Central Alabama Community College

2024 Annual Campus Security Report

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Central Alabama Community College - College Locations

Alexander City Campus
1675 Cherokee Drive
Alexander City, AL 35010 (256) 234-6346

Childersburg Campus
34091 U.S. Highway 280
Childersburg, AL 35044 (256) 378-2024

Talladega Center
1009 South Street East
Talladega, AL 35160 (256) 480-2068

Prattville Campus
1320 Old Ridge Road
Prattville, AL 36066 (334) 380-9600

CACC Campus Police Mission Statement

The Central Alabama Community College Police Department exists to protect life and property, maintain high ethical standards, and the professional development of each officer.

Police Department Authority and Arrest Powers

The Central Alabama Community College Police Department provides full police services to the campus community. The police officers are vested with all the powers, authority, and responsibility of any police officer of the state on property owned or operated by the College, or in any circumstance in which an arrest by a police officer without a warrant is authorized by law (Code of Alabama 16-47-10). Sworn officers wear a uniform clearly identified as police officers.

Central Alabama Community College also utilizes off duty police officers from other agencies. They wear uniforms provided by their primary law enforcement agency.

Relations with Federal, State, and Local Law Enforcement Agencies

The Central Alabama Community College Police Department works regularly with federal, state, and local law enforcement agencies regarding a variety of criminal investigations. Additionally, the College Police Department works with a variety of federal, state, and local agencies to provide training to law enforcement officers throughout Alabama.

Reporting Criminal Actions or Other Emergencies/Anonymous Tips

All victims are encouraged to promptly and accurately report all crimes or emergencies to the Campus Police. (*ALL EMERGENCIES SHOULD BE REPORTED TO 911).

Contact information for the Campus Police Department is included below:

- Chief of Police (256) 215-4360
- Alexander City Campus (256) 307-6849
- Childersburg Campus (256) 307-8003
- Prattville Campus (334) 312-0589
- Talladega Center (256) 307-0432
- ***Anonymous Tips*** ***(256) 215-4360***

**Note: All 911 calls for service will route directly to the local 911 operator for the area and be routed to the local authorities.*

When reporting crimes, provide the following information:

- Location
- Call Back Phone Number
- Type of Incident
- Information Relating to Immediate Dangers
- Description(s) of Offender(s)

Non-Law Enforcement Campus Security Authority (CSA)

Victims that do not want to report crimes to law enforcement may contact the following Campus Security Authorities:

Alexander City Campus	
Michael Barnette, Dean of Workforce and Economic Development	(256) 215-4319
Kevin Ammons, Dean of Students	(256) 215-4273
Karen Hayes, Admissions & Testing Coordinator	(256) 215-4270
Steve Lewis, Athletic Director	(256) 215-4323
Larry Thomas, Baseball Coach	(256) 215-4311
Greg Shivers, Softball Coach	(256) 215-4324
Daniel Allen, Golf Coach	(256) 215-4242
Leslie Rewis, Librarian	(256) 215-4293
Childersburg Campus	
Tina Shaw, Executive Human Resources Director	(256) 378-2010
Jennifer Gilliland, Health Sciences Program Administrator	(256) 378-4900
Kimberly Campbell, Educational Talent Search Director	(256) 378-2038
Rachael Harmon, Upward Bound/SSS Stem Director	(256)-378-2024
Lynn Chambers, Director of Adult Learning Programs	(256)-378-2016

Prattville Campus	
Brandy Mitchell, Dean of Academic Programs and Campus Administrator	(334) 595-6650
Kendal Entrekin, Dual Enrollment Admissions Specialist	(334) 595-6649
Talladega Center	
Gerald Creel, Educational Site Director	(256) 480-2066
Paige Scott, Director of Distance Education	(256) 480-2574

A Campus Security Authority (CSA) is not responsible for determining authoritatively whether a crime took place – that is the function of law enforcement personnel. A CSA should not try to apprehend the alleged perpetrator of the crime. This is the responsibility of law enforcement. It is also not the responsibility of the CSA to try to convince a victim to contact law enforcement if the victim chooses not do so.

Reporting Emergencies on Campus

It is the policy of Central Alabama Community College that any criminal act or threat of violence, injury, destruction of College or personal property, traffic accidence or other situation that occurs on College property and that may constitute an emergency, a danger to the health, safety, or property of any person, or a threat to public order can be reported immediately. An emergency is hereby defined as any event that is disruptive to the normal affairs of the College. Members of the campus community should be alert to emergency situations and make immediate reports as outlined below. In reporting an emergency, the caller must (a) state name; (b) state type of emergency; (c) state location of emergency; and (d) remain in the area if it is safe until assistance arrives.

Medical Emergencies

In the case of major inquiry or serious illness –

(1) Contact the paramedics by dialing 911;
(2) Contact the Campus Police
   a. Chief of Police (256) 215-4306
   b. Alexander City Campus (256) 307-6849
   c. Childersburg Campus (256) 307-8003
   d. Prattville Campus (334) 312-0589
   e. Talladega Center (256) 307-0432

Fire/Explosion/Hazardous Material Spill

In the case of fire, an explosion, or a hazardous material spill –

(1) Activate the fire alarm or otherwise notify occupants to vacate the building;
(2) Contact the Fire Department by dialing 911;
(3) Contact the Campus Police
   a. Chief of Police (256) 215-4306
   b. Alexander City Campus (256) 307-6849
   c. Childersburg Campus (256) 307-8003

d. Prattville Campus (334) 312-0589
e. Talladega Center (256) 307-0432

(4) Contact the Maintenance Department by dialing (205) 396-7866.

Criminal Acts

In the case of criminal acts including murder, rape, robbery, aggravated assault, burglary, or motor vehicle theft – The Campus Police Department has primary jurisdiction for response and investigation of all criminal actions on College property.

(1) Dial 911 for emergencies;
(2) Contact the Campus Police
a. Chief of Police (256) 215-4306
b. Alexander City Campus (256) 307-6849
c. Childersburg Campus (256) 307-8003
d. Prattville Campus (334) 312-0589
e. Talladega Center (256) 307-0432

Maintenance Emergencies

In the case of maintenance emergencies –

(1) Contact the Maintenance Department by dialing (205) 396-7866
(2) Contact the Campus Police
a. Alexander City Campus (256) 307-6849
b. Childersburg Campus (256) 307-8003
c. Prattville Campus (334) 312-0589
d. Talladega Center (256) 307-0432

Campus Emergency Procedures

Medical Emergencies

- Dial 911 to summon emergency medical assistance.

Fire

- Dial 911
- Fire Extinguishers are located in common areas on all building floors.

Emergency Building Evacuation Procedures

In the event it becomes necessary to evacuate a building, all occupants are expected to vacate the facility as directed by the signage located in each building. During fire events, do not use elevators. Stair chairs have been deployed in buildings with more than three floors for the purpose of evacuating individuals with disabilities.

The College has established procedures to immediately notify the campus community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to

the health and safety of students or employees occurring on College property. These procedures provide for rapid notice to law enforcement and senior administration to evaluate and confirm an emergency or dangerous situation and, if confirmed, for same persons to determine the appropriate segment or segments of the campus community to be notified and the content of the notification.

The following individuals are responsible for carrying out the emergency response and evacuation procedures:

- Campus Police
- College President
- Dean of Financial Services
- Dean of Academic Programs
- Dean of Workforce and Economic Development
- Dean of Students

Emergency Procedures – Tornado Warning

In the event of a serious incident that poses an immediate threat to members of the College community, the College has systems in place for quickly communicating information. Some or all of these methods of communication may be activated in the event of an immediate threat to the college community. The primary method of communication will be SchoolCast, which is the emergency notification system that utilizes voice messages to phone numbers, text messages to cell phones, and e-mail messages.

1. Notifications will be activated when a tornado warning is issued by the National Weather Service.
2. All members of the College community should take shelter in the lowest floor of the building, away from windows and doors.
3. When the tornado threat is over, the all-clear will be given by the Campus Police and normal activities will resume.
4. Do not send people home during a tornado watch or warning.

Reporting Off-Campus Crimes and Other Emergencies

Victims and witnesses to criminal activity occurring off campus should contact the appropriate agency for the jurisdiction:

- Dial 911 for all emergencies
- Alabama State Troopers (205) 553-5531
- Alexander City Police Department (256) 234-3421
- Childersburg Police Department (256) 38-7860
- Prattville Police Department (334) 595-0208
- Talladega Police Department (205) 362-4162

Emergency Operation Training and Drills

Active Threat/Shooter Trainings & Drills

The locations, dates, and times active shooter trainings were conducted are included in the table below:

Campus	Date	Time
Alexander City Campus	04/23/24	7:30 am – 5:00 pm
Childersburg Campus	04/15/24	7:30 am – 5:00 pm
Childersburg Campus	04/24/24	7:30 am – 5:00 Pm
Talladega Center	04/15/24	7:30 am – 3:00 pm
Talladega Center	04/16/24	7:30 am – 3:00 pm
Talladega Center	04/17/24	7:30 am – 3:00 pm
Talladega Center	04/18/24	7:30 am – 3:00 pm
Talladega Center	04/23/24	7:30 am – 3:00 pm
Prattville Campus	04/11/24	7:30 am – 8:00 pm
Prattville Campus	04/15/24	7:30 am – 8:00 pm

Emergency Evacuation Drills

The locations, dates, and times emergency evacuation drills were conducted are included in the table below:

Campus	Date	Time
Alexander City Campus	04/23/24	7:30 am – 5:00 pm
Childersburg Campus	04/15/24	7:30 am – 5:00 pm
Childersburg Campus	04/24/24	7:30 am – 5:00 Pm
Talladega Center	04/15/24	7:30 am – 5:00 pm
Talladega Center	04/16/24	7:30 am – 3:00 pm
Talladega Center	04/17/24	7:30 am – 3:00 pm
Talladega Center	04/18/24	7:30 am – 3:00 pm
Talladega Center	04/23/24	7:30 am – 3:00 pm
Prattville Campus	04/11/24	7:30 am – 8:00 pm
Prattville Campus	04/15/24	7:30 am – 8:00 pm

Fire Response/Fire Extinguishers Drills

The locations, dates, and times emergency evacuation drills were conducted are included in the table below:

Campus	Date	Time
Alexander City Campus	04/23/24	7:30 am – 5:00 pm
Childersburg Campus	04/15/24	7:30 am – 5:00 pm
Childersburg Campus	04/24/24	7:30 am – 5:00 Pm
Talladega Center	04/15/24	7:30 am – 5:00 pm
Talladega Center	04/16/24	7:30 am – 3:00 pm
Talladega Center	04/17/24	7:30 am – 3:00 pm
Talladega Center	04/18/24	7:30 am – 3:00 pm
Talladega Center	04/23/24	7:30 am – 3:00 pm
Prattville Campus	04/11/24	7:30 am – 8:00 pm
Prattville Campus	04/15/24	7:30 am – 8:00 pm

Tornado response Drills

The locations, dates, and times emergency evacuation drills were conducted are included in the table below:

Campus	Date	Time
Alexander City Campus	04/23/24	7:30 am – 5:00 pm
Childersburg Campus	04/15/24	7:30 am – 5:00 pm
Childersburg Campus	04/24/24	7:30 am – 5:00 Pm
Talladega Center	04/15/24	7:30 am – 5:00 pm
Talladega Center	04/16/24	7:30 am – 3:00 pm
Talladega Center	04/17/24	7:30 am – 3:00 pm
Talladega Center	04/18/24	7:30 am – 3:00 pm
Talladega Center	04/23/24	7:30 am – 3:00 pm
Prattville Campus	04/11/24	7:30 am – 8:00 pm
Prattville Campus	04/15/24	7:30 am – 8:00 pm

Bomb Threat Response Drills

The locations, dates, and times emergency evacuation drills were conducted are included in the table below:

Campus	Date	Time
Alexander City Campus	04/23/24	7:30 am – 5:00 pm
Childersburg Campus	04/15/24	7:30 am – 5:00 pm
Childersburg Campus	04/24/24	7:30 am – 5:00 Pm
Talladega Center	04/15/24	7:30 am – 5:00 pm
Talladega Center	04/16/24	7:30 am – 3:00 pm
Talladega Center	04/17/24	7:30 am – 3:00 pm
Talladega Center	04/18/24	7:30 am – 3:00 pm
Talladega Center	04/23/24	7:30 am – 3:00 pm
Prattville Campus	04/11/24	7:30 am – 8:00 pm
Prattville Campus	04/15/24	7:30 am – 8:00 pm

Emergency Response Exercises

The locations, dates, and times of community tabletop or full-scale drills conducted are detailed in the table below:

Campus	Date	Time	Facilitator	Discussions
Alexander City Campus **Alexander City Campus** **Stop The Bleed Training Faculty/Staff**	04/16/24 05/14/24 07/14/23	0900 0900 0800-1300	Chief Hodge Jason Moran ACCS	• Campus Lockdown • Co Emergency Drill
Note: The CACC PD was notified by ACPD who was actively in foot pursuit of a suspect with Felony warrants. The suspect had been seen by ACPD running towards the Alexander City CACC Campus. The AC Campus was placed on Lockdown until ACPD, CACC PD and Surrounding agencies decided the suspect was no longer in the area.				

College Police Department Response to Crime

Victims of crime are encouraged to report offenses to the Campus Police. Officers will conduct a complete and thorough investigation of the event. If the victim desires to press charges, information will be presented to a magistrate, who determines if there is probable cause to issue a warrant. Central Alabama Community College Police Officers will assist the victim in obtaining the warrant. Victims also have the option of filing a Code of Conduct violation if the alleged offender is a student. Code of Conduct violations may be filed in place of or in addition to criminal charges. Code of Conduct violations may be submitted to the following individuals:

Administrator	***Location***	***Phone Number***
Kevin Ammons, Dean of Students	All College Locations	(256) 215-4273
Tina Shaw, Executive Director of Human Resources	Childersburg Campus	(256) 378-2010
Brandy Mitchell, Dean of Academic Programs and Campus Administrator	Prattville Campus	(205) 983-5915
Gerald Creel, Educational Site Director	Talladega Center	(256) 480-2066

The Central Alabama Community College student conduct system is not a court of law. The Student Code of Conduct is not written with the specificity of a criminal statute. In cases where civil or criminal proceedings also involve a violation of the Student Code of Conduct, the College reserve the right to take appropriate disciplinary action against the student. This action will be regarded as separate and distinct from proceeds in criminal or civil court and may be scheduled according to timelines that serve the interest of the College.

Notification Process for Code of Conduct Violations

When a student is charged with a violation of the Student Code of Conduct, the student will be notified to appear for a meeting with the Dean of Students to respond to the charges in the following manner and a notification letter will either be sent via certified mail to the address on file with the Office of Enrollment Services or be emailed to the student's official CACC e-mail.

Conduct Authority

The Dean of Students shall develop policies for the administration of the student conduct program and the procedural rules for the conduct of hearings that are not inconsistent with the provisions of the Student Code of Conduct. The Dean of Students, in consultation with the members of the President's Cabinet, will determine the composition of the Student Conduct Committee.

The Dean of Students shall seek to ensure that the Student Conduct Committee is representative of the faculty and staff members who are willing and able to offer fair and thoughtful consideration of each case.

Central Alabama Community College students are responsible for knowing the information, policies, and procedures outlined in this document and the CACC Student Handbook. CACC reserves the right to make changes to this code as deemed necessary, which become effective once those changes are posted online. Students are encouraged to check the college website for updated policies and procedures.

For more information concerning Code of Conduct actions, see https://www.cacc.edu/students/ .

Complaint Process for Employees

In circumstances in which the offender is a school employee, victims may file a complaint with Human Resources in place of or in addition to criminal charges. These complaint should be submitted to:

Tina Shaw, Executive Director of Human Resources, (256) 378-2010
https://portal.cacc.edu/resources/human-resources/employee-handbook

The victim of a crime who does not want to pursue action within the College's judicial system or the criminal justice system may still consider making a report to a Campus Security Authority (CSA) about a crime and file an internal report without revealing their identity.

The College cannot guarantee confidentiality; but does guarantee privacy. The purpose of a confidential report is to comply with the reporting individual's wish to keep the matter confidential while taking steps to ensure their future safety and the safety of others. Further options will be discussed with the reporting party. With such information, the College can keep an accurate record of the number of incidents involving students, employees, and visitors; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community to potential dangers. Reports filed in this manner are counted and disclosed in the annual crime statistics for the College.

**Even in the absence of a complaint under the Title IX Sexual Harassment Procedure, the College reserves the right to pursue disciplinary sanctions for any act of sexual misconduct occurring on any of the College locations, at any event with which the College is affiliated, or which negatively affects the employment or educational environment of a member of the College community.*

Title IX Sexual Harassment Policy (Rev. 08/13/20)

INTRODUCTION

Central Alabama Community College (CACC) is committed to providing a workplace and campus community free of sexual misconduct and harassment. As required by Title IX of the Education Amendments of 1972, the College does not discriminate on the basis of sex in its education programs and activities. This includes discrimination affecting employees of the College and applicants for employment, students and applicants for admission, or members of the public. All members of the College community are expected to conduct themselves in a manner that does not infringe upon the rights of others, whether on College premises or at any College owned off-campus location, and while participating in any education program or activity of the College.

Sexual harassment, which includes sexual misconduct and sexual assault, is a form of sex discrimination which is prohibited under Title IX of the Education Amendments of 1972 and the Violence Against Women Act. This policy is intended to reaffirm the College's commitment to address sexual harassment and take steps to prevent its reoccurrence and preserve or restore equal access to the College's education programs and activities. Dating violence, domestic violence, and stalking may also be considered forms of sexual discrimination. Due to the seriousness of these offenses, the College has adopted specific policies and procedures, outlined in the Student Handbook, employment policies, and webpage, to address alleged instances of sexual harassment, sexual misconduct, sexual assault, dating violence, domestic violence, and stalking. The College believes that no person should bear the effects of sexual harassment alone. When such conduct occurs, paramount concerns of the College is for the safety and well-being of those impacted. The College will support individuals by referring students and employees to community and local resources.

Under Title IX, individuals reporting allegations related to sexual harassment and/or sexual violence have the right to a resolution of their complaint, to have the College conduct a prompt, thorough and impartial investigation, and to receive supportive measures to ensure the safety and wellbeing of the individuals involved in the College Community.

When allegations of sexual harassment and/or sexual violence in any form are brought to the attention of the Title IX Coordinator, and if a responding part is found to have violated this policy, serious sanctions will be used to prevent its reoccurrence. CACC does not tolerate or condone retaliation. Individuals wishing to report sexual harassment and/or sexual violence or make inquiries concerning the application of Title IX at the College may contact:

Tina Shaw (Employees)
Building A, Childersburg Campus
34091 US Highway 280
Childersburg, AL 35044
Office: (256) 378-2010
Cell: (256) 827-1963
Fax: (256) 378-2097
E-mail: tshaw5@cacc.edu

and/or

Assistant Secretary
U.S. Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of Education Building
400 Maryland Avenue, SW
Washington, DC 20202-1100
Phone: (800) 421-3481
Fax: (202) 453-6012; TDD: (800) 877-8339
E-mail: OCR@ed.gov

Information regarding the Title IX Coordinator and their role will be provided to all faculty, staff, students, applicants for admissions, and applications for employment. Also, this information is available on the College website at www.cacc.edu under the Title IX webpage.

POLICY

The U.S. Department of Education's Office for Civil Rights (OCR) enforces, among other statutes, Title IX of the Education Amendments of 1972. Title IX protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX states that: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

DEFINITIONS RELATING TO SEXUAL HARASSMENT

Many terms are used in the context of sexual harassment. The following will provide some common definitions and examples.

Actual knowledge: The notice of sexual harassment or allegations of sexual harassment to the Title IX Coordinator or any official of the College who has authority to institute corrective measures of behalf of the College shall be deemed actual knowledge on the part of the College.

Complainant: Complainant is an individual who is alleged to be the victim of conduct that could constitute sexual harassment. For the purposes of this procedure, a Complainant may be an individual applying for admission or employment, an employee, a student or an individual otherwise participating in or attempting to participate in the College's education programs and activities.

Respondent: Respondent is an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Formal complaint: A formal complaint is a document filed by the complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the College investigate the allegation of sexual harassment. Note: At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in an educational program or activity of the College at which the formal complaint is filed.

Consent: "Consent" must be informed, voluntary, and mutual and can be withdrawn at any time. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threats, or duress is used. Whether or not a person has taken advantage of a position of influence over another person may be a factor in determining consent. Silence or absence of resistance does not imply consent. Past consent to sexual activity with another person does not imply ongoing future consent with that person or consent to that same sexual activity with another person.

Incapacitation: An individual who is incapacitated is unable to give consent to sexual contact. States of incapacitation include sleep, unconsciousness, intermittent consciousness, intoxication,

or any other state where the individual is unaware that sexual contact is occurring or is otherwise unable to give informed and voluntarily consent. Incapacitation may also exist because of a mental or developmental disability that impairs the ability to consent to sexual contact. Example: A person who is taking pain medication and falls asleep under the influence of the medication can be incapacitated and not be able to give consent to sexual contact.

Sexual Misconduct: Committing sexual abuse, sexual assault, sexual harassment, sexual exploitation, or statutory rape, as defined below or under Alabama state law.

Harassment: The striking, shoving, kicking, or otherwise touching or making physical contact in regard to another for the purpose of harassing, annoying or alarming; and/or directing abusive or obscene language or making an obscene gesture toward someone for the purpose of harassing, annoying, or alarming. Example: Making or using persistent derogatory comments, epithets, or slurs that place a person in a hostile or fearful environment or where the person's safety is in jeopardy.

Sexual Harassment: Conduct on the basis of sex that satisfies one or more of the following:

- A school employee conditioning education benefits on participating in unwelcome sexual conduct (i.e. quid pro quo);
- Unwelcomed conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity; or
- Stalking, dating violence, or domestic violence.

DEFINITIONS OF SEXUALLY BASED OFFENSES

Domestic Violence: Domestic Violence includes felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person cohabitating with or has cohabitated with the victim as a spouse, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction (34 U.S.C.12291(a)(8).

In Alabama, domestic violence includes felony and misdemeanor crimes of violence committed by a current or former spouse, parent, child, any person with whom the defendant has a child in common, a present or former household member, or a person who has or had a dating or engagement relationship with the defendant (Alabama Code Section 13A, Article 7 Domestic Violence in 1st, 2nd, and 3rd Degrees).

Dating Violence: Dating violence means violence committed by a person –

a. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
b. Where the existence of such a relationship will be determined based on a consideration of the following factors:
    - The length of the relationship,
    - The type of relationship,

- The frequency of interaction between the persons involved in the relationship (34 U.S.C. 12291(a)(10).

In Alabama, dating violence is covered under Alabama Code Section 13A, Article 7 Domestic Violence in 1st, 2nd, and 3rd Degrees.

Stalking: Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to a) fear for his or her safety or the safety of others; or b) suffer substantial emotional distress (34 U.S.C.12291(a)(30)).

In Alabama, stalking is when a person intentionally and repeatedly follows or harasses another person and who makes a threat, either expressed or implied, with the intent to place that person in reasonable fear of death or serious bodily harm (13A-6-90 Stalking in the first degree) or a person who, acting with an improper purpose, intentionally and repeatedly follows, harasses, telephones, or initiates communication, verbally, electronically, or otherwise, with another person, any member of the other person's immediate family, or any third party with whom the other person is acquainted, and causes material harm to the mental or emotional health of the other person, or causes such person to reasonably fear that his or her employment, business, or career is threatened, and the perpetrator was previously informed to cease that conduct (Section 13A-6-91 Stalking in the second degree).

Sexual assault: Sexual assault means an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting systems of the Federal Bureau of Investigation (20 U.S.C.1092 (f)(6)(A)(v)).

VICTIMS OPTION TO REPORT

Students and employees who are victims of crime including rape, acquaintance rape, domestic violence, dating violence, sexual assault, or stalking, are encouraged by the College to report but do have the option not to report the incident to campus law enforcement, or local law enforcement. In those cases, the victim may still seek assistance confidentially from Crisis Services of North Alabama or any other victim service agency of their choosing.

Resources for Sexual Assault Victims by County	
Autauga County	Family Sunshine Center Crisis Line: (334) 263-0218 Office: (334) 206-2100 Website: www.familysunshine.org
Talladega County	Northeast Alabama Crisis Center Crisis Line: (256)716-1000 Website: https://csna.org/
	Rape Counselors of East Alabama

Tallapoosa County	6759 Lee Road 54 Auburn, AL 36830 Phone: (334) 741-0707
Additional Resources for Sexual Assault Victims	
Rape Response	Phone: (205) 323-7273 Website: www.crisiscenterbham.org/rape-response/ *Available for victims of sexual abuse 24 hours a day, 7 days a week. Services provided by Rape Response include mental health counseling and evidence collection. Services are available to victims whether or not the victim decides to contact law enforcement. All services are free and confidential.*
National Sexual Assault Hotline	Phone: (800) 656-4673 Website: www.rapecounseloresofeastalabama.com Hours: Available 24 hours a day
Title IX Employee Contact	Tina Shaw, Executive Director of Human Resources Title IX Coordinator Childersburg Campus 34091 US Highway 280 Childersburg, AL 35044 Office: (256) 378-2010 Cell: (256) 827-1963 E-mail: tshaw5@cacc.edu
Title IX Contact	Assistant Secretary U.S. Department of Education Office of Civil Rights Lyndon Baines Johnson Department of Education Building 400 Maryland Avenue, SW Washington, DC 20202-1100 Phone: (800) 421-3481 Fax: (202_453-6012; TDD: (800) 877-8339 E-mail: OCR@ed.gov

Formal Complaint Process

A. Initial Steps

Any student or employee of the College or applicant for employment or admission who has a complaint against a student or a member of the College faculty, staff, or administration concerning sexual harassment (Title IX of the Educational Amendments of 1972) or has knowledge of any conduct constituting sexual harassment in an educational program or activity of the College or which occurred on property owned by the College or controlled by the College should report the complaint to the campus Title IX Coordinator. An educational program or activity of the College includes, but is not limited to locations, events or circumstances over which the College exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes buildings owned or controlled by a student organization that is officially recognized by the College.

B. Reporting a Complaint

Any individual may report sexual harassment incident to Title IX Coordinator in person, by e-mail, by telephone, or in writing. The report must include the names of the Complainant(s) and Respondent(s), approximate date of incident, facts of the incident, and contact information for the person submitting the complaint.

The Title IX Coordinator will respond in writing to the person submitting the complaint as soon as practicable, but not exceeding five (5) business days. If the person submitting the complaint is not the Complainant, the Title IX Coordinator will also contact the Complainant within five (5) business days.

If after a discussion with the Complainant, the Title IX Coordinator determines that the complaint does not qualify as a Title IX Complaint, the Title IX Coordinator will notify the Complainant in writing and may redirect the Complaint to the appropriate committee.

If after a discussion between the Complainant and the Title IX Coordinator, the Title IX Coordinator determines that the complaint meets the criteria of a Title IX Complaint and the Complainant requests to file a formal complaint, the Title IX Coordinator will initiate the formal complaint process.

C. Supportive Measures

Supportive measures mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the education program or activity of the college without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the College's educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security, and monitoring of certain areas of the campus, and other similar measures. The College must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability

of the College to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

Supportive measures will be offered to the Complainant within five (5) business days of receipt of the complaint.

Supportive measures will be offered to the Respondent simultaneously with the Notice of Allegations.

D. Standard of Evidence for Determining Responsibility

For the purposes of College Title IX procedures, the College will use a "preponderance of evidence" standard for determining responsibility. Preponderance of the Evidence means evidence which is of greater weight or more convincing than the evidence which is offered in opposition to it; that is evidence which as a whole show that the fact sought to be proved is more probable than not.

E. Formal Complaint Process

A formal complaint must be submitted in electronic (e-mail) or written format to the Title IX Coordinator and must be signed by the Complainant. In the event that under the circumstances a formal complaint should be pursued notwithstanding a Complainant's desire not to file a formal complaint, the Title IX Coordinator may sign the complaint.

The complaint must include the following:

- the date of the original complaint,
- names of Complainant and Respondent,
- facts and description of the complaint, and
- the request to investigate complaint.

A Complainant must be participating in or attempting to participate in a college sponsored program or activity at the time the complaint is filed.

F. Dismissal of Formal Complaint

The College may dismiss a formal complaint or allegations therein if:

- the Complainant informs the Title IX Coordinator in writing that the Complainant desires to withdraw the formal complaint or allegations therein,
- the Respondent is no longer enrolled or employed by the school, or
- specific circumstances prevent the school from gathering sufficient evidence to reach a determination.

The College must dismiss a formal complaint or allegations therein if:

- the allegations do not meet the definitions of sexual harassment
- the alleged conduct did not occur within the United States, or

- the alleged conduct did not occur within a college sponsored program or activity.

If the College determines the formal complaint or allegations therein will be dismissed, the Title IX Coordinator will provide written notice to both parties of the dismissal of allegations, the reason for dismissal within five (5) business days of the decision to dismiss the complaint, and the Complainant's right to Appeal, if applicable.

G. Notice of Allegations

The Title IX Coordinator will provide simultaneous written notice of allegations, including sufficient details, and intent to investigate to the Complainant and Respondent no later than ten (10) calendar days after receipt of the formal complaint. The Title IX Coordinator will also provide both parties with the formal complaint, grievance and appeal process, possible sanctions and remedies, and availability of advisors. The written notice shall include a statement that the respondent is presumed not responsible for the alleged conduct, that the parties and their advisors may review and inspect evidence and advise the parties of the provisions of the College Code of Conduct relating to making false statements or submitting false information during the grievance process.

The Title IX Coordinator will additionally notify the Title IX Investigator of the pending investigation and provide a copy of the formal complaint.

H. Advisors

In addition to providing the Complainant and Respondent with written notice of allegations and intent to investigate, the Title IX Coordinator will inform the parties of the availability of advisors. Both parties shall have the right to retain, at the respective party's own cost, the assistance of legal counsel or other personal representative advisor. In the alternative, either or both parties may also request an advisor provided by the College. Only an advisor may conduct cross-examination during the live hearing.

I. Investigative Procedure

The Title IX Investigator is responsible for conducting an investigation of the submitted formal complaint. The Title IX Investigator will have received Title IX Investigator training within the current academic year.

The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the College and not on the parties.

The Title IX Investigator will notify the Complainant and Respondent in writing of the intent to investigate within five (5) business days of receipt of the formal complaint and will commence interviews within ten (10) business days or receipt of the formal complaint. The Title IX Investigator will notify the Complainant and Respondent and their respective advisors in writing of all individuals the investigator intends to interview.

Either party may identify other witnesses with relevant information for interview or other evidence for review by the investigator.

The Title IX Investigator will conduct a factual investigation of the formal complaint and shall research applicable statutes, regulations, and/or policies, if any. The Title IX Investigator will notify any interviewees in writing of the intent to interview. Interviewees will have at least five (5) business days' notice of an interview. Notice will include the participants, date, place, purpose, and time of the interview.

The College will provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory (tending to establish fault or guilt) and exculpatory (clearing or tending to clear from alleged fault or guilt) evidence. Creditability determinations may not be based on a person's status as a complainant, respondent, or witness.

The College will provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or grievance proceeding; however, the College may establish restrictions regarding the extent to which the advisor may participate in proceedings, as long as the restrictions apply equally to both parties.

The College will provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the College does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.

The College will make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal access opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

Prior to the completion of the investigative report, the Title IX Investigator will submit all reviewed evidence to the Title IX Coordinator.

The Title IX Coordinator will provide copies of all evidence reviewed during the investigation to the Complainant, Respondent, and their respective advisors. All parties will have ten (10) business days to review the evidence and respond in writing to the Title IX Coordinator.

Subsequent to the ten (10) business day review period, the Title IX Coordinator will direct any responses from the Complainant, Respondent, or their respective advisors to the Title IX Investigator for additional review. The Title IX Investigator will submit a final report and the reviewed evidence to the Title IX Coordinator. At least 10 days prior to the live hearing, the Title IX Coordinator will simultaneously provide the Complainant, Respondent, their respective advisors, with the final report and all reviewed evidence for

their review and written response. The President will select a Hearing Officer to conduct the live hearing. The Hearing Officer shall be provided a copy of the investigative report and reviewed evidence.

J. Live Hearing Procedure

Upon completion of the final investigative report, the Hearing Decision Maker(s) will schedule a live hearing. The Hearing Decision Maker(s) will have completed Decision Maker training during the current academic year. If there are multiple Hearing Decision Makers, one shall be designated as the Primary Decision Maker. The Hearing Decision Maker(s) will notify the Complainant, Respondent, their respective advisors, Title IX Coordinator, Title IX Investigator, and witnesses named in the final report of the live hearing date. The live hearing date must provide the Complainant, Respondent, and their respective advisors with no less than ten (10) business days to review the final investigative report and all supporting evidence.

The hearing must be a live, recorded hearing with the opportunity for both advisors to conduct cross-examinations. The hearing shall be recorded by either a court reporter or on audio or video tape or by other electronic recording medium. In addition, all items offered into evidence by the parties, whether admitted into evidence or not, shall be marked and preserved as part of the hearing record.

Upon request, the Complainant and Respondent may participate in the hearing via on-campus video conferencing provided that all parties, including the Decision Maker(s), are able to see and hear the party or witness answering questions in real-time.

The Hearing Decision Maker(s), Complainant, Respondent, and their respective advisors will attend the hearing. The Title IX investigator, Title IX Coordinator, and witnesses will be called to provide testimony if requested by the Hearing Decision Maker(s), parties or their respective advisors.

If a party does not have an advisor present at the live hearing, the College shall provide without fee or charge to that party, an advisor of the College's choice, who may be, but is not required to be an attorney. Neither party may dismiss a College appointed advisor.

The hearing process will consist of:

- Opening statement by Hearing Decision Maker (or Primary Decision Maker)
- Review of hearing procedures, formal complaint and notice of allegations by Hearing Decision Maker (or Primary Decision Maker)
- Review of potential hearing outcomes and sanctions by Hearing Decision Maker (or Primary Decision Maker)
- Complainant Testimony
- Cross-examination of Complainant by Respondent advisor
- Testimony of Witnesses of Complainant
- Cross-examination of Complainant Witnesses by Respondent advisor
- Respondent Testimony

- Cross-examination of Respondent by Complainant advisor
- Witnesses of Respondent Testimonies
- Cross-examination of Respondent Witnesses by Complainant advisor
- Decision Maker inquiries
- Review of appeal process by Hearing Decision Maker (or Primary Decision Maker)
- Closing statement by Hearing Decision Maker (or Primary Decision Maker)
- Dismissal of parties
- Decision Maker deliberations

At the hearing, the Hearing Decision Maker (or Primary Decision Maker) shall read the hearing procedures, notice of allegations, formal complaint, potential hearing outcomes, and potential sanctions. After the Hearing Decision Maker (or Primary Decision Maker) concludes opening statements, the Complainant shall have the opportunity to present such oral testimony and offer such other supporting evidence as deemed relevant to the formal complaint. Subsequent to Complainant testimony, the Respondent advisor may conduct cross-examination. The Decision Maker(s) may question the Complainant after the cross-examination.

The Complainant may call witnesses to provide testimony as deemed appropriate to the formal complaint. The Respondent advisor may conduct cross-examination of the witnesses. The Decision Makers may question the witnesses after the cross-examination.

The Respondent shall then be given the opportunity to present such testimony and offer such other evidence as deemed relevant to the Respondent's defense against the formal complaint. Subsequent to Respondent testimony, the Complainant advisor may conduct cross-examination. The Decision Maker(s) may question the Respondent after the cross-examination.

The Respondent may call witnesses to provide testimony as deemed appropriate to the formal complaint. The Complainant advisor may conduct cross-examination of the witnesses. The Decision Makers may question the witnesses after the cross-examination.

Only relevant cross-examination and other questions may be asked of a party or witness.

During cross-examination, the advisor will pose each question orally to the Hearing Decision Maker (or Primary Decision Maker). The Hearing Decision Maker (or Primary Decision Maker) will determine if the Complainant, Respondent, or witnesses may respond to the question. If the Hearing Decision Maker (or Primary Decision Maker) determines that the question is not relevant, the Hearing Decision Maker (or Primary Decision Maker) will explain the rationale for dismissing the question. Rape shield protection is provided for Complainants which deems irrelevant questions and evidence about a Complainant’s prior sexual behavior unless offered to prove that someone other than the Respondent committed the alleged misconduct or if the questions and evidence concern specific incidents of Complainant’s prior sexual behavior with respect to the Respondent and offered to prove consent.

If a witness or party is not available or declines cross-examination, the Hearing Decision Maker(s) must not rely on any statement of that witness in reaching a determination regarding responsibility; provided, however, that the Decision Maker(s) cannot draw an inference about the determination regarding responsibility based solely on a party or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

Upon conclusion of the presentation of the evidence and cross-examinations, the Hearing Decision Maker (or Primary Decision Maker) shall read the appeal process and closing statements. The Complainant, Respondent, their respective advisors and all witnesses shall be dismissed.

The Hearing Decision Maker(s) will deliberate to determine if the Respondent is deemed responsible and submit a written hearing report which contains:

- identification of the allegations potentially constituting sexual harassment;
- a description of the procedural steps taken from the receipt of the formal complaint through determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- findings of facts supporting the determination;
- conclusions regarding the application of the College's code of conduct to the facts;
- a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the College imposes on the respondent, and whether remedies designed to restore or preserve equal access to the College's education program or activity will be provided by the College to the complainant; and
- the College's procedures and permissible bases for the complainant and respondent to appeal.

The Hearing Decision Maker (or Primary Decision Maker) will submit the hearing report to the Title IX Coordinator within ten (10) business days of the live hearing.

The Title IX Coordinator will submit the hearing report simultaneously to the Complainant, Respondent, and their respective advisors within three (3) business days of receipt of the hearing report.

The College must provide the written determination to the parties simultaneously. The determination regarding responsibility becomes final either on the date that the College provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

The Title IX Coordinator will retain the recording of the hearing, the hearing report, the investigative report, and all evidence obtained during the investigation and all evidence offered at the hearing.

K. Appeal Procedure

Appeals of a determination regarding responsibility and from the College's dismissal of a formal complaint or any allegations therein are available to both parties on the following grounds: (1) procedural irregularity that affected the outcome of the matter; (2) new evidence that was not reasonably available at the time the decision regarding responsibility or dismissal was made, that could affect the outcome; and/or (3) the Title IX Coordinator, Investigator, or a Decision Maker had a conflict of interest or bias that affected the outcome.

The President of Central Alabama Community College or his/her designee shall be the appeal authority in upholding, rejecting, or modifying the recommendations of the Hearing Decision Maker(s). The President or his/her designee shall not be bound in any manner by the recommendation(s) of the Hearing Decision Maker(s) but shall take it (them) into consideration in rendering his/her decision.

Either party may file a written request with the President requesting that the President or his/her designee review the decision of the Hearing Decision Maker(s). The written request must be filed within ten (10) business days following the party's receipt of the hearing report. If the appeal is not filed by the close of business on the tenth (10^{th}) business day following the party's receipt of the report, the party's opportunity to appeal shall have been waived.

As to all appeals, the College will:

- notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties;
- ensure that the decision-maker(s) for the appeal is not the same person as the decision-maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator.
- ensure the decision-maker(s) for the appeal complies with the standards set for in 34 C.F.R. §160.45(b)(iii);
- give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome;
- issue a written decision describing the result of the appeal and the rationale for the result; and
- provide the written decision simultaneously to both parties.

A decision on a party's appeal shall be rendered within 30 calendar days of the initiation of the appeals process. The time for decision may be extended for exigent circumstance or as may be otherwise agreed by the parties.

If the Complainant is also an employee of the College, the individual may also file a claim with the Equal Employment Opportunity Commission within 180 days of the alleged discriminatory act.

Informal Resolution

The College may not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this section. Similarly, the College may not require the parties to participate in an informal resolution process under this section and may not offer an informal resolution process unless a formal complaint is filed. However, at any time prior to reaching a determination regarding responsibility, the College may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the College does the following:

(i) provides to the parties a written notice disclosing: the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;

(ii) obtains the parties' voluntary, written consent to the informal resolution process; and

(iii) does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

L. Retaliation Prohibited

Neither the College nor other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose interfering with any right or privilege secured by Title IX, or because the individual has made a report or complaint, testified, assisted, or participated in any manner an investigation, proceeding, or hearing conducted under this policy. Complaints alleging retaliation may be filed according to the grievance procedures included in the formal complaint process. The College shall keep confidential the identity of any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness except as may be permitted by FERPA statute, 20 U.S.C. 1232g or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

M. Range of Possible Sanctions

On final determination of responsibility, the following sanctions may be imposed against a respondent:

Crime	Criminal Penalties	Employee Penalties	College Penalties for Students	College Penalties for Person(s) Other than Students and Employees
Assault 1st Degree (13a-6-20)	Class B Felony: Not more than 20 years in prison, or less than 2 years; Not more than $30,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Assault 2nd Degree (13a-6-21)	Class C Felony: Not more than 10 years or less than 1 year and 1 day (366 days); Not more than $15,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Assault 3rd Degree (13a-6-22)	Class A Misdemeanor: Not more than 1 year in the county jail; not less than $6,000 in fines	Termination of Employment	Suspension for 1-2 semesters; Mental Health Counseling	Trespass from all school properties
Menacing (13a-6-23)	Class B Misdemeanor: Not more than 6 months; Not less than $3,000 in fines	Termination of Employment	Suspension for 1-2 semesters; Mental Health Counseling	Trespass from all school properties
Reckless Endangerment (13a-6-24)	Class A Misdemeanor: Not more than 1 year in the county jail; not less than $6,000 in fines	Termination of Employment	Suspension for 1-2 semesters; Mental Health Counseling	Trespass from all school properties
Criminal Coercion (13a-6-25)	Class A Misdemeanor: Not more than 1 year in the county jail; not less than $6,000 in fines	Termination of Employment	Suspension for 1-2 semesters; Mental Health Counseling	Trespass from all school properties
Unlawful Imprisonment 1st Degree (13a-6-41)	Class A Misdemeanor: Not more than 1 year in the county jail; not less than $6,000 in fines	Termination of Employment	Suspension for 1-2 semesters; Mental Health Counseling	Trespass from all school properties
Unlawful Imprisonment 2nd Degree	Class C Misdemeanor:	Termination of Employment	Suspension for 1-2 semesters;	Trespass from all

(13a-6-42)	Nor more than 6 months in county jail; not less than $500 in fines		Mental Health Counseling	school properties
Kidnapping 1st Degree (13a-6-43)	Class A Felony: Life or not more than 99 years or less than 10 years; Not more than $60,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Kidnapping 2nd Degree (13a-6-44)	Class B Felony: Not more than 20 years or less than 2 years; Not more than $30,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Interference with Custody (13a-6-45)	Class C Felony: Not more than 10 years or less than 1 year and 1 day (366 days); Not more than $15,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Rape 1st Degree (13a-6-61)	Class A Felony: Life or not more than 99 years or less than 10 years; Not more than $60,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Rape 2nd Degree (13a-6-62)	Class B Felony: Not more than 20 years or less than 2 years; Not more than $30,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Sodomy 1st Degree (13a-6-63)	Class A Felony: Life or not more than 99 years or less than 10 years; Not more than $60,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Sodomy 2nd Degree (13a-6-64)	Class B Felony: Not more than 20 years or less than 2 years; Not more than $30,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Sexual Misconduct (13a-6-65)	Class A Misdemeanor: Not more than 1 year in the county jail; not less than $6,000 in fines	Termination of Employment	Suspension for 1-2 semesters; Mental Health Counseling	Trespass from all school properties
Sexual Torture (13a-6-65.1)	Class A Felony:	Termination of Employment	Suspension for 1-3 semesters;	Trespass from all

	Life or not more than 99 years or less than 10 years; Not more than $60,000 in fines		Mental Health Counseling	school properties
Sexual Abuse 1st Degree (13a-6-66)	Class C Felony: Not more than 10 years or less than 1 year and 1 day (366 days); Not more than $15,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Sexual Abuse 2nd Degree (13a-6-67)	Class A Misdemeanor: Not more than 1 year in the county jail; Not less than $6,000 in fines (2nd offense within 1 year = Class C Felony; Not more than 10 years; Not less than 1 year; Not less than $15,000 in fines)	Termination of Employment	Suspension for 1-2 semesters; Mental Health Counseling	Trespass from all school properties
Indecent Exposure (13a-6-68)	Class A Misdemeanor: Not more than 1 year in the county jail; Not more than $6,000 in fines (3rd or subsequent conviction is Class C Felony; Not more than 10 years or less than 1 year; Not less than $15,000 in fines)	Termination of Employment	Suspension for 1-2 semesters; Mental Health Counseling	Trespass from all school properties
School Employee Engaging in Sex Act with a Student Under 19 years (13a-6-81)	Class B Felony: Not more than 20 years or less than 2 years; Not more than $30,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
School Employee Having Sexual Contact with a Student Under 19 years (13a-6-82(a))	Class C Felony: Not more than 10 years or less than 1 year and 1 day (366 days); Not more than $15,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
School Employee Soliciting a Sex Act with a Student Under 19 (13a-6-82(b))	Class A Misdemeanor: Not more than 1 year in the county jail; Not less than $6,000 in fines	Termination of Employment	Suspension for 1-2 semesters; Mental Health Counseling	Trespass from all school properties

School Employee Distributing Obscene Material to a Student (13a-6-82.1)	Class A Misdemeanor: Not more than 1 year in the county jail; Not less than $6,000 in fines	Termination of Employment	Suspension for 1-2 semesters; Mental Health Counseling	Trespass from all school properties
Stalking 1st Degree (13a-6-90)	Class C Felony: Not more than 10 years or less than 1 year and 1 day (366 days); Not more than $15,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Stalking 2nd Degree (13a-6-90.1)	Class B Misdemeanor: Not more than 6 months; Not less than $3,000 in fines	Termination of Employment	Suspension for 1-2 semesters; Mental Health Counseling	Trespass from all school properties
Aggravated Stalking 1st Degree (13a-6-91)	Class B Felony: Not more than 20 years or less than 2 years; Not more than $30,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Aggravated Stalking 2nd Degree (13a-6-91.1)	Class C Felony: Not more than 10 years or less than 1 year and 1 day (366 days); Not more than $15,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Domestic Violence 1st Degree (13a-6-130)	Class A Felony: Life or not more than 99 years or less than 10 years; Not more than $60,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Domestic Violence 2nd Degree (13a-6-131)	Class B Felony: Not more than 20 years or less than 2 years; Not more than $30,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Domestic Violence 3rd Degree (13a-6-132)	Class A Misdemeanor: Not more than 1 year in the county jail; Not less than $6,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Interference with a Domestic Violence Emergency Call (13a-6-137)	Class B Misdemeanor: Not more than 6 months; Not less than $3,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties

Violation of a Domestic Violence Protection Order (13a-6-142)	Class A Misdemeanor: Not more than 1 year in the county jail; Not less than $6,000 in fines Minimum sentence: 30 days imprisonment – May not be suspended; 3rd or Subsequent Conviction in addition to any other penalty or fine shall be punishable by a minimum sentence of 120 day – may not be suspended.	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Human Trafficking 1st Degree (13a-6-152)	Class A Felony: Life or not more than 99 years or less than 10 years; Not more than $60,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Human Trafficking 2nd Degree (13a-6-153)	Class B Felony: Not more than 20 years or less than 2 years; Not more than $30,000 in fines	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Distributing a Private Image (13a-6-240)	Class A Misdemeanor: Not more than 1 year in the county jail; Not more than $6,000 in fines (Subsequent adjudication or conviction is a Class C Felony: Not more than 10 years or less than 1 year and 1 day (366 days); not more than $15,000 in fines)	Termination of Employment	Suspension for 1-3 semesters; Mental Health Counseling	Trespass from all school properties
Sexual Extortion (13a-6-241)	Class B Felony: Not more than 20 years or less than 2 years; Not more than $30,000 in fines	Termination of Employment	Suspension for 1-3 semesters	Trespass from all school properties
Directing a Child to Engage in Sexual Intercourse (13a-6-243)	Class A Felony: Life or not more than 99 years or less than 10 years; Not more than $60,000 in fines Class C Felony:	Termination of Employment	Suspension for 1-3 semesters	Trespass from all school properties

	Not more than 10 years or less than 1 year and 1 day (366 days); Not more than $15,000 in fines			

At any time in the grievance process, the College may impose a temporary delay or limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness, concurrent law enforcement activity, or the need for language assistance or accommodation of disabilities. Neither the College assigned Investigator or Decision Makers or any person who facilitates an informal resolution process shall require, rely upon, or otherwise use questions or evidence that constitute or seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege. The College's Title IX Coordinators, Investigators, and Decision Makers shall all have received training for their respective roles prior to participating in a Title IX Complaint or grievance process. All materials used to train the Title IX Coordinators, Investigators, Decision Makers, and any person who facilitates an information resolution process may be found on the College's website at www.cacc.edu under the Title IX webpage.

Crisis and Other Urgent Communications

Clery Timely Warning Notices

Clery Timely Warning Notices are specifically related to compliance with the federal Clery Act, which requires colleges and universities to notify students and employees whenever there is a threat that a serious crime has been reported and/or may be repeated so campus community members can protect themselves and their property. The Cleary Act identifies specific crimes that require a timely warning notice to be issued when crimes are reported to a CSA or the police and the reported crime(s) are believed to have occurred on campus, in or on non-campus buildings or property, or no public property immediately contiguous to the campus.

Timing, Content, and Decision Criteria for Issuing a Crime Alert

- The Clery Act does not define what is *timely.* However, the warning should be issued as soon as pertinent information is available, because the intent of a Clery timely warning is to alert the campus community of a criminal event and any continuing threats that are believed to exist.
- Clery Act regulations do not specify what should be included in a timely warning. However, the warning should include information that would promote actions to encourage security awareness.
- The issuance of a Crime Alert should be decided on a case-by-case basis in light of all of the facts surrounding a crime. These include factors such as the nature of the crime, a continuing danger to the community, and the possible risk of compromising law enforcement efforts to apprehend the suspect(s) if certain information is made public.
- Generally, the Alert should specify the type of reported crime, the time and location where the crime occurred, and specific advice to the community regarding steps to take to avoid becoming a victim of similar crimes.

The decision to issue a Crime Alert is made by the Chief of Police or his designee, at times after consulting the College President. The Crime Alert may be issued by any of the Public Information Officers.

A **Crime Alert** may be disseminated campus-wide using a variety of methods that include official campus community e-mail, text messages, and/or voice messages, which are addressed to students, faculty, and staff through SchoolCast. SchoolCast is an emergency notification service that will contact all enrolled students and employees via cell phone, text messaged, home phone, and e-mail. Campus Security Alerts are also issued to the campus community in the event of an imminent or ongoing threat to the community. Campus Security Alerts are disseminated with the goal of notifying as many people as possible, as rapidly as possible, i.e., active threats, bomb threats, or a dangerous chemical spill, etc. All students, faculty, and staff are encouraged to sign up to receive these notices at the beginning of each semester.

Emergency Notifications - SchoolCast

If a potentially life-threatening emergency exists that necessitates an urgent notification to the campus community, such as a tornado warning or active shooter, the institution's SchoolCast campus emergency notification system will be used. This message will be promulgated through text messages, voicemails, and e-mails. All faculty and staff are automatically signed up for School Cast by the IT Department. Students are sent e-mails and a link to signup but it is entirely their decision. Emergency notifications can be sent by the Police Department Dispatcher when deemed appropriate.

To register with the SchoolCast Emergency Notification System, please e-mail helpdesk@cacc.edu.
Warnings issued;
12/24/23 – Burglary/Theft
04/16/24 – Suspicious Person Ran from ACPD

Security of Personal Property

The College cannot be responsible for personal property, nor can the College assume responsibility for the protection of vehicles or their contents. The Campus Policy recommend students conceal books, supplies, and other valuables in the trunks of cares or keep valuables in their possession at all times. Items such as purses, handbags, bookbags, and knapsacks should not be left unattended.

Security and Access

Most campus buildings and facilities are accessible to members of the campus community, guests, and visitors Monday through Friday, during normal hours of business, and for limited designated hours on Saturday, Sunday, and holidays. Facilities are maintained and security monitored to maintain the best interest of students, staff, and faculty. Many cultural and athletic events held in the College facilities are open to the public. Other facilities such as the learning resource centers, athletic fields, tennis courts, walking tracks, Betty Carol Graham Technology Center, Margie Sanford Conference Center, Talladega Career Center, and the Health, Education, and Arts Building are also open to the public. Access to academic and administrative facilities on

campus is generally limited to students, employees, and visitors for the purpose of study, work, academic instruction, and other College business. Each building has established hours based on the needs of the College. Police Officers provide random patrols of all campus buildings during established business hours. All College locations officially close Monday through Thursday at 10:00 PM and at 11:30 AM on Fridays.

Safety and Security Programs

Safety and Security Programs are provided by Campus Police when requested. To request a class, contact Campus Police at (256) 215-4360. Available classes include: Sexual Harassment and Rape Prevention (SHARP); Emergency Operation Response; Stop the Bleed; Don't be a Victim, etc.

Campus Crime Statistics Disclosure

Central Alabama Community College is required under Section 668.46(b) of the Campus Security Act to publish and distribute an Annual Security Report. The Campus Crime and Security Survey, as required by the United States Department of Education, is available at http://ope.ed.gov/security. The offenses for which the Campus Security Act requires statistical reporting are defined in accordance with the FBI Uniform Crime Reporting (UCR) System, as modified by the Hate Crimes Statistics Act.

Victims or witnesses of crimes may report crimes confidentially for inclusion in the annual disclosure of crime statistics.

Monitoring Campus, Non-Campus, and Public Property for Criminal Activity

The Campus Policy Department maintains a list of all reports of crimes that occur on Central Alabama Community College property. Between January and July of each calendar year, letters of inquiry, or e-mails, are sent to local police jurisdictions inquiring about specific Clery crimes associated with each address during those specific dates/times. These letters are sent by certified mail, and their associated certification labels are included in the Campus Safety Office correspondence file. When these letters are answered, their contents are analyzed, and any crime deemed to be within the exact Clery geography of that location is added to the crime data for that year.

Daily Crime Log

Central Alabama Community College maintains a Daily Crime Log that records the date the incident was recorded, the type of incident, the general location of the incident, and the disposition of the complaint. The Department posts criminal incidents on the Crime Log within two business days of receiving a report of an incident. These records are available for public inspection at any Central Alabama Community College Campus Police Department anytime the location is open for business.

Alexander City Campus	On Campus			Non-Campus			Public Property			Unfounded Cases
Type of Clery Crime	**2021**	**2022**	**2023**	**2021**	**2022**	**2023**	**2021**	**2022**	**2023**	
Murder/Nonnegligent Manslaughter	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	1	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	1	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0
Burglary	1	1	1	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
VAWA Offenses										
Domestic Violence	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0
Arrests										
Liquor/Alcohol Law Violation	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	1	0	1	0	0	0	0	1	0	0
Weapons, Carrying, Possessing, etc.	0	0	0	0	0	0	0	0	0	0
Campus Disciplinary Referrals										
Liquor/Alcohol Law Violation	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0
Weapons, Carrying, Possessing, etc.	0	0	0	0	0	0	0	0	0	0

Childersburg Campus	On Campus			Non-Campus			Public Property			Unfounded Cases
Type of Clery Crime	**2021**	**2022**	**2023**	**2021**	**2022**	**2023**	**2021**	**2022**	**2023**	
Murder/Nonnegligent Manslaughter	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0
Burglary	1	1	0	0	0	0	0	0	0	0
Motor Vehicle Theft	2	1	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
VAWA Offenses										
Domestic Violence	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0
Arrests										
Liquor/Alcohol Law Violation	0	0	0	0	0	0	0	0	0	0

Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0
Weapons, Carrying, Possessing, etc.	0	0	0	0	0	0	0	0	0	0
Campus Disciplinary Referrals										
Liquor/Alcohol Law Violation	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0
Weapons, Carrying, Possessing, etc.	0	0	0	0	0	0	0	0	0	0

Prattville Campus	**On Campus**			**Non-Campus**			**Public Property**			**Unfounded Cases**
Type of Clery Crime	**2021**	**2022**	**2023**	**2021**	**2022**	**2023**	**2021**	**2022**	**2023**	
Murder/Nonnegligent Manslaughter	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
VAWA Offenses										
Domestic Violence	0	1	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0
Arrests										
Liquor/Alcohol Law Violation	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0
Weapons, Carrying, Possessing, etc.	0	0	0	0	0	0	0	0	0	0
Campus Disciplinary Referrals										
Liquor/Alcohol Law Violation	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0
Weapons, Carrying, Possessing, etc.	0	0	0	0	0	0	0	0	0	0

Talladega Center	**On Campus**			**Non-Campus**			**Public Property**			**Unfounded Cases**
Type of Clery Crime	**2021**	**2022**	**2023**	**2021**	**2022**	**2023**	**2021**	**2022**	**2023**	
Murder/Nonnegligent Manslaughter	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0

Burglary	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
VAWA Offenses										
Domestic Violence	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0
Arrests										
Liquor/Alcohol Law Violation	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0
Weapons, Carrying, Possessing, etc.	0	0	0	0	0	0	0	0	0	0
Campus Disciplinary Referrals										
Liquor/Alcohol Law Violation	0	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0
Weapons, Carrying, Possessing, etc.	0	0	0	0	0	0	0	0	0	0

Definition of Crimes Defined by the Clery Act

Consent – Knowing, voluntary and clear permission by word or action, to engage in mutually agreed upon sexual activity. Each party has the responsibility to make certain that the other has consented ***before*** engaging in the activity. The request of consent must be specific to each act and should be obtained with each new level of physical and/or sexual contact/conduct in any given interaction, regardless of who initiates it. For consent to be valid, there must be at the time of the act of sexual intercourse or sexual contact actual words or conduct indicating freely given agreement to have sexual intercourse or sexual contact. A person cannot consent if he or she is unable to understand what is happening or is disoriented, helpless, asleep or unconscious for any reason, including due to alcohol or other drugs. An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has engaged in nonconsensual sexual conduct. Consent is the act of willingly and verbally agreeing to engage in specific sexual contact or conduct. Obtaining consent is an ongoing process in any sexual interaction.

Dating Violence – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the complainant's statement, length of the relationship, type of relationship, and the frequency of interactions between the person(s) involved in the relationship. For the purpose of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. For the purpose of complying with the requirements of this section, any incident meeting this definition is considered a crime for the purpose of Clery Act reporting.

Domestic Violence – Defined under federal law (42 U.S.C. 13925(a)) as any felony or misdemeanor crime of violence committed by:

- Current or former spouse, or intimate partner, of the victim;

- Person whom the victim shares a child with;
- A person who has or is cohabitating with the victim as a spouse or intimate partner;
- A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime or violence occurred; or
- By any other person against an adult or youth victim who is protected from domestic or family violence laws of the jurisdiction, in which the crime of violence occurred.

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 temporary or permanent mental or physical incapacity.

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

Rape – Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person without the consent of the victim. This definition includes any gender of victim or perpetrator.

Sexual Assault – Can include any form of actual or attempted sexual activity perpetrated upon a person without that person's consent, including sexual behavior coerced through physical or verbal threats, force or other forms of manipulation and sexual behavior when one person cannot give consent due to incapacitation.
Stalking – Stalking is defined as intentionally and repeatedly harassing or following a person and intentionally or unintentionally placing the person being followed or harassed in fear of physical harm to one's self or property or physical harm to another person or another's property. A person engages in stalking if, without lawful authority and under circumstances not amounting to a felony attempt of another crime:

- He or she intentionally and repeatedly harasses or repeatedly follows another person; and
- The person being harassed or followed is placed in fear that the stalker intends to injure the person, another person, or property of the person or the other person. The feeling of fear must be one that a reasonable person in the same situation would experience under all the circumstances; and
- The stalker either intends to frighten, intimidate, or harass the person; or knows or reasonably should know that the person is afraid, intimidated, or harassed even if the stalker did not intent to place the person in fear or intimidate or harass the person.
- If he or she attempts to contact or follow the person after being given actual notice that the person does not want to be contacted or followed, that constitutes prima facie evidence that the stalker intends to intimidate or harass the person. "Contact" includes, in addition to any other form of contact or communication, the sending of an electronic communication to the person.

Confidentiality – Crime Reports

Central Alabama Community College encourages anyone who is the victim or witness to any crime to promptly report the incident to the police. Because police reports are public records

under state law, Central Alabama Community College Campus Police cannot hold reports of crime in confidence. Anonymous reports to Campus Safety Authorities (CSA) may be filed for statistical reporting purposes. A student's privacy concerns are weighted against the needs of the College to respond to certain incidents and crimes. To the greatest extent possible, all reports will remain private. In compelling situations, Central Alabama Community College reserves the right to take reasonable action in response to any crime report, and information may be shared with appropriate departments and agencies under a need-to-know basis when it pertains to investigative needs and safety concerns of the campus community. All reports submitted on a confidential or anonymous basis are evaluated for purposes of issuing a campus-wide "timely warning notification" as well as inclusion in the annual crime statistics.

Arrest Statistics Relating to Alcohol, Drugs, and Weapons

For compliance with the Campus Security Act, institutions must also report the numbers of arrests for liquor law violations, drug abuse violations, and weapons possession. Definitions of crimes for which arrests must be reported as defined by the National Association of College and Universities Attorneys College Law Digest are:

Drug Abuse Violations – violations of laws prohibiting the production, distribution, and/or use of certain controlled substances, and the equipment or devices utilized in their preparation or use

Liquor Law Violations – violations of laws or ordinances prohibiting the manufacture, sale, purchased, transportation, possession, or use of alcoholic beverages (with the exception of "driving under the influence" or "drunkenness")

Weapons Possessions – violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons

Location	Year	Offense	Number of Offenses	Bias
Alexander City Campus	2023	Drug Abuse	1	Not Applicable
Childersburg Campus	2023	None Reported	0	Not Applicable
Prattville Campus	2023	None Reported	0	Not Applicable
Talladega Center	2023	None Reported	0	Not Applicable
All Locations	2023	None Reported	1	Not Applicable

Hate Crimes

Hate Crimes includes all of the crimes listed under reportable crimes that manifest evidence that the victim was chosen based on one or the categories of bias included in Hate Crime reporting (***race, gender, gender identify, religion, sexual orientation, ethnic/national origin, and/or disability***), plus the following crimes:

- **Destruction/Damage/Vandalism to 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

- **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

- **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 attach by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious sever or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness

Notification to Victims of Crimes of Violence

Central Alabama Community College will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of the crime or offense, the next of kin of such victim shall be treated as the alleged victim for the purpose of this paragraph.

According to Section 16 of Title 18 of the United State Code, the term "crime of violence" means:

a. An offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another, or
b. Any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense.
c. The results of a disciplinary proceeding means – only the institutions final determination with respect to the alleged sex offense and any sanctions that is imposed against the accused.

Sex Offender Registry

The Federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, and the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921) requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a state concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice, as required under state law, to each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student. Information about sex offenders in Alabama can be found at https://www.alea.gov/node/270 .

Sexual Offenses

Central Alabama Community College places a high priority on the safety of all students, employees, and visitors. Any type of sexual misconduct is strictly forbidden at Central Alabama Community College. College disciplinary procedures and criminal charges may be applied to sexual offenses.

Educational Programs – Sex Offenses

Education programs aimed at making the College community free from sex offenses are administered by the Campus Police. Programs include, but are not limited to, the following:

- Campus Police presentations (as requested)
- Posters throughout the College community to heighten awareness of sexual assault
- Online training – http://www.nationalcenterdvtraumamh.org/traintingta/

Instructions for Sexual Assault Victims

In the event you or another person is the victim of sexual assault, it is important to remember details, follow procedures, and notify the proper departments. The single most important thing a victim of rape or sexual assault can do is tell someone – the police, a friend, a medical professional, etc. Rape or sexual assault, whether by a stronger or someone you know, is a violation of your body, your trust, and your right to choose. The following are recommended procedures to follow:

A. Do not shower, wash, or change your clothes.
B. Do not brush your teeth.
C. Preserve any evidence such as clothing, used condoms, towels, tissue, or other items which may be useful for investigation purposes.
D. If the incident occurs on campus, contact the Campus Police at (256) 234-4959.
E. If the incident occurs off campus, contact 911.
F. Seek medical attention immediately. Campus Police at (256) 234-4959 can assist in seeking medical attention. Also, local emergency medical services can be contacted by dialing 911.
G. Seek counseling to assist with mental and emotional trauma. Information concerning counseling services available through various agencies can be obtained in the Office of Campus Police.

How to be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. A bystander is defined as an "individual who observes or witnesses' conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it."

Central Alabama Community College wants to promote a culture of community accountability where bystanders are actively engaged int eh prevention of violence without causing further harm. We may not always know what to do in the event we want to help. Useful information that may help bystanders make informed decisions can be found at https://www.nsvrc.org/bystander-intervention-online-learningopportunities and include the following tips:

- If you or someone else is in immediate danger, dial 911. This could be when a person is yelling or being physically abusive toward another person and it is not safe for you to interrupt.
- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.

Risk Reduction

With no intent to victim blame and recognize that only abusers are responsible for their abuse, the following are some tips and strategies to reduce your risk for many different crimes, including sexual violence.

- **Trust your gut & be true to yourself**. If something doesn't feel right, it probably isn't. If you feel uncomfortable in a situation, trust your instincts and leave. If someone is pressuring you, it's better to lie and make up an excuse to leave than to stay and be uncomfortable, scared, or worse. Your safety comes before someone else's feelings or what they may think of you.
- **Take control of your online life**. Be mysterious online. Think twice before you share personal information. Constantly posting social media updates on your whereabouts, activities, or class schedules may allow someone to track your every move. Use your best judgment when "checking in" on Facebook or Foursquare and geo-tagging images you post to Instagram. Remember this motto: If you would not share the information with a stranger, then you shouldn't share it online.
- **Be aware & stay alert**. Whether you are hanging out at a party or walking across campus, pay attention to what is going on around you. If you're alone, only use headphones in one ear to stay aware of your surroundings. Try to take well-trafficked routes and avoid being isolated with someone you don't know or trust.
- **It's okay to lie**. If you want to exit a situation immediately and are concerned about frightening or upsetting someone, it's okay to lie. You are never obligated to remain in a situation that makes you feel uncomfortable, pressured, or threatened. You can also lie to help a friend leave a situation that you think may be dangerous. Some excuses you could use are needing to take care of another friend or family member, an urgent phone call, not feeling well, and having to be somewhere else by a certain time.
- **Be a good friend**. Watch out for each other. Stick together in groups, especially when traveling from one place to the next. If a friend is acting in a way that seems out of character, take notice. If he or she is overly intoxicated or seems to need assistance, get them to a safe place and support them. If you suspect that a friend has been drugged or needs medical attention because of over-intoxication or for any other reason, call Campus Police or 911.

Source: Rape, Abuse & Incest National Network, www.rainn.org

Protection from Abuse Orders

Central Alabama Community College complies with Alabama law in recognizing protection from abuse orders. Any member of the campus community that obtains such order should notify the Campus Police Department. The Campus Police will assist the complainant with developing a Safe Action Plan. The purpose of this plan is to reduce the risk of harm to the complainant while on campus or traveling to and from any College location. Should you need assistance in obtaining a protection from abuse order, please contact a Campus Police Officer.

Drug and Alcohol-Free Campus

As required by Section 22 of the Drug Free Schools and Communities Act of 1989 (Public Law 101-226) and in recognition of this institution's responsibility to serve as a beneficial influence on its students, employees, and the community at large, Central Alabama Community College is designated as a drug and alcohol-free College and will comply with all the provisions of Public Law 101-226.

Illegal Drugs, Alcohol, and Weapons

Central Alabama Community College lends its full support to all state and federal laws and local ordinances regulating the sale and possession of alcoholic beverages. Central Alabama Community College is a public educational institution of the State of Alabama and, as such, does not permit on its premises, or at any activity which it sponsors, the possession, use, or distribution of any alcoholic beverage or any illicit drug by any student, employee, or visitor. In the event of the confirmation of such prohibited possession, use, or distribution by a student or employee, Central Alabama Community College will take administrative or disciplinary action as is appropriate. For students, the disciplinary action may include actions up to suspension and/or expulsion. For an employee, administrative or disciplinary action will be taken and may include the requirement that the employee participate in and/or successfully complete an appropriate rehabilitation program. Any visitor engaging in any act prohibited by this policy shall be required to leave the campus. If any employee, student, or visitor engages in any behavior prohibited by this policy, which is also a violation of federal, state, or local law or ordinance, that employee, student, or visitor is subject to referral to law enforcement officials for arrest and prosecution.

Illegal Drug and Alcohol Awareness

Central Alabama Community College provides annual illegal drug awareness programs along with substance abuse educational activities coordinated by the Student Services Office, the Student Government Association, and the Police Department. The Student Services Office recognizes National Collegiate Alcohol Awareness Week with educational activities and the College promotes the "drug free" lifestyle and provides educational information on the harmful effects of drug abuse/misuse. As part of the orientation program for new students, the College includes a drug awareness program along with other timely topics of concern to college students. Students and employees who show evidence of a drug abuse problem are referred to the community mental health resources. Central Alabama Community College will abide by The Drug-Free Schools and Communities Act Amendments of 1989, Public Law 101-226, and such

regulations as are issued by the Secretary of Education to carry out the purpose of Public Law 101-226.28.

In addition, students who are found in violation of the alcohol policy are required to participate in alcohol awareness education, and student athletes are subjected to drug testing/screening and annual workshops on the prevention of alcohol and drug abuse among student athletes.

National Toll-Free Hotlines		
National Institute on Drug Abuse Information and Referral Line	1-800-662-HELP	Operational Hours: Monday-Friday 8:30 am – 4:30 pm
Parents' Resource Institute for Drug Education (PRIDE)	1-800-241-9746	Operational Hours: Monday-Friday 8:30 am – 5:00 pm
National Council on Alcoholism and Drug Dependence (NCADD)	1-800-622-2255	Operational Hours: 24 hours a day/7 days a week

College and Community Resources

College Resources		
Campus Police - Alexander City Campus **Campus Police - Childersburg Campus** **Campus Police - Prattville Campus** **Campus Police - Talladega Center**	**Business & Science (BS)** **Building -A** **Building** **Administrative Offices**	**(256) 307-6849** **(256) 307-8003** **(334) 312-0589** **(256) 307-0432**
Mario Hodge, Chief of Police **Alexander City Campus** **1675 Cherokee Road** **Alexander City, AL 35010** **E-mail: mhodge@cacc.edu**	**Betty Carol Graham (BCG)** **Technology Building**	**(256) 215-4360**
Kevin Ammons, Dean of Students **Office of Dean of Students** **1675 Cherokee Road** **Alexander City, AL 35010** **E-mail: kammons@cacc.edu**	**Administration Building** **Alexander City Campus**	**(256) 215-4273**
LaResea Embry, Registrar and Director of Student Services **1675 Cherokee Road**	**Administration Building**	**(256) 480-2090**

Alexander City, AL 35010 **E-mail: lembry@cacc.edu**	**Alexander City Campus**	
Tina Shaw, Executive Human Resources Director **34091 US Highway 280** **Childersburg, AL 35044** **E-mail: tshaw5@cacc.edu**	**Building A** **Childersburg Campus**	**(256) 378-2010**
Leslie Mitchell, ADA Coordinator **1009 South Street East** **Talladega, AL 35160** **E-mail: lmitchell@cacc.edu**	**Talladega Center**	**(256) 378-2003**

Community Resources	
Alexander City Police Department	**(256) 234-3421**
Childersburg Police Department	**(256) 378-7860**
Prattville Police Department	**(334) 595-0208**
Talladega Police Department	**(256) 362-4162**
Alabama Coalition Against Domestic Violence	**(334) 832-4842**
Alabama Statewide Domestic Violence Hotline	**(800) 650-6522**
National Domestic Violence Hotline	**(800) 537-2238**
Alexander City • **Crisis Service Helpline** • **Bradford Health Services** • **Healing Hearts Counseling** • **Nan Coley Murphy Counseling Center** • **Lake Martin Family Therapy**	 **(256) 7116-1000** **(888) 577-0012** **(256) 279-5869** **(256) 329-8463** **(256) 392-3002**
Childersburg • **Crisis Service Helpline** • **Bradford Health Services** • **AltaPointe Health** • **AltaPointe Counseling Services**	 **(256) 716-1000** **(888) 577-0012** **(256) 245-2201** **(256) 245-1340**
Prattville • **Crisis Service Helpline** • **Bradford Health Services** • **AltaPointe Health**	 **(256) 716-1000** **(888) 577-0012** **(256) 245-2201**

Talladega	
• **Crisis Service Helpline** • **Bradford Health Services** • **AltaPointe Health**	**(256) 716-1000** **(888) 577-0012** **(256) 245-2201**
Medical Facilities	
• **Russell Medical Center (Alexander City)** • **Coosa Valley Medical Center (Sylacauga)** • **Citizens Baptist Medical Center (Talladega)** • **Prattville Baptist Hospital (Prattville)**	**(256) 329-7100** **(256) 401-4000** **(256) 362-8111** **(334) 365-0651**

Student Possession, Use, and/or Sale of Alcohol and/or Drugs

Central Alabama Community College promotes a drug-free campus. The College has a vital interest in maintaining a safe, healthy, and productive work and academic environment for its employees, students, and the public. As such, Central Alabama Community College complies with the federal Drug Free Schools and Communities Act, the Drug Free Schools and Campuses Regulations, the Drug Free Workplace Act, the Controlled Substances Act, the drug regulations mandated by the Federal Highway Administration of the US Department of Transportation, and other applicable federal, state, and local laws and regulations. Central Alabama Community College prohibits the unlawful manufacture, distribution, dispensation, possession, use and/or sale of any controlled substance of any kind or any amount, including illicit drugs and marijuana. Students that violate this policy are subject to the following disciplinary actions upon completion of due process hearings:

- Probation
- Suspension from College
- Expulsion from College
- Criminal Prosecution
- Ban from College property
- Removal from Student Organizations

Employee Possession, Use, and Sale of Alcohol and/or Drugs

Central Alabama Community College promotes a drug-free campus. The College has a vital interest in maintaining a safe, healthy, and productive work and academic environment for its employees, students, and the public. As such, Central Alabama Community College complies with the federal Drug Free Schools and Communities Act, the Drug Free Schools and Campuses Regulations, the Drug Free Workplace Act, the Controlled Substances Act, the drug regulations mandated by the Federal Highway Administration of the US Department of Transportation, and other applicable federal, state, and local laws and regulations. Central Alabama Community College prohibits the unlawful manufacture, distribution, dispensation, possession, use and/or sale of any controlled substance of any kind or any amount, including illicit drugs and marijuana.

Employees that violate this policy are subject to the following disciplinary action upon completion of due process hearings:

- Probation
- Suspension
- Termination of Employment
- Criminal Prosecution
- Ban from College Property

Federal Drug Offenses and Penalties

Possession of Controlled Substances
Federal drug possession penalties generally consider only the drug violation history of the offender. With one exception (when the possession is for personal use for which a civil penalty up to $10,000 may be imposed if first offense), federal penalties for a person convicted of possession of any type or amount of a controlled substance can be:

- Up to one year in prison and a minimum fine of $1,000 for a first offense;
- A minimum of 15 days and a maximum of two years in prison and a minimum fine of $2,500 for a second drug offense; and
- A minimum of three months and maximum of three years in prison and a minimum fine of $5,000 for a third drug offense.

Persons convicted of possession of certain amounts of a mixture or substance containing cocaine base, such as crack cocaine, face much stiffer penalties under mandatory minimum sentencing, including at least five years in prison, not to exceed 20 years and a minimum fine of $1,000 or both, if:

(a) First conviction and the amount of crack possessed exceeds five grams;
(b) Second crack conviction and the amount of crack possessed exceeds three grams; or
(c) Third or subsequent crack conviction and the amount of crack possessed exceeds one gram (21 U.S.C. 844(a))

Federal Drug Trafficking
Federal drug trafficking penalties consider the type and amount of the drug involved, the offender's drug violation history, and other factors. The US Drug Enforcement Administration (DEA) maintains a list of penalties for federal trafficking offenses, a copy of which is incorporated below. Generally, for each drug, there is a threshold amount that brings the offender under the mandatory minimum sentencing structure. When death or serious bodily injury results from use of the drugs, first time offenders are subject to a sentence of 20 years to life, and repeat offenders are subject to a mandatory life sentence. A first offense of distributing to persons under age 21 may be punishable by twice the maximum sentence, and three times for second offenses (21 U.S.C. §859). If the trafficking is on premises in which a person under the age of 18 is present or resides, an additional penalty up to 20 years imprisonment may be imposed (21 U.S.C. §860(a)). Persons convicted of trafficking within 1,000 feet of a school or college face penalties

twice as high as the maximum penalties, with a mandatory one-year prison sentence for first offenses, and three times as high for second offenses (21 U.S.C. §850).

Drug Paraphernalia
Any person who sells, offers to sell, transports, exports, or imports drug paraphernalia is subject to three years imprisonment (21 U.S.C. §863).

Other Penalties
A federal drug conviction may result in the loss of federal benefits, including school loans, grants, scholarships, contracts, and professional and commercial licenses for up to one year for a first offense and up to five years for subsequent offenses (21 U.S.C. §862). Federal drug trafficking convictions may result in denial of federal benefits for up to five years for a first conviction; possession convictions may result in denial of federal benefits for up to one year for a first conviction and up to five years for subsequent convictions (21 U.S.C. §862). In addition, for crimes punishable by more than one year in prison, the person will forfeit personal or real property related to the violation, including houses, cars, and other personal belongings (21 U.S.C. §853 (a)(2) and 881(a)(7)), or vehicles, boats, or other conveyance used to transport or conceal controlled substances (21 U.S.C. §881(a)(4)). Finally, persons convicted are ineligible to receive or purchase a firearm (18 U.S.C. §922(g)).

FEDERAL TRAFFICKING PENALTIES FOR SCHEDULES I, II, III, IV, AND V (EXCEPT MARIJUANA)

Schedule	Substance/Quality	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	**First Offense:** Not less than 5 years and not more than 40 years; if death or serious bodily injury, not less than 20 years or more than life. Fine of not more than $5 million if an individual, $25 million if not an individual. **Second Offense:** Not less than 10 years and not more than life; if death or serious bodily injury, life imprisonment. Fine of not more than	Cocaine 5 kilograms or more mixture	**First Offense**: Not less than 10 years and not more than life; if death or serious bodily injury, not less than 2 years or more than life. Fine of not more than $10 million if an individual, $50 million if not an individual. **Second Offense**: Not less than 20 years and not more than life; if death or serious bodily injury, life imprisonment. Fine of not more than $20 million if an
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1	

		$8 million if an individual, $50 million if not an individual.	kilogram or more mixture	individual, $75 million if not an individual. **2 or More Prior Offenses:** Life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual.

Substance/Quantity	Penalty
Any amount of other Schedule I & II Substances Any drug product containing Gamma Hydroxybutyric Acid Flunitrazepam (Schedule IV) 1 Gram	**First Offense**: Not more than 20 years; if death or serious bodily injury, not less than 20 years or more than Life. Fine $1 million if an individual, $5 million if not an individual. **Second Offense**: Not more than 30 years; if death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if not an individual.
Any amount of other Schedule III drugs	**First Offense**: Not more than 10 years; if death or serious bodily injury, not more than 15 years. Fine not more than $500,000 if an individual, $2.5 million if not an individual. **Second Offense**: Not more than 20 years; if death or serious injury, not more than 30 years. Fine not more than $1 million if an individual, $5 million if not an individual.
Any amount of all other Schedule IV drugs (other than one gram or more of Flunitrazepam)	**First Offense**: Not more than 5 years. Fine not more than $250,000 if an individual, $1 million if not an individual. **Second Offense**: Not more than 10 years. Fine not more than $500,000 if an individual, $2 million if not an individual.
Any amount of all Schedule V drugs	**First Offense**: Not more than 1 year. Fine not more than $100,000 if an individual, $250,000 if not an individual. **Second Offense**: Not more than 4 years. Fine not more than $200,000 if an individual, $500,000 if not an individual.

FEDERAL TRAFFICKING PENALTIES
FOR MARIJUANA, HASHISH AND HASHISH OIL, SCHEDULE I SUBSTANCES

Substance/Quantity	Penalty

Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	**First Offense**: Not less than 10 years or more than life. If death or serious bodily injury, not less than 20 years, or more than life. Fine not more than $10 million if an individual, $50 million if other than an individual. **Second Offense**: Not less than 20 years or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 million if an individual, $75 million of other than an individual.
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	**First Offense**: Not less than 5 years or more than 40 years. If death or serious bodily injury, not less than 20 years or more than life. Fine not more than $5 million if an individual, $25 million of other than an individual. **Second Offense**: Not less than 10 years or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $8 million if an individual, $50 million if other than an individual.
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants **Hashish** More than 10 kilograms **Hashish Oil** More than 1 kilogram	**First Offense**: Not more than 20 years. If death or serious bodily injury, not less than 20 years or more than life. Fine $1 million if an individual, $5 million if other than an individual. **Second Offense**: Not more than 30 years. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if other than an individual.
Marijuana Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight), 1 to 49 marijuana plants **Hashish** 10 kilograms or less **Hashish Oil** 1 kilogram or less	**First Offense**: Not more than 5 years. Fine not more than $250,000, $1 million if other than an individual. **Second Offense**: Not more than 10 years. Fine not more than $500,000 if an individual, $2 million if other than an individual.

State of Alabama Drug Offenses and Penalties

A list of Alabama statutes regarding controlled substances, marijuana, and drug paraphernalia is incorporated below. Crimes involving controlled substances range from Class A to Class C

felonies, punishable by substantial prison terms and/or fines, with enhanced penalties if controlled substances are sold to persons under 18 years of age or within a three-mile radius of campus boundaries of a college or school. Possession of marijuana for personal use is a Class A misdemeanor for the first offense, but elevated to a Class C felony for a second offense. Possessing drug paraphernalia is a Class C misdemeanor, but elevated to a more serious Class B felony if sold to a person under 18 years of age. The Department of Public Safety may suspend a driver's license for six months for persons convicted of a drug offense.

STATE OF ALABAMA CONTROLLED SUBSTANCES/MARIJUANA VIOLATIONS AND PENALTIES		
VIOLATION	**PENALITIES***	**AL CODE §**
CONTROLLED SUBSTANCES		
Trafficking: Knowingly sells, manufactures, delivers, or brings into state cannabis (in any of its forms), cocaine, heroin, morphine, opium, methaqualone, hydro morphine, methylenedioxy amphetamine, phencyclidine, lysergic acid diethylamide, methamphetamine, or LSD	*Class A Felony* - Imprisonment & fines dependent on amounts Prison: Ranges from 3 years to mandatory life in prison without parole. Fine: Ranges from $50,000 - $250,000	13A-12-231
Sale of controlled substance by person over 18 years to person under 18 years	*Class A Felony* – Not eligible for suspended sentence or probation Prison: 10-99 years or life Fine: Not more than $60,000	13A-12-251
Sale of controlled substance that is on the campus or within a 3-mile radius of campus boundaries of any public or private school, college, university, or other educational institution or of public housing	*Class A Felony* Prison: Add five years to penalty	13A-12-250 13A-12-270
Engages in a criminal enterprise, in connection with 5 or more persons, to *traffic* in illegal drugs	*Class A Felony* Prison: 25 years to life without eligibility for parole Fine: Not more than $500,000 *2nd offense* Prison: mandatory life Fine: $150,000 - $1 million	13A-12-233

Manufacturing controlled substance if 2 or more of the following conditions are present: possession of firearm, use of booby trip, use of clandestine lab within 500 feet of a residence or school, the presence of someone under 17 years of age during the manufacturing process	*Class A Felony* – Not eligible for suspended sentence or probation Prison: 10-99 years or life Fine: Not more than $60,000	13A-12-218
Manufacture of a controlled substance	*Class B Felony* Prison: 2-20 years Fine: Not more than $30,000	13A-12-217
Distribution of controlled substances (furnished, sold, given away, manufactured, delivered, or distributed)	*Class B Felony* Prison: 2-20 years Fine: Not more than $30,000	13A-12-211
Possession or receipt of controlled substances	*Class C Felony* Prison: 1-10 years Fine: Not more than $15,000	13A-12-212
Person convicted of attempt, criminal solicitation & criminal conspiracy to commit controlled substance crime	Punishable the same as the crime itself	13A-12-202(c); - 203(c); 204(c)
MARIJUANA & DRUG PARAPHERNALIA		
Possession of marijuana in first degree (other than personal use or previously convicted of possession in second degree)	*Class C Felony* Prison: 1-10 years Fine: Not more than $15,000	13A-12-213
Possession of marijuana in second degree (for personal use only)	*Class A Misdemeanor* Jail: Not more than 1 year Fine: Not more than $6,000	13A-12-214
Use, possession, delivery, or sale of drug paraphernalia	*Class B Felony* for *sale to one under 18* by one over 18 Prison: 2-20 years Fine: Not more than $30,000 *Class C Felony* for *sale* Prison: 1-10 years Fine: Not more than $15,000	13A-12-260

	Class C Misdemeanor for *possession* Jail: Not more than 3 months Fine: Not more than $500	

State Alcoholic Beverage Laws and Penalties

Various Alabama statutes address alcohol-related laws and penalties. Most offenses expose an individual to 30 days to six months in jail and a fine no great than $500. Penalties for DUI increase with the number of offenses, with the fourth DUI exposing a person to a felony charge, with imprisonment from 1-10 years and fine from $4,100 to $10,100. Significantly, the fourth DUI results in mandatory revocation of the person's driver's license for five years. Adults who authorize a party at a residence they control and allow the party to continue with persons under age 21 illegally possessing or consuming alcohol without taking reasonable action to prevent it expose themselves to a $3,000 fine and up to six months in jail. Finally, in addition to criminal penalties, civil monetary damages are available through the Alabama Civil Damages Act and/or Alabama Dram Shop Act if injuries are caused by a minor who has consumed alcohol.

Health Risks Associated with Use of Controlled Substances and Abuse of Alcohol

Substance abuse and drug dependency are problems of staggering proportions in our society today. They are leading causes of preventable illness, disability, and death in the U.S. and afflict millions of Americans. This number increases dramatically when one considers the harm done to the families of substance abusers as well as to those injured or killed by intoxicated drivers or in drug-related work accidents. Alcoholism can develop in anyone. It tends to appear first between the ages of 20 and 40 and to be more prevalent in persons with a family history of alcoholism.

Alcoholism

Alcoholism is a disorder that has profound psychological, biological, and societal effects. Directly, it affects over 18 million people; indirectly, it affects another 56 million. It is usually characterized by one of three different patterns:

1. Regular daily intoxication;
2. Drinking large amounts of alcohol at specific times; or
3. Periods of sobriety interspersed with periods of heavy daily drinking.

Alcoholism is usually progressive and physical dependence can develop; if this happens, serios, sometimes life-threatening symptoms can develop when alcohol is withdrawn. Short-term effects of alcohol use can include depression, gastritis, liver disease, automobile accidents, and domestic violence. Chronic alcohol abuse can produce irreversible health changes, including dementia, sexual impotence, cirrhosis of the liver, and heart disease. Death can occur either as a complication of one of these chronic problems, or acutely, secondary to alcohol intoxication by pointing or to aspiration of vomitus, or as the result of any automobile accident while driving intoxicated.

Marijuana (Cannabis)

Though physiological consequences do depend on frequency, duration, and quantity of use, marijuana use has been linked to impairment of short-term memory, concentration, judgment, perception, and fine motor skills. Therefore, the use of this drug increases the risk of machinery or motor vehicle accidents and injuries for four to six hours after ingestion. Impairment of memory may last for three to six months, even if use of the drug is discontinued completely. The active chemical in marijuana (THC) remains stored in body fat cells long after ingestion. Marijuana use is associated with chronic anxiety, depression, and paranoid feelings. It can exacerbate or increase significantly underlying emotional problems. Frequent and/or ongoing use by children and adolescents may have long term developmental consequences resulting in lack of motivation, apathy, and difficulty managing current stresses and responsibilities, as well as making appropriate plans for the future. Pregnant women who use marijuana may be at a higher risk for giving birth to children with developmental or birth defects.

Hallucinogens

This category includes drugs such as lysergic acid diethylamino (LSD, also known as "acid"), mescaline, psilocybin (also known as mushrooms) and peyote. These drugs cause delusions, hallucinations, and impaired perception of time and space. Phencyclidine (PCP, or "angel dust") and amphetamine variants known as "ecstasy" are included in this category, though they rarely cause hallucinations in the true sense. They are, however, potent drugs that have mind-altering effects and impair perception and cognition. Hallucinogens can produce a "bad trip" with anxiety, agitation, hallucinations, and paranoia leading to impulsive behavior. After a "bad trip" the person can be subject to "flashbacks," which are recurrences of the experiences of the "bad trip" without taking any more of the drug. Psychosis and impaired thinking may result after long-term use.

Cocaine

The use of cocaine, an illegal stimulant drug, has risen dramatically in the United States. Other names for this drug are “code”, “C”, “lady”, and “snow.” Cocaine is a white powder that is snorted, injected into veins, or smoked freebase or as "crack." Crack is a crystalline form of cocaine that is also known as "rock", from its small, white rock-like appearance. "Speed balls" are cocaine mixed with heroin, which is a particularly dangerous combination. Crack produces the most intense cocaine high; addiction can occur after using it only once or twice. Cocaine highs are characterized by feelings of extreme happiness and a sense of limitless power and energy. However, the physical effects include high blood pressure and heart palpitations. A cocaine "crash" follows the high and includes symptoms of depression, dullness, great irritability, and paranoia. Serious medical complications occur with cocaine use, such as heart attacks (even in young people), seizures, and strokes due to high blood pressure. The psychological effects of cocaine use include violence, paranoia, and personality changes as well as symptoms such as depression, anxiety, and confusion. Pregnant women using cocaine have increased risk of miscarriages and still-births. Newborns addicted to cocaine are irritable, unresponsive, they are prone to have malformed kidneys and genitals, and to have heart attacks and strokes. Addiction to cocaine controls aspects of the user's life, impinges on the lives of those closest to the user, and occurs in people of all ages, classes, and educational levels.

Amphetamines, Methamphetamines, and Other Stimulants

In addition to cocaine, a number of other drugs stimulate the nervous system and are very addictive. Most of them below to the amphetamine family of drugs. Dexedrine (present in “diet” pills) may at times be prescribed by a physician, but its use as a legitimate medication is now infrequent. Street drugs of the amphetamine group include “ecstasy” and “ice.” Ice is a smokable amphetamine compound that is very potent, and the effects are long-lasting and devastating. The health risks of these and other stimulants are similar to those of cocaine use.

Narcotics, Including Heroin

Various medications are taken to relieve pain. Most non-prescription pain relievers (such as aspirin, Tylenol, Motrin, and Nuprin) are not considered addictive. However, there is a class of stronger pain relievers, available by prescription only, which are referred to as narcotics and most of which are opiates. Examples of these drugs include morphine, codeine, Tylenol No. 3, Darvon, Darvocet, Percocet, Percodan, Demerol, and certain prescription cough medicines. These drugs differ from non-prescription pain relievers in their potential for abuse and dependence. With close medical supervision, these drugs may be safely used in specific medical circumstances for a limited time. However, addiction may occur, and the person may not want to stop the drug even when the pain has stopped. Tolerance to the drug is shown by an increase in the amount of drug necessary to relieve pain. This becomes progressive and leads to the craving or need for larger and larger doses, without which the person becomes extremely uncomfortable and physically ill. The time may come when the person "needs" such a large dose of the drug that it is poisonous or lethal. Under these circumstances, coma, suffocation, and death may ensue. The malignant course of this problem is similar to that of addiction to heroin. Although heroin is not available by prescription, it is a narcotic which belongs to the same chemical family as the above drugs. The use of heroin is mainly by injection into a vein, which carries the additional medical dangers of contracting AIDS and hepatitis from unclean needles and syringes.

Sedatives and Tranquilizers

Barbiturates and benzodiazepines are two of the most commonly used classes of sedatives. Barbiturates (such Phenobarbital, Seconal, and Amytal) are highly addictive and can be fatal if taken in excess. Although they still have medical uses, they have largely been replaced by benzodiazepines, used for relief of anxiety and to promote sleep. Benzodiazepines include such drugs as Valium, Librium, Ativan, Xanax, Dalmane, Halcion, and Restoril. While safe and effective at moderate doses for short periods of time (weeks), all benzodiazepines have a potential for physical and psychological dependence if used at higher doses for longer periods of time. Frequently, benzodiazepines are abused by adults who become dependent on them because of their anti-anxiety effects. Other tranquilizers which may be abused include methaqualone (Quaaludes), Doriden, and Equanil. Intoxication may result from benzodiazepine use and resembles alcoholic drunkenness. Drowsiness, slurred speech, unsteady gait, and lack of coordination are common signs. The effects of benzodiazepines (barbiturates and other sedatives) add to those of alcohol; taken together, they can lead to coma and even death. Withdrawal from benzodiazepines resembles alcohol withdrawal and is most apparent if the drugs are stopped abruptly. Withdrawal takes place within hours to days of stopping the drug.

Once a person is addicted to benzodiazepines, a physician should supervise the plan for gradually stopping them, to minimize serious effects of withdrawal.

Impact of Substance Abuse on Families

Families are often gravely affected by a substance-abusing member. This can occur on many levels. As a very direct, physiological consequence, the infants of alcohol and cocaine-abusing mothers often have low birth weight and may suffer from malformations and a variety of developmental problems. In addition, abusers often affect the economic well-being of their families as their inability to hold down a job or, in some instances, their stealing from relatives, reduces the family's financial means and stability. In many cases substance abuse leads to violence at home. Substance abuse takes an emotional toll on the functioning of individual members and the family. Family members may actively deny the problem, may become symptomatic in an effort to deflect attention from the substance-abusing member, or may assume the abuser's responsibilities at home and even at work. On the other hand, very often the family's intervention with the user is an essential step in getting the abusing member to seek treatment. Support groups or family members, such as Al-Anon, Nar-Anon or COC-Anon, as well as family therapy can provide needed assistance to families as they confront the destructive effects of the user's addiction.

Recognizing Signs and Symptoms of Alcohol and Substance Abuse

Everyone occasionally has days when they exhibit behavior not normally associated with an educational or work environment nor characteristic of himself or herself. Unusual behavior during times of stress can be understood and accepted. However, when unusual behavior is displayed on a gradually increasing scale accompanied by general decline in work habits over a period of time, it indicates that an individual needs professional help.

Below are some of the more common signs or symptoms of unusual behavior.

Absenteeism and Tardiness

- Arriving late and leaving early
- Absences before and after payday or holidays
- Sporadic but significant use of sick time
- Taking frequent breaks
- Unexplained absences
- Friday and Monday absences
- Absences due to accidents both on and off the work site

Impaired Job Performance

- Increasing operating errors
- Lost time on the job
- “Putting things off”
- Irresponsibility in completing tasks
- Faulty decision making
- Increased accident rates

- Wasted materials or damaged equipment
- High performance that slowly declines over time
- Job performance that becomes focused on a specialized, repetitious activity (rather than the entire array of job duties)
- Irregular or non-existent office hours
- Sudden, extreme gaps in performance (missing a grant deadline, unexpected missing of final exams)

Unusual Interpersonal Interactions

- Sudden emotional outburst including anger, tears, laughter
- Mood swings, especially early or late in the workday
- Overreactions to criticism
- Blaming others for poor performance
- Making inappropriate statements
- Rambling or incoherent speech
- Isolation from co-workers or increasing social withdrawal

Decline Physical Appearance (Sudden or Gradual)

- Poor personal hygiene (e.g. body odor or dirty hair, nails, and skin)
- Less interest in dress and appearance (or a noticeable decline from previous meticulousness)
- Glazed or red eyes
- Slurred speech
- Poor coordination, staggering
- Tremors, poor eye-hand coordination
- Frequent gastrointestinal distress
- Deterioration of oral hygiene
- Legal problems, such as arrest for driving under the influence (DUI)
- Domestic situation, including children's drug use (children of alcoholics sometimes have drug abuse problems)
- Financial concerns, such as high debt load, bad loans, wages garnished, unusual spending patterns