



Aviation College at Snead State 2020 Annual Security Report

Introduction

The Annual Security Report (ASR) is an all-inclusive document which demonstrates campus crime statistics occurring at the Aviation College at Snead State, located in Albertville, Alabama. The address for the Aviation College is 24 Aviation Way, Albertville, Alabama 35950. This report encompasses required policy implementations via the Campus Save amendment to the Clery Act, which requires institutions to publish additional information relative to sexual assault, dating violence, domestic violence, relationship violence, and stalking. Much more detail will be given in this report in order to define such conduct and how to report such conduct, as well as additional information on the process involved once a report is received. Additional definitions of processes involved and behaviors applicable to the Campus Save policy are also documented in this report.

For the purposes of meeting Clery Act requirements, this annual report must include specific information relative to the Aviation College at Snead State. The Aviation College administrative office is open Monday through Thursday 7:30 a.m. until 5:00 p.m., and on Friday from 7:30 a.m. until 2:00 p.m. Classes meet through the afternoon and evening hours. The Aviation College at Snead State may be contacted by calling 256-571-0623. The required information to be disclosed is set forth by specific requirements in keeping with the Clery Act, and also includes Campus Save initiatives which amended the Clery Act. The Campus Crime and Security Act of 1990 and the Student Right to Know Act require every institution report and make available information on certain specified crimes that have occurred on campus during the past three years. The requirements also pertain to crimes which have occurred on public property contiguous to campus and non-campus buildings or property.

This annual report is made available via hard copy and electronic mail. If you desire a copy of this report, please notify the Office of Security located in Suite 102 on the first floor of Elder Hall dormitory on the main campus of Snead State Community College in Boaz, Alabama. You may also call 256-840-4167, or e-mail (pgore@snead.edu.) The mailing address for the SSCC Office of Security is P.O. Box 734, Boaz, Alabama, 35957. The physical address for the Office of Security is 404 West Mann Avenue, Boaz, Alabama, 35957. There will be no charge levied for requested copies. It is not necessary to make your request in writing. The SSCC Office of Security cell phone number is 256-264-5060.

For criminal offenses, the Aviation College at Snead State is required to report data for the previous years of 2018 and 2019. There were no reported offenses in 2018 or 2019 at the Aviation College. For **Violence Against Women Act offenses (VAWA: Campus Save)**; there were no VAWA offenses reported for the Aviation College in 2018 or 2019. The Aviation College has no Student Housing Facilities. Below is a charted compilation of the offenses reportable for these periods. The Annual “Fire Safety Report” is not required for the Aviation College because student residential housing is not provided at the Albertville campus location. There were no criminal offenses occurring for the reporting period. There were no institutional disciplinary actions reported for the offenses of Weapons (Carrying, Possession), Drug Abuse Violations, or Liquor Law Violations. There were no “Unfounded” crimes documented by law enforcement for this reporting period at the Aviation College.

Criminal Offenses- On Campus

	2018	2019
a. Murder Non-Negligent Manslaughter	0	0
b. Negligent Manslaughter	0	0
c. Sex Offenses Forcible	0	0
d. Rape	0	0
e. Fondling	0	0
f. Sex Offenses- Non-forcible	0	0
g. Incest	0	0
h. Statutory Rape	0	0
i. Robbery	0	0
j. Aggravated Assault	0	0
k. Burglary	0	0
l. Motor Vehicle Theft	0	0
m. Arson	0	0

Criminal Offenses Public Property

Criminal Offenses	2018	2019
a. Murder/Non-Negligent Manslaughter	0	0
b. Negligent Manslaughter	0	0
c. Sex Offenses-Forcible	0	0
d. Rape	0	0
e. Fondling	0	0
f. Sex Offenses-Non-Forcible	0	0
g. Incest	0	0
h. Statutory Rape	0	0
i. Robbery	0	0
j. Aggravated Assault	0	0
k. Burglary	0	0
l. Motor Vehicle Theft	0	0
m. Arson	0	0

Arrests- Public Property

	2018	2019
a. Weapons: Carrying, Possession, etc	0	0
b. Drug Abuse Violations	0	0
c. Liquor Law Violations	0	0

Disciplinary Referrals On-Campus

	2018	2019
a. Weapons: Carry, poss	0	0
b. Drug Abuse Violations	0	0
c. Liquor Law Violations	0	0

Arrests- On Campus

-	2018	2019
a. Weapons; Carrying, Possession, etc	0	0
b. Drug Abuse Violations	0	0
c. Liquor Law Violations	0	0

VAWA (Violence Against Women Act) Offenses- On Campus

	2018	2019
a. Domestic Violence	0	0
b. Dating Violence	0	0
c. Stalking	0	0

VAWA (Violence Against Women Act) Offenses- Public Property

	2018	2019
a. Domestic Violence	0	0
b. Dating Violence	0	0
c. Stalking	0	0

Hate Crimes: On Campus, Non-campus, and Public Property

There were no “Hate Crimes” of Murder, Non-Negligent Manslaughter, Rape, Fondling, Incest, Statutory Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Simple Assault, Larceny-Theft, Intimidation, or Destruction (damage, vandalism) of Property occurring at the Aviation College. A hate crime is a crime committed while

being primarily motivated by intolerance or bias due to Race, Religion, Sexual Orientation, Gender, Gender Identity, Disability, Ethnicity, or National Origin. No such crimes occurred in any category for this reporting period.

Definitions of Clery Reportable Boundaries

Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institutions educational purposes, including residence halls.

Non-Campus Building or Property: Any building or property owned or controlled by a student organization that is officially recognized by the institution or any building or property owned or controlled by the institution that is used in direct support of, or in relation to, the institution’s educational purposes and is not within the same reasonably contiguous geographic area of the institution.

Public Property: Includes thoroughfares, streets, and sidewalks within campus or immediately adjacent to and accessible from campus.

Student Housing Facilities: Includes residential areas for use by students on campus, or areas used for student housing which the College owns or controls. Normally, statistics reported in the student housing category are also applicable to “on campus” reporting criteria.

Role of the Office of Security

The Office of Security on the main campus of Snead State Community College in Boaz, Alabama is not a law enforcement office. The Office of Security works closely with local law enforcement and county law enforcement as needed. The Albertville Police Department has law enforcement jurisdiction of the Aviation College at Snead State, and the College has administrative jurisdiction. The Office of Security holds discretionary ability to initiate disciplinary action, and/or may refer to local law enforcement for potential criminal processing and adjudication. In some cases depending on the nature of the offense, both administrative and law enforcement processes may be initiated. Security personnel have an outstanding working relationship with law enforcement and area emergency responders. All entities work together to accomplish the overall security objectives of the Aviation College.

The Office of Security does not maintain a routine presence at the Aviation College, but does respond as needed. Aviation College personnel and students may consult with the main campus Director of Security as needed, and relies on the Albertville Police Department for any emergencies. The Director of Security responds to the Aviation College as needed for issues relative to security, training, or consultation. The Office of Security is available to consult and work with the Aviation College to discuss such issues as emergency planning and potential security issues. The Office of Security is available to consult with students and employees.

The Office of Security does not staff a 24 hour, 7 day a week office. Regular office hours are Monday through Friday, 8:00 a.m. to 5:00 p.m., on the Boaz, Alabama main campus, excluding holidays and campus closures. Normally, the Director of Security is available 24 hours a day, 7 days per week for consultation via telephone and is also normally available to respond to after-hours emergencies, or to assist in facilitating an emergency response by local law enforcement if needed.

Security personnel are accessible to students, faculty, staff, and members of the public who spend time at the Aviation College as requested. There are no designated Snead State Security personnel permanently located at the Aviation College. The site relies on the Albertville Police and Fire Departments for emergencies, and communicates any non-emergencies to the SSCC Office of Security.

The Office of Security works closely with law enforcement to share relevant information concerning campus activities, complaints, and potential security concerns as deemed necessary. Criminal incidents are referred to the local police department who have jurisdiction on campus pertaining to such matters (with some potential exceptions in keeping with the Campus Save Act which will be discussed in a later section). All crime victims and witnesses to a crime are strongly encouraged to immediately report the crime to the Albertville Police Department by calling 256-878-1212, or (911) for emergencies. The Office of Security asks that you also contact them by calling 256-264-5060 (cell), or 256-840-4167 (office).

There are many things Security personnel may do along with local law enforcement in any given situation. Prompt reporting to the Office of Security will also help to assure safety of students and staff. It is essential to take all necessary steps to preserve a potential crime scene. Snead State Community College Security personnel will be more than willing to provide assistance in helping any student or staff member report an incident upon request for such assistance. All such instances will be handled absolutely as discreetly and professionally as possible.

Building Access Policy

During business hours, the Aviation College will be open to students, employees, guests, and invitees as deemed appropriate by the Director. During non-functioning hours, access to the site is strictly by key and only by duly authorized personnel.

Security Awareness

During Orientation in August/September, all students are informed of services offered by the Office of Security. Presentations and discussions are held via student group meetings and parent meetings.

The Office of Security conducts staff/faculty in-person meetings and consultation as requested to discuss specific security-related concerns at the Aviation College, and is more than willing to discuss aspects of implementation of emergency planning with all staff and faculty who may have questions about their work area.

Notice of Non-Discrimination

It is the policy of the Alabama Community College System Board of Trustees, Snead State Community College, a postsecondary institution under its control, that no person shall, on the grounds of race, color, disability, sex, religion, creed, national origin, or age be excluded from participation in, be denied benefit of, or be subjected to discrimination under any program, activity, or employment. Snead State Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award the associate degree.

How to Report a Crime or Other Emergency

In all emergency situations, please call 911 FIRST. It is crucial to get help on the way immediately. Please contact the Albertville Police Department by calling 256-878-1212 or by calling 911. Then, contact the Office of Security by calling 256-264-5060 (cell), or 256-840-4167 (office). In all other cases where the situation is NOT an immediate emergency, please call the Office of Security. It is the policy of the Aviation College at Snead State to strongly encourage students, employees, and visitors to promptly report any criminal activities or events, accidents, medical emergencies, or fires occurring on campus.

Reporting a crime does not always mean an individual must take legal action. To make a report to the Office of Security, or to discuss whether it is appropriate to contact law enforcement (non-emergencies), please call Security 256-264-5060 (cell), 256-840-4167 (office), or come to the Office of Security located at 404 West Mann Avenue, Elder Hall Dormitory, Suite 102, Boaz, AL. Office of Security personnel will meet you at the Aviation College if necessary, and is happy to assist you with potential security concerns.

Campus Security Authorities

A person may also report a crime to additional persons at the Aviation College other than the local police department or the Office of Security. Persons who have “significant responsibility for student and campus activities” are considered “Campus Security Authorities.” Upon request, a Campus Security Authority (CSA) may assist the reporting person in contacting the Office of Security and/or the local police department, or Title IX Coordinator. The College allows a victim of a crime (including witnesses) to report to a

CSA on a voluntary and confidential basis, if requested. There are limits to confidentiality, and this will be explained in a later section. All such reports will help the Aviation College take steps to keep the campus safe and expedite the flow of information and effective response. Such reporting also serves to support the effective reporting and disclosure of campus crime statistics.

Campus Security Authorities are not law enforcement entities, but will be provided the appropriate instruction and proper steps to follow in the event of a report. **Effectively, all personnel of the Aviation College at Snead State are CSA's.** Remember, a student or visitor most likely will recognize any employee or instructor as having such responsibility. Students will reach out to who they are comfortable speaking with.

In any instance where you are uncertain of reporting requirements or need assistance in directing or being directed through proper reporting protocol, please contact the Office of Security. For any events of an emergency nature, please call **911 FIRST!** A partial list of Campus Security Authorities and their title and contact numbers for the Aviation College are listed below.

P. Gore, Director of Security, (Boaz Campus)	256-264-5060 (c), 256-840-4167
Eric McFerrin, Interim Director	256-571-0624
Keith Smith, Aviation College at Snead State	256-571-0623
Jovina Lowery, Career Technical Programs	256-571-0623

Additional Contacts

Joe Whitmore, President (Boaz campus)	256-840-4101
Dr. Annette Cederholm, VP for Academic Affairs (Boaz campus)	256-840-4142
Jason Cannon, VP for Student Services, (Boaz campus)	256-840-4150
Amanda Gunnels, HR, Grievance Officer, (Boaz Campus)	256-840-4113
Brittany Goble, ADA, Title IX Coordinator	256-840-4208

Timely Warning/ Emergency Notification

In the event that a crisis/threatening situation arises that in the judgement of law enforcement, EMA, and/or the SSCC Office of Security constitutes an ongoing or continuing threat, a specific campus wide “timely warning” may be issued. The warning will be issued through the College e-mail and phone system to students, faculty, and staff through the “schoolcast” Parson alert system. This may sometimes necessitate coordination between the Office of Security and the IT Department. The College IT Department has trained several additional staff in addition to the Director of Security to initiate schoolcast alerts should security personnel be off campus or otherwise engaged.

In such an event requiring an emergency alert/timely warning, the Office of Security will take all measures prudent to help ensure physical, in-person notifications as much as possible and as the emergency allows. Additional departments and staff/faculty could also be utilized in an emergency response effort to protect life and Aviation College property in an emergency situation. The Office of Security will work with staff, local police department, and emergency responders to accomplish two priorities: 1) to reduce or remove the immediate risk to students, employees, and other persons on campus by attempting to contain or isolate the situation and, 2) protect further individuals from being introduced into the emergency situation.

In all such emergency situations, when feasible, the President and/or designee will be notified and will assume administrative control of the emergency procedure. When time does not permit such notification and protocol, or when such persons are not readily available or are off-campus, emergency measures will be enacted as deemed appropriate to protect threats to life and property. The Office of Security realizes there may be times when issuing a timely warning could serve to further congest or complicate a response to an ongoing situation, or could serve to create additional confusion or panic when a situation has concluded or is being successfully contained or resolved. In any instance where a timely warning could in fact jeopardize, confuse, or aggravate a situation, a decision will be made at that time as to whether a “timely warning” will be issued. That discretion rests with the Director of Security.

Emergency Plan

Plans are documented and in place at this time to address a wide variety of actual emergency scenarios. Such emergency scenarios include: Hostage Situations, Fires, Medical Emergencies, Civil Disturbances, Inclement Weather, Hurricane Shelter Activation, Evacuation Procedures, Bomb Threats, Hazardous Material Spills, Abusive/Assaultive Behavior, Trespass Violations, Utility Emergencies, School Closings, among many more. The Aviation College at Snead State Director is responsible to ensure employees working at the Aviation College, to include adjuncts, are informed of the location and content of the SSCC Emergency Response and Operations Plan located online at www.snead.edu. The Aviation College may refer to the Emergency Plan for the main campus to provide information on a host of potential events. In the event of any emergency, always dial 911 first.

Confidential Reporting Procedures

The Aviation College at Snead State encourages anyone with information of a criminal or emergency event to promptly report this by calling 911 first, then contact the Office of Security, located on the Boaz, Alabama main campus. All reports of crime and misconduct are taken seriously and may be referred to the appropriate disciplinary (administrative) or criminal justice agency, depending on the nature of the offense being reported. Confidential reports may be made to the Office of Security by calling

256-840-4167 (office), 256-264-5060 (cell).

Crime Prevention and Risk Reduction Tips

All Aviation College members are responsible in playing a part in maintaining safety and order at the College. By exercising diligence and observing surroundings, we can minimize opportunities for crime to take place. The Office of Security recommends individuals be observant and perceptive in order to aid in their own security and the security of others. The tips below are some basic guidance on how to minimize opportunities for criminal activity:

- Do not offer rides to strangers.
- Try to avoid isolated areas.
- Walk with purpose; even if you don't know where you're going you should act like you do.
- Trust your instincts. If a location or situation is uncomfortable, it probably isn't the best place to be. Avoid the area and notify.
- Try not to load yourself down with packages and bags.
- Always lock your doors to your vehicle.
- As much as possible, park in well lighted areas.
- Always check the back seat or seats prior to entering your vehicle.
- Do not leave valuable items in plain sight in your vehicle, even when locked.
- If you suspect you are being followed, drive to a public place, (Police Department, Business) and sound your horn. Draw attention to yourself. You may also call 911 and report your situation if you have access to a cell phone or On-Star Service.
- Do not leave your keys in your vehicle, or leave your vehicle unoccupied and idling even if you are away from your vehicle for only a moment.
- Never leave valuables unattended in offices, classrooms, or buildings.
- Have your keys in your hand so you don't have to hesitate when arriving at your vehicle. Keys also make an effective weapon if you have to defend yourself by punching.
- Pay attention to people and activities around you. Observe surroundings.
- Report any suspicious behavior to the Office of Security and/or the Police department.
- If you are walking and suspect someone is following you, go to an occupied area or public location you can access and have someone notify police.
- Try to avoid walking alone, especially during low-activity times or at night.
- Don't be shy about making noise. Yell, scream, and make loud noises to attract attention of others if needed.
- Avoid doorways, corridors, or alleys in low light conditions.
- Notice areas where visibility is limited.
- Always report suspicious activity.

The Aviation College at Snead State, SSCC Office of Security, and any crime prevention initiatives must rely on a community-based format. Leadership, insight, and effective planning or response cannot be effective without all stake-holders sharing responsibility for safety and security. Participating in student orientation, parent orientation, giving guidance to maximize crime prevention, consulting, organizing training programs, and keeping summary of criminal activities or events (in conjunction with local police departments) are all part of the Office of Security's effort to help individuals become aware of minimizing opportunities for victimization.

Responsible Employees

A "responsible employee" is a College employee who has the duty to report incidents of sexual violence or misconduct, or other student misconduct; or **whom a student could reasonably believe has this authority**. Responsible employees are, in effect, any College employee performing duties at the Aviation College.

Campus Save and College Statement on Sexual Misconduct

All college campuses that participate in financial aid programs under Title IV of the Higher Education Act of 1965 are mandated to distribute the following information. Snead State Community College, to include the Aviation College, participates in primary prevention and awareness programs that help promote awareness of rape, domestic violence, sexual assault, dating violence, and stalking. Preventative education programs, materials, and training are conducted through the Office of Security. **The Aviation College at Snead State strictly prohibits the above named offenses.**

Snead State Community College's policy prohibits all forms of sexual or gender-based harassment, discrimination, or misconduct; including but not limited to sexual harassment, sexual assault, sex offenses, sexual exploitation, dating violence, stalking, intimate partner violence, and domestic violence. Discrimination in any form, including any form of sexual misconduct is contrary to the College's policy and mission. Such proscribed behaviors are detrimental to the well-being of the College community, and are contrary to local, state, and federal laws; as well as the Alabama State Board of Education. Any individual who is found to have violated this policy may face disciplinary sanctions up to and including expulsion or termination of employment, and potentially referral to law enforcement authorities.

The College will continue to engage students, staff, and faculty in educational and informative subject matter aimed at preventing these behaviors and commits itself to presenting information to aid in "bystander intervention." Bystander Intervention training

aids individuals in knowing the options they may take in order to prevent harm or intervene in “high risk” situations. As with any emergency, always call 911 immediately.

Additional topics are presented during the year along with student/employee required training. Ongoing prevention and awareness efforts take place several times throughout the year. There is also online and available training on a host of additional topics relative to Campus Save. The Aviation College at Snead State actively supports Campus Save, Clery Act, and the Violence Against Women Reauthorization Act (VAWA). The Aviation College is committed to providing an environment that is safe and conducive for learning and employment. Any behavior that violates this commitment is a violation of College policy.

Jurisdiction of College Policy

Snead State Community College policy applies to conduct occurring on College campuses and sites, College property, and College sanctioned events or programs taking place off -campus. In addition, off-campus conduct which could have a substantial adverse effect on or poses a threat of danger to any member of the college community or the College as a whole is also potentially applicable under College and Campus Save policy. The policy is applicable to students, faculty, staff, administrators, volunteers, vendors, independent contractors, visitors, and any individual regularly or temporarily employed, studying, conducting business, or having any official capacity or representation with the College or on College property. Application of appropriate policy will be adhered to on a case by case basis, depending on the elements of the conduct.

Prohibited Conduct and Definitions

Sexual Assault: Sexual Assault is an offense that meets the definition of rape, fondling, incest, or statutory rape. Having or attempting to have sexual intercourse with another individual by force or threat of force (including coercion) without effective consent; or where the individual is incapacitated or incapable of consenting. Also includes offenses of forcible compulsion, sexual torture, sexual abuse, and indecent exposure. Additional offenses such as sodomy, enticing a child, and sexual abuse of a child less than 12 years of age are also addressed under sexual assault statutes.

Sex Offenses: Any act of a sexual nature directed against another person, without their consent, including instances where the victim is **incapable** of consent.

Sexual Exploitation: Taking non-consensual or abusive sexual advantage of another for one’s own advantage or benefit or to benefit a person other than the one being exploited. Some examples of this offense are: exposing one’s self in non-consensual circumstances or inducing someone to expose themselves, exceeding the boundaries of explicit consent (such as allowing a friend to hide in a closet to be witness to consensual activity), Engaging in voyeurism (peeping tom) or facilitating the voyeurism of others, non-

consensual video or audio of sexual activity, prostituting another person, and knowingly transmitting a sexually transmitted disease or infection to someone else.

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. Also encompasses categories of sodomy and sexual assault with an object.

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim. Includes instances where the victim is incapable of giving consent due to age or temporary or permanent incapacity.

Incest: Sexual intercourse between persons who are related to each other within degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent. In Alabama, it is illegal for an adult (someone 18 or older) to have sex with a minor (someone younger than 16) even if sexual activity is consensual.

Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse of an intimate partner of the victim, by a person with whom the victim shares a child in common; or by a person who is co-habiting with or has cohabited with the victim as a spouse or intimate partner. Domestic violence can also be perpetrated by a person similarly situated to a spouse of the victim under the domestic violence family laws of the jurisdiction in which the crime of violence occurred, or by any 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.

Sexual Harassment: Any unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual nature if: a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's education, living environment, employment, or participation in a school related activity or program b) submission to or rejection of such conduct by an individual is used as a basis or factor in decisions affecting education, living environment, employment, or participation in school programs or activities c) such conduct has the purpose or effect of unreasonably interfering with an individual's educational performance or creating an intimidating, hostile, offensive, or abusive environment for that individual's education, living environment, employment, or participation in a school related program or activity.

Stalking: A course of physical or verbal conduct directed at another individual that could cause a reasonable person to feel fear for their safety or the safety of others, or to suffer substantial emotional distress. Stalking may include, but is not limited to, pursuing or following a person either physically or through electronic media, non-consensual communication by any means (letters, cards, text messages, phone calls, e-mails), unwanted gifts, trespassing, and any surveillance or other types of observation.

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. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration to the length of the relationship, type of relationship, and frequency of interaction between the persons involved. Dating Violence includes, but is not limited to; sexual or physical abuse or the threat of such abuse. This could also include assault, property damage, and violence or threat to one's self or to family members or even pets of the relationship partner when used as a means for coercion, control, intimidation, or revenge.

Intimate Partner Violence: Includes any act of violence or threatened act of violence which is sexual or otherwise, directed against a partner of a current or former sexual, dating, domestic, or other intimate relationship with that person.

Consent: Consent is an act of reason and deliberation. A person who possesses and exercises sufficient mental capacity to make an intelligent and informed decision demonstrates consent. Consent is a voluntary agreement to engage in sexual activity by an individual who has the capacity to do so (and is "of age"). Someone who is incapacitated cannot provide consent. Past consent does not imply future consent. Consent may be withdrawn at any time, and coercion, force, or threat always invalidates consent. Consent may not be inferred by the lack of verbal or physical resistance. A person is deemed incapable of providing consent if at the time of the act they are a) underage 2) suffering from mental impairment, whether temporary or permanent 3) physically helpless (unconscious, asleep, ill, in a state of shock). Consent may be withdrawn by any party at any point.

Incapacitation: The inability, temporarily or permanently, to give consent because the individual is mentally or physically helpless, asleep, unconscious, or unaware that sexual activity is occurring. An individual lacks the ability to make informed, rational judgments and cannot consent to sexual activity. This includes any condition resulting from the use of drugs or alcohol, when a person is asleep or unconscious, or because of an intellectual or other disability that prevents him/her from having the capacity to consent.

Forcible Compulsion: A physical force or a threat, whether expressed or implied, that places a person in fear of immediate serious physical injury or economic harm to themselves or a third party.

Additional Definitions

Complainant: A victim who has made a complaint of a violation of sexual misconduct, or on whose behalf a complaint was made of disciplinary action initiated.

Respondent: The individual(s) who is accused of a prohibited conduct.

Victim: A person who has been the subject of a prohibited conduct, regardless of whether that individual makes a complaint or seeks disciplinary action.

Unfounded Crime: A reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime would be documented as “unfounded.” A crime “unfounded” by law enforcement may be removed from the institutions “crime log.” The number of unfounded crimes should still be reported in each year’s crime survey and ASR (Annual Security Report).

Responsible Employee: a College employee who has the duty to report incidents of sexual violence or misconduct, or other student misconduct, or whom a student could reasonably perceive has this authority

Campus Security Authority: Technically, any employee having a “significant responsibility” for student and campus activities, or whom a student could reasonably perceive has this authority.

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.

Ongoing Prevention and Awareness Campaigns: Programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relative to dating violence, domestic violence, sexual assault, stalking, and bystander intervention.

Primary Prevention Programs: Programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to affect behavior and social norms in healthy and safe directions.

Awareness Programs: Community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and sharing of 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. 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.

Risk Reduction: Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victim's in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Consent

Consent may be thought of as the affirmative, unambiguous, and voluntary agreement to engage in a specific sexual activity during a sexual encounter. Whether or not specifically stated, it is an element of every offense specified under Campus Save policies. A lack of consent results from forcible compulsion, incapacity to consent, mental incapacitation, and physical helplessness. Other factors also impact consent and the ability to consent, such as age and relationship of the parties involved.

Confidentiality

Confidentiality: Information shared by an individual with any designated campus or community professionals cannot be revealed to any other individual without the express permission of the individual, unless there is an imminent threat of **harm to self or others**.

The Aviation College is committed to protecting the privacy of any individual involved in a report of sexual violence or misconduct. Referrals to outside resources will be made upon requests, or upon a report of sexual misconduct. Internally, any College employee could potentially be involved in the College's Title IX response process and should appropriately safeguard and respect private information. Throughout the process of any complaint relative to Campus Save initiatives, every effort will be made to protect the privacy of all individuals involved in a manner that also allows the College to conduct a crucial review/investigation, with only persons with a "need to know" involved. For example, the Title IX Coordinator, Disciplinary Hearing Officer, or Law Enforcement (if a person seeks prosecution of an offense). **Note:** Professional confidentiality (meaning a person has engaged someone in the community, i.e., a counselor, pastor, treatment professional, etc), is a level of confidentiality whereby **no information** may be communicated to others absent the danger of harm to self or others.

Before a victim reveals any information to a "responsible employee," the employee should ensure the victim understands the employee's reporting obligations. If the victim desires complete confidentiality, they should be directed to a source for confidential

reporting. The Office of Security accepts reports of a confidential nature. However, persons reporting should be aware that such requests, while normally honored, may not be possible if potential harm is imminent or could result to others by honoring the confidentiality request.

Any victim reporting to a “responsible employee” should understand that if they wish to report an offense but also maintain confidentiality, the employee should tell the victim that the College will consider the request, but cannot guarantee that it will be able to honor it if it could be potentially dangerous to the college community.

If the victim discloses an incident but wishes to maintain confidential or request that no investigation into a particular incident be conducted or disciplinary action taken, the College must weigh that request against the obligation to provide a safe, non-discriminatory environment for all employees, visitors, and students (including the victim). While confidentiality in most cases will likely be afforded, there may be times the College may not be able to honor a victim’s request. Safety and security will be the primary motivation in making such a decision. If the College honors the request for confidentiality, a victim must understand the College has a duty to investigate the incident and pursue disciplinary action against the alleged perpetrator. The College’s ability to do that in a meaningful way could potentially be compromised if confidentiality is granted. The responsibility for evaluating requests for confidentiality will rests with the Title IX Coordinator. When weighing such a requests, the Title IX Coordinator will consider:

- Increased Risk that the alleged perpetrator will commit additional acts of a sexual or violent nature.
- Other sexual violence complaints involving the same perpetrator.
- Whether the alleged perpetrator has a history of arrests or records indicating a history of violence.
- Any additional threats of a sexual or other nature against the victim or others by the perpetrator.
- Whether the sexual violence was perpetrated with a weapon.
- Whether the victim is a minor.
- Whether the College possesses other means to obtain evidence of the sexual assault (cameras, physical evidence).
- Whether the victims report reveals a pattern of perpetration.
- Safety and Security of the Campus.

The presence of one or more of these factors could lead to investigation and the pursuit of disciplinary action. If it is determined that a victim’s confidentiality cannot be maintained, the victim will be informed prior to starting an investigation and information

will only be shared with the people directly responsible for handling the College's response. The College will be mindful and respectful of the victim's well-being, and will take ongoing steps to protect the victim from retaliation or harm and will work with the victim to create a safety plan. Retaliation against the victim in any form by students or employees will not be tolerated.

The College may not require a victim to participate in any investigation or disciplinary proceeding. The College will:

- Assist the victim in accessing victim advocacy, academic support, counseling, disability services, health or mental health services, and legal assistance.
- Provide security and support, which could include assisting the victim with expediting a no-contact or restraining order, helping arrange a change of work assignment or course schedule (including for the alleged perpetrator pending the outcome of an investigation), or adjustments for assignments or academic tests.
- Inform the victim of the right to report a crime to law enforcement and provide assistance if the victim wishes to prosecute the alleged perpetrator.

Be mindful that if the College determines that an alleged perpetrator poses a serious and imminent on-going threat to the College community, additional steps will be taken to notify and alert along with seeking assistance from the local police department. Any potential emergency notice issued will **not** include information that identifies the victim.

Note Any such offenses occurring/reported at the Aviation College will fall under the jurisdiction of College policy, and under the law enforcement jurisdiction of the Albertville Police Department and/or Marshall County Sheriff's Office. Any disciplinary or potential Title IX processes will be processed through College disciplinary procedures and Title IX procedures and will involve employees at the main campus of SSCC in Boaz, Alabama.

Options for Assistance Following A Sexual Misconduct Incident

Upon becoming aware of an incident of sexual misconduct at the Aviation College, the College will make every effort to assist the victim in seeking appropriate assistance from advocates and counselors (as well as community resources) who can provide a response. SSCC advocates include a campus Title IX Coordinator, who will assist by providing support in accessing the reporting processes and providing information regarding resources that may be utilized. However, anyone victimized by such a crime should always seek a safe place first and report. The Aviation College advises you to call 911 immediately and also notify the Office of Security. However, it is always the victim's option in how they choose to respond. Assistance from the Title IX Coordinator may be accessed by contacting:

Ms. Brittany Goble, ADA Compliance and Title IX-
Academic Success Center, 404 Usry Street, SSCC Boaz Main Campus, 256-840-4208

A victim of a sexual offense has the options of seeking remedy or remedies through law enforcement, Office of Security, College disciplinary process, confidentially reporting, and/or seeking remedy through the Title IX process. Neither of these processes are contingent on the others being initiated or completed first. A victim of sexual misconduct makes the decision whether to report the offense and to whom.

Other Emergency Contacts

Albertville Police Department
201 South Broad Street
Albertville, AL 35950
256-878-1212 (911)

Marshall County Sheriff's Office
423 Blount Avenue
Guntersville, AL 35976
256-582-2034 (911)

Marshall Medical Center South
2505 US-431
Boaz, AL 35957
256-593-8310

Marshall Medical Center North
8000 Al Hy 69
Guntersville, AL 35976
256-571-8000

Snead State Office of Security
P. Gore, Director of Security
Suite 102, Elder Hall, 404 West Mann Ave.
Boaz, AL 35957
256-264-5060 (Cell) 256-264-5060 (office) pgore@snead.edu

Reporting Procedures

The Aviation College at Snead State has procedures in place that serve to be sensitive to those who report sexual assault, rape, domestic violence, dating violence, stalking, and

other offenses, including informing individuals about their right to file criminal charges as well as the availability of medical, counseling, and support referrals and additional remedies to prevent contact between a complainant and the accused. The Aviation College adheres to the policies of Snead State Community College. Top priorities are safety and confidentiality throughout the process. Additional remedies relate to academic assignments, transportation, and work accommodations if reasonably available. Students and staff should contact 911, or the Albertville Police Department by calling 256-878-1212 for any emergencies. Then, please contact the Director of Security on the main campus of Snead State Community College by calling 256-840-4167 (o), or 256-264-5060 (c).

It is essential to realize that if you are a victim of a sex offense, you should report the incident as soon as possible. It is your decision to call 911, the Office of Security, or to notify the appropriate law enforcement agency, or any additional party you feel comfortable speaking with. You are strongly encouraged to report any such offense to the SSCC Office of Security also so they may help initiate procedures to protect you and the campus community in the event of an active and ongoing threat. Security personnel will be professional and supportive in helping you make important decisions about who else you may choose to notify if you desire such assistance. Victims are never named in the institutions "crime log" and procedures are in place to ensure only that information prudent to the event is addressed, and only persons with a "need to know" are subject to information. Such persons may include Security, AIS Coordinator, Law Enforcement, Disciplinary Hearing Officer, Title IX Coordinator, all depending on whom the event is reported to and potential options the victim seeks.

If you have been the victim of such an offense, you may elect to contact Law Enforcement, Security, the Title IX Coordinator, or whoever else you may choose; or all parties above. The names and telephone extensions of these contact persons will be noted again at the end of this document. In the event of such a report to the Office of Security, the safety needs of the complainant will be the immediate priority. It will assist as needed or requested with notification of the police. The Aviation College will also assess the need for interim or long-term protective measures to protect the complainant. The College may also provide a "no trespass" directive to the accused party if deemed appropriate. It is imperative that you be mindful that essential evidence may be lost if you clean up, use the restroom, shower, or douche after a sexual assault. By notifying law enforcement and security personnel, all conceivable efforts will be made to protect you from further harm. Your first priority after any sexual assault is to get to a place of safety and notify someone you need help.

The procedures below may be followed to provide a course of action for any employee or student who has been the victim of sexual misconduct. Again, for any incidents of an emergency nature, please call 911!

Informal Resolution: Students or employees who desire to file a complaint regarding a violation of Sexual Misconduct policy may report to the Title IX Coordinator. Incidents may be reported to any "responsible employee" at any time. However, individuals are

encouraged to report incidents as soon as possible regardless of the avenue of reporting they choose. Any Aviation College employee or adjunct should notify the Title IX Coordinator immediately. (In the event a complaint were to be lodged against a Title IX Coordinator, the complaint should be sent directly to the President's Office).

The Title IX Coordinator will schedule a meeting with the complainant in order to provide general information, advise the individual of their rights and options, and identify any intervention measures that should be taken. Alternatives will be discussed at that time for proceeding with the complaint. Keep in mind, a victim of sexual misconduct, assault, etc., may elect to pursue disciplinary remedy, no remedy, law enforcement adjudication, disciplinary proceedings, or a combination of any of the above or NONE of the above. The Aviation College at Snead State will make any and all reasonable and prudent efforts to honor such requests, albeit it will always make such decisions with regard to the overall safety and well-being of its students and employees. Any such incident pertaining to the Aviation College will involve a response from appropriate SSCC main campus officials.

Sexual Assault Victims Bill of Rights

- Survivors shall be notified of their options to notify law enforcement.
- Accuser and the accused must have the same opportunity to have others present.
- Both parties shall be informed of the outcome of any disciplinary proceeding, AT THE SAME TIME.
- Survivors shall be notified of counseling services.
- Survivors shall be notified of options for changing academic and living situations.

Any persons reporting an incident of sexual misconduct against them will receive a written notice of their rights, and options will be presented to them at that time. These options will include seeking no remedy, pursuing disciplinary remedy, seeking grievance remedy, seeking law enforcement remedy, or a combination of the above.

The College disciplinary process may impose (upon a final determination of an institutional disciplinary proceeding, and upon a finding that the proscribed act was committed) expulsion. Please note that this administrative action may also result when a sexual offense is adjudicated by the criminal justice system, or even if it is not (depending on the specific circumstances, investigation, and procedural hearing). It cannot be overly stressed that the Aviation College at Snead State takes such behavior seriously, and will always encourage victims to seek prosecution through the criminal justice system to the fullest extent of the law. However, the Aviation College also recognizes it is the victim's choice in determining what level of remedy is pursued.

To repeat, if you are the victim of a sexual assault, your first priority should be to get to a place of safety. You should then report the event absolutely as soon as possible and obtain medical treatment. Filing a police report will assure that you receive necessary

medical treatment and tests, at no expense. Making a report with the Snead State Office of Security will not obligate the victim to criminally prosecute, nor will it subject the victim to scrutiny or judgmental opinions. A victim of sexual assault may choose to pursue an investigation through the criminal justice system and/or the College's disciplinary process, and/or pursue a Title IX remedy, or all three. It is the victims decision who to report to or whether to report the crime at all.

Additional Rights

The Aviation College will afford any student or employee who reports they have been the victim of an incident of sexual violence, either on -campus or off-campus during a College sponsored/sanctioned activity, with the following rights and information:

- Possible sanction or measures of protection that may result from a disciplinary process.
- Procedures which should be followed in the event of an incident of sexual violence to include: preservation of evidence, reporting protocol information, options for reporting to law enforcement, informing victims of their right to decline reporting to law enforcement, information about no-contact orders issued by a court of jurisdiction.
- Notification of existing counseling, health, mental health, victim advocacy, and other services in the community.
- Notification that the SSCC AIS will comply with requests for accommodations related to job assignment and scheduling, when reasonably available, whether or not a formal report is filed.
- Victims have the right to seek protective and/or disciplinary action through the SSCC AIS, Law Enforcement, or both.
- Proceedings will be conducted by officials who receive sexual violence and misconduct training as well as training on conducting investigations.
- Both victim and respondent are entitled to the same opportunities to have others present during proceedings, including the opportunity to be accompanied by an advisor of their choice. (special accommodation can be made as needed to limit or restrict contact or placement of victim and alleged perpetrator in same hearing room, etc.)
- Both the accuser and accused will be simultaneously informed of the outcome of any proceeding as well as procedures to appeal the results, changes to the result, and when the result becomes final.
- The Aviation College may separately pursue disciplinary action against a respondent (accused) no matter the status of additional criminal or civil actions taking place.

Sanctions potentially imposed through the complaint process via Title IX Coordinator can include the following: reprimand, probation, restitution, no-contact orders, voluntary withdrawal, cease and desist orders, and additional requests of the victim as deemed

appropriate. For violations of policy by employees, in addition to other penalties, counseling, training, warning, or reprimand may also result.

Grievance Procedures

The Aviation College at Snead State is committed to providing a recourse for students or employees who believe that they have been the victim of sexual misconduct and who have not been able to resolve the situation at the complaint level. The steps below shall be followed in accordance with Alabama State Board of Education policy.

620.01: Grievance Procedure – Title IX

1. The original and two copies of Grievance Form A must be filed with complainant's Dean or Department or Division Chair within 30 calendar days following the date of alleged violation(s) of the Title IX regulation. The alleged violation(s) must be clearly and specifically stated (complainant is advised to keep a copy of all forms used in steps 1-6 for his or her files).
2. Complainant's Dean or Department or Division Chair will immediately notify the President and the Title IX Coordinator of receipt of Grievance Form A. The Dean or Department or Division Chair will have 30 calendar days following date of receipt of Grievance Form A to investigate and study complainant's allegations, hold a formal hearing, and make a written report of findings to complainant. Form A must be used for the report. Copies of Form A must be provided to the Title IX Coordinator and the President. Complainant's copy must be mailed to his/her home address by certified mail, return receipt requested.
3. Complainant must, within 15 calendar days following receipt of Dean or Department or Division Chair's report, file with the President and Title IX Coordinator a written notice of acceptance or appeal of the report. If a notice of appeal is filed, appeal Form B must be used. Complainant must state clearly and specifically on Form B the objections to the findings and/or decision of the Dean, Department or Division Chair. Copies of Form B must be provided the Title IX Coordinator and the President. If complainant fails to file notice of appeal by 5:00 p.m. on the 15th calendar day following receipt of Dean or Department or Division Chair's report, the right to further appeal will be forfeited.
4. The President will have 30 calendar days following date of receipt of complainant's notice of appeal to investigate and study complainant's allegations, the report of the Dean or Department or Division Chair, and make a written report of findings to complainant. Form B must be used for the report. Copies of Form B must be provided the Title IX Coordinator and the Chancellor. Complainant's

copy must be mailed to his/her home address by certified mail, return receipt requested.

5. Complainant must, within 15 calendar days following receipt of President's report, file with the President and Title IX Coordinator a written notice of acceptance or appeal of the report. If notice of appeal is filed, appeal Form C must be used. Complainant must state clearly and specifically on Form C the objections to the findings and/or decisions of the President. Copies of Form C must be provided the Title IX Coordinator and the Chancellor. If complainant fails to file notice of appeal by 5:00 p.m. on the 15th calendar day following receipt of the President's report, the right to further appeal will be forfeited.
6. The Chancellor will have 30 calendar days following the date of receipt of complainant's notice of appeal to investigate and study complainant's allegations and the report of the President, hold a formal hearing, and make written report of findings to complainant. Form C must be used for the report. Copies of Form C must be provided the Title IX Coordinator. Complainant's copy must be mailed to his/her home address by certified mail, return receipt requested. NOTE: If the last day for filing notice of appeal falls on either Saturday, Sunday, or a legal holiday, complainant will have until 5:00 p.m. the first working day following the 15th calendar day to file.

** The Title IX Coordinator will resolve reports or complaints equitably and as promptly as practicable after the report or complaint is made. Ordinarily, the resolution process shall be conducted no later than sixty (60) days following the receipt of a complaint. **

Hearing Procedures

If a hearing is scheduled within the time frame designated by the Title IX Coordinator, the President shall designate a qualified, unbiased person or committee to conduct each grievance hearing. The Title IX Coordinator will not be required to serve as a hearing officer. The hearing officer or committee shall notify the complainant and each respondent of the time and place of the hearing, the witness list, and the right to have an attorney or representative present. The only individuals present at meetings of this committee shall be committee members, parties to the action being considered by the committee and their representatives (not to exceed 2), and witnesses actually testifying before the committee. The institution and complainant may have an attorney present, at the respective party's expense, during the hearing.

Attorneys may only advise; they may not cross examine, question, or address the committee, complainant, or the respondent in any way. The grievance statement will be formally presented at the meeting. After the grievance is read into the record, the complainant(s) will have the opportunity to present such oral testimony and other supporting evidence as appropriate to the claim. Respondents shall then be given the

opportunity to present such oral testimony and other evidence deemed appropriate to the respondents' defense against the charges. No cross examination will be allowed. Either party may ask the hearing officer to ask a question of the other party. The hearing officer may or may not choose to do so.

In the event that the College, or the administration of the College at large, is the party against whom the grievance is filed, the President shall designate a representative to appear at the hearing on behalf of the respondent. In the event that the College is the respondent, the College representative shall not be an attorney unless the complainant is assisted by an attorney or other personal representative.

The hearing shall be recorded either by a court reporter or on audio or video tape or by other electronic recording medium as agreed to by all parties in advance of the hearing. In addition, all items offered into evidence by the parties, whether admitted into evidence or not, shall be marked and preserved as part of the hearing record.

Report of Findings

Following the hearing, a written report of the findings shall be made to the President, the hearing officer, or the chairperson of the committee. The report shall contain at least the following items:

1. Date and place of the hearing.
2. Name of each member of the hearing committee.
3. List of all witnesses for all parties to the grievance.
4. Findings relevant to the grievance.
5. Decisions and recommended consequences.
6. Recommendation(s) to the President arising from the grievance and the hearing thereon. Any recommendations or sanctions imposed by the hearing committee must be approved by the President.

Potential sanctions and recommendations imposed include reprimand, restitution, probation, no contact orders, cease and desist orders, voluntary withdrawal, suspension, and expulsion. For violations of this policy by faculty or staff members, disciplinary penalties (in accordance with the employment laws, regulations, and policies governing the employee in question) may include: Counseling or training, written warning, reprimand, suspension with or without pay, demotion, and termination.

Non-Retaliation Requirement

No student, faculty/staff member, administrator, applicant for employment or admission, or member of the public may be subject to retaliation, interference, coercion, intimidation, or reprisal for actions taken in good faith to seek advice concerning any

sexual misconduct, ADA, civil rights, or Title IX matter; to file a complaint or grievance; or to serve as a witness or panel member in the investigation of a complaint or grievance. A finding of retaliation may result in disciplinary action in addition to any sanctions that may be imposed as a result of the underlying allegations of discrimination and/or harassment.

Filing a False Report

It is a violation of College policy for any student, faculty, staff member, or administrator to file a false report against another individual.

General Procedures Followed After A Report of Sexual Assault, Stalking, Dating Violence, or Domestic Violence

Depending on when reported (immediate vs. delayed report) the Aviation College will assist a complainant with access to medical care. The Aviation College will:

- Assess immediate safety needs of the complainant.
- Assist with contacting the local police department if the complainant requests, and in any event will provide the contact information for the local police department.
- Provide complainant with referrals to off-campus health and/or counseling providers.
- Assess the need to implement interim or long-term protective measures as deemed appropriate.
- Provide the victim with a written explanation of rights and options.
- Record a “no-contact” directive to the accused party if deemed appropriate.
- Assist with (if requested) and provide instruction on how to seek a Protective Order.
- Provide instructions on how to preserve evidence.

In cases of Sexual Assault, the College will provide a copy of the policy applicable to sexual assault to the complainant and inform the complainant of time frames for inquiry, investigation, and resolution. The College will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and will state the outcome of the hearing. The College 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 for assisting in any investigation. The Aviation

College will recognize it is the victim's choice as to what avenue a complainant chooses to follow to seek remedy. They will also make decisions as needed and prudent to protect students, employees, and property.

Pursuit of Criminal Action

The Aviation College at Snead State encourages complainants to pursue criminal action for incidents of sexual harassment, sexual violence, and sexual misconduct. They will assist a complainant in making a criminal report and will cooperate with law enforcement agencies if a complainant decides to pursue the criminal process to the extent permitted by law. **Neither law enforcement's determination whether to prosecute or not prosecute an alleged perpetrator, nor the outcome of any criminal prosecution, are determining factors in whether a violation of College policy has occurred.**

Proceedings under this policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings.

Records

The Title IX Coordinator will retain records of all reports and complaints, regardless of the nature of the resolution. Complaints resolved during the informal complaint process may become part of a student's conduct file, depending on the nature of the offense but will not be included as a part of an academic record or employee's personnel file. Affirmative findings of responsibility in matters resolved through the grievance or formal resolution process will become part of a student's conduct record and an employee's personnel record. Such records shall be used in reviewing any further conduct, or developing sanctions, and shall remain a part of a student's conduct record or an employee's personnel file. Additionally, the Aviation College will comply with all requirements under the Jeanne Clery Act, as amended, and will report crimes associated with the College and its properties as required. In the event of a simultaneous criminal and campus disciplinary or Title IX process, neither is contingent on the other to conclude first.

Snead State Community College Administrative Disciplinary Response (Aviation College)

In any event of a report of an act of sexual misconduct (domestic violence, dating violence, sexual assault, rape, stalking) and in keeping with the wishes of the victim (as well as the safety and security of the College), the College will ensure:

- 1) a prompt, fair, and impartial investigation and resolution is provided.

- 2) the proceedings are conducted by officials who receive annual training on issues relative to these offenses, among others, and also on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- 3) such proceedings entitle both the accuser and accused the same opportunity to have others present during a disciplinary proceeding, including the opportunity to be accompanied to any related meeting by an advisor of their choice.
- 4) both the accuser and accused are informed of the outcome of the institutional disciplinary proceeding in writing (at the same time), the institutional procedures for the accused and the victim to appeal the results, and any change in the results that occurs prior to the time results become final, as well as when the results become final.

A student or employee of the Aviation College who reports they have been a victim of one of the aforementioned offenses shall be provided with a written explanation of rights and options. Any Title IX investigation will not rely upon, or wait upon law enforcement in order to resolve its investigation unless the Title IX investigation would specifically undermine an active law enforcement investigation. In such cases, the delay should be as brief as possible, and normally any such investigation would be completed within 60 days.

Institutional Disciplinary Hearing Process (Aviation College)

Disciplinary Procedures

- Any case involving violation of published policies and regulations will be brought to the immediate attention of the Vice President for Student Services on the main campus in Boaz, Alabama.

- The Vice President for Student Services shall schedule a meeting with the student for a Students' Rights & Responsibilities interview at the earliest possible time to discuss an alleged violation of the discipline code. If the student fails to appear for the interview, the Vice President for Student Services may, on the basis of available evidence, impose sanctions or proceed to forward the case to the Discipline Committee. When the student appears for the interview, and before the interview begins, the student shall be informed that the interview is for the purpose of discussing a possible violation of the discipline code. The student shall be presented a written statement of his/her rights of procedural due process.
- If the Vice President for Student Services determines as a result of the interview and other evidence that there is sufficient reason to present the case to the Discipline Committee, the student shall be asked to enter a plea of guilty, not guilty, or no plea. A date shall be set for the hearing and the student shall be notified of that date.
- If the student fails to attend the scheduled hearing after notification, the student may forfeit the right to present a defense, and the Discipline Committee may proceed with the hearing. The committee's recommendation shall be based on the evidence and testimony available.
- The Discipline Committee shall make every effort to hear the case immediately in order to remove any question the student has about continuance at the Aviation College. Pending the outcome of the hearing, a hold may be placed on the student's record. If the committee deems that suspension is warranted, the suspension shall become effective the date of the student's notification of the committee's action. The suspension shall apply to the student in or out of school.
- The decision reached by the Discipline Committee will be by a simple majority vote. The decision of the Discipline Committee becomes official when put into writing by the Vice President for Student Services. A copy of the written statement shall be sent to the student, the Discipline Committee, and the College President.
- The student has five (5) days from receipt of the written statement from the Vice President for Student Services to file a written notice with the Vice President for Student Services appealing the decision of the Discipline Committee.
- The Appeals Panel is composed of a member of the Student Committee, appointed by the President; the President of the SGA; and the Chief Academic Officer who serves as chairperson. By a majority vote the Appeals Panel may recommend (a) that the decision rendered by the Discipline Committee be affirmed, (b) that the decision be amended, or (c) that a new hearing be held before the Discipline Committee. A written copy of the decision reached by the Appeals Panel shall be sent to the President and the Vice President for Student Services.

The Vice President for Student Services and/ or Discipline Committee shall inform the parties that the rules relating to the admissibility of evidence shall be similar but less stringent than those which apply to civil trials in the courts of Alabama. Generally speaking, irrelevant or immaterial evidence and privileged information (such as attorney-client communications) shall be excluded. However, hearsay evidence and unauthorized documentary evidence may be admitted if the Vice President for Student Services and/or the Discipline Committee determines that the evidence offered is the type and nature commonly relied upon or taken into consideration by a responsible, prudent person in conducting his/her affairs.

Due Process / Student Rights for Student Discipline Cases

Students are guaranteed procedural and substantive due process in all cases involving formal discipline charges. The Aviation College assures each student that no discipline action is taken on grounds that are not supported by substantial evidence. Students are entitled to procedural due process in all cases brought before the Discipline Committee. The student will be notified in writing by the Vice President for Student Services of the charges against him/her. This notification will also contain the date, time, and location of the Discipline Committee hearing. Discipline Committee hearings shall be private unless the student requests otherwise and the Vice President for Student Services approves the request. In cases where public proceedings become disorderly, the Discipline Committee may close the hearings. In cases where hearings/processes require being conducted at the Aviation College, appropriate personnel will hold such processes at that location.

Right to Request to Waive Hearing by Discipline Committee

In the event that a student wishes to waive the right to a hearing before the Discipline Committee, the Vice President may accept jurisdiction. If the Vice President for Student Services approves a student's request to waive his/her right to a Discipline Committee hearing, the Vice President for Student Services shall determine guilt by examination of evidence, testimony, or by admission of guilt by the student and shall impose a sanction.

Temporary Suspensions: In extreme cases where the action of a student or group of students poses an immediate threat to the well-being of the Aviation College community, or when there is substantial evidence that the continued presence of the student(s) on the campus shall disrupt the Aviation College, the President may temporarily suspend the student(s) pending a hearing before the College Discipline Committee.

Potential Sanctions: The degrees of discipline are as follows:

1. Informal Reprimand – an oral expression of disapproval to the student for violation of rules and regulations that may require disciplinary action.
2. Formal Reprimand – a written expression of disapproval to the student for violation of rules and regulations that may require disciplinary action.
3. Probation – probation is for a stated period of time. A student on probation may be subject to loss of privilege to represent the College or a College organization.
4. Community Service – performance of duties under the supervision of local agencies or College officials.
5. Restitution – the student may be required to make compensation for certain violations.
6. Suspension – suspension excludes the student from the College for a stated period of time.
7. Expulsion – dismissal from the College for two years after which the student may apply to the Discipline Committee for re-admission.

Ongoing Training and Education Campus Save

The College engages in comprehensive programming and strategies intended to raise awareness and end dating violence, domestic violence, sexual assault and stalking. Programs and materials presented:

- Are culturally relevant and inclusive of diverse communities.
- Are informed by research.

- Consider environmental risk and protective factors as they occur.
- Are assessed for value.

Student groups such as Student Government Association (SGA), Phi Theta Kappa (PTK), Resident Housing Assistants on the main campus, and College employees complete training and educational forums relative to Campus Save topics and are engaged in the process. All employees of the Aviation College and new students receive training on Campus Save topics via public sessions, presentations, and required annual online training. These trainings include information on dating violence, rape, stalking, sexual assault, domestic violence, as well as training on bystander intervention.

Snead State actually began presenting programs which are now defined as being part of “Campus Save” initiatives long before it became mandated. A partial list of recent events are listed below.

- Staff training on Campus Save topics to include sexual assault, relationship violence, domestic violence, stalking, and bystander intervention.
- Multiple New Student Orientations (Parson Days) describing Campus Save and its Policy as well as the College’s Statement of Support for Campus Save (Fielder Auditorium).
- SSCC AIS staff consult on stalking and bystander intervention.
- Parson Days Review of Campus Save Initiatives.
- Employee Training: An Introduction to Campus Save: Online www.snead.edu
- Training on Campus Save, Emergency Plan, and Reporting Protocols.
- Ongoing Campus Save Training for all employees placed online (Boaz campus, Albertville campus, and Arab campus).

Bystander Intervention

Bystanders often play a critical role in the prevention of sexual and relationship violence. They are the individuals who observe violence or witness the conditions that perpetuate violence. They have the choice to speak up or intervene. The Aviation College at Snead State desires to promote a culture of community accountability where bystanders are actively engaged in observation and the prevention of violence without causing further harm. If you observe any behaviors such as aggression, sexual assault, stalking, relationship/dating violence, or domestic violence, you should always notify someone

immediately by calling 911. You may have to make choices, based on the specific circumstances of the event, as to how to best intervene. We ask that you do not place yourself in harm's way.

If you suspect such activity is taking place, call 911 immediately. A judgment call must be made by a bystander as to how to respond to help mitigate or lessen the harm to a victim or potential victim. It is imperative that you notify someone immediately. In some scenarios, it is feasible that you might disrupt such an event in progress by yelling or announcing your presence. In many cases, intervention may simply mean informing a friend that a potential dating partner or social environment doesn't "look" or "feel" right to you. As students and employees, please be observant and immediately notify the Office of Security and/or law enforcement in any situation that arouses suspicion. Never fail to report a concern by calling or by anonymously reporting if you feel as though a problem situation exist or is developing. Again, in any emergency please call 911 immediately. It is also requested that you contact the Office of Security.

Tips For Bystander Intervention

- If attending a party and you notice behavior which could be threatening or overly intrusive upon another person's personal space, turn on the lights or turn off the music.
- Ask the person if everything is alright. Don't trust that it "is probably nothing." Attempt to intervene or disrupt a situation by calling attention to the person. Yell their name. Tell them you need to speak with them. Alert others who may be at the location "with" the person. Make something up if you have to.
- Assist the person by walking them to their vehicle if you feel a situation doesn't look right. Walk with them to a safe area or agree to meet authorities with them at a safe area.
- Don't be afraid to tell a friend you need to talk to them in order to pull them aside and out of the potential situation.
- Use code words. If you or your friends contact each other and say this word, each of you will recognize this word as a request for intervention.
- Don't be afraid to tell a friend they are "out of line," or acting inappropriately.
- Watch out for your friends and fellow students and employees.
- If you see someone who looks like they could be in trouble or need help, ask if they are alright.

- Speak up when someone discusses plans to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off -campus resources listed in this document for support in health, counseling, or with assistance.

Protection/Restraining Orders

The Office of Security recommends that you immediately advise it of any protection or restraining orders which have been signed and issued by a Judge. Also, you are requested to keep a copy of the order with you while you are on campus. It is helpful if the Office of Security also has a copy of such order. In the event the order is breached, most often all that is needed is for this order to be displayed to local law enforcement and the person violating the order will be arrested on site. Aviation College students and employees should also place a copy on file at the Albertville campus location. You may do so by contacting either the Office of Security or the Aviation College Director. The Office of Security will be supportive in advising you as to how to seek a protection/restraining order if requested.

Advising the Aviation College Community About Sex Offenders

Snead State Community College main campus and the Aviation College is required to receive notification from state and/or local law enforcement agencies in the event that a registered sex offender is enrolled at their location. Offenders are required under laws referred to as “Megan’s Laws”, to provide this information to the state. The information should then be provided to specific

college security departments. For detailed information concerning sex offender registration for this area, please consult the Albertville Police Department, 201 S. Broad Street, Albertville, Alabama, 35950. They may be contacted by calling 256-878-1212.

The Office of Security can also provide further information at the Office of Security, located in Elder Hall Dormitory, 404 W Mann Avenue, Boaz, Alabama, 35957, 256-840-4167 (office). The Aviation College at Snead State is not required to request this information from law enforcement agencies. Rather, this

information is required to be provided to the SSCC Office of Security by law enforcement officials having jurisdiction on each specific campus (city/county). While the Aviation College is required to inform the campus community where sex offender information can be accessed, they are not required to disseminate sex offender information of specific offenders. An updated list of sex offenders along with search availability can also be found online at: www.marshallcountysheriff.org

Health Services and First Aid

Students needing emergency medical treatment while at the Aviation College should call 911 and if possible, contact or have someone contact a member of the administration, a staff member, Director, faculty member, and/or the Office of Security. A student suspected or observed to be seriously ill or injured will be sent via ambulance to Marshall Medical Center South, in Boaz, Alabama, or to Marshall Medical Center North, in Guntersville, Alabama. The expense of transportation, hospitalization, or emergency treatment will be borne by the student. Certainly, as with any emergency of an immediate nature, you should call 911 and then notify Security or any staff member as soon as possible in order to assure prompt communication.

Aviation College Fire Safety

The Aviation College at Snead State has no student housing facilities. There have been no fires reported at the Aviation College for this reporting period. The fire panels, system, and extinguishers are all inspected routinely on staff rounds, and are regularly checked by fire safety contractors.

Students, staff, and employees are advised to clear any area where a fire is present and report by calling 911 and state the location of the fire. Local fire fighters and police will respond. In the event of a fire, any student, staff member, or visitor should call 911 and report the location of the fire. The area should be completely vacated as soon as possible. Employees should direct students to the “nearest clear exit.” In the event of a fire call 911 first! The Office of Security should be notified as soon as possible by calling 256-264-5060 (cell). In any such scenario, student, staff, and visitor safety will be the priority.

Fire Safety Regulations

It is essential that students and staff/employees follow fire safety regulations.

- No open flames permitted of any kind.

- Do not leave any appliance unattended.
- No candles, incense, kerosene lamps, or any incendiary devices are permitted.
- Fireworks are not permitted.
- All tobacco products are prohibited at the Aviation College.
- *Portable Space Heaters are not permitted.*

Policy on Drugs, Alcohol, and Weapons

The presence, possession, or use of illegal drugs and/or alcohol while on the Aviation College grounds is prohibited. Possession of any firearm or dangerous weapon or destructive device is prohibited, except those possessed by lawful, duly certified law enforcement authorities in the performance of their official duties. College disciplinary and/or referral to the criminal justice system will result from violating the policy on illegal drugs, alcohol, or weapons. Prohibition of weapons signs are clearly posted at Aviation College entry points.

Severe Weather

In the event or expectation of severe weather, announcements should be made in all class areas if classes are to be dismissed. Aviation College personnel will notify students in the event of a severe weather alert or other emergency situation. Individuals should follow the directions of personnel in an emergency situation. Outside of regular business hours, area radio stations will be notified:

WAFN-WRAB	Arab	92.7 FM	1380 AM
WAVU-WQSB	Boaz-Albertville	630 AM	105.1 FM
WBSA	Boaz	1300 AM	
WAAX	Gadsden	570 AM	
WGSV-WTWX	Guntersville	1270 AM	95.9 FM
WCRL-WKLD	Oneonta	1570 AM	97.7 FM

Contact Persons

Aviation College at Snead State Eric McFerrin, Interim Director Eric.mcferrin@snead.edu	256-571-0624
Aviation College at Snead State Jovina Lowery, Career Tech Programs Jovina.lowery@snead.edu	256-571-0623
Joe Whitmore, President SSCC Main Campus, Boaz, AL Joe.whitmore@snead.edu	256-840-4101
Jason Cannon, VP for Student Services SSCC Main Campus, Boaz, AL jason.cannon@snead.edu	256-840-4150
Brittany Goble, ADA, Title IX SSCC Main Campus, Boaz, AL brittany.goble@snead.edu	256-840-4208
Amanda Gunnels, Human Resources, Grievance Officer SSCC Main Campus, Boaz, AL Amanda.Gunnels@snead.edu	256-840-4113
Paul Gore, Director of Security SSCC Main Campus, Boaz, AL pgore@snead.edu	256-840-4167 *256-264-5060 (c)*

Additional Contacts and Numbers

Arab Police Department	740 North Main Street, Arab, Alabama 256-586-8124 (911)
Albertville Police Department	201 South Broad Street, Albertville, AL 256-878-1212

Guntersville Police Department	340 Blount Avenue, Guntersville, AL 256-571-7571
Marshall County Sheriff's Office	423 Blount Avenue, Guntersville, AL 256-582-2034 (911)
Marshall Medical Center South	2505 US Hwy. 431, Boaz, Alabama 256-593-8310
Marshall Medical Center North	8000 AL Hwy 69, Guntersville, Alabama 256-571-8000
Kelley's Rainbow Emergency Shelter (Domestic Violence Shelter)	256-891-9864
National Sexual Assault Hotline	1-800-656-HOPE
Marshall-Jackson Mental Health Ctr	256-582-3203
Marshall County Health Department	256-582-3174

Additional resources and contacts available upon requests from the SSCC Office of Security and/or Title IX Coordinator Brittany Goble.

This Annual Security Report was compiled and submitted by P. Gore, Director of Security, Snead State Community College, Office of Security, Boaz, Alabama, and is in response to mandates requiring dissemination of stated information specifically for the Aviation College at Snead State. Any further questions or items in need of clarification should be directed to Mr. Gore by calling 256-840-4167, or via e-mail: pgore@snead.edu. Report submitted December 23, 2020 for publication and dissemination.

