

Cabarrus College of Health Sciences 2023 Campus Safety and Security Report

Introduction

Cabarrus College of Health Sciences, in partnership with Atrium Health, and Atrium Health Cabarrus Security Services, prepared this report in compliance with the Clery Act and the Violence Against Women Reauthorization Act of 2013. This report includes statistics for the previous three years (2020, 2021 & 2022) concerning reported crimes that occurred on campus or property owned or controlled by Atrium Health/Atrium Health Cabarrus; and on public property, including thoroughfares, streets, sidewalks, and parking facilities, that are within the campus, or immediately adjacent to and accessible from the campus. This report also includes institutional policies concerning campus security, such as policies concerning alcohol and drug use, crime prevention, the reporting of crimes, sexual misconduct, and other matters. Each entity provides updated information on its educational efforts and programs. Campus disciplinary, crime, arrest and referral statistics include those reported to designated campus security officials, and local law enforcement agencies.

Campus Safety and Security Reporting

Safety is one of the core values and standards of all members of the campus community at Cabarrus College of Health Sciences. The Cabarrus College Campus Safety and Security Report is published and distributed each year to students and employees of the College in compliance with the Higher Education Opportunity Act (Public Law 110-315) (HEOA). The report can be accessed at <http://ope.ed.gov/security> (click on the far-left box titled “Get Data for One School”, then go to the institution field and enter Cabarrus College of Health Sciences). To review or inquire about the comprehensive report, please contact Student Affairs at 704-403-1638.

All criminal incidents are to be reported to Atrium Health Cabarrus Security Services for response and documentation. To contact Security Services:

- Dial ext. 6-6595 from a campus phone.
- Dial 704-403-1192 from off-campus.
- Dial 704-403-3000 to reach the Atrium Health Cabarrus operator who can page Security.

For emergencies, further assistance may be obtained 24-hours daily from the following resources:

- Emergency Services 911 (Ambulance, Fire, Police) from campus dial 9-911
- Concord Police Department 704-786-9155 (communications)
- Cabarrus County Sheriff's Department 704-920-3000 (communications)
- Atrium Health EAP 1-800-384-1097 or 704-355-5021
- National Sexual Assault Hotline at 800-656-HOPE
- Cabarrus Area Crime Stoppers at 704-93-CRIME
- 988 Suicide and Crisis Lifeline at 988 available 24-hours
- National Hopeline Call or Text 919-231-4525 or 877-235-4525

In addition, students, faculty, and staff may seek assistance for issues of sexual misconduct or other campus-related crimes or issues, or seek additional information from the following College and Atrium Health departments:

Christine L. Corsello , Dean, Student Affairs and Enrollment Management	704-403-4336, Room 209
Sherry Hamilton , Coordinator, Retention and Student Success	704-403-1616, Room 112
Mary Elmore , Associate Dean, Student Affairs and Enrollment Management, Title IX Coordinator	704-403-3218, Room 125
EAP Counseling Center	704-355-5021
Senior Manager, CMC Security	704-355-3110

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Emergency Preparedness and Response

Cabarrus College of Health Sciences has created a comprehensive emergency response plan which details immediate response and evacuation procedures, including the use of the emergency response notification system. If a situation arises that poses a verified, imminent, or ongoing threat to the safety, security, or health of students or employees, an emergency response notification will be issued to expedite communication and/or evacuation procedures.

Emergency response notifications are disseminated with the goal of notifying as many people as possible, as rapidly as possible with adequate follow-up information as needed. Security alerts are issued for specific threat levels such as a) Minor - minor weather issues, minor disturbances, minor theft, etc.; b) Emergency - severe weather, medical trauma, fire, suspicious package, etc.; and c) Disaster - active shooter, hostage, significant weather event, etc.

If deemed necessary, an emergency response notification message can be sent to all students and employees. This notification indicates a security alert has been issued and provides contact information and instructions for further information. There are several ways in which employees and students of Cabarrus College are notified of emergency situations.

Notifications include:

- Blackboard Connect – the mass notification system whereby voice and text messages are sent to employees and student telephones, text messages and primary email addresses. The Dean, Student Affairs & Enrollment Management and Office of Student Records and Information Management is responsible for posting messages.
- Everbridge – the mass notification system for emergency events. This is maintained by Atrium Health, however in the event of an emergency, Administration, Faculty, and Staff can issue an alert through the system by calling the Emergency Operator. Notifications are sent to students, faculty and staff through email and text from this system.
- Cabarrus College Web site – go to www.cabarruscollege.edu.
- Recorded Message – Dial 704-403-1555 to listen to the updated college greeting.
- Local television stations including WBTV (3), WSOC (9), and WCNC (36)
- Cabarrus College Email – an email is sent to all students, faculty, and staff.

As a part of the comprehensive emergency response plan the College schedules drills, exercises and appropriate activities designed for assessment and evaluation of emergency plans and capabilities on an annual basis. All exercises conducted are documented, including the date, time and whether it was announced or unannounced. The emergency response notification system is tested twice annually in the fall and spring semesters and an evacuation drill is conducted in the fall of every year.

In follow up to the 2017 Active Shooter Training, the Safety Committee held a College Wide Safety Training in September (2019) focusing on staying safe in a threatening situation, such as an active shooter on campus. This training was held by the Director of Atrium Health Corporate Security and was mandatory for all Faculty and Staff and recommended to all students within the College. In spring 2023, all faculty and staff were invited to participate in an Active Shooter training at the Kannapolis Government Center hosted by the Kannapolis Police Department.

In October (2020) Everbridge Mass Notification System was brought onboard to the College. This system focuses on issuing mass notifications for emergency events, such as active shooter, bomb threat, or severe weather. Atrium Health maintains the system for the College and provides the services to the College at no cost. These notifications are delivered via text and email to all College faculty, staff and students in a quick and efficient manner in order to maintain an upmost level of safety within the College.

In fall 2021 a facility security risk assessment was conducted by Atrium Health Security. The College's CAP Score was 216. The national CAP Index Scoring System uses a proprietary algorithm to generate crime risk scores (CAP Scores) that provide a relative measure of the likelihood that crime and loss will occur at any address in the US, Canada, or the UK. The following

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opportunities for improvement were discovered: Recommended – adding two additional security cameras to be positioned on each floor to cover the entire length of each hallway. Suggested – 1) install badge readers on all doors leading to and from the stairwell to limit access to those in the building 2) panic buttons to be installed at the front entrance area of the student affairs suite due to the confidential nature of the files and currency collected and installed in the administrative office area of the president’s office to provide a discrete alert system in the event of emergency situations and 3) install a door with badge reader access inside the front entrance to limit access the facility. In fall 2022, all faculty and staff were invited to join an information session provided by the Director of Atrium Health Corporate Security and the Manager of Security at Atrium Health Cabarrus to review the results of the risk assessment survey. To adhere to the risk assessment recommendation, cameras will be installed in all hallways, badge readers installed on both elevators, west side stairwell and on the Student Pavilion doors during the fall 2023 semester.

A Safety Fair was held the first day of class, fall 2023. Poster presentations were available for all faculty, staff, and students. Annually faculty and staff are required to complete an online security training module.

Emergency Telephones

Emergency telephones are located throughout the College campus and can be used to contact Security Services. Emergency telephone locations are as follows:

- Front entrance of the College
- Stairwell exit on the west side of the building adjacent to Lake Concord Road
- All classrooms and laboratories

Security and Building Access

The College building is opened at 8:00AM and locked at 5:00PM Monday thru Friday. The College remains locked on weekends, holidays and designated “closed” days.

The front entrance to the building, when locked, does remain accessible via card swipe access to individuals having a valid photo identification badge. Students with a valid badge will have access to the building when locked, from 6:00AM to 10:00PM daily including weekends and holidays. Employees having a valid badge will have access to the building when locked, 24-hours per day, seven days per week.

In the summer months of 2018, several safety features were added to enhance security and emergency response, including:

- 4 Panic buttons, one each located at the front lobby desk, the Student Affairs suite located on the first floor, the administrative suite located on the second floor, and the third floor near the elevators.
- 2 cameras, one located at the front door of the College, the other at the back door of the College.
- 2 camera monitoring stations, one at the front lobby desk, the other at the Student Affairs suite front desk
- 1 lock down switch located behind the front lobby desk
- New locks on the 5 outside doors

The completion of the upgrade/installation of the Help Station was completed in early 2020. One is mounted to the building at the main entrance and the other is located in the parking lot where a current emergency phone was located. A Safety Committee was established to help further discussions and decisions about how to enhance the safety of the campus and continues to work through the policies and procedures of the College involving safety and security measures. Individuals from the Committee participated in a full active shooter scenario held by Atrium Health alongside with Concord Police Department. The scenario was a depiction of a real-life situation to test the individual’s ability and knowledge on how to survive an active shooter situation. The Safety Committee Chair discussed with the College at the College-Wide meeting in November (2019) the scenario and what the members learned.

In fall of 2020, Atrium Health launched Twistle, a software platform, to fast-track daily COVID-19 screenings. The platform made daily COVID-19 screenings faster by reducing lines during peak hours while maintaining safety protocols.

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Security Services

Atrium Health Cabarrus Security Services is available to the College 24-hours per day, seven days per week and performs the following services to enhance employee and student safety:

- Provides vehicle patrol of parking lot.
- Responds immediately to emergency calls, in a reasonably prompt timeframe to less emergent calls, and upon request.
- Enforces campus parking regulations.
- Provides night escort services on “an as available basis”.
- Opens building, office, and vehicle lockouts.
- Monitors building perimeter, front entrance, and parking lot through surveillance cameras.
- Provides daily building checks.
- Provides education to students and employees on the elements of the security management plan.
- Conducts an annual Risk Assessment and Vulnerability Analysis within the Atrium Health Cabarrus campus which includes the College.

Atrium Health Cabarrus Security personnel provide random patrols of the facility 24 hours a day. Closed circuit cameras, alarms, electronic door locks, and panic buttons are in place to provide an additional level of security and access.

Limited Voluntary Confidential Reporting

The Concord Police Department encourages anyone who has witnessed or been a victim of a crime to promptly report the incident by calling 911. The non-emergency number can also be used when appropriate. Police reports in the State of North Carolina are public records and Concord Police Department cannot hold reports of crime in confidence. In compliance with the Clery Act, campus security officials are defined as any person who has the authority and duty to take action or respond to particular issues on behalf of the institution. Campus security officials are required to report all crimes and other violations reported to them. For Cabarrus College, these include personnel in the Atrium Health Cabarrus Security Department and members of the Division of Student Affairs, including the Dean, Student Affairs and Enrollment Management. Pastoral counselors and professional counselors, when acting as such, are not considered to be a campus security official and are not required to report crimes for inclusion in the annual disclosure of crime statistics. Those reporting crime statistics are generally limited to Atrium Health Security, Atrium Health Cabarrus Security Services, the Dean, Student Affairs and Enrollment Management and the Concord Police Department. Information from all reporting departments is reviewed by the Atrium Health Corporate Security Department to confirm that it meets the reporting requirements under the Clery Act.

Campus Law Enforcement Authority and Jurisdiction

Concord Police Department officers work with Atrium Health Cabarrus Security Services, the Cabarrus County Sheriff's Department, State and Federal law enforcement agencies, and all appropriate agencies of the criminal justice system. These agencies routinely exchange crime-related reports and statistics and conduct cooperative patrols, special events, investigations, and special unit operations. Atrium Health Security does not provide primary security services to any off-campus locations (off Atrium Health property). Off-campus violations of the law or Code of Student Conduct should be reported to the Dean, Student Affairs and Enrollment Management or the Title IX Coordinator. Cabarrus College does not officially recognize any student organization with off-campus facilities.

Crime Prevention

The Atrium Health Cabarrus Security Services Department attempts to prevent crimes from occurring rather than having to react to them after the fact. The goal of crime prevention is to eliminate or minimize criminal opportunities whenever possible and to encourage students, faculty, and staff to be responsible for both their own safety and the safety of others.

Throughout the year, Atrium Health Security, in cooperation with other organizations, provides workshops on personal safety, conflict resolution, self-defense, and other topics. Information about these programs are available by calling Atrium Health Security at 704-355-3333. The following are some specific examples of crime prevention and security awareness programs and

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initiatives offered by Cabarrus College in conjunction with Atrium Health Security:

Security Information and Crime Prevention Strategies - this session is offered to all new students and employees during the onboarding process. It covers personal safety and Atrium Health Security information, de-escalation and conflict resolution, managing physical aggression, sexual assault prevention, and by-stander intervention strategies.

Personal Safety Tips - this program reviews general personal safety tips and techniques including parking lot safety, using ATMs, commuter safety and related topics. The program is a combination of lecture and PowerPoint and is approximately one hour in length. Some tips for all Atrium Health staff and students include:

- Do not allow the opportunity for a crime to occur - avoid placing yourself in environments where criminals will have the opportunity to commit a personal crime.
- Stay alert at all times and call Atrium Health Security or police immediately to report suspicious activity.
- If possible, let a friend or roommate know where and with whom you'll be and when you'll be back when you go out.
- Trust your instincts - if you feel uncomfortable about someone near you on the street, in an elevator, or getting off a bus, head for a populated place, or yell for help.
- Use well-lit and busy sidewalks.
- Avoid walking alone or walking near vacant lots, alleys, construction sites, and wooded areas.
- Learn the locations of emergency HELP stations on campus.
- Carry a cell phone, whistle, or a personal alarm to alert people that you need help.
- Try to park in an area that will be well-lit and heavily traveled when you return.
- Lock your car doors and roll up the windows completely - even if you're only running a quick errand. Do not leave valuables such as MP3 players and GPS units in plain view.
- Never leave personal property (e.g., book bags, laptop computers, etc.) unattended.

Non-Violent Crisis Intervention - this course is designed to provide participants various methods of de-escalation as well as some basic physical restraint techniques should de-escalation prove to be ineffective. Approximately 8 hours in length, this program also may be used for CEUs based upon the facility.

Conflict Resolution – this deals with methods for calming volatile situations and recognizing warning signs that a situation may become violent (one hour class).

Workplace Violence Prevention – this program provides resources and strategies to deal with violence in the workplace. It is a one-hour class.

Security Orientation – explains the duties and responsibilities of Atrium Health Security Officers, how and when to contact Security, and how to make the work environment safer. This course is for new employees or a refresher for staff (30-minute program).

Drug and Alcohol Use and Prevention

Cabarrus College and clinical and fieldwork affiliates must be free from alcohol, illegal drug use and other substances which may or may not adversely affect performance. The College's alcohol and drug prevention program includes strict policies regarding drug and alcohol use and charges, convictions, and sanctions all which may affect enrollment and future licensure status if violations are discovered. Student Affairs ensures that an alcohol and drug prevention program is in place at Cabarrus College in accordance with the Drug-Free Workplace Act of 1988 (Public Law 101-690) and the Drug Free Schools and Communities Act (Public Law 101-226). As a condition of pre-enrollment, students must provide a negative drug screen from a certified lab prior to the first day of enrollment. The urine drug screen must be 12-panels to include: AMP (amphetamine), BAR (barbiturates), BZP (benzodiazepines), COC (cocaine), MTD (methadone), METH (methamphetamines), MDMA

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(methylenedioxyamphetamine/ecstasy), OPI (opiates, including heroine), OXY (oxycodone), PCP (phencyclidine), PPX (propoxyphene), and THC (marijuana). Students may be subject to random alcohol and drug screenings. Whenever a student displays unusual behavior which suggest that he or she may be under the influence of alcohol or drugs, such as but not limited to: slurred speech, glassy eyes, imbalance, accident, erratic behavior or other conduct which in the opinion of college authorities suggests impairment, then such student may be subject to drug and alcohol testing. Students may be suspended from class/clinical/fieldwork while results are pending. Students refusing an alcohol or drug screening, will be considered having a positive test and face appropriate disciplinary action including dismissal from the college. Any student who is charged with, or convicted of, a felony or any misdemeanor involving drugs or DUI shall immediately report such charge or conviction to the Dean, Student Affairs and Enrollment Management. Students are required to acknowledge receipt and understanding of the college's policies related to a drug and alcohol-free campus in the New Student Orientation course. The financial aid department also requires that all students sign a form which outlines the consequences of convictions, possession, and sale of illegal drugs in order to meet Federal Student Aid eligibility requirements. Students are advised of the health risks associated with the use of drugs and alcohol and federal and state laws associated with usage. If you need help coping with alcohol and drug problems, contact the Employee Assistance Program (EAP), available through Atrium Health for personal counseling. Visit their website www.chs-eap.org to learn more about EAP. To schedule an appointment or speak with a counselor, please call 704-355-5021 or toll-free at 800-384-1097, 24-hours a day, seven days a week.

For those students and employees who have a problem with tobacco, alcohol, or controlled substances, the following resources are available:

Employee Assistance Program (EAP) Counseling Center: This service can provide confidential assistance to individuals and families experiencing financial problems, job stress, emotional, alcohol and drug problems, legal issues, and difficulties with children. EAP helps students, employees and family members confront and overcome problems in the workplace. Visit their website [Mental Health Support \(atriumhealth.org\)](http://MentalHealthSupport.atriumhealth.org) to learn more about EAP. To schedule an appointment or speak with a counselor, please call 704-355-5021 or toll-free at 800-384-1097, 24-hours a day, seven days a week.

Dean, Student Affairs and Enrollment Management: The Dean, Student Affairs and Enrollment Management can provide referrals to Concord-area counseling and treatment centers and to the EAP counseling center. The Dean's office can be reached at 704-403-4336.

Success Coaches, Office of Retention and Student Success: The Success Coaches in the Office of Retention and Student Success can provide referrals to Concord-area counseling and treatment centers and to the EAP counseling center. The coordinator can be reached at 704-403-1616.

Behavioral Health Center Horizons Outpatient Services: This service is designed for individuals who need intensive, goal-focused, ongoing treatment but do not meet specific criteria for inpatient hospitalization or traditional outpatient services. The program serves medically stable adults 18 or older who are suffering from alcohol or drug abuse. The 24-hour call center can be reached at 704-444-2400 or 1-800-418-2065.

Campus and Workplace Zero Violence Policy

Cabarrus College has a policy of zero-tolerance for campus (campus applies to class, clinical and fieldwork affiliates) and workplace violence, verbal and nonverbal threats, and related actions. Students and employees are encouraged to promptly report incidents to managers (or faculty/staff) and security to reduce or eliminate risks.

A student who reports or experiences violence while in class or clinical will not be subject to any form of retaliation. To ensure the highest standards of health and safety for all students, employees, visitors, patients, vendors, contractors, and the general public, no one is permitted to:

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- Physically assault another individual on Cabarrus College properties, clinical or fieldwork affiliations. Such actions include but are not limited to, unwanted hostile contact, such as hitting, pushing, shoving, or throwing objects.
- Threaten another individual stating a present or future intention to cause physical or mental harm. Any expression of intent to cause physical or mental harm is considered to be a threat.
- Harass another individual through communication or behavior designed or intended to intimidate, threaten, or frighten another individual.
- Damage another individual's Cabarrus College or Atrium Health property.

Notify Atrium Health Cabarrus Security or the Dean for Student Affairs and Enrollment Management, immediately regarding any person who makes substantial threat(s), exhibits threatening behavior, or engages in violent acts on Atrium Health Cabarrus property, including the College campus and clinical affiliates.

Cabarrus College supports local magistrate and court orders. All students, faculty and staff who apply for or obtain a permanent or temporary protective or restraining order which lists the College or Atrium Health Cabarrus locations as being protected areas and who request security services, should provide copies of the order to the Dean for Student Affairs and Enrollment Management, their supervisor or instructor, and Atrium Health Cabarrus Security. A copy of the protective or restraining order will be filed and kept confidential in the office of Atrium Health Cabarrus Security and the Dean's office.

Sex Offenders

The Federal Campus Sex Crimes Prevention Act, enacted in 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by state registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice, under state law, to each institution of higher education in that state at which the person is employed, carries on a vocation, volunteer's services, or is a student. Law enforcement information concerning registered sex offenders may be obtained from the Cabarrus County Sheriff's Office, 30 Corban Avenue, Concord, NC 28025; phone: 704.920.3000 or on the statewide database NC Sex Offender Registry at <https://sexoffender.ncsbi.gov>

Sexual Misconduct (Discrimination, Harassment, Assault, and Retaliation)

Cabarrus College of Health Sciences is committed to providing an educational learning and professional working environment for all students and employees that maintains equality, dignity, and respect. In keeping with this commitment, Cabarrus College strictly prohibits discriminatory practices including harassment and discrimination on the basis of race, color, religion, sex, creed, ethnicity, age, national origin (including ancestry), citizenship status, sexual orientation, gender identity, gender expression, physical or mental disability, marital or parental status, military status, or on any other protected category under applicable local, state or federal law, including protections for those opposing discrimination or participating in any grievance process on campus, with the Equal Employment Opportunity Commission, and/or other human/civil rights agencies. Cabarrus College of Health Sciences does not tolerate discrimination, harassment, assault, or retaliation and will endeavor to protect students and employees from those inappropriate actions by others inside or outside the college community. Where there is reason to believe that a crime has been committed or college policies have been violated, the College will pursue charges and disciplinary action, as appropriate. The College complies with Title IX of the Education Amendments of 1972, and its implementing regulations, which prohibit discrimination (including sexual harassment and sexual violence) based on sex in the College's educational programs, services, and activities. Title IX also prohibits retaliation or adverse action taken against any student or employee for submitting a complaint, reporting harassment, or participating in an investigation. Any violation of this policy will result in disciplinary action, up to and including dismissal.

Definitions

1. **Discrimination:** the unfair treatment of a person or group on the basis of prejudice or real or perceived differences. Discrimination includes, but is not limited to, deliberate actions causing unfair or unfavorable treatment based on race, gender, religion, national origin, color, age, protected Veteran status, disability, pregnancy, genetic information, sexual orientation, gender identity or any other category that is protected by federal, state, or local law.

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2. Harassment is any action by an employee or student, regardless of position that:
 - a. Is unwanted attention perceived as demeaning, intimidating, or bothersome.
 - b. Unreasonably gets in the way of another employee/student's work or academic experience.
 - c. Creates an intimidating or hostile environment.
 - d. Singles out an employee or student, and is to that individual's disadvantage, because of race, color, religion, sex, age, national origin, sexual orientation, pregnancy, gender identity, disability, military status, genetic information indicating predisposition to chronic diseases, or any other basis prohibited by law.
 - e. Examples of behaviors that may be harassment are actions, words, comments, jokes, racial or ethnic slurs, or threats. Actions may be verbal, physical or visual.
3. Sexual Misconduct: unwelcome behavior of a sexual nature that includes, but is not limited to, acts of sexual harassment, violence or assault.
4. Sexual Harassment is any instance of quid pro quo harassment by a school's employee; any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access; any instance of sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA). Stalking is engaging in conduct directed at a specific individual that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.
5. Sexual Violence and Assault is an intentional and voluntary act resulting from non-consensual sexual contact, nonconsensual sexual intercourse, or other unwanted, harmful, or offensive actions/contact
 - a. Sexual violence is a prohibited form of sexual harassment. Sexual violence includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to use of drugs and/or alcohol or an intellectual or other disability.
 - b. Sexual assault includes, but is not limited to rape, fondling, incest, statutory rape, forced sodomy, forced oral copulation, rape by a foreign object, sexual battery, sexual coercion, and threat of sexual assault.
 - c. Other forms of assault may include fighting, attacking someone physically or emotionally, or threats of bodily harm. Dating and Domestic Violence Unwanted controlling, abusive, sexual, and aggressive behavior that occurs in romantic, family, or other close relationships.
 - d. Dating violence is committed by a person who is, or has been, in a social relationship of an intimate or romantic nature. Dating violence includes, but is not limited to, sexual or physical abuse, or the threat of such abuse.
 - e. Domestic violence is committed by a current or former spouse or intimate partner, by persons sharing a child, or by cohabitating partners. Domestic violence includes, but is not limited to, sexual or physical abuse, or the threat of such abuse.
6. Retaliation or taking adverse action against a student, another student, employee, or co-worker based on the fact they have reported harassment, is prohibited by Cabarrus College policy. Examples of inappropriate retaliation could include disciplining when not merited, unjustified negative grades or appraisals, threats, or intimidation, moving one to a less favorable schedule, or other action intended to harm the complaining party.
7. Consent is a voluntary agreement to engage in sexual activity. A person is unable to give consent if they are incapacitated due to unconsciousness, the use of alcohol or drugs, or have an intellectual or other disability. Previous relationships, history of sexual activity or past consent does not imply future consent. Silence or absence of resistance does not imply consent. Coercion, force, or threat invalidates consent. Consent can be withdrawn at any time.
8. Workplace Violence includes, but is not limited to:
 - a. Physically assaulting another individual on properties of Cabarrus College or its clinical affiliations. Such actions include, but are not limited to, unwanted hostile contact, such as hitting, pushing, shoving, or throwing objects.
 - b. Threatening another individual, stating a present or future intention to cause physical or mental harm. Any expression of intent to cause physical or mental harm is considered to be a threat.
 - c. Harassing another individual through communication or behavior designed or intended to intimidate, threaten, or frighten another individual.
 - d. Damaging another individual's, Cabarrus College's, or Atrium Health's property.

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- e. Having a weapon at Cabarrus College, in Atrium Health facilities, or other clinical locations (except for team members authorized to carry a weapon as part of their necessary/essential job duties).

Anyone who believes he or she has been a victim of a sexual offense or needs immediate assistance should contact Atrium Health Cabarrus Security Services at 704-403-1192 or extension 6-6595 (from a college phone) or the Atrium Health Cabarrus telephone operator at 704-403-3000.

The College has designated the following individual as the Title IX Coordinator, to coordinate the College's compliance with, education of, and response to inquiries concerning, Title IX as well as to receive reports of alleged Title IX violations, as well as violations of this policy: Mary Elmore, Associate Dean, Student Affairs and Enrollment Management, 704.403.3218, mary.elmore@cabarruscollege.edu, located in office 125. Those requesting reasonable academic arrangements following an incident will be appropriately accommodated.

The Employee Assistance Program is available to provide confidential, professional support. Inquiries and/or complaints will be investigated immediately and will be conducted in as confidential a manner as is compatible with a thorough investigation of the complaint.

It is important to report to the Title IX coordinator if: (i) you believe you have been subjected to conduct that may violate these policies; (ii) you believe you have been retaliated against in violation of these policies; or (iii) you are an administrator or employee of the College and have been told about or witnessed conduct that may violate these policies. A report should be made as soon as possible after the perceived inappropriate conduct. Any student or employee who feels that he/she is being or has been harassed, assaulted, or discriminated or retaliated against should bring the matter to the attention of the Title IX Coordinator (if the victim is a student) or the appropriate supervisor and/or manager or Atrium Health human resources representative (if the victim is an employee). The Student Code of Conduct and Disciplinary Process may also be consulted. Serious assault should also be reported directly to the local law enforcement agency. All persons are advised that, regardless of whether they make a report pursuant to this policy, they have the right to file a complaint with law enforcement officials with respect to any conduct that may constitute a crime. A person may also file a report with the Department of Education's Office of Civil Rights regarding alleged violation of Title IX by visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html or calling 1-800-421-3481.

Annual Disclosure of Crime Statistics

As required by federal law, Atrium Health Corporate Security Department compiles yearly crime statistics on an annual basis in accordance with the definitions in the Uniform Crime Reporting system. The report includes statistics for the previous three years concerning crimes that occurred on campus and were reported to Atrium Health Cabarrus Security Services, to Concord Police Department (CPD), or to designated College officials, for persons referred for disciplinary action. Statistical information for off-campus locations or property owned or controlled by Atrium Health as well as public property within or immediately adjacent to and accessible from the campus are collected or requested from CPD. All of the statistics are gathered, compiled, and reported to students, employees, prospective students, and interested members of the community via the College's Web site at <https://atriumhealth.org/education/cabarrus-college-of-health-sciences/current-students/student-life/safety-and-security/clery-act-information>. In addition, all students and employees receive this information via e-mail.

The crime statistics tables located at the end of this report are reflective of the requirements mandated by Federal law for compiling this report:

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Crimes Reported*	On Campus¹ Cabarrus College of Health Sciences			On Public Property² Property immediately adjacent or accessible to Atrium Health Cabarrus and the College campus		
	2020	2021	2022	2020	2021	2022
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Forcible Sex Offenses						
<i>Rape</i>	0	0	0	0	0	0
<i>Fondling</i>	0	0	0	0	0	0
Non-Forcible Sex Offenses						
<i>Incest</i>	0	0	0	0	0	0
<i>Statutory Rape</i>	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Hate Crimes³						
<i>Murder/ non-negligent manslaughter</i>	0	0	0	0	0	0
<i>Rape</i>	0	0	0	0	0	0
<i>Fondling</i>	0	0	0	0	0	0
<i>Incest</i>	0	0	0	0	0	0
<i>Statutory Rape</i>	0	0	0	0	0	0
<i>Robbery</i>	0	0	0	0	0	0
<i>Aggravated Assault</i>	0	0	0	0	0	0
<i>Burglary</i>	0	0	0	0	0	0
<i>Motor Vehicle Theft</i>	0	0	0	0	0	0
<i>Arson</i>	0	0	0	0	0	0
<i>Simple Assault</i>	0	0	0	0	0	0
<i>Larceny-theft</i>	0	0	0	0	0	0
<i>Intimidation</i>	0	0	0	0	0	0
<i>Vandalism</i>	0	0	0	0	0	0
VAWA (Violence Against Women Act) Offenses						
<i>Domestic violence</i>	0	0	0	0	0	1
<i>Dating violence</i>	0	0	0	0	0	0
<i>Stalking</i>	0	0	0	0	0	0
Arrests						
<i>Weapons: carrying, possessing, etc.</i>	0	0	0	0	0	0
<i>Liquor law violations</i>	0	0	0	0	0	0
<i>Drug abuse violations</i>	0	0	0	0	0	0
Disciplinary Actions⁴						
<i>Weapons: carrying, possessing, etc.</i>	0	0	0	0	0	0
<i>Drugs abuse violations</i>	0	0	0	0	0	4
<i>Liquor law violations</i>	0	2	0	0	0	1
Unfounded Crimes	0	0	0	0	0	0
Total	0	0	0	0	0	6

**Cabarrus College of Health Sciences
2023 Campus Safety and Security Report
Crime Report Notes**

Note	Description
1	Campus: Cabarrus College of Health Sciences; 401 Medical Park Drive, Concord, NC 28025.
2	Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that are immediately adjacent to and accessible to the College Campus and Atrium Health Cabarrus. Atrium Health Cabarrus facilities that are used in direct support of, or in relation to, the College's educational purposes, are frequently used by students, and is within the same reasonably contiguous geographic area of the College.
3	Hate crimes are crimes that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived Race (RA), Religion (RE), Sexual Orientation (SO), Gender (G), Ethnicity (E), Disability (D), Gender Identity (GI) or National Origin (NO). Crimes which are reported as hate crimes in the above chart are coded using these abbreviations.
4	A student or employee referral for campus disciplinary action for violation of College policies regarding alcohol, drugs, or weapons does not necessarily mean that a violation of law has occurred. Referrals that were the result of arrest or citation are reflected elsewhere in the chart. Data reported by the number of individuals referred for campus disciplinary action are from the Dean, Student Affairs and Enrollment Management and personnel records.
5	The crimes reported on campus were all reported at Atrium Health Cabarrus campus; most specifically in the emergency room at the hospital.