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Message from the Chancellor

Since our founding in 1887, The University of North Carolina at Pembroke has served as a trailblazer in providing access to life-changing education. As we build on that legacy and further our mission, the wellbeing of our students, faculty, staff and visitors remains our top priority.

The Annual Security and Fire Safety Report is compiled to provide you with important information regarding campus safety measures, policies, and statistics about crime. I urge you to use the knowledge you gain from this report to become an active member of BraveNation committed to promoting campus safety and security.

It is my honor to lead an institution known as a welcoming place where everyone feels at home. I appreciate your role in ensuring UNC Pembroke provides a safe, secure and vibrant campus experience.

Dr. Robin Gary Cummings
Chancellor
Message from the Director of Title IX and Clery Compliance

The Office of Title IX and Clery Compliance publishes this report to inform the UNC Pembroke community about campus security policies, initiatives to prevent and respond to crime and emergencies, and the occurrence of crime on campus. This report complies with the Jeanne Clery Disclosure of Campus Security and Crime Statistics Act and uses policy information and crime data collected by the university’s Office of Police and Public Safety, Office of Environmental Health and Safety, Office of Student Conduct, Office of Housing and Residential Life, Counseling and Psychological Services, and external law enforcement agencies.

This report provides statistics for the previous three years concerning reported crimes that occurred on campus and in certain off-campus buildings or property owned, leased, or controlled by UNC Pembroke. This report also includes institutional policies related to campus security, such as policies regarding sexual violence and drugs and alcohol.

To be successful in providing the highest degree of public safety services on the campus, it is important the campus community follow good safety practices and understand that safety is the responsibility of all campus members, not just those officially and formally charged with enforcing the laws, policies, and rules. It is the primary objective of the Office of Title IX and Clery Compliance to work collaboratively with campus members to provide a safe campus environment.

The Office of Title IX and Clery Compliance distributes a notice of the availability of this Annual Security and Fire Safety Report by October 1 of each year to every member of the campus community. Anyone, including prospective students and employees, may obtain a paper copy of this report by contacting the Office of Title IX and Clery Compliance or you can access an electronic copy of the Annual Security and Fire Safety Report at the following link:

[UNCP Annual Security and Fire Safety Reports](#)

Should you have questions, comments, or suggestions regarding the information contained within this publication or any related public safety policies, procedures, or operations, please feel free to talk with me.

**Ronette Sutton Gerber, Esq.**  
Director, Title IX and Clery Compliance  
Title IX Coordinator  
Health Science Building, Room 337  
1 University Drive | Post Office Box 1510 | Pembroke, NC 28372  
Office: 910.521.6281  
titleixcoordinator@uncp.edu  
www.uncpbraves.com | www.uncp.edu/titleixclery  
Sexual Misconduct Reporting Form
Message from the Director of Police & Public Safety

On behalf of UNC Pembroke Police and Public Safety, I want to thank you for taking the time to read our annual security report. UNCP Police and Public Safety in collaboration with our students, faculty and staff is responsible for providing a safe and secure environment to promote the learning experience and educational growth of the university community. We continue to look for innovative ways to keep our campus safe. For example, I would like to invite you to download our LiveSafe app to your smartphone. The LiveSafe app provides students, faculty, and staff with a direct connection to campus safety so that everyone can easily communicate all their safety needs. Its easy-to-use features help you stay safe every day and enable us to better protect you. The LiveSafe app is free from Google Play or the App. Store. LiveSafe Mobile App

UNCP Police and Public Officers have full arrests powers within the university community: in certain off-campus buildings or property owned or controlled by the University of North Carolina at Pembroke; and on public property/streets within, or immediately adjacent to and accessible from the campus. Located directly behind the University Bookstore in the Auxiliary Services Building, Police and Public Safety prides itself on strong campus relationships and community partnerships. We are a visible presence on campus and provide a wide range of services above and beyond those of traditional law enforcement agencies.

UNCP Police and Public Safety has mutual aid agreements with all municipal departments within Robeson County to include the Robeson County Sheriff’s Office as well as the North Carolina State Highway Patrol. We believe that through partnering and problem solving, we can make UNCP one of the safest Universities in the nation.

If you have any questions or concerns, you can personally contact me or any UNCP officer:

Phone: (910) 521-6235
In person: At the UNCP Police & Public Safety Office
E-mail: police@uncp.edu
Anonymous and confidential online form: Crime Reporting Form

Chief McDuffie Cummings
Director, Police and Public Safety
Policies for Preparing ASR - Disclosure of Crime Statistics

The University of North Carolina at Pembroke Annual Security and Fire Safety Report is published each year. It is available to the public for inspection October 1 of each calendar year to provide information on security related services offered by UNC Pembroke and to provide crime statistics to be in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery). Specifically the report will contain:

- Annual crime statistics of the three most recent calendar years prior to the named year of the Annual Security and Fire Safety Report that occurred on or within its Clery geography, and that are reported to local police agencies or to a Campus Security Authority
- Campus security policy statements
- Procedure for Emergency Notifications and Timely Warning requirements
- How to report a crime or suspicious activity
- How to report crimes/offenses regarding dating violence, domestic violence, sexual assault, and stalking
- Information regarding campus and off-campus resources for victims of dating violence, domestic violence, sexual assault, and stalking
- Drug and alcohol policy statements
- In-place emergency policies and procedures for all hazards, natural and man-made
- Information on crime prevention program initiatives presented by the university
- Crime prevention and safety tips
- Student Sexual Misconduct Policy
- Unlawful Workplace Harassment Policy
- Fire Safety Report for the three most recent calendar years prior to the named year of the Annual Security and Fire Safety Report

The report is prepared with information provided and maintained by the UNCP Police and Public Safety, Office of Title IX and Clery Compliance, Office of Housing and Residence Life, UNCP Athletic Department, Office of Student Affairs, Student Health Services, Office of Greek Life and any named entity who has been identified by the university to have significant responsibility for student and campus activities. Additionally, information provided by the Pembroke Police Department, the Robeson County Sheriff’s Office, and other law enforcement agencies that have jurisdiction where the university has a physical presence concerning academic instruction or campus activities has been included to provide statistics for non-campus buildings or property, and on public property immediately adjacent to the university.

It is the responsibility of the Office of Title IX and Clery Compliance, in conjunction with UNCP Police and Public Safety, to compile these statistics, policies and related information into the Annual Security and Fire Safety Report for availability to the public. Notification will be made through campus wide email to faculty, students and staff of UNC Pembroke and will note the Annual Security and Fire Safety Report can be viewed online with the exact URL of the report and a brief list of its contents contained therein. Additional notification will also be shown on the Office of Title IX and Clery Compliance website for the public and those who do not have a campus email account. Also, the posting will notify the public that a paper copy will be available upon request at the Office of Title IX and Clery Compliance in the Health Science Building, room 337. Furthermore, additional notices of the Annual Security and Fire Safety Report will be disclosed at those university departments and offices that are concerned with prospective students and employees of the university and new hires and students of the university, for inspection. These notices will provide information on the availability of the Annual Security and Fire Safety Report, a list and brief description of the report’s contents and the opportunity to request a paper copy of the report. UNCP Annual Security and Fire Safety Reports

The statements of university policy, procedures, programs, and general safety information represent the university’s good faith effort to comply with federal regulations. The Clery Act can be read here: The Clery Act (Federal Register)
UNCP Police & Public Safety

UNCP Police and Public Safety consists of 16 police officers who are trained and certified by the North Carolina Criminal Justice Training and Standards Division. Each officer must attain their Basic Law Enforcement Training certificate as mandated through North Carolina Criminal Justice Training and Standards and additionally complete a minimum of 40 hours of yearly in-service training to keep their certification active. Additional in-service training relevant to college and university settings and issues are also taken to supplement the experience of the officers at the department. UNC Pembroke Police Officers are trained in CPR, first aid, and rapid deployment. The department is responsible for a number of campus safety and security programs including education programming, physical security, security technology, threat assessment on individuals that come to the attention of campus police, and special event management. Officers are authorized to carry firearms and have the authority to arrest anyone involved in criminal activity within the university campus, including all property owned or leased by UNC Pembroke, and the portions of any public road or highway passing through or adjoining the campus. All criminal incidents are investigated by campus police and/or in conjunction with the Pembroke Police Department, Robeson County Sheriff’s Department or North Carolina State Bureau of Investigation (NC SBI). If offenses involving violations of university rules and regulations or state/local laws are committed by a UNCP student at any off-campus location, these violations should be reported to UNCP Police and Public Safety by the charging agency, and the student may also be referred to the Office of Title IX and Clery Compliance or to Student Affairs for disciplinary action.

UNC Pembroke Police and Public Safety has a mutual aid agreement with all law enforcement agencies within Robeson County to request mutual aid on incidents based on a reasonable belief that such aid will enhance the public’s and/or officer safety and efficiency. Campus police routinely shares information, manpower and equipment when the need arises with other agencies in this agreement. When these mutual aid agreements are invoked for assistance on campus, the agencies that are members of the agreement also have arrest and/or investigative power to assist campus police in their efforts to investigate a crime. Additionally, other agencies that may not be in the mutual aid agreement that UNCP Police and Public Safety is a part of may have certain jurisdictional interest by its very nature (NC SBI, NC Alcohol Law Enforcement, NC Probation and Parole, FBI, etc.) and may impose its jurisdictional powers upon campus.

How to Report a Crime/Suspicious Activity

The university encourages accurate and prompt reporting of all crimes or suspected criminal activities to campus police or to the appropriate police agency where the crime occurred when the victim of a crime wants to make such a report. Reports should be made promptly and should provide as much information as possible. Once a report has been made to campus police, all necessary personnel will be notified (e.g., Counseling and Psychological Services, Title IX Coordinator, and/or General Counsel). All effort will be made to assist the parties involved with the report with emergency aid, if necessary, and/or campus and community resources.

The UNCP Police and Public Safety phone number is 910-521-6235. Campus police is housed in the Auxiliary Services Building on Faculty Row, across from Oak Hall and adjacent to Lot 14 on the west side of campus. Please note that if 911 is dialed while you are still on campus you will be connected with the Robeson County Sheriff’s Office in Lumberton, N.C. Additionally note that while you still will be assisted by the Sheriff’s Office, your time for receiving service may be slightly longer as County Communications will then have to contact UNCP Police and Public Safety to make them aware of the call. It is recommended that the UNCP Police and Public Safety main line (910-521-6235) is used to report any crime or emergency that occurs on campus.

To report matters that occur in the Town of Pembroke’s jurisdictional area, the Pembroke Police Department’s number is 910-521-4333 or 911 (Pembroke PD has its own 911 line). For matters occurring within the Robeson County Sheriff’s Office jurisdictional area, the Sheriff’s Department number is 910-671-3170 or 911. Additionally, any individual may, if they choose not to report directly to campus police a crime or criminal activity, contact other individuals on campus designated by the university to receive reports or information on
crime that has already occurred or is currently on-going.

Individuals may also report to Campus Security Authorities, which are individuals who have significant responsibilities with campus and student activities on campus. Examples of these individuals include but are not limited to campus police officers, Director of Human Resources, Director of Student Conduct, Director of Greek Life, and the Athletic Director. Please see Office for Title IX and Clery Compliance website for more information regarding who are Campus Security Authorities. http://www.uncp.edu/about-uncp/administration/departments/title-ix/duty-employees

UNCP also has in place an anonymous crime reporting APP for individuals to report crime or safety issues on campus. The LiveSafe App is free to students, parents, faculty, and staff and can be downloaded from the Google Play or the App Store (depending on your device) directly to your smart phone or tablet. Further information on the LiveSafe App can be found here. Blue light phones and emergency call boxes located within residence halls, academic buildings, university grounds, and administrative and business services buildings on campus can also be employed for individuals to report crime. In the event of an emergency, key offices within the campus community have been equipped with a telephone panic button that allows office personnel to have immediate contact with university police. At the push of a button, a pre-recorded message alerts the police of the activation location and request for immediate police response.

**If you witness a crime happening in your presence:**

- **DO NOT ATTEMPT TO APPREHEND OR INTERFERE** with any criminal activity except in cases of self-protection.
- If safe to do so, stop and take the time to get a good description of the criminal. Note height, weight, sex, race, clothing, age and name, if known.
- Call UNCP Police and Public Safety at 910-521-6235. Give your name and location. Advise the police of the situation, and if safety allows, remain where you are until a Police Officer arrives.
- Utilize the Emergency Blue Light Telephones, which are strategically located throughout campus. A caller just has to push a button to activate the telephone to contact Police & Public Safety. In addition to reporting emergencies, the phones can be used to request motorist assistance and escort service.

Because certain information in police reports is subject to disclosure by public records law, we cannot hold the entire crime report in confidence. Confidential reports, for purposes of inclusion in the annual disclosure of crime statistics, can generally be made to other Campus Security Authorities as discussed in other sections of this annual security report.

If crimes are never reported, little can be done to help other members of the community from being victims. UNCP encourages all campus community members and visitors to UNC Pembroke to report crimes promptly to campus police, and to participate in and support crime prevention efforts. This philosophy of community policing promotes a safer environment for all who learn, work, and live on campus. It should be the responsibility of all campus community members to be accountable for their own safety and the safety of others while working with campus police.

The following chart lists a number of Campus Security Authorities that an individual can report crime to if their first option is not to contact campus police or another police agency. While this list is not exhaustive, please remember that a Campus Security Authority is anyone that has significant responsibilities for campus and student activities on campus.
### CALL LIST OF (SOME) CAMPUS SECURITY AUTHORITIES

#### UNIVERSITY POLICE

<table>
<thead>
<tr>
<th>Role</th>
<th>Phone</th>
<th>Title</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief</td>
<td>910-521-6235</td>
<td>University Police Officers</td>
<td>910-521-6235</td>
</tr>
<tr>
<td>Detective</td>
<td>910-521-6869</td>
<td>Security Officer</td>
<td>910-521-6235</td>
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#### TITLE IX and CLERY COMPLIANCE

<table>
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<th>Role</th>
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<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title IX Coordinator</td>
<td>910-521-6281</td>
<td>Clery Compliance Officer</td>
<td>910-521-6281</td>
</tr>
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#### ENVIRONMENTAL HEALTH and SAFETY

<table>
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<th>Role</th>
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<th>Phone</th>
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</thead>
<tbody>
<tr>
<td>Environmental Health and Safety Officer</td>
<td>910-521-6792</td>
<td>Environmental Health and Safety Professional</td>
<td>910-775-4772</td>
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</table>

#### STUDENT AFFAIRS

<table>
<thead>
<tr>
<th>Role</th>
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<th>Title</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vice Chancellor for Student Affairs</td>
<td>910-521-6175</td>
<td>Assoc. VC Student Affairs</td>
<td>910-521-6851</td>
</tr>
<tr>
<td>Assoc. VC Campus Safety &amp; Emergency Operations</td>
<td>910-775-4500</td>
<td>Dir. Career Center</td>
<td>910-521-6270</td>
</tr>
<tr>
<td>Dir. Greek Life</td>
<td>910-775-4307</td>
<td>Dir. Housing &amp; Residence Life</td>
<td>910-775-4253</td>
</tr>
<tr>
<td>Assoc. Dir. Residence Life</td>
<td>910-775-4131</td>
<td>Univ. Community Director, Village Apartments</td>
<td>910-775-4130</td>
</tr>
<tr>
<td>Univ. Community Director, Pine Hall</td>
<td>910-775-4132</td>
<td>Univ. Community Director, Cypress Hall</td>
<td>910-775-4506</td>
</tr>
<tr>
<td>Univ. Community Director, Belk Hall</td>
<td>910-521-6258</td>
<td>Univ. Community Director, University Courtyard</td>
<td>910-775-4516</td>
</tr>
<tr>
<td>Univ. Community Director, Oak Hall</td>
<td>910-775-4251</td>
<td>Dir. Campus Recreation</td>
<td>910-521-6586</td>
</tr>
<tr>
<td>Univ. Center &amp; Programs Senior Director</td>
<td>910-521-6584</td>
<td>Dir. Diversity &amp; Inclusion</td>
<td>910-521-6508</td>
</tr>
<tr>
<td>Dir. Community &amp; Civic Engagement</td>
<td>910-775-4497</td>
<td>Dir. Student Conduct</td>
<td>910-521-6851</td>
</tr>
<tr>
<td>Dir. Student Involvement &amp; Leadership</td>
<td>910-521-6577</td>
<td>Counseling &amp; Psychological Services</td>
<td>910-521-6202</td>
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**ATHLETICS**

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<th>Position</th>
<th>Phone Number 1</th>
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<th>Phone Number 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athletic Director</td>
<td>910-521-6227</td>
<td>Assoc. AD / Compliance/ Senior Woman Admin.</td>
<td>910-775-4246</td>
</tr>
<tr>
<td>Head Coach-Baseball</td>
<td>910-521-6810</td>
<td>Head Coach-Basketball (M)</td>
<td>910-521-6343</td>
</tr>
<tr>
<td>Head Coach-Basketball (W)</td>
<td>910-521-6345</td>
<td>Head Coach-Cross Country</td>
<td>910-521-6187</td>
</tr>
<tr>
<td>Head Coach-Football</td>
<td>910-775-4232</td>
<td>Head Coach-Golf (W)</td>
<td>910-775-4113</td>
</tr>
<tr>
<td>Head Coach-Soccer (W)</td>
<td>910-775-6442</td>
<td>Head Coach-Softball</td>
<td>910-521-6308</td>
</tr>
<tr>
<td>Head Coach-Swimming &amp; Diving</td>
<td>910-775-4629</td>
<td>Head Coach-Track &amp; Field</td>
<td>910-521-6187</td>
</tr>
<tr>
<td>Head Coach-Volleyball</td>
<td>910-775-4117</td>
<td>Head Coach Wrestling</td>
<td>910-775-4116</td>
</tr>
</tbody>
</table>

**HUMAN RESOURCES**

<table>
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<tr>
<th>Position</th>
<th>Phone Number 1</th>
<th>Role</th>
<th>Phone Number 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dir. Human Resources</td>
<td>910-521-6279</td>
<td>Dir. Employee Relations and Workforce Development</td>
<td>910-775-4341</td>
</tr>
</tbody>
</table>

**ACADEMIC AFFAIRS and ADVANCEMENT**

<table>
<thead>
<tr>
<th>Position</th>
<th>Phone Number 1</th>
<th>Role</th>
<th>Phone Number 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vice Chancellor for Academic Affairs &amp; Provost</td>
<td>910-521-6211</td>
<td>Vice Chancellor for Advancement</td>
<td>910-521-6184</td>
</tr>
<tr>
<td>Dir. Marching Band</td>
<td>910-521-6230</td>
<td>Dir. Military Science (ROTC)</td>
<td>910-775-4217</td>
</tr>
<tr>
<td>Dir. Center for Student Success</td>
<td>910-521-6401</td>
<td>TRIO Director of Programs</td>
<td>910-521-6276</td>
</tr>
<tr>
<td>Dir. International Programs</td>
<td>910-521-6630</td>
<td>Dir. Honors College</td>
<td>910-521-6630</td>
</tr>
<tr>
<td>Dir. Military and Veterans Services</td>
<td>910-775-4438</td>
<td>Dean of Library Services</td>
<td>910-521-6365</td>
</tr>
</tbody>
</table>

**Voluntary Confidential Reporting of Crimes**

UNCP Police and Public Safety understands an individual’s right to report a crime anonymously for that individual’s personal reasons. To accommodate this, the university has confidential reporting options that can be found at the following links:


http://studentaffairs.uncp.edu/health-safety/livesafe-mobile-app/
You will need to enter all the required (marked with a red asterisk) information for submission of the report. Make all attempts to answer each question as descriptive and accurately as possible. After filling in each field, once you click “submit,” the report is sent to UNCP Police and Public Safety or the Office of Title IX and Clery Compliance, respectively. Based on the timeliness, validity, and relevance of the information in the report, the university will follow up on the report to determine if the received report represents an on-going threat to the campus community. Additionally, an incident report will be prepared if the incident had not been previously reported. All subsequent reports of the same incident will be compiled in the original report for investigative purposes. It is strongly encouraged though that this anonymous reporting process be used for crimes that already have occurred.

If a crime is in progress, please call 910-521-6235 so the response from campus police can be immediate.

Confidential Reporting through Pastoral and Professional Counselors

There are two types of individuals who, although they have significant responsibility for student and campus activities, are neither Campus Security Authorities under Clery or Responsible Employees under Title IX; they are designated as Confidential Resources. These Confidential Resources will not share information about an individual (including whether that individual has received services) without the individual’s express permission, unless there is a continuing threat of serious harm to the patient/client or to others or there is a legal obligation to reveal such information (e.g., suspected abuse or neglect of a minor). These professionals are also available to help an individual make a report to the university:

Confidential Resources:

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

- Professional counselor: A person whose official responsibilities include providing mental health counseling to members of the university community and who is functioning within the scope of his or her license or certification. This definition applies even to professional counselors who are not employees of the institution, but are under contract to provide counseling at the institution. (Source: Chapter 4, Collecting Statistics: Campus Security Authorities and Law Enforcement Agencies pg. 4-7. 2016 The Handbook for Campus Safety and Security Reporting)

The pastoral or professional counselor exemption is intended to ensure that these individuals can provide appropriate counseling services without an obligation to report crimes they may have learned about. This exemption is intended to protect the counselor-client role.

To be exempt from disclosing reported offenses, pastoral or professional counselors must be acting in the role of pastoral or professional counselors. An individual who is not yet licensed or certified as a counselor, but is acting in that role under the supervision of an individual who meets the definition of a pastoral or professional counselor, is considered to be one for the purposes of the Clery Act. However, an individual with dual roles, one as a professional or pastoral counselor and the other as an official who qualifies as a campus security authority, and the roles cannot be separated, that individual is considered a campus security authority and is obligated to report Clery crimes of which they are aware. An individual who is counseling students and/or employees, but who does not meet the Clery definition of a pastoral or professional counselor, is not exempt from being a campus security authority if they otherwise have significant responsibility for student and campus activities.

If an individual discloses to a pastoral or professional counselor that he or she has been a victim of a crime, those counselors, if and when they deem appropriate, will inform the individuals they are counseling of any procedures to report the crime on a voluntary, confidential basis for inclusion of the crime in the annual disclosure of crime statistics. If reporting a crime to Student Health Services on campus, please note that individuals there will not
disclose any identifiable information about the victim, but will notify campus police of its knowledge of a crime for its inclusion in the annual disclosure of crime statistics if the victim so chooses.

Security of and Access to Campus Facilities

Building security is a primary function of the UNCP Police and Public Safety. Instructional and administrative facilities are generally open to the public during normal business hours and are locked at the conclusion of the last class of the day by UNCP Police and Public Safety. Facilities Operations at the beginning of each day opens each building for the commencement of activity. Individuals who need access to any of the facilities after normal working or instructional hours will need to notify UNCP Police and Public Safety for prior arrangement to gain access and to show proof of authorization of the person or department in charge of the facility or area.

UNC Pembroke employs its own staff for the regular maintenance and upkeep of its facilities and areas which includes locksmiths and personnel trained in the repair and upkeep of doors, windows and other security related maintenance, as well as landscaping and trimming of plants that may obstruct people from viewing suspicious activity. In the event that an issue arises for the repair or maintenance of any security type fixture (broken windows, locks, doors, non-working lighting, fire alarms, etc.) all attempts are made to repair the malfunctioning or broken equipment that day the request is made. Security surveys are done to make determinations if additional improvements can be made to improve existing conditions within and around campus buildings to promote a safe environment.

Inspections surveying the security integrity of university housing are conducted periodically. Repairs are made promptly, locks are quickly replaced when keys are reported lost or stolen, and reports of potential safety hazards, such as broken windows, receive immediate response. Access to on-campus housing by university employees is on an “as needed” basis.

After normal working hours, UNC Pembroke has an on-call facilities employee that will make all attempts to repair or replace the malfunctioning or broken equipment. Maintaining adequate lighting on campus is essential to discouraging crime on campus and to creating a secure environment for individuals who find themselves out on campus at night. UNCP Police and Public Safety are constantly vigilant for noting any non-working lighting fixtures and request repair orders as expeditiously as possible. All university repair and maintenance personnel are in uniform or display identification to allow for easy recognition by residents.

The UNCP campus is well-lit, and further improvements to campus lighting are continually being considered on buildings, in parking lots, in areas with heavy landscaping and along sidewalks and pathways frequently traveled by students. Representatives from segments of the campus community, including students, Student Affairs, Facilities Management, and campus visitors are always welcome both in academic buildings and residence areas.

Housing Policies and Procedures

Residential Facilities and Policies

Students living on campus have a special responsibility to one another. Services and programs intended to enhance the quality of life and ensure the safety of the resident student body are a major priority for Student Affairs, Housing and Residence Life, and Police & Public Safety staff. Live-in Community Directors receive training to enforce residence hall security and fire safety policies, to instill community development and to enhance the campus living experience. They are available weekdays, weekends and evening hours to assist students.

The university provides coeducational housing in a variety of configurations, some with set visitation hours. Residents must escort guests at all times. All residence hall doors accessing living areas remain locked 24 hours a day with access restricted to residents. Perimeter security to some university-owned residence halls is maintained.
by a WAPACBASIS access system. The Village apartments are accessed by means of a traditional key-in-lock system. All on-campus residence facilities are closed during most holidays, vacations and when the university is closed. During low occupancy periods, such as the summer terms, students remaining on campus may be moved into concentrated areas of the residence life complex to enhance security effectiveness. When the campus is closed, residence facilities may also be closed. Those few students who are authorized to live on campus during these times are registered with the Housing and Residence Life Office, and special security procedures are established. UNCP Police & Public Safety and Housing and Residence Life personnel work diligently to make the residence halls safe, but their efforts can be easily negated through a lack of cooperation from residents. The involvement of students in the campus security program is critical to its success. Failure to heed the following precautions can expose residents to loss of property or possibly physical harm.

**Students must assume responsibility for their safety, the safety of others and the security of property by taking simple, common sense precautions such as:**
- Report unusual activities to UNCP Police & Public Safety or your Community Director
- Never admit unfamiliar people into the residence halls
- Lock room doors and windows when leaving
- Report lost keys immediately to Housing and Residence Life staff
- Report solicitors or unfamiliar people to UNCP Police & Public Safety or your Community Director
- Ensure residence hall exit doors are not propped open
- Become familiar with the locations of the Emergency Blue Light Telephones
- Ask visitors to identify themselves and whom they are visiting
- Be aware of surroundings and other people
- Carry keys at all times and never lend them to others
- Travel at night with a friend in well-lit areas or call campus police for an escort

Information regarding Housing and Residence Life policies and procedures are in the Student Handbook online at: [UNCP Student Handbook](#). Residents must adhere to the Visitation Regulation in Student Housing by providing an escort to their guests at all times and maintaining responsibility for the actions of their visitors. Safety and security procedures, room security precautions and other topics are discussed with residents in crime prevention seminars, in residence hall meetings conducted by Community Directors and Housing Staff, and in printed materials.

The UNCP Housing Contract states the university reserves the right to refuse a student admittance or continuance in housing if the student fails to meet university requirements or to adhere properly to university policies or regulations.

**Off-Campus Student Residences**

Off-campus housing includes apartments, private homes, individual rooms or apartments within private homes. Crime prevention programs emphasizing what students can do to protect themselves are available through UNCP Police and Public Safety. The Pembroke Police Department, Robeson County Sheriff’s Office or other local law enforcement agencies respond to and investigate criminal incidents at off-campus residences.

The university reserves the right to charge an organization or individual with a violation of campus policy for off-campus infractions based upon sufficient evidence but does not provide supervision for off-campus housing other than those properties owned by UNC Pembroke.

**Fire Safety Practices and Standards**

Fire safety and prevention is of paramount importance in a campus living environment, where the primary responsibility rests on each resident. Approximately 1,900 resident students live in two (2) six-story (Belk & North Halls), two (2) four-story (Oak & Pine Halls), one five-story (Cypress Hall), and two (2) apartment complexes (University Courtyard & University Village), both containing six (6) buildings each. Each residence hall is equipped with fire alarm systems by Simplex-Grinnell and monitored by Holmes Electric. Each residence hall
and apartment is equipped with fire sprinkler systems, smoke detectors and access to portable fire extinguishers. The University Village Apartments are equipped with local smoke detectors and portable fire extinguisher outside each apartment. All buildings at UNCP are smoke-free. Smoking is defined as the use or possession of any type of lighted tobacco products including, but not limited to, lighted cigarettes, lighted cigars, lighted cigarillos, lighted pipes, and lighted bidis and is restricted within 100 feet of any building or outdoor sporting arena. The use of electronic cigarettes/electronic vapor inhaling devices (e-cigs), and all other tobacco products within University building is also prohibited. For health and safety reasons, certain appliances and items may not be used or possessed in the residence halls. Appliances with heating elements are prohibited (e.g., coffee pots, hot plates, hot pots, cooking coils, George Foreman-type grills, etc.). Cooking appliances such as stoves may only be used in the kitchen area of the University Village and Courtyard Apartments. Grills are not permitted within the residence halls. Open flames and flammable liquids are also prohibited (e.g., oil lamps, candles, gasoline, incense, etc.).

Mandatory, supervised fire drills are every December in each residence hall and apartment complex. These drills incorporate the Residence Life Staff, UNCP Police & Public Safety and Facility Operations. When a fire alarm is activated, all residents must completely and immediately evacuate the building. All students and employees are to treat every activated fire alarm as a real threat — and should not assume the alarm is false. Residents should become familiar with the location of all emergency exits, fire alarms and extinguishers in residences and academic buildings. In the event of a fire, pull the nearest fire alarm pull station to activate the system, which notifies others to evacuate the building. Immediately call UNCP Police & Public Safety to ensure that the alarm was received. Evacuate at least 300 feet away from the building in order to provide fire responders sufficient space to operate in the event of an actual emergency.

Members of the campus community should report all fires to UNCP’s Police & Public Safety at (910) 521-6235. Federal law requires that a log be maintained for all fires occurring in campus housing and that this log be available for review during regular business hours. This log will be maintained by the UNCP Police & Public Safety along with the Departmental Daily Crime Log. [http://studentaffairs.uncp.edu/police-public-safety/safety/safety-reports/](http://studentaffairs.uncp.edu/police-public-safety/safety/safety-reports/)

If a fire occurs in any building, building occupants should immediately dial 911 and then notify UNCP Police and Public Safety by dialing 910-521-6235. If a member of the UNCP community finds evidence of a fire that has been extinguished, and the person is not sure whether UNCP Police and Public Safety has already responded, the community member should immediately notify UNCP Police and Public Safety to alert them of evidence of the fire.

The Residential Handbook, provided to all students residing in student housing, includes detailed information on fire safety and what appropriate action students and Resident Life employees are to take during a fire alarm or fire emergency. This information is also presented to students when they are moving into the residence halls. All Community Directors and Resident Advisors receive the Residence Life Staff Manual, which includes detailed information on fire safety, evacuations, and fire extinguisher use; both are trained yearly on fire safety and prevention and evacuation procedures.

**Designated Areas for Housing Residents to Report During Severe Weather**

- **Pine and Oak Halls:** Move from rooms to ground floor hallways; stay clear of glass and entrance doors.
- **North Hall:** Congregate along the ground floor of the Education building; stay clear of glass entrance doors.
- **Belk Hall:** Congregate along the ground level corridor of Moore hall; stay clear of glass entrance doors.
- **University Village Apartments:** Congregate to Dial Building, first floor; stay clear of glass entrance doors.
- **Cypress Hall:** Congregate to ground floor of the building; stay clear of glass and entrance doors.
- **University Courtyard Apartments:** Move from rooms into suite hallways; stay clear of windows and entrance doors.
Security Awareness and Crime Prevention Policy Statement

In order to change from a traditional “reactive” policing model to a proactive mode of policing, UNCP Police and Public Safety has stressed a community policing philosophy to bring about more effective police services to the campus community. The initiative has two components: one is that it fosters more direct contact between campus police and the campus community where exchange of information is greater relating to police related matters; and two, the security awareness programs presented by campus police to the campus community allows for proactive measures to be made so the incidence of crime on campus is reduced as all parties assume responsibility for their own security and others.

The security programs presented to the campus community to achieve this initiative are as follows:

- **Theft Prevention Programs** - These programs are specific for students and fall under two titles: 1) owner applied numbering and recording, which is used in Operation PIN and Bicycle registration initiatives, which is a year-long program; and 2) lecture or presentation based programs designed to provide options, ideas, and tips to protect personal property from theft.

- **Drug and Alcohol Awareness Programs** – These student and employee programs are lecture based and web based, both planned throughout the fall and spring semester and when requested by an entity on campus. These programs are designed to make students aware of the dangers of use of drugs and alcohol to include addiction or residual events after use of these substances such as sexual assault. Long-term effects, both physical and social, are addressed. Additionally, all new incoming students to the university are required to participate and complete AlcoholEDU, an interactive web based program that attempts to impact both individual behavior and campus culture on alcohol consumption. By addressing this issue before the incoming student becomes fully acclimated into college life, the program creates a learning experience that motivates behavior change, resets unrealistic expectations about the effects of alcohol, links choices about drinking to academic and personal success, helps students practice safer decision-making, and engages students to create a healthier campus community.

- **Sexual Assault Awareness Programs** - This student program initiative can be addressed in conjunction with drug and alcohol awareness initiatives and includes content related to definitions of what constitutes sexual assault, myths, facts, and prevention. Programs are planned throughout the fall and spring semesters to address sexual assault and bystander intervention. Empowering female students to protect themselves from attack is stressed in RAD (Rape Aggression Defense). The RAD program is female only and offered as a one academic credit course through CAPS each semester.

- **HAVEN** - This program is mandatory for all new incoming students (freshmen and transfer students) to the university and available during the summer, fall, and spring semester. It teaches awareness, prevention, risk reduction, and bystander intervention as it relates to sexual assault, dating violence, domestic violence and stalking. The program is web based and monitored by Counseling and Psychological Services (CAPS) for successful completion of the program. A successful passing of a test at the end of the program is required to successfully complete the program.

- **Fire Awareness Programs** - These programs are designed to educate students to identify potentially dangerous fire hazards that may exist in their living quarters and steps to take in the event of a fire so that risk of injury is minimized. These programs are lecture based and given at the beginning of the fall semester and available upon request.

- **Safety Escorts** - This free service offered by campus police is available 24 hours a day to any student, faculty or staff member of the university who feels his or her safety is compromised.

- **Situational Awareness/Personal Safety** - This program is available to both students and employees and is provided throughout the year on request. The purpose of the program is to teach about one’s personal safety and to be aware of their surroundings at any time of the day in any location.

- **Hazing Awareness** - This student program is provided throughout the year on request and addresses what hazing is, groups or organizations that historically have used hazing practices and alternative choices if faced with a hazing situation.
As the need arises to make the campus community aware of issues that are prevalent on college campuses nationwide, more programs are being designed for implementation in the coming future. Other than the Haven program, which is required for all incoming new students (freshmen, transfer, and graduate students), these safety programs are available upon request and are highlighted during those times of the year when a nationwide awareness initiative is set for these issues. As a result, these programs are presented during these times.

**Monitoring and Reporting of Off-Campus Criminal Activity**

In accordance with the Disclosure of Campus Security Policy and Campus Crime Statistics Act, it is noted here for purposes of informing the reader that UNC Pembroke currently does not have any recognized off-campus student organizations (Greek or non-Greek) for monitoring of records of any criminal activity at that off-campus location and therefore no reflection of crimes for this particular aspect is recorded.

**Alcohol and Illegal Drugs**

UNC Pembroke is committed to maintaining an environment of teaching and learning free from illicit drugs and alcohol. The university complies with the requirements of the Drug Free Schools and Communities Act as amended. UNCP Police and Public Safety strictly enforce all federal, state and local laws, as well as university rules and regulations concerning the possession, sale, and use of alcoholic beverages and illegal drugs. Compliance extends to all faculty, students, staff and visitors to the university and relates to all buildings, facilities, grounds, and property controlled by UNC Pembroke. For possession of alcoholic beverages at special events on campus, individuals must comply with applicable laws and the event must be approved by UNC Pembroke for such beverages to be present or allowed. The university will enforce all state laws related to underage possession and consumption of alcoholic beverages.

Generally, the possession and consumption of alcoholic beverages are not permitted on campus. Kegs are not allowed on campus.

*The exceptions apply to individuals who are 21 years and older:*

- Meetings or functions when a state alcohol permit has been obtained
- In residence hall rooms or living quarters in compliance with university policy
- At university-approved tailgating events (home football games), in approved locations, while wearing a university-issued wristband. The only alcoholic beverages that may be consumed at these events are malt beverages and unfortified wines.

The complete Alcohol and Drug Policy can be found at:

The complete Drug Free Schools and Communities Act can be found at:
[https://www2.ed.gov/about/offices/list/oese/osh/index.html](https://www2.ed.gov/about/offices/list/oese/osh/index.html)

To improve student welfare by increasing awareness of negative consequences of alcohol and other drugs, UNCP Counseling and Psychological Services will:

- Meet with the Committee for Substance Abuse Prevention (CSAP) on a monthly basis for feedback, strategy, and direction on issues related to alcohol use and prevention
- Update, publish and distribute official campus drug policy
- Present drug and alcohol education programs to all FRS100 students; multiple strategies to provide prevention, treatment, and education of substance abuse issues on campus were implemented throughout the year.
Employees have access to no-cost, confidential resources through our Employee Assistance Program: ComPsych. ComPsych offers confidential online and in-person support for issues regarding anxiety, depression, and stress, to include root causes for alcohol and drug problems. While this program is available to employees at all times, ComPsych attends the university’s annual employee wellness fair and, thus, is available to discuss services and options.

**Timely Warning Notices and Emergency Notification Requirements**

The Higher Education Opportunity Act (Public Law 110-315) was enacted on August 14, 2008, and reauthorizes the Higher Education Act of 1965 as amended under Title IV. The federal law requires all colleges and universities to have a notification and a warning plan in place to alert the campus community in the event of an emergency. UNC Pembroke has established an Emergency Notifications Regulation, known in this document as the Emergency Notification System (ENS). This multi-channel capable system is intended to rapidly disseminate emergency information in the event of an incident that poses an imminent threat or danger to the UNC Pembroke community. UNCP Police & Public Safety has the responsibility of responding to and summoning the necessary resources to investigate, mitigate, and document any situation that may cause an emergency or dangerous situation.

In addition, UNCP Police & Public Safety has the responsibility to determine if the situation does in fact pose a threat to the community. If that is the case, then federal law requires that the institution immediately notify those who are affected by the situation, such as the campus community, the appropriate representatives of the Town of Pembroke, and officials in the surrounding communities. This is done through Timely Warnings and Emergency Notifications.

The process for activating the ENS protocols begins when a threat or emergency situation is reported to the UNCP Police and Public Safety or to another responsible university authority. These university authorities have been assigned this designation by the Chancellor and are as follows: Chancellor, UNCP Director of Police and Public Safety, UNCP Senior Police and Public Safety officer on duty, Associate Vice Chancellor for Campus Safety and Emergency Operations, Assistant Vice Chancellor for Facility Operations, Director of Student Health Services, Executive Director of Communications and Marketing, and the Environmental Health and Safety Officer.

The university reviews information that is reported to UNCP Police and Public Safety by members of the campus community, Campus Security Authorities, and by local law enforcement to determine if a reported crime poses a serious on-going threat to members of the campus community. For confirmed threats the individuals named in the above paragraph are responsible authorities and will authorize the emergency notification based on guidelines outlined in university policy. In the event multiple university authorities report the threat to UNCP Police and Public Safety simultaneously or in close proximity to the incoming reports, clarification will be made by the campus police supervisor present to de-conflict and/or clarify the messages and instructions. A determination will be made as to the appropriate segment or segments of the campus community and adjoining populations of UNC Pembroke that will receive an emergency notification and the contents contained therein. Once the threats are confirmed by the responsible authority and all incoming information is clarified and non-conflicting, the campus police dispatch will be ordered to issue the message. If the responsible university authority is trained in and has direct access to the ENS, he or she may issue the message to prevent delay.

**TIMELY WARNINGS NOTICES** occur when a Clery Act crime is reported to the UNCP Police & Public Safety, local law enforcement, or a Campus Security Authority. The crime must occur within a specified geographic area and the university considers it to represent a serious or continuing threat to students and employees. The Director of Police & Public Safety or his designee in collaboration with the Associate Vice Chancellor for Campus Safety and Emergency Operations will compose a notification and issue it to the campus community.

Timely Warning Notices are usually distributed for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) classifications: major incidents of arson, murder/non-
negligent manslaughter, and robbery. Incidents of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by campus police. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other campus community members and a Timely Warning Notice would not be distributed. In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the campus community. Sex offenses will be considered on a case-by-case basis depending on when and where the incident occurred, when it was reported, and the amount of information known by campus police. The Associate Vice Chancellor for Campus Safety and Emergency Operations or designee reviews all reports to determine if there is an on-going threat to the community and if the distribution of a Timely Warning Notice is warranted. Timely Warning Notices may also be posted for other crimes classifications, as deemed necessary.

In an effort to provide timely notice to the university community, and in the event of a crime which may pose a serious and on-going threat to members of the university community, a Timely Warning Notice is distributed to all students and employees via a blast email.

Other channels used to disseminate the emergency notifications are as follows:

- Outdoor Emergency Alert System comprised of two sirens positioned on the north and south ends of campus
- BraveAlert (via BraveWeb portal, students, faculty or staff member signs into their BraveWeb account)
- UNCP Homepage (http://www.uncp.edu/)
- Social media that the university disseminates information through (Facebook, Twitter, etc.)
- Emergency Information Hotline 910-521-6888
- Regional and state news media contacts
- The UNCP Police & Public Safety website at www.uncp.edu/police/
- The student newspaper, The Pine Needle and its website at www.uncp.edu/pineneedle/
- Notices posted in all campus buildings

For populations affected by the emergency notification outside the campus jurisdiction, local law enforcement will be notified of the situation and the university’s plan of action to respond to the emergency.

**EMERGENCY NOTIFICATIONS** should be issued when it is determined that there is a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus. This includes all hazards, not just Clery crimes.

In the event of a serious incident that poses an immediate threat to members of the campus community, the university has various systems in place for communicating information quickly. Some or all of these methods of communication may be activated in the event of an immediate threat to the campus community. These methods of communication include blast emails, emergency text messages that can be sent to a phone or tablet (students and employees must opt out of these services), messages sent through the LiveSafe App and emergency messages on the university’s website. The university will post updates during a critical incident on the university website. Some or all of these methods of communication may be activated in the event of an immediate threat to the campus community. The messages will follow formatting consistent with the UNCP phone alert system characteristics, that is, regardless of the channel used the message will contain no more than 160 characters to describe the alert. For non-UNCP alert channels, which is not limited by a maximum amount of characters, these outlets may use additional content as appropriate to further describe the emergency. The messages will not contain names or specific identifying information of victims to protect their identity. Following the initial issuance of an emergency message, there will follow when available and if confirmed, additional information about the alert or incident. When it is determined that the threat or hazard to the campus community no longer exists an all clear notification will be issued. This will be executed by using the same notification options used to make the initial notification.

Anyone who has information warranting a timely warning or emergency notification should immediately report
the circumstances to the UNCP Police & Public Safety at (910)521-6235. In the event of an on- or off-campus situation that constitutes an ongoing or continuing threat (as ascertained by the judgment of campus administrators), a campus-wide warning or notification message will be issued by using any or all of the above notification options.

UNCP will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the ENS, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to or otherwise mitigate the emergency. The content will contain, at a minimum, the nature of the incident, location, and actions to be taken by affected populations. Timely warning notices and Emergency Notifications, as provided to the campus community, will aid in the prevention of similar occurrences, yet however, will withhold the names of victims of sexual misconduct as confidential.

UNC Pembroke’s complete Emergency Operations Plan can be viewed through the following link: http://www.uncp.edu/about-uncp/administration/policies-and-regulations/all-policies/pol-042503-emergency-operations-plan

The channels used to disseminate emergency notifications are tested bi-annually, in the spring and fall semesters of the school year and in conjunction with each other (that is, sirens, email, BraveAlert and phones incorporate the first wave of testing, and a second wave that immediately follows tests the radio equipment and call boxes). These tests may be either announced or unannounced to the campus community and to the community surrounding UNC Pembroke. Additionally, daily quiet tests for the siren towers are performed at 6:00 AM and 6:00 PM. Test logs are maintained in the Communications Center console in the Police and Public Safety office and will contain for each test a description of the exercise, the date and time of the test and whether it was announced or unannounced. Additionally, the campus sends out notifications prior to testing that inform UNC Pembroke’s campus community on evacuation and shelter-in-place procedures and its emergency response to such incidents.

UNCP Police and Public Safety, in collaboration with both Student Health Services and the Office of University Communications and Marketing, conducted an Ebola Threat exercise in September/October 2015. At the conclusion of the exercise, the participants held an after-action discussion, which included discussion regarding possible improvements. It is through exercises like these, the continual evaluation of emergency communications and police responses on campus that the BraveAlert system and emergency responses continue to be honed, reshaped, and improved. We are committed to constant improvement in our emergency response procedures and communications, and exercises involving internal departments (e.g., police and public safety, student health, facility management, communications & marketing, and administration), all of our neighboring law enforcement partners and first responders help us pinpoint what works and what needs to be improved.

**Reporting Crime Statistics**

The UNCP Police & Public Safety Department forwards all agency crime reports to the State Bureau of Investigation’s Division of Criminal Information, which is then recorded for use in the FBI’s Uniform Crime Report. Since August 2009, Daily Activity Reports have been posted on the department’s website at Police & Public Safety Daily Activity Report

**BraveAlert**

In the event it becomes necessary to notify the campus community of a serious threat, including crime-related activities, severe weather or catastrophic accidents, Police and Public Safety has the ability to send immediate emergency notifications via telephone and e-mail through its BraveAlert system. To maintain updated information, campus police obtain the contact telephone numbers for all students, staff and faculty from the university’s Banner system. Students and employees may also include additional telephone numbers and email addresses in BraveWeb, which will be uploaded to BraveAlert. BraveAlert provides the fastest and most up-to-
date information about an emergency on campus and procedures to follow to keep safe. It is strongly urged that students, faculty, staff, and affected populations of UNCP enrolled in this notification system.

Missing Students Policy and Procedure

Purpose
UNC Pembroke has established the welfare of students as an important part of its overall mission. The UNCP Police and Public Safety Department takes pride in its role of maintaining this campus as one of the safest in the country. In keeping with our responsibility, this policy is intended to establish a framework for action in the event that a UNCP student is reported as missing.

Initial Report
The initial report of a missing student may come from virtually any source (friend, roommate, parent, faculty, or staff member) and regardless of the source or the time frame the student has been reported missing, such reports should be taken seriously and generally require immediate attention. UNCP Police & Public Safety will not adopt any artificial standard that could serve to delay initiating the search for a student who has been reported as missing.

All reports of students living on campus who have been missing for more than twenty-four (24) hours should be made to Housing and Residence Life (910-775-4253) and to UNCP Police and Public Safety (910-521-6235), or in the absence of campus police, to a local law enforcement agency, in this instance, Pembroke Police Department (910-521-4333) or Robeson County Sheriff’s Office (910-671-3100) if the student lives off-campus. In the event of this latter circumstance, it is the policy of UNCP Police and Public Safety to assist those agencies where the missing person report originated outside of the university jurisdiction. Not wanting to cause undue alarm, circumstance may dictate a limited initial response, but officers must balance the available information about the student with the university’s priority of maintaining a safe environment. Any initial report of a missing student will require documentation in the form of a log entry and officer assigned to take a report. In addition, the on-duty supervisor must be notified and ensure that immediate steps are taken to try and locate the student.

General Procedures
For a student reported missing who resides in a housing unit for which the university has jurisdiction, the Officer in receipt of the initial report should immediately ensure that the UNCP Office of Housing and Residence Life staff are aware of the report and their assistance should be requested in performing a welfare check of the student’s room as well as attempting to identify friends and associates of the student who was reported missing. Generally, parents or guardians should not be contacted without first consulting the Director for Housing or Vice Chancellor for Student Affairs.

Residential students have the option to identify one or more individuals to be contacted by UNC Pembroke no later than twenty-four (24) hours after the time that student is determined missing; this contact person(s) can be the same or different from their identified general emergency contact person. Residential students also have the option to confidentially identify this individual(s) and contact information where the confidential information will be maintained by the Office of Housing and Residence Life. The student is responsible for ensuring that the contact information is up-to-date and accurate.

Residential students who are under 18 years of age and not emancipated individuals are exempt from this option and therefore, the university must notify a custodial parent or guardian, and any other designated contact person, no later than twenty-four (24) hours after the time that the student is determined missing. If the student reported missing lives off-campus, then UNCP will request the assistance of the appropriate jurisdiction in attempting to locate the student. Depending on the individual circumstance, officers may choose to begin interviewing friends and associates in an attempt to gain any helpful information in searching for the missing student. Officers may also search available records to try to identify a student’s vehicle and search for that vehicle or assemble a class
As an additional step in the process of attempting to locate a missing student, officers should consider use of the National Crime Information Center (NCIC) network to both file an area “Attempt to Locate” notice as well as a national “Missing Person” report.

**Criteria for NCIC entries on missing persons**
1. A person of any age who is missing and who is under proven physical and/or mental disability or is senile, thereby subjecting that person or others to personal and immediate danger.
2. A person of any age who is missing under circumstances indicating that the disappearance was not voluntary.
3. A person of any age who is missing under circumstances indicating that that person’s physical safety may be in danger.
4. A person of any age who is missing after a catastrophe.
5. A person who is missing and declared un-emancipated as defined by the laws of the person’s state of residence and does not meet any of the entry criteria set forth in 1-4 above.

The UNC Pembroke missing student policy can be found at the following link:
Missing Residential Student Notification Policy

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

The Clery Act, as amended by the Violence Against Women Reauthorization Act of 2013 (VAWA), requires colleges and universities to address dating violence, domestic violence, sexual assault, and stalking through programs, awareness campaigns, policies, and procedures. Title IX of the Education Amendments of 1972 is an important civil rights law that protects individuals from discrimination based upon sex in federally funded education programs or activities. Sexual harassment of students, which includes acts of sexual violence or sexual assault, is a form of discrimination based on sex that is prohibited by Title IX. Regulations on Title IX require grievance procedures that provide for the prompt and equitable resolution of sex discrimination complaints and guidance on Title IX recommends prevention, awareness, resource, and responsible employee training programs.

The University of North Carolina at Pembroke has and will continue to take a series of specific and continuing steps in compliance with these federal requirements and recommendations to address these types of conduct, including sexual violence, sexual assault (including rape and acquaintance rape), sexual battery, sexual coercion, dating violence, domestic violence, and stalking (hereinafter referred to as “sexual misconduct”) as further defined in the Clery Act and Title IX.

The university prohibits the offenses of dating violence, domestic violence, sexual assault and stalking (as defined by the Clery Act) concerning all individuals who come upon the campus or is a part of a program or event sponsored by UNC Pembroke. The university reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the university community. Toward that end, UNC Pembroke issues this statement of policy to inform the campus community of our programs to address dating violence, domestic violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to the Title IX Coordinator or another university official.

**The Title IX Coordinator**
Health Science Building, room 337
910-521-6281
Titleixcoordinator@uncp.edu
Federal Clery Act Definitions of Dating Violence, Domestic Violence, Sexual Assault and Stalking

The Clery Act defines the crimes of dating violence, domestic violence, sexual assault and stalking as follows:

a) **Domestic Violence:**
   i. A felony or misdemeanor crime of violence committed—
      A) By a current or former spouse or intimate partner of the victim;
      B) By a person with whom the victim shares a child in common;
      C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
      D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
      E) By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
   ii. For the purposes of complying with the requirements of this section and §668.41¹, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

b) **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
   i. The existence of such a relationship shall be based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
   ii. For the purposes of this definition—
      A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
      B) Dating violence does not include acts covered under the definition of domestic violence.
   iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

c) **Sexual Assault** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”
   i. Rape is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
   ii. Fondling is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
   iii. Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
   iv. Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.

d) **Stalking:**
   i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
      A) Fear for the person’s safety or the safety of others; or

¹ 34 CFR §668.41 Reporting and Disclosure of Information
(B) Suffer substantial emotional distress.

ii. For the purposes of this definition—
   A) **Course of conduct** means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.
   B) **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
   C) **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

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

**The State of North Carolina’s Definitions of Dating Violence, Domestic Violence, Sexual Assault and Stalking**

a) **Domestic Violence (to include Dating Violence):** NC General Statute 50B-1 defines domestic violence as:

   A person is guilty of domestic violence if the person engages in one or more of the following acts upon an aggrieved party or upon a minor child residing with or in the custody of the aggrieved party by a person with whom the aggrieved party has or has had a personal relationship:
   i. Attempting to cause bodily injury, or intentionally causing bodily injury; or
   ii. Placing the aggrieved party or a member of the aggrieved party's family or household in fear of imminent serious bodily injury or continued harassment, as defined in G.S. 14-277.3A (stalking), that rises to such a level as to inflict substantial emotional distress; or
   iii. Committing any act defined in G.S. 14-27.2 (First-Degree Rape) through G.S. 14-27.7 (other sex based offenses).

Dating violence and domestic violence are issues that are frequently shown to be on the rise year after year on reporting statistics. Domestic violence is seen as more than “actual physical violence.” Domestic violence can also occur in various forms of behavior to include: verbal (berating, threats), psychological (isolation and intimidation), and controlling the abused (making them subservient, and choosing whom they can and cannot speak to).

For purposes of Chapter 50B, Domestic Violence, a “personal relationship” means a relationship wherein the parties involved: Are current or former spouses, are persons of opposite sex who live together or have lived together, have a child in common, are current or former household members, are persons of the opposite sex who are in a dating relationship or have been in a dating relationship or are related as parents and children (including others such as grandparents and grandchildren). For purposes of this subdivision, a dating relationship is one wherein the parties are romantically involved over time and on a continuous basis during the course of the relationship. A casual acquaintance or ordinary fraternization between persons in a business or social context is not a dating relationship.

Any person residing in North Carolina may seek relief under this Chapter by filing a civil action or by filing a motion in any existing action filed under Chapter 50B of the General Statutes alleging acts of domestic violence against himself or herself or a minor child who resides with or is in the custody of such person and is able to do so without the assistance of legal counsel. Assistance to seek a motion for emergency relief, temporary orders and temporary custody can be found by reporting the matter to UNCP Police and Public Safety as ordered by North Carolina General Statute §50B-5. An officer, upon request by the victim or complainant may provide a means of transport for the victim or complainant to hospitals, magistrates’ offices, public or private facilities for shelter or to accompany the complainant or victim to their residence to help obtain any item necessary to enable the complainant and minor children to fully function outside the home (procuring food, clothing, medication, and property needed for work related
If the court finds, after a hearing, that an act of domestic violence has, in fact, occurred, the court will grant a protective order restraining the defendant from further acts of domestic violence. These sanctions may include, directing a party to refrain from such acts, grant possession of a shared residence to the plaintiff and to have the defendant vacate the residence, order the defendant to refrain from threatening, abusing, or following (stalking) the other party, using telephonic means to harass the plaintiff, or otherwise visiting the home or workplace of the plaintiff, interfering with the plaintiff, prohibit the defendant from possessing or purchasing a firearm or other additional prohibitions a judge deems necessary to provide protection to the plaintiff from the defendant’s potential actions. Protective orders awarded to a plaintiff shall be valid for a fixed period of time not exceeding one year and the court may renew a protective order for good cause. Copies of these orders shall be issued to each party and to the police department or sheriff’s office in which jurisdiction the victim resides. Additionally, when an order is issued, the clerk, as prescribed under §50B-3(c1) will provide an information sheet developed by the Administrative Office of the Courts that includes: domestic violence agencies and services, sexual assault agencies and services, victim’s compensation services, legal aid services, and address confidentiality services where the victim can seek assistance.

The victim of domestic violence who has been awarded an order by the court may file motions for contempt for violations of the order without the assistance of legal counsel if so desired. A person knowingly violating a protective order shall be guilty of a Class A1 misdemeanor or unless covered under some other provision of law providing greater punishment, a person who commits a felony at a time when the person knows the behavior is prohibited by a valid protective order shall be guilty of a felony one class higher than the principal felony described in the charging document.

Whether the victim of domestic violence chooses to seek legal protections, if the victim wishes to seek assistance in the form of counseling, UNC Pembroke CAPS can provide advocacy or support in the form of counseling or may offer options as to where to seek additional advocacy help. Individuals who may know of an individual that is a victim of dating/domestic violence can also make a CARE referral by using the following link: https://publicdocs.maxient.com/incidentreport.php?UNCPembroke

All fields that are noted with a red asterisk (*) are required to be filled in. It is additionally important to name the victim being abused and information in the description/narrative that will assist in the referral.

A victim of domestic violence may also contact the university Title IX coordinator for assistance with procuring medical and/or psychological services both on-campus and off-campus. http://www.uncp.edu/about-uncp/administration/departments/title-ix-and-clery-compliance/sexual-misconduct-reporting-form

Additional assistance can be found outside of campus with the following agencies:

- **Robeson County**
  - Southeastern Family Violence Center – 910-739-8622
  - Enlightening Native Daughters (END) (serving Native American women) – 910-522-5055

- **Cumberland County**
  - Fayetteville Family Violence Center – 910-433-1352

To assist law enforcement’s efforts in helping an individual through a matter concerning dating and/or domestic violence, or to assist them in obtaining a protective court order, it is a best practice to notify law enforcement immediately after an assault so that any injuries that may have been inflicted on the victim can be documented by use of photography and to identify relevant witnesses who may be able to testify in a criminal matter against the accused. Clothing worn during the assault that may have blood stains and/or other body fluids should be saved for evidence collection. Once a report is filed with law enforcement, it is a record that can show abuse patterns or prevalence of abuse toward the victim. Any
documentation concerning the event before or even after the physical assault should be preserved (for instance, social media posts, text messages, phone call recordings, or written notes about the event, future threats of more violence, and even apology letters from the offender). In matters of dating or domestic abuse stemming from verbal or psychological abuse, any video or audio recordings, documentation such as social media posts, text messages, phone call recordings or written notes about the event, future threat of more violence, and even apology letters from the offender should be collected and provided to the appropriate authorities. For abuse relating to finances of a victim, bank statements/credit card statements should be kept for evidence.

**Remember, it’s NOT O.K. for your boyfriend/girlfriend to:**

- Hit or physically abuse you
- Berate you
- Psychologically or mentally abuse you
- Control who you speak to or who your friends are
- Tell you that you cannot end their relationship with them
- Abuse you then have him or her repeatedly “make up” with you saying that they will never do it again.

**It IS O.K. for you to:**

- Tell someone; a police officer, friend, resident assistant, ANYONE, that you are being abused
- Take control of your life
- Seek criminal charges toward the person abusing you
- Seek options other than criminal charges if you so choose (e.g., Title IX/Clery process).

**b) Sexual Assault: NC General Statute 14-27 defines rape and sexual assault as the following:**

i. **First Degree Rape** - A person is guilty of rape in the first degree if the person engages in vaginal intercourse:
   a. With a victim who is a child under the age of 13 years and the defendant is at least 12 years old and is at least 4 years older than the victim;
   b. With another person by force and against the will of the other person and; employs a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon; or inflicts serious personal injury upon the victim or another, by one or more other persons.

ii. **Second Degree Rape** - A person is guilty of rape in the second degree if the person engages in vaginal intercourse with another person:
   a. By force and against the will of the other person; or
   b. Who is mentally defective, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know the other person is mentally, or physically helpless.

iii. **First Degree Sexual Assault** - A person is guilty of a sexual offense in the first degree if the person engages in a sexual act:
   a. With a victim who is a child under the age of 13 years and the defendant is at least 12 years old and is at least 4 years older than the victim.
   b. With another person by force and against the will of the other person, and: (a) employs a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon, or (b) inflicts serious personal injury upon the victim or another, by one or more other persons, or (c) the person commits the offense aided and abetted by one or more other persons.

iv. **Second Degree Sexual Assault** - A person is guilty of a sexual offense in the second degree if the person engages in a sexual act:
a. By force and against the will of the other person, or;
b. Who is mentally defective, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know the other person is mentally, or physically helpless.

v. **NC General Statute 14-27 defines statutory rape as:** A person is guilty of statutory rape if the person engages in vaginal intercourse or a sexual act with another person:
a. Who is 13, 14, or 15 years old and the defendant is at least six years older than the person except when the defendant is lawfully married to the person.
b. Who is 13, 14, or 15 years old and the defendant is more than four but less than six years older than the person.

Generally, sexual assault refers to some type of unwanted sexual act, contact or touching committed by the assailant upon another person. The North Carolina General Statutes clarifies certain terms that are mentioned in the elements of each crime.

**NCGS § 14-27.1. Definitions:**

As used in this Article, unless the context requires otherwise:

1. **Mentally disabled** means (i) a victim who suffers from mental retardation, or (ii) a victim who suffers from a mental disorder, either of which temporarily or permanently renders the victim substantially incapable of appraising the nature of his or her conduct, or of resisting the act of vaginal intercourse or a sexual act, or of communicating unwillingness to submit to the act of vaginal intercourse or a sexual act.
2. **Mentally incapacitated** means a victim who due to any act committed upon the victim is rendered substantially incapable of either appraising the nature of his or her conduct, or resisting the act of vaginal intercourse or a sexual act.
3. **Physically helpless** means (i) a victim who is unconscious; or (ii) a victim who is physically unable to resist an act of vaginal intercourse or a sexual act or communicate unwillingness to submit to an act of vaginal intercourse or a sexual act.
4. **Sexual act** means cunnilingus, fellatio, analingus, or anal intercourse, but does not include vaginal intercourse. Sexual act also means the penetration, however slight, by any object into the genital or anal opening of another person's body: provided, that it shall be an affirmative defense that the penetration was for accepted medical purposes.
5. **Sexual contact** means (i) touching the sexual organ, anus, breast, groin, or buttocks of any person, (ii) a person touching another person with their own sexual organ, anus, breast, groin, or buttocks, or (iii) a person ejaculating, emitting, or placing semen, urine, or feces upon any part of another person.
6. **Touching:** as used in subdivision (5) of this section, means physical contact with another person, whether accomplished directly, through the clothing of the person committing the offense, or through the clothing of the victim. (1979, c. 682, s. 1; 2002-159, s. 2(a); 2003-252, s. 1; 2006-247, s. 12(a).)

c) **Stalking:** **NC General Statute 14-277 defines stalking as:** A person is guilty of stalking if the person willfully, on more than one occasion, follows or is in the presence or otherwise harasses another person without legal purpose with the intent to:

a. Place the person in reasonable fear for that person's safety or for the safety of that person's immediate family or close personal associates or
b. Cause the person substantial emotional distress by placing the person in fear of death, bodily injury, or continued harassment, and that in fact causes the person substantial emotional distress.

Stalking in recent years has become a major concern as offenders try to instill fear in their victims by visual, cyber or telephone harassment. The North Carolina General Assembly as a result has enacted laws that prohibit such conduct toward others and the laws vary as to the type and situation of the stalking and
harassment with varying levels of punishment. The following methods used to combat this crime not only protect the victim but enables law enforcement to build a solid case against those offenders of stalking and harassment.

If You Are or Feel That You Are Being Stalked

- Keep a chronological summary of the events happening to you. This includes, but is not limited to, sightings and locations where the sightings of the stalker takes place, e-mails, social networking site postings, and call logs if the stalking or harassment is made by phone.
- Inform Campus Police IMMEDIATELY of the incidents you are experiencing or if the stalking occurs off-campus report the incidents to those agencies where jurisdiction lies.
- If the stalker is a person you have had a prior relationship with and he or she pleads with you to drop the charges against them if any are made on them, DO NOT GIVE IN TO THEIR PLEAS! You are only allowing him or her to exert more influence and fear over you.
- It should be noted that there are two camps as to how to initially deal with stalkers, either by the victim addressing them directly to stop or by having law enforcement act as a representative for you. As a measure of added protection for your personal safety, allow law enforcement to act on your behalf to tell the offender the actions he or she are committing are unwanted and unlawful. By the victim making direct contact with the stalker, this only stokes the courage of the stalker, it empowers the stalker, and he or she feeds off of it. It also places the victim in a potentially dangerous situation one on one with the stalker, which could result in physical injury or worse.
- It the stalking is reported to law enforcement at the first known onset of the unwanted actions of the offender, request strongly a report of the incident to be made to initiate a “paper trail” for further action. Depending on the type of stalking it may take up to two or three instances of unwanted behavior (depending again on the type and severity of the actions of the offender) to constitute stalking.
- You may have other avenues of pursuit to initiate against the stalker to keep you safe. Consult with a law enforcement officer to determine these approaches.

Preventative Measures

- Download the free university safety app, LiveSafe. This app includes access to important contact information, university safety policies, and safety features you can share with friends and family.
- When walking on-campus or off-campus, walk with others you know in groups of three or more if at all possible.
- Vary your routes whenever possible when going to a building or place you have to frequent often.
- If possible vary the times you travel to these locations. Don’t make a predictable itinerary where the stalker knows your every move.
- Prevent personal information about yourself from being easily obtained on-line. There is more about you on the internet than you know!
- Use caution when using social media such as Facebook, Twitter, and Pinterest, and other social networking sites. All too often people place their whereabouts innocently on these sites where stalkers could find them easily or may go to your residence and lie in wait for you to return.
- Let family or friends know where you will be and, as an extra precaution, the routes you are taking whether around the corner or across the country. A stalker will pursue their prey to great lengths to achieve their ends.

CONSENT: The State of North Carolina does not have a state statute defining consent to sexual activity. North Carolina criminal law prohibits sexual acts that are by force and against the will of the other person or acts that are against people who are mentally disabled, mentally incapacitated, or physically helpless. In determining whether a person gave consent, the facts of the particular situation will be assessed. Physical resistance is not necessary to prove the lack of consent, nor is actual force. In North Carolina, consent is not submission due to fear, fright, coercion, or the realization that in the particular situation resistance is futile.
A victim could be in fear as the sexual intercourse is beginning and during the time it is taking place and a natural response could be that person being unable to say anything to refuse consent. By knowingly providing an individual with alcohol or drugs for the purpose of making that person physically or mentally unable to refuse consent is also not valid “consent” of that individual. Proof of actual force (such as a beating) is not required. Constructive force by threat, fear, or duress is sufficient to show that valid consent was not given by the victim. In other words, an individual cannot use these tactics to change the mind of the victim to give consent whether it be a verbal “yes” or silence. The presence of a weapon while threatening the use of it to procure submission (proof of actual force) or even the threatened use of a weapon when not in view (constructive force) cannot be a valid defense of a person submitting to consent. Additionally, the mere fact of a relationship between two parties (dating or married) does not give a valid defense for sexual intercourse between the two if one party does not consent to the sexual activity. There is no “spousal defense” in North Carolina for purposes of responding to a charge of sexual assault.

**UNCP Definition of Consent**
Explicit approval and permission to engage in sexual activity demonstrated by clear actions, words, or writings. Informed consent is freely and voluntarily given, it is mutually understood by all parties involved. If coercion, intimidation, threats, and/or physical force are used, there is no consent. If a person is mentally or physically incapacitated or impaired so that the person could not understand the fact, nature, or extent of the sexual situation, there is no consent; this includes conditions due to alcohol or drug consumption, or being asleep or unconscious, or under the age of legal consent, or unable to give consent under current law. Silence does not constitute consent, and past consent to sexual activities does not imply ongoing future consent. Consent to some form of sexual activity cannot be automatically taken as consent to any other form of sexual activity. Consent can be withdrawn at any time and requires an outward demonstration through understandable words or actions. Consent is active, not passive. Silence, moving away, crying, being asleep, passed out, confined, emotionally manipulated, coerced or intimidated is by this definition not consent.

**How to Be an Active Bystander**
Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.”

We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

**Risk Reduction**
With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one’s risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, [www.rainn.org](http://www.rainn.org))

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

**Programs to Prevent Dating Violence, Domestic Violence, Sexual Assault and Stalking**
The university engages in annual comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:
1. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
2. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.
Campaign strategies employed by the university include face-to-face presentations, online training programs, printed materials, self-defense programming, and related lectures. Promotion for education programming is conducted by various university offices and student groups and can include social media, email blasts, electronic monitors, Brave Connect (university online informational forum), and hardcopy flyers and posters. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees, and for 2016, current faculty and staff. Ongoing awareness and prevention campaigns for students include the following:

1. UNC Pembroke’s prohibition of the crimes of dating violence, domestic violence, sexual assault and stalking (as defined by the Clery Act);
2. The State of North Carolina’s definitions of dating violence, domestic violence, sexual assault and stalking;
3. What behavior and actions constitute consent, in reference to sexual activity, as stated in the university’s Student Sexual Misconduct Policy:
   **CONSENT:** explicit approval and permission to engage in sexual activity demonstrated by clear actions, words, or writings. Informed consent is freely and voluntarily given, it is mutually understood by all parties involved. If coercion, intimidation, threats, and/or physical force are used, there is no consent. If a person is mentally or physically incapacitated or impaired so that the person could not understand the fact, nature, or extent of the sexual situation, there is no consent; this includes conditions due to alcohol or drug consumption, or being asleep or unconscious, or under the age of legal consent, or unable to give consent under current law. Silence does not constitute consent, and past consent to sexual activities does not imply ongoing future consent. Consent to some form of sexual activity cannot be automatically taken as consent to any other form of sexual activity. Consent can be withdrawn at any time and requires an outward demonstration through understandable words or actions. Consent is active, not passive. Silence, moving away, crying, being asleep, passed out, confined, emotionally manipulated, coerced or intimidated is by this definition not consent.
4. Targeted Bystander Intervention training. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
5. Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
6. Information regarding:
   a. procedures victims should follow if a crime of dating violence, domestic violence, sexual assault and stalking occurs (as described in “Procedures Victims Should Follow if a Crime of Dating Violence, Domestic Violence, Sexual Assault and Stalking Occurs” elsewhere in this document)
   b. how UNC Pembroke will protect the confidentiality of victims and other necessary parties (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
   c. 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 campus and in the community (as described in “Assistance for Victims: Rights and Options” elsewhere in this document); and
   d. options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
   e. procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in “Adjudication of Violations” elsewhere in this document);
Primary Prevention and Awareness Programs

The Office of Title IX and Clery Compliance has instituted informational presentations to all university constituents (faculty, staff, and students). These programs included PowerPoint presentations with handouts, flyers, and/or brochures of information regarding the university’s Student Sexual Misconduct Policy, which includes the definitions all sexual misconduct offenses, process and procedure for handling reports, investigation, and adjudication of sexual misconduct allegations.

Since the university revised its student sexual misconduct policy in 2015, it was important for the Office of Title IX and Clery Compliance, campus police, and the Office of Student Conduct to present the new policy and regulation to all incoming students, to as many upper classmen as possible, and to faculty and staff. As most employees are Campus Security Authorities under the Clery Act and Responsible Employees under Title IX, it was mandatory for faculty and staff to attend an educational program.

* UC means University Center; GPAC means Givens Performing Arts Center
** DaV means Dating Violence, DoV means Domestic Violence, SA means Sexual Assault, and S means Stalking

Specifically, the university, through its Offices of Title IX and Clery Compliance, Counseling and Psychological Services, Student Conduct, and Police and Public Safety offered the following primary prevention and awareness programs for all incoming students in 2016.

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<tr>
<th>Name of Program</th>
<th>Date Held</th>
<th>Location Held*</th>
<th>Which Prohibited Behavior** Covered?</th>
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<td>UC Annex</td>
<td>DaV, DoV, SA, S</td>
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<tr>
<td>Transfer Student Orientation</td>
<td>07/08/2016</td>
<td>UC Annex</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Transfer Student Orientation</td>
<td>07/27/2016</td>
<td>UC Annex</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Transfer Student Orientation</td>
<td>08/13/2016</td>
<td>UC Annex</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Fire Safety &amp; Procedure:</td>
<td>05/15/2016</td>
<td>UC Annex</td>
<td>Fire Safety &amp; Procedure</td>
</tr>
<tr>
<td>All residential Freshmen</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The university offered the following **primary prevention and awareness programs** for all **new employees** in 2016.

<table>
<thead>
<tr>
<th>Name of Program</th>
<th>Date Held</th>
<th>Location Held*</th>
<th>Which Prohibited Behavior** Covered?</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Employee Orientation</td>
<td>08/20/2016</td>
<td>HR Training Room</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>New Employee Orientation</td>
<td>10/04/2016</td>
<td>HR Training Room</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>New Employee Orientation</td>
<td>10/18/2016</td>
<td>HR Training Room</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>New Employee Orientation</td>
<td>11/08/2016</td>
<td>HR Training Room</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>New Employee Orientation</td>
<td>11/22/2016</td>
<td>HR Training Room</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>New Employee Orientation</td>
<td>12/06/2016</td>
<td>HR Training Room</td>
<td>DaV, DoV, SA, S</td>
</tr>
</tbody>
</table>

The university offered the following **primary prevention and awareness programs** for all **faculty** in 2016.

<table>
<thead>
<tr>
<th>Name of Program</th>
<th>Date Held</th>
<th>Location Held*</th>
<th>Which Prohibited Behavior** Covered?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Presentation: Mass Communication</td>
<td>01/25/2016</td>
<td>Old Main</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Faculty Presentation: Faculty Senate</td>
<td>02/15/2016</td>
<td>University Center</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Student Affairs &amp; Campus Life Committee</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty Presentation: School of Business</td>
<td>02/17/2016</td>
<td>Business Building</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Economics &amp; Decision Sciences</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty Presentation: Sociology &amp; Criminal Justice</td>
<td>02/22/2016</td>
<td>Sampson Hall</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Faculty Presentation: School of Business</td>
<td>02/23/2016</td>
<td>Business Building</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Accounting &amp; Finance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty Presentation: Philosophy &amp; Religion</td>
<td>02/25/2016</td>
<td>Sampson Hall</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Faculty Presentation: Chemistry &amp; Physics</td>
<td>02/25/2016</td>
<td>Oxendine Science Building</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Faculty Presentation: Geology &amp; Geography</td>
<td>02/26/2016</td>
<td>Old Main</td>
<td>DaV, DoV, SA, S</td>
</tr>
</tbody>
</table>
The university offered the following primary prevention and awareness programs for all Staff in 2016.

<table>
<thead>
<tr>
<th>Name of Program</th>
<th>Date Held</th>
<th>Location Held</th>
<th>Which Prohibited Behavior* Covered?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Presentation: Graduate Studies &amp; Sponsored Research</td>
<td>03/03/2016</td>
<td>Lindsey Hall</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Staff Presentation: Facilities (4 sessions)</td>
<td>05/09/2016</td>
<td>Pinchbeck Building</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Staff Presentation: Facilities</td>
<td>05/19/2016</td>
<td>Pinchbeck Building</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Staff Presentation:</td>
<td>05/24/2016</td>
<td>Lumbee Hall</td>
<td>DaV, DoV, SA, S</td>
</tr>
</tbody>
</table>
### Ongoing Prevention and Awareness Campaigns

The university offered the following *ongoing awareness and prevention programs* for students in 2016:

<table>
<thead>
<tr>
<th>Name of Program</th>
<th>Date Held</th>
<th>Location Held*</th>
<th>Which Prohibited Behavior** Covered?</th>
</tr>
</thead>
<tbody>
<tr>
<td>MLK Compassion Challenge</td>
<td>01/19/2016</td>
<td>UC Mall</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Stalking Awareness Campaign</td>
<td>01/20/2016</td>
<td>UC Mall</td>
<td></td>
</tr>
<tr>
<td></td>
<td>01/21/2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>01/25/2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Silent Stalking Awareness Campaign</td>
<td>Month of January</td>
<td>Campus-wide</td>
<td>Stalking</td>
</tr>
<tr>
<td>Love Yourself</td>
<td>02/11/2016</td>
<td>UC Mall</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Information Table: Stalking Awareness</td>
<td>02/29/2016</td>
<td>UC Mall</td>
<td>Stalking</td>
</tr>
<tr>
<td>Presentation: Bystander Intervention</td>
<td>03/01/2016</td>
<td>University Center</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Skills</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Student Orientation Leaders</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wellness Wheels: Sexual Assault</td>
<td>03/13/2016</td>
<td>Campus-wide</td>
<td>Sexual Assault</td>
</tr>
<tr>
<td>Awareness</td>
<td>03/16/2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>03/17/2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Presentation: Bystander Intervention</td>
<td>03/22/2016</td>
<td>University Center</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Skills</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Students completing CPE</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(certified peer educator)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Information Table: Bystander Intervention Awareness</td>
<td>03/24/2016</td>
<td>UC Mall</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Workshop: Bystander Intervention &amp;</td>
<td>03/30/2016</td>
<td>University Center</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Relationship between</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The university offered the following **ongoing awareness and prevention programs** for **employees/students** in 2016:

<table>
<thead>
<tr>
<th>Name of Program</th>
<th>Date Held</th>
<th>Location Held</th>
<th>Which Prohibited Behavior* Covered?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Misconduct Policy &amp; Regulation Sports Law Class</td>
<td>02/23/2016</td>
<td>Education Building</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Sexual Misconduct Policy &amp; Regulation Student Orientation Leaders</td>
<td>03/15/2016</td>
<td>DF Lowry Building</td>
<td>DaV, DoV, SA, S</td>
</tr>
<tr>
<td>Sexual Misconduct Policy &amp; Regulation Sports Law Class</td>
<td>04/19/2016</td>
<td>Education Building</td>
<td>DaV, DoV, SA, S</td>
</tr>
</tbody>
</table>
Procedures Victims Should Follow if a Crime of Dating Violence, Domestic Violence, Sexual Assault and Stalking Occurs

After an incident of sexual assault, dating violence or domestic violence, the victim should consider seeking medical attention as soon as possible at Southeastern Regional Medical Center. In compliance with the Violence Against Women and Department of Justice Reauthorization Act of 2005, North Carolina does not “require a victim of sexual assault to participate in the criminal justice system or cooperate with law enforcement in order to be provided with a forensic medical exam, reimbursement for charges incurred on account of such an exam, or both.”

Any student or employee who is the victim of dating violence, domestic violence, sexual assault or stalking should report the offense to the university’s Title IX Coordinator, 910-521-6281, titleixcoordinator@uncp.edu. Students and employees can also report via the Sexual Misconduct Reporting Form located on the Office of Title IX and Clery Compliance webpage: www.uncp.edu/titleixclery

In North Carolina, evidence still may be collected even if you chose not to make a report to law enforcement. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Victims of sexual assault, dating violence, domestic violence, and stalking are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to university adjudicators/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with UNCP Police and Public Safety or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the university at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

Involvement of Law Enforcement and Campus Authorities

Although the university strongly encourages all members of its community to report incidents of sexual misconduct to law enforcement (including on campus law enforcement and/or local police), it is the victim’s choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement of the incident.
enforcement. However, UNCP Police and Public Safety will assist any victim with notifying appropriate law enforcement if the victim so desires.

The well-being of a student who has been sexually assaulted is a crucial priority. The sooner a sexual assault is reported, the sooner the victim can be treated and tested for pregnancy and sexually transmitted diseases. A victim is reminded to go to a safe place. It is very important to preserve all physical evidence; therefore, the victim should not bathe, shower, douche, brush teeth, rinse mouth or change clothes. The evidence is extremely important if the case goes to court. Calling a friend, family member and/or rape crisis companion to be physically present for emotional support is encouraged. UNCP Student Health Services or Police & Public Safety will provide transportation to the hospital emergency room. A victim of sexual assault should seek the services of UNCP Counseling and Psychological Services (CAPS) or a local rape crisis center; counseling options will be provided with no restrictions to off-campus services if the victim so chooses. Both have trained professionals that can help the victim and the victim’s family members with the aftermath of the assault. CAPS is located in the James B. Chavis University Center, Room 243. The office number is 910-521-6202.

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

If you have been the victim of dating violence, domestic violence, sexual assault, or stalking, you should report the incident promptly to the Title IX Coordinator, Ronette Sutton Gerber, Health Science Building, Room 337. 910-521-6281, titleixcoordinator@uncp.edu by calling, writing or coming into the office to report in person. The victim may also report to UNCP Police and Public Safety. Reports of all dating violence, domestic violence, sexual assault and stalking made to campus police will automatically be referred to the Title IX Coordinator for investigation regardless of the complainant’s decision to pursue criminal charges.

Initial Procedures the University Will Follow When a Crime of Dating Violence, Domestic Violence, Sexual Assault and Stalking is Reported

The university has procedures in place that serve to be sensitive to victims who report sexual assault, dating violence, domestic violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus. The university will also offer additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available. Every effort will be made by the university to make the victim feel cared for and safe. The university will discuss all available accommodations and upon the victim’s requests, and if they are reasonably attainable, will grant them regardless of whether the victim chooses to report the crime to campus policy or local law enforcement or proceed with the university’s sexual misconduct investigation. Students and employees should contact the Title IX Coordinator to assist with these matters.

If a report of dating violence, domestic violence, sexual assault or stalking is reported to the university, below are the initial procedures the university will follow:

<table>
<thead>
<tr>
<th>Incident Being Reported</th>
<th>Initial Procedures UNC Pembroke Will Follow</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dating Violence</td>
<td>1. UNC Pembroke will assess immediate safety needs of complainant</td>
</tr>
<tr>
<td></td>
<td>2. UNC Pembroke will assist complainant with contacting local police if complainant requests and provide the complainant with contact information for local police department</td>
</tr>
<tr>
<td></td>
<td>3. UNC Pembroke will provide written information to complainant on how to preserve evidence</td>
</tr>
<tr>
<td></td>
<td>4. UNC Pembroke will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate</td>
</tr>
</tbody>
</table>
5. UNC Pembroke will provide contact information for Title IX Coordinator and notify Title IX Coordinator of complainant’s report

6. UNC Pembroke will provide the victim with a written explanation of the victim’s rights and options

7. UNC Pembroke will provide a “Mutual No-Contact” Order (non-punitive) to both parties if deemed appropriate

8. UNC Pembroke will provide a copy of the policy applicable to Sexual Misconduct to the complainant and inform the complainant regarding timeframes for inquiry, investigation, and resolution

**Domestic Violence**

1. UNC Pembroke will assess immediate safety needs of complainant

2. UNC Pembroke will assist complainant with contacting local police if complainant requests and provide the complainant with contact information for local police department

3. UNC Pembroke will provide written information to complainant on how to preserve evidence

4. UNC Pembroke will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate

5. UNC Pembroke will provide contact information for Title IX Coordinator and notify Title IX Coordinator of complainant’s report

6. UNC Pembroke will provide the victim with a written explanation of the victim’s rights and options

7. UNC Pembroke will provide a “Mutual No-Contact” Order (non-punitive) to both parties if deemed appropriate

8. UNC Pembroke will provide a copy of the policy applicable to Sexual Misconduct to the complainant and inform the complainant regarding timeframes for inquiry, investigation, and resolution

**Sexual Assault**

1. Depending on when reported (immediate vs delayed report), UNC Pembroke will provide complainant with access to medical care

2. UNC Pembroke will assess immediate safety needs of complainant

3. UNC Pembroke will assist complainant with contacting local police if complainant requests and provide the complainant with contact information for local police department

4. UNC Pembroke will provide complainant with referrals to on and off campus mental health providers

5. UNC Pembroke will provide contact information for Title IX Coordinator and notify Title IX Coordinator of complainant’s report

6. UNC Pembroke will assess need to implement interim or long-term protective measures, if appropriate.

7. UNC Pembroke will provide the victim with a written explanation of the victim’s rights and options

8. UNC Pembroke will provide a “Mutual No-Contact” Order (non-punitive) to both parties if deemed appropriate

9. UNC Pembroke will provide a copy of the policy applicable to Sexual Misconduct to the complainant and inform the complainant regarding timeframes for inquiry, investigation, and resolution

10. UNC Pembroke will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is

11. UNC Pembroke will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation

**Stalking**

1. UNC Pembroke will assess immediate safety needs of complainant
| 2. | UNC Pembroke will assist complainant with contacting local police if complainant requests and provide the complainant with contact information for local police department |
| 3. | UNC Pembroke will provide written information to complainant on how to preserve evidence |
| 4. | UNC Pembroke will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate |
| 5. | UNC Pembroke will provide contact information for Title IX Coordinator and notify Title IX Coordinator of complainant’s report |
| 6. | UNC Pembroke will provide the victim with a written explanation of the victim’s rights and options |
| 7. | UNC Pembroke will provide a “Mutual No-Contact” Order (non-punitive) to both parties if deemed appropriate |
| 8. | UNC Pembroke will provide a copy of the policy applicable to Sexual Misconduct to the complainant and inform the complainant regarding timeframes for inquiry, investigation, and resolution |

**Assistance for Victims: Rights & Options**

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the university will assist victims of sexual assault, dating violence, domestic violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred;
- information about how UNC Pembroke will protect the confidentiality of victims and other necessary parties;
- a statement that UNC Pembroke will provide written notification to students and employees about victim services within the campus and in the community;
- a statement regarding UNC Pembroke’s provisions about options for, available assistance in, and how to request accommodations and protective measures; and
- an explanation of the procedures for institutional disciplinary action

**Rights of Victims and UNCP’s Responsibilities for Orders of Protection**

The university complies with State of North Carolina law in recognizing orders of protection. Any person (student or employee) who obtains an order of protection from the State of North Carolina or any other jurisdiction should provide a copy to UNCP Police and Public Safety and the Office of the Title IX Coordinator. A complainant may then meet with Campus Police to develop a Safety Action Plan, which is a plan for campus police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but in not limited to: escorts, special parking arrangements, providing a temporary cellphone, changing classroom location or allowing a student to complete assignments from home, etc.) While the university can offer guidance, it cannot apply for a legal order of protection, no contact order, or restraining order for a victim from the applicable jurisdiction(s).
## PROTECTIVE ORDERS AVAILABLE IN NORTH CAROLINA

<table>
<thead>
<tr>
<th>Type of Order:</th>
<th>Who Can File For One:</th>
<th>Court:</th>
<th>Based On:</th>
</tr>
</thead>
</table>
| Domestic Violence Civil Protection Order – | Family or household members including:  
  • Spouses, former spouses  
  • Parent, child, foster parent  
  • People who have kids together  
  • Intimate partners who lived together in the last 5 years  
  • Same sex couples are eligible | District Court - where victim lives, where abuser lives or has a business, or where incident(s) occurred | Causing or trying to cause injury or placing someone in fear of imminent serious harm  
  (Courts use different requirements for how recent the incident must be) |
| Stalking Protection Order       | Any person who is a victim of stalking.  
  No relationship with stalker is required.                                             | District Court - where victim lives (if family or household member, can be filed as DV Protection Order, see above) | Pattern of conduct (2 or more events), closely related in time, that cause distress or make a victim believe the stalker will cause harm |
| Juvenile Protection Order       | Victim of abuse by a person who is under age 18, or the victim’s parent or other household member, or other parties the Court approves. | Juvenile Court – where victim lives | Assault, stalking, sexual offenses, threats of harm or aggravated trespass |

The university may issue a Mutual No-Contact Order (non-punitive) if deemed appropriate or at the request of the victim or accused. If the university receives a report that such an institutional no contact order has been violated, the university will initiate disciplinary proceedings appropriate to the status of the accused (student, employee, etc.) and will impose sanctions if the accused is found responsible for violating the no contact order.

**Accommodations, Interim Measures, and Protective Measures Available for Victims**

Upon receipt of a report of dating violence, domestic violence, sexual assault or stalking, UNC Pembroke will provide written notification to students and employees about accommodations available to them, including academic, living, transportation and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).
At the victim’s request, and to the extent of the victim’s cooperation and consent, university offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, living, working, or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

To request changes to academic, living, transportation and/or working situations or protective measures, a victim (employee or student) should contact the Title IX Coordinator, Ronette Sutton Gerber at 910-521-6281 and/or titleixcoordinator@uncp.edu.

**On and Off Campus Services for Victims**

Upon receipt of a report of dating violence, domestic violence, sexual assault or stalking, UNC Pembroke will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:

<table>
<thead>
<tr>
<th>ON CAMPUS</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title IX Coordinator</td>
<td>910-521-6281</td>
</tr>
<tr>
<td>Police &amp; Public Safety</td>
<td>910-521-6235</td>
</tr>
<tr>
<td>Counseling &amp; Psychological Services (CAPS)</td>
<td>910-521-6202</td>
</tr>
<tr>
<td>Student Health Center</td>
<td>910-521-6219</td>
</tr>
<tr>
<td>Victim Advocacy (CAPS)</td>
<td>910-521-6202</td>
</tr>
<tr>
<td>Visa and Immigration Assistance</td>
<td>910-521-6224</td>
</tr>
<tr>
<td>Student Financial Aid</td>
<td>910-521-6255</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OFF CAMPUS</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rape Crisis Center ~ Robeson County</td>
<td>910-739-6278</td>
</tr>
<tr>
<td>Rape Crisis Center ~ Cumberland County</td>
<td>910-485-7273</td>
</tr>
<tr>
<td>NC Coalition Against Sexual Assault</td>
<td>910-871-1015</td>
</tr>
<tr>
<td>Southeastern Family Violence Center</td>
<td>910-739-8622</td>
</tr>
<tr>
<td>Legal Aid of NC ~ Pembroke Office</td>
<td>910-521-2831</td>
</tr>
</tbody>
</table>

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

- [https://www.rainn.org/](https://www.rainn.org/)
- [https://www.justice.gov/ovw/sexual-assault](https://www.justice.gov/ovw/sexual-assault)
- [http://www2.ed.gov/about/offices/list/ocr/index.html](http://www2.ed.gov/about/offices/list/ocr/index.html) Department of Education, Office of Civil Rights
Confidentiality

Victims may request of the Registrar’s Office that directory information on file with the university be withheld and not released to the public. Regardless of whether a victim has opted-out of allowing the university to share “directory information,” personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, UNC Pembroke will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of UNC Pembroke to provide the accommodations or protective measures.

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

Adjudication of Violations

The university’s disciplinary process includes a prompt, fair, and impartial investigation and resolution process. A prompt, fair, and impartial proceeding includes a proceeding that is

1. Completed within reasonably prompt timeframes designated by university policy, including a process that allows for the extension of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay;
2. Conducted in a manner that:
   a. Is consistent with UNC Pembroke’s policies and transparent to the accuser and accused;
   b. Includes timely notice of meetings at which the accuser or accused, or both may be present; and
   c. Provides timely and equal access to the accuser, the accused, and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings; and
3. Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.

Usually, the resolution of dating violence, domestic violence, sexual assault and stalking complaints are completed within 60 days of the report. However, each proceeding allows for extensions of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay. University officials involved in the investigation or adjudication of dating violence, domestic violence, sexual assault and stalking complaints are trained annually on the issues related to dating violence, domestic violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability. Furthermore, the Sexual Misconduct policy provides that:

1. The accuser and the accused will have the same opportunities to have others present during any disciplinary proceeding. The accuser and the accused each have the opportunity to be advised by an attorney/non-attorney advocate of their choice at any stage of the process and to be accompanied by that advocate to any related meeting or proceeding. The university will not limit the choice of advocate or presence for either the accuser or the accused in any meeting or institutional disciplinary proceeding. The university may establish restrictions regarding the extent to which the attorney/non-attorney advocate may participate in the proceedings; these restrictions would apply equally to both parties.
2. The accuser and the accused will be notified simultaneously, in writing, of the any initial, interim and final decision of any disciplinary proceeding;

3. Notwithstanding §444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly referred to as the Family Educational Rights and Privacy Act (FERPA), the accuser and the accused will be notified of the rationale for the result and the sanction(s) imposed; and

4. Where an appeal is permitted under the applicable policy, the accuser and the accused will be notified simultaneously in writing, of the procedures for the accused and the victim to appeal the result of the institutional disciplinary proceeding. When an appeal is filed, the accuser and the accused will be notified simultaneously in writing of any change to the result prior to the time that it becomes final as well as of the final result once the appeal is resolved.

Title IX states that if an institution knows or reasonably should know of sexual harassment, to include sexual violence, the institution has a duty to investigate. Consequently, whether a complainant chooses to cooperate or not should not be the deciding factor for whether or not disciplinary charges are brought against an accused party. If an investigation determines that it is more likely than not that the university’s sexual misconduct policy was violated, then the “University” may assume the role of the complainant. Thus, whether or not the victim files a complaint with law enforcement, the university may file a complaint under the Student Sexual Misconduct Policy & Student Sexual Misconduct Regulation. The complainant may choose to participate in the university investigatory and adjudicatory process or not.

Types of Disciplinary Proceedings Utilized in Cases of Alleged Dating Violence, Domestic Violence, Sexual Assault and Stalking

1. How to File a Disciplinary Complaint Under the Student Sexual Misconduct Policy & Regulation
   A student who feels they have been the victim of sexual misconduct should contact the Title IX Coordinator. Student may also provide notice to any Deputy Title IX Coordinator, UNCP Police and Public Safety, the CARE Team, CAPS, Student Health Services, or the Office of Student Conduct. Any notice of possible sexual misconduct to these offices and any other Responsible Employee or Campus Security Authority (all faculty and most staff) will trigger notice to the Title IX Coordinator. The student can find the Student Sexual Misconduct Policy and Regulation and the Sexual Misconduct Reporting Form on the Title IX and Clery website. [www.uncp.edu/titleixclery](http://www.uncp.edu/titleixclery)

2. How the University Determines Whether This Policy will be Used
   Once the Office of Title IX and Clery Compliance has received notice of possible sexual misconduct, the office will begin an initial investigation to determine if the Student Sexual Misconduct Policy is applicable to the alleged misconduct and, if so, will begin a more thorough investigation. If the alleged misconduct does not fall within the jurisdiction of the Student Sexual Misconduct Policy, the issue will be sent to the Director of Student Conduct as a possible violation of the Student Code of Conduct.

3. Steps in the Investigatory and Disciplinary Process
   • UNC Pembroke Title IX/Clery Investigation
     Upon receipt of notice of any allegation of sexual misconduct, the Title IX coordinator will send a letter via email (or other means) to the Reporting Party verifying receipt of the complaint and informing the student of various support services and the investigatory process. The Reporting Party will be invited to meet with the Title IX coordinator and/or a Deputy Title IX coordinator so they can be informed of the investigatory and adjudicatory process and their options under this policy. This meeting may also involve
a discussion of any interim measures and accommodations that may be appropriate concerning academic, university housing and/or university employment arrangements. The Title IX coordinator will gather initial information and determine whether the information, if true, would constitute a violation of this policy.

At the conclusion of the intake process, the Title IX coordinator will determine whether there is sufficient information to continue an investigation, and then convey his/her recommendation to the director of student conduct and the office of the general counsel. The Title IX coordinator and director of student conduct, in consultation with the office of the general counsel, will jointly decide whether to continue to a formal Title IX investigation. If the decision is made to proceed with a formal investigation, the Title IX coordinator will prepare a formal complaint, which will include the name of the Responding Party, the date, location, and nature of the alleged misconduct, and a list of any potential witnesses that may need to be interviewed.

The Title IX coordinator will provide written notification to the Reporting Party and the Responding Party(ies) via email (or other means) and invite the Responding Party to meet to discuss the complaint. Both the Reporting Party and Responding Party may provide, but is not required, a thorough written narrative of the incident to aid in the investigation. These statements may be used in the adjudication process. If the Reporting Party does not wish to participate in the formal investigation, actions will be taken as outlined in the “Confidentiality and Privacy” section of the Student Sexual Misconduct policy. The university may issue an administrative order of mutual no contact or take other reasonably necessary interim measures and/or accommodations as described in the “Accommodation Options” section of the Student Sexual Misconduct policy in order to provide a safe and nondiscriminatory environment for all parties. The university may also elect to proceed with a formal investigation in the absence of participation from the Reporting Party. At any time, especially in regards to a sexual violence offense, the Reporting Party may file a criminal complaint with campus law enforcement and/or local police, which may result in a criminal investigation. Victims of sexual misconduct have the right of file or not file a criminal complaint.

The investigation and adjudication will be completed within sixty (60) calendar days from receipt of a complaint (or notice of an alleged sexual misconduct offense). An investigation typically takes 21 to 45 business days to complete. Generally within 14 business days after completion of an investigation a hearing, if applicable, is scheduled. During this time, the investigator may seek clarifying information and/or meet with the Reporting Party, Responding Party(ies), witnesses, and/or others. Circumstances may require the university to extend this overall time-frame or any individual time frame discussed in this regulation. Examples of reasons why time-frames may need to be extended include the complexity of the case, delays due to fall/spring/summer/holiday breaks, inclement weather, and other extenuating circumstances. Exceptions to these time-frames will be communicated to both the Reporting Party and Responding Party in writing.

At the conclusion of the interviews, the Title IX coordinator will complete both a draft and final Investigation Report, which will include but not be limited to, summaries of all interviews and any relevant evidence (photographs, electronic, and forensic evidence, etc.). The draft investigation report will be distributed to the director of student conduct (and director of human resources, as necessary). The office of the general counsel will be consulted.

At the conclusion of the investigation, the Title IX coordinator will provide the Reporting Party and Responding Party, respectively and individually, an opportunity to review the draft Investigation Report, which will not include the investigative finding(s), and, for privacy concerns, may be presented in redacted format to preserve personally identifiable information, as necessary. The parties will not receive an electronic or written copy, nor may they photograph or copy the draft Investigation Report, but they will be permitted to take notes on its content. A Reporting Party and Responding Party may submit additional comments or information to the investigator within five (5) business days of the date of the notice of the opportunity to review the draft Investigation Report. This is the final opportunity for the parties to identify any additional relevant information and/or witnesses. Any relevant information and/or witnesses provided
by the Reporting Party and/or Responding Party in response to their review of the draft Investigation Report, to include any additional information from further witness interviews, will be included in the final Investigation Report.

After reviewing the final Investigation Report, the Title IX coordinator, director of student conduct, and the office of the general counsel will determine if there is cause under the Student Code of Conduct to schedule a hearing. Should a determination be made not to proceed with the disciplinary process, the interviewer will meet with the Reporting Party to discuss the decision. If a hearing is granted, written notice will be provided to the Reporting Party and the Responding Party by the director of student conduct (or the director of human resources, if necessary). The Reporting Party will be offered the choice of having the matter heard by either the Campus Hearing Board (CHB) or an Administrative Hearing conducted by the director of student conduct. Both parties will receive a copy of the final Investigation Report (possibly redacted). If a hearing is conducted, the Title IX coordinator can attend the hearing, if requested, to provide testimony regarding the investigation and the final Investigation Report.

- UNC Pembroke Student Conduct Adjudication System and Code of Conduct

During the student conduct adjudication system, the parties involved in a sexual misconduct case are identified as either “Complainant” or “Respondent.” The university student conduct adjudication system provides a just and equitable process for dealing with alleged violations by students of university rules, regulations, or laws. The system is informal and is intended to educate students, to help them make responsible decisions, and to be accountable for their actions.

The respondent(s) and the complainant(s) may have an attorney/non-attorney advocate present with them throughout the hearing process and may present witnesses on their behalf and do so to the same extent as the student. The sanction for a student found responsible for a sexual misconduct offense will at a minimum be conduct probation, with the maximum penalty being suspension, dismissal, or expulsion from the institution. In severe cases involving forced rape and/or physical injury involving a weapon, the penalty is expulsion. The severity of the offense and the potential for subsequent harm to the complainant/survivor or the community at large weigh heavily in the determination of what sanctions are imposed in such cases. The complainant's identity and all information concerning the offense are held in strict confidence by hearing authorities under the guidelines of FERPA (The Family Educational Rights and Privacy Act). However, the university cannot guarantee confidentiality. Both the Complainant and the respondent shall be informed in writing of the outcome of any campus judicial proceeding or grievance procedure in which sexual misconduct is alleged.

- Conduct Hearing Board (CHB) AND Administrative Hearings

The Conduct Hearing Board and administrative hearings will follow the procedures outlined in the Student Handbook, Chapter IV., Rights and Responsibilities. The following additional procedures and rights will be afforded students for cases involving charges of sexual misconduct:

The respondent will have a pre-hearing interview with the director of student conduct or designee and the complainant will be offered the opportunity to have a pre-hearing meeting with the director of student conduct or designee. Both the complainant and the respondent will have the opportunity to review all evidence submitted for consideration by the Conduct Hearing Board. If the complainant has requested to have his/her identity remain confidential and the university has decided to proceed with the complaint, any documents provided to the respondent will not have any identifying information to the extent possible and consistent with providing the respondent with sufficient information to respond. Complainants who wish to have their identity remain confidential will be notified that the university may have a limited ability to respond to the alleged charges. After an appropriate review of the case, the university will inform the student whether it is possible to ensure confidentiality.
During a Conduct Hearing Board hearing, both the complainant and the respondent will be permitted to question the testimony of the other party and all witnesses. All questions will be posed to the chair of the Conduct Hearing Board and if the question is deemed relevant and proper, the chair will echo the question to be answered. Both the complainant and the respondent will be simultaneously notified in writing of the outcome of the hearing and any subsequent appeal hearings. Both the complainant and the respondent will have the right to appeal cases involving sexual misconduct. The complainant and respondent will follow the established policy for appeals of a Conduct Hearing Board or administrative hearing case. In addition, the grounds for appeal in cases involving sexual misconduct are as follows:

The complainant and/or respondent may appeal a decision by the Conduct Hearing Board to the Conduct Appeals Board (CAB) using the grounds for appeal listed above. Following any appeal by the complainant and/or respondent to the CAB, the complainant and/or respondent may appeal to the Chancellor or his/her designee using the grounds listed above. Except for sanctions of suspension or expulsion, the decision of the Chancellor or his/her designee will be final and no additional appeals may be filed. Where the sanction is suspension or expulsion, an appeal may be made to the Board of Trustees. When the sanction is expulsion, the final campus decision is appealable to the Board of Governors. No appeal to the president is permitted.

Prior to, during or following the Conduct Hearing Board hearing or administrative hearing, interim measures may be initiated by the university to minimize the impact on the complainant. These interim measures or accommodations may include, but are not limited to: no contact order, housing relocation, reassignment of academic schedule, and interim suspension. When an interim suspension is imposed, a hearing of the charges against the suspended person(s) shall be held as expeditiously as possible.

The university prohibits any form of retaliation by any party to a Title IX investigation and/or adjudication process. Should any party feel they are being retaliated against by a university student or employee, they should immediately inform the Title IX coordinator, Deputy Title IX coordinators, or the director of student conduct.

4. Decision-Making Process

The Conduct Hearing Board (CAB) will consider all evidence presented and will determine the evidentiary value of all evidence for decision making consideration. All parties and witnesses will be afforded the opportunity and time to be heard; the parties will be allowed to ask questions, although questions for the other party will be provided to the CHB for determination of relevancy and execution; all documents, photos, text messages, etc., deemed relevant by the CHB will be considered. The decision of the CAB must be via majority vote with the Chair abstaining unless there is a tie.

5. Standard of Evidence

The Conduct Hearing Board will adhere to a Preponderance of the Evidence standard.

6. Possible Sanctions

- The aim of all discipline is two-fold: first, to develop self-control in the individual, and second, to protect the welfare of campus community. The emphasis is on rehabilitation and re-education.

- Official Warning. A written reprimand for violation of specified regulations, including a warning that continuation or repetition of prohibited conduct may be cause for additional disciplinary action.

- Restitution. Appropriate reimbursement for a wrongful act, which resulted in loss, damage, or actual expenses incurred by the university.
o Educational Assignments. This sanction requires that the student complete an assigned task with the purpose of educating the student about the implications, effects, or dangers of their behavior. These assignments can include, but are not limited to, work assignments, mandatory mentoring, restorative justice mediations, or other related discretionary assignments as provided by the hearing officer or hearing board.

o Area Restrictions. Exclusion of a student for a designated time period from a facility, such as the gym, the University Center, the residence halls, or other areas on campus.

o Loss of Privileges. Denial of specified privileges for a designated period of time. This includes, but is not limited to, loss of position in club(s) or student organization(s), suspension from athletic team or performing group, prohibition from participation in co-curricular activities, or loss of privilege to park or drive on campus.

o Exclusion from On-Campus Residency. Defined as removing the student's privilege to apply for and/or live in a residential facility for a specified period of time. This sanction should be imposed if the offense(s) for which the student was found responsible merits the student's exclusion from on-campus residency. This decision would be based on evidence that the student's continued presence would interfere with the living/learning atmosphere within the residential community.

o Residence Facility Relocation. Removal of a student from his/her present room or from that residence facility and assigning that student to another room or another residence facility. This would include considerations relative to housing options.

o Eviction from an On-Campus Residential Facility. Removal of a resident from an on-campus residence for a specified period of time. Students who are evicted from an on-campus residential facility are prohibited from returning to or visiting in any on-campus residential facility. Students evicted will not be eligible for refund of unused room or board.

o No Contact Directive. A no-contact directive may be assigned in order to facilitate any university inquiry into an incident and/or be assigned as a sanction. Generally, no-contact is defined as having no direct or indirect contact between two or more students at any time. This includes, but is not limited to, communication that is considered written, electronic, verbal, or physical. Written and electronic communication is understood to include all electronic means of communication; including but not limited to, e-mail, instant messaging, social networking sites, text messaging, etc. Verbal communication is understood to include phone calls, voicemails, etc. A no-contact directive may include additional restrictions and terms.

o Conduct Probation. The student continues in attendance; however, (s)he is in danger of suspension for any breach of good conduct during the period of conduct probation. Further (s)he may not hold any general elective office while on conduct probation. A copy of the probation letter is placed in his/her file in the office of the Vice Chancellor for Student Affairs.

o Community Work/Service. Community work/service assigned to a student shall commence within one week and shall be completed within 40 days of the penalty. The maximum number of voluntary work hours that may be assigned is 75. The community work/service must be supervised by a UNCP employee and it may be case or offense related.

o Suspension. The student is excluded from the university, both academically and socially, for a stated period. The student may request to be readmitted at the end of this period of suspension; however, readmission is never automatic. A copy of the suspension letter is placed in his/her file in the Student Affairs Office.
Interim Suspension. Whenever there is evidence to suspect that a student's behavior on or off campus is a clear and present threat to the health, safety and welfare of the faculty, staff, students or guests, or himself/herself, the student may be suspended on an interim basis until a campus hearing can be arranged. A student on an interim suspension may be restricted from the campus in its entirety or from a particular program, activity, or building.

Summary Suspension. Please see section IV, Rights and Responsibilities, Initiation of Disciplinary Procedures, part 17. Committee on Extraordinary Disciplinary Emergencies and 17.5., Summary Suspension, for a detailed description of this disciplinary sanction.

Expulsion. The Conduct Hearing Board or Administrative Hearing Officer will make a recommendation for expulsion, and the Vice Chancellor for Student Affairs will review the recommendation, and will provide a statement of assent or dissent to accompany the recommendation to the Chancellor of the university to permanently separate the student from the university. The Chancellor must review and make the final decision on any expulsion (UNC Policy Manual: 700.4.3[G] penalty for disciplinary reasons. When a recommendation of expulsion is made to the chancellor by the Conduct Hearing Board or the Administrative Hearing Officer an additional sanction of immediate Interim Suspension will be imposed. A student who is expelled will be unable to graduate from The University of North Carolina at Pembroke. Please see the Expulsion Policy in Section IV - Rights and Responsibilities.

7. Range of Protective Measures Available to a Victim Alleging Misconduct
   - The students and their families are provided separate sitting areas prior to and during the hearing
   - The complainant has the option of a screen, or similar device, to be used in the hearing room to visually separate him/her from the respondent.
   - The students have the option of remote participation during the hearing, e.g., skype, video conferencing, telephone conference call, etc.
   - Throughout the investigatory and adjudicatory processes, the students are educated on the issue of retaliation and the consequences it entails.

1. How Employees May File a Disciplinary Complaint Under the Unlawful Workplace Harassment Policy
   This policy is currently under review and update. Should an employee have any questions, concerns, or want to file a complaint, please contact the Title IX coordinator or Department of Human Resources.

2. How the University Determines Whether This Policy will be Used
   It is the policy of UNC Pembroke that no State employee may engage in conduct that falls under the definition of unlawful workplace harassment indicated below. All employees are guaranteed the right to work in an environment free from unlawful workplace harassment and retaliation.

   Unlawful workplace harassment is unwelcomed or unsolicited speech or conduct based upon race, sex, creed, religion, national origin, age, color, or handicapping condition as defined by N.C.G.S. §168A-3 that creates a hostile work environment or circumstances involving quid pro quo.

   Hostile work environment is one that both a reasonable person would find hostile or abusive and one that the particular person who is the object of the harassment perceives to be hostile or abusive. Hostile work environment is determined by looking at all of the circumstances, including the frequency of the allegedly harassing conduct, its severity, whether it is physically threatening or humiliating, and whether it unreasonably interferes with an employee’s work performance.
Quid pro quo harassment consists of unwelcomed sexual advances, requests for sexual favors, or other verbal or physical conduct when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or (2) submission to or rejection of such conduct by an individual is used as the basis for any employment decisions affecting such individual.

Retaliation is adverse treatment taken because of opposition to unlawful workplace harassment.

3. **Steps in the Disciplinary Process and Anticipated Timelines**
   Submit a written complaint to the immediate supervisor and/or the UNC Pembroke Human Resources Office within 30 calendar days of the alleged harassing action.

   The Office of Human Resources and the Office of Title IX and Clery Compliance will investigate the complaint and respond with appropriate remedial action within 60 calendar days from receipt of written complaint unless the 60 calendar day period has been waived and the complainant has acknowledged such waiver. Waiver and acknowledgement shall be in writing. The complainant shall be provided a written response when the university has determined what action, if any, will result from the complainant’s written complaint.

   If the university fails to provide a response within the 60 calendar day period, the complainant may appeal to the [North Carolina Office of Administrative Hearings](https://www.unc.edu) within 30 calendar days after the 60 day response period. If the response of the university is unsatisfactory to the complainant, the complainant may appeal to the North Carolina Office of Administrative Hearings within 30 calendar days of receiving the university’s written response.

4. **Decision-Making Process**
   The Office of Human Resources, with an appropriate supervisor (staff/faculty) if necessary, will investigate and obtain any additional information alleging unlawful workplace harassment needed to complete documentation of the file.

   The Office of Human Resources will advise as appropriate and necessary all parties involved in cases alleging unlawful workplace harassment to include supervisor, complainant, and alleged harasser.

   The Office of Human Resources will correct any identifiable discrimination and/or unlawful workplace harassment and counsel employees when appropriate to prevent and correct unlawful workplace harassment.

   The Office of Human Resources and the Office of Title IX and Clery Compliance will create and maintain a work environment free of unlawful workplace harassment.

5. **Standard of Evidence**
   The Office of Human Resources will adhere to a Preponderance of the Evidence standard.

6. **Possible Sanctions**
   Appropriate disciplinary action will be taken against any employee found to have engaged in unlawful workplace harassment. Disciplinary action could include the following:
   - Leave without pay
   - Separation from the university

7. **Range of Protective Measures Available to a Victim Alleging Misconduct**
All complaints and proceedings related to discrimination, harassment or retaliation will be subject to the university's legal obligations to assure resolution and normally will be kept confidential to the extent permitted by law. However, information about discrimination, harassment and retaliation complaints may be shared where necessary to investigate, prevent or remedy the prohibited conduct. Employees will be offered accommodations, if reasonable, related to their work location, time shift, and/or specific duties.

**University-Initiated Protective Measures**

In addition to those protective measures previously described, the Title IX Coordinator or designee will determine whether interim interventions and protective measure should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include, but are not limited to: a university order of a Mutual No-Contact Order, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved; the university will make every effort to minimize the burden on the complainant and will not, as a matter of course, remove the complainant from his or her job, class or housing while allowing the accused to remain.

Violations of the Title IX Coordinator’s directives and/or protective measures will constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by the university.
Sexual Misconduct Investigation Workflow

Incident/Issue Report Creation

University Police Report

Referral to Detective for Investigation

Does the reporting party want a criminal investigation?

Yes

Referral to Detective for Investigation

No

Case status changed to inactive. Report kept on file.

University Title IX Report

Referral to Investigation

Does the reporting party want a criminal investigation?

Yes

Referral to Detective for Concurrent Investigation

No/Yes

Referral to University Investigation

Investigation

Referral to the Office of Student Conduct

Student Conduct Process/Adjudication

Investigation

Appeal Process

Approximate Timelines

⇒ Report referrals to offices- 2 calendar days
⇒ Referral to investigation - 1 calendar day
⇒ Investigation - 42 calendar days
⇒ Office of Student Conduct Review and Referral to Adjudication - 18 calendar days
⇒ Appeals - 18 days
Notification to Victims of Crimes of Violence

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

Sex Offender Registration

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

North Carolina law currently requires sex offenders and individuals adjudged to be sexually violent predators to register with the sheriff of the county where they are living, and the sheriff maintains a registry of this information that is available to the public upon request. Registrants must furnish the following information: name, sex, address, physical description, picture, conviction date, offense for which registration was required, the sentence imposed as a result of the conviction, and registration status. An offender who is a non-resident student or non-resident worker must maintain registration with the Sheriff of the county where the offender works or attends school and must also identify the school he or she is attending or his/her place of employment.

In North Carolina, convicted sex offenders must register with the NC Department of Justice and the Department of Public Safety. You can link to this information at this website: http://sexoffender.ncsbi.gov/

Understanding Hate Crimes and Its Classifications

UNCP’s Annual Security and Fire Safety Report also reveals statistics of incidents that were reported to campus police and Campus Security Authorities that relate to hate crimes. On the Federal Bureau of Investigation (FBI) web site, the definition of hate crime is described specifically as, “a traditional offense like murder, arson, or vandalism with an added element of bias.” For the purposes of collecting statistics, Congress has defined a hate crime as a “criminal offense against a person or property motivated in whole or in part by an offender’s bias against a race, religion, disability, ethnic origin or sexual orientation.” Hate itself is not a crime—and the FBI is mindful of protecting freedom of speech and other civil liberties. The crimes that are counted for purposes of recording hate crimes in this report cover the offenses of murder/non-negligent homicide, negligent homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson and the extra offenses of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property. To include these crimes as a statistic to hate crimes it must be shown that the victim of the crime was intentionally targeted or selected because of the perpetrator’s bias to the victim in some way. If any of these crimes were reported to campus police and there is some evidence that the crime was committed because of some type of bias to the victim it should be noted to the entity receiving the report.

Examples of Bias by Category

The following are examples of bias within that category. The examples are not exhaustive and are used for illustrative purposes.

- **Race**—White, Black, American Indian/Alaskan Native, Asian/Pacific Islander, Multiple Races
- **Religion**—Jewish, Catholic, Protestant, Islam
- **Ethnicity/National Origin**—they are Hispanic, Arab, Mestizo; they are from Mexico, Russia, Italy
- **Disability**—Physical, Mental
- **Gender**—Male, Female
- **Gender Identity**—Transgender, Androgyny, Bi-Gender
- **Sexual Orientation**—Heterosexual, Homosexual (gay, lesbian), Bi-Sexual
Weapons on Campus

Effective October 1, 2013, amendments to the North Carolina General Statutes (House Bill 937/Session Law 2013-369) concerning the presence of firearms on campus [§ 14-269.2(k)], impacts the way firearms can be legally possessed on the property of the University of North Carolina Pembroke. The following information answers some questions that you may have concerning these new changes to our statutes. If you need further clarification please call UNCP Police and Public Safety at 910-521-6235.

Background – N.C.G.S. § 14-269.2 generally prohibits carrying a “weapon,” either openly or concealed, on a community college, college or university. A weapon is defined as those devices as described in (b), (b1), and (d)* of N.C.G.S. § 14-269.2. However, the General Assembly has enacted a limited exception to that general prohibition, Session Law 2013-369, sec. 2; HB 937; N.C.G.S. § 14-269.2(k).

Changes – Under the amendments to the law, a firearm is now permissible to be carried by any individual on a college or university campus only under the following limited circumstances:

➢ The firearm is a handgun; and
➢ The individual has a valid concealed handgun permit or is exempt from the law requiring a permit; and
➢ The handgun remains in either: a closed compartment or container within the person’s locked vehicle or in a locked container securely affixed to the person’s vehicle; and
➢ The vehicle is only unlocked when the individual with a concealed handgun permit is entering or exiting the vehicle; and
➢ The firearm remains in the closed compartment at all times.

Other Considerations – Amendments to the statute do not permit the following from occurring:

• A person that has a concealed carry permit still cannot walk around campus property with his or her weapon on their person. The changes to the law clearly state that the handgun must remain in the closed compartment or container within the possessor’s locked vehicle or within a locked container securely affixed to the vehicle.
• These amendments also do not permit an individual to bring onto campus a rifle, shotgun or any weapon as described in N.C.G.S. § 14-269.2 (b), (b1), and (d)*. Even if the rifle, shotgun or other weapon is in a closed compartment in the individual’s locked vehicle, it is still a violation of law and criminal charges can occur for a violation of this offense. The statute only allows handguns for those individuals who lawfully possess a concealed handgun permit.

* For purposes of this statute, a weapon is defined as any handgun, rifle, shotgun, dynamite cartridge, bomb, grenade, mine, or powerful explosive as defined in G.S. 14-284.1, BB gun, stun gun, air rifle, air pistol, bowie knife, dirk, dagger, slingshot, led cane, switchblade knife, blackjack, metallic knuckles, razors and razor blades (except solely for personal shaving), firework, or any sharp-pointed or edged instrument except instructional supplies, unaltered nail files and clips and tools used solely for preparation of food, instruction, and maintenance, on educational property.

Precautions – If you do make a decision to exercise your right to these amendments, please:

• Maintain your concealed weapon permit and proper identification on your person at all times; it will lead to less confusion if approached by law enforcement.
• Exhibit and maintain common sense concerning your weapon. Don’t broadcast to the community that you have a weapon in your car and don’t use it to threaten others in the event of a conflict between you and others.

For more information on the changes to this law visit: http://legiscan.com/NC/text/H937/3013
Traffic Rules & Regulations

Speeding, careless and reckless driving, driving while impaired and other moving violations on the campus of UNC Pembroke may result in charges, which are heard in North Carolina’s court system. Conviction of such violations will affect your driver’s license and insurance just as if the offense had occurred on public highways. For lesser offenses, such as improper parking, etc., the university police may issue “campus citations” based on ordinances that have been approved by the Board of Trustees. All parking and traffic information can be found at [http://www.uncp.edu/student-life/student-services/police-public-safety/parkingtraffic-control](http://www.uncp.edu/student-life/student-services/police-public-safety/parkingtraffic-control).

Theft Prevention and Safety Precautions

While it appears that we will never live in a crime free society in today’s world, we as individuals can reduce the variables often present in order to lessen our probability of being a victim of crime. By following these simple precautions your learning environment and/or workplace will be safer. Additionally, campus police in late 2012 launched its monthly newsletter, APB, which focuses on issues that occur on college campuses nationwide and in our own area. Other informative topics relating to awareness of crime and criminal law are often included.

Personal Safety Precautions
- Don’t walk or jog alone
- Walk in well-lit and populated areas
- Practice effective situational awareness: stay alert and attuned to things around you, especially suspicious persons or activities
- Walk and carry yourself with confidence
- Have your keys ready to enter your room or car as quickly as possible
- If you’re going somewhere alone or with a new friend, let someone know where you are going
- Use the Emergency Blue Light Telephones/Call Boxes located throughout campus to report suspicious activity or if you feel threatened or uncomfortable

To Deter Theft
- Lock your dorm room door
- Lock your car door
- If you have to keep your belongings in the car, keep them out of sight.
- Don’t brag to others “what you have;” don’t let everyone know what you own
- Register and mark your belongings with campus police through Operation PIN.

Residence Hall / Living Quarters Safety
- Don’t prop open ground floor entrance/exit doors to let your friends in later
- Don’t let others follow in behind you when you swipe your card to get in the building
- Keep your room locked at all times
- Know the people on your floor and if possible the floors above and below you
- Use situational awareness – anybody you think is suspicious, call campus police.

Social Function Precautions and Date Rape Awareness
- Go with a group of friends and...
- Leave with the same group…don’t be the last to leave
- Watch what you drink
- Don’t let others “prepare a drink for you”
- Don’t let the “Nice Guy” take care of you or even walk you home if you happen to be under the influence of alcohol. Call a trusted friend.
- Let someone know what party you will be at and what time you expect to be home
Social Networking Precautions (Facebook, Twitter, Pinterest, etc.)

Don’t:
• Post where you are at all times
• Pose for pictures that may put you in a different light from who you want to portray
• Be so opinionated as to post degrading comments and jokes that offend another’s race, ethnicity, religion, national origin or sexual orientation

Do:
• Use site controls to allow access to only those who you want to view your site
• Respect others for who they are
• Use Common Sense

Protecting Yourself from Identity Fraud
• Don’t post your personal information on-line and on social networking sites
• If purchasing items on-line use secure sites beginning with https
• When creating passwords use numbers and characters in a random pattern
• Don’t keep your PIN with your debit card(s)
• Don’t fall for the scams (lottery winner, Nigerian puppy scam, African oil well scams)
• Shred your account statements if you do not need them anymore, or file them away securely, out of the view of others

Pedestrian / Jogging Safety
• When walking or jogging on campus be aware of the actions around you, other people are may not be paying attention
• If you are using an iPod, take one ear bud out or adjust the headphones slightly off on one ear so you can hear external sounds
• Walk or jog in the marked crosswalk areas especially in roadways adjacent to campus
• At night use light colored or reflective clothing so you can be more easily seen

Practice Effective Situational Awareness

Signs and behavior to look for that may be suspicious:
• A person running
• A stranger carrying property
• A person going door-to-door in a building or a residential area
• Any person forcibly entering a locked vehicle, dorm room or classroom
• Business transactions conducted from a vehicle
• One or more persons sitting in a parked car exhibiting suspicious behavior
• A juvenile or female being forced into a vehicle
• A person exhibiting unusual mental or physical symptoms
• Unusual noises

Serious Injury or Illness
• DO NOT MOVE A SERIOUSLY INJURED PERSON unless life-threatening circumstances exist.
• Call 9-911 from a campus telephone or 911 from any other telephone, giving your name and location. Give as much information as possible regarding the nature of the injury or illness.
• Attempt to stay with the victim and administer First Aid if trained to do so. Keep the victim as calm and comfortable as possible. Remain with the victim until emergency officials arrive.
• Be prepared to provide as much information as possible about the victim and the incident to assist emergency officials in determining the extent of the victim’s injuries.
• List the names and locations of people in your building/residence hall who are trained in First Aid in case of an emergency. List also the location of the nearest First Aid kit.
• AEDs (automated external defibrillators) have been installed in buildings around campus in the need for a quick response to a cardiac emergency. Instructions as to how to use these devices are easy and step by step.
AEDs are intended to be used in conjunction with CPR (Cardio-Pulmonary Resuscitation). American Heart Association CPR/AED certification class are taught on campus and can be scheduled through the Environmental Health and Safety Office at safety@uncp.edu.

Fire
- Upon discovering a fire, immediately sound the building’s fire alarm and alert other occupants by activating the nearest fire pull station. Each individual is asked to take note of each fire pull station location within the building they are working or residing.
- Call 9-911 from a campus telephone or 911 from any other telephone, giving your name and location of the fire.
- After 911, you should notify Police and Public Safety (910-521-6235).
- If the fire is small, an extinguisher or a building fire hose may be used to extinguish the fire. Always use your judgment and training before attempting to extinguish any fire.
- If the fire is large, very smoky, or rapidly spreading, evacuate the building immediately.
- Inform others in the building (who may have not responded to the alarm) to evacuate immediately.
- When you evacuate, do not stop for personal belongings. Leave immediately. Do not use elevators to exit the building.
- Familiarize yourself with other residents on your floor or hall and provide this information to emergency personnel if they are not accounted for during the evacuation and are suspected to still be inside the building.
- Evacuate to a distance of at least 300 feet from the building and stay out of the way of emergency personnel. Do not return to the building until allowed to do so by authorized personnel.
- DO NOT WALK THROUGH OR STAND IN A SMOKE CLOUD. Stay low.
- If your clothes are on fire, then stop, drop and roll.
- Each individual is asked to take note of the location of each fire extinguisher and fire hose within the building they are working or residing.

If a fire occurs in any building, building occupants should immediately dial 911 and then notify UNCP Police and Public Safety by dialing 910-521-6235. If a member of the UNCP community finds evidence of a fire that has been extinguished, and the person is not sure whether UNCP Police and Public Safety has already responded, the community member should immediately notify UNCP Police and Public Safety to alert them of evidence of the fire.

*Please note that we have asked you to call 911 instead of the university police to report a fire or serious injury. Calling 911 first will result in emergency units being dispatched without undue delay. The 911 operators normally dispatch the university police to emergency calls. As a precaution, though, we recommend that you make a follow-up call to the university police at 910-521-6235 to help ensure you receive immediate assistance.

Evacuation
Some emergencies require evacuation of the building(s). If a building must be evacuated, all personnel should move to an area at least 300 feet away from the building, away from roadways and parking lots. Never use an elevator to evacuate. Once a building has been evacuated, no person will be permitted to re-enter unless authorized personnel give approval to do so.

Classroom Instructor Responsibilities
- Each instructor should select one or two students to lead the class safely out of the building.
- Each instructor is responsible for assigning two individuals per disabled student for assistance during the evacuation.
- Each instructor should check any adjoining areas, such as restrooms or supposedly vacant classrooms, to be sure that anyone in the room is notified to evacuate.
- The instructor should be the last individual to leave the building.
- When the students have safely evacuated the building, the instructor will check to see that all students are accounted for. If someone is unaccounted for, the instructor should immediately notify UNCP Police and
Public Safety or Emergency Officials on the scene.

**Tornado**
A tornado **WATCH** means tornados and thunderstorms are possible.  
A tornado **WARNING** means a tornado has been sighted in the area: **SEEK SHELTER IN DOORS! DO NOT GO OUTSIDE!**

If a tornado is sighted approaching the campus:
• If time permits, go to an interior hallway on the lowest floor of the building.  
• If time does not permit, get into the safest area of your classroom, room or office (away from windows and doors).
• Avoid windows, auditoriums, gymnasiums or other structures with wide, free-span roofs.  
• Take shelter underneath your desk or any heavy furniture.  
• Assume a position so as to protect your head and eyes.  
• Stay inside until someone in authority has cleared it for you to leave the building.  
• If you are qualified in First Aid, render the assistance needed.

**Inclement Weather**
During periods of inclement weather conditions, it may be necessary to close the university due to safety concerns. Inclement weather includes ice and snow storms, tornados, hurricanes and storms that present a threat to the campus population while attending or traveling to and from the university. When the threat or the presence of inclement weather presents a safety hazard to the campus population, it is the responsibility of the Provost and Vice Chancellor for Academic Affairs to make the decision to close the campus.

The university will remain open for classes unless there is a clear and present danger to the campus population. Closure reports for local public schools or community colleges must not be interpreted that UNC Pembroke will also close; neither should forecasts of major storms. The overriding concern of the university is to provide a quality, uninterrupted program of study without placing the campus population in an unreasonably hazardous situation. **The decision to close the university will be made to be made by 6 a.m., if practical, and will be communicated to the local radio and television stations. This information will also be posted on the UNCP Home Page at [http://www.uncp.edu/](http://www.uncp.edu/) and UNCP’s Emergency Information Hotline at 910-521-6888.**

**Announcements of emergency closings may take one of two forms:**
• Classes are suspended, but offices will remain open  
• Classes are suspended, and all university offices are closed*

* The UNCP Police and Public Safety, Student Health Services and Cafeteria will remain open under all circumstances. **Facilities Operations, as necessary, will assign an essential employee work crew. As always, if you believe that commuting to campus during inclement weather puts your life or property at risk, stay home and inform your instructor and/or supervisor.**

**Hazardous Materials**

**Chemical Spills**
If the identity of the chemical spill is unknown, then treat it as a toxic chemical. If the person(s) responsible for the chemical spill judges that it presents any danger to themselves or others, then take the following steps:
• Call UNCP Police Public Safety at 910-521-6235 and provide your name and location of the emergency. With proper training or knowledge of the chemical, confine or stop the spill by using absorbent materials on hand, avoid contact with skin, eyes, and clothing, and avoid shutting the doors to the room.  
• Sound the building fire alarm so evacuation can begin.  
• Evacuate to a safe place at least 300 feet away from the building. Do not return until authorized personnel have given their approval to do so.  
• **DO NOT WALK THROUGH OR STAND IN SMOKE/VAPOR CLOUDS.**
After evacuation, stay with your co-workers/classmates so that supervisors and instructors can determine if everybody is accounted for.

Gas Leaks
Suspected gas leaks or suspicious odors should be reported to UNCP Police and Public Safety so appropriate action can be taken. If a gas cylinder should begin leaking and the person(s) responsible for such materials judges that it presents any danger to themselves or others, then take the following steps:

- Call UNCP Police and Public Safety at 910-521-6235 and provide your name and location of the emergency.
- Extinguish all open flames to stop the chances of ignition.
- Sound the building fire alarm so evacuation can begin.
- Evacuate to a safe place at least 300 feet away from the building. Do not return until authorized personnel have given their approval to do so.
- **DO NOT WALK THROUGH OR STAND IN AREAS OF HIGH GAS CONCENTRATIONS.**

Daily Crime Log and Requirements

As required by federal law, UNCP must maintain a written, easily understood daily crime log that records, by the date the crime was reported, any crime that occurred on campus, on a non-campus building or property, or within the patrol jurisdiction of UNCP campus police and is reported to UNCP campus police. The log will contain at a minimum, the nature, date, time and general location of each crime and the disposition of the complaint, if known. Campus police must make an entry or an addition to an existing entry to the log within two (2) days of the receipt of such information to be included in the log unless that disclosure is prohibited by law or would jeopardize the confidentiality of the victim.

However, the university may withhold certain information to be reported in the daily crime log if the following situations exist; that revealing the particular information would jeopardize an ongoing criminal investigation or safety of an individual; would cause a suspect to flee or evade detection, or result in the destruction of evidence. Only that information that would cause the adverse effect can be withheld, all other information must be reported within its time requirement. Once the adverse effect as described above is no longer likely to occur, the university must then disclose the information withheld for compliance to its daily log requirements. The university must make the crime log for the most recent sixty (60) day period open to public inspection during normal business hours. Any portion of the log longer than sixty (60) days must be made available within two business days of a request for public inspection.

The daily crime log is available upon request at the Office for Police and Public Safety or available at the following link: [http://studentaffairs.uncp.edu/police-public-safety/safety/safety-reports/](http://studentaffairs.uncp.edu/police-public-safety/safety/safety-reports/)

Crime Statistics

UNCP must disclose crime statistics of the three most recent calendar years prior to the named year of the Annual Security and Fire Safety Report that occurred on or within is Clery geography and that are reported to local police agencies or to a Campus Security Authority. Clery Act reporting does not require initiating an investigation or disclosing identifying information about a victim. A crime is reported when it is brought to the attention of a campus security authority or the local police by a victim, witness, other 3rd party or even the offender. The university must disclose crime reports regardless of whether any of the individuals involved in either the crime itself or the reporting of the crime are associated with the institution. The university may not withhold or subsequently remove a reported crime from its crime statistics based on a decision by a court, coroner, jury, prosecutor, or other similar non-campus official. For this year, the disclosure includes the years 2016, 2015, and 2014. The crimes to be reported include, murder/non-negligent homicide, negligent homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, and arson. Additionally, hate crimes and particular classifications of hate crimes are required to be reported as well as arrests and referrals of alcohol, illegal drug and weapon offenses. Federal regulations concerning the Violence Against Women Act (VAWA) and Campus
SaVE Act require colleges and universities to report the additional crimes of domestic violence, dating violence, and stalking as well as two classifications of hate crimes.

Crime Definitions

The following definitions are used for the purpose of reporting crimes for the UNC Pembroke Annual Security and Fire Safety Report. The definitions for arson, murder, robbery, aggravated assault, burglary, motor vehicle theft, liquor law violations, drug law violations, and weapon law violations are excerpted in part from the Uniform Crime Reporting Handbook. The definitions of forcible and non-forcible sex offenses are excerpted in part from the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Handbook.

- **Criminal Homicide**
  - **Murder and Non-negligent Manslaughter** – The willful (non-negligent) killing of one human being by another.
  - **Manslaughter by Negligence** – The killing of another person through gross negligence.

- **Sexual Assault (Sex Offenses)**
  - **Rape** – Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ or another person, without the consent of the victim. This definition includes any gender of victim or perpetrator.
  - **Fondling** – The touching of the private body parts of another person for the purposes of sexual gratification without consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or temporary or permanent mental or physical incapacity.
  - **Incest** – Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  - **Statutory Rape** – Non-forcible sexual intercourse with a person who is under the statutory age of consent.

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

- **Aggravated Assault** – An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

- **Burglary** – The unlawful entry of a structure to commit a felony or a theft.

- **Motor Vehicle Theft** – The theft or attempted theft of a motor vehicle; includes joyriding.

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

- **Hate Crimes** – a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender’s bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their protected class: race, religion, ethnicity/national origin, disability, gender, gender identity, or sexual orientation.
  - a criminal act involving one or more of the aforementioned crimes, as well as the crimes of:
    - **Larceny/Theft**: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.
    - **Simple Assault**: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
    - ** Destruction of Property/Vandalism**: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.
    - **Intimidation**: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
As well as any other crime involving bodily injury which is shown or suspected to have been motivated by bias against any person or group of persons, or the property of any person or group of persons based upon the perception that the person or group has one or more of the following characteristics:

- **Race**: A performed negative opinion or attitude toward a group of persons who possess common physical characteristics (e.g. color of skin, eyes, and/or hair, facial features, etc.) genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind (e.g. Asians, blacks, whites).

- **Religion**: A performed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g. Catholics, Jews, Protestants, atheists).

- **Ethnicity/National Origin**: A performed negative opinion or attitude toward a group of people whose members identify with each other through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The bias may be the person’s actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group or because they are married to or associated with people of a certain national origin (e.g., Arabs, Hispanics).

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

- **Gender**: A performed negative opinion or attitude toward a group of persons because those persons are male or female.

- **Gender Identity**: A performed negative opinion or attitude toward a group of persons based on their actual or perceived gender identity (e.g., bias against transgender or gender non-conforming individuals).

- **Sexual Orientation**: A performed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex (e.g. gays, lesbians, heterosexuals).

**Liquor Law Violations** – The violation of laws or ordinances prohibiting: the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness, driving under the influence and university policy violations are not included in this definition).

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

**Weapon Law Violations** – The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

**Domestic Violence** – Felony or misdemeanor crimes of violence committed by a current or former spouse 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, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction...or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

**Dating Violence** – Violence committed by a person who is in 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; the length of the relationship, type of
relationship, and the frequency of interaction between the persons involved in the relationship.

- **Stalking** – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.
- **Sexual Assault** – an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s UCR (Uniform Crime Reporting) program.

**Other Definitions**

- **Awareness Programs**— Community wide or audience specific programming initiatives and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.
- **Bystander Intervention**—Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options and taking action to intervene. All incoming freshmen students must complete Haven Bystander training before their first semester.
- **Ongoing Prevention and Awareness Campaigns**—Programming, initiatives and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault and stalking, using a range of strategies with audiences throughout the institution.
- **Primary Prevention Programs**— Programming initiatives and strategies informed by research or assessed for value, effectiveness or outcome that are intended to stop dating violence, domestic violence, sexual assault and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.
- **Referral**— The notice of any person to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.
- **Risk Reduction**— Options to design decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
- **On-Campus**— Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).
- **On-campus Student Housing Facility**— Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus.
- **Non-campus buildings or property**— Any building or property owned or controlled by a student organization that is officially recognized by the institution; or Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.
- **Unfounded Crime** – A reported crime that is withheld from the university’s crime statistics when:
  - Sworn or commissioned law enforcement personnel have fully investigated the reported crime; and
  - Based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless
- **Public property**— All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.
### Hate Crimes and Unfounded Crimes

For the calendar years 2014 and 2016, there were no reported hate crimes. During 2015, there were two incidences of hate crimes reported. Both offenses were reported to have occurred in residence halls with damage to property, which was directed toward the sexual orientation of the victims.

During the calendar years 2014-2016, there were no unfounded crimes as determined by UNCP Police and Public Safety.
### 2014-2016 VIOLENCE AGAINST WOMEN ACT (VAWA) CATEGORY CRIMES

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<th>CALENDAR YEAR</th>
<th>On-Campus</th>
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<th>Non-Campus</th>
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### 2014-2016 STATISTICS FOR ARRESTS AND DISCIPLINARY REFERRALS

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UNC Pembroke Clery Map
Non-Campus Locations Offering Degree Programs Safety and Security Information

UNC Pembroke offers degree programs at Ft. Bragg Military Base and certain community colleges that are part of the North Carolina Community College System. The community colleges are: Cape Fear Community College (CFCC), Fayetteville Technical Community College (FTCC), Richmond Community College (RCC), and Sandhills Community College (SCC). The following information about these locations will provide the individual, who is participating in a degree program offered by UNCP, safety and security information for these locations as required by the Clery Act.

Non-Campus Locations Offering Degree Programs Safety and Security Information

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Cape Fear Community College (CFCC)

UNCP offers a degree program with Cape Fear Community College, located at its North Campus on 4500 Blue Clay Road, Castle Hayne, NC 28429. The Main Office Location for the program is located in the North Campus Applied Technologies Building. UNCP degree program classes are held in the McKeithan Center building. The law enforcement agency that has jurisdiction over the campus of CFCC is the New Hanover County Sheriff’s Department. To contact the New Hanover County Sheriff’s Department to report a crime on the campus of CFCC call 911 for an emergency or 910-798-4200 or 910-798-4212 for non-emergencies. CFCC also advises in the case of an emergency to contact Student Services on campus.

CFCC lists services that an individual should use in the event of a sexual assault, domestic violence, dating violence or stalking that assists individuals who are victims of these crimes. These resources are:

- **Domestic Violence Shelter & Services, Inc.** 910-343-0703
- **National Domestic Violence Hotline** 800-799-7233 or 800-787-3224 (TTY)
- **Rape, Abuse, and Incest National Network** 800-656-HOPE

To access the list CFCC has complied for resources go to: [http://cfcc.edu/counseling/communityresources/](http://cfcc.edu/counseling/communityresources/)

Additionally the following resources can be contacted:

- **Coastal Horizons Center, Inc.** 910-392-7460
- **New Hanover Regional Medical Center** 910-343-7000
- **Cape Fear Hospital** 910-452-8100
- **Pender Memorial Hospital** 910-762-9052

In the event of an on-going emergency on campus or a threat of an emergency, CFCC has in place a campus safety plan that it will initiate upon the confirmation of such a threat. The plan can be found at the following link: [http://cfcc.edu/SACS/docs/campussafetyplan.pdf](http://cfcc.edu/SACS/docs/campussafetyplan.pdf)

CFCC also lists several policies in the Student Handbook, to include Code of Conduct, Crime Awareness and Campus Security Policy, Weapons on Campus Policies, Crime Data, CFCC Judicial Board, and the campus Drug and Alcohol Policy. Policies can be found at the following link: [http://cfcc.edu/catalog/files/2013/06/Handbook.pdf](http://cfcc.edu/catalog/files/2013/06/Handbook.pdf)

Information concerning these policies can be found on pp. 55-60 of the Student Handbook.

In the event of inclement weather, Cape Fear Community College may close or delay classes depending on the weather forecast and local conditions. All official college closings and delays will be posted on the college web site at [www.cfcc.edu](http://www.cfcc.edu), my CFCC online portal, the CFCC Emergency Information Hotline 877-799-2322, and through the local news media. Students who subscribe to the text messaging alert system through the CFCC online portal will be notified of closings and delays through text messages. Students are encouraged to familiarize themselves with these resources as soon as possible.

The school’s Title IX website is located at: [http://cfcc.edu/hr/title-ix/](http://cfcc.edu/hr/title-ix/)
CAPE FEAR COMMUNITY COLLEGE

Cape Fear Community College North Campus

- NA: McKeithan Center
- NB: Applied Technology Building
- NY: Landscape Gardening Center
- NC: Safety Training Center
- ND: Cosmetology and Wilmington Early College High School
- NZ: Butler Building
- P: Student Parking

Soccer Field

McKeithan Center

Cosmetology and Wilmington Early College High School

Site of the Advanced and Emerging Technologies Center

Applied Technologies Building

Emergency Phone Location

(2 on each level of Parking Decks)

CAFE FEAR COMMUNITY COLLEGE NORTH CAMPUS

SUDBURY ROAD

BLUE CLAY ROAD
Fayetteville Technical Community College (FTCC)

UNCP offers a degree program at Fayetteville Technical Community College, located at 2201 Hull Rd., Fayetteville, NC 28303. The campus has a Public Safety and Security Office located on its main campus and can be reached at 910-678-8433. As FTCC does have its own safety and security department, the campus provides its own crime log, policies and procedures of safety related issues and maintains its own statistics on crime that occurs on campus. The school’s Public Safety & Security’s website can be found at: http://www.faytechcc.edu/public-safety-security/

From this link, individuals can access matters relating to public safety on the campus of FTCC. To access FTCC’s most recent Annual Security Report, links are provided on the public safety web page.

FTCC’s counseling services has also compiled a list of telephone numbers for resources relating to sexual assault, domestic violence, dating violence, and stalking among other issues students of FTCC may have. The link to access these numbers is http://www.faytechcc.edu/campus-life/health-counseling-support/counseling-services/

The school’s Title IX & Equal Opportunity office’s website is located at: http://www.faytechcc.edu/title-ix-equal-opportunity/
Richmond Community College (RCC)

UNCP offers degree programs at Richmond Community College, located at 1042 West Hamlet Avenue, Hamlet, NC 28345. The main office location for the program is located on campus in the Lee Building, Room 26. The law enforcement agency that has jurisdiction over the campus is the Hamlet Police Department. To report a crime that is in progress or has occurred, or to report an emergency that is occurring on campus, the Hamlet Police Department’s telephone number is 910-582-2551 or you can call 911. http://richmondcc.edu/

RCC lists services that an individual should use in the event of a sexual assault, domestic violence, dating violence or stalking that assists individuals who are victims of these crimes. Their Title IX website can be found at: http://richmondcc.edu/contact-us/human-resources/title-ix

In Richmond County:
New Horizons  910-997-4840
Crisis (New Horizons)  910-557-5684
(Shelter for Women who have been Sexual Assaulted and/or have been involved in a Domestic Abuse situation.)
First Health Richmond Memorial Hospital  910-417-3000
Additional resources that RCC has listed for Richmond County can be found at:

In Scotland County:
Scotland Memorial Hospital  910-291-7000
Domestic Violence Rape Crisis Center of Scotland County (DVRCCSC)  910-276-5505
DVRCCSC 24 Hour Crisis Line  910-276-6268
Additional resources that RCC has listed for Scotland County can be found at:

RCC publishes its own Annual Security Report listing Clery reportable crimes that has occurred on its campus. The report can be found at: http://richmondcc.edu/campus-security

Additionally, RCC publishes a Student Handbook where the following topics, among others, can be found: RCC’s campus security policy, safety tips, drug and alcohol abuse and prevention information, sexual harassment policy, and RCC’s inclement weather/emergency closing policy. Topics relating to safety, security, and procedures relating to student conduct and policy can be found at: http://richmondcc.edu/sites/default/files/webform/2017-2018_student_handbook_rev_08.25.17.pdf (pages 123-134).
Richmond Community College (RCC) Campus Map

Building Legend
A – Forte
B – Grimsley
C – Conder
D – Lee
E – Lindsey-Petris
F – DeWitt
G – Cole
H – Student Parking
Sandhills Community College (SCC)

UNCP offers degree programs at Sandhills Community College, located at 3395 Airport Road, Pinehurst, NC 28374. The main office is located in Kennedy Hall, K156. UNCP degree program classes are held in Kennedy Hall, Little Hall, Van Dusen Hall, and Logan Hall. SCC maintains its own police and public safety department on campus and is located at 3395 Airport Road, Pinehurst, NC, on the second floor of the Dempsey Student Center. Contact the switchboard by dialing “0” from any campus phone dial 911, if necessary prior to notifying the switchboard; the telephone number for routine business calls is 910-695-3831. [http://www.sandhills.edu/]

In the event a sexual assault, domestic violence, dating violence or stalking incident occurs to an individual while on campus, the Title IX office and Police and Public Safety should be contacted in addition to the following resources:

- [http://www.sandhills.edu/title-ix/] 910-246-2868
- **Friend to Friend** – 24 hr. hotline 910-947-3333
- **Moore Regional Hospital** 910-715-1000

In the event of an on-going emergency on campus or a threat of an emergency, SCC has in place a campus safety plan that it will initiate upon the confirmation of such a threat. The plan can be found at the following link: [http://www.sandhills.edu/wp-content/uploads/2017/02/Emergency_Response_Procedures-REVISED-8-17-17.pdf]

SCC also maintains a web page on its website concerning public safety upon its campus. Information can be found on emergency response procedures, campus violence prevention policy, workplace violence campus safety procedures & awareness, domestic violence awareness & victim response & safety planning, SCCs Drug & Alcohol Policy and its Annual Security Report. The link to access this page is: [http://www.sandhills.edu/security/]
UNCP Annual Fire Safety Report

Introduction
The Higher Education Opportunity Act, enacted on August 14, 2008, requires institutions that maintain on-campus student housing facilities to publish an annual fire safety report that contains information about campus fire safety practices and standards of the institution. The Higher Education Opportunity Act places two safety-related requirements on institutions that participate in federal student financial aid programs, and are described as follows:

- **Fire Log** - Institutions must keep a fire log that states the nature of the fire, date, time, and general location of each fire in on-campus student housing facilities. UNCP complies with this rule by including all fire related incidents in the Daily Crime and Fire Log.

- **Annual Fire Safety Report** - Institutions with on-campus student housing facilities must publish annually a fire safety report that provides information about campus fire safety practices and standards. UNCP complies with this regulation by including all fire related incidents at on-campus student housing facilities as part of the Annual Security and Fire Safety Report. Information contained in this annual fire safety report includes: number and cause of fires at all on-campus student housing facilities; number of fire related deaths; related injuries; value of fire-related property damage; information on evacuation procedures; fire safety education and training programs; fire safety systems in each student housing facility; number of regular mandatory supervised drills; and policies and regulations on portable electrical appliances, smoking in and around buildings and possessing implements that emit open flames. The Annual Security and Fire Safety Report must include the prior three calendar years of data.

If a fire occurs in any building, building occupants should immediately dial 911 and then notify UNCP Police and Public Safety by dialing 910-521-6235. If a member of the UNCP community finds evidence of a fire that has been extinguished, and the person is not sure whether UNCP Police and Public Safety has already responded, the community member should immediately notify UNCP Police and Public Safety to alert them of evidence of the fire.

The Residential Handbook, provided to all students residing in student housing, includes detailed information on fire safety and what appropriate action students and Resident Life employees are to take during a fire alarm or fire emergency. This information is also presented to students when they are moving into the residence halls. All Community Directors and Resident Advisors receive the Residence Life Staff Manual, which includes detailed information on fire safety, evacuations, and fire extinguisher use; both are trained yearly on fire safety and prevention and evacuation procedures.

All employees and students are provided access to the university’s online Employee Health and Safety Handbook, which addresses fire safety, procedures for if they experience a fire, and contact information. New employees, specifically, are provided the North Carolina State Employee Safety and Health Handbook during New Employee Onboarding, which includes information regarding fire safety and prevention.

The fire alarm systems alert building occupants and community members of potential hazards, and all are required to heed their warnings and evacuate buildings immediately. Occupants should use the nearest available exit to evacuate the building. Occupants should familiarize themselves with the exits in each building. When a fire alarm is activated, the elevators in most buildings will automatically recall to a pre-designated fire safe floor. Occupants should use the stairs to evacuate the building and refrain from using the elevators. If caught in an elevator during a fire, push the emergency phone button. The emergency phones in elevators on campus route directly to Campus Police Communications where your situation is received.

**Fire Protection Equipment/Systems**
All residential buildings and university buildings are equipped with automatic fire detection and alarm systems, which are monitored by UNCP Police and Public Safety and a contracted alarm monitoring service, 24 hours a day, 365 days a year. The following details features for each residence hall and apartment complex concerning
number of beds, type of fire detection and suppression equipment, building material, general procedures in the event of a fire, building specific evacuation procedures and number of emergency egress routes.

**General Procedures in the Event of a Fire**
- **Dial 911**
- Notify UNCP Police and Public Safety at 910-521-6235
- If you discover a small fire (e.g. trash can) and have no doubts as to your ability to extinguish it with a nearby extinguisher, sound the fire alarm *first*, call 911 and campus police at 521-6235 (or direct someone to do so) and try to extinguish the fire. Evacuate the area immediately.
- Make all attempts without hazarding your own safety to alert others to evacuate. Once outside, stand back at least 300 feet from the building.
**Residence Halls**

**Belk Hall**
- 200 beds
- Sprinkled
- Smoke detectors
- Alarmed/linked
- Concrete and steel
- VCT throughout building
- 4 possible emergency egresses
- Fire drills conducted every December

- Residents should proceed to the nearest stairwell to evacuate the building.

- Evacuate the building using the emergency doors located off the north and south stairwells.

- Once outside, residents proceed across Faculty Row and congregate between the buildings of D.F. Lowry and Sampson-Livermore Library at least 300 feet away from the building.

**North Hall**
- 200 beds
- Sprinkled
- Smoke detectors
- Alarmed/linked
- Concrete and steel
- VCT throughout building
- 4 possible emergency egresses
- Fire drills conducted every December

- Residents should proceed to the nearest stairwell to evacuate the building.

- Evacuate the building using the emergency doors located off the north and south stairwells.

- Once outside, residents proceed across Faculty Row and congregate between the buildings of D.F. Lowry and Sampson-Livermore Library at least 300 feet away from the building.
**Oak Hall**

- 360 beds
- Sprinkled
- Smoke detectors
- Alarmed/linked
- Concrete and steel
- VCT throughout building
- Carpeted hallways
- 4 possible emergency egresses
- Fire drills conducted every December
- Residents should proceed to the nearest stairwell to evacuate the building.
- Once outside, residents congregate between the buildings of the University Center and the Jones Health and Physical Education Building at least 300 feet away from the building.

**Pine Hall**

- 300 beds
- Sprinkled
- Smoke detectors
- Alarmed/linked
- Concrete and steel
- VCT student rooms
- Carpeted hallways
- 4 possible emergency egresses
- Fire drills conducted every December
- Residents should proceed to the nearest stairwell to evacuate the building.
- Once outside, residents congregate at the area on the south side of Pine Hall and north side of West Hall at least 300 feet away from the building.
Cypress Hall

- 476 beds
- Sprinkled
- Smoke detectors
- Alarmed/linked
- Concrete and steel
- VCT student rooms
- Ceramic lobby

- 6 possible emergency egresses
- Fire drills conducted every December

- Residents should proceed to the nearest stairwell to evacuate the building.

- Once outside, congregate in the Village Apartments parking lot nearest to the Health Sciences Building at least 300 feet away from the building.

Village Apartments

- 360 beds
- Sprinkled
- Smoke detectors
- Alarmed/linked
- Carpeted resident rooms
- Konecto flooring living room
- 1 exit per apartment
- Fire drills conducted every December

- Residents evacuate the buildings using the stairwells located at the end of the buildings.

- Building 100: residents congregate in the parking lot behind their building at least 300 feet away from the building.

- Building 200: residents congregate in the parking lot in front of the community building at least 300 feet away from the building.

- Building 300: residents congregate in the parking lot in front of the community building at least 300 feet away from the building.

- Building 400: residents congregate in the parking lot in front of the community building at least 300 feet away from the building.

- Building 500: residents congregate in the parking lot in front of the community building at least 300 feet away from the building.
University Courtyard Apartments

- 339 beds
- Sprinkled
- Smoke detectors, no monitoring system for these units (backup batteries, hard-wired), not linked
- Wood construction

- Carpeted bedrooms and Konecto in common areas in 70% of the apartments; carpet in common areas of the remaining 30% from the original construction of these facilities
- 1 exit per apartment on upper floors with a balcony; ground level rooms could use the balcony as an emergency exit, but these areas have fixed railings on all balconies
- Panic button in each room
- Flip out, unrestricted windows (traditional home style) There are some additional fire safety ratings with hallway doors and sheer walls/load bearing walls, CPVC over steel piping for “fully engulfed buildings” and functional resident room windows
- Fire drills conducted every December

- Residents evacuate the buildings using the stairwells located at the end of the buildings.
- Building 100: residents congregate in the parking lot in front of the community building at least 300 feet away from the building.
- Building 200: residents congregate in the parking lot in front of the community building at least 300 feet away from the building.
- Building 300: residents congregate in the parking lot in front of the community building at least 300 feet away from the building.
- Building 400: residents congregate in the parking lot in front of the community building at least 300 feet away from the building.
- Building 500: residents congregate in the parking lot in front of the community building at least 300 feet away from the building.
- Building 600: residents congregate in the parking lot in front of the community building at least 300 feet away from the building.
Procedures Following Evacuation from Resident Hall

- Await arrival of the UNCP Police and Public Safety and the fire department at least 300 feet away from the building. Do not move toward the building as it may hinder the efforts of emergency personnel and if the building is on fire, explosions may occur and cause personal injury if at a close distance.
- The fire department will inspect the premises for the presence of a fire.
- Await the “all clear” signal from emergency officials prior to re-entry.
- Be sure to inform the University Resident Administrator and Resident Advisor if any fire extinguisher equipment was used or fire detection equipment was damaged as a result of the emergency situation, even if a staff member was present at the time of the emergency. This will assist with equipment replacement.
- Contact the University Residence Administrator, Resident Advisor or the Housing Office if you have questions relative to a fire or other emergency situation that may exist in your area.

Health and Safety Inspections

Periodically, throughout the academic year, the staff will conduct health and maintenance inspections of the residents’ rooms. The review is to be coordinated by the University Resident Administrators and Resident Advisors. The University Resident Administrator will announce, by posting signs, the day(s) and time period in which the inspection will be conducted. Due to the varying times to conduct an inspection in the rooms, a specific inspection time for each room cannot be established.

*Health and maintenance inspections are not intended to be a violation of privacy. To ensure this, the following procedure has been established:*
  - The staff member will knock on each door and announce their name, position and intent
  - If the student(s) are present, the staff will conduct the inspection
  - In the event the student(s) do not respond, the staff member will knock again and announce themselves in the manner described above and upon the third attempt, they will announce that they are “keying into the room” to conduct the inspection. The staff member will leave the door open during the inspection then upon completion of the inspection make due notice that the inspection was conducted and lock and secure the door on their exiting the room.

*During the inspection, the staff will conduct a visual inspection for the following:*
  - Items that will attract ants and other insects such as uncovered or unsealed food or beverage containers, empty food or beverage containers that need to be discarded, unwashed dishes, dirty sinks, toilets and showers
  - Prohibited items such as electric frying pans, open coiled appliances, gas and electric grills, charcoal grills, oil lamps, electric or kerosene heaters, deep fat cookers and other implements where the use of grease is used to prepare food. **The following items are permitted:** crock pots, hot pots/plates, tea makers and air popcorn poppers. Hair care items such as hair dryers, curling irons, flat irons, and electric hair curlers are permitted but should not be left unattended when not in use. Microwaves in the student rooms (excluding Belk and North Halls) and in the common areas of all residence halls and apartments must be attended to and monitored when in use. In the apartments, use of cooking appliances is permitted in the kitchen area but must be attended to and monitored when in use.
  - Unauthorized pets
  - Fabric and/or paper touching ceiling lights or any other light in the room
  - Overloaded circuits and the condition of the extension cords being used
  - Items that block entry or exit from the room
  - Damage and/or misuse of university property
Staff members are not to uncover anything without the permission of the resident(s) unless:

- The item is partially exposed due to a violation named above
- The covered item is connected to an electrical outlet
- The item of concern is that of an apparent violation

The staff will not judge the room for decorative purposes, but for health, maintenance and sanitary concerns as identified in the Housing Handbook and the UNCP Student Handbook. A room that does not meet the acceptable health, maintenance, and sanitary standards will be re-inspected within 48 hours. Students who do not comply or who have damage to their area will be documented on an Incident Documentation Form.

Appliance usage, storage of combustible and/or flammable materials

- Microwaves are not permitted in the rooms of Belk Hall and North Hall. For these buildings, each floor is provided with one microwave in the study lounge. In addition, a microwave is located in the TV lounge on the first floor.
- Electric frying pans, open coiled appliances, gas or electric grills, charcoal grills, oil lamps, electric or kerosene heaters, deep fat cookers and other implements where the use of grease is used to prepare food is prohibited. The following items are permitted: crock pots, hot pots/plates, tea makers and air popcorn poppers.
- Hair care items such as hair dryers, curling irons, flat irons, and electric hair curlers are permitted but should not be left unattended when not in use.
- In Village and University Courtyard Apartments, cooking and use of related electrical appliances will be restricted to the kitchen area only.
- Use UL approved electric power strips with 6 outlets, rated 15 amps and attached with a circuit breaker if at all possible. Keep approved electric strips away from water and primary travel areas. Never run cords under carpets or rugs or through doorways. Damage may occur to the cords creating a fire hazard.
- The number and type of electrical appliances used directly impacts the safety and convenience of residents. As appliance usage increases, power outages may result. Avoid use of multiple type adapters or “octopus attachments” on existing wall outlets. Use good judgment when using electrical appliances in the bathroom and other areas where water is present. Avoid the likelihood of electrical overloads and the risk of electric shock in these locations.
- Open flames are prohibited, such as candles and incense. Candles may be present (as long as the wick has not been burned) and used for decorative purposes only, and not intended for future use in the residence halls or apartments.
- Storage of combustible materials is prohibited.
- Halogen lamps are also prohibited.

All residence halls are equipped with sprinkler systems throughout that protect all areas of the buildings. UNCP has policies which strictly prohibit the touching or hanging of item from sprinkler heads, tampering with smoke, fire or heat detection equipment, tampering with fire suppression equipment and tampering with fire alarm systems.

Emergency fire (evacuation) drills are conducted every December to familiarize students, faculty, and staff with emergency procedures and individual roles. If an alarm does activate while you are in the building, do not ignore the alarm, treat it as if it were in fact an actual emergency as you may not know the circumstances surrounding the cause of the alarm. Fire drills are conduct for each residence hall once a year.

To ensure future improvements regarding fire safety, during 2016 and 2017, UNC Pembroke will access all residential and office fire safety equipment to ascertain their readiness and effectiveness and determine what equipment needs to be replace and what additional equipment needs to be purchased.
UNCP is a Smoke Free Environment
UNCP is dedicated to maintaining a healthy work and learning environment. UNCP values the individual rights as well as the well-being of all its faculty, staff and students. On occasion a conflict arises between personal rights and community interests; one such conflict is the issue of smoking in and around campus buildings. North Carolina enacted legislation on July 1, 2007 concerning the right for universities to regulate smoking on properties owned or leased by a state university. The majority of buildings on the UNCP campus have been declared smoke free for several years. This policy expands the area and property that is declared smoke free to include, state owned vehicles owned and used by the campus, and a 100 ft. perimeter from each building on campus. Building interiors are also declared smoke free. Smoking is defined as the use or possession of any type of lighted tobacco products including, but not limited to, lighted cigarettes, lighted cigars, lighted cigarillos, lighted pipes, and lighted bidis. The smoking policy also prohibits the use of electronic cigarettes/electronic vapor inhaling devices (e-cigs), and all other tobacco products within University buildings. The smoking policy now dictates that smoking receptacles are to be moved from all building entrances and placed wherever possible beyond the 100 ft. perimeter requirement. This policy applies to all university visitors, students, and employees to include faculty, EPA non-faculty, staff and student employees. It is the responsibility of every member of the university community to conduct oneself in compliance with this policy.
## UNCP Residential Fire Statistics

### REPORTED FIRE STATISTICS FOR 2016

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<th>RESIDENCE HALL</th>
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<th>Cause of Fire</th>
<th>No. of Injuries</th>
<th>No. of Fire Related Deaths</th>
<th>Value of Property Damage</th>
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No reported fires in 2016.

### REPORTED FIRE STATISTICS FOR 2015

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<th>RESIDENCE HALL</th>
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<th>No. of Injuries</th>
<th>No. of Fire Related Deaths</th>
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<td>03-13-2015</td>
<td>Discarded cigarette in mulch</td>
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<td>Apartments</td>
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</tbody>
</table>

Two (2) reported fires in 2015.
REPORTED FIRE STATISTICS FOR 2014

<table>
<thead>
<tr>
<th>RESIDENCE HALL</th>
<th>Number of Fires</th>
<th>Date/Time</th>
<th>Cause of Fire</th>
<th>No. of Injuries Req. Med. Care</th>
<th>No. of Fire Related Deaths</th>
<th>Value of Property Damage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belk Hall</td>
<td>0</td>
<td>0</td>
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<tr>
<td>North Hall</td>
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<td>Oak Hall</td>
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<td>0</td>
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<td>Pine Hall</td>
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<tr>
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<tr>
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<tr>
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</tr>
</tbody>
</table>

No reported fires in 2014.
For any questions, concerns, comments, or suggestions regarding the information contained within this publication or any related public safety policies, procedures, or operations, please contact:

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Sexual Misconduct Reporting Form