

2026

ANNUAL SECURITY REPORT

GLEN OAKS COMMUNITY COLLEGE



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TABLE OF CONTENTS

Preparing the Annual Disclosure of Crime Statistics1

Crime Definitions from the Uniform Crime Reporting Handbook4

Crime Statistics for 2023, 2024, and 20258

Campus Safety Contacts.....10

INSTITUTIONAL POLICIES

Campus Security – Report Procedures (3.41A) 11

Campus Security - Access to Campus Facilities (3.41B) 11

Campus Security - Authority of Campus Security (3.41C)..... 11

Student Code of Conduct (3.42)..... 12

Campus Unrest, Dissent, and Protest (3.44)..... 29

Alcohol and Drug Abuse Policy (3.40) 33

Sex/Gender-Based Discrimination & Harassment Policy (3.95) 37

Missing Student (3.90) 56

Sex Offender Compliance (3.96)..... 58

Voluntary Confidential Reporting 58

On-site Counselors 59

Crime Prevention and Security Awareness Programs 60

Criminal Activity Off Campus 60

Hazing Policy and Prevention (3.98)..... 60

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Tornado/Severe Weather Incident Procedure 65

Fire Incident Procedure..... 66

Timely Warnings..... 69

Preparing and Reporting the Annual Crime Statistics

In 1990, Congress enacted the *Crime Awareness and Campus Security Act of 1990* (Title II of Public Law 101-542), which amended the *Higher Education Act of 1965* (HEA). This act required all postsecondary institutions participating in HEA's Title IV student financial assistance programs to disclose campus crime statistics and security information. The act was amended in 1992, 1998, 2000 and 2008. The 1998 amendments renamed the law the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* in memory of a student who was slain in her dorm room in 1986. It is generally referred to as the *Clery Act* and is in section 485(f) of the HEA.

On March 7, 2013, the *Violence Against Women Reauthorization Act of 2013* (VAWA) (Public Law 113-14) was signed into law. VAWA includes amendments to the *Clery Act*. These changes require institutions to disclose statistics, policies and programs related to dating violence, domestic violence, sexual assault and stalking, among other changes. Specifically, these changes added or modified requirements related to:

- Disclosure of statistics of the number of dating violence, sexual assault, and stalking incidents;
 - Disclosure of statistics of new categories of Hate Crimes;
 - Implementation by institutions and disclosure of programs to prevent dating violence, domestic violence, sexual assault and stalking, including primary prevention and awareness programs for incoming students and employees; and ongoing prevention and awareness campaigns for students and employees;
1. Disclosure of procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred; and
 2. Implementation by institutions and disclosure of procedures for institutional disciplinary action in cases of dating violence, domestic violence, sexual assault and stalking, including:
 3. descriptions of each disciplinary proceeding used by the institution, the standard of evidence used during each disciplinary proceeding, possible sanctions imposed following the results of disciplinary proceedings, and the range of protective measures that the institution may offer a victim;
 - provisions to ensure that proceedings will be prompt, fair and impartial;
 - provisions that state that proceedings will be conducted by officials who receive annual training; and
 - ensuring equal opportunities for the accuser and accused to have others present during proceedings, including an advisor of their choice.

Excerpt from: The Handbook for Campus Safety and Security Reporting: 2016 Edition; US Department of Education Office of Postsecondary Education

The statistics in this report are compiled by the Human Resources Department, in conjunction with the Campus Safety Director, the St. Joseph County Sheriff's Department Central Dispatch, and

Campus Security Authorities (CSAs). These statistics are published annually (by October of each year) by the College in compliance with the Federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998 (formerly the Crime Awareness and Campus Security Act of 1990). The report is made available via email notification to all faculty, staff, and students and is published to our website at: <https://www.glenoaks.edu/public-safety/>. Printed copies can be obtained by contacting Campus Safety at (269) 294-4261.

All occurrences reported on Glen Oaks Community College's campus and the surrounding public areas are recorded on the daily crime log maintained by the Campus Safety Director. This report is available upon request by contacting the Campus Safety Director via email at tbaker624@glenoaks.edu or by calling (269)294-4261.

Criminal Offenses Reported:

- Aggravated Assault
- Arson
- Burglary
- Criminal Homicide
- Motor Vehicle Theft
- Robbery
- Sexual Assault

Arrests and Referrals for Disciplinary Action:

- Liquor Law Violations
- Drug Abuse Violation
- Weapons Carrying/Possessing

Hate Crimes:

- Murder
- Robbery
- Aggravated Assault
- Sexual Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Larceny – Theft
- Simple Assault

- Intimidation
- Destruction/Damage Vandalism of Property

VAWA Offenses

- Domestic Violence
- Dating Violence
- Stalking

Crime Definitions from the Uniform Crime

Reporting Handbook

Criminal Offenses

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

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

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

Criminal Homicide—Manslaughter by Negligence– The killing of another person through gross negligence.

Criminal Homicide—Murder and Non-negligent Manslaughter– The willful (non-negligent) killing of one human being by another.

Motor Vehicle Theft—The theft or attempted theft of a motor vehicle.

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

Sex Offenses

Sex Offenses—Forcible

Forcible Rape—The carnal knowledge of a person, forcibly and/or against that person's will, or not forcibly or against the person's will, where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Forcible Sodomy—Oral or anal sexual intercourse with another person, forcibly and/or against that person's will, or not forcibly against the person's will, where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Sexual Assault with an Object—The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will, or not forcibly or against the person's will, where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Forcible Fondling—The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will, or not forcibly or against the person's will, where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Sex Offenses—Non-forcible

Incest—Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

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

VAWA Offenses

Domestic Violence – Felony or misdemeanor crime of violence by:

- a. a current or former spouse or intimate partner of the victim;
- b. a person with whom the victim shares a child in common;
- c. a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
4. a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies (under VAWA); or
5. any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

Dating Violence – Violence committed by a person, who is or has been, in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the following factors: a.) the length of the relationship; b.)

the type of relationship; and c.) the frequency of interaction between the persons involved in the relationship.

Stalking – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.

Arrests And Referrals for Disciplinary Action

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

Drug Abuse Violations—Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (demerol, methadone); and dangerous non-narcotic drugs (barbiturates, benzedrine).

Liquor Law Violations—The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Hate Crimes— Any of the aforementioned offenses and any other crime involving bodily injury that manifests evidence that the victim was intentionally selected because of the perpetrator's bias. The categories of bias are; race, gender, religion, sexual orientation, ethnicity/national origin and disability.

Geographic location definitions from the U.S. Department of Education's Handbook for Campus Crime and Reporting:

Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to the institution's educational purposes. These buildings include residential halls, any building or property that is owned by the institution but controlled by another person, those

frequently used by students and those that support institutional purposes such as a food or retail vendor.

Non-campus: Includes any building (or property) owned or controlled by student organizations officially recognized by the school; or any building or property owned or controlled by the school that is used in direct support of, or in relation to, the college's educational purposes, is frequently used by students, and is not within the same reasonable contiguous geographic area of the college.

Public property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Crime Statistics for 2023, 2024, & 2025

The following statistics represent all official reports of these offenses on the Glen Oaks Community College campus and are reported in compliance with the Clery Act. They conform to the FBI Uniform Crime Reporting System.

Offense	Location	2023	2024	2025
Criminal Homicide	On-Campus	0	0	0
Criminal Homicide	Non-Campus	0	0	0
Criminal Homicide	Public Property	0	0	0
Negligent Manslaughter	On-Campus	0	0	0
Negligent Manslaughter	Non-Campus	0	0	0
Negligent Manslaughter	Public Property	0	0	0
Sex Offenses, Forcible	On-Campus	0	0	0
Sex Offenses, Forcible	Non-Campus	0	0	0
Sex Offenses, Forcible	Public Property	0	0	0
Sex Offenses, Non-Forcible	On-Campus	0	0	0
Sex Offenses, Non-Forcible	Non-Campus	0	0	0
Sex Offenses, Non-Forcible	Public Property	0	0	0
Robbery	On-Campus	0	0	0
Robbery	Non-Campus	0	0	0
Robbery	Public Property	0	0	0
Aggravated Assault	On-Campus	0	0	0
Aggravated Assault	Non-Campus	0	0	0
Aggravated Assault	Public Property	0	0	0
Burglary	On-Campus	1	0	0
Burglary	Non-Campus	0	0	0
Burglary	Public Property	0	0	0
Motor Vehicle Theft	On-Campus	0	0	0
Motor Vehicle Theft	Non-Campus	0	0	0
Motor Vehicle Theft	Public Property	0	0	0
Arson	On-Campus	0	0	0
Arson	Non-Campus	0	0	0
Arson	Public Property	0	0	0
Liquor Law Arrests	On-Campus	0	0	0
Liquor Law Arrests	Non-Campus	0	0	0
Liquor Law Arrests	Public Property	0	0	0

Liquor Law Violations Referred For Disciplinary Action	On-Campus	1	0	0
Liquor Law Violations Referred For Disciplinary Action	Non-Campus	0	0	0
Liquor Law Violations Referred For Disciplinary Action	Public Property	0	0	0
Drug Law Arrests	On-Campus	0	0	0
Drug Law Arrests	Non-Campus	0	0	0
Drug Law Arrests	Public Property	0	0	0
Drug Law Violations Referred For Disciplinary Action	On-Campus	0	0	0
Drug Law Violations Referred For Disciplinary Action	Non-Campus	0	0	0
Drug Law Violations Referred For Disciplinary Action	Public Property	0	0	0
Weapons Arrests	On-Campus	0	0	0
Weapons Arrests	Non-Campus	0	0	0
Weapons Arrests	Public Property	0	0	0
Weapons Violations Referred For Disciplinary Action	On-Campus	1	0	0
Weapons Violations Referred For Disciplinary Action	Non-Campus	0	0	0
Weapons Violations Referred For Disciplinary Action	Public Property	0	0	0
Domestic Violence Incidents	On-Campus	0	0	0
Domestic Violence Incidents	Non-Campus	0	0	0
Domestic Violence Incidents	Public Property	0	0	0
Dating Violence Incidents	On-Campus	0	0	0
Dating Violence Incidents	Non-Campus	0	0	0
Dating Violence Incidents	Public Property	0	0	0
Stalking Incidents	On-Campus	0	0	0
Stalking Incidents	Non-Campus	0	0	0
Stalking Incidents	Public Property	0	0	0

Campus Safety Contacts

Emergency Services (Police, Fire, Health and Other Emergency Services)

9-1-1 St. Joseph County Central Dispatch

Campus Safety Office:

Deputy TJ Baker

Campus Safety Director

tbaker624@glenoaks.edu

Located in the Main Campus Room # A26

Office: **269-294-4261**

Non-Emergency Service

1-1-1 NORA Hotline

After Hours Non-Emergency Service

269-294-4261

Title IX Coordinators:

Danielle Stone

Dean of Student Engagement

dstone@glenoaks.edu

269-294-4274

Jamie Yesh

Executive Director of HR

jyesh@glenoaks.edu

269-294-4229

Candy Bohacz

Associate Director of HR

cbohacz@glenoaks.edu

269-294-4232

Institutional Policies

Campus Security – Report Procedures (Policy 3.41 A)

Glen Oaks will take the necessary action to protect the safety of students and employees and to deal with the occurrence. The head of our Campus Safety Office is a sworn deputy with the St. Joseph County Sheriff's Department. The office is in the Administration Wing, just inside the main entrance (Room #A26) and is open from 8:00 AM – 4:00 PM Monday through Friday.

For emergency situations such as fire, medical emergency, or immediate threats to campus, individuals should call emergency services at 911. Once emergency services have been called, the incident should be reported via the NORA hotline at ext. 111.

For non-emergency campus security or safety issues, individuals should call Campus Security at (269) 294-4261. For security issues after hours or on weekends/holidays please call (269) 223-0263.

Non-Emergency concerns can also be reported through our online reporting form located here: <https://www.glenoaks.edu/public-safety/feedback-report-a-concern/>

Campus Security - Access to Campus Facilities (Policy 3.41 B)

Academic Year (3rd week of August through 1st week of May): Monday through Thursday from 6:30 a.m. to 8:30 p.m.; Fridays from 7:00 a.m. to 5:00 p.m.

Summer Hours (2nd week of May through 2nd week of August): Monday through Thursday 6:30 a.m. to 6:00 p.m. The building is closed on Fridays when the college is operating on "Summer Hours". When the building is closed and there is an event On-Campus, Maintenance will provide access to the appropriate area.

Glen Oaks facility, room, or space reservations for an event or a meeting can be made by contacting the President's Office.

Campus Security - Authority of Campus Safety (Policy 3.41 C)

Designated Campus Security Personnel have the authority to confront individuals related to an occurrence, require identification, and, when necessary, contact the St. Joseph County Sheriff or Michigan State Police.

When incidents occur On-Campus, an Incident Report must be completed and forwarded to the appropriate Vice President or College President.

Student Code of Conduct (Policy 3.42)

The purpose of the Student Code of Conduct at Glen Oaks Community College (GOCC) is to foster a positive and safe learning environment for the College community by clearly articulating conduct prohibited by the College and identifying the rights of individuals in the process consistent with that purpose.

GOCC upholds all federal, state, and local laws and expects students to abide by such laws. The College reserves the right to hold students accountable for violations of federal, state, and local laws when the conduct has a direct impact on the College or the college community. Additionally, students are expected to comply with the Student Code of Conduct, and any specific regulations adopted by GOCC.

Students shall have the right to be accorded due process in all disciplinary actions resulting in a change of their social and/or academic status at Glen Oaks Community College. It is with this spirit that these procedures have been established.

Scope and Jurisdiction

The Student Code of Conduct applies to individuals from the point of admission to the College and thereafter as long as the individual has a continuing educational interest in the College. The Code applies to high school partner programs, including but not limited to, dual enrollment and Early Middle College. Registered Student Clubs and Organizations are also held accountable to the Student Code of Conduct. The Student Code of Conduct shall also be applicable to a student's conduct even if the student withdraws from school while a disciplinary matter is pending.

The College Student Code shall apply to conduct that occurs on College premises, at College sponsored activities, and to off-campus conduct that adversely affects the College community and/or the pursuit of its objectives.

Students and visitors are subject to immediate removal from College property when, in the sole discretion of the President, or a representative, removal is necessary to protect the rights and safety of College students or employees.

Students may be suspended from College classes and/or activities pending due process procedures by the President or representative when, in the President's or representative's sole discretion, such action is necessary to protect the rights and safety of College students or employees.

Visitors are subject to criminal charges or civil liability for improper conduct on College property.

In cases of noncompliance with the Student Code of Conduct, the College will impose sanctions that are consistent with the impact of the offense on the College community (See Article IV (C)). The college reserves the right to pursue criminal and/or civil action where warranted.

ARTICLE I: DEFINITIONS

- A. College: Glen Oaks Community College.
- B. Student Code: the College's Student Code of Conduct.
- C. Student: individuals from the point of admission to the College and thereafter as long as the individual has a continuing educational interest in the College.
- D. College official: any person employed by the College, performing assigned administrative or professional responsibilities.
- E. Member of the College community: includes any person who is a student, faculty member, College official or staff member employed by the College, or any authorized non-employed personnel (such as interns). A person's status in a particular situation shall be determined by the Vice President of Student Services (or a designee).
- F. College premises: all land, buildings, facilities, and other property in the possession of, owned, used, or controlled by the College (including adjacent streets and sidewalks).
- G. Harassment: repeated, malicious mistreatment, verbal abuse, or conduct that is threatening, intimidating, humiliating, insulting, isolates people, or undermines their reputation through verbal or nonverbal communication.
- H. Judicial Board: a group of persons authorized by the Vice President of Student Services (or a designee) to consider whether a student has violated the Student Code or to review the sanction(s) imposed by the Vice President of Student Services (or a designee) if requested by the accused.
- I. Policy: written regulations of the College as found in, but not limited to, the College Catalog, Course Schedule, Student Handbook, the College web site and/or other written regulations and procedures available within a department or division.
- J. Cheating: includes, but is not limited to the attempt or actual:
 - 1. use of any unauthorized assistance in taking quizzes, tests, or examinations

2. use of sources beyond those authorized by the instructor in writing papers, preparing reports, solving problems, or carrying out other assignments
 3. acquisition, without permission, of tests or other academic material belonging to a member of the College faculty or staff;
 4. engagement in any behavior specifically prohibited by a faculty member in the course syllabus or class discussion for the purposes of academic credit
 5. allowance of, or participation in, cheating by other students
 6. payment, or offer of payment, to a third party for completion of coursework
- K. Plagiarism: includes, but is not limited to, the use, by paraphrase or direct quotation, of the published or unpublished work of another person without full and clear acknowledgment. It also includes the unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials.
- L. Academic negligence: unknowingly or unintentionally claiming credit for the work or effort of another person.
- M. Complainant: any person who submits a report alleging that a student violated this Student Code or any other rule or policy of the College. When a student believes they have been a victim of another student's misconduct, they will have the same rights under this Student Code as are provided to the Complainant, even if another member of the College community submitted the allegation. Requests to receive information regarding the Respondent must be in writing and submitted to the Student Services Divisional office.
- N. Respondent: any student accused of violating this Student Code, or any other rule or policy of the College.

ARTICLE II: STUDENT CODE AUTHORITY

- A. The Vice-President of Student Services (or a designee) shall determine whether a Judicial Board shall be authorized to hear each matter.
- B. The Vice-President of Student Services (or a designee) shall develop policies for the administration of the Code of Conduct process and procedural rules for the conduct of Judicial Board hearings that are consistent with provisions of the Student Code.
- C. Decisions made by the Judicial Board and/or the Vice-President of Student Services (or a designee) shall be final, pending the appeal process.

ARTICLE III: PROHIBITED CONDUCT

A student or Registered Student Club or Organization, who commits any of the following acts of misconduct, shall be subject to disciplinary action. GOCC's disciplinary proceedings may be instituted against a student charged with violation of a law, which is also a violation of the Student Code of Conduct. For example, if both violations result from the same factual situation, proceedings under the Student Code of Conduct may be carried out prior to, simultaneously with, or following civil or criminal proceedings.

A. Violations of the Code of Conduct

1. **Abuse of the Student Code Process** – Any interference of the Student Code of Conduct process including but not limited to:
 - a. Falsification, distortion, or misrepresentation of information during the Student Code of Conduct process.
 - b. Disruption or interference with the orderly conduct of a Judicial Board proceeding.
 - c. Attempting to discourage an individual's proper participation in, or use of, the Student Code process.
 - d. Attempting to influence the impartiality of a member of a Judicial Board member prior to, and/or during the course of, the Judicial Board Hearing.
 - e. Harassment (verbal or physical) and/or intimidation of a member of a Judicial Board prior to, during, and/or after a Judicial Board Hearing.
 - f. Failure to comply with the sanction(s) imposed under the Student Code of Conduct.
 - g. Influencing or attempting to influence another person to commit a violation of the Student Code process.
2. **Academic Dishonesty** - Cheating, plagiarism, academic negligence, and any other forms of academic dishonesty.
3. **Acts of dishonesty** including, but not limited to:
 - a. Misrepresentation of facts or furnishing false information to any College official, faculty member, staff, or office.
 - b. Forgery, alteration, or misuse of any College document, record, or instrument of identification.

- c. Perceived, attempted or actual Financial Aid fraud or corresponding behaviors that would allow a student to receive a monetary benefit for which they are not eligible.
 - d. Withholding material information from the college officials and/or processes.
4. **Alcohol** - Use, possession, manufacturing, distribution, or being under the influence of alcoholic beverages (except as expressly permitted by College regulations), or public intoxication.
5. **Bullying** - Systematic intentional behavior that includes, but is not limited to, repeated unwanted physical, verbal, or written acts which are hostile or offensive, targeted at an individual or group and creates an intimidating and/or threatening environment which produces a risk of psychological and/or physical harm. Bullying may manifest as cyber stalking or cyber bullying as well as excluding behaviors such as ignoring or dismissing individuals or groups. Hostile behaviors include, but are not limited to, inappropriate behaviors that are harmful or damaging to an individual and/or property. Behaviors that are intimidating, threatening, disruptive, humiliating, sarcastic, or vicious may also constitute hostile behavior. Offensive behaviors may include, but are not limited to, inappropriate behaviors such as abusive language, derogatory remarks, insults, or epithets. Other offensive behaviors may include the use of condescending, humiliating, or vulgar language, swearing, shouting or use of unsuitable language, use of obscene gestures, or mocking.
6. **Discrimination** - unlawful discrimination or related harassment on the basis of race, color, sex, age, religion, national origin, creed, ancestry, familial status, disability, marital status, height, weight, sex (sex or gender, affiliation, expression or orientation), political affiliation, veteran status, or any other characteristic covered by law.
7. **Disorderly Conduct** - Disorderly, lewd, indecent, or obscene conduct or expressions.
8. **Disrupting Normal Operations of the College** - Participating in an on-campus or off-campus demonstration, riot or activity that disrupts the normal operations of the College and/or infringes on the rights of other members of the College community; leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area. Refer to Policy 3.44 Freedom of Expression Policy which promotes free exchange of ideas and safe and efficient operation of the College.

9. **Disruptive Behavior** - Disruption or obstruction of teaching, research, administration, disciplinary proceedings, or other College activities or functions, including its public service functions on or off campus, or of other authorized non-College activities when the conduct occurs on College premises.
10. **Drugs** - Use, possession, manufacturing, distribution, or being under the influence of marijuana, illegal drugs, narcotics, or other controlled substances except as expressly permitted by federal law. Possession of drug paraphernalia is also prohibited On-Campus.
11. **Failure to Comply with College Officials** - Failure to respond appropriately to reasonable and lawful requests with the directions of College officials or law enforcement officers acting in performance of their duties and/or failure to identify oneself to these persons when requested to do so.
12. **Failure to Engage in Responsible Social Conduct** – Failure to engage in conduct that reflects credit upon the College community.
13. **Failure to Pay** - Failure to pay fines, fees, or other debt to the college.
14. **Failure to Return College Property:** Failure to return college property loaned to the student.
15. **Firearms** - Possession of firearms (even if legally possessed), tasers, stun guns, explosives, weapons, or dangerous chemicals on College premises, or use of any such item in a manner that harms, threatens or causes fear to others. The definition of a weapon includes but is not limited to a pistol or other firearm, dagger, razor, knife, or any other dangerous or deadly weapon or instrument. College vehicles are covered by this policy at all times regardless of whether they are on College property.
16. **Gambling** - Encouraging, promoting, or participating in unauthorized gambling on GOCC premises or at GOCC-sponsored events or activities.
17. **Harassment** - Repeated, malicious mistreatment, verbal abuse or conduct that is threatening, intimidating, humiliating, insulting, isolating, or undermining another's reputation through verbal or non-verbal communications. Any verbal or physical conduct that shows hostility, intimidation, threat, or aversion toward another individual.
18. **Hazing** - An act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in, a

group or organization. The express or implied consent of the victim will not be a defense. Apathy or acquiescence in the presence of hazing are not neutral acts; they are still violations of this rule.

19. **Obstruction** – Obstruction of the free flow of pedestrian or vehicular traffic on College premises or at College sponsored or supervised functions.
20. **Sexual Harassment, Sexual Misconduct and Retaliation** - Violations of the College's Sex/Gender-Based Discrimination and Harassment Policy. Conduct that does not rise to the level of a Title IX violation (conduct that is not severe or pervasive and is not sexual assault as defined by the Clery Act) may be processed via the Student Code of Conduct. Sexual harassment includes, but is not limited to:
 - a. Intentional touching of a sexual nature, repeated/unwelcomed advances, or comments of a sexual nature that create an intimidating, hostile, or offensive campus, educational or working environment for another person.
 - b. Obscene or indecent behavior which includes but is not limited to indecent exposure and the display of sexual behavior that would reasonably be offensive to others.
 - c. Retaliation against anyone who files a complaint or participates in an investigation relating to this provision.
21. **Tampering with safety equipment** – Tampering with any safety equipment including but not limited to fire alarms, fire extinguishers, video surveillance cameras, and emergency exits.
22. **Technology Theft or Abuse** - Theft or other abuse of technology and resources, including but not limited to:
 - a. Unauthorized entry into a file, to use, read, or change the contents, or for any other purpose.
 - b. Unauthorized transfer of a file.
 - c. Use of another individual's identification and/or password.
 - d. Use of computing facilities and resources to interfere with the work of another student, faculty member or College Official.
 - e. Use of computing facilities and resources to send obscene or abusive messages.

- f. Use of computing facilities and resources to interfere with normal operation of the College computing system.
 - g. Use of computing facilities and resources in violation of copyright laws.
 - h. Any violation of the Network Acceptable Use Policy.
23. **Theft** - Attempted or actual theft of property of the College or property of a member of the College community or other personal or public property, on or off campus.
 24. **Tobacco** - Use of combustible tobacco products or smokeless tobacco products in College facilities and on the College premises. The only exception is one's personal vehicle.
 25. **Unauthorized Presence/Use of College Facilities** - Unauthorized entry into, presence in, or use of College facilities or equipment which has not been reserved or accessed through appropriate College officials. Unauthorized presence On-Campus premises during non-instructional hours or failure to properly supervise guests on College premises. Possession, duplication, or the use of keys to any College premises.
 26. **Unauthorized Use of College Property**– Unauthorized use of the name, logos, or publications of the College or a College-related agency.
 27. **Violation of College policy, rule, or regulation** – Any violation of published College policy or rule including those posted in a course syllabus. Violation of any federal, state, or local law.
 28. **Voyeurism** - Spying on people engaged in intimate behaviors, such as undressing, sexual activity, or other actions usually considered to be of a private nature. This includes the use of any device to capture audio, video or digital record or photograph of any person while on College premises or College events where there is a reasonable expectation of privacy (i.e., restrooms, locker rooms, etc.).

B. Violation of Local, State, and Federal Laws

1. College disciplinary proceedings may be instituted against a student charged with conduct that potentially violates both the criminal law and this Student Code (that is, if both possible violations result from the same factual situation) without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution. Proceedings under this Student Code may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus at the discretion of the Vice President of Student Services (or a designee). Determinations made or sanctions

imposed under this Student Code of Conduct shall not be subject to change because criminal charges arising out of the same facts giving rise to violation of the College's Code were dismissed, reduced, or resolved in favor of or against the criminal law defendant.

2. When a student is charged by federal, state, or local authorities with a violation of law, the College will not request or agree to special consideration for that individual because of the status as a student. If the alleged offense is also being processed under the Student Code, the College may advise off-campus authorities of the existence of the Student Code and of how such matters are typically handled within the College community.
3. The College will attempt to cooperate with law enforcement and other agencies in the enforcement of criminal law On-Campus and in the conditions imposed by criminal courts for the rehabilitation of student violators (provided that the conditions do not conflict with campus rules or sanctions). Individual students and other members of the College community, acting in their personal capacities, remain free to interact with governmental representatives as they deem appropriate.

ARTICLE IV: STUDENT CONDUCT PROCESS

A. Procedures and Due Process

1. Any member of the College community may file a report against a student for alleged violations of the Student Code. An allegation of a Student Code violation must be directed to the Vice President of Student Services (or a designee). Reports may be made in person, in writing, or through the college's online reporting system. Any report of a violation of the Student Code should be submitted as soon as possible after the event takes place, preferably within a week.
2. The college utilizes the college-supplied email system for all communications. Students are expected to check their college email on a regular basis. When communication is sent to a student's email account, it is considered delivered.
3. The Vice President of Student Services (or a designee) will conduct an impartial and reliable preliminary investigation of all allegations to determine if the allegations fall within the jurisdiction of this code and/or if the allegation can be informally resolved. An informal resolution shall be final and there shall be no subsequent proceedings.
4. If it is determined that the allegation falls within the jurisdiction of the Student Code, the Respondent will receive written notification via the student's college-generated

email that an alleged violation has occurred. In the notification, the student will be assigned an appointment date and time with the Vice President of Student Services (or a designee) to review the facts concerning the alleged violation and to determine if formal charges should be prepared. Students needing to reschedule the appointment date or time or needing to request accommodations for the proceedings must contact the Vice President of Student Services (or a designee) within five business days of the date listed on the notification letter.

5. During this investigative meeting, the Respondent meets one on one with the Vice President of Student Services (or a designee). A parent or an advisor will only be allowed in this meeting at the discretion of the Vice President of Student Services (or a designee) when appropriate. In addition, a FERPA (Family Educational Rights and Privacy Act) Authorization to Release Information form must be submitted prior to the scheduled meeting to allow a parent or advisor to attend any proceedings.
6. If the Respondent is unable to meet with the Vice President of Student Services (or a designee) in person, alternative arrangements may be made to facilitate the meeting, such as video or teleconference, at the sole discretion of the Vice President of Student Services (or a designee).
7. After conducting a thorough, reliable, and impartial investigation, the Vice President of Student Services (or a designee) will use a preponderance of the evidence standard to determine whether it is more likely than not that a violation of the Student Code of Conduct occurred. The Vice President of Student Services will then notify the student of the determination of responsibility.
8. In the event that the student fails to appear at the student's scheduled appointment time or fails to contact the Vice President of Student Services (or a designee) within five (5) business days of the date listed on the written notification, a hold may be placed on the student's record to prevent future registration of courses. The Vice President of Student Services (or a designee) will then review the facts available without the benefit of the student's participation.
9. If a decision is made to prepare formal charges, the Vice President of Student Services (or a designee) shall notify the Respondent of the formal charges and impose sanctions associated with those charges.
10. If the Respondent is found responsible for a violation of the Student Code of Conduct, the assigned sanctions must be completed within the timeframe listed on the student's formal charges letter.

11. In cases where the College is acting as the Complainant, the Vice President of Student Services may offer the accused student the option to accept responsibility. If the accused student accepts responsibility and the sanctions, the accused student will not have any options for appeals.
12. If a student denies responsibility or does not agree with sanctions imposed, the student may appeal the findings and/or sanctions to the Vice President of Student Services (or a designee). All appeals must be in writing and submitted to the Vice President of Student Services within five business days of the date listed on the formal charges letter. The case will then be referred to a Judicial Board for a hearing. The determination of the Judicial Board is final.
13. If the Complainant requests an alternate form of resolution, and the Respondent agrees, the parties will engage in informal resolution. If the informal resolution results in mutual satisfaction of both parties, then the case will be considered adjudicated. If the case is not adjudicated, then it may be forwarded to the Judicial Board for a hearing.

B. Judicial Board Hearing

In cases in which the Respondent is accused of a violation of the Student Code, and potential sanctions include suspension or expulsion, the Respondent may request a judicial board hearing. A Judicial Board may also be requested when a student denies responsibility for a violation of the Student Code or disagrees with the imposed sanctions.

1. Prior to a Judicial Board hearing, the Respondent shall be entitled to the following:
 - a. A written notification of how the alleged violation came to the College's attention;
 - b. A written statement of charges so that the Respondent may prepare a defense;
 - c. The student shall be entitled to an expeditious hearing of the case.
2. Members of the Judicial Board shall be appointed by the Vice President of Student Services (or a designee) and shall be comprised of the following:
 - a. The Vice President of Student Services will serve as the Chairperson. When the Judicial Board is hearing an appeal based on a disciplinary decision of the Vice President of Student Services, the Vice President of Student Services will relinquish the Chair, and a temporary Chairperson will be appointed.

- b. Two GOCC employees (a combination of faculty and/or staff) selected by the Vice President of Student Services.
- 3. Judicial Board hearings shall be conducted by the Judicial Board according to the following guidelines:
 - a. The Judicial Board hearing will be scheduled at the convenience of the sitting Board members; all efforts will be made to schedule the hearing within 3 weeks.
 - b. All Judicial Board hearings shall be conducted in private.
 - c. The Complainant and Respondent have the right to be assisted by one advisor they choose at their own expense (if applicable). The Complainant and/or the Respondent is responsible for presenting the information. Parents or advisors are not permitted to speak or to participate directly in any Judicial Board hearing. Delays will not be allowed due to the scheduling conflicts of an advisor. The Complainant, Respondent, and their advisors, if any, shall be allowed to attend the entire portion of the hearing, excluding deliberations. Admission of any other person to the Judicial Board hearing shall be at the sole discretion of the Chair (or a designee).
 - d. In Judicial Board hearings involving more than one Respondent, the Chair (or a designee), in the Chair's sole discretion, may permit the Judicial Board hearings concerning each student to be conducted either separately or jointly.
 - e. The Judicial Board may arrange for witnesses to present pertinent information during the hearing. The College will try to arrange the attendance of possible witnesses who are members of the College community, if reasonably possible, and who are identified by the Reporting and/or Responding parties, at least two weekdays prior to the Judicial Board hearing. Witnesses will provide information to, and answer questions from, the Judicial Board. The tone of the hearing should be educational and not adversarial. Questions of whether potential information will be received shall be resolved at the sole discretion of the Chairperson of the Judicial Board.
 - f. Pertinent records, exhibits, and written statements (including Student Impact Statements) may be accepted as information for consideration by a Judicial Board at the sole discretion of the Chairperson.

- g. All procedural questions are subject to the final decision of the Chairperson of the Judicial Board.
 - h. Requests for a continuance shall be at the discretion of the Chairperson of the Judicial Board.
 - i. After the portion of the Judicial Board hearing concludes in which all pertinent information has been received, the Judicial Board shall determine (by majority vote) whether the Respondent has violated each section of the Student Code in which the student is being charged. The Board may also suggest a different charge to the Chairperson if they believe the facts support charge(s) different from the charge(s) for which the student was originally charged. The Judicial Board will also recommend an appropriate sanction(s) to the Chairperson.
 - j. The Judicial Board's determination shall be made on preponderance of evidence, the basis of whether it was more likely than not the Respondent violated the Student Code.
 - k. Formal rules of process, procedure, and/or technical rules of evidence, such as those that are applied in criminal or civil court, are not used, and do not apply in Student Code of Conduct proceedings/hearings.
 - l. If a disruption occurs during the hearing, the Chairperson, in the Chair's role discretion, may have the disruptive party removed from the hearing.
4. There shall be a single verbatim record, such as a digital recording or written transcript of a digital recording, of all Judicial Board hearings. Deliberations shall not be recorded. The recording shall be the property of the College. This recording will be maintained only until the appeal process has concluded (if applicable) or until the time of appeal has lapsed. For the purposes of FERPA the recording is considered an educational record and cannot be released unless a release is signed by all students with identifiable information contained in the recording. The recording may be requested under FOIA (Freedom of Information Act) if the hearing only involved one student without any witnesses, and the student is the individual requesting the recording.
5. If the Respondent, with notice, elects not to appear before a Judicial Board appeal hearing, the student shall be considered to have waived the right to appeal, and the decision at the prior level stands. If the Judicial Board is the initial decision maker, the

information in support of the charges shall be presented and considered by the Judicial Board even if the Respondent or the Complainant is not present.

6. The Chairperson may accommodate concerns for the personal safety, well-being, and/or fears of confrontation of the Complainant, Respondent, and/or other witnesses during the hearing by providing separate facilities, by using a visual screen, and/or by permitting participation by telephone, video, audio, written statement, or other means, where and as determined in the sole judgment of the Vice President of Student Services (or a designee) to be appropriate.
7. Once the Judicial Board has determined by the preponderance of evidence standard whether the Respondent violated the Student Code of Conduct, the Judicial Board will make recommendations to the Chairperson regarding an appropriate sanction.
8. After receiving the recommendations of the Board, the Chairperson will decide the most appropriate sanction proportionate to the violation.
9. The Vice-President of Student Services (or designee) will notify the Respondent of the findings. This notice will include a determination of whether a violation occurred, any sanction(s) applied for the violation(s), and information on the appeal process (if applicable).

C. Sanctions

1. In cases of noncompliance with a violation of the Student Code of Conduct, the College will impose discipline that is consistent with the impact of the offense on the College community. Progressive discipline principles will be followed in that the student's prior discipline history at the College will be considered. Disciplinary action taken against a student may include, but is not limited to, one or more of the following:
 - a. *Verbal Warning*– Student is given a verbal warning and a notation is made in the student's disciplinary file.
 - b. *Written Warning*— A notice in writing to the student that the student is violating or has violated institutional regulations and a copy of the warning letter is placed in the student's disciplinary file.
 - c. *Probation*— A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found to violate any institutional regulation(s) during the probationary period.

- d. *Loss of Privileges*— Denial of specified privileges for a designated period of time.
 - e. *Restitution*— Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
 - f. *Discretionary Sanctions*— Work assignments, essays, service to the College, Community Service, or other related discretionary assignments.
 - g. *College no contact orders*— Prohibits contact between the Respondent and the Complainant (when appropriate). Contact includes but is not limited to in person contact, telephone calls, email, texts, social media-based messages or postings, other electronic communications, and third-party communications including through proxies.
 - h. *College Suspension*— Separation of the student from the College for a definite period of time (usually a year or less) after which the student is eligible to return. Conditions for readmission may be specified.
 - i. *College Dismissal*— separation of the student from the College for a year or more. The student may be eligible for return. Conditions for readmission may be specified.
 - j. *College Expulsion*— Permanent separation of the student from the College.
 - k. *Revocation of Admission and/or Degree*— Admission to or a degree awarded from the College may be revoked for fraud, misrepresentation, or other violation of College standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.
 - l. *Withholding Degree or Certificate* — The College may withhold awarding a degree otherwise earned until the completion of the process set forth in this Student Code of Conduct, including the completion of all sanctions imposed, if any.
- 2. More than one of the sanctions listed above may be imposed for any single violation.
 - 3. The following sanctions may be imposed upon groups of organizations:
 - a. Those sanctions listed above in article IV (C)(1) (a-l).
 - b. Loss of selected rights and privileges for a specified period of time.

- c. Deactivation. (Loss of all privileges may be issued, including College recognition, for a specified period of time.)
4. Once the Judicial Board has determined that a student and/or group or organization has violated the Student Code, the sanction(s) shall be recommended by the Judicial Board to the Chair. The Chairperson shall make a final determination of the sanction to be imposed, taking into consideration the Judicial Board's recommendations.
5. Following the Judicial Board hearing, the Vice President of Student Services (or designee) shall notify the Respondent, group and/or organization in writing of the decision/finding and of the sanction(s) imposed, if any, by the Judicial Board.

D. Interim Suspension

In certain circumstances, the Vice President of Student Services (or a designee), may impose a College suspension prior to a Judicial Board hearing.

1. Interim suspension may be imposed only in the following circumstances:
 - a. to ensure the safety and well-being of members of the College community or preservation of College property; or
 - b. to ensure the student's own physical or emotional safety and well-being; or
 - c. if the student poses an ongoing threat of disruption of, or interference with, the normal operations of the College.
2. Interim suspension will take effect immediately upon the direction of the Vice President of Student Services (or a designee) and may last through the completion of the conduct process.
3. During the interim suspension, a student shall be denied access to the campus and premises (including classes) and/or all other College activities or privileges for which the student might otherwise be eligible, as the Vice President of Student Services (or a designee) may determine to be appropriate.
4. The interim suspension does not replace the regular process, which shall proceed on the normal schedule, up to and including the completion of the Judicial Board hearing, if required.
5. An interim suspension may be appealed to the Vice President of Student Services in writing within five business days of the date the interim suspension was imposed. The interim suspension shall remain in place during the pendency of the appeal. The decision of the Appellate Officer will be final.

E. Appeals

A decision reached by the Vice President of Student Services (or a designee) may be appealed by either the Complainant or the Respondent within five (5) business days of the decision. Such appeals shall be in writing via letter or college-generated email to the Vice President of Student Services Office. The Vice President will forward the case to a Judicial Board for review.

In matters in which the Judicial Board made the initial determination, the Complainant or Respondent may appeal the decision, in writing, within five (5) business days to the Vice President of Student Services. The appeal will then be reviewed by an Appellate Officer of the College.

During an appeal, the sanctions imposed will remain in effect.

Appeals are only permitted for the following reasons:

1. A material deviation from written procedures that jeopardized the fairness of the process.
2. New evidence, which was not reasonably available prior to the determination being made and which could affect the outcome, has become available.
3. A demonstrable bias by the Vice President of Student Services and/or a member(s) of the Judicial Board.
4. A sanction that is (substantially) disproportionate to the severity of the violation

The Judicial Board or Appellate Officer, as appropriate, will review each accepted basis of appeal and determine whether to grant or deny the appeal. A written notification will be sent to party(s) within ten (10) business days of the date the party's appeal was due.

If an appeal is upheld, the matter shall be returned to the Vice President of Student Services to reopen the hearing to allow for reconsideration of the original determination and/or sanctions. All attempts will be made to assign a new Judicial Board in cases of bias. If an appeal is not upheld, the matter shall be considered final and binding upon all involved.

F. Retaliation

The College seeks to foster an environment in which all employees and students feel free to report incidents of misconduct without fear of retaliation or reprisal. Therefore, the College

strictly prohibits retaliation against any individual for filing a complaint or for participating in an investigation or hearing. Retaliatory conduct constitutes a violation of this Student Code.

Any student who believes that they have been harassed or retaliated against in violation of this policy should immediately report such incidents to the Vice President of Student Services.

All allegations of retaliation will be thoroughly investigated. If it is determined that retaliation has occurred, the College will take all reasonable steps within its power to stop such conduct. Individuals who engage in retaliatory conduct are subject to disciplinary action, up to and including expulsion.

ARTICLE V: INTERPRETATION AND REVISION

- A. Any question of interpretation or application of the Student Code shall be referred to the Vice President of Student Services (or a designee) for final determination.
- B. The Student Code shall be reviewed every year under the direction of the Vice President of Student Services (or a designee).

Campus Unrest, Dissent, and Protest (Policy 3.44)

Glen Oaks Community College is categorically committed to the concept of individual and group freedom - so long as freedom of thought and/or action does not infringe upon or abuse the freedoms, rights and privileges of other individuals or groups. It is within the context of this commitment that the following statement is issued.

Campus violence already threatens some colleges and universities in a way that could cripple their freedom for many years. Even so we must be mindful of the dangers in laying out inflexible guidelines about unacceptable conduct or in specifying the precise moment when a hazard to the institution is such that civil authority must be called upon.

If one central theme or thread can be extracted from the fabric of campus and student unrest, it would reveal problems occur when communication breaks down or is lacking. Students should not only be given substantial autonomy, but also participate in matters of general educational policy, especially in curricular affairs. Since increased participation contributes to effective decision making, students should serve in a variety of roles on committees. Effective student representation will not only improve the quality of decisions, but also ensure their acceptability to the student body.

Every attempt must be made to establish effective communications so that policy questions, grievances and/or disciplinary problems can be aired by the college community. To this end, violations and/or violators of individual or group freedom will be referred to the President to hear, weigh, evaluate, and recommend as is necessary by the evidence at hand in solving the problem and attaining the objective.

Students must know that they cannot be shielded from the consequences of their behavior, especially when it violates the laws of society at large. They must recognize and respect the rights of other students as they seek rights and privileges for themselves. Threats, violence, coercive disruption of classes and events, and similar acts that tread on the rights of others are intolerable.

Mindful of the concerns of the general public as well as the state legislature the following information, entitled Act #26 of the Public Acts of 1970 of the State of Michigan, is reproduced herein.

ACT #26 OF THE PUBLIC ACTS OF 1970

AN ACT to provide penalties for certain conduct at public institutions of higher education.

The People of the State of Michigan enact:

Sec. 1. A person is guilty of a misdemeanor, punishable by a fine of not more than \$500.00, or by incarceration in the county jail for not more than 30 days, or both:

- (a) When the chief administrative officer of a publicly owned and operated institution of higher education, or his designee, notifies the person that he is such officer or designee, and the person is in violation of the properly promulgated rules of the institution; and
- (b) When the person is in fact in violation of such rules; and
- (c) When, thereafter, such officer or designee directs the person to vacate the premises, building or other structure of the institution; and
- (d) When the person thereafter willfully remains in or on such premises, building or other structure; and
- (e) When, in so remaining therein or thereon, the person constitutes (1) a clear and substantial risk of physical harm or injury to other persons or of damage to or destruction of the property of the institution, or (2) an unreasonable prevention or disruption of the customary and lawful functions of the institution, by occupying space necessary therefore or by use of force or by threat of force.

Sec. 2. A person is guilty of a misdemeanor, punishable by a fine of not less than \$200.00 and not more than \$1,000.00 or by incarceration in the county jail for not more than 90 days, or both, who enters on the premises, building or other structure of a publicly owned and operated institution of higher education, with the intention to, and therein or thereon does in fact, constitute (a) a clear and substantial risk of physical harm or injury to other persons or of damage to or destruction of the property of the institution, or (b) an unreasonable prevention or disruption of the customary and lawful function of the institution, by occupying space necessary therefore or by use of force or by threat of force.

Sec. 3. This act shall take effect August 1, 1970.

This act is ordered to take immediate effect.

The following act or acts could or might necessitate invoking the trespass law but not be necessarily limited to it:

Destruction of or willful damage to institutional property, grounds, or facilities:

Where responsibility can be ascertained, resultant action should evolve through "due process" with local and/or state agencies. Restitution if and when practicable will be considered. Suspension and/or dismissal action may be instituted by proper authority.

Disruption of or undue distractive influences within an organized classroom situation:

Any person or persons when in the opinion of the instructor are not contributing to or are distracting from the educational atmosphere of the class or logical pursuit thereof shall be removed and/or denied access thereto with resultant notification to the Vice President of Academics and the Vice President of Student Services.

Barricading or causing to prevent free access to or egress from any area of the campus including but not exclusive of classrooms, office areas, corridors, stairways, library areas, student center, maintenance and service areas, and roadways:

After ample opportunity and notification by proper authority has been afforded to and no response and/or action resulted there from, physical apprehension and eviction by proper authority shall be affected. Length of time interval from notification to desist from, to notification of proper authority not to exceed three (3) minutes duration. Suspension and/or dismissal action may be instituted by proper authority.

Disruptive action prior to, during or subsequent to an address, performance, event, or ceremony:

Any person who interferes with access to or egress from a performance of an address, ceremony, athletic event, or any college sanctioned activity and/or interferes with the continuity of an address, performance or event shall be considered to be preventing or disrupting the customary and lawful function of the institution. Suspension and/or dismissal action may be instituted by proper authority.

Readmission to a class or function after having been removed or suspended there from:

Any student has the absolute right to attend a class in which he is duly enrolled unless he/she has abrogated that right. Final permission for readmission rests with the instructor and/or designated responsible person involved acting in conjunction with the Vice President handling the incident. Offenders in this regard should be handled in the same manner as a disruptive or distractive influence.

The right of student dissent or protest within the confines of a building or on the grounds of Glen Oaks Community College:

The right of peaceful dissent and protest should be and will be honored as long as it does not interfere in the rights of others to pursue an education, access to normal working stations, or bring discredit upon the institution and the customary and lawful functions of the institution.

The possession, use of, or causing to bring firearms, dangerous weapons, or explosive agents within the confines of a building or onto the grounds of Glen Oaks Community College is expressly prohibited:*

Any person or persons who are in violation of the above shall, through due process, be subject to suspension and/or dismissal action and will necessitate immediate notification of violation and of proper legal authority of said violation.

Violations of Act #26 of the Public Acts of 1970; The Employees Trespass Law or any of the above rules and regulations of Glen Oaks Community College will result in immediate suspension of said employee and if substantiated through due process by duly constituted legal authority will be grounds for termination of said employment. Student violations will result in suspension and if substantiated, possible expulsion in the future from college classes and events.

*See Resolution and Policy Amendment 3.32.

In the event that it is necessary to inform certain individuals they are in violation of Act #26 of 1970, the following format is to be used:

"My name is, _____ and I am the designee of the President of Glen Oaks Community College and I am also the agent of the owner of the property upon which you are now standing. I hereby notify you, and each one of you individually, that all persons in this group are in violation of the properly promulgated rules of Glen Oaks Community College, specifically that . Any right that you have to use these premises is hereby suspended, whether you are a student or not, and acting on behalf of Glen Oaks Community College and on behalf of the owner of this property, I hereby instruct each and every one of you, whether or not you are a student, to immediately vacate and depart from this property. If you fail to do so, you will immediately be arrested and prosecuted for violating the laws of the State of Michigan relative to trespassing and to conduct upon the property of institutions of higher education."

Alcohol and Drug Abuse (Policy 3.40)

PHILOSOPHY

The Glen Oaks Community College Board of Trustees certifies and pledges that it will provide a drug-free workplace and learning environment for its employees and students. This pledge is in compliance with the Drug-Free Workplace Act of 1988, 34 CFR Part 85, Subpart F and the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226).

Glen Oaks Community College recognizes that clear evidence exists that the misuse and abuse of alcohol and drugs can erode the foundation of the College's goals and objectives and can diminish the attainment of intellectual, social, physical, and moral growth and development. Glen Oaks is committed to a healthy and productive college environment by providing free literature and abuse referral services.

STANDARDS of CONDUCT

The Glen Oaks Community College Board of Trustees prohibits the possession, use, distribution, dispensing and unlawful manufacturing of illegal drugs, narcotics, or controlled substances on the College campus, in student housing, or at any College-approved student activity (i.e., College-approved student travel and for overnight stays).

Recreational Marijuana and marijuana prescribed for medicinal purposes is also prohibited on the College campus, in student housing, or at any College-approved student activity. GOCC receives federal funding through Title IV in the form of student financial aid (grants, loans, and work-study programs) and through federal research grants. As a condition of accepting these funds, the College is

required to certify that it complies with the Drug-Free Schools and Communities Act (DFSCA) (20 U.S.C. 1145g part 86 of the Drug and Alcohol Abuse Prevention Regulations). The federal government regulates drugs through the Controlled Substances Act (CSA) (21 U.S.C. A 811) which does not recognize the difference between medical and recreational use of marijuana. Thus, to comply with the Federal Drug Free School and Communities Act and to avoid losing federal funding, Glen Oaks Community College must prohibit all marijuana use, including medical marijuana.

No alcohol or other intoxicating liquors shall be kept, used, or consumed On-Campus, in student housing, or at any College-approved student activity (i.e., College-approved student travel and/or overnight stays), except at approved functions.

Persons who are on the College campus and who appear to be under the influence of alcoholic beverages, narcotics, or drugs, will be removed from the College campus.

Any person taking prescription drugs or over-the-counter medication is individually responsible for ensuring that while taking the drug or medication, he/she is not a safety risk to themselves or others while on College property, at College-related events, while driving a College or privately owned vehicle while engaged in College business. It is illegal to misuse prescribed drugs contrary to the prescription or to give or sell the prescribed drug(s) to another person.

LEGAL SANCTIONS

Glen Oaks Community College abides by all local, state, and federal laws and may ask an appropriate law enforcement agency to impose appropriate sanctions if a violation of any local, state, or federal law shall take place on the College campus or at any College function.

When there is probable cause, which is based upon credible information, Glen Oaks Community College may require that a student or employee be tested for alcohol or drugs. The failure to submit to a breathalyzer test for alcohol or a urinalysis test for drugs may result in disciplinary action. The words “probable cause” as used herein shall be defined as a reasonable basis for the formulation of a belief that an individual is using and/or abusing alcoholic beverages or illegal drugs. The words “credible information” is defined as including, but not limited to, the following “warning signs”:

1. Excessive absenteeism or tardiness;
2. Excessive illness;
3. Deteriorating or inconsistent work performance;
4. Increased carelessness;
5. Decrease in attention span, especially after breaks or lunch;

6. Frequent brushing of the teeth or use of mouthwash, breath spray, breath mints or other breath fresheners, especially before conferences with instructors or administrators;
7. Substantial increase in use of the rest room or water cooler;
8. Avoidance of instructors, administrators, or other students, especially if this is a recent change in behavior.
9. Deteriorating or inconsistent attention to personal grooming and neatness;
10. Financial problems, especially if the student has not previously had such problems;
11. Frequent licking of the lips;
12. Nervousness, especially when discussing work performance or personal life;
13. Gastric disturbances or change in appetite;
14. Insomnia;
15. Moody behavior or "mood swings";
16. Unexplainable bruised and/or puffy skin, especially in the face;
17. Dilated pupils;
18. Slurred or incoherent speech;
19. Lack of dexterity;
20. Uncontrollable crying or laughing.

Glen Oaks Community College students and employees can assist in the detection of the use and/or abuse of alcohol and drugs by looking for these "warning signs". Students or employees who use and/or abuse alcoholic beverages and/or drugs while On-Campus, in student housing, or while attending a College-approved student activity shall be subject to sanctions that may include any of the following: verbal warning, written letter of censure, suspension or immediate dismissal (should the behavior be both improper and a potential threat to the College or the College community). A student convicted of a drug-related offense under federal or state law may also become ineligible for federal student aid under federal law.

PRE-EMPLOYMENT DRUG TESTING

In order to strive toward a drug-free workplace, Glen Oaks Community College will require a pre-employment urinalysis for new employees. This applies to all full-time and part-time permanent positions at Glen Oaks Community College. The urinalysis will be performed by a reputable clinical laboratory, the expense of which will be assumed by Glen Oaks Community College. If the urinalysis registers a positive result (the presence of narcotics or illegal drugs), the candidate will not be hired.

EMPLOYEE ALCOHOL and DRUG USE

Any employee who consumes alcoholic beverages while actively engaged in carrying out the duties and responsibilities of their employment (excluding College-sponsored "entertainment" functions

which employees may attend in connection with their employment), and any employee who uses illegal drugs while in the course of employment, shall be subject to sanctions as outlined in the appropriate Collective Bargaining Agreements and/or the Glen Oaks Community College Policy Manual. Violations by faculty or staff may result in disciplinary action up to and including termination of employment. Employees who have CDL will be required to undergo mandatory random drug/alcohol testing as notified by the HR Department. If a Glen Oaks Community College employee is convicted of violating a criminal drug statute (non-alcohol related) on the College campus, or at a College function, that employee must notify Glen Oaks within five (5) days after such conviction. Within thirty (30) days after such conviction, Glen Oaks shall take one of the following actions: (1) take appropriate personnel action against the employee up to and including termination; and/or (2) require the employee to satisfactorily participate in an approved drug abuse assistance or rehabilitation program. Glen Oaks Community College shall also notify the appropriate agency of the Department of Education within ten (10) days after the conviction.

ALCOHOL and DRUG EDUCATION, PREVENTION and REFERRAL

Glen Oaks Community College is committed to addressing the problem of substance abuse through education, prevention, and referral. The President of the College will designate a Glen Oaks Community College employee as the Substance Abuse Counselor. The Substance Abuse Counselor will annually coordinate/organize and make available free literature to students and employees. This information will include: (1) standards of conduct, (2) a description of the legal sanctions, (3) a description of the health risks, (4) a description of drug or alcohol programs available to students and employees, and (5) a clear statement of the Glen Oaks Community College sanctions it may impose on students and employees. The Substance Abuse Counselor will provide initial counseling and limited supportive services. The primary goal of the Substance Abuse Counselor is to provide the student or the employee with a referral for treatment or rehabilitation. Once a referral is made, the Substance Abuse Counselor shall provide the appropriate follow up.

College employees or students who exhibit "warning signs" of drug/alcohol misuse or abuse in the workplace and who refer themselves for assistance will be supported, educated, and referred to appropriate agencies for treatment. Those employees or students who are diagnosed as drug or alcohol misusers or abusers shall receive the same consideration and opportunity for treatment that is extended to persons with any other type of illness. Confidentiality shall be maintained and no adverse effects to an employee or a student shall result based upon a request for treatment or a diagnosis of misuse or abuse.

If an employee has been referred to the Substance Abuse Counselor by a supervisor or if a student has been referred to the Substance Abuse Counselor by an instructor or a College administrator and if treatment is recommended and treatment is refused or terminated, the fact of such refusal or termination of treatment shall be made known to the individual who referred the employee or student to the Substance Abuse Counselor. If an employee or a student (1) refuses to accept diagnosis and treatment, or (2) fails to respond to treatment, and if the result of such refusal or failure is such that job performance, behavior On-Campus or learning ability is affected, that person shall be considered in violation of College policies and shall be subject to discipline.

Additional information about the physical and psychological consequences of substance abuse is available in the Glen Oaks Learning Commons and through the Glen Oaks Community College Substance Abuse Counselor in Student Services. Glen Oaks Community College also works closely with the Substance Abuse agencies in the area.

Glen Oaks Community College will review its Drug and Alcohol Prevention Program every two (2) years in an attempt to determine its effectiveness and to implement changes as needed.

Sex/Gender-Based Discrimination and Harassment Policy [Title IX] (Policy 3.95)

Introduction

Glen Oaks Community College ("Glen Oaks" or "the College") believes that every student and staff member, regardless of their gender, is entitled to equal educational opportunity and a safe environment in which to learn and work. This means that all members of the college community have the right to be free from all forms of sex/gender discrimination, harassment and retaliation. The term "sexual harassment" in this Policy includes sexual assault dating violence, domestic violence, and stalking (as those offenses are defined in the Clery Act, 20 U.S.C. 1092(f) and the Violence Against Women Act, 34 U.S.C. 1229(a)) and any other form of discrimination based upon sex that would violate Title IX of the Civil Rights Act.

This Policy is intended to: define what qualifies as sex discrimination, harassment and retaliation under Title IX; establish a mechanism for responding to complaints, including supportive measures that may be available to all involved parties; and outline the remedial efforts the College may take to end any sex discrimination, harassment or retaliation that has occurred, prevent its recurrence and address any continuing effects on an affected person.

SECTION 1: Scope and Jurisdiction of Policy

The College's Sex/Gender-Based Discrimination and Harassment Policy applies to all faculty, employees, students, and other individuals participating in or attempting to participate in Glen Oaks Community College program or activities, including education and employment.

This policy applies to all education programs and activities (defined as including locations, events, or circumstances in which the College exercises substantial control over both the Respondent and the context in which the conduct occurred), circumstances where the College has disciplinary authority, and to misconduct occurring within any building owned or controlled by a College-recognized student organization. This Policy also prohibits retaliation against a person who makes a good faith complaint of sex discrimination or harassment under this Policy. Alleged sexual harassment that occurred outside of the College's education program or activity cannot be resolved through the grievance procedures described in this Policy but may be addressed through the College's Code of Conduct.

All reports of sexual discrimination, harassment or retaliation will be handled by one of the College's Title IX Coordinators:

Danielle Stone

Dean of Student Engagement

dstone@glenoaks.edu

269-294-4274

Jamie Yesh

Executive Director of HR

jyesh@glenoaks.edu

269-294-4229

Candy Bohacz

Associate Director of HR

cbohacz@glenoaks.edu

269-294-4232

Complaints under this Policy may be made to any of the Title IX Coordinators. The Title IX Coordinator in the Student Services Office will take the lead role in administering this Policy but may involve the Title IX Coordinator(s) in the Administrative Office on complaints that involve employees or if the involvement of a different Title IX Coordinator is otherwise appropriate. In the event an incident involves alleged misconduct by a Title IX Coordinator, reports should be made to another Title IX Coordinator or the President of the College. Individuals experiencing harassment or discrimination also have the right to file a formal complaint with government authorities:

Office for Civil Rights (OCR)

400 Maryland Avenue, SW

Washington, DC 20202-1100

Customer Service Hotline #: (800) 421-3481

TDD#: (877) 521-2172

Email: OCR@ed.gov

U.S. Department of Justice Civil Rights Division
Educational Opportunities Section, PHB
Washington, D.C. 20530
Telephone: (202) 514-4092 or 1-877-292-3804 (toll-free)

SECTION 2: Definitions

Advisor: A person chosen by a party or appointed by the institution to accompany the party to meetings related to the grievance process, to advise the party on that process, and to conduct cross-examination for that party at the hearing as needed. This person may be, but need not be, an attorney.

Complainant: The individual who is alleged to be the victim of conduct that could constitute sexual discrimination or harassment.

Consent: Clear, knowing and voluntary agreement. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable, clear permission regarding willingness to engage in (and the conditions of) sexual activity.

1. Consent to any one form of sexual activity cannot automatically imply consent to any other forms of sexual activity.
2. Previous relationships or prior consent cannot imply consent to future sexual acts.
3. In order to give effective consent, one must be of legal age and have the mental/physical capacity to consent. A person may be unable to consent due to consumption of drugs or alcohol.

Coercion: Unreasonable pressure for sexual activity. Coercive conduct, if sufficiently severe, can render a person's consent ineffective, because it is not voluntary. Coercion is evaluated based on the frequency, intensity, isolation, and duration of the pressure involved.

Formal Complaint: A document filed by a 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.

Respondent: The individual who has been reported to be the perpetrator of conduct that would constitute sexual harassment or discrimination.

Retaliation: The act of intimidating, threatening, coercing or discriminating against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual made a report or complaint, testified, assisted or participated (or refused to participate) in any manner in an investigation, proceeding or hearing related to Title IX or this Policy. Intimidation, threats, coercion or discrimination – including making charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment but arise out of the same facts or circumstances as a report of complaint of sex discrimination or a report or formal complaint of sexual harassment for the purpose of interfering with any right or privilege secured by Title IX – constitutes retaliation.

The exercise of rights protected under the First Amendment does not constitute retaliation. Nor is it retaliation to charge an individual with a Code of Conduct violation if the College finds that the individual made a materially false statement in bad faith in the course of a grievance proceeding under this Policy, provided that a determination regarding responsibility, standing alone, is not sufficient to conclude that any party made a materially false statement in bad faith. Retaliation will not be tolerated and may result in severe sanctions, including discipline, suspension, expulsion, termination of employment or revocation of tenure, or an additional charge.

Sanctions: Consequences imposed on a respondent following a determination under Title IX that the respondent violated the College's prohibition on sex discrimination.

Sex Discrimination: Unequal treatment based on sex with respect to an individual's access to or participation in the College's education programs or activities, as prohibited by Title IX.

Sexual Harassment: Conduct on the basis of sex where at least one of the following occurs:

- An employee of the College makes providing an aid, benefit or service of the College conditional upon an individual's participation in unwelcome sexual conduct (Quid pro quo harassment);
- There is unwelcome conduct on the basis of sex that a reasonable person would deem so severe, pervasive and objectively offensive that it effectively denies a person equal access to the College's education program or activity (hostile environment harassment); or
- An individual is subjected to "sexual assault," as defined by the Clery Act, which is classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. That is further defined as:
 - Sex Offenses, Forcible: Any sexual act directed against another person without the consent of the Complainant, including instances in which the Complainant is incapable of giving consent.

- Forcible 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 Complainant.
- Forcible Sodomy: Oral or anal sexual intercourse with another person forcibly, and/or against that person's will (non-consensually), or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Sexual Assault with an Object: The use of an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly, and/or against that person's will (non-consensually) or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Forcible Fondling: The touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly and/or against that person's will (non-consensually) or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Sex Offenses, Non-forcible:
 - • Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Michigan law.
 - Statutory Rape is Non-forcible sexual intercourse with a person who is under the statutory age of consent of Michigan.
- An individual is subjected to "dating violence," defined in 34 U.S.C. 12291(a)(10) as:
 - Violence on the basis of sex committed by a person who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.
 - The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
 - For the purposes of this definition
 - Dating violence includes, but is not limited to emotional, psychological, sexual or physical abuse or the threat of such abuse.
 - Dating violence does not include acts covered under the definition of domestic violence.
- An individual is subjected to "domestic violence," defined in 34 U.S.C. 12291(a)(8) as:

- Violence on the basis of sex committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, or by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Michigan, or by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Michigan.
- To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.
- An individual is subjected to "stalking," defined in 34 U.S.C. 12291(a) (30) as:
 - Engaging in a course of conduct on the basis of sex directed at a specific person that would cause a reasonable person to fear for the person's safety, or the safety of others; or suffer substantial emotional distress.
 - For the purposes of this definition:
 - Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
 - Reasonable person means a reasonable person under similar circumstances and with similar identities to the complainant.
 - Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling

Sexual orientation: Sexual identity in relation to the gender to which a person is attracted.

Supportive measures: Individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to:

- a. Restore or preserve that party's access to the recipient's education program or activity, including measures that are designed to protect the safety of the parties or the recipient's educational environment; or
- b. Provide support during the recipient's grievance procedures or during an informal resolution process.

Students with disabilities are not obligated to disclose their disability nor request disability-related modifications. However, if a student does reveal their disability status to the Title IX Coordinator, the Coordinator is encouraged to discuss available support options with the student, which may include services provided by the College's Disability Support Services Office.

Examples of 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 parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus and other similar measures. These measures will be kept confidential, to the extent maintaining that confidentiality does not impair the College's ability to provide the supportive measures.

SECTION 3: Reporting Sexual Harassment, Discrimination, or Retaliation

In order to make informed choices, it is important to be aware of confidentiality and mandatory reporting requirements when consulting campus resources. All non-confidential college employees (student employees, faculty, staff, administrators) are required to immediately report information about conduct that reasonably may constitute sex discrimination, harassment, or retaliation to a Title IX Coordinator.

Individuals may report sex discrimination, harassment, or retaliation in the following manner:

Confidential Reporting

If a reporting person would like the details of an incident be kept confidential, they should speak with a licensed counselor, members of the clergy and chaplains, or off-campus rape crisis resources, such as Domestic and Sexual Abuse Services at 1-800-828-2023 (crisis line).

On-Campus, licensed counselors can maintain confidentiality – meaning they are not required to report actual or suspected discrimination, harassment, or retaliation to appropriate university officials - thereby offering options and advice without any obligation to inform an outside agency or individual unless a victim has requested information to be shared.

Those who are able to maintain confidentiality will do so except in extreme cases of immediate threat or danger or in the abuse of a minor.

If you are unsure of someone's duties and ability to maintain your privacy, ask them before you talk to them. They will be able to inform you of their duties, and help you make decisions about who can best assist you.

Personally identifiable information will be shared in the event that the incident reveals a need to protect you or other members of the community. If personally identifiable information is shared, it will only be shared as necessary with as few people as possible, and all efforts will be made to protect your privacy.

Formal Reporting

Reporting parties are encouraged to file a formal complaint of sexual harassment, discrimination or retaliation at www.glenoaks.edu ([http:// www.glenoaks.edu/](http://www.glenoaks.edu/)) by clicking on the [Report a Concern tab on the home page](#). This report submits to the College's Title IX Coordinator, who will review the allegations made and determine if they fall within the scope of this Policy or would constitute some other Code of Conduct violation. Reporting parties may also contact a Title IX Coordinator (as described above), or another school administrator with whom the reporting party feels comfortable, to make a complaint. Students and employees have the right to have incidents of sexual harassment, discrimination or retaliation investigated and properly resolved through a grievance process. Information will be shared as necessary with the Complainant, Respondent, and appropriate college administrators who play a role in the grievance process.

If a Complainant wishes to remain anonymous, does not wish for an investigation to take place, or does not want a formal resolution to be pursued, the victim may make such a request to the Title IX Coordinator, who will evaluate that request in light of the duty to ensure the safety of the campus and comply with federal law. In cases indicating pattern, predation, threat, weapons and/or violence, the College will likely be unable to honor a request that no investigation take place but will maintain confidentiality to the extent possible. In cases where the victim requests confidentiality and the circumstances allow the College to honor that request, the College will offer supportive measures but will not otherwise pursue formal action. A Complainant has the right, and can expect, to have reports taken seriously by the College, and when formally reported, to have those incidents investigated and properly resolved through these procedures.

Time Limits on Reporting

There is no time limitation on providing notice/complaints to the Title IX Coordinator. However, if the Respondent is no longer subject to the College's jurisdiction and/or significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or impossible.

Acting on notice/complaints significantly impacted by the passage is at the discretion of the Title IX Coordinator, who may document allegations for future reference, offer supportive measures and/or remedies, and/or engage in informal or formal action, as appropriate.

When notice/complaint is affected by significant time delay, the College will typically apply the Policy in place at the time of the alleged misconduct and the procedures in place at the time of notice/complaint.

SECTION 4: College Reporting Obligations

Title IX Employee Reporting Obligations

All non-confidential college employees (student employees, faculty, staff, administrators) are required to immediately report information about conduct that reasonably may constitute sex discrimination, harassment, or retaliation to a Title IX Coordinator.

Federal Statistical Reporting Obligations

Certain campus officials have a duty to report sexual misconduct for federal statistical reporting purposes (Clery Act). All personally identifiable information is kept confidential, but statistical information must be passed along to campus law enforcement regarding the type of incident and its general location for publication in the annual Campus Security Report. This report helps to provide the community with a clear picture of the extent and nature of campus crime, to ensure greater community safety. Mandated federal reporters include: student/conduct affairs, campus law enforcement, local police, coaches, student activities staff, human resources staff, academic advisors, advisors to student organizations and any other official with significant responsibility for student and campus activities. The information to be shared includes the date, the location of the incident using Clery location categories and the Clery crime category. This reporting protects the identity of the victim and may be done anonymously.

Federal Timely Warning Reporting Obligations

Victims of sexual misconduct should also be aware that college administrators must issue immediate timely warnings for incidents reported to them that pose a substantial threat of bodily harm or danger to any member of the campus community. The College will make every effort to ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger. The reporters for timely warning purposes are exactly the same as detailed in the above paragraph.

SECTION 5: Grievance Process for Sex Discrimination

Any student or staff member who believes that they have been subjected to (or witnessed) sex discrimination in any program or activity of the College should report that concern at www.glenoaks.edu by clicking on the Report a Concern tab on the home page. This report goes to the College's Title IX Coordinator, who will review the allegations made and determine if they fall within the scope of this Policy or would constitute some other Code of Conduct violation. Reporting parties may also contact a Title IX Coordinator (as described above). If the concern involves a Title IX Coordinator and the Complainant does not feel comfortable reporting to one of the other Title IX Coordinators, a report may be made to the President of the College.

Within five (5) business days of receiving a complaint, the Title IX Coordinator will determine whether any supportive measures are necessary, work on implementing those supportive measures, and initiate an investigation. The investigation, which will be conducted by the Title IX Coordinator or designee, will include interviews of witnesses deemed necessary by the investigator as well as review of relevant evidence. Absent unusual circumstances (e.g., unavailability of witnesses), the investigation will be completed within 60 business days. At the conclusion of the investigation, the investigator will prepare a report that summarizes the factual evidence gathered and makes a determination of whether there is sufficient evidence to conclude—by a preponderance of evidence (i.e. “more likely than not”) - that sex discrimination occurred in one of the College's programs or activities.

If the Title IX Coordinator did not act as the investigator, the investigator will provide a copy of the Report to the Title IX Coordinator and the parties. Within five (5) business days of receiving the report, the Title IX Coordinator (if not the investigator) will adopt, modify or reject the investigator's conclusions and provide notice to the parties of that decision. The Title IX Coordinator will also determine what remedial actions (if any) may be necessary to end any sex discrimination that occurred, prevent its recurrence and redress any continuing effects of the discrimination.

Both parties will have the right to file a written appeal of the Title IX Coordinator's decision to the President of the College. An appeal must be submitted, in writing, to the Title IX Coordinator within five (5) business days after the date of the Title IX Coordinator's report or notification. The decision of the President is final.

Retaliation against a person for making a good faith complaint of sex discrimination is strictly prohibited. Any complainant who believes that he/she has been retaliated against for making a complaint of sex discrimination under this Policy should notify the Title IX Coordinator and that complaint will be handled according to the grievance procedures provided in this Section.

SECTION 6: Grievance Process for Sexual Harassment

A formal complaint of sexual harassment may be filed with the Title IX Coordinator in person, by mail, by email or by using the contact information for the Title IX Coordinator described above, but the College strongly encourages submission of reports through the Report a Concern option at www.glenoaks.edu. The Title IX Coordinator reserves the right to file a formal complaint should the complainant decline to file a formal complaint. The Title IX Coordinators are the school officials charged with authority to institute corrective measures for violation of this Policy, but all College employees are obligated to report incidents of sexual harassment of which they become aware, unless they have a recognized confidentiality privilege, such as serving as a licensed counselor for the College. Further, students and guests who have observed or been made aware of sexual harassment are encouraged to report such incidents.

The formal complaint should clearly and concisely describe the conduct that the complainant believes constitutes sexual harassment; the identities of the parties involved in the incident, if known; the date and location of the incident, if known; and the desired remedy sought. The formal complaint should contain the name and contact information for the complainant if available. Any supporting documentation and evidence should be referenced within the body of the formal complaint. Additionally, the complainant should submit any supporting materials as quickly as is practicable.

Part I: Actions upon Receipt of a Formal Complaint

Upon receipt of a formal complaint, the Title IX Coordinator will:

1. Initiate the investigation process by reviewing the allegations contained in the formal complaint. The formal complaint will be dismissed for lack of jurisdiction if the conduct alleged (1) would not constitute sexual harassment, as defined by Title IX regulations and described in this Policy, even if proved; (2) did not occur in the College's education program or activity; *or* (3) did not occur against a person in the United States. The Title IX Coordinator will, however, consider whether the alleged conduct may violate the College's Code of Conduct, and if it may, refer the complaint for handling under the Code of Conduct.
2. Review if any immediate steps need to be taken for the safety of any student or other individual arising from the report of sexual harassment. If emergency removal is necessary due to an immediate threat to physical health or safety, the Title IX Coordinator will provide respondent(s) with notice of the decision to remove respondent(s) from campus and the opportunity to challenge the decision immediately following the removal.

3. Provide a Notice of Allegation to the parties of:
 - a. The College's grievance process, including the informal resolution process;
 - b. The sexual harassment allegations, including the identities of the parties involved, if known; the conduct alleged to be sexual harassment; and the date and location of the incident, if known. If, during the course of the investigation, the College decides to investigate additional allegations that were not included in this initial notice, the College will provide notice of those additional allegations to the parties.
 - c. The fact that the respondent is presumed not responsible for the alleged conduct and that a determination of responsibility will be made at the conclusion of the grievance process;
 - d. Retaliation is prohibited.
 - e. The parties' right to have an advisor of their choice, who may be, but is not required to be, an attorney and who will be permitted to inspect and review evidence obtained as part of the investigation that is directly related to the allegations made in the formal complaint;
 - f. The provisions in the College's Code of Conduct that prohibits making false statements or knowingly submitting false information during the grievance process.
4. Provide supportive measures, as needed, to both the complainant and respondent.
5. Assign an investigator to the case
 - a. The investigator may be one or more individuals. If there is more than one investigator, they shall be present at all meetings. The assigned investigator(s) will have received all requisite training and will be free of bias and conflict of interest.
6. Monitor the investigation's progression and completion.

Part II: Formal Investigation Process and Protections

Within five (5) business days of the College's receipt of a formal complaint, the investigator will initiate an investigation. The investigator will ensure that the burden of proof and gathering of evidence rests on the College, not the parties, understanding that the College cannot access, consider, disclose or otherwise use a party's treatment records without that party's voluntary, written consent.

Each of the parties will have an equal opportunity to present evidence and witnesses, including fact and expert witnesses. The investigator will not restrict the ability of either party to discuss the allegations under investigation or their ability to gather and present relevant evidence.

The investigator will conduct interviews (and follow-up interviews, as needed) with the parties and relevant witnesses. Prior to any investigative interview or other meeting where a party is invited or expected to attend, the investigator will provide advance, written notice of the date, time, location, participants and purpose of the meeting, with sufficient time for the party to prepare to participate.

Absent unusual circumstances (e.g, school closure, unavailability of witnesses, delay caused by criminal investigation), the investigation will be completed within 60 business days. Any time the general timeframe for resolution outlined in this Policy will be delayed, the College will provide written notice to the parties of the delay, the cause of the delay, and the anticipated time needed as a result of the delay.

Part III: Investigation Meeting Details

1. Each meeting will be held privately and closed to the public. At no time during the investigation will the respondent and the complainant be in the same room.
2. These meetings are entirely administrative in nature and are not considered legal proceedings.
3. The parties will be allowed an advisor of their choice to be present during all administrative meetings and hearings.
 - a. The complainant and respondent must select an advisor of their choice, which, at their own expense, may include an attorney.
 - i. If either party does not have an advisor, the College will provide one at the request of the student at no cost to the involved party.
 - ii. All advisors provided by the college are employees who are trained to serve in this function. The college will not provide legal counsel for the student.
 - iii. If an involved party is a minor, a parent/guardian, as well as an advisor, may attend all meetings.
 - b. During investigative meetings, the advisor may only speak with their party in a way that does not disrupt the meeting. At no time will they be allowed to speak on behalf of the party unless deemed necessary or appropriate by the Investigator.

Part IV: Investigation Summary Report

At the conclusion of the formal investigation, the investigator will complete an investigation summary report. Prior to completion of the report, the investigator will send each party and advisor (by electronic format or hard copy) a copy of the evidence obtained during the investigation that directly relates to the allegations in the formal complaint, regardless of the source of that evidence or whether the investigator intends to rely upon it. The parties will be given at least 10 days to submit a written response, which the investigator will consider when completing the investigation report.

The investigation summary report, which will fairly summarize the evidence, will be provided to the complainant, respondent, and advisors at least 10 days prior to the live hearing. Both parties will have the opportunity to review that report and respond in writing.

At least 10 days after the investigation summary report was distributed to the parties, the investigator will submit the report (as well as the parties' responses to the report, if any) to the Hearing Chair.

Part V: Informal Resolution

As part of the College's formal grievance procedure, at any time after a formal complaint has been filed, the parties may agree to participate in an informal resolution process. Through that informal resolution process, the College would be authorized to facilitate a mediation or other informal resolution between the parties that would not involve a full investigation and adjudication. Informal resolution is *only* permitted where the College:

1. Provides a written Notice of Informal Resolution to the parties of (1) the allegations of the formal complaint, (2) the requirements of the informal process (including that a party may withdraw from the informal process at any time, but once the parties have agreed to a resolution, the parties may be precluded from resuming the formal complaint process - i.e., the full investigation and adjudication - based on the same allegations); and (3) any consequences that would result from participation in the informal resolution process, including that records may be maintained or shared;
2. Obtains both parties' voluntary, written consent to the informal resolution process;
3. Informal resolution may not be used to resolve complaints alleging that an employee sexually harassed a student. In cases where informal resolution is permitted, it will be strictly voluntary, and will not be required of any party as a condition of enrollment or continued enrollment; employment or continued employment or any other right.

Part VI: Dismissal of a Complaint

Glen Oaks may dismiss a complaint of sex discrimination or harassment if:

1. The College is unable to identify the respondent after taking reasonable steps to do so;
2. The respondent is not participating in the College's education program or activity and is not employed by Glen Oaks;
3. The complainant voluntarily withdraws any or all of the allegations in the complaint, the Title IX Coordinator declines to initiate a complaint, and the College determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex discrimination or harassment under Title IX even if proven; or
4. The College determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination or harassment under Title IX. Before dismissing the complaint, the College will make reasonable efforts to clarify the allegations with the complainant.

Upon dismissal, the College will promptly notify the complainant of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the College will also notify the respondent of the dismissal and the basis for the dismissal promptly following notification to the complainant, or simultaneously if notification is in writing.

Glen Oaks will notify the complainant that a dismissal may be appealed on the bases outlined in the Appeals section. If the dismissal occurs after the respondent has been notified of the allegations, then the College will also notify the respondent that the dismissal may be appealed on the same bases. If the dismissal is appealed, the College will follow the procedures outlined in the Appeals section.

Part VII: Hearing

For formal complaints, unless resolved through the informal resolution process, a live hearing will be conducted before a determination of responsibility is made. The hearing may be conducted by a sole Decision-Maker or by a Decision-making panel, at the Title IX Coordinator's discretion. If there is a Panel, the Title IX Coordinator will select a Hearing Officer who will serve as the Chair of the Decision-making Panel. The Hearing Officer will manage the hearing and make evidentiary rulings.

At the live hearing, each party's advisor will have the opportunity to ask the party questions relevant to the allegations of the formal complaint. Questions about a complainant's sexual predisposition or prior sexual behavior are not relevant, unless those questions or evidence: (1) are offered to prove that someone other than the respondent committed the conduct alleged by complainant; or (2)

concern specific incidents of complainant's prior sexual behavior with respect to respondent and are offered to prove consent. Cross examination of parties and witnesses will be conducted directly, orally and in real time, but a party or witness will not be required to *answer* any such question until the Hearing Officer has considered the question and deemed it relevant. If a question is deemed irrelevant, the Hearing Officer will explain why. A party may not directly cross-examine another party or witness.

Although the hearing will be conducted in a live setting and in real time, at the request of a party, the parties will be located in separate rooms with technology enabling the Decision-maker(s) and parties to simultaneously observe (through sight and sound) the witness answering questions. The College may also, in its discretion, conduct the live hearing virtually, with technology enabling participants to simultaneously see and hear each other. All live hearings – whether conducted with participants in the same geographic location or virtually – will be recorded audio-visually or transcribed. That recording or transcript will be available to parties for inspection and review.

At the conclusion of the hearing, the Decision Maker (or Panel) will deliberate and determine if the respondent is responsible for the alleged violation, using the preponderance of evidence (“more likely than not”) standard. In making this determination, the Decision-maker (or Panel) may consider statements made by parties and witnesses during the investigation, electronic exchanges between parties leading up to the alleged sexual harassment, and relevant statements about the alleged sexual harassment, regardless of whether the parties or witnesses submit to cross examination at the live hearing. The Decision-maker (or Panel) may also consider police reports, Sexual Assault Nurse Examiner documents, medical reports, and other documents even if those documents contain statements of a party or witness who is not cross-examined at the live hearing. The Decision-maker (or Panel) will not, however, make an inference about responsibility based solely on a party's or witness's absence or refusal to testify at the hearing. In other words, the Decision-maker (or Panel) will not assume that a respondent sexually harassed the complainant solely because the respondent refused to testify at the hearing; nor will the Decision-maker (or Panel) assume that the respondent did not sexually harass the complainant solely because the complainant refused to be cross-examined.

After reaching a determination of responsibility, the Decision Maker (or Panel) will simultaneously issue to both parties a written determination that:

1. Identifies the allegations potentially constituting sexual harassment under this Policy;
2. Describes the procedural steps taken by the College throughout the grievance process;
3. Provides findings of fact supporting the determination;

4. Provides conclusions regarding the application of the College's policy to the facts;
5. States the determination as to each allegation as well as the rationale for that determination;
and
6. Explains the College's appeal procedures and bases for appeal.

Part VIII: Sanctions

Once the determination of responsibility is made, if party has been found responsible for violating this Policy, the Title IX Coordinator will implement appropriate remedies to end the harassment, prevent its recurrence and redress the effects of the harassment experienced by the complainant.

Violations of this policy may result in sanctions and corrective actions, which can include, but are not limited to:

1. Verbal warning
2. Written warning
3. Advisory letter
4. Monitoring
5. Disciplinary hold on academic and/or financial records
6. Performance improvement/management process
7. Required counseling or therapy
8. Required training or education
9. Campus access restrictions
10. No trespass order issued by security (with respect to campus locations)
11. No contact directive (with respect to an individual)
12. Loss of privileges
13. Loss of oversight, teaching or supervisory responsibility
14. Probation
15. Demotion
16. Loss of pay increase
17. Transfer (employment)
18. Revocation of offer (employment or admissions)
19. Disciplinary suspension
20. Suspension with pay
21. Suspension without pay
22. Exclusion

23. Expulsion
24. Degree revocation
25. Termination of employment
26. Revocation of tenure
27. Termination of contract (for contractors)

The College may assign other sanctions as appropriate in each particular situation.

Sanctions and corrective actions will be imposed in accordance with relevant policies and/or procedures and other requirements set forth in the applicable Staff/Faculty Handbooks, Student Handbook, collective bargaining agreements, other policies or handbooks that may be developed over time, or contracts.

In addition, the College may take steps to remediate the effects of a violation on victims and others. Following an investigation, the College may extend interim protective measures and accommodations, and/or take other measures to eliminate any hostile environment caused by the sexual harassment or misconduct, prevent the recurrence of any sexual harassment or misconduct, and remedy the effects of the sexual harassment or misconduct on the complainant and the College community. Such measures may include, but are not limited to, the interim measures and accommodations referenced in this policy, as well as counseling, training, and other preventative measures.

Part IX: Appeal and Final Outcome

If either party disagrees with the determination of responsibility, the party or their advisor may file an appeal within 5 business days of the date stated on the Determination Letter.

Appeals are only permitted for the following reasons:

1. Procedural irregularity that affected the outcome;
2. New evidence, which was not reasonably available prior to the determination being made and which could affect the outcome, has become available;
3. The Title IX Coordinator, investigator(s) or decision-maker(s) had a conflict of interest or bias that affected the outcome.

The appeal should be titled “Appeal” and directed to the Title IX Coordinator, who will assign the appeal to an Appellate Officer (not the Investigator, Title IX Coordinator or Decision-maker/Panel) who has received requisite training and is without conflict of interest or bias.

If the appeal is permitted, the Title IX Coordinator will notify the Parties and their Advisors. Parties will be given five (5) business days to submit a written response to the appeal. Responses will then be forwarded to the Appellate Officer. The Appellate Officer will issue a written decision – simultaneously to both parties – describing the result of the appeal and rationale for the decision within ten (10) business days of the date the parties’ written statements were due.

The determination of responsibility will be considered final when: (1) neither party files a written appeal with the Title IX Coordinator within the timeline for appeal required in this Part; or (2) the Appellate Officer designated to decide the appeal has issued a written decision, whichever occurs last.

SECTION 7: Additional Policy Provisions

Attempted violations

In most circumstances, the College will treat attempts to commit any of the violations listed in this policy as violations of the policy.

College’s Right to Sign a Formal Complaint

As necessary, the Title IX Coordinator reserves the right to sign a formal complaint without a formal complaint by the person alleging that respondent violated this Policy.

False Reports

Glen Oaks Community College will not tolerate intentional false reporting of incidents. It is a violation of this Policy, the Student Code of Conduct and employee handbook to make an intentionally false report of any policy violation, and it may also violate state criminal statutes and civil defamation laws.

Encouraging Reporting for Complainant, Respondents, and Witnesses

The college community encourages the open, honest and accurate reporting of violations of college policies, and understands that complainants, respondents or witnesses are sometimes hesitant to report to college officials or participate in grievance processes because they fear that they themselves may be charged with policy violations, such as underage drinking, that occurred at the time of the incident. To promote open, honest and accurate reporting, it is the College’s policy *not* to impose disciplinary penalties on complainants, respondents, and witnesses for minor policy violations related to the incident. While violations cannot be completely overlooked, the college will provide educational rather than punitive responses in such cases.

Right to Privacy

This Policy will be implemented consistent with students' rights under the Family Educational Rights and Privacy Act ("FERPA"), but to the extent any requirement of FERPA would conflict with a student's constitutional rights or rights under Title IX, the College will adhere to the constitution and/or Title IX.

Missing Student Policy (Policy 3.90)

It is the policy of Glen Oaks Community College to investigate any report of a missing student who is attending classes at GOCC and who resides in on-campus housing.

A student will be deemed missing when reported absent from the College and/or the student housing building without any known cause and/or for a reasonable period of time. A reasonable period of time may vary based upon student's routine and habits, punctuality, reliability, reports of suicidal thoughts, drug and alcohol use, or if the student might be in the company of individuals who could endanger the student's welfare or place the student in a life-threatening situation.

All reports of missing students must be directed to the Campus Safety Director at (269) 294-4261 or after hours security at (269) 223-0263; in these instances, the Campus Safety Director or after hours security will take the lead in investigating each report and make a determination whether the student is missing in accordance with this policy. At that time, the Campus Safety Director will contact local law enforcement within 24 hours after the College receives a report that a student is missing.

All students have the option to identify an emergency contact person or persons who will be notified within 24 hours in the event a determination is made by local law enforcement that the student is missing. This contact information may be added through the Student Housing Office. It is the student's responsibility to regularly update any changes to existing contact information through the Student Housing Office. This information will be registered confidentially. Only authorized campus officials and law enforcement officers may have access to this information.

If a missing student is under 18 years of age, and not an emancipated individual, the College will notify a custodial parent or guardian of the missing student no later than 24 hours after the determination by law enforcement that the student is missing.

The Devier Student Suites are configured for apartment-style living, and there is no formal procedure or prescribed timelines for monitoring whether students are present in their assigned student suites. Student welfare and safety is paramount to the College; however, the College recognizes and makes known its limitations in obtaining accurate and timely information on the whereabouts of students.

Procedures

Any report of a missing student who resides in on-campus housing, from whatever source, must immediately be directed to the Campus Safety Director. When a student is reported missing, the Campus Safety Director will:

1. Initiate an investigation to determine the validity of the missing person report, including gathering information such as a description, clothing, vehicle, physical and mental state, who the student may be with, and obtaining an up-to-date photograph.
2. Inform the Vice President of Student Services.
3. Make a determination as to the status of the missing student.
4. Notify local police or other appropriate law enforcement agencies within 24 hours after the College receives a report that the student is missing.

Upon determining the student is missing and upon notification by law enforcement, the Vice President of Student Services will:

1. Notify the person(s) identified by the missing student as the emergency contact within 24 hours of making the determination that the student is missing. If the missing student is under the age of 18, and is not an emancipated individual, the Vice President will notify the student's custodial parent or guardian as contained in the records of the College within 24 hours of the determination that the student is missing.
2. Initiate whatever other action is deemed appropriate under the circumstances to be in the best interest of the missing student.

In cases of a missing student, the law enforcement agency conducting the investigation will typically provide information to the media. Law enforcement personnel are best suited to provide information to the media that is designed to elicit public assistance for a missing person. Glen Oaks Community College is available to provide consultation on communication with the investigating law enforcement agencies. Any media requests should be directed to Glen Oaks Community College and the Executive Director of Communications and Marketing.

In the case a commuter student is believed to be missing, reports should be directed to the appropriate law enforcement agency. Glen Oaks Community College will work in conjunction with law enforcement as needed.

If any provisions(s) of this policy or set of bylaws conflicts with laws applicable to Glen Oaks Community College, including the Community College Act of 1966, the Freedom of Information Act, or the Open Meetings Act, as each may be amended from time to time, such laws shall control and supersede such provisions(s) to the extent required by law.

Sex Offender Compliance Policy (3.96)

The Campus Sex Act Crimes Prevention Act requires sex offenders, who must register under state law, to provide notice of enrollment or employment, as well as notice of change of enrollment or employment status, at any institution of higher education to issue a statement advising the campus community as to where information concerning registered sex offenders can be obtained.

In accordance with this act, the Michigan State Police Sex Offender Registry website may be accessed at www.mspsor.com

Registered sex offenders who are members of the College community, upon enrollment at the College, must notify the Vice President of Student Services that they have registered with the College. Failure to notify the College is a violation of the Student Code of Conduct and subjects those students to all available College judicial processes and sanctions.

Voluntary Confidential Reporting

Glen Oaks Community College encourages all faculty, staff, students, and volunteers, acting in good faith, to report suspected or actual wrongful conduct. (Board of Trustees Whistleblower Policy 6.16)

Such reports may be made confidentially via the online concern reporting form located here:

<https://www.glenoaks.edu/about-gocc/college-operations/campus-safety/feedback-report-a-concern.php>

In cases of sexual violence, if one desires that details of the incident be kept confidential, they should speak with a private counselor, members of the clergy and chaplains, or off-campus rape crisis resources who can maintain confidentiality. The college recommends contacting Domestic and Sexual Abuse Services at 1-800-828-2023 (crisis line).

Glen Oaks Community College is committed to establishing and supporting an environment where students, employees, and guests can take advantage of the academic and social offerings in a manner that supports the health, safety, and well-being of all individuals. If members of our community observe behaviors inconsistent with this goal, it is important to immediately report concerns to an appropriate College official for a prompt and timely investigation. Concerns can be submitted using the online form located here: <https://www.glenoaks.edu/about-gocc/college-operations/campus-safety/feedback-report-a-concern.php>

Policy Addressing On-Site Counselors

It is the policy of licensed counselors working within GOCC Student Services, to maintain client confidentiality. The Clery Act **does not** require a counselor to breach confidentiality, but it is often beneficial to the greater campus population to compile statistics regarding criminal activity in a way that does not violate client confidentiality. As such, counseling staff will work with the Vice President of Student Services by providing a report of non-identifying information, including:

1. where the crime occurred;
2. the type of crime;
3. to whom the crime was reported; and
4. when the crime was reported.

Licensed counselors will deliver this report to the Vice President of Student Services and is responsible for doing so in a manner that protects client confidentiality. No clinical information will be disclosed, and only the items above may be shared.

Situations requiring more extensive reporting

Situations do exist wherein the counselor is required to breach confidentiality, due to a situation that is beyond the protection of the Clery Act's protection of individual confidentiality, such as in the case of:

- a. If a patient communicates to a mental health professional who is treating the patient a threat of physical violence against a reasonably identifiable third person and the recipient has the apparent intent and ability to carry out that threat in the foreseeable future, the mental health professional has a duty to take action. The duty is discharged by hospitalization, communicating to the third person and notifying local law enforcement, warn social services or the custodial parent or guardian if the victim is a minor. Immunity from liability for disclosure. Michigan Statute 330.1946.
- b. If a person is making homicidal threats or has direct plans of harming another person, counseling staff must collect as much information as possible about the person they intend on harming such as name, phone number, and address and the means of harm (weapon). If there is a serious and foreseeable risk, then by law, the counselor must warn the possible victim, the Vice President of Student Services, the police department, and others who are deemed necessary to provide assistance and necessarily, the counselor will communicate more detailed information than the Clery Act requires, due to the greater threshold of risk.

Crime Prevention and Security Awareness Programs

Crime prevention at GOCC is based on minimizing or eliminating criminal opportunities and encouraging students and employees to be responsible for their own safety/security and the safety/security of others. The college conducts crime prevention programs upon request to educate the GOCC community on measures the community can take to reduce the chances of becoming a victim of crime. The St. Joseph County Sheriff's Office conducts periodic patrols of the campus.

Criminal Activity Off Campus

Glen Oaks Community College offers off-campus courses at:

Burnips Equipment Company
55232 Franklin Drive
Three Rivers, MI 49093

This location is included in our campus crime statistics.

Hazing Policy (3.98)

Summary and Purpose

Glen Oaks Community College is committed to fostering experiences, relationships and environments that contribute to the good of our community and ensure that every student feels a firm sense of belonging. Hazing of any kind is prohibitive to these goals and is a violation of the Student Code of Conduct, Policy 3.42. The purpose of this policy is to align with the Stop Campus Hazing Act by providing a framework for reporting and addressing hazing incidents.

Scope and Jurisdiction

This policy applies to all students, faculty, staff, and student organizations at Glen Oaks Community College (GOCC). It affects individuals and groups involved in campus life, including student clubs, athletic teams, and any other organization or entity that may engage in initiation or group cohesion activities. This policy also applies to all GOCC employees responsible for facilitating training, educating students, and investigating hazing reports.

Definitions

Hazing: any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other people, against another person, and in which both of the following apply:

- a. The act was committed in connection with an initiation into, an affiliation with, or the maintenance of membership in any organization that is affiliated with the College; and
- b. The act contributes to a reasonable risk of potential physical injury, mental harm, or degradation; or causes physical injury, mental harm, or personal degradation.

Such actions and situations may include, but are not limited to, the following:

- a. whipping, beating, striking, electronic shocking, placing harmful substances on someone's body, or similar activity;
- b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- d. causing, coercing, or otherwise inducing another person to perform sexual acts;
- e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- f. any activity against another person that includes a criminal violation of local, State, or Federal law; and
- g. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, or Federal law

Organization: an association, student club, student organization, fraternity, sorority, athletic team, or other similar group that is affiliated with the College and whose membership consists primarily of students enrolled at the College

Student: Any person who is admitted to or enrolled at Glen Oaks Community College.

Student Organization: An organization at an institution of higher education, such as a club, society, association, athletic team, fraternity, sorority, band, or student government, in which two or more of the members are students enrolled at the institution, whether or not the organization is established or recognized by the institution.

Guiding Principles

The following guidelines are used to outline standards of conduct in accordance with this policy.

- a. Hazing is strictly prohibited.
- b. Any solicitation to engage in hazing is prohibited.
- c. Aiding and abetting another person who is engaged in hazing is prohibited.

- d. Because of the socially coercive nature of hazing, implied or expressed consent is not a defense under this policy.
- e. Violations of this policy or interference in an investigation under this policy by students or student organizations are subject to sanctions under the Student Code of Conduct.
- f. Any College employee who knowingly permits, authorizes, or condones hazing activity is subject to disciplinary action, up to and including termination of employment.
- g. All students, faculty, and staff must take reasonable measures within the scope of their individual authority to prevent violations of this policy.
- h. Knowingly making a false accusation of hazing is prohibited.

Reporting Incidents of Hazing

Violations of this policy can be reported by filing a complaint in person with the Vice President of Student Services (students) or the Executive Director of Human Resources (employees) or by submitting a report online by using the Report a Concern button at glenoaks.edu.

- a. The College will investigate the complaint in accordance with the student disciplinary procedures as described in Policy 3.42: Student Code of Conduct. Student disciplinary procedures shall govern all proceedings involving such a complaint.
- b. Violations of this policy by faculty, staff, and other employees are subject to discipline in accordance with College policies and procedures governing employee misconduct.
- c. Any violation involving a crime, an emergency, or an imminent threat to the health or safety of any person should be reported immediately to local law enforcement officials by dialing 911.
- d. The College will report to law enforcement any complaint of hazing involving criminal conduct that creates a substantial risk to the health or safety of any person in the College community. Such reports of hazing shall include, but not be limited to, criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, liquor law violations, drug law violations, and illegal weapons possession.

Amnesty

The College recognizes that individuals may be reluctant to report hazing activity for fear of potential consequences for their own conduct. Therefore, students who make a report under this Policy or who participate in an investigation related to this Policy will not be charged with other minor College policy violations that are brought to light in the course of the investigation that arose out of, or were committed as a direct result of, the incident(s) under investigation as long as those behaviors do not represent a threat to the health, safety, or wellbeing of others. For example, students required to

consume alcohol as part of a hazing incident will not be charged with violations of College alcohol policies.

In addition, students who, in good faith, seek or obtain medical assistance (e.g., by calling 911) for themselves or for another person for the overconsumption of alcohol or for a drug overdose, shall not be charged with a violation of the Code of Student Conduct in connection with the possession or consumption of alcohol or drugs as outlined in College policies.

Student Sanctions

Hazing may result in individual and/or group consequences including but not limited to:

- a. Verbal Warning— Student or organization is given a verbal warning and a notation is made in the student's or organization's disciplinary file.
- b. Written Warning— A notice in writing to the student or organization. A copy of the warning letter is placed in the student's or organization's disciplinary file.
- c. Probation— A written reprimand for violation of specified regulations. Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the student or organization is found to violate any institutional regulation(s) during the probationary period.
- d. Loss of Privileges— Denial of specified privileges for a designated period of time.
- e. Restitution— Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
- f. Discretionary Sanctions— Work assignments, essays, service to the College, Community Service, or other related discretionary assignments.
- g. College no contact orders— Prohibits contact between the Respondent and the Complainant (when appropriate). Contact includes but is not limited to in person contact, telephone calls, email, texts, social media-based messages or postings, other electronic communications, and third-party communications including through proxies.
- h. College Suspension— Separation of the student from the College for a definite period of time (usually a year or less) after which the student is eligible to return. Conditions for readmission may be specified.
- i. College Dismissal— separation of the student from the College for a year or more. The student may be eligible for return. Conditions for readmission may be specified.
- j. College Expulsion— Permanent separation of the student from the College.
- k. Disciplinary Dissolution— the loss of College recognition for a period of time not to exceed five (5) years. Dissolution results in the loss of use of the College's name, equipment, and facilities and the ability to participate in College events. At the end of the dissolution, the organization

shall contact the Vice President of Student Services to follow any reinstatement processes in place at that time.

1. Disciplinary Termination the permanent loss of College recognition, including the loss of privilege to use the College's name, equipment, facilities and the ability to participate in College events.

Appeals

Students or organizations may appeal the determination or sanction in writing within five days of the decision to the Vice President of Student Services. Appeals are only permitted, and processes will be followed, as outlined in Policy 3.42: Student Code of Conduct.

Retaliation

The College seeks to foster an environment in which all employees and students feel free to report incidents of hazing without fear of retaliation or reprisal. Therefore, the College strictly prohibits retaliation against any individual for filing a complaint or for participating in an investigation or hearing. Retaliatory conduct constitutes a violation of College policies. Any student who believes that they have been harassed or retaliated against should immediately report such incidents to the Vice President of Student Services. All allegations of retaliation will be thoroughly investigated. If it is determined that retaliation has occurred, the College will take all reasonable steps within its power to stop such conduct. Individuals who engage in retaliatory conduct are subject to disciplinary action, up to and including expulsion.

Transparency Report

Glen Oaks Community College will include in its annual security report (1) a statement of current policies relating to hazing, how to report hazing incidents, the process used to investigate hazing incidents and information on applicable laws on hazing (MCL-Section 750.411t and H.R. 5646 Stop Campus Hazing Act); and (2) a statement of policy regarding prevention and awareness (OP 30.0006) programs relating to hazing that includes a description of prevention programs.

Glen Oaks Community College will also maintain a report on the College's website that provides information concerning findings of hazing misconduct by students, student organizations, and student groups for the previous five (5) academic years. Reports will include a brief description of the violation, the date of the incident, the dates the investigation began and concluded, the date the institution provided notice to the organization of the outcome, the outcome/finding of the alleged misconduct, use of illegal drugs or alcohol, and sanction(s). The Campus Hazing Transparency Report will not be developed or updated unless there is a finding of a hazing violation per the Student Code of Conduct.

Emergency Response and Evacuation Procedures

Tornado / Severe Thunderstorms Incident Procedure

Purpose: To protect the well-being of the campus community in the event of tornados / severe thunderstorms during operating hours.

General Information:

Some inclement weather events like strong winds, rainstorms or tornados will require employees and students to go to sheltered areas within the College. In these cases, employees and students should not evacuate the building, since this may cause injury. When strong winds, rain or a tornado are imminent, you have only a short amount of time to make life-or-death decisions. Advanced planning and a quick response are the keys to surviving this type of inclement weather. The college values the safety of each individual and expects that people will take the responsibility for safeguarding their own welfare.

IT and Campus Safety Receive tornado/severe weather alerts. The procedure will be to notify the College President, Director of Buildings & Grounds, and the campus community via any of the following: phone, emergency phone alert system, digital signage, or the campus emergency app (Everbridge 360). If a “take cover warning” is issued by the National Weather Service, building occupants will immediately be notified and should move to sheltered areas at that time.

Tornado WATCH: Weather conditions are favorable for a tornado to develop. In the event of a tornado WATCH, you should:

- Be alert for approaching storms.
- Listen for the phone paging system and other College media, which will indicate the weather situation worsening.
- Continue with classes, exams, and College business/operations in the absence of further instructions.
- The athletic department will alert any teams out on the athletic fields.

Tornado WARNING: A tornado or funnel cloud has been sighted or is indicated on weather radar. In the event of a tornado WARNING, College policy requires the following:

- Instructors will stop any classes or exams that are taking place and will direct all students to the appropriate tornado safe waiting area as needed.

- A tornado WARNING will be passed on to building occupants via the notification methods listed above.
- Building occupants will prepare to go to the tornado safe waiting area in whichever area they are in at the time of the Tornado WARNING being issued. Shelter maps are located throughout the building (general rule: a shelter area will be an interior area below the top floor of the building without any windows or exterior doors).
- Building occupants should remain in the protected area until the tornado or severe weather has passed and they have received an all clear. At that point, classes and College business/operations will resume as permitted by the impact of the severe weather.

Fire Incident Procedures

Drills:

Fire drills will be conducted once per semester . The Summer and Winter fire drills will be conducted during normal business hours and the Fall fire drill will be conducted after sunset to ensure adequate training has been provided.

2025 Drills were conducted on:

- 1/18/2025
- 7/17/2025
- 10/1/2025

Visual Sweeps:

Certain employees will be assigned the responsibility of conducting a visual sweep of their respective area during a fire drill or fire emergency. Assignments will be by position with one position as primary sweeper for an area and back-up sweeper. They are as follows:

AREA	PRIMARY	BACKUP
Administration/Restrooms	VP of Finance/Admin	VP of Academics
Bookstore/Business Office	VP of Finance/Admin	Senior Accountant
Student Services	VP of Student Services	Director of Financial Aid
Concourse	Fitness Center Staff	Maintenance Staff
Learning Commons	Director of Learning Commons	Asst Director

B/C Wing	Maintenance	
D Wing	Athletic Director	Dean of Nursing
E1 Wing	Welding Instructor	Auto Instructor
E4 Wing	Website Administrator	IT Director
F Wing	Professors of Business/Math	
G Wing	Professors of Science	

Fire Evacuation Procedures:

- 1.) Look, Listen and Smell for signs of a fire prior to evacuation.
- 2.) Secure your area (lock fire files, close windows and doors).
- 3.) While exiting your area conduct a visual sweep for anyone still in their office. Take your personal belongings (keys, purse, etc) and your two-way radio if you have one.
- 4.) Do not use elevators.
- 5.) Evacuate the building at nearest exit.
- 6.) Point out the nearest exits to students and visitors. Assist those with disabilities, if possible. An Evac Chair is available on the concourse.
- 7.) Once outside, proceed to one of the following areas (300 ft away from building)
 - a. West Side of Campus – Emergency Meeting Sign (Blue Light Phone)
 - b. East Side of Campus – Benches near Automotive Drive
 - c. South Side of Campus– South of the G-Wing on the top of the Hill
- 8.) Wait for the “all clear” before returning to the building.
- 9.) Never assume that the alarm is only a test or a false alarm.

Fire Emergency:

If you discover a fire:

Call 911 – regardless of the size of the fire.

Activate or have another person activate the fire alarm.

Maintenance/Custodial Department:

- 1.) Shut-off main electricity/gas
- 2.) Re-direct traffic at Sauger Lake Road and Shimmel Road entrances.
- 3.) Employee re-directing traffic at Shimmel Road entrance will also direct fire truck to the location of the fire.
- 4.) Designated maintenance/custodial employee will provide emergency crew with details on the fire emergency (i.e. location of fire, type of room involved, suspicion of injuries/people trapped persons, presence of flames, suspected cause, etc.).

Assisting those with a disability:

All staff/faculty will be charged with the duty of assisting anyone who may have a disability that is in their area during a fire emergency. Evac chairs are mounted on the D-wing 4th floor and Concourse Level. Appropriate training will be provided to all faculty/staff at least annually.

Incident command:

The incident command base will be located as determined by the responding fire department.

Communication:

President of the College will serve as the primary contact for all media related inquiries and statements. The Executive Director of Communications and Marketing will serve as backup to the President.

Regarding communications to staff and students:

- Notification to the campus community will be sent via the campus emergency app (Everbridge 360).
- The Website Administrator will upload the emergency notification page on our website and digital signage.

Glen Oaks will partner with Pivotal and/or HelpNet to provide counseling as needed. Glen Oaks Counselors will work with Pivotal to coordinate these services during a crisis, if possible and needed.

Local Emergency Management personnel will coordinate volunteers and organize the search and rescue mission for missing individuals.

Timely Warnings

Depending on the particular circumstances of the crime, especially in all situations that could pose an immediate threat to the health or safety of students or employees (i.e. meningitis outbreak, approaching tornado, armed intruder, etc.), Glen Oaks will post timely warnings for any Clery Act crime, throughout the campus giving immediate attention to any precautions to be taken by the College community.

The Glen Oaks Community College Incident Command shall make the initial determination as to whether a situation meets the threshold of a significant emergency or dangerous situation. This team consists of members of the Leadership Group (President, Vice President of Finance and Administrative Services, Vice President of Academics, Vice President of Student Services, and Executive Director of Human Resources), Director of Campus Safety. The Incident Command Team shall meet in the Board Room, or other location if needed. The President, or designee, shall brief the team regarding details of the impending or actual critical incident.

A decision as to whether a timely notification is warranted, and appropriate actions in response to the incident, will be determined at this time based on information currently available. It is understood that not all details may be available at the time a decision needs to be made. Information to be considered in determining the need of a timely warning may include: nature of the crime, continuing danger to the campus community, and possible risk of compromising law enforcement efforts.

Timing, Content, and Dissemination Methods for a Clery Timely Warning Notice:

- h. Glen Oaks will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgement of responsible authorities, compromise efforts to assist a victim or contain, respond to or otherwise mitigate the emergency. 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 continuing threats, especially concerning safety, thereby enabling community members to protect themselves.
- i. Clery Act regulations do not specify what information should be included in a timely warning. However, the warning should include all information that would promote safety, because the intent of the warning is to enable members of the campus community to protect themselves. Generally, the warning will specify the type of reported crime, the time and location at which

the reported crime occurred, and specific advice to the campus community regarding steps to take to avoid becoming a victim.

Glen Oaks will communicate timely warnings by the use of some or all of the following: campus emergency app (Everbridge 360), college web site, phone speaker system, e-mail, voice mail, text message alerts, posted flyers and/or campus monitors.

Glen Oaks Community College will test their emergency response and evacuation procedures at least on an annual basis. These tests may or may not be announced.