

The University of North Carolina Pembroke



2026

Annual Security and Fire Safety Report

UNIVERSITY of NORTH CAROLINA
P E M B R O K E



Including Clery Crimes Statistics
For the Calendar Years 2023, 2024 and 2025

TABLE OF CONTENTS

PART I: INTRODUCTION	7
MESSAGE FROM THE CHANCELLOR	8
MESSAGE FROM THE CLERY COMPLIANCE COORDINATOR	9
MESSAGE FROM THE THE CHIEF OF POLICE	10
MESSAGE FROM THE DIRECTOR OF ENVIRONMENTAL HEALTH AND SAFETY	11
PART II: CAMPUS SAFETY	12
UNCP POLICE AND PUBLIC SAFETY	12
ENFORCEMENT AUTHORITY AND JURISDICTION	12
HOW TO REPORT A CRIME/SUSPICIOUS ACTIVITY	12
IF YOU WITNESS A CRIME HAPPENING	14
POLICE REPORTS AND CONFIDENTIALITY	14
UNCP MANDATORY REPORTERS	15
VOLUNTARY CONFIDENTIAL REPORTING OF CRIMES	19
CONFIDENTIAL REPORTING THROUGH PASTORAL & PROFESSIONAL COUNSELORS	20
SAFETY NOTICES TO THE CAMPUS COMMUNITY AND EXERCISES	21
TIMELY WARNING NOTICES	23
EMERGENCY NOTIFICATIONS	24
EMERGENCY EXERCISES	26
SECURITY OF AND ACCESS TO CAMPUS FACILITIES	26
ADMINISTRATIVE AND ACADEMIC FACILITIES	27
CAMPUS RESIDENTIAL FACILITIES AND POLICIES	27
CAMPUS 911 ADDRESS	28
OFF-CAMPUS STUDENT RESIDENCES	28
BEING RESPONSIBLE FOR YOUR OWN SAFETY AND THE SAFETY OF OTHERS	29
FIRE SAFETY PRACTICES AND STANDARDS	34
SEVERE WEATHER: SAFETY LOCATIONS FOR HOUSING RESIDENTS	35
SECURITY AWARENESS AND CRIME PREVENTION	36
ALCOHOL AND ILLEGAL DRUGS	37
ANNUAL DISCLOSURE OF CRIME STATISTICS	38
DEFINITION OF CLERY CRIMES	38
OTHER DEFINITIONS	40
UNDERSTANDING HATE CRIMES	41
WEAPONS ON CAMPUS	42

DAILY CRIME/FIRE LOG AND REQUIREMENTS	43
MISSING STUDENT POLICY AND PROCEDURE	43
NOTIFICATION TO VICTIMS OF CRIMES OF VIOLENCE	44
SEX OFFENDER REGISTRATION	45
PART III: SEXUAL HARASSMENT	45
SEX/GENDER-BASED DISCRIMINATION AND HARASSMENT:	
DATING VIOLENCE, DOMESTIC VIOLENCE, STALKING, AND SEXUAL ASSAULT	45
FEDERAL CLERY ACT DEFINITIONS.....	46
STATE OF NORTH CAROLINA'S DEFINITIONS.....	47
STATE OF NORTH CAROLINA'S DEFINITION OF CONSENT	53
UNC PEMBROKE DEFINITION OF CONSENT	53
BYSTANDER INTERVENTION	53
RISK REDUCTION	54
PROGRAMS TO PREVENT DATING VIOLENCE, DOMESTIC VIOLENCE, STALKING, AND SEXUAL ASSAULT	55
PRIMARY PREVENTION AND AWARENESS PROGRAMS.....	56
ONGOING PREVENTION AND AWARENESS PROGRAMS.....	56
PROCEDURES VICTIMS SHOULD FOLLOW IF A CRIME OF DATING VIOLENCE, DOMESTIC VIOLENCE, STALKING, OR SEXUAL ASSAULT OCCURES	57
INVOLVEMENT OF LAW ENFORCEMENT AND CAMPUS AUTHORITIES.....	57
REPORTING INCIDENTS OF DATING VIOLENCE, DOMESTIC VIOLENCE STALKING, AND SEXUAL ASSAULTS	58
PROCEDURE THE UNIVERSITY WILL FOLLOW WHEN A CRIME OF DATING VIOLENCE, DOMESTIC VIOLENCE, STALKING, AND SEXUAL ASSAULT IS REPORTED	58
ASSISTANCE FOR VICTIMS: STATEMENT OF RIGHTS	60
RIGHTS OF VICTIMS AND UNCP'S RESPONSIBILITY FOR ORDERS OF PROTECTION	61
SUPPORTIVE MEASURES AND PROTECTIVE MEASURES AVAILABLE FOR VICTIMS.....	62
ON AND OFF-CAMPUS SERVICES AVAILABLE FOR VICTIMS.....	62
CONFIDENTIALITY AND PRIVACY	63
PROCEDURES FOR ADJUDICATION OF SEXUAL HARASSMENT VIOLATIONS.....	64
UNIVERSITY INITIATED PROTECTIVE MEASURES	73
SRCP CAMPUS HAZING ACT	73
UNC PEMBROKE CLERY CRIME STATISTICS.....	75
HATE CRIMES AND UNFOUNDED CRIMES.....	75
SEX AND VIOLENCE AGAINST WOMEN ACT OFFENSES.....	76
STATISTICS FOR ARREST AND DISCIPLINARY REFERRALS.....	77
HAZING.....	78
NONCAMPUS LOCATIONS OFFERING EDUCATIONAL ASSISTANCE.....	79
CAPE FEAR COMMUNITY COLLEGE	79

PART IV: ANNUAL FIRE SAFETY REPORT80

 FIRE SAFETY..... 80

 RESIDENCE HALLS..... 81

 PROCEDURES FOLLOWING EVACUATION FROM RESIDENCE HALLS..... 86

 HEALTH AND SAFETY INSPECTIONS..... 86

 UNC PEMBROKE RESIDENCE HALLS AND FIRE SYSTEMS..... 88

 MISCELLANEOUS FEE: FIRE ALARM ACTIVATION OR TAMPERING WITH FIRE

 SAFETY EQUIPMENT..... 88

 UNC PEMBROKE IS A SMOKE-FREE ENVIRONMENT 88

 FIRE SAFETY SYSTEMS AT UNC PEMBROKE: ON-CAMPUS RESIDENCE HALLS..... 89

 ANNUAL FIRE SAFETY REPORT: FIRE STATISTICS 92

 CONTACT INFORMATION..... 95

PART I

INTRODUCTION

The University of North Carolina at Pembroke prepares this report in compliance with the [*Jeanne Clery Campus Safety Act*](#) (The Clery Act). This report includes statistics for the previous three years of reported crimes that occurred on campus; in certain non-campus buildings or property owned or controlled by UNC Pembroke; and on public property within, or immediately adjacent to and accessible from the campus. The report also includes institutional policies on campus safety and security, such as policies concerning alcohol and drug use, crime prevention, the reporting of crimes, including dating violence, domestic violence, stalking, sexual assault, and other matters.

The full text of this report is available online at [UNCP Annual Security and Fire Safety Reports](#). This report is prepared by the Clery Compliance Coordinator in cooperation with the [Title IX Office](#), [UNCP Police and Public Safety](#), [Office of Student Conduct](#), [Office of Housing and Residence Life](#), [Counseling and Psychological Services](#), [Office of Student Health](#), and the [Office of Environmental Health and Safety](#). To comply with the Clery Act, these offices provide updated information on their educational efforts and programs. 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 other 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 Clery Compliance Coordinator in conjunction with the Title IX Office, and UNCP Police and Public Safety, to compile criminal statistics, policies, and related information into the Annual Security and Fire Safety Report for availability to the public. Notification will be made through a campus-wide email to faculty, staff, and students of UNC Pembroke with the exact URL of the Annual Security and Fire Safety Report and a brief list of the report's contents. Additional notification will also be shown on the websites for the Title IX Office, Clery Compliance and Police and Public Safety for the public and those who do not have a campus email account. Also, the posting will notify the public that a free paper copy will be available upon request at the Office of the General Counsel, room 443 of Lumbee Hall. Furthermore, additional notices of the Annual Security and Fire Safety Report will be provided on the websites of the Offices of Human Resources and the Admissions offices for undergraduate students and graduate students. 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, an exact URL of the report, and the opportunity to request a free paper copy of the report from the [Office of Police and Public Safety](#).

The commitment of the University of North Carolina at Pembroke to the most fundamental principles of academic freedom, equality of opportunity, and human dignity and civility requires that decisions involving students and employees be free from discrimination in all forms. The university prohibits discrimination and harassment based on a person's status as a veteran or an individual with a disability and prohibits discrimination against all individuals based on their age, race, color, religion, sex, sexual orientation, gender identity, genetic information, or national origin. The university will comply with all federal and state non-discrimination, equal opportunity and affirmative action laws, orders and regulations. This non-discrimination policy applies to admissions, employment, and access to and treatment in university programs and activities.

The university's complaint and grievance procedures provide employees and students with the means for the resolution of complaints that allege a violation of this statement. Members of the public should direct their inquiries or complaints to the [Title IX Office](#) for incidents of sex/gender-based harassment and discrimination.

As required by federal law, the university's yearly crime statistics are compiled on a calendar year basis in accordance with the definitions of crimes provided by the FBI for use in their National Incident-Based Reporting

System Handbook. The report includes statistics for the previous three years concerning crimes that occurred on campus and that were reported to campus police or designated campus officials, such as Campus Security Authorities (CSAs). Additionally, these statistics include people referred for campus disciplinary action for categories required under the [*Jeanne Clery Campus Safety Act*](#), including liquor and drug law violations and illegal weapons possession. Statistical information for certain non-campus locations or property owned or controlled by the university, as well as public property within or immediately adjacent to and accessible from campus, are requested and collected from the Town of Pembroke Police Department, the Robeson County Sheriff's Office and other law enforcement agencies. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year in which the crime was reported.

The university may only exclude a reported crime from the Annual Security and Fire Safety Report or remove a reported crime from the previously reported statistics after a full law enforcement investigation. Only sworn or commissioned law enforcement officers can make a formal determination that the report was false or baseless when made and that the crime report was therefore "unfounded." We have added a separate section to our UNCP Clery Crime Statistics table to include the numbers of crimes, if any, that were determined to be "unfounded."

A [daily crime log](#) is available for public review at the Office of Police and Public Safety and on their webpage. If a crime report is determined to be "unfounded," the university will update the disposition of the complaint to "unfounded" in the daily crime log. The university will not delete the report from the crime log.

The university's Annual Security and Fire Safety Report is published each year and is available to the public on or before October 1st, so as to provide information on safety and security-related services offered by UNC Pembroke and to provide crime statistics. Specifically, the report will contain:

- Annual Clery crime statistics of the three most recent calendar years
- Campus safety and 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, stalking, and sexual assault
- Information regarding campus and off-campus resources for victims of dating violence, domestic violence, stalking, and sexual assault
- Drug and alcohol policy statements
- Emergency policies and procedures for all hazards, natural and man-made
- Information on safety tips and crime prevention program initiatives presented by the university
- Information on UNCP's Sexual Harassment Policy
- Information on UNCP's Unlawful Workplace Harassment Policy
- Fire Safety Report for the three most recent calendar years

The statements of university policy, procedures, programs, and general safety information represent the university's good faith effort to comply with federal regulations. Information related to The Clery Act can be read here: [The Clery Act](#).



MESSAGE FROM THE CHANCELLOR

BraveNation,

Since its establishment in 1887, The University of North Carolina at Pembroke has provided transformative educational opportunities. As we carry forward this longstanding legacy and advance our institutional mission, I want to emphasize a matter of utmost importance to all of us—the safety and well-being of each member of our UNC Pembroke community.

The following 2026 Annual Security and Fire Safety Report offers essential insights into our campus safety protocols, policies, and crime statistics. This report reflects our dedication to supporting a campus environment that not only encourages academic excellence but also prioritizes the safety of everyone who steps foot on our campus.



Safety is not solely the responsibility of a few. It is a collective endeavor that requires the active participation of every member of our community. I encourage you to delve into this report to equip yourself with valuable information. By taking full advantage of the safety initiatives, programs, and resources our campus offers, you can play a pivotal role in championing campus safety.

The information in this report is helpful to all members of the campus community and visitors. In addition to reading this annual report, I urge you to download the [Brave Alert](#) mobile app to receive timely alerts during campus or weather emergencies.

Thank you for joining with me to ensure that all on our campus feel safe and at home.

Go Braves!

A handwritten signature in black ink, appearing to read 'R. Cummings'.

Robin Gary Cummings, MD
Chancellor



MESSAGE FROM THE CLERY COMPLIANCE COORDINATOR

The Clery Compliance Coordinator publishes this Annual Security and Fire Safety Report (Clery Report) to inform the UNC Pembroke community about campus safety and security policies, provide initiatives on preventing and responding to crime and emergency situations, and to publicly share information about the occurrence of crime on campus. This report complies with the Clery Act and uses policy information and crime data collected by the university's Office of Police and Public Safety, Title IX Office, Office of Environmental Health and Safety, Office of Student Conduct, Office of Housing and Residential Life, Office of Counseling and Psychological Services, and external law enforcement agencies.

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

To ensure the campus community's safety and security, it is important that the members of 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 laws and university policies and procedures.

The Clery Compliance Coordinator 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 and members of the public, may obtain a no-cost paper copy of this report by contacting the Clery Compliance Coordinator 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](#)

For convenience, the university has created a [Campus Safety](#) website that provides information and resources on most issues affecting our students and employees. Please use the information and links there to reach out for assistance.

On behalf of UNC Pembroke, thank you for taking the time to read this important report about the safety and security of our campus community. 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. Through continued collaboration and transparency, we can further strengthen the safety and well-being of our campus community.

Terrell N. Nicholson, Esq.



Associate General Counsel
Clery Act Compliance Coordinator
Lumbee Hall
Room 443
One University Drive | Post Office Box 1510 |
Pembroke, NC 28372
Office: 910.775.4594



MESSAGE FROM THE DIRECTOR POLICE AND PUBLIC SAFETY

On behalf of the dedicated employees of the UNC Pembroke Police and Public Safety Department, I would like to welcome you to UNC Pembroke and thank you for your interest in our University and our Annual Security and Fire Safety Report. The annual security report contains information regarding law enforcement, public safety, security, and personal safety topics including, but not limited to crime prevention, our department's law enforcement authority, crime-reporting policies, campus disciplinary procedures, and other matters of importance related to campus security. We also encourage you to review the information made available by our campus partners in this annual publication.

UNC Pembroke Police & Public Safety is committed to providing excellent customer service to our students, faculty, staff, and community members. The mission of the UNC Pembroke Police and Public Safety Department is to provide professional law enforcement and public safety services to the campus community through the use of technology, officer training, dedication, and a strong work ethic. We recognize that campus safety and security is a collaborative community effort and that everyone has a responsibility in making UNC Pembroke a safe and secure campus. We value our partnerships, which are built on mutual respect and trust. We work hard to ensure a safe campus community, while respecting the freedom of expression, safeguarding life and property, upholding the Constitution, and enforcing applicable federal, state, and local laws.

UNC Pembroke Police & Public Safety is a fully commissioned law enforcement agency by the North Carolina Criminal Justice Education Training and Standards Commission. UNCP police officers have full arrest powers within the university community; off-campus buildings or properties owned or leased by the University of North Carolina 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 & Public Safety prides itself on strong campus relationships and community partnerships. UNCP police officers provide a visible law enforcement presence on campus and provide a wide range of services beyond those of traditional law enforcement agencies.

The department has mutual aid agreements with municipal and county law enforcement agencies within Robeson County, and with other UNC system law enforcement agencies. The department also maintains partnerships with other state agencies, such as the NC State Highway Patrol, NC State Bureau of Investigation, and NC Alcohol Law Enforcement. We believe that through partnering and problem-solving, we can make UNC Pembroke one of the safest universities in the nation.

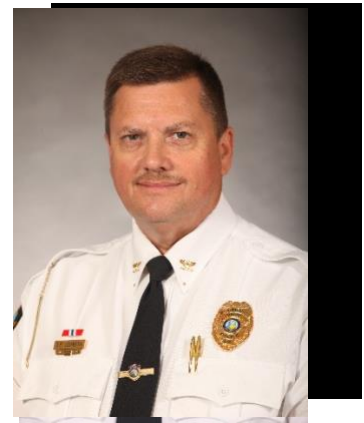
Community safety is a shared responsibility, and like other rural universities throughout the country, we work in partnership with those we serve to provide a safe environment. It is important for everyone, including our students, faculty, and staff, to be aware of their surroundings and to take reasonable precautions. As your safety partner, we are available 24/7, 365 days a year and we encourage you to reach out by phone, in person, or through our Brave Alert mobile phone app, which is free from Google Play or the Apple App Store. We welcome your input and value your concerns for making our community a safer place to live, learn, and work.

UNC Pembroke Police & Public Safety Department joins Chancellor Robin Cummings and the Clery Act Compliance Officer in their commitment to foster a secure and supportive environment.

Sincerely,
George Earl Johnson
Director/Chief of Police
[UNCP Police and Public Safety](#)

Anonymous and confidential online form:
[Campus Incident Reporting Form](#)

Phone: 910.521.6235
In person: At the UNCP Police and Public Safety Office
E-mail: campuspolice@uncp.edu



MESSAGE FROM THE DIRECTOR ENVIRONMENTAL HEALTH, AND SAFETY AND EMERGENCY OPERATIONS MANAGER

The primary and all-encompassing goal of the Office of Environmental Health and Safety is to ensure that students, faculty, staff, and visitors have a safe and enjoyable experience while on campus and that they depart from campus without incident or injury due to any known hazard or unsafe condition on campus. We strive to achieve this goal by providing practical and impactful safety training, conducting comprehensive fire and life safety inspections, and by promulgating applicable regulatory guidance to departments across campus.

The Office of Environmental Health and Safety is dedicated to reducing injuries and incidents within the campus community by continually strengthening our collaborative partnerships with offices and departments across campus. We want to ensure that individuals are highly educated and prepared to confidently assess situations to not only ensure their own safety, but also that of their friends, peers, and co-workers. We believe that each person is primarily responsible and best able to ensure their own personal safety. We also believe that the more situationally aware an individual is of their surroundings, and the greater their ability to make sound decisions based on risk management protocols, the greater their chance of avoiding injury or other adverse impacts from a hazardous situation.

The Office of Environmental Health and Safety is also heavily invested in Emergency Management programming on campus. In addition to routinely monitoring current weather conditions and scheduled university events, we are responsible for managing the campus Emergency Operations Center during any critical incident that may occur on or impact the campus. We also facilitate emergency management training for the Chancellor, his Cabinet, and the members of the Emergency Operations Center. The Emergency Operations Center comprises staff members representing departments across campus and is tasked with mitigation, preparedness, response, and recovery actions for critical incidents on campus. We have fostered close partnerships with the UNC System Office, local and state emergency managers, and members of local police, fire, and EMS so that we can respond quickly and efficiently to emergencies that may impact our campus.

Sincerely,
Michael Bullard
Director, Environmental Health, and Safety
Manager, Emergency Operations Center

Pinchbeck Maintenance Building
Room 124
One University Drive | PO Box 1510 | Pembroke, NC 28372
Office: 910.521.6792
safety@uncp.edu
[Environmental Health and Safety Office](#)



PART II

CAMPUS SAFETY

UNCP Police and Public Safety

Enforcement Authority and Jurisdiction

[UNCP Police and Public Safety](#) consists of twenty-four (24) sworn police officers, three (3) property security officers, four (4) full-time dispatchers, and three (3) support staff. UNCP Pembroke Police Officers are certified by the North Carolina Criminal Justice Education and Training Standards Division. Each officer must successfully complete the North Carolina Basic Law Enforcement Training program prior to becoming certified by the North Carolina Criminal Justice Education and Training Standards Division. Additionally, sworn officers are required to complete a minimum of twenty-four (24) hours of state-mandated annual in-service training to keep their certification active. Additionally, in-service training courses relevant to performing law enforcement duties in a university setting are also taken to enhance officers' knowledge and skills. UNC Pembroke Police Officers are trained in topics such as CPR, first aid, rapid deployment, and response to critical incidents. Police officers are authorized to carry firearms and have the authority to make arrests for criminal offenses occurring within the department's jurisdiction, such as on the university campus, all property owned or leased by UNC Pembroke, the portions of any public road or highway passing through or adjoining the campus, and any property included in an extended jurisdiction agreement with the Town of Pembroke. Additionally, non-sworn security officers, while not having arrest authority, do have the authority to enforce University Regulations such as the Student Code of Conduct and regulations relating to parking, traffic and building access and control. Criminal incidents occurring within the department's jurisdiction are investigated by UNCP campus police or in conjunction with the Pembroke Police Department, the Robeson County Sheriff's Office, and/or the North Carolina State Bureau of Investigation (NC SBI).

With the intent to increase efficiency, the police department maintains and controls more than 700 security cameras, strategically located throughout the campus. These cameras are in and around administrative and academic buildings and within the common areas of student residence halls. Coverage also includes the common areas around student residence halls and parking lots. In addition to the security camera program, the police department is responsible for several campus safety and security programs, including safety and security educational programming, physical security, security technology, behavioral threat assessments, and special event management.

How to Report a Crime/Suspicious Activity

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; the student may then be referred to the Title IX Office or to the Office of Student Conduct for investigation and, if appropriate, disciplinary action.

UNC Pembroke Police and Public Safety has mutual aid agreements with all law enforcement agencies within Robeson County and all university police departments within the UNC system. These mutual aid agreements allow UNC Pembroke Police and Public Safety to request mutual aid and assistance from these agencies for assistance with various incidents based on a reasonable belief that such aid will enhance the public's and officers' safety. Campus police routinely share information, manpower and equipment with other agencies through mutual aid agreements when the need arises. When these mutual aid agreements are invoked for assistance on campus, the agencies that

are members of the agreements also have arrest and/or investigative power to assist campus police in their efforts to investigate a crime. Additionally, other agencies with which UNC Pembroke Police and Public Safety does not have a mutual aid agreement may have certain jurisdictional interests by their very nature (NC SBI, NC Alcohol Law Enforcement, NC Probation and Parole, FBI, etc.) and may impose their jurisdictional powers upon campus.

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 elects to, or is able to, make such a report. Reports should be made promptly and should provide as much information as possible. Once a report of suspected criminal activity, other than sexual violence, has been made to campus police, it may be forwarded to the Director of Student Conduct for review and potential disciplinary action. [UNCP Police and Public Safety](#) will investigate a report when it is deemed appropriate and efforts will be made to assist the parties involved with the report with emergency aid, if necessary, and/or campus and community resources. All reports of sexual violence shall be reported to the Title IX Office; these reports may be shared with Police and Public Safety upon the request of the Complainant or when the safety issue could impact the safety and security of the campus community.



Police Dispatchers are available 24 hours a day, 7 days a week to answer calls (910.521.6235). In response to a call, UNCP Police and Public Safety will take the required action, dispatching an officer or asking the victim to report to the campus police office located 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 a 911 call from campus will be connected to the Robeson County Sheriff's Office in Lumberton, N.C. Additionally, note that while you will still be assisted by the Sheriff's Office, your time to receive service may be slightly longer, as County Communications will then have to contact UNCP Police and Public Safety to notify them of the call. It is recommended that the UNCP Police and Public Safety main line (910.521.6235) be 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 contact, if they choose not to report a crime or criminal activity directly to campus police, other individuals on campus, specifically Campus Security Authorities (CSAs), designated by the university to receive reports or information on crime that has already occurred or is currently occurring on campus. Campus Security Authorities are specific employees and/or students who have significant responsibilities with campus and student activities on campus. Once a report has been given to a CSA, that employee/student has a duty to forward the report to campus police or the Title IX Office when they know (or think they know) that a crime has occurred on campus. Examples of these individuals include, but are not limited to, campus police officers, Assistant Vice Chancellor for Human Resources, Director of Student Conduct, and Athletic Director. Please see the [Title IX Office](#) website for more information regarding who the Campus Security Authorities are. (Also see page 16 for criteria for being a UNCP CSA) [Reporting Obligation of Employees](#)

UNC Pembroke also has an anonymous crime-reporting app for individuals to report crimes or safety issues on campus. The Brave Alert Campus Safety App is free for students, parents, faculty, and staff and can be downloaded directly to your smartphone or tablet from Google Play or the App Store. Further information about the [Brave Alert Campus Safety App](#) is available on the university website. Blue Light phones and emergency call boxes placed on university grounds near residence halls, academic buildings, and administrative and business services buildings can also be used by individuals to report crime. In the event of an emergency, key offices within the campus community are equipped with a telephone panic button that allows office personnel to contact university police immediately. At the push of a button, a pre-recorded message alerts the police to the activation location and requests an immediate police response.

If You Witness a Crime Happening

- *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.
- Use the Emergency Blue Light Telephones, strategically located throughout campus. A caller just has to push a button to activate the telephone to contact Police and Public Safety. In addition to reporting emergencies, the phones can be used to request motorist assistance and escort service.

Police Reports and Confidentiality

Because certain information in police reports is subject to disclosure under public records law, we cannot keep the entire crime report confidential. 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 and Fire Safety Report.

If crimes are never reported, little can be done to help community members avoid becoming victims. UNC Pembroke encourages all campus community members and visitors to campus 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. While campus police have an obligation to ensure campus safety, it is the responsibility of all campus community members to be accountable for their own safety and the safety of others.



UNCP Mandatory Reporters

In compliance with the Department of Education's Office of Federal Student Aid and the Office for Civil Rights (OCR), the University of North Carolina at Pembroke has designated certain employees and students as Mandatory Reporters. Under the [*Jeanne Clery Campus Safety Act*](#) (the Clery Act), certain employees and students are **Campus Security Authorities** (CSAs), and under [*Title IX of the Education Amendments Act of 1972*](#), certain employees are **Officials with Authority** (OWAs), and under [*UNCP Sexual Harassment Policy*](#), certain employees and students are **Mandated Reporters** for reporting purposes. Under federal law, Mandatory Reporters are of great significance. By mandatory notifications to the Title IX Office and/or Police and Public Safety, employees and students can provide options for our campus community that can help end and remedy incidents of criminal offenses, including sexual misconduct.

The university is obligated, under federal law and university policy, to identify and annually train Mandatory Reporters. Campus Security Authorities are required to report any Clery qualifying crimes that occur on campus property that we own or control that they become aware of to [UNC Pembroke Police and Public Safety](#) and/or the Title IX Office. CSAs are notified of this designation during annual training (to include New Employee Onboarding) and receive training on their reporting obligations. CSAs are not to investigate any reported incidents; just report the information that they have seen or has been shared with them. Please note that individuals designated as CSAs per the Clery Act are also Mandated Reporters under UNCP's Sexual Harassment Policy.

To report crimes to Police and Public Safety: [Campus Incident Reporting Form](#)

To report sexual misconduct offenses, to include sexual violence, to the Title IX Office: [Sexual Harassment Reporting Form](#)

Under the 2020 Title IX Regulations, the Office for Civil Rights deems an institution to have notice of student/employee/visitor sexual harassment when an Official with Authority receives notice that the sexual harassment occurred. It is this knowledge that triggers the university's obligation to take appropriate steps to investigate and, as appropriate, end and remedy the effects of that sexual harassment. Mandatory Reporters (CSAs, OWAs, & Mandated Reporters) shall report incidents of sexual misconduct involving a student/employee/visitor, no matter where it has occurred, to the Title IX coordinator. While incidents of sexual violence are crimes, students have the right to decide if they want campus law enforcement involvement (criminal investigation), and if so, only then will notice with personally identifiable information and a request for an investigation be given to UNCP Police and Public Safety for incidents that occur on campus. If the student does not want law enforcement involvement, then no notice and request for an investigation will be given to UNCP Police and Public Safety for incidents that occur on campus. However, the student, as well as an employee or visitor, may provide notice to the Title IX Office (Title IX coordinator) for assistance in dealing with incidents of sexual harassment, to include incidents of sexual violence. The Title IX Office should provide reasonable assistance designed to help the student/employee/visitor by providing, as reasonable and appropriate, advocacy, medical and mental health services, and an offer to investigate. The Title IX Office will also provide supportive and protective measures such as mutual no-communication directives, academic, housing, and workplace modifications, excused absences, and extended time to complete and/or submit academic and employment assignments.

On the next page is a list of UNC Pembroke Mandatory Reporter categories: Campus Security Authorities (under the Clery Act), Officials with Authority (under Title IX), and Mandated Reporters (under UNCP policy). On page 18 is a chart listing Campus Security Authorities to whom an individual can report a crime if their first option is not to contact campus police or another police agency. Once notified of a crime, Mandatory Reporters will report the incident to campus police and/or the Title IX Office. While this list is not exhaustive, please remember that a Campus Security Authority is anyone who has significant responsibilities for campus and student activities on campus.

Officials with Authority (Title IX)

An Official with Authority is an employee who has the authority to take corrective action on behalf of the university to assist a student or employee who may have experienced sexual harassment.

Mandated Reporter (UNCP Policy)

A Mandated Reporter is any employee:

1. Who has the authority to take action to redress sexual misconduct.
2. Who has been given the duty of reporting incidents of sexual misconduct to the Title IX coordinator or other appropriate designee.
3. Who a student reasonably believes has this authority or duty.

Campus Security Authorities (Clery Act)

The Clery Act outlines 4 categories of CSAs the university must designate:

1. Sworn law enforcement officers
 - UNCP Police and Public Safety
 - Local law enforcement officers when assisting UNCP Police and Public Safety
2. Non-sworn campus security personnel, such as, but not limited to, those working at
 - UNCP Police and Public Safety
 - University athletic events
 - Residence halls
3. Staff in offices designated as “reporting options”
 - Title IX Office
 - Office of the General Counsel
 - Office of Student Affairs
 - UNCP Police and Public Safety
4. Officials with significant responsibility for student and campus activities outside of normal classroom instruction, such as, but not limited to:
 - Faculty with supervisory duties
 - Provost
 - Deans and Department Heads
 - Program Directors and Associate Directors
 - Student Group/Club Advisors
 - All staff with supervisory duties over employees and/or students

UNCP Campus Security Authorities (Clery Act)	UNCP Mandated Reporters (UNCP Policy)	UNCP Officials with Authority (Title IX)
All staff and students without supervisory duties but with significant contact with students (e.g., employees within the offices of Student Affairs [all divisions], Financial Aid, Bursar, Admissions, Registrar, and Global Engagement (formerly International Programs), Academic Resources Programs, the Department of Athletics, and Resident Advisors, Orientation Leaders, and SGA)		
All Faculty with supervisory duties over employees or students &/or significant contact with students (Provost, Deans, Chairs, Directors, & Advisors to student groups)	All Faculty (including adjunct professors & lecturers)	Chancellor Chancellor's Cabinet Deans Title IX Coordinator
All staff with supervisory duties over employees or students	All staff with supervisory duties over employees or students	
All staff and students without supervisory duties but with significant contact with students (All employees within Department of Athletics, Division of Student Affairs, Financial Aid, Registrar, Admissions, Resident Advisors, and Orientation Leaders, etc.)	All staff and students without supervisory duties but with significant contact with students (All employees within Department of Athletics, Division of Student Affairs, Financial Aid, Registrar, Admissions, Resident Advisors, and Orientation Leaders, etc.)	

Mandatory Reporters

Under the Clery Act, Title IX, & the Sexual Harassment Policy

CALL LIST OF (SOME) CSAs / Mandated Reporters

UNIVERSITY POLICE and PUBLIC SAFETY

Chief	910.521.6690	University Police Officers	910.521.6235
Detective	910.775.4814	Security Officer	910.521.6235

TITLE IX and CLERY COMPLIANCE

Title IX Coordinator	910.521.6398	Clery Compliance Coordinator	910.775.4594
----------------------	--------------	------------------------------	--------------

ENVIRONMENTAL HEALTH and SAFETY

Dir. Environmental Health and Safety	910.521.6792	Environmental Health and Safety Professional	910.775.4772 910.521.6791
--------------------------------------	--------------	--	------------------------------

HUMAN RESOURCES

Asst. Vice Chancellor for Human Resources	910.521.6279	Dir. Employee Relations and Workforce Development	910.775.4341
---	--------------	---	--------------

ACADEMIC AFFAIRS and ADVANCEMENT

Vice Chancellor for Academic Affairs & Provost	910.521.6211	Vice Chancellor for Advancement	910.522.5725
Dir. Athletic Band	910.775.4094	Dir. Military Science (ROTC)	910.775.4217
Dir. Center for Student Success	910.521.6625	TRIO Director of Programs	910.521.6614
Office of Global Engagement	910.775.4095	Honors College	910.521.6841

STUDENT AFFAIRS

Vice Chancellor for Student Affairs	910.521.6175	Assoc. Vice Chancellor for Student Affairs	910.521.6851
Dir. Counseling & Psychological Services	910.521.6202	Asst. Vice Chancellor for Student Affairs	910.775.4240
Dir. Student Health	910.521.6549	Dir. Housing & Residence Life	910.775.4253
Dir. Student Conduct	910.521.6851	Residence Life Coordinator North Hall & Cypress Hall	910.775.4506
Dir. Community & Civic Engagement	910.775.4497	Residence Life Coordinator Oak Hall & Pine Hall	910.775.4130
Dir. Fraternity & Sorority Life	910.775.4307	Residence Life Coordinator University Courtyard	910.775.4516
Director of Campus Engagement & Leadership	910.521.6577	Care Team Coordinator	910.775.4180
Dir. Career Center	910.521.6270	Dir. Campus Recreation	910.521.6586
Dir. University Center & Programs	910.521.6584	Academic & Military Outreach	910.775.4438

ATHLETICS

Athletic Director	910.521.6227	Assoc. AD/Compliance/Senior Women Admin.	910.775.4246
Head Coach, Basketball (W)	910.521.6345	Head Coach, Basketball (M)	910.521.6343
Head Coach, Softball	910.521.6348	Head Coach, Baseball	910.521.6810
Head Coach, Football	910.775.4110	Head Coach, Golf (W)	910.775.4113
Head Coach, Soccer (W)	910.775.6442	Head Coach, Swimming	910.775.4629
Head Coach, Cross Country	910.521.6187	Head Coach, Track & Field	910.521.6187
Head Coach, Volleyball	910.775.4108	Head Coach, Wrestling	910.775.41416

CALL LIST OF OFFICIALS WITH AUTHORITY (OWAs)

CHANCELLOR'S CABINET AND DEANS

Chancellor	910.521.6201	Provost and Vice Chancellor for Academic Affairs	910.521.6211
Vice Chancellor for Student Affairs	910.521.6175	Vice Chancellor for Finance and Administration	910.775.4697
Vice Chancellor for Communications & Marketing	901.521.6863	Vice Chancellor for Advancement	910.521.6184
Vice Chancellor for Legal, Audit, Risk and Compliance & General Counsel	910.775.4336	Director of Athletics	910.521.6560
Chief of Staff	910.775.4615	Dean, College of Arts & Sciences	910.521.4045
Dean, School of Business	910.522.5707	Dean, School of Education	910.521.6539
Dean, College of Health Sciences	910.521.6511	Dean, Library Services	910.521.6365
Dean, School of Nursing	910.521.6522	Dean, University College	910.521.6401

Voluntary Confidential Reporting of Sexual Violence and other Crimes

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

[Campus Incident Reporting Form](#)

[Sexual Harassment Reporting Form](#)

[CARE Report Form](#)

[Brave Alert Campus Safety App](#)

If you are the victim of a crime and do not want to pursue action within the university system or criminal justice system, you may still want to consider making a confidential report. With your permission, UNCP Police and Public Safety can file a report on the details of the incident without disclosing your identity. The purpose of the confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of you and the campus community. Such information will allow UNC Pembroke to keep an accurate record of the number of incidents involving students, employees, and visitors; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and, if necessary, alert the campus community to potential danger.

If you choose to report, you will need to enter all required information for submission (marked with a red asterisk). Answer each question as descriptively 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 Title IX Office, respectively. Based on the timeliness, validity, and relevance of the information in the report, the university will follow up on the report specifically to determine if the received report represents an ongoing threat to the campus community and issue any necessary safety warnings to the campus community. Additionally, an incident report will be prepared if the incident has not been previously reported. All subsequent reports of the same incident will be compiled in

the original report for investigative purposes. If a crime is in progress, please call 910.521.6235 so that campus police can respond immediately. Though reports can be made anonymously, they are still included in the annual disclosure of crime statistics.

Confidential Reporting through Pastoral and Professional Counselors

There are two types of employees who, although they have significant responsibility for student and campus activities, are neither Campus Security Authorities under the Clery Act nor Mandated Reporters under UNCP Policy; 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 and explicit permission, unless there is a continuing threat of serious harm to the patient/client, 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 campus police and/or the Title IX Office or the Clery Compliance Coordinator.

Confidential Resources:

- Pastoral counselor: An employee 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: An employee 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.²

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 when the information is received. 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 administrator/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 all procedures to voluntarily and confidentially report the crime to campus police or the Title IX Office for inclusion in the annual disclosure of crime statistics.

Both [Counseling and Psychological Services](#) and [Student Health Services](#) will provide crime information, without personally identifiable information, to the Title IX Office for inclusion in the annual disclosure of crime statistics. These three offices work together to ensure the statistics are accurate and not misrepresented or miscounted.

Safety Notices to the Campus Community and Emergency Training Exercises

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

UNCP Police and Public Safety is responsible for determining whether the situation does, in fact, pose a threat to the community. If that is the case, then federal law requires UNC Pembroke to immediately notify the campus community (students, faculty, and staff), and if necessary, those who could be affected by the situation, such as the larger community, the appropriate representatives of the Town of Pembroke, and officials in the surrounding communities. This is done through Timely Warnings and Emergency Notifications. All such notices shall be provided to the campus community and those others, if necessary, in a manner that is timely, that withholds the names of victims as confidential, and will aid in the prevention of similar occurrences. While the situation may be serious, the university is not required to issue a Timely Warning for crimes reported to a pastoral or professional counselor.



The process for activating the ENS protocols begins when a threat or emergency situation is reported to the UNCP Office of Police and Public Safety or to another responsible university authority. This policy applies to all students, faculty, and staff at UNC Pembroke and outlines the criteria and procedures for issuing emergency notifications. An emergency notification is defined as a message distributed to inform the campus community of a dangerous situation occurring on campus that presents an immediate threat to their health or safety. The policy also establishes key definitions relevant to emergency communications, including Clery Crimes (specific criminal offenses required to be reported), [Clery Geography](#) (areas for which crimes must be disclosed), and Responsible University Authority (RUA), which refers to individuals who are authorized to initiate emergency notifications based on their roles or affiliations with the university.

The process of sending an emergency notification involves two distinct functions: authorizing and issuing. "Authorizing" refers to the act of approving the issuance of a notification, while "issuing" refers to the technical process of broadcasting it. To support timely communication, there is no separate approval process for the message content if pre-approved templates are used. These templates contain standardized language with blank fields to be filled in based on the incident.

RUAs are designated university officials who are authorized to issue emergency notifications. These individuals, in rank order, include the Chancellor, Vice Chancellor for Academic Affairs, Vice Chancellor for Finance and Administration, Chief of Staff, Vice Chancellor for University Communications and Marketing, the Chief of Police, Senior Police and Public Safety Officer on duty and the Environmental Health and Safety Officer. If any of these officials are unavailable, their designees may act on their behalf.

Before authorizing an emergency notification, RUAs should attempt to confirm the nature and existence of the suspected emergency. However, in situations where waiting for full confirmation could endanger more individuals, RUAs may proceed based on credible and timely reports. For instance, multiple reports of gunshots or a tornado warning from the National Weather Service for Pembroke, North Carolina, are sufficient grounds for an immediate notification even if law enforcement has not directly observed the threat.

Upon learning of a potential emergency, the RUA most familiar with the situation should, if time permits, consult the Chancellor or another cabinet-level RUA for authorization. If such consultation is not possible due to time constraints, the RUA may authorize the notification based on its professional judgment. Campus Police are often the first to become aware of a potential emergency, and in most cases, the senior officer on duty will act as the RUA. That officer will decide whether to confirm the threat and either consult with others or proceed independently, depending on the urgency of the situation.

In rare instances, issuing a notification could worsen the emergency or hinder the university's efforts to contain it. In such cases, RUAs should consult the Chancellor or another senior official if time allows. As an emergency progresses, the designated RUA may change. For example, the initial RUA might be the senior police officer on duty, but as the situation evolves, responsibility may shift to the Chief of Police, the Executive Director of University Communications and Marketing, or even the Chancellor. Follow-up updates and "all clear" messages may be authorized by a different RUA than the one who authorized the initial notification. As higher-level RUAs become available and the situation stabilizes, they must notify lower-level RUAs that they are assuming responsibility for issuing further notifications.

The first emergency notification during an incident will always be issued by telecommunicators in UNCP Police and Public Safety. These telecommunicators will continue to issue all subsequent updates until the university's Emergency Operations Center (EOC) is activated and staff from the Division of University Communications and Marketing (UCM) are present. Once UCM staff are available in the EOC and conditions allow, they will assume responsibility for issuing subsequent emergency notifications and messages. Coordination of the messaging transition from Campus Police to UCM must occur through the EOC Director and a designated Campus Police representative.

To issue a notification, the authorizing RUA will call the Police Department and instruct the on-duty telecommunicator to send the message. The RUA must ensure the telecommunicator fully understands the nature of the emergency and the basic facts, including who is affected, what is occurring, when, and where the incident is happening, so the appropriate message template can be used and filled out accurately. Telecommunicators use the official Emergency Notification System (as detailed in Policy 04.25.12) to distribute these messages.

There are three types of emergency notifications: the initial message, status updates, and the all-clear. An initial emergency notification is issued when an RUA confirms that an immediate threat exists to the safety or security of the campus population. A status update provides additional information, instructions, or changes in the university's operational status. Even when no new information is available, status updates must be sent at least every 20 minutes to inform the campus that the situation is still under investigation or being managed. An all-clear notification signals that the emergency has ended and that it is safe to resume normal activities. Status and all-clear messages should be timed so that they do not overlap via SMS or other channels.

The Chief of Police serves as the university's designated emergency alert authority. This role includes responsibility for the ENS infrastructure, training programs, system maintenance, testing, and development of standardized emergency message templates in coordination with the Clery Compliance Coordinator.

All telecommunicators in UNCP Police and Public Safety are trained and authorized to issue emergency notifications through the ENS. Additionally, the Vice Chancellor for University Communications and Marketing and two designees from within the division of University Communications and Marketing have this ability and may issue messages when the EOC is operational.

All individuals designated as RUAs must receive documented training on the emergency notification decision-making process. This includes mandatory training within 10 days of hire and annual refresher training thereafter. Training documentation is maintained by the campus emergency alert authority.

Timely Warning Notices

Scope: Narrow focus on Clery Act crimes.

Why: Timely warnings are triggered by crimes that have already occurred but represent an ongoing threat. UNC Pembroke will issue a timely warning for reported Clery Act crimes occurring within its Clery Act geography when the University determines that the incident represents a serious or ongoing threat to the campus community. Reports may originate from Campus Security Authorities (CSAs) or a local, state, or federal law enforcement agencies.

Where: Applies to crimes that occur anywhere on our Clery Act geography.

When: We will issue a warning as soon as the pertinent information is available.

TIMELY WARNING NOTICES will be issued when a Clery Act crime is reported to UNCP Police and Public Safety or local law enforcement. The crime must occur within the UNCP [Clery geography](#) (a specified geographic area), and the university considers it a serious or continuing threat to students and/or employees. The Chief of Police or his designee will compose a notification and issue it to the campus community.

Timely Warning Notices may be issued for Clery Act crimes, including 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 are having a disagreement, there may be no ongoing threat to other members of the campus community, and a Timely Warning Notice would not be distributed. In cases involving sexual assault, they are often reported long after the incident occurred, and 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. In determining whether a Timely Warning should be issued, the University may consider factors including the nature and seriousness of the crime, the location and timing of the incident, whether the suspect has been identified or apprehended, patterns of similar incidents, the continuing danger to the campus community, and whether issuing a warning could compromise law enforcement efforts or identify a victim. The Chief of Police is designated as the campus emergency alert authority and has primary responsibility for determining whether a Timely Warning related to criminal activity should be issued, following the procedures outlined in the University’s Timely Warning Policy. When time permits, the Chief of Police will consult with the Clery Compliance Coordinator, the Chancellor, and the Executive Director of University Communications and Marketing. All telecommunicators within the UNC Pembroke Department of Police and Public Safety have the ability to issue Timely Warnings through the Emergency Notification System (ENS) or email. Additionally, the Executive Director of University Communications and Marketing and two designees within the Division of University Communications and Marketing are authorized to issue Timely Warnings through the same channels. The Clery Compliance Coordinator advises the campus emergency alert authority on Timely Warning requirements and may assist in reviewing specific incidents to determine the need for a warning and the appropriate content. Campus Security Officials include University Police, non-police security personnel responsible for monitoring university property, individuals or offices designated by policy as crime reporting entities, and officials with significant responsibility for student and campus activities. If a situation presents an immediate threat to the campus community, an emergency notification may be issued instead, in accordance with Policy 04.25.10. Because Timely Warnings are, by definition, not immediate alerts, there is typically more time to evaluate the situation and craft the warning. The Chief of Police will work with University Communications and Marketing to develop the message content when time allows. The Chief of Police or designees review all reports to determine if there is an on-going threat to the campus 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.

Brave Alert

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 Brave Alert 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 MyUNCP, which will be uploaded to Brave Alert. Brave Alert 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 enroll in this notification system.

In an effort to provide timely notice to the campus community, and in the event of a crime that may pose a serious and ongoing threat to members of the campus community, a Timely Warning Notice is distributed to all students and employees via multiple means. Timely Warnings sent through ENS will be limited to 256 characters (text message limits). If the available information and safety steps require additional space, the Timely Warning will be sent via email; if sent through the ENS, it will be followed up with an email to provide additional information.

Channels the university may use to disseminate the emergency notifications and timely warnings are as follows:

- [Brave Alert](#) (Email blasts) from Police and Public Safety
- Brave Alert (Text messages) from Police and Public Safety
- Email Blasts from the Office of University Marketing and Communications (UCM)
- Robocalls
- [UNCP Homepage](#)
- UNCP's social media (Facebook, Twitter, etc.)
- Emergency Information Hotline 910.521.6888
- Regional and state news media contacts
- The [UNCP Police and Public Safety](#) website
- The student newspaper, [The Pine Needle](#) and its [website](#).

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

UNC Pembroke maintains an Emergency Notification System (ENS) with multi-channel communication capabilities to rapidly disseminate emergency information to the campus community. The purpose of this policy is to outline the criteria, procedures, and responsibilities for issuing emergency notifications in the event of a significant emergency or dangerous situation occurring on or near campus that poses an immediate threat to the health or safety of students or employees.

Scope: Wide focus on any significant emergency or dangerous situation (may include Clery Act crimes).

Why: Emergency notification is triggered by an event that is currently occurring on or imminently threatening our campus community. We will initiate emergency notification procedures for any significant emergency or dangerous situation occurring on our campus involving an immediate threat to the health or safety of students or employees.

Where: Applies to situations that occur on your campus.

When: We will initiate procedures immediately upon confirmation that a dangerous situation or emergency exists

or threatens.

EMERGENCY NOTIFICATIONS should be issued when it is determined that a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurs on campus. This includes all hazards, not just Clery crimes. When a potential emergency is reported, a designated Responsible University Authority (RUA), which may include senior administrators, police officials, or emergency personnel, will confirm whether a significant threat exists. While confirmation is ideal, notifications may be issued on reasonable belief and professional judgment, without full verification, in time-sensitive situations. These include, in ranked order: Chancellor, Vice Chancellor for Academic Affairs, Vice Chancellor for Finance and Administration, Chief of Staff, Vice Chancellor for University Communications and Marketing, the Chief of Police, Senior Police Officer on Duty, and Environmental Health and Safety Officer. Any of the above officials, based on their professional judgment and available information, may authorize the issuance of an emergency notification. Confirmation may involve observable facts, reports from first responders, or alerts from trusted sources (e.g., the National Weather Service). However, in fast-moving events, full confirmation is not required if immediate notification is necessary to protect life or prevent harm. If time allows the RUA most familiar with the situation should consult with the Chancellor or a cabinet-level administrator. However, RUAs are empowered to act independently if a delay would risk lives.

Emergency Notifications generally fall into three categories: (1) Initial Notifications are issued upon confirmation of a significant emergency or dangerous situation involving an immediate threat to health or safety; (2) Status Updates are issued when additional information becomes available or protective actions change. During extended incidents, status updates may be issued regularly while the incident is being managed; (3) All Clear are issued when the emergency or dangerous situation has been contained and normal operations may resume.

Hazard examples may include weather conditions (snow, ice, hurricanes and floods) and hazardous materials leaks (chemicals and gas).

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 communication methods 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 [Brave Alert Campus Safety 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 communication methods 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. For warnings sent through ENS, the message will contain no more than 256 characters (text message limits). If the available information and safety steps require additional space, the message will be sent via email. For non-UNCP alert channels, which are not limited by a maximum number 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 emergency message, additional notifications will provide further information about the alert or incident. If it is determined that members of the campus community need to evacuate their buildings, then an additional notice will be sent with information for evacuations in accordance with the university's fire evacuation policy. Notifications will provide the campus community with information to make informed decisions about their safety and the safety of others around them.

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 and any subsequent notifications.

Anyone who has information warranting a timely warning or emergency notification should immediately report the circumstances to UNCP Police and 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 the Chief of Police), a

campus-wide warning or notification message will be issued by using any or all of the above notification options.

UNC Pembroke will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the ENS, unless responsible authorities determine that issuing the notification would compromise efforts to assist victims, contain the emergency, respond to the emergency, or otherwise mitigate the emergency. The content will include, 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](#) is posted on the university's website.

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, Brave Alert email blasts and text messages, and robocalls 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 the surrounding community of UNC Pembroke. Additionally, daily quiet tests for the siren towers are performed at 6 a.m. and 6 p.m.. 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.



Emergency Exercises

While the university works diligently to maintain a safe and secure campus environment, it's understood that trainings, assessments, and evaluations can lead to improvements. The university is committed to constantly improving our emergency response procedures and communications. Annual emergency training exercises involving internal departments (e.g., Police and Public Safety, Student Health, Facility Management, Environmental Health and Safety, Housing and Residence Life, Communications and Marketing, and the administration), all of our neighboring law enforcement partners, and local first responders help us ascertain what works and what needs to be improved.

Reporting Crime Statistics to SBI

UNCP Police and Public Safety 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. The [Daily Crime/Fire Log](#) is posted on the department's website.

Monitoring and Reporting of Off-Campus Criminal Activity

In accordance with the Clery 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) that it monitors for records of criminal activity, and therefore no reflection of crime for this particular Clery category is recorded.

Security of and Access to Campus Facilities

Administrative and Academic Facilities

Building security is a primary function of 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 the day the request is made. Security surveys are done to determine if additional improvements can be made to improve existing conditions within and around campus buildings to promote a safe environment. During New Employee Onboarding and New Student Orientation, new employees and students, respectively, are told about campus security procedures and practices and encouraged to be responsible for their own security and the security of others.

After normal working hours, UNC Pembroke has an on-call facilities employee who 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 residential areas.

Campus 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 and Public Safety staff. Live-in Residence Life Coordinators 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.

Inspection surveys of 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.

The university provides coeducational housing in a variety of configurations. Residents are required to 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 card access system. The University Courtyard 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 housing to enhance security effectiveness. When the campus is closed, residential facilities may also be closed. Those few students who are authorized to live on campus during these times are registered with the Office of Housing and Residence Life, and special security procedures are established. UNCP Police and 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 should 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 and Public Safety or your Residence Life Coordinator
- 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 and Public Safety or your Residence Life Coordinator
- 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 [UNCP Academic Catalog](#). 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 Residence Life Coordinators 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.

Information regarding on-campus student housing can be found at the following link:
[Housing Options | The University of North Carolina at Pembroke](#)¹

Campus 911 Address

All campus buildings have assigned 911 addresses that can be used in an emergency, for voter registration, and for mailing purposes. The campus 911 address page can be found at [911 Building Addresses](#).

Off-Campus Student Residences

Off-campus housing includes apartments, private homes, and 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

¹ Belk Hall was not used as Residential Housing for academic years 2022-2023 and 2023-2024
The University of North Carolina Pembroke

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. The university does not have fraternities or sororities with off-campus or on-campus housing.

Being Responsible for Your Own Safety and the Safety of Others

Campus Traffic Rules and 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 on the [Parking and Transportation Tab](#) on the Campus Safety website.

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 to lessen our probability of being a victim of crime. By following these simple precautions, our learning environment and/or workplace will be safer.

Personal Safety Precautions

- Don't walk or jog alone
- Walk in well-lighted 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 about "what you have;" don't let everyone know what you own
 - Record model and serial numbers of your electronics. Download the Personal Property Inventory List available on the Police and Public Safety webpage under the SAFETY INFORMATION tab

Residence Hall 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 – if there is anyone 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

The University of North Carolina Pembroke



- 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 online 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 may not be paying attention
- If you are using a smartphone, 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. Provide the 911 address of your location, which can be found (including evacuation maps for each building) at [911 Building Addresses](#).
- 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 over 50 locations in buildings all across campus (as well as in Police and Public Safety vehicles) and provide an increased chance of survival for the victim if a cardiac emergency arises. Campus AEDs are fully automated and provide audible instructions to the user during a cardiac event.
- AEDs are intended to be used in conjunction with CPR (Cardio-Pulmonary Resuscitation). American Heart Association CPR/AED certification classes are taught on campus and can be scheduled through the Environmental Health and Safety Office upon request at safety@uncp.edu.

Fire Safety

- Upon discovering a fire, immediately sound the building's fire alarm and alert other occupants by activating the nearest fire pull station. Every individual is asked to take note of each fire pull station location within the building in which they are working or residing.
- Call 9-911 from a campus telephone or 911 from any other telephone, giving your name and the location of the fire. Provide the 911 address of your location, which can be found at [911 Building Addresses](#).
- After 911, you should notify Police and Public Safety (910-521.6235).
- If the fire is small, a fire extinguisher may be used to extinguish the fire (if you are trained and confident to do so). Always use your judgment and complete Fire Safety 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 not have 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, remember to Stop, Drop and Roll.
- All building occupants are asked to take note of the location of each fire pull station, fire extinguisher, and fire hose within the building they are working or residing.

**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. After alerting emergency units, 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 during an emergency. 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 INDOORS! 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, and auditoriums, gymnasiums, or other structures with wide, free-span roofs.
- Take shelter underneath your desk or any heavy furniture.
- Assume a position to protect your head, face, 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 assistance as needed.

Hurricane

A **Hurricane WATCH** means that hurricane conditions (sustained winds of 39-73 mph) are **possible**. A hurricane watch is issued 48 hours in advance of the anticipated onset of tropical-storm-force winds. Once a hurricane watch has been issued, students should prepare for an evacuation in case a hurricane warning is issued.

A **Hurricane WARNING** means that hurricane conditions (sustained winds of 74 mph or higher) are **expected**. To provide time for people to prepare for an evacuation from a hurricane, hurricane warnings are issued 36 hours in advance of the anticipated onset of tropical-storm-force winds. Once a hurricane warning has been issued, students and employees (other than essential employees, as seen below) should leave the threatened area immediately.

Since hurricane conditions provide advanced notice of their intensity and possible severity, the university will provide students and employees with all relevant information and safety recommendations so that they may make informed decisions for their personal safety. As a hurricane intensifies and moves closer to campus, the university may cancel all classes, programs, and athletic events and issue evacuation orders for all students and employees. Upon receiving evacuation orders, all students and employees (other than UNCP essential employees, as seen below) must leave campus and seek shelter elsewhere.

Possible weather and environmental conditions that could last multiple days:

- Excessive rain resulting in flooding (exterior and interior of campus buildings and athletic facilities)
- Lumber River overflow resulting in flooding
- Strong winds resulting in downed trees and power lines, and building damage, loss of power/electricity
- Road and bridge closures (flooded and/or erosion and collapse) on campus and throughout the commuting areas
- Mold, wind damage, water intrusion, and other structural damages

The Chancellor, Chancellor's Cabinet, the Emergency Operations Committee, Police and Public Safety, and the Office of University Communications and Marketing will continue to monitor the weather and subsequent recovery efforts for the campus and greater community and provide continuous safety announcements to members of the campus community via:

- [BRAVE ALERTS](#)



- [Brave Alert messages](#)
- Emails
- Text messages
- Robocalls
- Creation of a webpage on the university's website devoted specifically to the emergency situation. This webpage will journal the messages from the University Marketing and Communications office and provide links to relevant websites for information related to weather and travel conditions, university policies related to emergency management and human resources and emergency preparedness resources and tips.

Closing Campus for Inclement Weather

During periods of inclement weather, it may be necessary to close the university for safety reasons. Inclement weather includes ice and snowstorms, tornadoes, hurricanes, and flooding that present a threat to the campus community 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 community, it is the joint responsibility of the Provost and Vice Chancellor for Academic Affairs (or designee), the Chief of Police, Director of Environmental Health and Safety, Assistant Vice Chancellor for Human Resources, and the Chief of Staff to make a recommendation to the Chancellor whether to close the campus.

The university will remain open for classes unless there is a clear danger to the campus community. 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. Closure reports for local public schools or community colleges must not be interpreted that UNC Pembroke will also close; neither should the forecasts of anticipated major storms. *The decision to close the university will 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](#) and UNCP's Emergency Information Hotline at 910.521.6888. Closure notice and subsequent updates will also be provided to the campus community via [Brave Alerts](#), [Brave Alert messages](#), emails, text messages, and robocalls.

UNC System Adverse Weather and Emergency Event Policy

UNCP Emergency Operations Plan

Announcements of emergency closings may take one of two forms:

- Classes are suspended, but administrative and academic offices will remain open
- Classes are suspended, and all university offices are closed*

Essential Employees: As stated in the UNC System Adverse Weather and Emergency Event Policy, Essential/Mandatory Employees are employees who are expected to report to or remain at work during adverse weather and emergency events and, if deemed necessary, to work a differing schedule or shift than normally assigned. When required to report to work during these events, the employee is expected to use sound judgment with respect to maintain personal safety given their individual circumstances, but to also make a substantial and good faith effort to reach the work site in a timely manner. As Essential Employees, the members of UNCP Police and Public Safety will remain on campus under all circumstances. Also, Facilities Operations, as necessary, will assign an essential employee work crew.

Hazardous Materials

Chemical Spills

If the identity of the chemical spill is unknown, it will be treated as a toxic chemical. If the person(s) responsible for the chemical spill judges that it presents any danger to themselves or others or are unsure of the risk, they shall take the following steps:

- Call UNCP Police and Public Safety at 910.521.6235 and provide your name and the location of the emergency. With proper training or knowledge of the chemical, confine or stop the spill by using appropriate absorbent materials on hand. Avoid all contact with skin, eyes, and clothing, and close the door behind you as you exit 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 immediately 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 or is unsure of the risks, then they should 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 DANGEROUSLY HIGH GAS CONCENTRATIONS.**

It is the policy of the university to provide a safe and healthful environment, free from recognized hazards, which may cause significant injury to faculty, staff, students, and visitors. This is accomplished by maintaining a comprehensive safety, health, and environmental program that depends on the active participation of all university employees. The primary responsibility of the Environmental Health and Safety Office is to conduct safety inspections, identify and correct unsafe conditions, conduct safety training, provide consultative services to management, investigate accidents to determine the root cause and recommend appropriate corrective action (risk management), and contribute to the maintenance of a safe working and living environment for the entire campus community.

To encourage and ensure safety, the offices of Environmental Health and Safety and Police and Public Safety conduct campus safety trainings throughout the year:

Fire Safety Practices and Standards

Fire safety and prevention are of paramount importance in a campus living environment, and the primary responsibility rests on each resident. Approximately 2,300 resident students live in two (2) four-story (Oak and Pine Halls), one five-story (Cypress Hall), two (2) six-story (North Hall and Belk Hall), and one (1) apartment complex (University Courtyard); which has ten (10) buildings. 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. Six (6) University Courtyard Apartments are equipped with local smoke detectors and portable fire extinguishers outside each apartment, and four (4) Courtyard Apartment buildings, which were constructed and occupied in the Fall of 2019, are each equipped with a sprinkler system, fire alarm systems monitored by Holmes Electric, and fire extinguishers accessible outside each apartment suite.

All buildings at UNCP are smoke-free. Smoking is defined as the use or possession of any type of lighted tobacco product, 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 buildings is also prohibited. For health and safety reasons, certain appliances and items may not be used or possessed in the residence halls. Appliances with open heating elements are prohibited (e.g., toasters, hot plates, hot pots, cooking coils, 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.).

Per the North Carolina Fire Code, mandatory, supervised fire drills are conducted twice per semester in each residence hall and apartment complex. One evacuation drill must occur within ten (10) days of the start of classes and the other must take place after sundown. These unannounced drills are conducted by the [Office of](#)

[Environmental Health and Safety](#), [Office of Housing and Residence Life](#), [UNCP Police and 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 alarm pull stations, and fire 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 and 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 and 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. The UNCP Police and Public Safety maintain the [Daily Crime/Fire Log](#).

If a fire occurs in any building, the building occupants should evacuate immediately, call 911 and then notify UNC Police and Public Safety by dialing 910.521.6235. If the fire is small (incipient stage), and the person who finds it is trained and confident to do so, they may attempt to extinguish the fire using a university-supplied fire extinguisher. If the fire is large, do not attempt to extinguish it but immediately evacuate the building. At no point must a fire be allowed to get between the person attempting to extinguish it and their nearest exit. ALWAYS consider your safety first in an emergency and use your training and best judgment before attempting to extinguish any fire.

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.

Information is provided to all students residing in student housing on fire safety and the appropriate actions students and Resident Life employees should take during a fire alarm or emergency. This information is also presented to students in floor meetings in each residence hall when they are moving into residential facilities. All Residence Life Coordinators 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.

Severe Weather: Safety Locations for Housing Residents

Belk Hall (Not student housing 2022-2024) North Hall	Congregate along second and third floor hallways, bathrooms, and stairwells. Close interior doors and stay away from windows
University Courtyard Apartments	Move quickly to a bathroom or the living room area staying clear of glass windows. Do not congregate in the open-air stairways
Cypress Hall Oak Hall Pine Hall	Move quickly from rooms to ground level and second floor hallway and stairwells staying clear off glass hallways windows and doors

Security Awareness and Crime Prevention

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) record model and serial numbers of your electronics. Download the Personal Property Inventory List available on the Police & Public Safety webpage under the SAFETY INFORMATION tab; 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 a department or student group. These programs are designed to make students aware of the dangers of the 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 modules on behavioral strategies, tools and campus resources proven to help students make informed healthy choices about alcohol misuse via itMatters, 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.
- **Title IX & Clery Compliance: UNC Pembroke's Officials With Authority (OWAs), Mandated Reporters, and Campus Security Authorities (CSAs)** – This online program was created in-house for all employee compliance training. Topics include sexual harassment and discrimination, sexual violence (Violence Against Women Act offenses: dating violence, domestic violence, stalking, and sexual assaults), supportive measures, Clery crimes & geography, and the risks of non-compliance.
- **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.
- **itMatters: Sexual Violence Prevention Series** - This program is a set of online modules with behavioral strategies, tools, and campus resources proven to help students make informed, healthy choices about topics like alcohol, sexual behaviors, sexual violence, mental health, and sleep wellness. The itMatters: Sexual Violence Prevention Series and the itMatters: Alcohol modules are mandatory for all new incoming students (freshmen, transfer and grad students) to the university and available during the summer, fall, and spring semester. The program is web-based and monitored by Counseling and Psychological Services (CAPS) for successful completion of these modules. A successful passing of a test at the end of the program is required to successfully complete the modules.
- **Fire Awareness Programs** –
 - **Students:** These mandatory programs are designed to educate students, student-employees, and Residence Advisors to identify potentially dangerous fire hazards that may exist in their living quarters and work sites and the 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 are available upon request.
 - **New Employee Onboarding:** These mandatory programs are given throughout the year to new employees to help identify potentially dangerous fire hazards that may exist in the work sites and the steps to take in the event of a fire, so that the risk of injury is minimized.
- **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. An itMatters module has been developed for Hazing awareness for band members, fraternity and sorority members and athletes.

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 near future. These safety programs are available upon request and are highlighted during times of the year when a nationwide awareness initiative focuses on these issues. As a result, these programs are presented during these times.

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, staff, and students 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. 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. The only alcoholic beverages permitted at these events are malt beverages and unfortified wines.

The university's [Drug and Alcohol Policy](#) and [Drug Abuse and Alcohol Prevention Program](#) (DAAPP) can be found on the university website.

The complete [Drug Free Schools and Communities Act \(EDGAR\)](#) can be found on the US Department of Education's website.

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

- Chair the Committee for Substance Use Prevention (CSUP) and have critical input in policy, procedures, and prevention for alcohol and other drug use.
- Present drug and alcohol education programs utilizing multiple strategies to provide prevention, treatment, and education of substance use issues on campus throughout the year.
- Coordinate the completion of itMatters Sexual Violence Prevention and Alcohol Misuse Prevention modules for all first- year students on campus.

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.

Annual Disclosure of Crime Statistics

UNC Pembroke must disclose crime statistics of the three most recent calendar years prior to the named year of the Annual Security and Fire Safety Report for criminal offenses that occurred on or within [Clery geography](#) and that are reported to campus police, the Title IX Office, or to other Campus Security Authorities. 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. Only UNCP Police and Public Safety can unfound a crime that has previously been reported.

This report is prepared in cooperation with the Title IX Office, UNCP Police and Public Safety, Office of Housing and Residence Life, Counseling and Psychological Services, Office of Student Conduct, and the Office of Environmental Health and Safety, and any named entity who has been identified by the university to have significant responsibility for student and campus activities. These entities provide updated information on their educational efforts and programs to comply with the Act. 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 Title IX Office, 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 members of the campus community and the public.

For the 2026 Annual Security and Fire Safety Report, the disclosure of Clery crime statistics is from the calendar years: 2023, 2024, and 2025.

Clery Act Crimes & Offenses

Criminal Offenses (Primary Crimes)

- Criminal Homicide
 - Murder and Non-negligent Manslaughter
 - Manslaughter by Negligence
- Sexual Assault
 - Rape
 - Fondling
 - Incest
 - Statutory Rape
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson

Violence Against Women Act Offenses

- Dating Violence
- Domestic Violence
- Stalking

Additional Offenses

- Hazing

Additionally, hate crimes and particular classifications of hate crimes are required to be reported as well as arrests and referrals for alcohol, and illegal drug and weapon offenses.

Definitions of Clery Crimes

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 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 victims and perpetrators of any gender.
 - **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 is usually 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 preformed 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, Black people, Caucasian, etc.).
 - **Religion:** A preformed negative opinion or attitude toward a group of persons who share the

same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

- **Ethnicity/National Origin:** A preformed 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 preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital, or acquired by heredity, accident, injury, advanced age, or illness.
- **Gender:** A preformed negative opinion or attitude toward a group of persons because those persons are male or female.
- **Gender Identity:** A preformed 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 preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the other 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 it matters 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 by 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.
- **Complainant** – The term used by the Title IX Office for the person experiencing sexual misconduct. Similar terms, but not used by the Title IX Office, are victim and survivor.
- **Respondent** - The term used by the Title IX Office for the person alleged to have committed sexual misconduct. Similar terms, but not used by the Title IX Office, are offender, accused, and perpetrator.
- **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 (one mile) 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 (one mile) and 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 Clery crime statistics when:
 - Sworn or commissioned law enforcement officers have fully investigated the reported crime; and
 - Based on the results of this full investigation and evidence, we 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, which are within the campus, or immediately adjacent to and accessible from the campus.

Understanding Hate Crimes

UNC Pembroke’s Annual Security and Fire Safety Report also reveals statistics of incidents that were reported to campus police and other 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 manslaughter, manslaughter by negligence, 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, Intersex
- **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 latest 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 who has a concealed carry permit still **cannot** walk around campus property with his or her weapon on his or her 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 or are exempt from the law requiring a 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, leaded 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. Do not broadcast to the community that you have a weapon in your car and do not use it to threaten others in the event of a conflict between you and others.

Daily Crime/Fire Log 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: revealing the particular information would jeopardize an ongoing criminal investigation or the safety of an individual, would cause a suspect to flee or evade detection, or would 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.

For Example:

Case Number	Date/Time Reported	Date/Time Occurred	Offense	Location	Disposition
2024-02	02/28/2024 @ 1:14	02/28/2024 @ 1:14	Fire	Courtyard Apartments 2102	A fan motor in the bathroom of the apartment was left running and failed, causing a fire
2024-158	09/14/2024 @ 1215	09/14/2023 @ 1130	Robbery	Pine Hall	Pending Investigation

Missing Students Policy and Procedure

Purpose

UNC Pembroke has established the welfare of students as an important part of its overall mission. The Office of UNCP Police and Public Safety takes pride in its role of maintaining this campus as one of the safest in the country.

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 and 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). If the student lives off-campus, reports should be made to a local law enforcement agency; in this area, it could be either Town of Pembroke Police Department (910.521.4333) or Robeson County Sheriff's Office (910.671.3100). 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

In keeping with our responsibility, the university's Missing Student Policy establishes a framework for action when a UNCP student is reported missing. 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 the Vice Chancellor for Student Affairs.

Every year, residential students must identify one or more individuals to be contacted by UNC Pembroke no later than twenty-four (24) hours after the time that the student is determined missing; these contact persons can be the same or different from their identified general emergency contact person. Residential students have the option to have this person's name and contact information kept confidential by the Office of Housing and Residence Life. The student is responsible for ensuring that the contact information is up-to-date and accurate.

Pursuant to the [UNCP Missing Residential Student Policy](#), the university will notify the appropriate law enforcement agency no later than twenty-four (24) hours after the time that the student is determined missing. Residential students who are under eighteen (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 list in order to check with the student's instructors and classmates.

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.

Notification to Victims of Crimes of Violence

Upon written request, the university will disclose to the alleged victim of a crime of violence or non-forcible 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 and be entitled to such disclosure.

All victims of sex offenses are provided the results of any disciplinary proceedings conducted by UNC Pembroke.

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, is a volunteer, 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. This information can be found on the [NC Sex Offender Registry](#), which is maintained by the NC State Bureau of Investigation.

PART III SEXUAL MISCONDUCT

Sex/Gender-Based Discrimination and Harassment Dating Violence, Domestic Violence, Stalking & Sexual Assault

UNC Pembroke is committed to providing an inclusive and welcoming environment for all students, faculty, staff, and visitors and affirms its commitment to maintaining a campus culture that emphasizes the dignity and worth of all members of the campus community. Members of the campus community are expected to engage in conduct that contributes to the culture of integrity and honor that we always strive to maintain. The university prohibits its faculty, staff, and students from engaging in any form of gender-based discrimination and harassment, sexual violence (dating violence, domestic violence, stalking, and sexual assault), and retaliation and expects these individuals to refrain from committing these acts of sexual misconduct as these offenses jeopardize the health and welfare of our students, employees, and visitors. In compliance with federal and state law and university policy, the university maintains processes to provide redress and remediation to individuals or groups who believe they have been the victim of these sexual misconduct offenses.

Toward that end, UNC Pembroke issues this statement of policy to inform the campus community of our programs to address dating violence, domestic violence, stalking, and sexual assault as well as the procedures for institutional disciplinary action in cases of these sexual misconduct offenses, which will be addressed regardless of whether the incident occurs on or off campus when it is reported to the Title IX Coordinator or another university official.

[The Clery Act](#), as amended by the [Violence Against Women Reauthorization Act of 2013](#) (VAWA), requires colleges and universities to specifically address dating violence, domestic violence, stalking, and sexual assault 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 and employees, which includes acts of sexual violence, is a form of discrimination based on sex that is prohibited by Title IX. Title IX requires grievance procedures that provide for the prompt and equitable resolution of gender-based discrimination and harassment complaints and current regulations mandate prevention, awareness, resources, and mandatory reporter 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 to address these types of sexual misconduct offenses, to include sexual assault (including rape and acquaintance rape), sexual battery, sexual coercion, dating violence, domestic violence, and stalking as further defined in the Clery Act and Title IX.

Reports of sexual misconduct or questions should be addressed to the [Title IX Office](#).

Leigh Parker
Title IX Coordinator
Dr. Joseph B. Oxendine Administrative Building, Suite Room 104
910.521.6398 Titleixcoordinator@uncp.edu

Federal Clery Definitions Dating Violence, Domestic Violence, Stalking, & Sexual Assault

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 §668.41², 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 Complainant'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

² 34 CFR §668.41 Reporting and Disclosure of Information

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
 - 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 Dating Violence, Domestic Violence, Stalking, & Sexual Assault

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

- a) The commission of one 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, but does not include acts of self-defense:
 - 1) Attempting to cause bodily injury, or intentionally causing bodily injury; or
 - 2) 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
 - 3) Committing any act defined in G.S. 14-27.2 (First-Degree Rape) through G.S. 14-27.7 (other sex-based offenses).

According to reporting statistics, dating violence and domestic violence are issues that are frequently shown to be on the rise year after year. Domestic violence is seen as more than "actual physical violence." It can also occur as 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 duties).

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 domestic violence protective order (DVPO) 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 protection, the victim has the option to receive on-campus or off-campus counseling. UNC Pembroke’s Counseling and Psychological Services can provide advocacy or support through counseling or offer options for where to seek additional advocacy help. Individuals who may know of an individual who is a victim of dating/domestic violence should notify the Title IX Office by using the [Sexual Harassment Reporting Form](#).

Students and employees can also make a CARE referral by using the following link: [CARE Report Form](#). **However, all reports of gender-based discrimination, harassment, or sexual violence to the CARE Team will be forwarded to the Title IX Office and could result in a delay of potential on- campus and/or off-campus assistance.** On all reporting forms, all fields that are noted with a red asterisk (*) are required to be filled in. It is additionally important to name the victim experiencing abuse and detailed 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.

[Sexual Harassment Reporting Form](#)

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

- *Robeson County*
Southeastern Family Violence Center – 910.739.8622
- *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 has been filed with the Title IX Office and/or 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 is NOT OK for your significant other 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
- Repeatedly abuse you and then "make up" with you, saying that they will never do it again.

It IS OK for you to:

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

B. Sexual Assault: North Carolina General Statute 14-27 defines rape and sexual assault as the following:

1. First-degree forcible rape NCGS §14-27.21

- (a) A person is guilty of rape in the first degree if the person engages in vaginal intercourse with another person and against the will of the other person, and does any of the following:
 - 1) Uses, threatens to use, or displays a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon.
 - 2) Inflicts serious personal injury upon the victim or another person.
 - 3) The person commits the offense aided and abetted by one or more other persons.
- (b) Any person who commits an offense defined in this section is guilty of a Class B1 felony.
- (c) Upon conviction, a person convicted under this section has no rights to custody of or rights of inheritance from any child born as a result of the commission of the rape, nor shall the person have any rights related to the child under Chapter 48 or Subchapter 1 of Chapter 7B of the General

Statutes. (1979, c. 682, s. 1; 1979, 2nd Sess., c. 1316, s. 4; 1981, c. 63; c. 106, ss. 1, 2; c. 179, s. 14; 1983, c. 175, ss. 4, 10; c. 720, s. 4; 1994, Ex. Sess., c. 22, s. 2; 2004-128, s. 7; 2015-181, s. 3(a), (b).; 2017-30, s. 1.)

2. **Second-degree forcible rape NCGS §14-27.22**

(a) A person is guilty of rape in the second degree if the person engages in vaginal intercourse with another person:

- 1) By force and against the will of the other person; or
- 2) 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 disabled, mentally incapacitated, or physically helpless.

(b) Any person who commits the offense defined in this section is guilty of a Class C felony.

(c) Upon conviction, a person convicted under this section has no rights to custody of or rights of inheritance from any child conceived during the commission of the rape, nor shall the person have any rights related to the child under Chapter 48 or Subchapter 1 of Chapter 7B of the General Statutes. (1979, c. 682, s. 1; 1979, 2nd Sess., c. 1316, s. 5; 1981, cc. 63, 179; 1993, c. 539, s. 1130; 1994, Ex.

Sess., c. 24, s. 14(c); 2002-159, s. 2(b); 2004-128, s. 8; 2015-181, s. 4(a), (b).)

3. **First-degree forcible sexual offense NCGS §14-27.26**

(a) A person is guilty of a sexual offense in the first degree if the person engages in a sexual act with another person by force and against the will of the other person, and does any of the following:

- 1) Uses, threatens to use, or displays a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon.
- 2) Inflicts serious personal injury upon the victim or another person
- 3) The person commits the offense aided and abetted by one or more other persons.

(b) Any person who commits an offense defined in this section is guilty of a Class B1 felony. (1979, c. 682, s. 1; 1979, 2nd Sess., c. 1316, s. 6; 1981, c. 63; c. 106, ss. 3, 4; c. 179, s. 14; 1983, c. 175, ss. 5, 10; c. 720, s. 4; 1994, Ex. Sess., c. 22, s. 3; 2015-181, s. 8(a), (b); 2017-30, s.2.)

4. **Second-degree forcible sexual offense NCGS §14-27.27**

(a) A person is guilty of a sexual offense in the second degree if the person engages in a sexual act with another person:

- 1) By force and against the will of the other person, or
- 2) Who is mentally disabled, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know the other person is mentally disabled, mentally incapacitated, or physically helpless.

(b) Any person who commits the offense defined in this section is guilty of a Class C felony. (1979, c. 682, s. 1; 1979, 2nd Sess., c. 1316, s. 7; 1981, c. 63; c. 179, s. 14; 1993, c. 539, s. 1131; 1994, Ex. Sess., c. 24, s. 14(c); 2002-159, s. 2(c); 2015-181, s. 9(a), (b).)

5. **Statutory rape of a person who is 15 years of age or younger NCGS §14-27.25**

(a) A person is guilty of statutory rape (Class B1 felony) if the defendant engages in vaginal intercourse with another person who is 15 years of age or younger and the defendant is at least 12 years old and at least six years older than the person, except when the defendant is lawfully married to the person.

(b) Unless the conduct is covered under some other provision of law providing greater punishment, a defendant is guilty of a Class C felony if the defendant engages in vaginal intercourse with another person who is 15 years of age or younger and the defendant is at least 12 years old and more than four but less than six years older than the person, except when the defendant is lawfully married to the person. (1995, c. 281, s. 1; 2015-62, s. 1(a); 2015-181, s. 7(a), (b).)

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); 2015-181, s. 2.)

C. NC General Statute §14-277 defines stalking as the following

Stalking §14-277.3A

- (a) Legislative Intent. - The General Assembly finds that stalking is a serious problem in this State and nationwide. Stalking involves severe intrusions on the victim's personal privacy and autonomy. It is a crime that causes a long-lasting impact on the victim's quality of life and creates risks to the security and safety of the victim and others, even in the absence of express threats of physical harm. Stalking conduct often becomes increasingly violent over time.
The General Assembly recognizes the dangerous nature of stalking as well as the strong connections between stalking and domestic violence and between stalking and sexual assault. Therefore, the General Assembly enacts this law to encourage effective intervention by the criminal justice system before stalking escalates into behavior that has serious or lethal consequences. The General Assembly intends to enact a stalking statute that permits the criminal justice system to hold stalkers accountable for a wide range of acts, communications, and conduct. The General Assembly recognizes that stalking includes, but is not limited to, a pattern of following, observing, or monitoring the victim, or committing violent or intimidating acts against the victim, regardless of the means.
- (b) Definitions. - The following definitions apply in this section:
 - (1) Course of conduct. - Two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, is in the presence of, or follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
 - (2) Harasses or harassment. - Knowing conduct, including written or printed communication or transmission, telephone, cellular, or other wireless telephonic communication, facsimile transmission, pager messages or transmissions, answering machine or voice mail messages or transmissions, and electronic mail messages or other computerized or electronic transmissions directed at a specific person that torments, terrorizes, or terrifies that person and that serves no legitimate purpose.
 - (3) Reasonable person. - A reasonable person in the victim's circumstances.
 - (4) Substantial emotional distress. - Significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.
- (c) Offense. - A defendant is guilty of stalking if the defendant willfully on more than one occasion

harasses another person without legal purpose or willfully engages in a course of conduct directed at a specific person without legal purpose and the defendant knows or should know that the harassment or the course of conduct would cause a reasonable person to do any of the following:

- (1) Fear for the person's safety or the safety of the person's immediate family or close personal associates.
 - (2) Suffer substantial emotional distress by placing that person in fear of death, bodily injury, or continued harassment.
- (d) Classification. - A violation of this section is a Class A1 misdemeanor. A defendant convicted of a Class A1 misdemeanor under this section, who is sentenced to a community punishment, shall be placed on supervised probation in addition to any other punishment imposed by the court. A defendant who commits the offense of stalking after having been previously convicted of a stalking offense is guilty of a Class F felony. A defendant who commits the offense of stalking when there is a court order in effect prohibiting the conduct described under this section by the defendant against the victim is guilty of a Class H felony.
- (e) Jurisdiction. - Pursuant to G.S. 15A-134, if any part of the offense occurred within North Carolina, including the defendant's course of conduct or the effect on the victim, then the defendant may be prosecuted in this State. (2008-167, s. 2.)

Stalking in recent years has become a major concern as offenders try to instill fear in their victims by visual, cyber, or telephone/electronic 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 also enable 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 stalking takes place, e-mails, screenshots of 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 local law enforcement. Give notice to the Title IX Office.
- 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.
- There are two ways to initially deal with stalkers: either by the victim addressing them directly to stop or by having the Title IX Office and/or Police and Public Safety (or other law enforcement agency) act as a representative for you. As a measure of added protection for your personal safety, allow these groups 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 may add to the courage of the stalker and empower the stalker. It also places the victim in a potentially dangerous situation with the stalker, which could result in physical injury or worse.
- Work with Campus Police and the Title IX Office to create a safety plan.
- If the stalking is reported to law enforcement at the first known onset of the unwanted actions of the offender, insist on a report of the incident to be made to initiate a "paper trail" for further action.
- 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, Brave Alert. 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 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 online. There is more about you on

the internet than you know!

- Use caution when using social media such as Facebook, TikTok, Twitter, Snapchat, Instagram, Pinterest, and other social networking sites. All too often, people innocently post their whereabouts on these sites, where stalkers can find them easily, or stalkers may go to their residence and lie in wait for them 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.

State of North Carolina's Definition of Consent

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. 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.

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. 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.

UNC Pembroke's Definition of Consent

UNC Pembroke's Sexual Harassment Policy has a 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.

Consent will be determined using both objective and subjective standards. The objective standard is met when a reasonable individual would consider the words or actions of the parties to have manifested an agreement between them to do the same thing, in the same way, at the same time, with one another. The subjective standard is met when a party believes in good faith that the words or actions of the parties manifested an agreement between them to do the same thing, in the same way, at the same time, with one another.

Bystander Intervention

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.”³ 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 Campus Police at 910.521.6235 or 911.⁴ This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to physically intervene.

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, and 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, and/or experience with stalking.
5. Refer people to on or off-campus resources listed in this document for support in health, counseling, and/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. This information is from Rape, Abuse, & Incest National Network, also known as [RAINN](#).

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 tough 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 cash 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 tough 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 by calling Campus Police at 521.6235 or 911.
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 have been drugged, contact law enforcement by calling Campus Police at 910.521.6235 or 911**. 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 who is to blame.

³ Burn, S.M. (2009). A situational model of sexual assault prevention through bystander intervention. *Sex Roles*, 60, 779-792.

⁴ Bystander intervention strategies adapted from Stanford University’s Office of Sexual Assault & Relationship Abuse

- 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, Stalking, and Sexual Assault

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.

Promotion for education programming was conducted by various university offices and student groups and included social media, email blasts, electronic monitors, Brave Connect (university online informational forum), and hardcopy flyers, brochures, and posters. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees. Ongoing awareness and prevention campaigns and educational programming for students, faculty and staff include the following topics:

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 [Sexual Harassment 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 Title IX Office has instituted informational presentations to all university constituents (faculty, staff, and students). These education programs included PowerPoint presentations with handouts, flyers, and/or brochures of information regarding the university’s [Sexual Harassment Policy](#), which includes the definitions all sexual misconduct offenses, process and procedure for handling reports, investigation, and adjudication of sexual misconduct allegations. These programs comply with both Title IX and the Violence Against Women Act, as reauthorized in the Clery Act.

Since the university revised its student Sexual Harassment Policy in 2020 in accordance with the Department of Education’s new regulations, it was important for the Title IX Office, campus police, and the Office of Student Conduct to annually present the policy and regulation to all incoming students, student-athletes, other student groups, and to faculty and staff. As most employees are Campus Security Authorities under the Clery Act and Mandated Reporters under university policy, all faculty and staff are required to attend an annual Title IX and Clery Compliance training program.

Specifically, the university, through its Offices of Title IX, Counseling and Psychological Services, Student Conduct, and Police and Public Safety provided **primary prevention and awareness programs** for all incoming students and new employees. These programs are designed to prevent dating violence, domestic violence, sexual assault, and stalking, and include information on the university’s policies, procedures, bystander intervention strategies, risk reduction, and the definition of these crimes as recognized under applicable law.

Ongoing Prevention and Awareness Programs

The university, through its Offices of Title IX, Counseling and Psychological Services, Student Conduct, and Police and Public Safety, is dedicated to maintaining a safe and respectful campus environment by providing

ongoing prevention and awareness programs focused on sexual assault, domestic violence, dating violence, and stalking. All incoming students and new employees receive mandatory training during orientation that covers important topics such as definitions, consent, bystander intervention, and available support resources. Throughout the academic year, these offices offer workshops, seminars, and awareness campaigns designed to educate the community about risk reduction, healthy relationships, and strategies to prevent sexual misconduct.

Additionally, the university provides bystander intervention training to empower community members to safely intervene in situations that may lead to sexual violence. Educational materials, including brochures, posters, and online resources, are regularly distributed and updated to ensure the campus community remains informed about prevention strategies and reporting options.

Procedures Victims Should Follow if a Crime of Dating Violence, Domestic Violence, Stalking, or Sexual Assault Occurs

While it may be confusing, it is important to understand that the university will address reports of sexual discrimination, sexual harassment, and sexual violence in accordance with the policy that was in place at the time the incident allegedly occurred.

After an incident of sexual assault, dating violence, or domestic violence, the victim should consider seeking medical attention at Southeastern Regional Medical Center or the nearest medical facility as soon as possible. In compliance with the Clery Act's *Violence Against Women Act*, 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, stalking, or sexual assault should report the offense to the university's Title IX Coordinator, 910.521.6398, titleixcoordinator@uncp.edu and if needed, seek protective and other supportive measures. Students and employees can also report via the [Sexual Harassment Reporting Form](#) located on the [Title IX Office](#) webpage.

In North Carolina, evidence still may be collected even if you choose 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, healthcare 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, and other communications, and keeping pictures, logs, or other copies of documents, if they have any, that would be useful to university investigators/adjudicators and/or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining a protection order related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, they nevertheless should consider speaking with UNCP Police and Public Safety or other law enforcement to preserve evidence in the event that they decide 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 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. However, UNCP Police and Public Safety and the Title IX Office will assist any victim with notifying

appropriate municipal law enforcement if the victim so desires.

The well-being of a student or employee 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 particularly important to preserve all physical evidence; therefore, the victim should not bathe, shower, douche, brush their teeth, rinse their 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 and 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 on and off-campus counseling and crisis centers have trained professionals who can help the victim and the victim's family members with the aftermath of the assault. CAPS is located on the second floor of the Braves Health Center. The office number is 910.521.6202.

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

If you have been the victim of dating violence, domestic violence, stalking, and/or sexual assault, you should report the incident promptly to the Title IX Coordinator, Suite 104 in the Oxendine Administrative Building, 910.521.6398, titleixcoordinator@uncp.edu by calling, emailing, or coming to the office to report in person. The victim may also report to UNCP Police and Public Safety. All reports of dating violence, domestic violence, stalking, and sexual assault made to campus police will automatically be referred to the Title IX Office so that supportive measures may be offered regardless of the Complainant's decision to pursue or not pursue criminal charges.

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

The university has procedures in place that serve to be sensitive to Complainants who report dating violence, domestic violence, stalking, or sexual assaults, including informing individuals about their right to file criminal charges as well as the availability of medical or mental health services, 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 a Respondent, such as housing, academic, transportation, and working accommodations, if reasonably available. The university will make every effort to make the victim feel cared for and safe.⁵

The university will discuss all available supportive measures and, upon the Complainant's requests, if they are reasonably attainable, will grant them regardless of whether the Complainant chooses to report the crime to campus police or local law enforcement or proceed with the university's sexual harassment investigation. Supportive measures are available to all students and employees involved in a Title IX/Clery investigation. Students and employees should contact the Title IX Coordinator to assist with these matters. [Sexual Harassment Reporting Form](#)

If a report of dating violence, domestic violence, stalking, or sexual assault is reported to the university, the following procedures will be adhered to:

⁵ Upon the effective date of the new Title IX Regulations (August 14, 2020), the Title IX Office began using the terms Complainant instead of Reporting Party and Respondent instead of Responding Party for those who are experiencing sexual harassment or, allegedly, engaging in sexual harassment.

Incident Being Reported	Initial Procedures UNC Pembroke Will Follow
Dating Violence	1. UNC Pembroke will provide contact information for Title IX Coordinator and notify Title IX Coordinator of the Complainant's report 2. UNC Pembroke will assess immediate safety needs of the Complainant 3. UNC Pembroke will assist Complainant with contacting local police if the Complainant requests and provide the Complainant with contact information for local police department 4. UNC Pembroke will provide written information to the Complainant on how to preserve evidence 5. UNC Pembroke will assess need to implement interim or long-term supportive measures to protect the Complainant, if appropriate 6. UNC Pembroke will provide the Complainant with a written explanation of their rights and options 7. UNC Pembroke will provide a Mutual No-Communication Directive (non-punitive) to both parties if requested or it is deemed appropriate 8. UNC Pembroke will provide a copy of the sexual harassment policy and regulation to the Complainant and inform the Complainant regarding timeframes for inquiry, investigation, and resolution 9. UNC Pembroke will inform the Complainant of the outcome of the investigation, whether the accused will be administratively charged, and the outcome of the hearing 10. 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
Domestic Violence	1. UNC Pembroke will provide contact information for Title IX Coordinator and notify Title IX Coordinator of Complainant's report 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 written information to Complainant on how to preserve evidence 5. UNC Pembroke will assess need to implement interim or long-term protective measures to protect the Complainant, if appropriate 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-Communication Directive (non-punitive) to both parties if requested or it is deemed appropriate 8. UNC Pembroke will provide a copy of the sexual harassment policy and regulation to the Complainant and inform the Complainant regarding timeframes for inquiry, investigation, and resolution 9. UNC Pembroke will inform the Complainant of the outcome of the investigation, whether the accused will be administratively charged, and the outcome of the hearing 10. 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

Sexual Assault	1. UNC Pembroke will provide contact information for Title IX Coordinator and notify Title IX Coordinator of Complainant's report 2. Depending on when reported (immediate vs delayed report), UNC Pembroke will provide Complainant with access to medical care 3. UNC Pembroke will assess immediate safety needs of Complainant 4. UNC Pembroke will assist Complainant with contacting local police if Complainant requests and provide the Complainant with contact information for local police department 5. UNC Pembroke will provide Complainant with referrals to on and off campus mental health providers 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-Communication Directive (non-punitive) to both parties if requested or it is deemed appropriate 9. UNC Pembroke will provide a copy of the sexual harassment policy and regulation 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 the accused will be administratively charged, and the outcome of the hearing 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 provide contact information for Title IX Coordinator and notify Title IX Coordinator of Complainant's report 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 written information to Complainant on how to preserve evidence 5. UNC Pembroke will assess need to implement interim or long-term protective measures to protect the Complainant, if appropriate 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-Communication Directive (non-punitive) to both parties if requested or it is deemed appropriate 8. UNC Pembroke will provide a copy of the sexual harassment policy and regulation to the Complainant and inform the Complainant regarding timeframes for inquiry, investigation, and resolution 9. UNC Pembroke will inform the Complainant of the outcome of the investigation, whether the accused will be administratively charged, and the outcome of the hearing 10. 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

Assistance for Victims: Statement of Rights

Regardless of whether a victim elects to pursue a criminal or university complaint or whether the offense is alleged to have occurred on or off campus, the university will assist victims of dating violence, domestic violence, sexual assault, 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 changes to academic, living, transportation, and working situations or protective measures. UNCP will make such accommodations or provide such protective measures if they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.
- an explanation of the procedures for institutional disciplinary action.

Rights of Victims and UNC Pembroke's Responsibility for Orders for Protections

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 Title IX Office. A Complainant may then meet with Campus Police and the Title IX Office to develop a Safety Action Plan, which is a plan for campus police and the victim to reduce the risk of harm while on campus or coming and going from campus. This plan may include but is not limited to, escorts, special parking arrangements, changing classroom location, allowing a student to complete assignments from home, etc. While the university can offer guidance and assistance, it cannot apply for a legal order of protection/restraining order for a victim from the applicable jurisdiction(s).

PROTECTIVE ORDERS AVAILABLE IN NORTH CAROLINA

Type of Order:	Who Can File For One?	Court?	Based On?
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 another 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-Communication Directive (non-punitive) if deemed appropriate or at the request of the victim or accused. If the university receives a report that such a Mutual No-Communication Directive 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, regardless of the status of the underlying investigation, if any.

Supportive Measures and Protective Measures Available for Victims

Upon receipt of a report of dating violence, domestic violence, stalking, and sexual assault, UNC Pembroke will provide written notification to students and employees about supportive measures available to them, including academic, living, transportation, and working situations. The written notification will include information regarding these supportive measures and available assistance in requesting supportive measures, including protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request supportive measures).

University offices will work cooperatively to assist the victim in obtaining supportive measures at the victim’s request and to the extent of the victim’s cooperation and consent. 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, local law enforcement, or institutes an investigation by the Title IX Office. Examples of options for a potential change to the academic situation may be to transfer to a different section or an online option, if available, 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 locations and reporting structure and 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.

The university 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 UNCP to provide the accommodations or protective measures.

To request changes to academic, living, transportation and/or working situations or protective measures, a Complainant (employee or student) should contact the Title IX Office at 910.521.6398 and/or titleixcoordinator@uncp.edu.

On and Off-Campus Services Available for Victims

Upon receipt of a report of dating violence, domestic violence, stalking, and sexual assault, 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:

VICTIM RESOURCES

<u>On-Campus Resources</u>	<u>Contact Information</u>
<i>Title IX Coordinator</i>	910.521.6398
<i>Police and Public Safety</i>	910.521.6235
<i>Counseling and Psychological Services (CAPS)</i>	910.521.6202
<i>Student Health Center</i>	910.521.6219
<i>Victim Advocacy (CAPS)</i>	910.521.6202
	910.521.6865

<i>Visa and Immigration Assistance</i>	910.521.6255
<i>Student Financial Aid</i>	
<u>Off-Campus Resources</u>	<u>Contact Information</u>
<i>Rape Crisis Center ~ Robeson County</i>	910.739.6278
<i>Rape Crisis Center ~ Cumberland County</i>	910.485.7273
<i>NC Coalition Against Sexual Assault</i>	910.871.1015
<i>Southeastern Family Violence Center</i>	910.739.8622
<i>Legal Aid of NC ~ Pembroke Office</i>	910.521.2831
<i>UNC Health Southeastern</i>	910.671.5000
<i>Scotland Memorial Hospital</i>	910.291.7000

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

[RAINN](#)

[Department of Justice: What is Sexual Assault?](#)

[Department of Education's Office for Civil Rights](#)

Confidentiality and Privacy

Confidentiality means that information shared with designated campus or community professionals will only be disclosed with the student's express written permission unless there is a continuing threat of serious harm to the student or to others or there is a legal obligation to reveal such information (e.g., where there is suspected abuse or neglect of a minor, or a lawful subpoena). A student or employee can seek confidential assistance and support by speaking with specially designated Confidential Resources (CAPS, Student Health Services, and Human Resources).

Privacy generally means that information related to a complaint will only be shared with those university employees who "need to know" in order to assist in its review, investigation, resolution, or the implementation of applicable supportive measures. Information is also shared with the Title IX and Clery Compliance Committees Case Review Group to help ensure appropriate steps were taken on behalf of the students or employees, identify patterns of misconduct, and effectuate best practices. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all students and employees involved in the process. If the decision is made to pursue an investigation, information related to the complaint will be shared with the Respondent. Prior to making the disclosure, the Title IX coordinator will inform the Complainant and, if applicable, ensure appropriate supportive measures to protect the Complainant and the safety of others. Information regarding a complaint will not be shared with either party's parents or guardians unless: the party is a minor, and sharing is permissible under the Family Education Rights and Privacy Act (FERPA); the party has signed a waiver that is compliant with FERPA; or there is an articulable threat to the health or safety of the party or other individuals.

A Complainant 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 Complainant has opted-out of allowing the university to share "directory information," personally identifiable information about the Complainant 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, those involved in providing supportive measures to the Complainant, to include protective measures, and the Case Review Group. By only sharing personally identifiable information with individuals on a need-to-know basis, UNC Pembroke will maintain as confidential, any supportive measures or protective measures provided to the Complainant to the extent that maintaining such confidentiality would not impair the ability of UNC Pembroke to provide the supportive measures or protective measures.

The university does not publish the names 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 Campus Safety Act](#). Furthermore, if a Timely Warning or Emergency Notification 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.

Procedures for Adjudication of Sexual Harassment Violations

Again, it is important to understand that the university will address reports of sexual discrimination, sexual harassment, and sexual violence in accordance with the policy that was in place at the time the incident allegedly occurred.

The university's disciplinary process is for all students and employees involved in sexual discrimination, sexual harassment, or sexual violence incidents. The university's investigation and resolution processes are prompt, fair, and impartial. A prompt, fair, and impartial proceeding includes a proceeding that is: Completed within reasonably prompt timeframes and within a process described in the Sexual Harassment Policy and Regulation. This includes 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.

1. 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.
 - 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
2. Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.

In compliance with both the Violence Against Women Act, the 2020 Title IX regulations, the university has established processes to address allegations of sexual discrimination and sexual harassment, including sexual violence (dating violence, domestic violence, stalking, and sexual assault). As mandated by the 2020 Title IX Regulations and its limited definition and jurisdictional scope of sexual harassment, the university has developed a Formal Grievance Process for investigating and adjudicating Title IX sexual harassment. Also, within this time period and as mandated by the Violence Against Women Act and best practice, the university has developed an Inclusive Complaint Process for all matters of sexual harassment and specifically, sexual violence matters, for the investigation and adjudication of issues that do not meet the more proscriptive definition of sexual harassment under Title IX.

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 and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. Furthermore, the [Sexual Harassment Regulation](#) (2020 Title IX regulations) provide that:

1. The Complainant and the Respondent will have the same opportunities to have an advisor(s) present to provide support, guidance, and advice during any investigatory meeting and/or disciplinary proceeding. In accordance with both state and federal law, the Complainant and the Respondent each have the opportunity to be advised by an advisor (attorney/non-attorney advocate) of their choice at any stage of the process and to be accompanied by that advisor to any related meeting or proceeding. The university will not limit the choice of advisor for either the Complainant or Respondent in any meeting; however, both the Complainant and the Respondent are limited to two (two) advisors for the institutional disciplinary proceeding. Under the 2020 Title IX regulations, during the Formal Grievance Process, the role of one of the advisors in the disciplinary proceeding is specifically for cross-examination (questioning) of the parties and witnesses. The university may establish restrictions regarding the extent to which the advisor may participate in the proceedings; these restrictions would apply equally to both parties.
2. The Complainant and the Respondent will be notified simultaneously, in writing, of 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 Complainant and the Respondent 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 Complainant and the Respondent will be notified, simultaneously, in writing, of the procedures for the Complainant and the Respondent to appeal the result of the institutional disciplinary proceeding. When an appeal is filed, the Complainant and the Respondent 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.

[UNCP's Sexual Harassment Policy](#) states that if the university knows or reasonably should know of incidents of sexual discrimination and harassment, including sexual violence, the university has a duty to offer and provide an investigation. Also, as in accordance with Title IX, whether a Complainant chooses to cooperate should not be a factor for whether an investigation is initiated or disciplinary charges are brought against a Respondent. If, after an initial investigation, it is determined that it is more likely than not that the university's sexual harassment 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 either the [Sexual Harassment Regulation](#) (2020 Title IX regulation). The Complainant may choose to participate in the university's investigatory and adjudicatory process or not. However, deference will be given to the Complainant's wishes.

Disciplinary Proceeding: Cases of Alleged Dating Violence, Domestic Violence, Stalking and Sexual Assault

Student Complainant:

1. How to File a Disciplinary Complaint Under the *Sexual Harassment Policy and Regulation*

A Complainant who feels they have been the victim of sexual harassment, including sexual violence, should contact the Title IX Office. The Complainant may also provide notice to any Deputy Title IX Coordinator, UNCP Police and Public Safety, the CARE Team, CAPS, Student Health Services, the Office of Student Conduct. Any notice of possible sexual harassment to these offices and any other Official with Authority, Mandated Reporter, or Campus Security Authority (all faculty and most staff) will trigger notice to the Title IX Office.

2. How the University Determines Whether This Policy will be Used

Once the Title IX Office has received notice of possible sexual harassment, the office will reach out to the Complainant (unless the Complainant provided notice). After an initial conversation with the Complainant, the Investigator will assess whether the matter falls within the jurisdiction of the 2020 Title IX regulations. For matters that do not fall within the proscriptive requirements of Title IX or are not a sexual harassment case at all, the matter will be sent to the Office of Student Conduct to be addressed. If the matter is a Title IX case, sexual harassment or sexual violence, the Respondent will receive written notice of the allegations, and both the Complainant and Respondent will receive a Statement of Rights, resources, and the right to supportive measures.

3. Steps in the Investigatory and Disciplinary Process

A UNC Pembroke sexual harassment investigation will be conducted by the Title IX Office's Campus Investigator, if available, and the office's director as a backup. Upon receipt of notice of any allegation of sexual harassment, the Campus Investigator will send a letter via email and/or other means, if necessary, to the Complainant verifying receipt of the complaint/notice and informing the Complainant of various support services, the university's Sexual Harassment Policy and Regulation, and the investigatory process. The Complainant will be invited to meet with the Campus Investigator so they can discuss the investigatory and adjudicatory process and the options under this policy. This meeting will also involve a discussion of possible supportive measures that may be appropriate concerning academic, university housing, and/or university employment arrangements. The Campus Investigator will gather initial information and determine whether the allegation falls within the Formal Grievance Process for Title IX cases or the Inclusive Complaint Process for all other sexual harassment (including sexual violence) cases.

The case file will include the names and contact information of the Complainant and the Respondent, the date, location, and nature of the alleged misconduct, and a list of any potential witnesses that may need to be interviewed.

Upon initiation of an investigation, the Campus Investigator will provide written notification to the Complainant and the Respondent via their university email and/or other means, if necessary, and invite the Respondent to meet to discuss the complaint. Both the Complainant and Respondent may, but are not required to, provide a written narrative of the incident to aid in the investigation. These statements will be included in the final report provided to the parties and the hearing board.

The university may issue an administrative order of mutual no contact or take other reasonably necessary supportive measures 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 Complainant. At any time, especially in regard to a sexual violence offense, the Complainant may file a criminal complaint with campus law enforcement or local police, which may result in a criminal investigation. Those who experience sexual misconduct are told in writing they have the right to file or not file a criminal complaint.

The university will attempt to complete the investigation and adjudication within a reasonable timeframe. During the investigation, the investigator may have multiple meetings with the parties and witnesses to clarify and/or receive additional information. Circumstances may require the university to extend this overall timeframe. Examples of reasons why timeframes 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 timeframes will be communicated to both the Complainant and Respondent in writing.

At the conclusion of the interviews, the Campus Investigator will complete both a draft and final Investigation Report, which will include but not be limited to, summaries of all interviews and evidence (photographs, electronic, and forensic evidence, etc.). The draft investigation report will be distributed to the parties and their advisors for review and feedback. Any modifications and/or additional information from the parties will be shared with the parties and their advisors.

All additional information and/or witnesses provided by the Complainant and/or Respondent 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.

Upon final review by the parties, the final Investigative Report is sent electronically to the parties and their advisors, the Title IX Coordinator, and the Hearing Facilitator. The Hearing Facilitator will provide written notice to the parties and their advisors of the hearing process. The Campus Investigator attends all hearings to provide testimony regarding the investigation and the final Investigation Report.

UNC Pembroke Student Conduct Adjudication Process and Code of Conduct

During the student conduct adjudication system, the parties involved in a sexual harassment 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 two (2) advisors present (only one may conduct questioning) with them throughout the hearing process and may present witnesses on their behalf. The sanction for a student found responsible for a sexual harassment 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 should be 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 will follow the procedures outlined in the Sexual Harassment Regulation and the UNCP Title IX Regulation, respectively. The following additional procedures and rights will be afforded to Complainants for cases involving charges of sexual misconduct:

Both parties will have a pre-hearing meeting with the Hearing Facilitator or designee. Both the Complainant and the Respondent will have an opportunity to review all evidence submitted for consideration by the Conduct Hearing Board before the hearing.

Depending on the grievance process, 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, the chair will allow the question to be answered. Prior to the hearing, both the Complainant and the Respondent will have been told to immediately (by phone/text) notify the Title IX Coordinator if they feel the hearing is not fair (i.e., they are being denied due process) so that the director can intervene and ascertain the hearing's fairness to both parties.

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 harassment. The Complainant and Respondent, as students, faculty, or staff, will follow the respective procedures for appeals of a Conduct Hearing Board. In addition, the grounds for appeal in cases involving sexual misconduct are as follows:

1. Procedural irregularity that affected the outcome of the matter
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome of the matter
3. The Title IX Coordinator, Investigator(s), Hearing Facilitator, or Hearing Board members had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter
4. The Final Determination by the Hearing Board is substantially contrary to the weight of the evidence in the record (applicable to sanctions of suspension, expulsion, or termination only).

Student Complainants and/or Respondents 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. Once this appeal is decided, the outcome is final and constitutes the Final Determination; further appeals are not permitted.

Prior to, during, or following the Conduct Hearing Board hearing, supportive measures may be initiated by the university to minimize the impact on the Complainant. These supportive measures may include, but are not limited to, a Mutual No-Communication Directive, housing relocation, reassignment of academic schedule, and interim suspension. When a student is removed via the Emergency Removal process, a hearing of the allegations against the suspended person(s) shall be held as expeditiously as possible.

The university prohibits any form of retaliation by any party to a sexual harassment investigation and/or adjudication process. Should any party feel a university student or employee is retaliating against them, they should immediately inform the Title IX Coordinator.

4. Decision-Making Process

The Conduct Hearing Board (CHB) 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' advisors will be allowed to ask questions, although all questions will be presented to the Chair of the CHB for determination of relevancy and execution; all documents, photos, text messages, etc., provided to the Investigator will be considered by the Hearing Board. The decision of the CHB must be via majority vote with the Chair abstaining unless there is a tie.

5. **Standard of Evidence.** The Conduct Hearing Board and the Students' Campus Appeals 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 the 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.
 - **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.
 - **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.
 - **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.
 - **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.
 - **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.
 - **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.
 - **Mutual No-Communication Directive (formally, Mutual No-Contact Order).** Mutual No-Communication Directives (MNCD) may be assigned in order to facilitate any university inquiry into an incident and/or be assigned as a sanction. These orders are non-punitive and mutually given upon the request of one of the parties, depending on the situation. Generally, no-communication 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 mutual no-communication directive may include additional restrictions and terms. An alleged violation of the MNCD will be referred to the Office of Student Conduct for investigation and possible adjudication.

- **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.
- **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. A UNCP employee must supervise the community work/service, and it may be case or offense-related. The director of Student Conduct can grant additional time to complete community work/service upon written request and justification.
- **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., Zoom, 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.

Disciplinary Proceeding: Cases of Alleged Sexual Discrimination and Harassment, Dating Violence, Domestic Violence, Stalking and Sexual Assault

Employee Complainant:

1. How to File a Disciplinary Complaint Under the new *Sexual Harassment Policy and Regulation*

An employee Complainant (faculty and staff who feels they have been the victim of sexual harassment) should contact the Title IX Office. The Complainant may also provide notice to any Deputy Title IX Coordinator, UNCP Police and Public Safety, and a Mandatory Reporter. Any notice of possible sexual harassment to these offices and any other Mandatory Reporter or Campus Security Authority (all faculty and most staff) will trigger notice to the Title IX Office. The employee can find the [Sexual Harassment Regulation](#) (2020 Title IX regulations), and the [Sexual Harassment Reporting Form](#) on the [Title IX](#) website.

2. How the University Determines Whether This Policy will be Used

Once the Title IX Office has received notice of possible sexual harassment, the office will reach out to the Complainant (unless the Complainant provided notice). After an initial conversation with the Complainant, the Investigator will assess whether the matter falls within the jurisdiction of the 2020 Title IX regulations. For matters that do not fall within the proscriptive requirements of Title IX or are not a sexual harassment case at all, the matter will be sent to the Office of Human Resources to be addressed. If the matter is a Title IX case, sexual harassment or sexual violence, the Respondent will receive written notice of the allegations, and both the Complainant and Respondent will receive a Statement of Rights, resources, and the right to supportive measures.

3. Steps in the Investigatory and Disciplinary Process

A UNC Pembroke sexual harassment (Title IX/Clery) investigation will be conducted by the Title IX Office's Campus Investigator, if available, and the office's director as a backup. Upon receipt of notice of any allegation of sexual harassment, the Campus Investigator will send a letter via email (or other means) to the Complainant verifying receipt of the complaint/notice and informing the Complainant of various support services, the university's sexual harassment policy and regulation, and the investigatory process. The Complainant will be invited to meet with the Campus Investigator so they can discuss the investigatory and adjudicatory process and the options under this policy. This meeting will also involve a discussion of possible supportive measures that may be appropriate concerning academic, university housing, and/or university employment arrangements. In accordance with the 2020 Title IX regulations, the Campus Investigator will gather initial information and determine whether the allegation falls within the Formal Grievance Process for Title IX cases or the Inclusive Complaint Process for all other sexual harassment (including sexual violence) cases.

The case file will include the names and contact information of the Complainant, the Respondent, the date, location, and nature of the alleged misconduct, and a list of any potential witnesses that may need to be interviewed.

Under the 2020 Title IX regulations, upon initiation of an investigation, the Campus Investigator will provide written notification to the Complainant and the Respondent via their university email (or other means) and invite the Respondent to meet to discuss the complaint. Both the Complainant and Respondent may, but is not required, provide a written narrative of the incident to aid in the investigation. These statements will be included in the final report provided to the parties and the hearing board.

The university may issue an administrative order of mutual no communication directive (non-punitive) or take other reasonably necessary supportive measures to provide a safe and nondiscriminatory environment for all parties. The university may also elect to proceed with an investigation in the absence of participation from the Complainant. At any time, especially in regard to a sexual violence offense, the Complainant may file a criminal complaint with campus law enforcement or local police, which may result in a criminal investigation. Victims of sexual misconduct are told they have the right to file or not file a criminal complaint.

The university will attempt to complete the investigation and adjudication within a reasonable timeframe. During the investigation, the investigator may have multiple meetings with the parties and witnesses to clarify and/or receive additional information. Circumstances may require the university to extend this overall timeframe. Examples of reasons why timeframes 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 timeframes will be communicated to both the Complainant and Respondent in writing.

At the conclusion of the interviews, the Campus Investigator will complete both a draft and final Investigation Report, which will include, but not be limited to, summaries of all interviews and evidence (photographs, electronic and forensic evidence, etc.). The draft investigation report will be distributed to the parties and their advisors for review and feedback. Any modifications and/or additional information from the parties will be shared with the parties and their advisors.

All information and/or witnesses provided by the Complainant and/or Respondent in response to their review of the draft Investigation Report, including any additional information from further witness interviews, will be included in the final Investigation Report.

Upon final review by the parties, the final Investigative Report is sent electronically to the parties and their advisors, the Title IX Coordinator, and the Hearing Facilitator. The Hearing Facilitator will provide written notice to the parties and their advisors of the hearing process. The Campus Investigator attends all hearings to provide testimony regarding the investigation and the final Investigation Report.

UNC Pembroke Faculty and Staff Adjudication Process

The Faculty and Staff Hearing Board will follow the procedures outlined in the UNCP Sexual Harassment Regulation (2020 Title IX regulations). The following procedures and rights will be afforded Complainants for cases involving charges of sexual misconduct:

Both parties will have a pre-hearing meeting with the Hearing Facilitator or designee. Both the Complainant and the Respondent will have an opportunity to review all evidence submitted for consideration by the Faculty and Staff Hearing Board before the hearing.

Depending on the grievance process, during a Faculty and Staff 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 Hearing Board chair, and if the question is deemed relevant, the chair will allow the question to be answered. Prior to the hearing, both the Complainant and the Respondent will have been told to immediately (by phone/text) notify the Title IX Coordinator if they feel the hearing is not fair (i.e., they are being denied due process) so that the director can intervene and ascertain the hearing's fairness to both parties.

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 harassment. As students, faculty, or staff, the Complainant and Respondent will follow the respective procedures for appeals of a Conduct Hearing Board. In addition, the grounds for appeal in cases involving sexual misconduct are as follows:

1. Procedural irregularity that affected the outcome of the matter
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome of the matter
3. The Title IX Coordinator, Investigator(s), Hearing Facilitator, or Hearing Board members had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter
4. The Final Determination by the Hearing Board is substantially contrary to the weight of the evidence in the record (applicable to sanctions of suspension, expulsion, or termination only).

UNC Pembroke Employee Conduct Adjudication System

Faculty Complainants and/or Respondents may appeal a sanction decision (but not the decision of responsible or not responsible for sexual harassment offense) by the Conduct Hearing Board to the Vice Chancellor for Academic Affairs & Provost who may affirm or modify the sanction. This sanction decision can be appealed to the Faculty Hearing Committee who can affirm or modify the sanction (using clear and convincing standard of proof). The parties must appeal based on the grounds listed above.

Staff Complainants and/or Respondents may appeal a determination of responsible or not responsible and any sanction to the [NC Office of Administrative Hearings](#). The appeal must be filed within thirty-days (30) calendar days after the parties receive the final university decision.

Prior to, during, or following the Faculty and Staff Hearing Board hearing, supportive measures may be initiated by the university to minimize the impact on the Complainant. These supportive measures may include, but are not limited to: Mutual No-Communication Directive, reassignment of academic schedule, and workplace relocation. When an employee is removed via the Emergency Removal process, a hearing of the allegations against the suspended person(s) shall be held as expeditiously as possible.

The university prohibits any form of retaliation by any party to a sexual harassment 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.

The university employee conduct adjudication process provides a just and equitable process for dealing with alleged violations by employees of university rules, regulations, or laws. The system is informal and is intended to educate employees, to help them make responsible decisions, and to be accountable for their actions.

The Respondent(s) and the Complainant(s) may have two (2) advisors present (only one may conduct questioning) with them throughout the hearing process and may present witnesses on their behalf. The sanction for an employee found responsible for a sexual harassment offense will, at a minimum, be a written warning, probation, with the maximum penalty being termination of employment. The severity of the offense and the potential for subsequent harm to the Complainant 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 university policy and various state and federal laws. However, the university cannot guarantee confidentiality.

3. *Decision-Making Process*

The Title IX Office will advise, as appropriate and necessary, all parties involved in cases alleging sexual harassment, to include the Complainant, Respondent, Office of Human Resources, and supervisors, if applicable. The Title IX Office and the Office of Human Resources will address any identifiable sexual harassment and counsel employees when appropriate to prevent and correct unlawful workplace harassment. The Title IX Office and the Office of Human Resources will create and maintain a work environment free of unlawful workplace harassment.

4. *Standard of Evidence*

The Conduct Hearing Board will adhere to a Preponderance of the Evidence standard for faculty, staff, and students. The Faculty Hearing Committee will adhere to a Clear and Convincing standard of proof for appeals of sanctions for the faculty.

5. *Possible Sanctions*

Appropriate disciplinary action will be taken against any employee found to have engaged in sexual harassment. Disciplinary action could include the following:

- Warning – Verbal or Written
- Performance Improvement Plan/Management Process
- Enhanced supervision, observation, or review
- Required Counseling
- Required Training or Education

- Probation
- Denial of Pay Increase/Pay Grade
- Mutual No-Communication Directive
- Loss of Oversight or Supervisory Responsibility
- Demotion
- Transfer
- Reassignment
- Delay of tenure track progress
- Assignment to new supervisor
- Restriction of stipends, research, and/or professional development resources
- Suspension with pay
- Suspension without pay
- Termination

6. *Range of Protective Measures Available to a Victim Alleging Misconduct*

All complaints and proceedings related to gender-based discrimination and harassment or retaliation will be subject to the university's legal obligations to assure resolution and normally will be kept private 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 supportive measures and 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 measures should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of supportive protective measures include but are not limited to a university Mutual No-Communication Directive, 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.

A violation of a Title IX Office Mutual No-Communication Directive and/or other protective measures may lead to additional and immediate disciplinary action by the Office of Human Resources. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by the university.

Stop Campus Hazing Act

UNCP is committed to maintaining a safe, inclusive, and respectful campus environment, free from hazing in any form. In alignment with the Stop Campus Hazing Act, the Clery Act, and the laws of the State of North Carolina, hazing is strictly prohibited and will not be tolerated under any circumstances, whether occurring on or off campus. Hazing is defined by UNCP as any intentional, knowing, or reckless act committed by one person or a group against another individual or group, regardless of the individual's willingness to participate, in connection with an initiation into, affiliation with, or the continued membership in a student organization. Acts that create a risk of physical or psychological harm, including forced

consumption of substances, physical abuse, sleep deprivation, humiliation, or activities that violate criminal law or university policy are considered hazing and subject to disciplinary and legal consequences.

UNCP strongly encourages anyone who witnesses or experiences hazing, or suspects hazing may have occurred, to report it immediately. Reports can be made to the Office of Student Conduct (conduct@uncp.edu or 910-521-6851), Police and Public Safety (police@uncp.edu or 910-521-6235), or via the university's online reporting platforms, including options for anonymous reporting. All reports are taken seriously and investigated promptly. Investigations are coordinated by the Office of Student Conduct and may include interviews, social media and video evidence review, and collaboration with law enforcement or national headquarters of student organizations. Individuals and organizations found responsible for hazing may face disciplinary actions including probation, suspension, expulsion, revocation of university recognition, or referral for criminal prosecution under state law. Employees found complicit in or failing to report hazing may also face administrative consequences.

To promote a culture of respect and prevention, UNCP provides a range of educational initiatives, including hazing prevention training for student organizations, athletic teams, and bands; Bystander Intervention Training for all students and annual Hazing Awareness Week events. These programs aim to build skills in ethical leadership, community responsibility, and group cohesion without the use of hazing practices.

In accordance with North Carolina General Statutes and federal law, hazing that results in physical injury is a criminal offense, and consent by the individual being hazed is not a legal defense. Information about North Carolina's hazing laws can be found at:

https://www.ncleg.gov/EnactedLegislation/Statutes/HTML/BySection/Chapter_14/GS_14-35.html.

UNCP publishes a Campus Hazing Transparency Report that summarizes all confirmed hazing incidents involving student organizations. The CHTR is included in the Annual Security and Fire Safety Report (ASR) and is posted on the UNCP Campus Safety website. To promote timely access and institutional transparency, the report is updated at least twice per year in July and December, with the first report being published on July 1, 2025. The report includes, as applicable, the organization involved, prohibited conduct, a brief description of the finding, and the outcome/sanctions. Consistent with FERPA and other privacy laws, the CHTR does not include personally identifiable student information. The Director of Student Conduct is responsible for compiling, verifying, and publishing the CHTR in coordination with Police and Public Safety and the Chavis Center for Fraternity and Sorority Life. For questions about hazing prevention and response or to report concerns, contact the Office of Student Conduct, Police and Public Safety, or the Chavis Center for Fraternity and Sorority Life. Information regarding the University's Hazing Transparency Report is available at the following webpage: [campus-hazing-transparency-report-07-2026.pdf](#).

Harrison's Law

In accordance with the revised North Carolina General Statute §14-35, known as Harrison's Law, hazing is strictly prohibited at all educational institutions in the state. The law expands the definition of hazing to include both physical and serious psychological injury inflicted as part of initiation or as a condition of membership into any organized school group, including athletic teams, fraternities, sororities, and other similar organizations. Under Harrison's Law, student violations constitute a Class A1 misdemeanor, while school personnel including teachers, administrators, coaches, and safety officers who engage in or facilitate hazing may be charged with a Class I felony. This law reinforces the institution's commitment to providing a safe and respectful environment for all students. Additionally, in accordance with North Carolina General Statute § 14-38, any student or individual subpoenaed as a witness in a criminal trial related to hazing is required to testify if called by the State. However, individuals who provide testimony under this statute are granted legal protection and cannot be prosecuted or indicted based on the content of their own testimony. This provision encourages full cooperation with investigations into hazing incidents while protecting witnesses from self-incrimination.

UNC Pembroke Clery Crime Statistics

2023 -2024-2025 Clery Crime Statistics

	PRIMARY CRIMES	YEAR	ON CAMPUS	ON CAMPUS RESIDENTIAL ONLY	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
				(subset of on campus)		
CRIMINAL HOMICIDE	Murder and Non-Negligent Manslaughter	2023	0	0	0	0
		2024	1	1	0	0
		2025	0	0	0	0
	Manslaughter by Negligence	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0

	PRIMARY CRIMES	YEAR	ON CAMPUS	ON CAMPUS RESIDENTIAL ONLY	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
				(subset of on campus)		
CRIMINAL OFFENSES	Robbery	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Aggravated Assault	2023	1	1	0	0
		2024	1	1	0	0
		2025	0	0	0	0
	Burglary	2023	2 (1) **	1	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Motor Vehicle Theft	2023	2 (3) **	0	0	0
		2024	1	1	0	0
		2025	2	0	0	0
	Arson	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0

Hate Crimes and Unfounded Crimes

2024: Two on campus incidents of Simple Assault and Intimidation characterized by sexual orientation bias.

For the calendar years 2023, 2024, and 2025 there were no hate crimes.

**Corrected 2023 Clery Crime Statistic as of 12/06/2024. (#) denotes 2023 Clery Crime Statistic as reported on 10/01/2024.

Sex and VAWA Offenses

	PRIMARY CRIMES	YEAR	ON CAMPUS	ON CAMPUS RESIDENTIAL ONLY (subset of on campus)	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
SEX OFFENSES	Rape	2023	9 (10) **	8	0	0
		2024	13	11	0	0
		2025	7	5	0	0
	Fondling	2023	13 (17) **	7 (10) **	0	0
		2024	9	7	0	0
		2025	2	2	0	0
	Incest	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Statutory Rape	2023	0	0	0	0
		2024	1	0	0	0
		2025	0	0	0	0

Violence Against Women Act Offenses

		YEAR	ON CAMPUS	ON CAMPUS RESIDENTIAL ONLY (subset of on campus)	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
VAWA OFFENSES	Sexual Assault	2023	22 (27) **	15 (18) **	0	0
		2024	22	18	0	0
		2025	9	7	0	0
	Domestic Violence***	2023	13 (26) **	8 (15)	0	0
		2024	11	2	0	0
		2025	14	10	0	0
	Stalking	2023	37 (57) **	13 (23) **	0	0
		2024	35	16	0	0
		2025	13	2	0	0

** Corrected 2023 Clery Crime Statistic as of 12/06/2024 . (#) denotes 2023 Clery Crime Statistic as reported on 10/01/2024.

*** Domestic Violence Includes violence between persons of the opposite sex who are in a dating relationship as defined by N.C.G.S § 50B-1(a)6.

Arrest and Referrals for Disciplinary Action for Liquor, Drug, and Weapon Violations

		ARREST				
OTHER OFFENSES	PRIMARY CRIMES	YEAR	ON CAMPUS	ON CAMPUS RESIDENTIAL ONLY	NON- CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
	Liquor Law Violations	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Drug Violations	2023	0 (1)**	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Illegal Weapon Possession	2023	3 (2)**	1 (0)**	0	0
		2024	1	0	0	0
		2025	1	1	0	0

		DISCIPLINARY REFERRALS				
OTHER OFFENSES	PRIMARY CRIMES	YEAR	ON CAMPUS	ON CAMPUS RESIDENTIAL ONLY	NON- CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
	Liquor Law Violations	2023	18 (26)**	18 (25)**	0	0
		2024	12	12	0	0
		2025	16	15	0	0
	Drug Violations	2023	20 (24)**	14 (17)**	0	0
		2024	40	34	0	0
		2025	51	31	0	0
	Illegal Weapon Possession	2023	2 (3)**	1 (2)**	0	0
		2024	2	1 (2)**	0	0
		2025	1	1	0	0

Hazing

		YEAR	ON CAMPUS RESIDENTIAL ONLY (subset of on campus)			
			ON CAMPUS	ON CAMPUS RESIDENTIAL ONLY (subset of on campus)	NON-CAMPUS BUILDING OR PROPERTY	PUBLIC PROPERTY
OTHER OFFENSES	Hazing	2023	NR	NR	NR	NR
		2024	NR	NR	NR	NR
		2025	1	1	0	0

*NR – For the 2023 and 2024 calendar years, the Clery Act did not require reporting statistics on hazing.

Non-Campus Locations Offering Educational Assistance Safety and Security Information

The Office of Academic and Military Outreach's (AMO) primary function is to provide, both on and off campus, the administrative support framework for various academic and administrative departments for UNC Pembroke students, and students enrolled at Cape Fear Community College.

Coordinators for the Office of Academic and Military Outreach will report directly to the Director of Academic and Military Outreach and will conduct work outside the traditional office. While working remotely and recruiting potential students, the office will coordinate UNCP's community college and military outreach support to certain North Carolina community colleges and military installations. The office will also offer existing UNCP online students on-site advisement and tutoring, as well as proctoring for their exams.

A full-time coordinator will have a permanent workspace to fulfill duties at the following community College:

- Cape Fear Community College, Wilmington, NC

The following information provides safety and security information for these locations as required by the Clery Act.

Cape Fear Community College (CFCC)

Cape Fear Community College is located at its North Campus on 4500 Blue Clay Road, Castle Hayne, N.C. 28429. The main office location for the program is located in the North Campus Applied Technologies 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 compiled for resources go to: <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: <https://cfcc.edu/campusafety/emergency-response-guide/>

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://catalog.cfcc.edu/>

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, 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/>

PART IV

ANNUAL FIRE SAFETY REPORT

Fire Safety

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 the institution's campus fire safety practices and standards. 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/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, the building occupants should evacuate immediately, call 911, and then notify UNC Police and Public Safety by dialing 910.521.6235. If the fire is small (incipient stage), and the person who finds it is trained and confident to do so, they may attempt to extinguish the fire using a university-supplied fire extinguisher. If the fire is large, they should not attempt to extinguish it but immediately evacuate the building. At no point must a fire be allowed to get between the person attempting to extinguish it and their nearest exit. They should ALWAYS consider their safety first in an emergency and use their training and best judgment before attempting to extinguish any fire.

The Residential Handbook, made available 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 Residence Life Coordinators 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, including student employees, have access to the university's online Employee Health and Safety Handbook, which covers fire safety, procedures for responding to a fire, and contact information. New employees, specifically, are provided the UNC Pembroke 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

Residence Halls

evacuate the building. Occupants should familiarize themselves with multiple 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 always 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. Elevator emergency phones route directly to UNCP Police and Public Safety's Communications. Upon receiving the emergency phone call, the campus Policy dispatcher will alert a campus police officer who will assist with removal from the elevator.

General Procedures in the Event of a Fire

- **Dial 911 (9.911 from a campus phone)**
- Notify UNCP Police and Public Safety at 910.521.6235
- If an employee or student discovers a small fire (e.g., trash can) and they have no doubts as to their ability to extinguish it with a nearby extinguisher, sound the fire alarm **first**, call 911 an/or campus police at 910.521.6235 (or direct someone to do so) and attempt to extinguish the fire. If the fire cannot be fully extinguished with a single extinguisher, they should evacuate the area immediately.
- They should make all attempts without hazarding their own safety to alert others to evacuate. Once outside, stand back **at least 300 feet from the building and out of the roadways**.

Fire Protection Equipment/Systems

Unmonitored buildings on campus include the ROTC office building, the Thomas office building, the Ebert office building (and Ebert guest house), Wellons Hall, Village Apartments, and the six (6) oldest Courtyard Apartment buildings. All other residential buildings and university buildings are equipped with automatic fire detection and alarm systems, which are monitored by 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.



Charles Chavis, EHS, and Officer Peter Marcinsky teaches students the importance of fire extinguisher safety.

Belk Hall

81 Faculty Row

Not used as student housing for 2021-2022,
2022-2023, and 2023-2024



- 130 Beds
- Sprinkler system
- Smoke detectors and linked alarms
- Concrete and steel
- VCT throughout the building
- 4 emergency egresses

North Hall

105 Faculty Row



- 200 Beds
- Sprinkler system
- Smoke detectors and linked alarms
- Concrete and steel
- VCT throughout the building
- 4 emergency egresses

How to Evacuate the Residence Hall

- Fire drills conducted twice per semester
- To evacuate the building, residents should proceed to the nearest stairwell.
- Residents should evacuate the building using the emergency doors located off the north and south stairwells.
- Once outside, residents should proceed across Faculty Row and congregate between the buildings of D.F. Lowry and Livermore Library at least 300 feet away from the building.

How to Evacuate the Residence Hall

- Fire drills conducted twice per semester
- To evacuate the building, residents should proceed to the nearest stairwell.
- Residents should evacuate the building using the emergency doors located off the north and south stairwells.
- Once outside, residents should proceed across Faculty Row and congregate between the buildings of D.F. Lowry and Livermore Library at least 300 feet away from the building.

Oak Hall

287 Faculty Row



- 360 Beds
- Sprinkler system
- Smoke detectors and linked alarms
- Concrete and steel
- VCT throughout the building
- Carpeted hallways
- 4 emergency egresses

How to Evacuate the Residence Hall

- Fire drills conducted twice per semester
- Once outside, residence should congregate between the University Center and the Jones Health and Physical Education Buildings at least 300 feet away from the building.

Pine Hall

239 Faculty Row



- 300 Beds
- Sprinkler system
- Smoke detectors and linked alarms
- Concrete and steel
- VCT student rooms
- VCT flooring
- 4 emergency egresses

How to Evacuate the Residence Hall

- Fire drills conducted twice per semester
- Once outside, residents should congregate at the area on the south side of Pine Hall and the north side of West Hall at least 300 feet away from the building.

Cypress Hall

62 Braves Drive



- 476 Beds
- Sprinkler system
- Smoke detectors and linked alarms
- Concrete and steel
- VCT student rooms
- Ceramic lobby
- 6 emergency egresses

How to Evacuate the Residence Hall

- Fire drills conducted twice per semester
- Once outside, residents should congregate in the University Village Apartments parking lot nearest to the Health Sciences Building at least 300 feet away from the building.



University Courtyard Apartments

Courtyard Clubhouse
519-E University Road



- 525 Beds
- Sprinkler system
- Smoke detectors: no monitoring system for 6 buildings (backup batteries, hard-wired), not linked
- The four (4) new buildings constructed in 2019 all have monitored smoke detection/fire alarm systems
- Wood construction
- Laminate flooring in all the common areas and 30% of the bedrooms have carpet
- 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
- 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
- Fire drills are conducted twice per semester

How to Evacuate the Residence Hall

- Residents evacuate the buildings using the stairwells located at the end of the buildings.
- **Building 1000: 519-A & B University Road**
Residents should congregate at least 300 feet away from the building and stay out of the roadways.
- **Building 2000: 519-C & D University Road**
Residents should congregate at least 300 feet away from the building and stay out of the roadways.
- **Building 3000: 567-A University Road**
Residents should congregate at least 300 feet away from the building and stay out of the roadways.
- **Building 4000: 567-B University Road**
Residents should congregate at least 300 feet away from the building and stay out of the roadways.
- **Building 5000: 567-C University Road**
Residents should congregate at least 300 feet away from the building and stay out of the roadways.
- **Building 6000: 567-D University Road**
Residents should congregate at least 300 feet away from the building and stay out of the roadways.
- **Building 7000: 570 University Road**
Residents should congregate at least 300 feet away from the building and stay out of the roadways.
- **Building 8000: 573 University Road**
Residents should at least 300 feet away from the building and stay out of the roadways.
- **Building 9000: 575 University Road**
Residents should at least 300 feet away from the building and stay out of the roadways.
- **Building 10000: 574 University Road**
Residents should at least 300 feet away from the building and stay out of the roadways.

Procedures Following Evacuation from Residence Halls

After evacuation, all employees and students should await arrival of the UNCP Police and Public Safety and the fire department at least 300 feet away from the building and 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.
- All should await the “all clear” signal from emergency officials prior to re-entry.
- They should inform the Residence Life Coordinator 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 by the Office of Environmental Health and Safety.
- They should contact the Residence Life Coordinator, Resident Advisor and/or the Housing Office if they have questions relative to a fire or other emergency situation that may exist in the area.

Health and Safety Inspections

Periodically, throughout the academic year, Housing and Residence Life staff will conduct health and maintenance inspections of the residents’ rooms. The review is to be coordinated by the Residence Life Coordinator and Resident Advisors. The Residence Life Coordinator 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
- Whether 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, provide notice that the inspection was conducted and lock and secure the door upon 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.

- Covered smoke detectors
- 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 [UNCP Resident 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 permitted in the rooms of Belk Hall and North Hall. For these buildings, each floor is also 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 Courtyard Apartments, cooking and use of related electrical appliances will be restricted to the kitchen area **only**.
- 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. Extension cords are not allowed to be used.
- 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.
- Per UNCP Regulation 04.25.06, electric (battery operated) scooters, hoverboards, bicycles, skateboards, and similar micromobility devices are not allowed to be stored, operated, or charged inside any campus building due to the fire hazard associated with the devices.
- Open flames, such as candles and incense, are strictly prohibited.
- Storage of combustible materials is prohibited.
- Halogen lamps are also prohibited.

UNC Pembroke Residence Halls and Fire Systems

All residence halls are equipped with sprinkler systems throughout that protect all areas of the buildings. UNC Pembroke 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 twice per semester 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 conducted for each residence hall twice per semester.

To ensure future improvements regarding fire safety, during 2022-2023, UNC Pembroke assessed all residential and office fire safety equipment to ascertain their readiness and effectiveness and determine what equipment needs to be replaced and what additional equipment needs to be purchased.

Miscellaneous Fee Fire Alarm Activation or Tampering with Fire Safety Equipment

Per the 2025-2026 UNCP Miscellaneous Fee Schedule, individuals who are found to be guilty of tampering with any Fire Safety Equipment, such as fire extinguishers, fire alarm pull stations, fire doors, and sprinkler heads, etc. or are found to have activated a building fire alarm system through negligent or malicious actions may be assessed a \$250.00 fee by the Office of Student Conduct. The fees are collected and disbursed to the Office of Environmental Health and Safety for educational activities and events and to support Environmental Health and Safety-related programs on campus.

UNC Pembroke is a Smoke Free Environment

UNCP is dedicated to maintaining a healthy work and learning environment. UNC Pembroke 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. University 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 product, 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, including faculty, staff, and students. It is the responsibility of every member of the university community to conduct themselves in compliance with this policy.



Fire Safety Systems at UNC Pembroke On-Campus Residential Halls

	RESIDENCE HALL	FIRE ALARM MONITORING	FIRE SPRINKLER	SMOKE DETECTORS	FIRE EXTINGUISHERS	EVACUATION PLANS & PLACE CARDS	COUNT OF EVACUATION DRILLS
FIRE SAFETY SYSTEMS IN PLACE WITHIN ON-CAMPUS RESIDENTIAL FACILITIES FOR CALENDAR YEAR 2023	Cypress 62 Braves Drive	YES	YES	YES	YES	YES	4
	North Hall 105 Faculty Row	YES	YES	YES	YES	YES	4
	Oak 287 Faculty Row	YES	YES	YES	YES	YES	4
	Pine Hall 239 Faculty Row	YES	YES	YES	YES	YES	4
	University Courtyard Apts 1000 519A University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 1000 519B University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 2000 519C University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 2000 519D University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts Club 519E University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 3000 567A University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 4000 567B University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 5000 567C University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 6000 567D University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 7000 570 University Rd.	YES	YES	YES	YES	YES	4
	University Courtyard Apts 8000 573 University Rd.	YES	YES	YES	YES	YES	4
	University Courtyard Apts 9000 575 University Rd.	YES	YES	YES	YES	YES	4
	University Courtyard Apts 10000 575 University Rd.	YES	YES	YES	YES	YES	4

	RESIDENCE HALL	FIRE ALARM MONITORING	FIRE SPRINKLER	SMOKE DETECTORS	FIRE EXTINGUISHERS	EVACUATION PLANS & PLACE CARDS	COUNT OF EVACUATION DRILLS
FIRE SAFETY SYSTEMS IN PLACE WITHIN ON-CAMPUS RESIDENTIAL FACILITIES FOR CALENDAR YEAR 2024	Cypress 62 Braves Drive	YES	YES	YES	YES	YES	4
	North Hall 105 Faculty Row	YES	YES	YES	YES	YES	4
	Oak 287 Faculty Row	YES	YES	YES	YES	YES	4
	Pine Hall 239 Faculty Row	YES	YES	YES	YES	YES	4
	University Courtyard Apts 1000 519A University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 1000 519B University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 2000 519C University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 2000 519D University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts Club 519E University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 3000 567A University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 4000 567B University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 5000 567C University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 6000 567D University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 7000 570 University Rd.	YES	YES	YES	YES	YES	4
	University Courtyard Apts 8000 573 University Rd.	YES	YES	YES	YES	YES	4
	University Courtyard Apts 9000 575 University Rd.	YES	YES	YES	YES	YES	4
	University Courtyard Apts 10000 575 University Rd.	YES	YES	YES	YES	YES	4

	RES IDENCE HALL	FIRE ALARM MONITORING	FIRE SPRINKLER	SMOKE DETECTORS	FIRE EXTINGUISHERS	EVACUATION PLANS & PLACE CARDS	COUNT OF EVACUATION DRILLS
FIRE SAFETY SYSTEMS IN PLACE WITHIN ON-CAMPUS RESIDENTIAL FACILITIES FOR CALENDAR YEAR 2025	Belk 81 Faculty Row	YES	YES	YES	YES	YES	4
	Cypress 62 Braves Drive	YES	YES	YES	YES	YES	4
	North Hall 105 Faculty Row	YES	YES	YES	YES	YES	4
	Oak 287 Faculty Row	YES	YES	YES	YES	YES	4
	Pine Hall 239 Faculty Row	YES	YES	YES	YES	YES	4
	University Courtyard Apts 1000 519A University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 1000 519B University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 2000 519C University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 2000 519D University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts Club 519E University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 3000 567A University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 4000 567B University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 5000 567C University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 6000 567D University Rd.	NO	YES	YES	YES	YES	4
	University Courtyard Apts 7000 570 University Rd.	YES	YES	YES	YES	YES	4
	University Courtyard Apts 8000 573 University Rd.	YES	YES	YES	YES	YES	4
	University Courtyard Apts 9000 575 University Rd.	YES	YES	YES	YES	YES	4
	University Courtyard Apts 10000 575 University Rd.	YES	YES	YES	YES	YES	4
	University Village Apts 400 717A Prospect Rd.	NO	YES	YES	YES	YES	4
	University Village Apts 200 717B Prospect Rd.	NO	YES	YES	YES	YES	4
	University Village Apts 100 717C Prospect Rd.	NO	YES	YES	YES	YES	4
	University Village Apts 300 717D Prospect Rd.	NO	YES	YES	YES	YES	4
	University Village Apts Club 717E Prospect Rd.	NO	YES	YES	YES	YES	4
	University Village Apts 500 717F Prospect Rd.	NO	YES	YES	YES	YES	4

ANNUAL FIRE SAFETY REPORT

Fire Statistics

And Related Information Regarding Fires in On-Campus Residential Facilities

	RESIDENCE HALL	TOTAL COUNT OF FIRES	CAUSE OF FIRE	COUNT OF INJURIES REQUIRING MEDICAL ATTENTION	COUNT OF DEATHS	VALUE OF PROPERTY DAMAGE
ON-CAMPUS RESIDENTIAL FACILITIES FIRE-RELATED STATISTICS FOR CALENDAR YEAR 2023	Cypress 62 Braves Drive	0	N/A	0	0	0
	North Hall 105 Faculty Row	0	N/A	0	0	0
	Oak 287 Faculty Row	0	N/A	0	0	0
	Pine Hall 239 Faculty Row	0	NA	0	0	0
	University Courtyard Apts 1000 519A University Rd.	0	N/A	0	0	0
	University Courtyard Apts 1000 519B University Rd.	0	N/A	0	0	0
	University Courtyard Apts 2000 519C University Rd.	0	N/A	0	0	0
	University Courtyard Apts 2000 519D University Rd.	1	A fan motor in the bathroom of the apartment was left running and failed, causing a fire.	0	0	\$1450.00
	University Courtyard Apts Club 519E University Rd.	0	N/A	0	0	0
	University Courtyard Apts 3000 567A University Rd.	0	N/A	0	0	0
	University Courtyard Apts 4000 567B University Rd.	0	N/A	0	0	0
	University Courtyard Apts 5000 567C University Rd.	0	N/A	0	0	0
	University Courtyard Apts 6000 567D University Rd.	0	N/A	0	0	0
	University Courtyard Apts 7000 570 University Rd.	0	N/A	0	0	0
	University Courtyard Apts 8000 573 University Rd.	0	N/A	0	0	0
	University Courtyard Apts 9000 575 University Rd.	0	N/A	0	0	0
	University Courtyard Apts 10000 575 University Rd.	0	N/A	0	0	0

Belk Residence Hall and University Village Apartments were not used for student housing for the 2022 and 2023 calendar year. In 2024, University Village Apartments were razed and as such no longer in use.

	RESIDENCE HALL	TOTAL COUNT OF FIRES	CAUSE OF FIRE	COUNT OF INJURIES REQUIRING MEDICAL ATTENTION	COUNT OF DEATHS	VALUE OF PROPERTY DAMAGE
ON-CAMPUS RESIDENTIAL FACILITIES FIRE-RELATED STATISTICS FOR CALENDAR YEAR 2024	Cypress 62 Braves Drive	0	N/A	0	0	\$0 -99
	North Hall 105 Faculty Row	0	N/A	0	0	0
	Oak 287 Faculty Row	0	N/A	0	0	0
	Pine Hall 239 Faculty Row	1	Student dropped burning string into a trash can and caused the trash can to catch fire.	0	0	\$0-99
	University Courtyard Apts 1000 519A University Rd.	0	N/A	0	0	0
	University Courtyard Apts 1000 519B University Rd.	0	N/A	0	0	0
	University Courtyard Apts 2000 519C University Rd.	0	N/A	0	0	0
	University Courtyard Apts 2000 519D University Rd.	0	N/A	0	0	0
	University Courtyard Apts Club 519E University Rd.	0	N/A	0	0	0
	University Courtyard Apts 3000 567A University Rd.	0	N/A	0	0	0
	University Courtyard Apts 4000 567B University Rd.	0	N/A	0	0	0
	University Courtyard Apts 5000 567C University Rd.	0	N/A	0	0	0
	University Courtyard Apts 6000 567D University Rd.	0	N/A	0	0	0
	University Courtyard Apts 7000 570 University Rd.	0	N/A	0	0	0
	University Courtyard Apts 8000 573 University Rd.	0	N/A	0	0	0
	University Courtyard Apts 9000 575 University Rd.	0	N/A	0	0	0
	University Courtyard Apts 10000 575 University Rd.	0	N/A	0	0	0

	RESIDENCEHALL	TOTAL COUNT OF FIRES	CAUSE OF FIRE	COUNT OF INJURIES REQUIRING MEDICAL ATTENTION	COUNT OF DEATHS	VALUE OF PROPERTY DAMAGE
ON CAMPUS RESIDENTIAL FACILITIES FIRE-RELATED STATISTICS FOR CALENDAR YEAR 2025	Belk 81 Faculty Row	0	N/A	0	0	0
	Cypress 62 Braves Drive	0	N/A	0	0	0
	North Hall 105 Faculty Row	0	N/A	0	0	0
	Oak 287 Faculty Row	0	N/A	0	0	0
	Pine Hall 239 Faculty Row	0	N/A	0	0	0
	University Courtyard Apts 1000 519A University Rd.	1	Ceiling Fan	0	0	\$500
	University Courtyard Apts 1000 519B University Rd.	0	N/A	0	0	0
	University Courtyard Apts 2000 519C University Rd.	0	N/A	0	0	0
	University Courtyard Apts 2000 519D University Rd.	0	N/A	0	0	0
	University Courtyard Apts Club 519E University Rd.	0	N/A	0	0	0
	University Courtyard Apts 3000 567A University Rd.	0	N/A	0	0	0
	University Courtyard Apts 4000 567B University Rd.	1	Ceiling Fan	0	0	\$500
	University Courtyard Apts 5000 567C University Rd.	0	N/A	0	0	0
	University Courtyard Apts 6000 567D University Rd.	0	N/A	0	0	0
	University Courtyard Apts 7000 570 University Rd.	0	N/A	0	0	0
	University Courtyard Apts 8000 573 University Rd.	0	N/A	0	0	0
	University Courtyard Apts 9000 575 University Rd.	0	N/A	0	0	0
	University Village Apts 400 717A Prospect Rd.	0	N/A	0	0	0
	University Village Apts 200 717B Prospect Rd.	0	N/A	0	0	0
	University Village Apts 100 717C Prospect Rd.	0	N/A	0	0	0
	University Village Apts 300 717D Prospect Rd.	0	N/A	0	0	0
	University Village Apts Club 717E Prospect Rd.	0	N/A	0	0	0
	University Village Apts 500 717F Prospect Rd.	0	N/A	0	0	0

Contact Information

Thank you for taking the time to read this especially important report about the safety and security of our campus community. For a copy of the 2026 Annual Security and Fire Safety Report (Clery Report) or for any questions, concerns, comments, or suggestions regarding the information contained within this publication or any related public safety policy, procedures, or operations, please contact:

Terrell N. Nicholson, Esq.

Associate General Counsel

Clery Compliance Coordinator

Lumbee Hall, 443

One University Drive | Post Office Box 1510 | Pembroke, NC 28372

O: 910.775.4594 | F: 910.775.4069

Clery.Compliance@uncp.edu

Terrell.nicholson@uncp.edu

uncp.edu

Email Clery.Compliance@uncp.edu for assistance if any link in this report does not function.