. The active ingredient in marijuana, THC, is stored in the fatty tissues of the brain and reproductive system for a minimum of 28 to 30 days.
- Hallucinogens: Lysergic acid (LSD), mescaline, and psilocybin cause illusions and hallucinations. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects, or flashbacks, can occur even when use has ceased. Phencyclidine (PCP) affects the section of the brain that controls the intellect and keeps instincts in check. Because the drug blocks pain receptors, violent PCP episodes may result in self-inflicted injuries.
- Cocaine/Crack: Cocaine users often have a stuffy, runny nose and may have a perforated nasal septum. The immediate effects of cocaine use include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature, followed by depression. Crack, or freebase rock cocaine, is extremely addictive and can cause delirium, hallucinations, blurred vision, severe chest pain, muscle spasms, convulsions, and even death.
- Amphetamines: Amphetamines can cause a rapid or irregular heartbeat, tremors, loss of coordination, collapse, and death. Heavy users are prone to irrational acts.
- Heroin: Heroin is an opiate drug that causes the body to have diminished pain reactions. The use of heroin can result in coma, or death due to a reduction in heart rate.

Penalties and Sanctions for Illegal Possession of a Controlled Substance

Controlled Substances

Various federal and state statutes make it unlawful to manufacture, distribute, dispense, deliver, sell, or possess controlled substances. The penalty imposed depends upon many factors which include the type and amount of controlled substance involved, the number of prior offenses, whether death or serious bodily injury resulted from the use of such substance, and whether any other crimes were committed in connection with the use of the controlled substance.

21 U.S.C. 844(a) *1st conviction: Up to one-year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.

*After one prior drug conviction: At least 15 days in prison, not to exceed two years and fined at least \$2,500 but not more than \$250,000, or both.

*After two or more prior drug convictions: At least 90 days in prison, not to exceed three years and fined at least \$5,000 but not more than \$250,000, or both.

*Special sentencing provision for possession of crack cocaine: Mandatory at least five years in prison, not to exceed 20 years and fined up to \$250,000, or both, if:

First conviction and the amount of crack possessed exceeds five grams.

Second crack conviction and the amount of crack possessed exceed three grams.

Third or subsequent crack conviction and the amount of crack possessed exceeds one gram.

21 U.S.C. 853(a) (2) and 881(a) (7) Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one-year imprisonment. (See special sentencing provisions re: crack)

21 U.S.C. 881(a) (4) Forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a Civil fine of up to \$10,000 (pending adoption of final regulations).

21 U.S.C. 853a Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses.

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

North Carolina Statutes Article 5. Section 90-86, et seq – Prohibits for anyone to manufacture, sell, deliver or possess with the intention to manufacture, sell, or deliver a controlled substance; create, sell, or deliver, or possess with the intention to sell or deliver a counterfeit controlled substance; Possess a controlled substance; possess a chemical with the intention to manufacture a controlled substance or meth; or possess or distribute a chemical knowing (or reasonably believing) it'll be used to manufacture a controlled substance or meth. Penalties are very specific to the situation and includes punishment as Class 1, 2, or 3 misdemeanors in some circumstances or Class C, H, I felony in others.

Georgia Code, Title 16, Chapter 13 - Georgia drug possession laws charge possession, apart from marijuana possession, as a felony. Penalties are as follows: *Possession of any Schedule I or narcotic Schedule II drugs*: punishable with 2-15 years in prison. Subsequent convictions are punishable with up to 30 years in prison.

Possession of non-narcotic Schedule II drugs: punishable with 2-15 years in prison. Subsequent convictions are punishable with 5-30 years in prison. *Possession of Schedule III, IV, or V drugs*: punishable by 1-5 years in prison. Subsequent convictions are punishable with 1-10 years in prison.

Tennessee Code Annotated Section 29-38-104, Section 39-17-417, Section 39-17-425 - In Tennessee, a simple possession charge is a misdemeanor, but all other violations of drug laws are felonies. It is an offense for a defendant to knowingly: Manufacture a controlled substance; Deliver a controlled substance; Sell a controlled substance; or Possess a controlled substance with intent to manufacture, deliver, or sell the controlled substance. The actual penalties will depend on numerous factors including criminal history. Possible penalties include:

Forfeiture of property, Suspension of driver's license, Jail and/or prison time, Fines, Probation, Community service. Sentencing by Schedules: **Schedule I (heroin, psychedelics), and II (opiates/opioids, cocaine, methamphetamines) substances:** *Purchase or possession; first offense:* incarceration ranging from 2-15 years. *Purchase or possession; second offense:* incarceration ranging from 5-30 years, *Sale, or intent to distribute; first offense:* incarceration ranging for 5-30 years, *Sale or intent to distribute; second offense:* incarceration ranging from 10-40 years **or** life. **Schedule III (anabolic steroids), IV (Xanax, Valium) and V (Tylenol with Codeine) substances:** *Purchase or possession; first offense:* incarceration ranging from 1-5 years, *Purchase, or possession; second offense:* incarceration ranging from 1-10 years, *Sale, or intent to distribute; first offense:* incarceration ranging for 1-10 years.

Tennessee Code Annotated 39-17-401, et seq. - Possession or casual exchange of: Less than .5 oz.: Class A misdemeanor and attendance at drug offender school and minimum \$250 fine; Casual exchange to a minor from an adult 2 yrs. his senior and adult knows minor is a minor: felony; Subsequent offense: \$500 minimum; Third: \$750 minimum; Two or more prior convictions, then Class E felony; 20 plants to 99 plants: Class C felony, fined up to \$100,000.

Georgia - Possession of less than an ounce of marijuana is a misdemeanor with potential **penalties** involving up to \$1,000 in fines and one year in prison. Being in **possession** of a Schedule 1 or 2 **drugs** is a felony offense and sentencing can range from 2 to 15 years on a first offense, longer for second or subsequent offenses.

North Carolina marijuana **laws** assign the following **penalties** for illegal marijuana **possession**: Class 1 misdemeanor — .05 ounces or less — fines up to \$200 or 30 days in jail or both. Class 3 misdemeanor — .05 ounces to 1.5 ounces — fines up to \$500 or up to 120 days in jail or both.

Indiana Code § 35-48-4-7 - Possession of a controlled substance without a valid prescription can result in a charge of a Class A misdemeanor or a Level 6 felony (Class D). A person who commits a Class D felony (for a crime committed before July 1, 2014) shall be imprisoned for a fixed term of between six (6) months and three (3) years, with the advisory sentence being one and one-half (1 1/2) years. In addition, the person may be fined not more than ten thousand dollars (\$10,000).

- Possession of cocaine or a narcotic drug under **Indiana Code § 35-48-4-6** can range from a Level 6 felony to a Level 3 felony
- Possession of methamphetamine under **Indiana Code § 35-48-4-6.1** can also range from a Level 6 felony to a Level 3 felony
- Possession of paraphernalia under **Indiana Code § 35-48-4-8.3** can be a Class C misdemeanor or a Class A misdemeanor
- Possession of marijuana under **Indiana Code § 35-48-4-11** can range from a Class B misdemeanor to a Level 6 felony
- Possession or sale of precursors under **Indiana Code § 38-48-4-14.5** can be either a Level 5 or a Level 6 felony

Florida Statute, 893 – known as the Florida Comprehensive Drug Abuse Prevention and Control Act – lists controlled substances in five schedules. It is a felony to be in possession of a controlled substance for which a prescription is not held. If convicted of the offense of Possession of a Controlled Substance, the sentence could be up to five years in prison, up to five years of probation, and a maximum fine of \$5,000.

Commonwealth of Pennsylvania's *The Controlled Substances, Drugs, Device, and Cosmetic Act -Act of 1972, P.L. 233, No. 64* lists controlled substances in Section 4. The act prohibits for anyone to manufacture, sell, deliver or possess with the intention to manufacture, sell, or deliver a controlled substance; create, sell, or deliver, or possess with the intention to sell or deliver a counterfeit or misbranded controlled substance; Possess a controlled or counterfeit substance; the use of, or possession with intent to use marihuana; or possess a chemical with the intention to manufacture a controlled substance or meth. Section 13 outlines the penalties, which are specific to the situation and includes punishment as a misdemeanor in some circumstances or felony in others.

Alcohol Abuse and Underage Drinking

The **Federal Uniform Drinking Age Act** of 1984 sets the minimum **legal drinking** age to 21 and every State abides by that standard. ... While every State abides by this standard, State **law** varies on specifics about possession and exceptions to the **law**, such as allowing people under 21 to drink with their parents.

Tennessee Law T.C.A. 39-17-417(21 U.S.C. 801, et. seq.; T.C.A. 39-17-417) If there is an exchange between a minor and an adult at least two years the minor's senior, and the adult knows that the person is a minor, the offense is classified as a felony, as provided in. It is unlawful for any person under the age of twenty-one (21) to buy, possess, transport (unless in the course of his/her employment), or consume alcoholic beverages, wine, or beer.

T.C.A. 1- 3-113, 57-5-301 Such offenses are classified as Class A misdemeanors punishable by imprisonment for not more than 11 months and 29 days, or a fine of not more than \$2,500, or both (). It further is an offense to provide alcoholic beverages to any person under the age of twenty-one (21). Such an offense is classified as a Class A misdemeanor (T.C.A. 39-15-404).

T.C.A. 39-17-310 The offense of public intoxication is a Class C misdemeanor and is punishable by imprisonment of not more than 30 days or a fine of not more than \$50, or both.

Georgia Law O.C.G.A. §16-11-41 A person who shall be and appear in an intoxicated condition in any public place or within the curtilage of any private residence not his own other than by invitation of the owner or lawful occupant, which condition is made manifest by boisterousness, by indecent condition or act, or by vulgar, profane, loud, or unbecoming language is guilty of public drunkenness. If convicted of public drunkenness, the defendant will be guilty of a misdemeanor. Misdemeanors carry a punishment of up to one year in jail or up to \$1,000 in fines, or both.

Georgia Law It is illegal for an individual under 21 years of age to consume or possess alcoholic beverages, except, as follows: (1) for medical purposes pursuant to a prescription of a physician duly authorized to practice medicine in this state; (2) at a religious ceremony; or (3) when the parent or guardian of the person under 21 years of age gives the alcoholic beverage to the person and when

possession is in the home of the parent or legal guardian and such parent or legal guardian is present. Serving or Selling Penalties: First offense: Misdemeanor punishable by up to \$100 fine, up to 12 months imprisonment, or both; or by up to 12 months imprisonment in a state probation or diversion center. Subsequent offenses: Misdemeanor of high and aggravated nature punishable by up to \$5000 fine and/or 12 months imprisonment.

North Carolina Gen. Stat. Ann. § § 14-444, 15A-1340.23. - Being drunk and disorderly is a Class 3 misdemeanor, punishable by a fine of up to \$200 and one to ten days in jail if it is the defendant's first offense. If the defendant has prior convictions, being drunk and disorderly is punishable by up to 20 days in jail.

North Carolina Law It is illegal for an individual under 21 years of age to consume or possess alcoholic beverages. **Penalties for underage drinking charges in North Carolina** may include: Up to 120 days of jail time. Losing driver's license. **Fines** and financial **penalties** (\$200 – \$500).

Indiana Law The legal drinking age in Indiana is 21. It is illegal for a minor to possess or consume alcohol. **Penalties** may include the individual will be charged with a Class C misdemeanor offense, which can mean up to 60 days in jail and up to a \$180 fine. (Ind. Code § 7.1-5-7-7.)

Florida Law The legal drinking age in Indiana is 21. It is illegal for a minor to possess or consume alcohol. **Penalties** may include first-time offense is a second-degree misdemeanor, with penalties including a fine of up to \$500 and up to 60 days in jail. A further offense is a first-degree misdemeanor, punishable by a fine of up to \$1,000 and up to a year of jail time.

Pennsylvania 18 Pa.C.S. § 6308 outlines that it is illegal for an individual less than 21 years of age to purchase, consume, possess, or knowingly and intentionally transport any liquor or malt or brewed beverages. A person convicted of violating the law may be sentenced to pay a fine of \$500 for the first violation and \$1,000 for the second and each subsequent violation.

Pennsylvania 18 Pa.C.S. § 5505 outlines that an individual under the influence of alcohol or a controlled substance that is endangering himself or other persons or property or annoy persons in his vicinity may violate the law. The first offense is \$500 and \$1,000 for the second offence.

Pennsylvania 75 Pa.C.S. § 3802 outlines that individuals may not drive, operate, or be in physical control of the movement of a vehicle after consuming a sufficient amount of alcohol. Penalties depend on the individual's blood alcohol level at the time and any prior offenses and include fines from \$300-\$10,000, jail time, license suspension, and ignition interlock devices.

Local law enforcement agencies work to enforce state and federal laws relating to drugs and alcohol. Some local counties have and enforce laws relating to the times businesses that sell alcohol may do so and/or the age of individuals that may be present in those businesses.

Assistance Programs

South College does not provide or support specific recovery programs.

The College has entered into a partnership with ComPsych. Through ComPsych, students have counseling services available 24 hours a day, 7 days a week. Students have the ability to talk to a counselor online or be connected with a counselor in their local community. In addition to

counseling, ComPsych provides an extensive resource room center which covers a wide range of wellness topics. This resource may be helpful in determining a plan to address recovery needs. Additionally, the Substance Abuse and Mental Health Services Administration, www.samhsa.gov or 1-800-662-HELP (4357), provides assistance with resources for persons seeking treatment for mental and substance use disorders in the United States and its territories.

Employees participating in the South College medical insurance program have benefits relating to counseling and recovery efforts.

The following are examples of local resources that may be helpful:

Cornerstone of Recovery (4726 Airport Hwy, Louisville, TN 37777, (865)-407-2460)

Provides treatment to individuals and their families to address substance use disorders. Cornerstone provides medical detox, residential, intensive outpatient, outpatient, and support living programs.

Center Pointe (5310 Ball Camp Pike, Knoxville, TN 37921, Main Office: (865) 523-4704)

A program of Helen Ross McNabb Center that provides alcohol and drug residential services as well as medical detoxification and a crisis stabilization unit.

Peninsula Outpatient Center (1451 Dowell Springs Blvd Suite 101, Knoxville, TN 37909, (865) 970-9800)

Provides intensive outpatient programs for substance use disorders as well as outpatient therapy services.

Tennova Behavioral Health Services (2800 Westside Dr NW, Cleveland, TN 37312, (423) 339-4100)

Provides outpatient services including partial hospitalization and intensive outpatient programs for substance use disorders.

Metro Drug Coalition (4930 Lyons View Pike, Knoxville, TN 37919, (865) 588-5550)

This non-profit organization provides substance abuse prevention resources for family, teachers, businesses, faith leaders, and physicians in Knoxville.

Cumberland Heights (PO Box 90727, Nashville, TN 37209, 615-356-2700)

A nonprofit alcohol and drug-addiction recovery center located on the banks of the Cumberland River in Nashville, Tennessee.

STARS Nashville TX/Recover (1704 Charlotte Avenue, Nashville, TN 37203, (615) 279-0058)

Youth Overcoming Drug Abuse (YODA) is an intensive outpatient program of STARS for adolescents with substance use disorder and co-occurring disorders. Gender-Specific Intensive Outpatient Treatment Programs Services are free to youth ages 13 to 18 who are Tennessee residents and are uninsured or have insurance that will not pay for treatment. Length of program is based on individual needs.

Lifecare Family Services (145 Thompson Lane, Nashville, TN 37211, (615) 781-0013)

Areas of Care include case management, counseling, family preservation, family intake and

assessment, psychiatric and nursing, psychological testing, and Child Care Supervised visitation. Payment is on a sliding fee scale base on income and other factors, also accepted in cash, self-payment, Medicaid, Medicare, state financed health insurance plan other than Medicaid, private health insurance, and military insurance.

Sunrise Community for Recovery and Wellness – (50 S. French Broad Avenue, Ste. 246, Asheville, NC, 28801 – 828-552-3858)

Sunrise Community for Recovery and Wellness offers wellness services to all, regardless of income, housing, and mental health status. Sunrise offers opportunities for individuals to discover their own journey to recovery through peer support, free services, resource connection with community partners, and a pathway to gainful employment as a Peer Support Specialist. This organization is a non-profit.

Next Step Recovery (900 Hendersonville Road, #203, Asheville, NC, 28803 – 828-761-0722)

Next Step Recovery aims to provide the highest quality of Intensive Outpatient programs specifically aimed at men in early recovery from substance use and co-occurring eating disorders for the Greater Asheville Community. Insurance Accepted.

October Road (119 Beaucatcher Tunnel Road, #D, Asheville, NC, 28805 888-346-7216)

October Road is dedicated to providing full access to those who need our outpatient addiction treatment services, as well as making sure that each person's needs are met based on evidence-based treatment methods, comprehensive service planning, and tracking outcome measures.

C3556 Comprehensive Care Center (356 Biltmore Avenue, Asheville, NC, 28801 800-848-0180)

The C3556 Comprehensive Care Center is a one-stop treatment and resource center for mental health services, substance use/addiction recovery support, and support for individuals who have behavioral health needs and co-occurring development disabilities. This agency offers support 24 hours a day, 7 days a week, 365 days of a year. They also offer mobile services.

Road to Recover, Inc. Atlanta (3155 Presidential Drive, Suite 104 Atlanta, GA 30340) (770) 220-2885)

Drug and Alcohol Abuse treatment (inpatient and outpatient) provided with treatment approaches including addiction treatment counseling therapy, counseling for anger management, relapse prevention planning, trauma-related counseling, and dialectical behavioral therapy.

Metro Atlanta Recovery Residences Incorporated (2815 Clearview Place, Atlanta, GA, 30340, 678-736-5994, 877-969-2051)

Types of care include substance abuse treatment, Naltrexone oral, accepts clients on opioid medication, and medications for psychiatric disorders.

Aspire Indiana (2506 Willowbrook Pkwy # 300, Indianapolis, IN 46205 (877-574-1254) 24 Hour 24-hour crisis line (1800-560-4038) Mental Health and Addiction (1-800-901-1133)

A fully integrated health care provider, Aspire offers both primary medical and behavioral health care, but also addresses social drivers of health like employment and housing. Our support programs include addiction services, individual and group therapy, infectious disease, youth and family services, crisis management, rehabilitation, housing assistance, job placement and more.

Bowen Center PO Box 310 Fortville, IN 46040 (800-342-5653, ext. 2256)

<https://www.bowencenter.org>

Bowen Center offers a variety of caring and confidential Mental Health and Substance Use services to children, adults, and families. For more information on the services, please visit patient site.

Orlando Recovery Center, (6000 Lake Ellenor Drive, Orlando, Florida 32809 (407) 680-1226)

<http://www.orlandorecovery.com>

Founded in 2015, Orlando Recovery Center is a drug and alcohol rehab center in Orlando. It runs residential, partial hospitalization, and intensive outpatient programs where clients follow individualized treatment plans. The center provides medication-assisted detox and supports patients with relapse prevention training, therapy, and case management. Counselors provide family and marriage counseling for those who need it and when leaving treatment, the transition is eased by assistance with education and job placements.

Sunrise Detox Orlando 2431 Sand Lake Rd, Orlando, FL 32809 (407-305-4029),

<https://www.sunrisedetoxorlando.com>

Sunrise Detox Orlando, Florida is a drug rehab center near Orlando with multiple treatment options to help those struggling with drug addiction reclaim sobriety. Its team of nurses, CAPs, and LMHCs, conducts drug assessments and develops workable treatment procedures personalized to clients' needs. Its counselors coach clients on coping skills to avoid relapses. Sunrise Detox Orlando, Florida has the Golden Seal of Approval from the Joint Commission Durg Rehab Centers in Florida.

Pittsburgh Mercy: South 9th Street Campus, 330 South 9th Street, Pittsburgh, PA 15203, (412-488-4040),

<https://www.pittsburghmercy.org/addiction-services/pittsburgh-mercy-addiction-services/>.

Pittsburgh Mercy is an integrated physical and behavioral health care center, offering treatment for addiction, abuse, mental health disorders, and several other issues.

Pyramid Healthcare, Inc., 306 Penn Ave, Pittsburgh, PA 15221, 814-338-8429,

<https://www.pyramid-healthcare.com/>.

Pyramid Healthcare Rehabilitation Centers provides treatment from addiction or substance abuse, as well as individuals with mental health disorders. The program includes detoxification, inpatient treatment, methadone and Suboxone maintenance therapy, outpatient treatment and halfway and transitional housing.

Help.org -Drug & Alcohol Addiction Rehab, Treatment, & Recovery Resources (877-600-3767)

<http://www.help.org>

Provides information on the rehab process, how to decide on a rehab center, and contact information for a variety of different types of treatment centers based on your individual experience.

Registered Sex Offenders

The Federal Campus Sex Crimes Prevention Act (CSCPA) and the Tennessee College and University Campus Sex Crimes Prevention Act of 2002 require that whenever a sex offender becomes employed, enrolls as a student, or volunteers at an institution of higher education in the state of Tennessee, he or she must complete or update the Tennessee Bureau of Investigation (TBI) Sexual Offender Registration/Monitoring form and deliver it to TBI headquarters in Nashville. As defined in section 40-39-102 of the Tennessee Code a sexual offender means a person who is, or has been, convicted in this state of committing a sexual offense or who is, or has been, convicted in another state or country, or who is or has been convicted in federal or military court, of committing an act which would have constituted a sexual offense if it had been

committed in this state. A sexual offense means the commission of acts including, but not limited to, aggravated and statutory rape, sexual battery, sexual exploitation of a minor, aggravated prostitution, and kidnapping.

Both sex crime prevention acts designate certain information concerning a registered sexual offender as public information and therefore amend and supersede the Family Educational Rights and Privacy Act (FERPA) and other federal and state laws that previously prohibited the disclosure of such personal information.

In compliance with the Federal Campus Sex Crimes Prevention Act and the Tennessee College and University Campus Sex Crimes Prevention Act of 2002, members of the campus community may obtain the most recent information received from:

- Tennessee Bureau of Investigation (TBI) <https://www.tn.gov/tbi.html>,
- North Carolina State Bureau of Investigation <https://www.ncsbi.gov/>,
- Georgia State Bureau of Investigation <https://gbi.georgia.gov/>,
- Florida Department of Law Enforcement <https://www.fdle.state.fl.us/Investigations.aspx>,
- Indiana State Police Intelligence and Investigations <https://www.in.gov/isp/headquarters/intelligence-and-investigations/> concerning sex offenders employed, enrolled, or volunteering at this institution and
- Pennsylvania Sexual Offenders Assessment Board (SOAB) <https://www.soab.pa.gov/AboutSOAB/ProcessOverview/Pages/Registration.aspx>

A listing of sex offenders is also available by visiting the following websites:

- Tennessee Sexual Offender [Search](http://www.tn.gov/tbi/topic/sex-offender-registry-search) at <http://www.tn.gov/tbi/topic/sex-offender-registry-search>,
- North Carolina State Bureau of Investigation at <http://sexoffender.ncsbi.gov/>,
- Georgia Sex Offender Registry at <https://gbi.georgia.gov/georgia-sex-offender-registry>,
- Florida Sex Offender Registry is at <https://offender.fdle.state.fl.us>,
- Indiana Sex and Violent Crime Offender Registry at <https://in.gov/idoc/sex-and-violent-offender-registry/> and
- Pennsylvania State Police Megan's Law website, <https://www.meganslaw.psp.pa.gov/>