

ANNUAL FIRE SAFETY & SECURITY REPORT

2025



Table of Contents

From the President	6
From the Chief of Police 7	7
Campus Police Authority and Jurisdiction	8
ANNUAL SECURITY REPORT	8
Voluntary, Confidential Reporting	9
Reporting to College Police	9
Emergency Phones	9
Anonymous Reporting	9
Reporting to Other Campus Security Authorities	10
Pastoral and Professional Counselors	10
It's Up to Each of Us	10
PREPARATION OF THE ANNUAL SECURITY REPORT AND DISCLOSURE OF CRIME STATISTICS	11
ABOUT THE DEPARTMENT OF POLICE & PUBLIC SAFETY	11
Working Relationship with Local, State and Federal Law Enforcement Agencies	12
Crimes Involving Student Organizations at Off-Campus Locations	13
TIMELY WARNING REPORTS – CRIME ALERTS	13
EMERGENCY RESPONSE AND EVACUATION PROCEDURES	13
Drills, Exercises and Training	14
Emergency Notification	15
SECURITY OF ACCESS TO COLLEGE FACILITIES	17
Special Considerations for Residence Hall Access	17
Security Considerations for the Maintenance of Campus Facilities	18
CAMPUS SECURITY POLICIES, CRIME PREVENTION & SAFETY AWARENESS PROGRAMS	18
Behavioral Intervention Team	18

Weapons Policy	19
Crime Prevention and Safety Awareness Programs	19
Student Conduct	19
The Student Code of Conduct	20
Additional Information Regarding the Student Code of Conduct	21
Parental Notification Policy	21
GORDON STATE COLLEGE’S RESPONSE TO SEXUAL AND GENDER VIOLENCE	21
Personal Safety	21
Defining Rape	22
Defining Sexual Assault	23
Our Commitment to Addressing Sexual Assault/Rape	23
College Procedures for Responding to Reports of Sexual Assault	24
Gordon State College Disciplinary Procedures in Sexual Assault Incidents	24
Sexual Assault Prevention Programs	25
Sex Offender Registration – Campus Sex Crimes Prevention Act	31
Megan’s Law	31
Missing Student Notification Policy	31
Provisions	32
Daily Crime and Fire	34
GORDON STATE COLLEGE POLICIES GOVERNING ALCOHOL AND OTHER DRUGS	34
Gordon State College Alcohol and Drug Policy	34
Areas Open to the Public	35
Private or Closed Areas	35
Education and Research Areas	35
Policies Specific to Students.....	36
Alcohol Policy	36
Know the signs:	37
Know how to help:	37
Policies Specific to Faculty and Staff	37
Underage Drinking	37
Carrying False I.D.	37

Public Drunkenness	38
Driving Under the Influence (DUI)	38
Refusing a Chemical Test	38
Open Container Law	38
Possession of Marijuana	39
Possession of Drug Paraphernalia.....	39
Synthetic Marijuana	39
Drugs Risks and Consequences	39
Alcohol and Other Drugs	39
Resources for Drug and Alcohol Abuse for Students and/or Faculty and Staff	40
DEFINITIONS OF CLERY REPORTABLE CRIMES	43
Murder and non-manslaughter by negligence:	43
Manslaughter by negligence:	43
Incest:	43
Statutory rape:	43
Robbery:	43
Aggravated assault:	43
Burglary:	43
Motor vehicle theft:	44
Arson:	44
Domestic Violence:	44
VIOLENCE AGAINST WOMEN ACT	44
Dating Violence:	44
Domestic Violence:	44
Stalking:	45
Larceny/Theft:	45
Simple Assault	46
Hate Crimes:	46
Categories of Prejudice:	46
Intimidation:	47
Destruction/Damage/Vandalism or Property (except Arson)	47

Other offenses:	47
Reporting Crimes to Campus Security Authorities	47
Student Sexual Misconduct Definitions	48
ANNUAL DISCLOSURE OF CRIME STATISTICS	52
Crime Statistics	52
2025 Annual Campus Safety and Security Report	54
Gordon State College	59
ANNUAL FIRE SAFETY REPORT	60
Definitions	61
Residence Hall Fire Drills	61
Fire Safety	61
Fire Statistics for On-Campus Student Housing Facilities	62
Daily Fire Log Availability	63
Fire Safety Education and Training Programs for Students, Faculty and Staff	63
Fire Incident Reporting	63
PROCEDURES FOR FIRE EMERGENCIES	63
Plans for Future Improvements in Fire Safety	64
IMPORTANT PHONE NUMBERS AND OTHER CONTACT INFORMATION	64
CRIME PREVENTION TIPS	64
Theft	64
Identity Theft	65
Disciplinary Proceedings	64

From the President

Dear Gordon State College Friends and Family,

It is up to each one of us to help maintain a secure and supportive environment at Gordon State College — an environment where individuals feel safe to visit, learn, work and live. Primary to this goal are the principles of responsibility and respect.

These values are essential to any community and serve as the foundation for the success and productivity of our students, faculty, and staff. Safety on campus is one of the highest priorities. A truly safe campus can only be achieved through the cooperation of everyone.

The Annual Fire Safety and Security Report contain information about campus safety measures and reports statistics about crime in our college community. It also describes our efforts to combat alcohol and drug abuse. Please take the time to read it and help foster a caring and safe environment.

As you read through the report, consider the following actions:

Emergency doors are meant to be closed and locked, allowing for exit but not entrance. Please be attentive to our entrances and exits, and do not prop them open.

If you see something that appears unsafe on campus, report it. It requires all of us to monitor our environment.

Help maintain the cleanliness of our campus. A clean campus contributes to a safe campus.

Thank you, again, for being a part of the Gordon State Community. As part of that community, we provide a safe environment for all Highlanders.

Don Green, President

From the Chief of Police

To the Gordon State College Community

On behalf of the members of the Gordon State College Police Department, I want to thank you for your interest in our Annual Fire Safety and Security Report. We publish this report because it contains valuable information for our campus community. We also published the report to comply with the important provisions of the Clery Act. The following 2024 Annual Fire Safety and Security Report demonstrates Gordon State's ongoing effort to inform the community – students, parents, faculty, staff, and guests – about campus safety. Campus safety and security and compliance with the Clery Act should be a part of everyone's responsibility at Gordon State College. We encourage you to review the information we have made available to you in this brochure. You will find information about our organization including descriptions of certain services that we provide. You will also become familiar with our strong commitment to victims of crime and the specific extensive services we make available to crime victims. Lastly, you will find important information about security policies and procedures on our campus, crime data, and crime prevention information. We join President Green in the commitment to foster a secure and supportive environment at Gordon State College. We are proud to be an integral part of the Gordon State College tradition of excellence. Campus safety and security is a collaborative effort at Gordon State College. Our Public Safety Department collaborates closely with multiple departments across Gordon State College that play a vital role in promoting campus safety. These include Student Affairs, Academic Affairs, Institutional Advancement, Counseling Services, Housing and Residence Life, as well as other key members of the College's Clery Committee. Together, we work to ensure a safe, supportive, and well-informed campus environment. It has always been our goal to provide the highest quality of public safety services to the college community, and we are honored to collaborate with the entire Gordon State College community. The men and women of the Gordon State College Police Department are committed to making this campus a safe place in which to study, live, work, and play.

Charles E Head

Director of Public Safety and Chief of Police

Campus Police Authority and Jurisdiction

Section 20-3-72 of the Official Code of Georgia Annotated expresses the authority of campus police to make arrests on College and Board of Regents property and on public and private property within 500 yards thereof. If minor offenses involving College rules and regulations are

committed by a college student, GSC Police will also refer the individual to the disciplinary division of Student Affairs. Campus Police enforce all federal, state, and local laws as well as institutional policy.

Major offenses such as rape, murder, aggravated assault, and robbery are worked in conjunction with the local police and sheriff's office when necessary. Joint investigative efforts with investigators from GSC and the local authorities are deployed to solve these felony crimes. In addition, GSC uses state resources including the Georgia Bureau of Investigation. The prosecution of all criminal offenses is conducted in the appropriate courts of the local jurisdiction and is reviewed by the State Solicitor's Office and, if applicable, by the District Attorney's Office.

Campus Police personnel work closely with local, state, and federal police agencies and have direct communication with the Lamar County Sheriff's Office radio rooms.

GSC Police officers complete a training course required of all state certified peace officers in the state of Georgia. Receive 20 hours per year of in-service training certified by the Georgia Peace Officers Standards and Training Council to include the areas of Firearms Re-qualifications and Use of Force.

By mutual agreement with state and federal agencies, The GSC Police Department maintains an NLETS terminal (National Law Enforcement Telecommunications Network). Through this system police personnel can access the National Crime Information Computer System as well as the criminal history data, nationwide police records, driver/vehicle identification information, as well as other local, state, and federal enforcement information.

ANNUAL SECURITY REPORT

REPORTING CRIMES AND OTHER EMERGENCIES

The college has several ways for campus community members and visitors to report crimes, serious incidents, and other emergencies to appropriate college officials. Regardless of how and where you decide to report these incidents, it is critical for the safety of the entire college community that you immediately report all incidents to the Gordon State College Police (678.359.5111) to ensure an effective investigation and appropriate follow-up actions, including issuing a crime alert or emergency notification.

Voluntary, Confidential Reporting

The college has several ways for campus community members and visitors to report crimes, serious incidents, and other emergencies to appropriate college officials. Regardless of how and where you decide to report these incidents, it is critical for the safety of the entire college community that you immediately report all incidents to ensure an effective investigation and appropriate follow-up actions, including issuing a crime alert or emergency notification. Crimes can be reported to the GSC Police at (678-359-5111) or in person at Gordon Hall. Crimes can also be reported on the LiveSafe app or by dialing 911.

Reporting to College Police

Gordon State College encourages the prompt and accurate reporting of all crimes to GSC Police and local law enforcement agencies, when the victim of a crime elects or is unable to make such a report. Because police reports are public records under state law, the GSC Police Department cannot hold reports of crime in confidence and therefore does not have a procedure to allow voluntary confidential reporting of crimes. All complaints are addressed through the official investigative process. Professional and Pastoral Counselors do not notify people they are counseling of voluntary confidential procedures for inclusion in the annual disclosure of crime statistics because there is no procedure for this.

Emergency Phones

The College emergency phones throughout the College campus. Phones are in public areas of buildings, elevators, residence hall complexes, and administration buildings. Emergency phones provide direct voice communications to the Gordon State College Police Department. Please visit www.gordonstate.edu.

LiveSafe:

A free mobile safety app that transforms mobile phones into personal safety devices, LiveSafe enables community members to quickly find campus resource information, call the Gordon State Police Department for help, or share information anonymously with Public Safety via text messaging. With LiveSafe's Safe Walk feature, users can share their walking route via GPS with friends and family. The LiveSafe app is available on the iTunes App Store and Google Play.

By policy, we do not attempt to trace the origin of the reporting person, unless such is deemed necessary for public safety. One can also utilize LiveSafe, which contains a feature to make reports anonymously.

Reporting to Other Campus Security Authorities

While the College prefers that community members promptly report all crimes and other emergencies directly to the Gordon State College Police at 678.359.5111 or 911, we also recognize that some may prefer to report to other individuals or College offices. The Clery Act recognizes certain College officials and offices as “Campus Security Authorities (CSA).” The Act defines these individuals as an “official” of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as a person who has the authority and the duty to act or respond to issues on behalf of the institution.”

While the College has identified several CSAs, we officially designate the following offices as places where campus community members can report crimes:

Official	Campus Address	Phone Number
College Police & Public Safety	Gordon Hall	678.359.5111
Enrollment Mgt. and Student Affairs	Student Center	678.359.5056
Human Resources	Georgia House	678.359.5572
Residence Life	Gordon Village	678.359.5435

Pastoral and Professional Counselors

According to the Clery Act, professional counselors who are appropriately credentialed and hired by Gordon State College to serve in a counseling role are not considered Campus Security Authorities when they are acting in the counseling role. As a matter of policy, the College encourages professional and pastoral counselors to notify those whom they are counseling of the voluntary, confidential reporting options available to them.

It's Up to Each of Us

The College takes great pride in the community and offers students, facilities, and staff many advantages. This community is a great place to live, learn, work, and study. However, this does not mean that the campus community is immune from all the other unfortunate circumstances that arise in other communities. With that in mind, Gordon State College has taken progressive measures to create and maintain a reasonably safety environment on campus. Though the College is progressive with its policies, programs, and education, it is up to each one of us to live with a sense of awareness and use reasonable judgment when living, working, or visiting on campus.

PREPARATION OF THE ANNUAL SECURITY REPORT AND DISCLOSURE OF CRIME STATISTICS

The Gordon State College Police prepare this report to comply with the Jeanne Clery Disclosure of Campus Security and Crime Statistics Act using information maintained by the College Police, information provided by other College offices such as Student Affairs, Residence Life, and other Campus Security Authorities and information provided by local law enforcement agencies surrounding the main campus. Each of these offices provides updated policy information and crime data. Process is used to classify and count statistics.

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

The College distributes a notice of the availability of this Annual Security and Fire Safety Report by October 1 (one) of each year to every member of the College community. Anyone, including prospective students and employees, may obtain a paper copy of this report by contacting the College Police at 678.359.5011 or by visiting <https://www.gordonstate.edu/departments/publicsafety/index.html>

ABOUT THE DEPARTMENT OF POLICE & PUBLIC SAFETY

Role, Authority, and Training

Gordon State Police & Public Safety protects and serves the community 24 hours a day, 365 days a year. The Department is responsible for several campus safety and security

programs including Emergency Management, Community Safety and Security Education, physical security, including security technology, behavioral threat assessment, and special event management.

The Department is comprised of:

- Chief of Police and Command Staff that consists of Four Supervising Officers of Rank
- Four Full Time Police Officers
- Six Part Time Police Officers
- One Police Administrative Assistant

The police officers at Gordon State College:

- Have a high school diploma or equivalent.
- Complete a training course required of all municipal police officers in Georgia.
- Receive 40 or more hours per year of in-service training, specializing in crime prevention, fingerprint technology, evidence technology, hazardous device technology, emergency first aid, CPR/AED, weapons and tactics.
- University police officers are authorized under Georgia O.C.G.A. 20-3-72 to make arrests on, and within 500 yards of any property owned, controlled by the Board of Regents within the State of Georgia All crimes that occur on campus or College property **shall** be reported to the Gordon State College Police.

Working Relationship with Local, State and Federal Law Enforcement Agencies

The Gordon State College Police maintain a cooperative relationship with the Georgia Bureau of Investigation, Barnesville Police, Lamar County Sheriff's Office, and surrounding police agencies. This includes inter-operative radio capability training programs, special event coordination, and investigation of serious incidents.

The GSC Police Department has mutual aid and working agreements with the Lamar Co. Sheriff's Office and the Barnesville Police Department. These mutual aids and working agreements do not specifically cover the investigation of any one criminal incident. Each department augments the other within their jurisdiction during mutual investigations, arrests, and prosecutions, and works together for the resolution of any incident that may have occurred in one or multiple jurisdictions. The agencies participating in the agreement include the Lamar County Sheriff's Office and the Barnesville Police Department. The agreement also allows for

joint training and cooperation on other matters, such as pre-planned large-scale special events, among the participating agencies.

Crimes Involving Student Organizations at Off-Campus Locations

GSC does not have any off-campus student organizations.

TIMELY WARNING REPORTS – CRIME ALERTS

Gordon State College issues Timely Warnings to alert the campus community of Clery crimes occurring on campus or in other Clery Geography considered by the University to represent an ongoing threat to students and/or employees. Timely Warnings are issued as soon as the pertinent information is available.

The Department of Public Safety evaluates reports made to them and from other CSAs and local law enforcement to determine if a warning must be disseminated. Timely Warnings are issued by the Department of Public Safety, with determinations made by department personnel who receive the report of the incident.

Timely Warnings are issued via the LiveSafe app, University email, phone calls, text messages and/or electronic warnings pushed to University computers. Timely Warnings will not include the names and other identifying information of complainants.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Office of Emergency Management

Gordon State College (GSC) maintains an Emergency Action Plan and a Confidential Emergency Operations Plan. Each building has evacuation routes posted. Please follow the evacuation route and instructions posted. The Confidential Emergency Operations Plan includes:

- declaration of a campus state of emergency.

- roles & responsibilities in an emergency.
- drills and exercises; and - mutual aid agreements.

The GSC Department of Public Safety is responsible for maintaining the plan, conducting at least one annual test of the Confidential Emergency Operations Plan, and maintaining detailed documentation of each test to include a description of the exercise, date, time and whether announced or unannounced. Evacuation training sessions are available throughout each year either scheduled or upon request. The College publicizes information about GSC's Emergency Action Plan (EAP) in conjunction with one annual test and on an ongoing basis throughout the year including through orientation sessions, social media posts, and tests of the emergency notification system. A summary of the EAP can be found on Gordon State College's website.

https://www.gordonstate.edu/images/uploads/human-resources/Emergency_Response_Plan.pdf

Drills, Exercises and Training

Annually, the College conducts an emergency management exercise to test emergency procedures. The scenarios for these exercises change from year to year and include several departments from across the campus.

To ensure the College's emergency management plans remain current and actionable, the College will conduct an emergency management exercise, at a minimum once yearly. These exercises may include tabletop drills, emergency operations center exercises, or full-scale emergency response exercises. The College conducts after-action reviews of all emergency management exercises.

In conjunction with at least one emergency management exercise each year, the College will notify the community of the exercise and remind the community of the information included in the College's publicly available information regarding emergency response procedures <https://www.gordonstate.edu/departments/computer-services/gordon-state-collegeemergency-notification-system-gcens/index.html>. The Public Information Officer will disseminate information regarding drills and training that occurs on the College campus to the community prior to events occurring.

Gordon State College Emergency Notification

Gordon State College will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency". Gordon State College uses the emergency notification system, Regroup (Gordon College Emergency Notification System (GCENS). GCENS is an emergency notification service available to students, staff, and anyone in the College community who wants to subscribe. GCENS can be used to send emergency messages within minutes of the occurrence of an incident. Alerts sent by GCENS are simulcast to the College community via our news wire at <http://www.gordonstate.edu/>, Gordon State College's Facebook page, Twitter, Local press release to area print, and on-line news outlets.

Gordon State College performs a college-wide bi-annual test of the system. The following procedures outline the process the College uses when issuing emergency notifications.

Procedures Used to Notify the Campus Community

In the event of a situation that poses an immediate threat to members of the campus community, the College has various systems in place for communicating information quickly. Some or all these methods of communication may be activated in the event of emergency notification to all or a segment of campus community. Emergency Notifications are issued by the Department of Public Safety dispatch via the LiveSafe app, phone calls, text messages warning through (GCENS), the College's email system, and public address system via communication towers. The College will post updates during a critical incident on the homepage.

Confirming the Existence of a Significant Emergency or Dangerous Situation and Initiating the Emergency Notification System

The Gordon State College Police may become aware of a critical incident or other emergency situation that potentially affects the health and/or safety of the campus community. Generally, campus first responders become aware of these situations when they are reported to the Police Dispatcher or upon discovery during patrol or other assignments.

Once first responders confirm that there is, in fact, an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the campus community, first responders will notify supervisors in the Gordon State College Police Department and/or the President's Office to issue an emergency notification.

The College's authorized representatives will immediately initiate all or some portions of the College's emergency notification system. If, in the professional judgment of first responders, issuing a notification potentially compromises efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency, the College may elect to delay issuing an emergency notification. As soon as the condition that may compromise efforts is no longer present, the College will issue an emergency notification to the campus community.

Determining the Appropriate Segment or Segments of the Campus Community to Receive an Emergency Notification

College and/or local first responders on the scene of a critical incident or dangerous situation will assist those preparing the emergency notification with determining what segment or segments of the college community should receive the notification. Generally, campus community members in the immediate area of the dangerous situation (i.e. The building, adjacent buildings, or surrounding area) will receive the emergency notification first. The college may issue subsequent notifications to a wider group of community members. In addition to the emergency notification that may be issued via the GCENS mass notification system, the college will also post applicable messages about the dangerous condition on the Gordon State College homepage to ensure the rest of the campus is aware of the situation and the steps they should take to maintain personal and campus safety. If the emergency affects a significant portion of the entire campus, college officials will distribute the notification to the entire campus community.

Determining the Contents of the Emergency Notification

The office responsible for issuing the emergency notification (usually the Police Dispatcher) will, in concert with College and local first responders, determine the contents of the notification. The College has developed a wide range of template messages addressing several different emergency situations. The individual authorizing the alert will select the template message most appropriate to the on-going situation and modify it to address the specifics of the present incident. In those cases where there are no pre-determined template messages in the system, the individual authorizing the alert will develop the most succinct message to convey the

appropriate information to the community. The goal is to ensure individuals are aware of the situation and that they know the steps to take to safeguard their personal and community safety.

Enrolling in the College's Emergency Notification System

We encourage members of the campus community to enroll in the GCENS system by visiting <https://www.gordonstate.edu/departments/computer-services/gordon-state-college-emergencynotification-system-gcens/index.html>. We encourage Gordon State College community members to regularly update their information at the same site. Information can be easily updated by following the above link; furthermore, multiple phone numbers can be added to the GCENS message system.

SECURITY OF AND ACCESS TO COLLEGE FACILITIES

At the Gordon State College campus, administrative buildings are open from 8:00 a.m. until 5:00 p.m., Monday through Friday, and academic buildings generally are open from 7:00 a.m., until 9:00 p.m. Academic buildings are scheduled to be open on weekends only as needed. Access to individual classrooms and laboratories is limited to those enrolled in the courses that meet there. Likewise, access to most programs is limited to those enrolled in the program or otherwise authorized access.

Gordon State College employed various camera types on campuses, including fixed cameras for specific areas, pan-tilt-zoom (PTZ) cameras for broader coverage, and multi-sensor cameras for 360-degree views.

All buildings are equipped with fire alarms: These alarms detect smoke or heat and alert building occupants and emergency responders to fire hazards.

Special Considerations for Residence Hall Access

Students use a mobile app to access their residence hall, which the authority has granted them access to, using the app to unlock the door. Access is administered by Housing. The system denies entry to unauthorized persons. When any exterior door is left ajar, an audible alarm is activated. Resident Assistants / Security Officers and/or Police Officers are responsible for checking and securing doors when needed. When a door is malfunctioning, personnel are summoned for immediate repair. Remember to lock your doors and windows. All residence hall and apartment exterior doors are equipped with locks and crash bars to ensure a quick emergency exit.

Only residents and their guests are permitted in the living areas of the residence halls. It is the resident's responsibility to ensure that his/her guest is aware of the College and residence hall policies. Guests are not provided with room keys or door access cards. Guests must be always escorted by a resident of the building. All exterior doors are locked 24 hours a day. It is the responsibility of residents and staff members to challenge or report on individuals who cannot be identified as residents or the guests of residents. When College Police receive a report of an unescorted person in a residence hall, a police officer is dispatched to identify that person. College Police 3:00 p.m., until 4:00 a.m. Most of these officers spend much of their time patrolling in and around the residence hall complexes. Resident Assistants are assigned to patrol the residence hall areas from 6:00 p.m., until 11:00 p.m. Security Officers are on front desk duty in each resident hall from 12:00 a.m., until 8:00 p.m. During low-occupancy periods such as holidays and scheduled breaks, students gain access via the College's electronic access control system. During the summer when groups who are not regularly associated with Gordon State College are using the College residence halls, exterior doors are locked 24 hours a day. Residence Halls are staffed 24 hours per day. College Police personnel also conduct regular checks of residence hall areas.

Security Considerations for the Maintenance of Campus Facilities

Gordon State College is committed to campus safety and security. At the College, locks, landscaping, and outdoor lighting are designed for safety and security. Sidewalks are designed to provide well-traveled, lighted routes from parking areas to buildings and from building to building. Sidewalks and building entrances are illuminated to provide well-traveled, lighted routes from parking areas to buildings and from building to building. Maps showing the best lit and most traveled routes across campus are available by contacting Gordon State College Police <http://www.gordonstate.edu/about/locations-directions>.

Environmental Health & Safety, in conjunction with representatives from the Gordon State College Police, conducts surveys of college property twice each year to evaluate campus lighting.

We encourage college community members to promptly report any security concerns, including concerns about locking mechanism, lighting, or landscaping to the College Police.

CAMPUS SECURITY POLICIES, CRIME PREVENTION & SAFETY AWARENESS PROGRAMS

In addition to the many programs offered by the College Police and other College offices, the College has established several programs to reduce crime and educate the campus community about crime prevention. These programs include:

CARE Team

To extend our efforts on emergency preparedness and prevention, Gordon State College has established a CARE Team. The objective of the CARE Team (CT) is to put in place a structured process for evaluating potentially threatening situations that occur at the College. The multi-disciplinary team is comprised of members from around the College community.

BIT Members:

Dr. LaToya Stackhouse – Dean of Students

Gratasha Banks – Interim Director of Housing and Residence Life

Alicia Dorton – Director of Counseling and Accessibility Services

Charles Head – Director of Public Safety and Chief of Police

Lawren Reyes – Student Affairs Coordinator

Weapons Policy

Effective April 12, 2022, SB 319 allows a **lawful weapons carrier** the State of Georgia to carry a handgun in a concealed manner on property owned or leased by public colleges and university with some exceptions. Full details on this legislative amendment and further guidance from the University System of Georgia can be found at <https://www.usg.edu/policymanual/section6/C2675/>

Crime Prevention and Safety Awareness Programs

To promote safety awareness, the College Police maintain a strong working relationship with the community. This relationship includes offering a variety of safety and security programs and services and crime prevention programming. If you or your organization would like to request a specific program, please contact the Gordon State College Police Department. Below are some of the programs and services available:

NAME OF PROGRAMS

The Gordon State Police Department offers Rape Awareness Defense (RAD) - Twice per semester to resident and commuter students. During New Student Orientations, officers teach students about drugs, violence, criminal activity, and campus emergency protocols.

Student Conduct

The purpose of Student Conduct is to promote a safe, orderly, and civil college community and to encourage and inspire students to become good citizens by engaging in personal

responsibility, ethical decision making, and demonstrating respect for the rights and safety of others.

The Student Code of Conduct

The Office of Student Affairs is responsible for administering the Code of Conduct for Students, which articulates the behavioral standards and the equitable procedures employed by the College to respond to allegations of student misconduct.

The Code of Conduct for Students is administered at all College campuses on college property and may also address off campus student misconduct when a student's behavior affects a Substantial College Interest.

Students who are found responsible for violations may be subject to sanctions ranging from Disciplinary Warning, Disciplinary Probation, up to Suspension or Expulsion from the College. Students residing in college housing may also lose the privilege of living on campus for violating College rules and regulations or conditions of the housing contract.

In most cases the Office of Student Affairs will also assign developmental and educational interventions designed to promote greater awareness and improved decision-making for students and to further deter future misconduct.

In instances where there is reasonable cause to believe a student is an immediate threat to the safety of himself/herself or other persons or property or is an immediate threat to disrupt essential campus operations, the Office of Student Affairs may assign an Interim Suspension and/or other actions, designed to protect the health and safety of the community and members therein.

The Office of Student Affairs reviews admissions applications of students who indicate on their application that they have:

- Entered a plea of guilty, a plea of no contest, a plea of nolo contendere, an Alford plea to a criminal charge, or a plea under a first offender act
- Disciplinary or academic misconduct charges pending against you from a high school, college, or university (including Gordon State College)
- Been disciplined, suspended, or expelled for conduct code violations from a high school, college, and university (including Gordon State College)

Any individual or entity may submit reports alleging student misconduct to the Office of Student Affairs or designee at the campus where the incident occurred.

The Office of Student Affairs also provides outreach programming designed to inform and educate students and to promote Gordon State College principles.

Additional Information Regarding the Student Code of Conduct

Gordon State College is obligated to provide all students with the College regulations, policies, and procedures governing student conduct. Gordon State College policies and procedures, including the Code of Conduct for Students and the Off-Campus Misconduct Policy are published on the Student Conduct website.

[Student Code of Conduct | Gordon State College](#)

<https://www.gordonstate.edu/academics/academic-affairs/student-code-of-conduct/index.html>

If you have additional questions, special needs, or wish to request a hard copy of this information, please contact the Office of Student Affairs.

[| Gordon State College](#)

Parental Notification Policy

Gordon State College reserves the right to report student discipline information to the parents or legal guardians of students.

Federal legislation authorizes Gordon State College to disclose disciplinary records concerning violations of the College's rules and regulations governing the use or possession of alcohol or controlled substances that involve students who are under the age of 21 regardless of whether the student is a dependent.

The College may also report non-alcohol or drug related incidents to parents or legal guardians of dependent students under circumstances described in the Student Guide to Highlander Living. If you have any questions, please visit our Guide to Highlander Living:

<https://www.gordonstate.edu/student-life/campus-life/housing/student-housing-applicationprocess/index.html>

GORDON STATE COLLEGE'S RESPONSE TO SEXUAL AND GENDER VIOLENCE

Please see the attached Sexual Violence Policy Statement:

http://www.gordonstate.edu/pdf/Sexual_Harassment_Policy.pdf

Personal Safety

Theft, disorderly conduct, and alcohol related offenses are very common on college campuses. However, they don't stand alone. Despite law enforcement's efforts, serious crimes do occur on

campuses. It is important to report any suspicious incidents to the police and always remain alert and vigilant.

One of the more serious crimes that, too often, are unreported is Sexual Assault. It is important to know what these crimes are, because in many cases, victims do not realize that they have been victimized. Additionally, crimes of this nature are very difficult for victims to report for several very complex reasons. We provide the following information to assist those who may have been victims of sexual assault or who have a friend who has been sexually assaulted.

There are many guidelines to help you be more alert and aware of the situation to prevent such serious crimes. Such as:

- Know your surroundings
- Be alert
- Call for help 678.359.5111
- Report any suspicious people and/or activity, immediately

Defining Rape

In Georgia, Rape is defined under O.C.G.A. 16-6-1 as a “The penetration, no matter how slight, of the vagina or anus, with anybody part or object, or oral penetration by a sex organ of another person, without the consent of the victim. **This offense includes the rape of both males and females.**” The code recognizes that rape can occur even between spouses so the defendant cannot use the fact that he is married to the person accusing him of rape as a defense. Rape is punishable by death, life imprisonment with or without parole, or a minimum of 25 years' imprisonment, followed by probation for life.

While the definition is clear, victim often have difficulty reporting a sexual assault for numerous reasons such as knowing the perpetrator, fear of retaliation, fear of parents knowing about the incident, fear of getting in trouble with law enforcement. Despite these concerns, it is vital to report such incidents to get help.

The following information provides steps to follow should a sexual assault occur:

- Get to a safe place as soon as possible!
- Try to preserve all physical evidence – The victim should not bathe, shower, brush teeth, douche, use the toilet, or change clothing until she/he has a medical exam. Contact a close friend or relative, if available, who can provide support and accompany the victim

to the medical exam and/or police department. Advocates from the Counseling and Disability Services can be available to the victim to provide support.

- Get medical attention as soon as possible – An exam may reveal the presence of physical injury of which the victim is unaware. Following a sexual assault, antibiotics are typically given at the time of the exam to help prevent the victim from acquiring certain sexually transmitted diseases. Emergency contraceptive pills are offered to all victims at the time of the exam (if the victim presents within 120 hours) to help prevent pregnancy from occurring because of the rape. If the victim reports memory loss, loss of consciousness or other circumstances suspicious for a drug-facilitated assault, a urine test may be done if the victim presents within 96 hours. Some of the commonly used “date rape” drugs, however, are only detectable in the urine for 6-8 hours after ingestion.
- Contact the police – Sexual assault is a crime; it is vital to report it. It is important to remember that reporting a crime is not the same as prosecuting the crime. The decision to prosecute may be made at another time. The final decision to prosecute is determined by the District Attorney.
- Consider talking to a counselor – Seeing a counselor may be important in helping the victim understand his/her feelings and begin the process of recovery.

Defining Sexual Assault

In Georgia, Sexual Assault is defined under O.C.G.A 16-6-5.1 as “sexual contact” that is perpetrated by “a person who has supervisory or disciplinary authority over another individual.”

Our Commitment to Addressing Sexual Assault/Rape

Gordon State College does not tolerate sexual misconduct or abuse, such as sexual assault, rape or any other forms of nonconsensual sexual activity. Sexual misconduct in any form violates the Student Code of Conduct, College policies, and may violate Federal and State Laws. Violations of this policy are subject to disciplinary sanctions through the Office of Student Affairs and/or those outlined in applicable College policies. Please visit

https://www.gordonstate.edu/documents/departments/institutional-effectiveness/Students_Rights_Responsibilities_Policy_Form.pdf to review procedures, policies and protocols for reporting and addressing allegations of student sexual misconduct. The College provides the following rights to all sexual assault victims:

- Gordon State College will pay for all basic sexual assault related care for students who receive care at a local hospital.

- A Victim Resource Officer is available to all victims of crimes. The VRO will provide support and guidance to victims and enable them to receive advocacy, information, and assistance both judicially and academically.
- On campus counseling services are available to students through Counseling and Disability Services

College Procedures for Responding to Reports of Sexual Assault

If you or someone you know is the victim of a sexual assault, the victim has several rights, including:

- The right to report the incident to the Gordon State College Police or local authorities. The College will assist victims in notifying either the College or local police. Filing a police report does not mean the victim must pursue criminal charges. The victim maintains his or her rights throughout the process.
- In addition to the campus services listed below, there are also several community service organizations that can provide counseling, mental health, and other related services to sexual assault victims. Counseling and Disability Services can assist with connecting victims to these services. Please note that not all services are available at all campus locations.

Resources

- Spalding County Mental Health-126 W. Solomon St. Griffin, GA 770.412.4767
- Pathways Center- 101 Commerce Pl. Barnesville, GA 770.358.5269
- Lamar County Sheriff's Office Victim's Advocate 770.358.5159
- If a victim of a sexual assault or relationship violence incident requests a change in her or his living arrangements or academic schedule, Residence Life, and other offices at the College, will assist the individual with making these changes, if they are reasonably available.

Gordon State College Disciplinary Procedures in Sexual Assault Incidents

If you have been sexually assaulted, you have options for addressing such conduct. You may wish to discuss the problem privately with a counselor or an adviser in Counseling and Disability. The Gordon State College Police are always available to assist a victim with getting the support she/he requests.

The College's student conduct process is designed to afford a complainant (the person who is bringing a charge) and a respondent (the person who is answering a charge) a fair, prompt, and

appropriate resolution process. The process is designed to help people who need support as they address these incidents.

<https://www.gordonstate.edu/student-life/title-ix/index.html>

In determining whether the alleged conduct constitutes sexual harassment or assault, the full context in which the alleged incident occurred must be considered. In any case, both the accuser and the accused are entitled to the same opportunities to have others present during any disciplinary proceeding. Both the accuser and the accused will be informed of the outcome of any proceeding.

During any sexual assault complaint proceeding, the College has a range of sanctions available. Those sanctions may range from probation to expulsion from the College, depending upon the nature and circumstances of the specific incident.

Sexual Assault Prevention Programs

SEXUAL MISCONDUCT

GSC requires all new, transfer, and dual enrolled students and new employees to complete population-specific online Sexual Assault Prevention training, via Vector Solutions. This training is focused on prevention and risk reduction of dating violence, domestic violence, sexual assault, and stalking, while creating a safe environment for those who may have been victims of these crimes.

GSC's Title IX Office offers ongoing bystander intervention and sexual misconduct prevention programs to targeted populations. Additionally, the Department of Public Safety promotes crime prevention through our See Something/Say Something program. GSC employees have free access to relationship and family problems counseling and programming through the Health Employee Assistance Program. GSC conducts annual evaluations of the effectiveness of our sexual misconduct awareness and prevention programs through the analytics provided by Vector Solutions, our third-party online program provider, and analysis of our Clery crime statistics.

VAWA Crime Definitions under Georgia State Law

Dating Violence

O.C.G.A. § 19-13A-1:

'Dating violence' means the occurrence of one or more of the following acts between persons through whom a current pregnancy has developed or who are currently, or within the last 12 months were, in a dating relationship:

(A) Any felony; or

(B) Commission of the offenses of simple battery, battery, simple assault, or stalking.

Domestic Violence

The State of Georgia does not have a Domestic Violence law, but defines Family Violence as:

O.C.G.A. § 19-13-1:

As used in this article, the term "family violence" means the occurrence of one or more of the following acts between past or present spouses, persons who are parents of the same child, parents and children, stepparents and stepchildren, foster parents and foster children, or other persons living or formerly living in the same household:

(1) Any felony; or

(2) Commission of offenses of battery, simple battery, simple assault, assault, stalking, criminal damage to property, unlawful restraint, or criminal trespass.

The term "family violence" shall not be deemed to include reasonable discipline administered by a parent to a child in the form of corporal punishment, restraint, or detention.

Sexual Assault

Georgia does not have a Sexual Assault law but instead has a Sexual Battery law as shown below.

O.C.G.A. § 16-6-22.1:

(a) For the purposes of this Code section, the term "intimate parts" means the primary genital area, anus, groin, inner thighs, or buttocks of a male or female and the breasts of a female.

(b) A person commits the offense of sexual battery when he or she intentionally makes physical contact with the intimate parts of the body of another person without the consent of that person.

(c) Except as otherwise provided in this Code section, a person convicted of the offense of sexual battery shall be punished as for a misdemeanor of a high and aggravated nature.

(d) A person convicted of the offense of sexual battery against any child under the age of 16 years shall be guilty of a felony and, upon conviction thereof, shall be punished by imprisonment for not less than one nor more than five years.

(e) Upon a second or subsequent conviction under subsection (b) of this Code section, a person shall be guilty of a felony and, upon conviction thereof, shall be imprisoned for not less than one nor more than five years and, in addition, shall be subject to the sentencing and punishment provisions of Code Section 17-10-6.2.

Rape

O.C.G.A. § 16-6-1:

(a) A person commits the offense of rape when he has carnal knowledge of:

(1) A female forcibly and against her will; or

(2) A female who is less than ten years of age.

Carnal knowledge in rape occurs when there is any penetration of the female sex organ by the male sex organ. The fact that the person allegedly raped is the wife of the defendant shall not be a defense to a charge of rape.

(b) A person convicted of the offense of rape shall be punished by death, by imprisonment for life without parole, by imprisonment for life, or by a split sentence that is a term of imprisonment for not less than 25 years and not exceeding life imprisonment, followed by probation for life. Any person convicted under this Code section shall, in addition, be subject to the sentencing and punishment provisions of Code Sections 17-10-6.1 and 17-10-7.

(c) When evidence relating to an allegation of rape is collected in the course of a medical examination of the person who is the victim of the alleged crime, the Georgia Crime Victims Emergency Fund, as provided for in Chapter 15 of Title 17, shall be responsible for the cost of the medical examination to the extent that expense is incurred for the limited purpose of collecting evidence.

Sodomy; Aggravated Sodomy; Medical Expenses O.C.G.A.

§ 16-6-2:

(a)

(1) A person commits the offense of sodomy when he or she performs or submits to any sexual act involving the sex organs of one person and the mouth or anus of another.

(2) A person commits the offense of aggravated sodomy when he or she commits sodomy with force and against the will of the other person or when he or she commits sodomy with a person who is less than ten years of age. The fact that the person allegedly sodomized is the spouse of a defendant shall not be a defense to a charge of aggravated sodomy. (b)

(1) Except as provided in subsection (d) of this Code section, a person convicted of the offense of sodomy shall be punished by imprisonment for not less than one nor more than 20 years and shall be subject to the sentencing and punishment provisions of Code Section 17-10-6.2.

(2) A person convicted of the offense of aggravated sodomy shall be punished by imprisonment for life or by a split sentence that is a term of imprisonment for not less than 25 years and not exceeding life imprisonment, followed by probation for life. Any person convicted under this Code section of the offense of aggravated sodomy shall, in addition, be subject to the sentencing and punishment provisions of Code Sections 17-10-6.1 and 17-10-7.

(c) When evidence relating to an allegation of aggravated sodomy is collected in the course of a medical examination of the person who is the victim of the alleged crime, the Georgia Crime Victims Emergency Fund, as provided for in Chapter 15 of Title 17, shall be financially responsible for the cost of the medical examination to the extent that expense is incurred for the limited purpose of collecting evidence.

(d) If the victim is at least 13 but less than 16 years of age and the person convicted of sodomy is 18 years of age or younger and is no more than four years older than the victim, such person shall be guilty of a misdemeanor and shall not be subject to the sentencing and punishment provisions of Code Section 17-10-6.2.

Fondling

The State of Georgia does not have a definition for Fondling, however what the Clery Act defines as fondling is included in the State definition of Sexual Battery provided above. Incest

O.C.G.A. § 16-6-22:

(a) A person commits the offense of incest when such person engages in sexual intercourse or sodomy, as such term is defined in Code Section 16-6-2, with a person whom he or she knows he or she is related to either by blood or by marriage as follows:

(1) Father and child or stepchild.

(2) Mother and child or stepchild.

(3) Siblings of the whole blood or of the half-blood.

(4) Grandparent and grandchild of the whole blood or of the half-blood.

(5) Aunt and niece or nephew of the whole blood or of the half-blood; or

(6) Uncle and niece or nephew of the whole blood or of the half blood.

(b) A person convicted of the offense of incest shall be punished by imprisonment for not less than ten nor more than 30 years; provided, however, that any person convicted of the offense of incest under this subsection with a child under the age of 14 years shall be punished by imprisonment for not less than 25 nor more than 50 years. Any person convicted under this Code section of the offense of incest shall, in addition, be subject to the sentencing and punishment provisions of the Code Section 17-10-6.2.

Statutory Rape

O.C.G.A. § 16-6-3:

(a) A person commits the offense of statutory rape when he or she engages in sexual intercourse with any person under the age of 16 years and not his or her spouse, provided that no conviction shall be had for this offense on the unsupported testimony of the victim.

(b) Except as provided in subsection (c) of this Code section, a person convicted of the offense of statutory rape shall be punished by imprisonment for not less than one nor more than 20 years; provided, however, that if the person so convicted is 21 years of age or older, such person shall be punished by imprisonment for not less than ten nor more than 20 years. Any person convicted under this subsection of the offense of statutory rape shall, in addition, be subject to the sentencing and punishment provisions of Code Section 17-10-6.2.

(c) If the victim is at least 14 but less than 16 years of age and the person convicted of statutory rape is 18 years of age or younger and is no more than four years older than the victim, such person shall be guilty of a misdemeanor.

(d)(1) As used in this subsection, the term “sexual felony” shall have the same meaning as set forth in paragraph (2) of subsection (j) of Code Section 16-5-21.

(2) Any person having been previously convicted of a sexual felony who is convicted of the felony offense of statutory rape when the individual convicted was 21 years of age or older,

shall be punished by imprisonment for life or a split sentence that is a term of imprisonment followed by probation for life. As a condition of probation, the court shall impose the requirement of electronic monitoring as set forth in paragraph (14) of subsection (a) of Code Section 42-8-35.

Stalking

O.C.G.A. § 16-5-90:

(a)

(1) A person commits the offense of stalking when he or she follows, places under surveillance, or contacts another person at or about a place or places without the consent of the other person for the purpose of harassing and intimidating the other person. For the purpose of this article, the terms "computer" and "computer network" shall have the same meanings as set out in Code Section 16-9-92; the term "contact" shall mean any communication including without being limited to communication in person, by telephone, by mail, by broadcast, by computer, by computer network, or by any other electronic device; and the place or places that contact by telephone, mail, broadcast, computer, computer network, or any other electronic device is deemed to occur shall be the place or places where such communication is received. For the purpose of this article, the term "place or places" shall include any public or private property occupied by the victim other than the residence of the defendant. For the purposes of this article, the term "harassing and intimidating" means a knowing and willful course of conduct directed at a specific person which causes emotional distress by placing such person in reasonable fear for such person's safety or the safety of a member of his or her immediate family, by establishing a pattern of harassing and intimidating behavior, and which serves no legitimate purpose. This Code section shall not be construed to require that an overt threat of death or bodily injury has been made.

(2) A person commits the offense of stalking when such person, in violation of a bond to keep the peace posted pursuant to Code Section 17-6-110, standing order issued under Code Section 19-1-1, temporary restraining order, temporary protective order, permanent restraining order, permanent protective order, preliminary injunction, or permanent injunction or condition of pretrial release, condition of probation, or condition of parole in effect prohibiting the harassment or intimidation of another person, broadcasts or publishes, including electronic publication, the picture, name, address, or phone number of a person for whose benefit the bond, order, or condition was made and without such person's consent in such a manner that causes other persons to harass or intimidate such person and the person making the broadcast or publication knew or had reason to believe that such broadcast or publication would cause such person to be harassed or intimidated by others.

(b) Except as provided in subsection (c) of this Code section, a person who commits the offense of stalking is guilty of a misdemeanor.

(c) Upon the second conviction, and all subsequent convictions, for stalking, the defendant shall be guilty of a felony and shall be punished by imprisonment for not less than one year nor more than ten years.

(d) Before sentencing a defendant for any conviction of stalking under this Code section or aggravated stalking under Code Section 16-5-91, the sentencing judge may require psychological evaluation of the offender and shall consider the entire criminal record of the offender. At the time of sentencing, the judge is authorized to issue a permanent restraining order against the offender to protect the person stalked and the members of such person's immediate family, and the judge is authorized to require psychological treatment of the offender as a part of the sentence, or as a condition for suspension or stay of sentence, or for probation.

Consent

While Georgia does not define consent there is a published definition of “Without his consent” in:

O.C.G.A. § 16-1-3:

(19) “Without his consent” means that a person whose concurrence is required has not, with knowledge of the essential facts, voluntarily yielded to the proposal of the accused or of another.

Sex Offender Registration – Campus Sex Crimes Prevention Act

Megan’s Law

In Georgia, convicted sex offenders must register with the Georgia Department of Corrections. You may obtain state information on individuals registered as sex offenders by visiting the Georgia Bureau of Investigation Sex Offender Registry website at:

<https://gbi.georgia.gov/georgia-sex-offender-registry>

Missing Student Policy

The Clery Act requires institutions that maintain on campus housing facilities to establish a missing student notification policy and related procedures (20 USC 1092 (j) Section 488 of the Higher Education Opportunity Act of 2008).

When it is determined that a residential student is missing from the College, staff at Gordon State College, in collaboration with local law enforcement, will be guided by this Missing Student Notification Policy and related procedures.

When a student who resides in on-campus student housing has been missing for 24 hours students, employees, and others should make a report to the Gordon State College Department of Public Safety at 678-359-5111. (Reports may also be made to the Director of Residence Life on 678-359-5435.) Any report of a missing student not made to the Gordon State College Department of Public Safety must be referred to them immediately for the purpose of investigating.

All students who reside in on-campus student housing can identify a “confidential contact” to be notified by the GSC Department of Public Safety within 24 hours in the event they are determined by a law enforcement investigation to be missing and have not returned to the campus. This person may or may not be the same as their emergency contact.

Residential students may register their confidential contact when they sign a housing contract. This contact information will be registered confidentially and will only be accessible to authorized campus officials and may not be disclosed except to law enforcement for the purpose of a missing person investigation.

In addition to confidential contact, if a student is under 18 years of age and not emancipated the GSC Department of Public Safety will notify their custodial parent or guardian within 24 hours of the determination that they are missing. Institutional officials will also be notified.

The GSC Department of Public Safety will notify the local law enforcement agency with primary jurisdiction for the surrounding community within 24 hours of when a residential student is determined to be missing unless that agency made the determination.

Provisions

In accordance with general institutional emergency notification procedures, when a college student is thought to be missing from the campus, staff in the College administration should be immediately notified. Specifically, staff in the Office of Residence Life, Assistant

Vice President for Student Affairs, and College Police should be contacted so that they can coordinate efforts to locate the student. The designated Assistant Vice President for Student Affairs at Gordon State College is to be notified immediately of all students thought to be missing. He/she has the authority and the responsibility for coordinating the efforts made by the College to assist the student and the student's family.

The appropriate Student Affairs representative, or other individual learning that a student is missing, will file a formal missing student report with the College police or to the local law enforcement agency that has jurisdiction in the geographical areas around the specific campus location, depending on the venue in which the student was reported missing.

It will be made clear to all students annually, that each residential student at the College has the option to designate an individual to be contacted by Gordon State College administration no later than 24 hours after the time that the College determines the student is missing. Gordon State College provides each student with the means and opportunity to register their confidential Missing Student contact information by logging into the Banner Web and filling out the Address and Contact Information form. This information is only accessible to college employees who are authorized campus officials, and this information will not be disclosed to others with the exception to law enforcement personnel in the furtherance of a missing student investigation.

In accordance with the Gordon State College Missing Student Policy, it should be noted that Gordon State College notifies each student who is under 18 years of age (and not an emancipated individual), that Gordon State College is required to contact the student's parents or guardian in addition to the person identified as the missing student contact person. Contact will be made no later than 24 hours after the student is determined to be missing.

In accordance with Gordon State College procedures, it should be noted that Gordon State College will inform each residential student that Gordon State College will notify the appropriate local law enforcement agency when a student has gone missing, unless the local law enforcement agency was the entity that made the determination that the student was missing. This notification will be made no later than 24 hours after the time that the student is determined missing, and.

If the campus law enforcement personnel or campus security department has been notified that a student has gone missing and decides that a student who is the subject of a missing person report has been missing for more than 24 hours, Gordon State College staff will initiate emergency contact procedures as outlined in Gordon State College's policy and protocol.

Gordon State College's missing student investigative procedures include following:

- Include communication procedures for official notification of appropriate individuals at Gordon State College that a student has been missing for more than 24 hours.
- Require an official Missing Person Report relating to a college residential student to be referred immediately to the College police.
- If through investigation of an official report, the College police determine a student has been missing for more than 24 hours, they will:
 - Notify the local police.
 - Contact those individuals provided by the student, as their missing student contact person.
 - If a student is under 18 years of age, and not an emancipated individual, immediately contact the custodial parent(s) or legal guardian(s) of the student, in addition to the student's missing student contact person.

Daily Crime and Fire

Gordon State College Clery Act Coordinator maintains the Daily Crime Log of all crime incidents reported to the GSC Police Department and records them in the order received. The College Police publish the Daily Crime and Fire Log, Monday–Friday, when the College is open. The log is available 24 hours per day to members of the public on the Public Safety website. This log identifies the type, location, date, and disposition of each criminal incident reported. Entries are made and updated within 2 business days. Upon request, a copy of any maintained Daily Crime report will be made available for viewing within 48 hours of notice. Crime logs will be withheld when release is prohibited by law or would jeopardize the confidentiality of victims. Logs are available for 60 days, then placed in archives for 7 years. Archived logs are available within 2 business days.

GORDON STATE COLLEGE POLICIES GOVERNING ALCOHOL AND OTHER DRUGS

https://www.gordonstate.edu/documents/departments/institutionaleffectiveness/Students_Rights_Responsibilities_Policy_Form.pdf

Gordon State College Alcohol and Drug Policy

Georgia law prohibits possession or consumption of alcoholic beverage by those under the legal drinking age and prohibits making alcoholic beverages available to persons under the legal drinking age. Federal, state, and local laws pertaining to possession and use of alcoholic beverages and other drugs are enforced on the College campus and in-residence halls.

The manufacture, distribution, sale, possession, or use of intoxicating substances on campus, or while participating in a college function, or at college approved events off campus is strictly prohibited.

Student(s) on or returning to campus who are unable to control him or herself because of alcohol consumption are in violation of the Student Code of Conduct.

No student shall furnish or cause to be furnished with any alcoholic beverage to any person under the legal drinking age.

Consumption or possession of alcoholic beverages is not allowed on campus.

Alcohol containers are not allowed (full, empty, or decorative). The possession or presence of alcohol containers (full, empty, decorative, etc.) is prohibited in residence hall rooms and on campus and will be viewed as evidence of possession or consumption of alcoholic beverages regardless of student's age.

This policy applies to all drugs and their abuse (including alcohol). Exception for Disclosures: The school, at its discretion, may notify parents of a student under 21 (at the time of violation) if the institution has determined that the student violated its alcohol or drug policies.

For Standards of Conduct, College and Legal Sanctions and information on Alcohol and Drugs and Treatment referral please see Gordon State College Counseling Center web page: <https://www.gordonstate.edu/student-life/health-recreation/counseling/index.html>. Federal law requires Gordon State College to notify annually all faculties, staff, and students of the following:

The College prohibits the unlawful possession, use, manufacture or distribution of alcohol or controlled substances by students, faculty, staff, and guests in buildings, facilities, grounds or property controlled by the College or used as part of college activities. For students, this includes prohibiting the possession and consumption of any beverage containing alcohol in any residence hall. In addition, smoking of any material is prohibited in all facilities of Gordon State College at all locations.

Areas Open to the Public

Gordon State College prohibits the possession and use of alcoholic beverages in areas open to the public, including areas of buildings open to the public. However, the use of alcoholic beverages, subject to the laws of the State of Georgia may be permitted at college sponsored activities in areas designated by, and with the prior approval of, the College President.

Private or Closed Areas

The possession and use of alcoholic beverages are prohibited in conference rooms, offices, office reception rooms, closed buildings, and areas of buildings not open to the public or from which the public has been excluded, except: the use of alcoholic beverages, subject to the laws of the State of Georgia, may be permitted in specific private or closed areas designated by, and with the prior approval of, the appropriate person responsible for the area of request.

Education and Research Areas

Gordon State College specifically prohibits the use, possession and dispensing of alcoholic beverages in classrooms, lecture halls, laboratories, libraries, research areas, or within buildings, arenas, or areas where athletic events, lectures, or concerts are held, during such events or activities. Permission will not be granted to use or possess alcoholic beverages in a facility that is being used for one of the above functions.

Policies Specific to Students

Any student who violates this policy is subject to disciplinary action including sanctions as outlined in the Student Code of Conduct in addition to any penalties resulting from violating local, state and or federal law. Disciplinary sanctions may include Students who are found responsible for violations may be subject to sanctions ranging from Disciplinary Warning, Disciplinary Probation, up to Suspension or Expulsion from the College. Students residing in college housing may also lose the privilege of living on campus for violating College rules and regulations or conditions of the housing contract. In most cases the Office of Student Affairs will also assign developmental and educational interventions designed to promote greater awareness and improved decision-making for students and to further deter future misconduct.

Alcohol Policy

The possession of alcoholic beverages is prohibited in all College on-campus residence hall buildings.

It is a violation of Georgia State law and College policy for a student under 21 years of age to attempt to purchase, consume, possess, or transport alcoholic beverages. It is unlawful to sell, furnish, and give alcoholic beverages or to permit alcoholic beverages to be sold, furnished, or given to any minor.

It is against residence hall policy for there to be any tailgating activities in the residential quad areas or residence hall parking lots where alcoholic beverages are being served on any occasion including all home basketball games. Students tailgating with alcoholic beverages in these defined areas will be confronted and will likely be charged with “open containers in an unauthorized area.”

Residents will be held responsible for activities that occur in their rooms and will be referred to the Office of Residence Life, the Office of Student Affairs, and/or College Policy if guests are violating the on-campus alcohol policies listed above.

Failure to comply with the direction or to present identification to College Officials acting in the performance of their duties is a violation of the Student Code of Conduct and will result in a referral to the Office of Residence Life or the Office of Student Affairs.

Students under the age of 25 receive an AlcoholEDU module as part of their yearly Vector training. It also includes Title IX training and starting 2025 Hazing Prevention training.

Illegal Substances (Drugs)

It is a violation of state law and university policy to illegally possess, use, distribute, manufacture, sell or be under the influence of other drugs. Students who violate this policy will be referred to the office of Residence Life, the Office of Student Affairs, and/or College Police.

It is against residence hall policy for a student to be in a residential area (room, common area, common building, building entryway, or quad area immediately adjacent to the residence halls) and in the presence of an illegal substance. Students who are in the presence of an illegal substance in these areas will be referred to the Office of Residence Life, the Office of Student Affairs and/or College Police.

Know the signs:

- Passed out or difficult to awaken
- Cold, clammy, pale or bluish skin
- Slowed breathing
- Vomiting (asleep or awake)

Know how to help:

- Turn a vomiting person on his/her side to prevent choking
- Clear vomit from the mouth
- Keep the person awake
- NEVER leave the person unattended

Policies Specific to Faculty and Staff

As a condition of college employment, every employee shall abide by the terms of this policy. Any employee who violates this policy is subject to college sanctions, including dismissal, as well as criminal sanctions provided by federal, state, or local law. An employee may be required to participate in a drug abuse or drug rehabilitation program.

Underage Drinking

It is illegal for anyone under 21 years of age to attempt to purchase, purchase, consume, possess, or knowingly and intentionally transport any liquor, malt, or brewed beverage. It is also illegal to lie about age to obtain alcohol and to carry a false identification card.

Gordon State College has a zero-tolerance policy associated with students consuming beverage alcohol under the age of twenty-one. Not only is this against State law, but it also violates the student code of conduct. GA code 3-3-23

Carrying False I.D.

It is illegal for anyone under 21 to possess an identification card falsely identifying that person by name, age, date of birth, or photograph as being 21 or older to attempt to obtain liquor, malt, or brewed beverage by using the identification card of another or by using an identification card that has not been lawfully issued to or in the name of the person who possesses the card. GA code 16-9-4

Public Drunkenness

It is illegal to appear in any public place manifestly under the influence of alcohol to the degree that you may endanger yourself or other persons or property or annoy others in your vicinity.

Public drunkenness is a crime when a person appears in any public place manifestly under the influence of alcohol or a controlled substance to the degree that he may endanger himself or other persons or property or annoy persons in his vicinity.

Public drunkenness also leads to other behaviors and important health concerns. Oftentimes public drunkenness contributes too many criminal mischiefs and disorderly conducts on campus. Persons must be responsible for their own actions and know their limits and tolerance levels before consuming alcohol.

Driving Under the Influence (DUI)

In Georgia the illegal level for DUI is .08% Blood Alcohol Content (BAC) and .02% BAC for minors. The law emphasizes treatment and a penalty system based on BAC and prior offenses.

Also, drivers with any amount of a Schedule I, II, or III controlled substance not medically prescribed (or their metabolites) may not drive, operate, or be in actual physical control of a vehicle.

It is illegal for anyone under 21 years of age to drive a vehicle with a blood alcohol content of .02 or higher.

Refusing a Chemical Test

Any person who drives a motor vehicle automatically gives consent to one or more chemical tests (e.g., Breath, blood, or urine). This Implied Consent means that a person doesn't have the right to an attorney before being tested. If a person refuses to submit to a chemical test: 1) the test will not be done; 2) the person's license will be suspended for one year; 3) the person will most likely be charged with DUI.

Open Container Law

Open container laws prohibit open containers of alcohol in certain public places and in vehicles. Under this law, both consumption and the possession of an open alcoholic beverage are prohibited. Furthermore, these laws apply to open containers in the passenger areas of the vehicle and unlocked glove compartments

Possession of Marijuana

A person is unlawful when he unknowingly, knowingly, or intentionally possesses any amount of marijuana (Hashish), a Schedule I substance, as is outlined under the Controlled Substances, Drugs, Device and Cosmetic Act of 1972.

Persons engaged in such activity will most likely face criminal charges and be charged with a violation of the Student Code of Conduct.

Possession of Drug Paraphernalia

A person is unlawful when he possesses, with the intent to use, drug paraphernalia which is used for packaging, manufacturing, injecting, and ingesting, inhaling, or otherwise introducing into the human body a controlled substance in violation of the Controlled Substances, Drugs, Device and Cosmetic Act of 1972. Persons engaged in such activity may face criminal charges and be charged with a violation of the Student Code of Conduct.

Synthetic Marijuana

Effective March 1, 2011, the U.S. Drug Enforcement Agency classified synthetic marijuana as an illegal substance. This drug may also be known as Spice, K2, Demon, Wicked, Black Magic, Voodoo Spice, and Ninja Aroma. Individuals found responsible for manufacturing, possessing, importing/exporting, or distributing these substances will face criminal and civil penalties. College Students engaging in these activities will also be held responsible under the College's illegal substances policy.

Drugs Risks and Consequences

Notes:

- Alcohol and other drug use during pregnancy increases risk of physical harms to fetus.

- Additional risks of harm may occur from toxic impurities present in street drugs.
- Additional risks of harm may occur from the use of prescription drugs in ways other than prescribed.
- Drugs taken by injection can increase the risk of infection (e.g. HIV, hepatitis, etc.) Through needle contamination.

For more information visit: <https://www.drugabuse.gov/> and <https://www.samhsa.gov/>

Alcohol and Other Drugs

All RSO's should be aware of the following policies:

Georgia law prohibits possession or consumption of alcoholic beverages by those under the legal drinking age and prohibits making alcoholic beverages available to persons under the legal drinking age. Federal, state, and local laws pertaining to possession and use of alcoholic beverages and other drugs are enforced on the College campus and in the residence halls.

1. The manufacture, distribution, sale, possession, or use of marijuana, narcotics, controlled substances, intoxicating substances, or dangerous drugs on campus or while participating in a college function, or at college approved events off campus is strictly prohibited.
2. A student on or returning to campus who is unable to control him or herself because of alcohol or drug consumption is in violation of the Student Code of Conduct.
3. No student shall furnish or cause to be furnished any alcoholic beverage to any person under the legal drinking age.
4. Consumption or possession of alcoholic beverages and/or drugs is not allowed in residents' rooms. This policy applies to all drugs and their abuse (including alcohol). Disciplinary sanctions for students convicted of a felony offense involving the manufacture, distribution, sale, possession, or use of marijuana, controlled substances, or other illegal or dangerous drugs shall include the forfeiture of academic credit and his temporary or permanent suspension or expulsion from the institution. (BOR Policies Section 406.04)

<https://www.gordonstate.edu/departments/human-resources/human-resources-policies/index.html>

Resources for Drug and Alcohol Abuse for Students and/or Faculty and Staff

Alcoholics Anonymous

http://www.aa.org/lang/en/central_offices.cfm?origpage=373

Description: Contact the local office nearest to where you want to find a meeting to inquire about meeting locations.

Grace Harbour Inc.

Fayette County, Coweta County
23 Eastbrook Bend, Suite 200 2 Lee Street
Peachtree City, GA 30269 Newnan, GA 30263 Phone: 770.486.1140
<https://www.gharbour.com/>

Description: Substance abuse assessment, substance abuse groups, multiple offender DUI assessments, adult drug court treatment service.

Lifeline Phone: 478.765.7000

<http://coliseumhealthsystem.com/our-services/behavioral-health/lifeline.dot>

Description: A confidential assessment to assist in deciding what type of services are most appropriate, an evaluation provided by a psychiatric nurse or master's level counselor, referral to a large network of mental health professionals, information on mental health and addiction issues and treatment, financial screening, if requested.

McIntosh Trail Community Service Board <http://www.mctrail.org>

Description: A variety of alcohol treatment programs both in and outpatient services depending on where you live and what your needs are.

McIntosh Trail, Henry County (Care Connection 770.358.5252)

139 Henry Parkway McDonough, GA 30253
Phone: 770.358.8401, Dawn Deaton, Center Director

Description: Services offered include addictive diseases, developmental disabilities, and mental health. Call Care Connection to inquire about services and make an appointment.

Midway Recovery System

119 South Tenth Street P.O. Box 1308 Griffin, Georgia 30223/30224
Phone: 770.227.8975

<http://www.midwayrecovery.com/>

Description: The residential program of Midway Recovery Systems is a 90-day program for males, age 21 and older. All persons admitted to the program shall be evaluated by a staff

person who has been determined to be qualified by education, training, and experience and who are licensed/certified. Such evaluations shall include a comprehensive assessment of the clients' physical, emotional, behavioral, social, recreational, and educational status and needs. Treatment Plan Reviews will be updated throughout their stay.

The first 30 days consists of education groups, group therapy, individual therapy, and spiritual groups along with AA/NA 12-step involvement. After the first thirty days, residents seek employment and maintain involvement in 12-step meetings. Our reasonable residential fee of \$3,300 includes food, housing, and therapy. Midway Recovery Systems can keep the cost to a minimum due to funds received through various civic, religious, businesses, private foundations, and individual donors. Upon graduating from Midway Recovery's 90-day program residents now have the option to enter our Extended Care Residence where they can stay an additional 18 months. The cost for the Extended Care Residence is \$80 per week, and residents are required to furnish their own food at this facility.

Narcotics Anonymous <https://www.na.org/>

Odyssey Family Counseling Center

1919 John Wesley Avenue College Park, GA 30337

Phone: 404.762.9190

<http://www.odysseycounseling.org/>

Pinewoods of Barnesville

1209 Greenbelt Dr. Griffin, GA 30223 Phone:

770.358.5252

http://www.mctrail.org/pine_woods.html

Description: Provides sub-acute detoxification services

Ridgeview Institute

3995 South Cobb Drive, Smyrna, Georgia 30080 Phone:

770.434.4567 or (800)329.9775

<http://www.ridgeviewinstitute.com/>

Description: Offers addiction treatments for both young adults and adults including detoxification.

Rivers Edge Behavioral Health Center

Address: 175 Emery Hwy Macon, GA 31217 (Also locations in Baldwin, Bibb, Jones, Monroe, and Twiggs counties). Phone: 478.803.7600 <https://www.river-edge.org>

Description: Inpatient detoxification, alcohol and drug dependency treatment programs, and intensive day and outpatient evening treatment programs for addictions.

Talbot Recovery

Locations in Atlanta, Dunwoody, Columbus

Phone: 1.885.894.3703 <https://talbotcampus.com/>

Description: Short- and long-term treatment for alcoholism, chemical dependency, and dual diagnosis/addiction for both young adults and adults. Personalized monitoring and aftercare plans.

Willingway Hospital

311 Jones Mill Road Statesboro, GA 30458

Phone: 912.764.6236 <https://willingway.com/>

Description: Specialty hospital that offers treatment for all levels of drug addiction and alcoholism from detoxification to aftercare.

DEFINITIONS OF CLERY REPORTABLE CRIMES

Murder and non-manslaughter by negligence:

The willful (non-negligent) killing of one human being by another.

Manslaughter by negligence:

The killing of another person through gross negligence

Incest:

Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by laws.

Statutory rape:

Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Robbery:

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

Aggravated assault:

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied using a weapon or by a means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used that could and probably would result in serious personal injury if the crime were successfully completed.).

Burglary:

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes unlawful entry with intent to commit a larceny or a felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking, and all attempts to commit any of the aforementioned acts.

Motor vehicle theft:

The theft or attempted theft of a motor vehicle. (Motor vehicle theft is classified as any case where an automobile is taken by a person not having lawful access, even if the vehicle is later abandoned, including joy riding.)

Arson:

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

Domestic Violence:

A felony or misdemeanor crime of violence committed:

- By a current or former spouse or intimate partner of the victim.
- By a person with whom the victim shares a child in common.
- By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner.
- By a person similarly situated to the spouse of the victim under domestic or family violence laws of the jurisdiction in which the crime of the victim occurred.

VIOLENCE AGAINST WOMEN ACT

Dating Violence:

Violence committed by a person who is or has been in a social relationship of 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 of the length of the relationship, the type of the relationship, and the frequency of interaction between the persons involved in the relationship. It is not limited to sexual or physical abuse or the threat of such abuse.

In Georgia, the term Dating Violence is not defined, however, "Family Violence" as defined under O.C.G.A. 19-13-1, to include some dating situations – i.e., persons who are parents of the same child, other persons living or formerly living in the same household.

Domestic Violence:

In Georgia, the term Domestic Violence is not defined, however, Family Violence is defined under O.C.G.A. 19-13-1 as "The occurrence of one or more of the following acts between past or present spouses, persons who are parents of the same child, parents and children, stepparents and stepchildren, foster parents and foster children, or other persons living or formerly living in the same household:

- (1) Any felony or
- (2) Commission of offenses of battery, simple battery, unlawful restraint, or criminal trespass

Stalking:

In Georgia, Stalking is defined under O.C.G.A. 16-5-90 as "(a)(1) A person commits the offense of stalking when he or she follows, places under surveillance, or contacts another person at or about a place or places without the consent of the other person for the purpose of harassing and intimidating the other person. For the purpose of this article, the terms 'computer' and 'computer network' shall have the same meanings as set out in Code Section 16-9-92; the term 'contact' shall mean any communication including without being limited to communication in person, by telephone, mail, broadcast, computer network, or by any other electronic device; and the place or places that contact by telephone, mail broadcast, computer, computer network, or any other electronic device is deemed to occur shall be the place or places where such communication is received. To this article, the term 'place or places' shall include any public or private property occupied by the victim other than the residence of the defendant. For the purposes of this article, the term 'harassing and intimidating' means a knowing and willful course of conduct directed at a specific person which causes emotional distress by placing such person in reasonable fear for such person's safety or the safety of a member of his or her immediate family, by establishing a pattern of harassing and intimidating behavior, and which serves no legitimate purpose. This Code Section shall not be construed to require that an overt threat of death or bodily injury has been made. (2) A person commits the offense of stalking when such person, in violation of a bond to keep the peace posted pursuant to Code Section

17-6-110, standing order issued under Code Section 19-1-1, temporary restraining order, temporary protective order, permanent restraining order, permanent protective order, preliminary injunction, or permanent injunction or condition of pretrial release, condition of probation, or condition of parole in effect prohibiting the harassment or intimidation of another person, broadcasts or publishes, including electronic publication, the picture, name, address, or phone number of a person for whose benefit the bond, order, or condition was made and without such person's consent in such a manner that causes other person to harass or intimidate such person and the person making the broadcast or publication would cause such person to be harassed or intimidated by others.

Larceny/Theft:

Includes, pocket picking, purse snatching, shoplifting, theft from building, theft from motor vehicle, theft of motor vehicle parts or accessories, and all other larceny.

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.

Hate Crimes:

A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.

Includes all the crimes listed as reportable Clery crimes that manifest evidence that the victim was chosen based on one of the categories of bias listed below, plus the following crimes.

Categories of Prejudice:

Race – A preformed negative opinion or attitude toward a person or group of persons who possess common physical characteristics genetically transmitted by descent and heredity which distinguished them as a distinct division of humankind.

Gender – a preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.

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.

Sexual Orientation – A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.

Ethnicity – 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.

National Origin - A preformed negative opinion or attitude toward a group of people based on their actual perceived country of birth.

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

Gender Identity – A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity e.g., bias against transgender or gender non –conforming individuals.

*Gordon state College has zero tolerance for any form of discrimination and/or harassment including, but not limited to, discrimination/harassment based on race, color, sex gender identity, sexual orientation, ethnicity, national origin, religion, age, disability, veteran status or genetic information.

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.

Destruction/Damage/Vandalism or Property (except Arson)

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.

Other offenses:

Liquor law violations – the violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; 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 activities. (Drunkenness and driving under the influence are not included in this definition.)

Drug abuse violations –violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana,

Synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

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

Reporting Crimes to Campus Security Authorities

While Gordon State College prefers that community members promptly report all crimes and other emergencies directly to the College Police at 678.359.5111 or 911, we also recognize that some may prefer to report to other individuals or College offices. The Clery Act recognizes certain University officials and offices as “Campus Security Authorities (CSA).” The Act defines these individuals as “official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to act or respond to issues on behalf of the institution.

While the College has identified several hundred CSAs, we officially designate the following offices as places where campus community members should report crimes

Official	Campus Address	Phone Number
College Police	Gordon Hall	678.359.5111
Enrollment Mgt.	Student Center	678.359.5056
Human Resources	Lambdin Hall	678.359.5011
Residence Life	The Village	678.359.5435

Title IX Contacts

Title IX Contacts	Phone Number
Title IX Coordinator – Tonya Johnson [OBJ]	678.359.5571
Deputy Coordinator – Dr. LaToya Stackhouse	678.359.5440
Investigator - Gratasha Banks [OBJ]	678.359.5420
Investigator – Dr. Brienne McDaniel [OBJ]	678.359.5133
Hearing Panelist – Dr. Victor Vilchiz	678.359. 5197
Hearing Panelist – Kristy Riggs	678.359.5468

Hearing Panelist – Dr. Lynn Rumfelt	678.359.5338
Advisor – Lawren Reyes	678.359.5056
Advisor – Ashley Hursey	678.359.5585

Student Sexual Misconduct Definitions

“Complainant” refers to the individual(s) who has been the subject of prohibited conduct, regardless of whether that individual makes a complaint or seeks disciplinary action.

“Coercion” is the application of unreasonable pressure for sexual access.

“College” means Gordon State College.

“Dating Relationship Violence” means acts of violence, threat, or intimidation that harm or injure a partner in a current or former dating relationship. These acts may include, but are not limited to, sexual violence or physical abuse or the threat of such abuse. Dating relationship violence may be a single act or a pattern of behaviors.

“Domestic Violence” includes acts of violence, threat, or intimidation that harm or injure members of a family or household. A “household” exists when individuals who are married or have an intimate relationship share access to the same private living space or bathroom.

“Effective Consent” means words or actions that show an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Effective Consent cannot be gained by force, by ignoring or acting without regard to the objections of another, or by taking advantage of the incapacitation of another, where the accused student knows or reasonably should have known of such incapacitation. Effective Consent is also absent when the activity in question exceeds the scope of effective consent previously given. In addition, certain states have designated a minimum age under which a person cannot give “Effective Consent.” The minimum age of consent in Georgia is sixteen (16).

“FERPA” means the Family Educational Rights and Privacy Act, 20 U.S.C. Section 1232g; 34 C.F.R. Part 99.

“Force” means physical force, violence, threats, intimidation or coercion.

“Incapacitation” means the physical and/or mental inability to make informed, rational judgments. States of Incapacitation include, without limitation, sleep, blackouts, and flashbacks. Where alcohol is involved, incapacitation is a state beyond drunkenness or intoxication and is

defined with respect to how the alcohol consumed impacts a person's decision-making capacity, awareness of consequences, and ability to make fully informed judgments.

"Intercourse" includes vaginal penetration by a penis, object, tongue or finger, anal penetration by a penis, object, tongue, or finger, and oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact.

"Non-Consensual Sexual Contact" means:

- Any intentional sexual touching,
- However slight,
- With any object,
- By a man or a woman upon a man or a woman,
- That is without consent and/or by force

"Non-Consensual Sexual Intercourse" means:

- Any sexual intercourse
- However slight,
- With any object,
- by a man or woman upon a man or a woman,
- That is without consent and/or by force

"Respondent" refers to the individual(s) who has been accused of prohibited conduct.

"Retaliation" refers to any attempt to seek retribution against an individual or group of individuals involved in filing a complaint or report. Retaliation may include but is not limited to threats of violence and intimidation.

"Sexual Contact" means the deliberate touching of a person's intimate parts (including genitalia, groin, breast or buttocks, or clothing covering any of those areas) or using force to cause a person to touch his or her own or another person's intimate parts.

Sexual Contact includes: Intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; any intentional bodily contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.

“Sexual Exploitation” occurs when a student takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited and that behavior does not otherwise constitute one of other sexual misconduct offenses. Examples of sexual exploitation include, but are not limited to:

- Invasion of sexual privacy,
- Prostituting another student,
- Non-consensual video or audiotaping of sexual activity,
- Going beyond the boundaries of consent (such as letting your friends hide in the closet to watch you having consensual sex),
- Engaging in voyeurism,
- Knowingly transmitting an STD or HIV to another student,
- Exposing one’s genitals in non-consensual circumstances; inducing another to expose their genitals,
- Sexually based stalking and/or bullying may also be forms of sexual exploitation.

“Sexual Harassment” means: an unwelcome sexual advance, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment occurs when submission to, or rejection of, these behaviors by an individual is used as a basis for evaluation in making academic or personnel decisions, when, gender-based verbal or physical conduct that is, sufficiently severe, persistent or pervasive that it, has the effect of unreasonably interfering with, denying or limiting someone’s ability to participate in or benefit from the College’s educational program and/or activities, and is based on power differentials (quid pro quo), the creation of a hostile environment, or retaliation for rejection of sexual harassment conduct.

“Sexual Misconduct” is a broad term encompassing “Sexual Exploitation,” “Sexual Harassment,” “Non-Consensual Sexual Contact,” and “Non-Consensual Sexual Intercourse,” as defined in this Policy. Sexual Misconduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual Misconduct can be committed by men or by women, and it can occur between people of the same or different sex. “Sexually Inappropriate Conduct” refers to any unwelcome sexual conduct that does not constitute sexual harassment or sexual exploitation but is conduct that is sexual in nature such as sexually offensive gestures or comments.

“Sexual Misconduct Panel” means the standing group of faculty and professional staff appointed by the Vice President to hear complaints of Sexual Misconduct.

“Stalking” means a course of conduct that occurs on more than one occasion and is directed at a specific person and the conduct is such that it would cause a reasonable person to feel fear, to fear for their safety, or to experience substantial emotional distress. Acts that constitute stalking may include but are not limited to threats of harm to self, others or property; following or pursuing a person; non-consensual (unwanted) communication by any means; unwanted gifts; trespassing; and surveillance or other types of related observation, such as making a video of a person without their permission.

“Bystander Intervention” means developing the awareness, skills, and courage needed to intervene in a situation when another individual needs help. Bystander intervention allows individuals to send powerful messages about what is acceptable and expected behavior in our community.

“Primary Prevention” refers to programming, initiative and strategies intended to stop domestic violence, dating violence, sexual assault, or stalking before it occurs to prevent initial perpetration or victimization through the promotion of positive and healthy behaviors and beliefs.

“Risk Reduction” refers to approaches that seek to mitigate risk factors that may increase the likelihood of perpetration, victimization, or bystander inaction.

ANNUAL DISCLOSURE OF CRIME STATISTICS

Jeanne Clery Campus Safety Act (20USC § 1092(f)) requires colleges and universities across the United States to disclose information about crime on and around their campuses. The Gordon State College Police maintain a close relationship with all police departments where Gordon State College owns, or control property ensure that crimes reported directly to these police departments that involve the College are brought to the attention of the College Police.

The College Police collect the crime statistics disclosed in the charts through several methods. Police dispatchers and officers enter all reports of crime incidents made directly to the department through an integrated computer aided-dispatch systems/records management system. After an officer enters the report in the system, a department administrator reviews the report to ensure it is appropriately classified in the correct crime category. The Department periodically examines the data to ensure that all reported crimes are recorded in accordance with the crime definitions outlined in the FBI Uniform Crime Reporting Handbook and the FBI National Incident-Based Reporting System Handbook (sex offenses only). In addition to the crime data that the College Police maintain, the statistics below also include crimes that are reported to various campus security authorizers, as defined in this report. The statistics

reported here generally reflect the number of criminal incidents reported to the various authorities. The statistics reported for the subcategories on liquor laws, drug laws and weapons offenses represented the number of people arrested or referred to campus judicial authorities for respective violations, not the number of offenses documented.

Crime Statistics

The Department of Public Safety/Police maintains a close relationship with the Lamar County Sheriff's Office and City of Barnesville Police Department to ensure that it is notified of any crime report that is made directly to them.

The Department of Public Safety will disclose any crime report made directly to any local law enforcement agency by a member of the campus community.

Clery Geography Map



GORDON STATE CLERY MAP

The Clery Geography map can be viewed in greater detail at
<https://www.gordonstate.edu/departments/publicsafety/statistics/clery-map-andgeography/index.html>.

Annual Safety and Security Report Barnesville Campus

Barnesville Campus

Criminal Offenses	Year	Barnesville Campus - Clery Geography		
		On Campus		

		Student Housing Facilities	Other	On Campus Total	Non campus Building or Property	Public Property
Murder and Nonnegligent Manslaughter	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Negligent Manslaughter	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Rape	2024	1	0	1	0	0
	2023	3	0	3	0	0
	2022	3	0	3	0	0
Fondling	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	1	0	1	0	0
Incest	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Statutory Rape	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Robbery	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	1	0	1	0	0
Aggravated Assault	2024	0	0	0	0	0
	2023	1	0	1	0	0
	2022	0	2	2	0	0
Burglary	2024	2	3	5	0	0
	2023	5	0	5	0	0
	2022	2	0	2	0	0
Motor Vehicle Theft	2024	0	0	1	0	0
	2023	0	0	1	0	0
	2022	0	0	1	0	0
Arson	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0

VAWA Offenses	Year	Barnesville Campus - Clery Geography				
		On Campus			Non campus	Public
		Student Housing Facilities	Other	On Campus Total	Building or Property	Property
	2024	0	0	0	0	0
Dating Violence	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2024	2	0	2	0	0
Domestic Violence	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2024	0	0	1	0	0
Stalking	2023	0	0	0	0	0
	2022	0	0	0	0	0

	Year	Barnesville Campus - Clery Geography				
Arrests		On Campus			Non campus	Public
		Student Housing Facilities	Other	On Campus Total	Building or Property	Property
	2024	0	0	0	0	0
Liquor Law Violations	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2024	0	0	0	0	0
Drug Law Violations	2023	0	0	0	0	0
	2022	0	0	0	0	0
	2024	0	1	1	0	0
Illegal Weapons Possession	2023	7	3	10	0	0
	2022	2	1	3	0	0

Disciplinary Referrals	Year	Barnesville Campus - Clery Geography				
		On Campus			Non campus	Public
		Student Housing Facilities	Other	On Campus Total	Building or Property	Property

Liquor Law Violations	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	6	0	6	0	0
Drug Law Violations	2024	1	0	1	0	0
	2023	9	0	9	0	0
	2022	37	0	37	0	0
Illegal Weapons Possession	2024	1	0	1	0	0
	2023	0	0	0	0	0
	2022	2	0	2	0	0

	2024	2023	2022
Total Unfounded Crimes	2	0	0

Hate Crimes

Narrative.

Gordon State College

Campus Map



ANNUAL FIRE SAFETY REPORT

The Higher Education Opportunity Act enacted on August 14, 2008, requires institutions that maintain on-campus student housing facilities to publish an annual fire safety report that

contains information about campus fire safety practices and standards of the institution. The following report details all information required by this Act for Gordon State College.

Definitions

The following terms are used within this report. Definitions have been obtained from the Higher Education Opportunity Act:

On-Campus Student Housing – A 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 a reasonable contiguous area that makes up the campus.

Fire – Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Residence Hall Fire Drills

Monthly fire drills are conducted in all on-campus residence halls during the school year to allow occupants to become familiar with and practice their evacuation skills. The drills are conducted by the Resident Coordinators, Residence Assistants, Community Assistance, Housing Management, and College Police.

Fire Safety

Gordon State College takes Fire Safety very seriously and continues to enhance its programs to the university community through education, engineering, and enforcement. Educational programs are presented throughout the year to faculty, staff, and students so they are aware of the rules and safe practices. These programs, which are available at all campus locations, include identification and prevention of fire hazards, actual building evacuation procedures and drills, specific occupant response to fire emergencies, and hands-on use of fire extinguishers.

All College residence halls have emergency evacuation plans and conduct monthly fire drills during the school year to allow occupants to become familiar with and practice their evacuation skills.

Gordon State College has been a leader in ensuring the safety of students, faculty, staff, and visitors who live and work in university operated residences. Automatic sprinkler systems and fire alarm systems are recognized engineered building features that help to provide for a fire safe living environment. All College operated residence halls and apartments are provided with automatic sprinkler systems, smoke detectors and building fire alarm systems to provide early detection and warning of a possible fire emergency. Additionally, Food Service staff members at Gordon State College are trained annually in hands-on use of fire extinguishers and emergency procedures in the event of a fire.

The College maintains and tests all fire alarms and automatic fire suppression systems in accordance with the appropriate National Fire Protection Association Standard to ensure system readiness and proper operation in the event of a fire emergency.

The College has adopted and developed numerous Safety Policies and Guidelines to help promote a safe living and work environment at all College locations. These policies, guidelines and other fire safety information can be accessed on the Internet at <https://www.gordonstate.edu/departments/publicsafety/emergencies/index.html>. Additional protection is provided by College Police Officers who are trained for initial response to fire incidents occurring at Gordon State College facilities. Officers aid in building evacuation and extinguishment / confinement of small fires.

In addition, evacuation plans are also part of the Gordon State College Police mission. Gordon State College Police are dedicated to maintaining the safety of our community by conducting annual inspections, plan reviews, and evacuation drills in all laboratories on campus. Fire Statistics for On-Campus Student Housing Facilities

Statistics and Related Information Regarding Fires in Residential Facilities for 2022						
Residential Facilities	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Melton Hall	0					
Gordon Village	0					
Commons A	0					
Commons B	0					
Commons C	0					

Statistics and Related Information Regarding Fires in Residential Facilities for 2023
--

Residential Facilities	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Melton Hall	0					
Gordon Village	0					
Commons A	0					
Commons B	0					
Commons C	0					

Statistics and Related Information Regarding Fires in Residential Facilities for 2024						
Residential Facilities	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Melton Hall	0					
Gordon Village	0					
Commons A	0					
Commons B	1	1	HVAC	0	0	1,000,000
Commons C	0					

Fire Safety Systems in Residential Facilities 2024						
Facility	Fire Alarm Monitoring	Partial 1 Sprinkler System	Full 2 Sprinkler System	Smoke Detection	Evacuation Plans & Placards	Number of Evacuation (Fire) Drills Each Calendar Year

Melton Hall	X		X	X	X	4
Gordon Village	X		X	X	X	4
Commons A	X		X	X	X	4
Commons B	X		X	X	X	4
Commons C	X		X	X	X	4

Daily Fire Log Availability

The Daily Fire Log is available at <https://www.gordonstate.edu/departments/publicsafety/statistics/clery-fire-logs/index.html>

Fire Safety Education and Training Programs for Students, Faculty and Staff

Environmental Health and Safety (EHS), in coordination with Residence Life and Housing and Food Service, provides annual training to Resident Assistants (RA), Community Assistants and Residence Life Coordinators.

Topics addressed during this training include:

- Fire prevention in the residence hall
- What to do in the event of a fire
- How to report a fire or other emergency
- How residence hall fire safety systems operate

Resident Assistants coordinate additional fire safety training and education programs for residence hall students.

Fire Incident Reporting

Students, faculty, and staff are instructed to call 678.359.5111 or 911 to report a fire emergency. Non-emergency notifications (e.g. Evidence that something burned) are made to 678.359.5111 or you can email us at publicsafety@gordonstate.edu

PROCEDURES FOR FIRE EMERGENCIES

Follow these instructions in the case of a fire:

If you discover or suspect a fire, immediately evacuate the building using the nearest available exit. Do not attempt to fight a fire unless you have been trained to do so. Sound the building fire alarm by activating the nearest pull station and or verbally sounding the alarm and knocking on doors as you evacuate the building by the nearest exit.

Notify emergency personnel by dialing 911 from any campus emergency phone, or if using a cell phone 678.359.5111 and informing authorities of your situation and location.

DO NOT re-enter the building for any reason until you are given clearance by GSC Public Safety or other emergency responders on the scene.

Plans for Future Improvements in Fire Safety

Gordon State College Police continue to monitor trends related to residence hall fire incidents and alarms to provide a fire safe living environment for all students. New programs and policies are developed as needed to help ensure the safety of all students, faculty and staff.

IMPORTANT PHONE NUMBERS AND OTHER CONTACT INFORMATION

Gordon State Police Department	678.359.5111
Barnesville Fire Department	770.358.1244
Lamar County Sheriff's Office	770.358.5159

CRIME PREVENTION TIPS

While the Gordon State College Police campus is a reasonably safe environment, crimes do occur. In addition to the Clery Act crimes statistics below, other common crimes that occur on campus are outlined below:

Theft

Theft is a common occurrence on college campuses. Oftentimes this is due to the fact that theft is a crime of opportunity. Confined living arrangements, recreation facilities, and many open classrooms and laboratories provide thieves with effortless opportunities. Occupants of the residence halls often feel a sense of security and home atmosphere and become too trusting of their peers, while others leave classrooms and laboratories unlocked when not occupied for short periods of time.

It is important to be very vigilant when it comes to suspicious people. Never leave items and valuables lying around unsecured. Doors should always be locked. The following is a list of suggestions to help you not fall victim of theft:

- Keep doors to residence halls, labs, classrooms locked when not occupied
- Don't provide access to unauthorized persons in the buildings or classrooms
- Do not keep large amounts of money with you.
- Lock all valuables, money, jewelry, checkbooks in a lock box or locked drawer
- Keep a list of all valuable possessions including the makes, models, and serial numbers
- Take advantage of the Engraving Programs to have all valuables engraved with specific identifying marks

- Don't leave laptop computers or textbooks unattended in labs or libraries, even if it is for a short period of time
- Don't lend credit cards or identification cards to anyone
- Report loitering persons or suspicious persons to police immediately; don't take any chances

Identity Theft

Identity theft is a crime in which someone wrongfully obtains and uses another person's personal information in some ways that involve fraud or deception, typically for economic gain. This personal data could be a Social Security number, bank account, or credit card information.

People involved in identity theft often use computers or other forms of media to assist them. There are measures you can take to prevent this from happening to you:

- Do not give anyone your personal information unless there is a reason to trust them, and the release is for good reason.
- Never give your credit card information, date of birth, or other information over the telephone, unless you can confirm the person receiving that information.
- Complete a credit check frequently to assure there is no suspicious activity.
- Examine financial information often to ensure all transactions are authorized and accounted for.
- The use of computer security software on computers and installation of firewalls are good.

Disciplinary Proceedings

Gordon State College prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking (collectively known as the Violence Against Women Act or VAWA Offenses).

Complaints are processed consistent with Title IX of the Education Amendments of 1972 (Title IX), the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the University System of Georgia (USG) Sexual Misconduct Policy, and institutional policy.

Disciplinary complaints may be made by any campus community member and should be directed to the Title IX Coordinator at 419 College Drive, Barnesville, GA, 678-359-5571 or

tonyaj@gordonstate.edu. Complaints made to the Title IX Coordinator will not initiate a law enforcement investigation.

In our proceedings any individual who is alleged to have experienced conduct that violates this Policy is considered a Complainant, and any individual who is alleged to have engaged in conduct that violates this Policy is considered a Respondent. A third-party individual who reports an allegation of conduct that may violate this Policy but who is not a party to the complaint is considered a Reporter.

What to Expect

Upon notice of the alleged misconduct, the institution will assess whether a formal investigation, informal resolution, or dismissal would be appropriate. In making this determination, the institution will assess whether the allegation(s), if true, would rise to the level of prohibited conduct, whether an investigation is appropriate in light of the circumstances, whether the parties prefer an informal resolution, and whether any safety concerns exist for the campus community. The need to issue a broader warning to the community in compliance with the Clery Act shall be assessed in compliance with federal law.

The USG uses different types of proceedings when a student is accused and when an employee is accused. Additionally, federal regulations implementing Title IX require us to use certain procedures in “Title IX Sexual Misconduct” cases that aren’t required in “Non-Title IX Sexual Misconduct” cases. Both types of sexual misconduct include the VAWA Offenses as well as other forms of sex discrimination and sexual harassment.

“Title IX Sexual Misconduct” matters are when the alleged misconduct occurs against a person in the United States on institution property, or at institution-sponsored or affiliated events where the institution exercises substantial control over both the Respondent and the context,

or in buildings owned or controlled by a student organization that is officially recognized by the institution.

“Non-Title IX Sexual Misconduct” matters are when the alleged misconduct occurs off-campus and or when the Complainant is not participating in or attempting to participate in the education program or activity of the institution occurring within the United States at the time of the filing, and when prohibited by other Board or institution conduct policies.

In Title IX Sexual Misconduct matters a Formal Complaint is required. A Formal Complaint is a written document filed by the Complainant or signed by the coordinator alleging sexual harassment, as defined by Title IX and its implementing regulations, against a Respondent and requesting that the institution open an investigation. To file a Formal Complaint, the Complainant must be participating in or attempting to participate in the education program or activity of the institution occurring within the United States at the time of the filing.

The Title IX Coordinator is responsible for determining which type of proceeding will be used or if a complaint is to be dismissed and will provide simultaneous written notice of their determination to the parties in their institutional e-mails. If the Title IX Coordinator dismisses a complaint the notice provided to the parties will include the reason and the right to appeal. If a complaint moves forward an investigator will be assigned, and the notice will include their identity.

Prompt, Fair, and Impartial Proceedings

In all cases proceedings will afford a prompt, fair, and impartial process from the initial investigation to the result for all parties. Proceedings will be conducted in a manner consistent with the institution’s policies and be transparent to the Complainant and Respondent.

The institution is responsible for proving cases by the preponderance of the evidence standard in both student and employee cases. This means that it is more likely than not that the accused committed a violation of the policy.

Officials responsible for the resolution process receive annual training on issues related to dating violence, domestic violence, sexual assault, and stalking; how to investigate; and how to conduct a hearing that protects the safety of victims and promotes accountability.

Timeframes and Notice

Efforts will be made to complete the investigation and resolution within 120 business days. Temporary delays and limited extensions may be granted for good cause throughout the investigation and resolution process. The parties will be simultaneously informed in writing of any extension or delay and the applicable reason. The institution shall keep the parties informed of the status of the investigation. The Title IX Coordinator will provide parties with timely notice of meetings, at which the complainant, respondent, or both may be present.

The institution provides simultaneous notification, in writing, to both the Complainant and Respondent of: The result of any institutional disciplinary proceeding that arises from an allegation of dating violence, domestic violence, sexual assault, or stalking; The institution's procedures for the Complainant and Respondent to appeal the result of the institutional disciplinary proceeding; Any change to the result; and when such results become final. Notice should be provided via institution email to the party's institution by email.

Amnesty

Information reported by a student during the Sexual Misconduct process concerning the consumption of drugs or alcohol will not be used against the student in a disciplinary

proceeding or voluntarily reported to law enforcement; however, students may be provided with resources on drug and alcohol counseling and/or education, as appropriate.

Advisor of Choice

Both the Complainant and the Respondent, as parties to the matter, shall have the opportunity to use an advisor (who may or may not be an attorney) of the party's choosing at the party's own expense.

In Title IX Sexual Misconduct cases the advisor may accompany the party to all meetings and may provide advice and counsel to their respective party throughout the Sexual Misconduct process, including providing questions, suggestions and guidance to the party, but may not actively participate in the process except to conduct cross-examination at the hearing. If a party chooses not to use an advisor during the investigation, the institution will provide an advisor for the purpose of conducting cross-examination on behalf of the relevant party.

In Non-Title IX Sexual Misconduct cases, the advisor may accompany the party to all meetings and may provide advice and counsel to their respective party throughout the Sexual Misconduct process but may not actively participate in the process.

All communication during the Sexual Misconduct process will be between the institution and the party and not the advisor. The institution will copy the party's advisor prior to the finalization of the investigation report when the institution provides the parties with the right to inspect and review directly related information gathered during the investigation. With the party's permission, the advisor may be copied on all communications.

Interim Measures

Interim measures may be implemented at any point after the institution becomes aware of an allegation of Sexual Misconduct and should be designed to protect any student or other individual in the USG community.

Interim measures may include but are not limited to: Change of housing assignment; Issuance of a “no contact” directive; Restrictions or bars to entering certain institution property; Changes to academic or employment arrangements, schedules, or supervision; Interim suspension; and other measures designed to promote the safety and well-being of the parties and the institution’s community.

Informal Resolution

Once an investigation has begun, if the Respondent admits responsibility, the process may proceed to the sanctioning phase or may be informally resolved, if appropriate. Student allegations of Title IX Sexual Misconduct against an employee may not be resolved informally.

The Complainant, the Respondent, and the institution must agree to engage in the informal resolution process and to the terms of the informal resolution. The Complainant(s) and the Respondent(s) have the option to end informal resolution discussions and request a formal process at any time before the terms of an informal resolution are reached. However, matters resolved informally shall not be appealable.

Student allegations of Title IX Sexual Misconduct against an employee may not be resolved informally.

Unbiased Proceedings

In all proceedings a conflict of interest or bias by the Title IX Coordinator, Conduct Officer, investigator(s), and or decision makers(s) is grounds for an appeal. In proceedings involving a student Respondent any party may challenge the participation of any institution official, panel member in the process on the grounds of personal bias by submitting a written statement to the institution's designee setting forth the basis for the challenge.

Investigation

The parties shall be provided with a written notice containing the allegations, possible charges and sanctions as well as available support and interim measures. Upon receipt of the notice, parties have at least 3 business days to respond in writing. The Respondent may admit or deny allegations and set forth a defense. The Complainant may respond and supplement their written notice. Both parties may present witnesses and other inculpatory and exculpatory evidence.

An investigator shall conduct a thorough investigation and should retain written notes and/or obtain written or recorded statements from each interview.

The initial investigation report shall be provided to the Complainant, the Respondent, and the party's advisor (if applicable). This report should fairly summarize the relevant evidence gathered during the investigation and clearly indicate any resulting charges or alternatively, a determination of no charges. For purposes of this Policy, a charge is not a finding of responsibility.

The Complainant and the Respondent shall have at least 10 calendar days to review and respond in writing to the initial investigation report and directly related information gathered during the investigation. The investigator will review the Complainant's and the Respondent's

written responses, if any, to determine whether further investigation or changes to the investigation report are necessary.

The final investigation report should be provided to the Complainant, the Respondent, and a party's advisor, if applicable, at least 10 calendar days prior to the Hearing. The final investigation report should also be provided to all Hearing Panel members for consideration during the adjudication process.

Hearing – Student Respondent

Where a matter is not resolved through informal resolution, a hearing shall be set. All Sexual Misconduct cases shall be heard by a panel of faculty and/or staff. In no case shall a hearing to resolve a Sexual Misconduct allegation take place before the investigation report has been finalized. All directly related evidence shall be available at the hearing for the parties and their advisors to reference during the hearing. The institution will determine how the facts or evidence will be introduced.

Notice of the date, time, and location of the hearing as well as the selected hearing panel members shall be provided to the Complainant and the Respondent at least 10 calendar days prior to the hearing. Hearings shall be conducted in-person or via video conferencing technology. Formal judicial rules of evidence do not apply to the resolution process, and the standard of evidence shall be a preponderance of the evidence.

Each institution shall maintain documentation of the investigation and resolution process, which may include written findings of fact, transcripts, audio recordings, and/or video recordings. Any documentation shall be maintained for seven years.

In Title IX Hearings the parties shall have the right to confront any witness, including the other party, by having their advisor ask relevant questions directly to the witness. The Hearing Officer shall limit questions raised by the advisor when they are irrelevant to determining the veracity of the allegations against the Respondent(s). In any such event, the Hearing Officer shall err on

the side of permitting all the questions raised and must document the reason for not permitting any questions to be raised.

In Non-Title IX Hearings the parties shall have the right to confront any witnesses, including the other party, by submitting written questions to the Hearing Officer for consideration. Advisors may actively assist in drafting questions. The Hearing Officer shall ask the questions as written and will limit questions only if they are irrelevant to determining the veracity of the allegations against the Respondent(s). In any such event, the Hearing Officer shall err on the side of asking all submitted questions and must document the reason for not asking any questions.

Following a hearing, the parties shall be simultaneously provided a written decision via institution by email of the hearing outcome and any resulting sanctions or administrative actions. The decision must include the allegations, procedural steps taken through the investigation and resolution process, findings of facts supporting the determination(s), determination(s) regarding responsibility, and the evidence relied upon and rationale for any sanction or other administrative action. The institution shall also notify the parties of their right to appeal, as outlined below.

Hearing – Employee Respondent

Matters involving alleged Title IX Sexual Misconduct must be heard at a live hearing. Institutions may determine whether the live hearing is conducted by a single administrative decision maker (such as the Chief Human Resources Officer, the Chief Academic Officer, or their designee) or by a panel. Formal civil rules of evidence do not apply to the resolution process, and the standard of evidence shall be a preponderance of the evidence. The institution will determine how the facts or evidence will be introduced.

Notice of the date, time, and location of the hearing as well as the designated Hearing Officer shall be provided via email at least 10 calendar days prior to the hearing. Hearings shall be conducted in-person or via video conferencing technology. Each institution shall maintain

documentation of the investigation and resolution process, which may include written findings of fact, transcripts, audio recordings, and/or video recordings. Any documentation shall be maintained for seven years.

The parties shall have the right to confront any witness, including the other party, by having their advisor ask relevant questions directly to the witness. The Hearing Officer shall limit questions raised by the advisor when they are irrelevant to determining the veracity of the allegations against the Respondent(s). In any such event, the Hearing Officer shall err on the side of permitting all the questions raised and must document the reason for not permitting any questions to be raised.

Following a hearing, the parties shall be simultaneously provided with a written decision via email of the hearing outcome and any resulting disciplinary or administrative actions. The decision must include the allegations, procedural steps taken through the investigation and resolution process, findings of facts supporting the determination(s), determination(s) regarding responsibility, and the rationale for any disciplinary or other administrative action.

Possible Sanctions – Student Respondent

The broad range of sanctions includes: expulsion; suspension for an identified time frame or until satisfaction of certain conditions or both; temporary or permanent separation of the parties (e.g., change in classes, reassignment of residence, no contact orders, limiting geography of where parties can go on campus) with additional sanctions for violating noncontact orders; required participation in sensitivity training/awareness education programs; required participation in alcohol and other drug awareness and abuse prevention programs; counseling or mentoring; volunteering/community service; loss of institutional privileges; delays in obtaining administrative services and benefits from the institution (e.g., holding transcripts, delaying registration, graduation, diplomas); additional academic requirements relating to scholarly work or research; financial restitution; or any other discretionary sanctions directly related to the violation or conduct.

Possible Sanctions – Employee Respondent

When an employee is found responsible by our proceedings they may face verbal warning, coaching, documentation of warning, unpaid suspension, demotion, and/or termination.

Appeals

An appeal must be submitted in writing and within five (5) business days of the date of notification of the findings of the Hearing Panel. If an appeal is submitted, the other Party shall receive notice of the appeal, including a copy of the submission. That Party may submit, in writing and within five (5) business days from the date of notification, a response to the appeal of submission. A decision on an appeal may only be rendered once the filing deadline has passed, including the deadline for the other Party to respond to the appeal submission.

The Respondent and the Complainant shall have the right to appeal the outcome on any of the following grounds: (1) to consider new information, sufficient to alter the decision, or other relevant facts not brought out in the original hearing (or appeal), because such information was not known or knowable to the person appealing during the time of the hearing (or appeal); (2) to allege a procedural error within the hearing process that may have substantially impacted the fairness of the hearing (or appeal), including but not limited to whether any hearing questions were improperly excluded or whether the decision was tainted by a conflict of interest or bias by the Title IX Coordinator, Conduct Officer, investigator(s), decision makers(s); or (3) to allege that the finding was inconsistent with the weight of the information. The appeal must be made in writing, must set forth one or more of the bases outlined above, and must be submitted within five business days of the date of the final written decision. The appeal should be made to the institution's President or their designee (Appellate Officer).

The appeal shall be a review of the record only, and no new meeting with the Respondent or any Complainant is required. The Appellate Officer may affirm the original finding and sanction,

affirm the original finding but issue a new sanction of greater or lesser severity, remand the case back to any lower decision maker to correct a procedural or factual defect, or reverse or dismiss the case if there was a procedural or factual defect that cannot be remedied by remand.

The Appellate Officer will render a decision no later than seven (7) business days after receiving all materials, barring exigent circumstances. The Appellate Officer's decision will be in writing and include a rationale. The institution will inform the Parties simultaneously and in writing of the outcome of the appeal. This will be the final decision of the institution.

Further review, such as a Discretionary Review, if available, is governed under the policies and procedures of the Board of Regents of the University System of Georgia.

Appeals received after the designated deadlines above will not be considered unless the institution or Board of Regents has granted an extension prior to the deadline. If an appeal is not received by the deadline the last decision on the matter will become final, and notice shall be provided simultaneously and in writing to both Complainant and Respondent.

Retaliation

Anyone who has made a report or complaint, provided information, assisted, participated, or refused to participate in any manner in the Sexual Misconduct process, shall not be subjected to retaliation. Anyone who believes that they have been subjected to retaliation should immediately contact the coordinator or their designee. Any person found to have engaged in retaliation shall be subject to disciplinary action.

Additional Information

For additional information about disciplinary proceedings please contact the Title IX Coordinator. **Any party to a sexual misconduct proceeding and their Advisor of Choice should review all applicable USG and institutional policies.** USG policies are available at these links:

6.7 Sexual Misconduct Policy <https://www.usg.edu/policymanual/section6/C2655>

4.6.5 Standards for Institutional Student Conduct Investigation and Disciplinary Proceedings

[https://www.usg.edu/policymanual/section4/C332/#p4.6.5 standards for institutional student conduct investigation](https://www.usg.edu/policymanual/section4/C332/#p4.6.5_standards_for_institutional_student_conduct_investigation)

Human Resources Administrative Practice Manual, Prohibit Discrimination & Harassment

[https://www.usg.edu/hr/assets/hr/hrap_manual/Prohibit Discrimination Harassment.pdf](https://www.usg.edu/hr/assets/hr/hrap_manual/Prohibit_Discrimination_Harassment.pdf)

VAWA Offense Definitions

Sexual Assault: Rape—The penetration, no matter how slight, of the vagina or anus with anybody part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Sexual Assault: Fondling—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

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

Sexual Assault: Statutory Rape—Sexual intercourse with a person who is under the statutory age of consent.

Sodomy; Aggravated Sodomy; Medical Expenses O.C.G.A.

§ 16-6-2:

(a)

(1) A person commits the offense of sodomy when he or she performs or submits to any sexual act involving the sex organs of one person and the mouth or anus of another.

(2) A person commits the offense of aggravated sodomy when he or she commits sodomy with force and against the will of the other person or when he or she commits sodomy with a person who is less than ten years of age. The fact that the person allegedly sodomized is the spouse of a defendant shall not be a defense to a charge of aggravated sodomy.

(b)

(1) Except as provided in subsection (d) of this Code section, a person convicted of the offense of sodomy shall be punished by imprisonment for not less than one nor more than 20 years and shall be subject to the sentencing and punishment provisions of Code Section 17-10-6.2.

(2) A person convicted of the offense of aggravated sodomy shall be punished by imprisonment for life or by a split sentence that is a term of imprisonment for not less than 25 years and not exceeding life imprisonment, followed by probation for life. Any person convicted under this Code section of the offense of aggravated sodomy shall, in addition, be subject to the sentencing and punishment provisions of Code Sections 17-10-6.1 and 17-10-7.

(c) When evidence relating to an allegation of aggravated sodomy is collected in the course of a medical examination of the person who is the victim of the alleged crime, the Georgia Crime Victims Emergency Fund, as provided for in Chapter 15 of Title 17, shall be financially responsible for the cost of the medical examination to the extent that expense is incurred for the limited purpose of collecting evidence.

(d) If the victim is at least 13 but less than 16 years of age and the person convicted of sodomy is 18 years of age or younger and is no more than four years older than the victim, such person shall be guilty of a misdemeanor and shall not be subject to the sentencing and punishment provisions of Code Section 17-10-6.2.

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 determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

(ii) For the purposes of this definition—

(A) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

(B) Dating violence does not include acts covered under the definition of domestic violence.

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

Incest

O.C.G.A. § 16-6-22:

(a) A person commits the offense of incest when such person engages in sexual intercourse or sodomy, as such term is defined in Code Section 16-6-2, with a person whom he or she knows he or she is related to either by blood or by marriage as follows:

(1) Father and child or stepchild;

(2) Mother and child or stepchild;

(3) Siblings of the whole blood or of the half-blood;

(4) Grandparent and grandchild of the whole blood or of the half-blood.

(5) Aunt and niece or nephew of the whole blood or of the half-blood; or

(6) Uncle and niece or nephew of the whole blood or of the half blood.

(b) A person convicted of the offense of incest shall be punished by imprisonment for not less than ten nor more than 30 years; provided, however, that any person convicted of the offense of incest under this subsection with a child under the age of 14 years shall be punished by imprisonment for not less than 25 nor more than 50 years. Any person convicted under this Code section of the offense of incest shall, in addition, be subject to the sentencing and punishment provisions of the Code Section 17-10-6.2.

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 § 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

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) Suffering 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 in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

(B) A 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.

Definition of Consent

Words or actions that show a knowing and voluntary willingness to engage in mutually agreed-upon sexual activity. Consent cannot be gained by force, intimidation or coercion; by ignoring

or acting in spite of objections of another; or by taking advantage of the incapacitation of another where the respondent knows or reasonably should have known of such incapacitation. Minors under the age of 16 cannot legally consent under Georgia law.

Consent is also absent when the activity in question exceeds the scope of consent previously given. Past consent does not imply present or future consent. Silence or absence of resistance does not imply consent.

Consent can be withdrawn at any time by a party using clear words or actions.

CONFIDENTIALITY OF COMPLAINANT

Gordon State College (GSC) strictly protects Complainant confidentiality to the highest degree possible. GSC does not make assumptions as to whether it is safe to disclose information to family, friends, employer, or news media about the assault or the Complainant's sexual preference. Such information is protected with the least level of access under GSC's Data Governance and Access Policy. All publicly available records, including Clery Act reporting and disclosures, exclude personally identifying information about Complainants. If the Complainant reports to the Department of Public Safety, that information is subject to the Georgia Open Records Act and confidentiality cannot be guaranteed in that situation.

RECORD KEEPING

As required by the federal Clery Act, the Gordon State College will retain for at least seven (7) years all records documenting reports of Clery crimes made to the Gordon State College Police, other Campus Security Authorities, and local law enforcement. This will include the timely warning determination for each report, and if a timely warning was made a copy of that

warning. Also retained are records of all crimes prevention and educational programming offered, including but not limited to security procedures, alcohol and other drugs, and sexual violence, across the institution. The Gordon State College Police Department retains all entries made in the daily crime and fire log for at least seven (7) years. Copies of these archived entries will be made available for public inspection within two business days of a request.

For a period of seven (7) years, the College will maintain records of: Each investigation conducted involving reported sexual misconduct, including any determination regarding responsibility and any audio or audio-visual recording or transcript, any disciplinary sanctions imposed on the Respondent, and any remedies provided to the Complainant designed to restore or preserve equal access to college programs or activities.

- Any appeal and the result therefrom.
- Any informal resolution and the result thereof, and
- Any supportive measures or actions taken in response to a report or formal complaint under this policy and the rationale for the measure/response