



Holmes
COMMUNITY COLLEGE

ANNUAL SECURITY & FIRE SAFETY REPORT

No Place Like Holmes



Goodman



Grenada



Ridgeland



ANNUAL SECURITY & FIRE SAFETY REPORT

2025

This report is available online and on the website of Holmes Community College Department of Public Safety at holmescc.edu/safety/. For any additional information relating to campus safety and security concerns, please contact the Holmes Community College Department of Public Safety.

Goodman Campus Police

[\(601\) 940-0089](tel:(601)940-0089)

Grenada Campus Police

[\(662\) 809-6845](tel:(662)809-6845)

Ridgeland Campus Police

[\(601\) 605-3333](tel:(601)605-3333)

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Forward

In compliance with the Higher Education Opportunity Act – Campus Safety Provisions and Fire Safety Provisions as amended through 2009, the Annual Security & Fire Safety Report contains information and data pulled directly from logs and offense reports of each of the college’s three campuses, one center, and satellite facilities. Holmes Community College is part of the Mississippi Public Community and Junior College System and serves a nine-county district in the North Central part of the state. The college operates three full-time police departments and supplements those state-certified police officers with both internal security and contractual security. Over thirty employees currently work in Public Safety at Holmes Community College in one of those three capacities. The College makes every effort to protect the safety of students, employees, and guests on and around the campuses. Currently, a variety of methods exist to warn the campus community of an existing or imminent emergency. This includes an overhead siren system at the Goodman, Grenada, and Ridgeland facilities; emergency posters in every classroom and common area in a poster format, classroom presentations, Email blasts, and an action-based emergency response plan. The College is compliant with the National Incident Management System training required by the Department of Homeland Security. In addition, the College Public Safety employees have been Incident Command System trained. Under the Public Safety Committee, the Public Safety Department works with each College Location’s Police Chief and Facility Director to create a district-wide environment of safety, emergency preparedness, as well as response. Students and Employees alike are encouraged to visit their college police locations and ask questions before a disaster strikes. It takes everyone to create a safe college community.

Holmes Community College
Public Safety Committee

Andy Wood, Vice President | *Goodman Campus*
Patrick Sample, Chief of Police | *Goodman Campus*
Dr. Matt Surrell, Vice President | *Grenada Campus*
William “Tyler” Winter, Chief of Police | *Grenada Campus*
Dr. Bronwyn Martin, Vice President | *Ridgeland Campus*
Stanley Fisher, Chief of Police | *Ridgeland Campus*

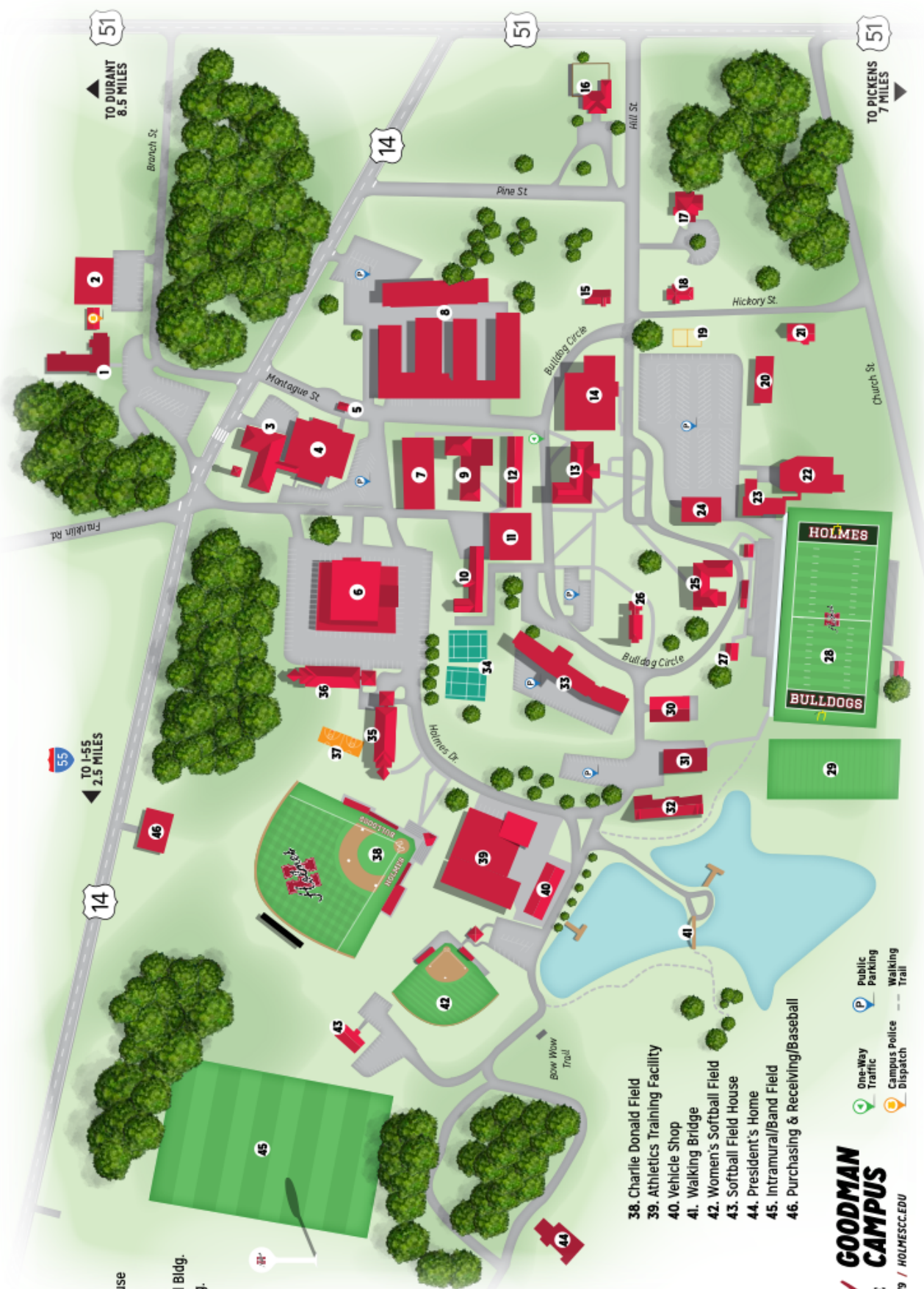
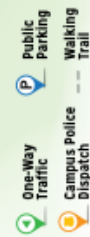
1. Attala Hall (men)
2. Maintenance Building
3. Computer Tech. Bldg.
4. Science & Math Bldg.
5. Welcome Center/Guard House
6. Frank Branch Coliseum
7. Phillips Business Bldg.
8. Thorne Vocational-Technical Bldg.
9. Montgomery Fine Arts Bldg.
10. Visual Arts Center
11. Lorance Student Center
12. Learning Resource Center
13. McDaniel Hall
14. McMorrough Library
15. Harpole Human Resources Bldg.
16. Belk Presidential Suites
17. Holmes House
18. Baptist Student Union
19. Volleyball Court
20. Motel Dorm (men)
21. Landscaping Dept.
22. Carroll Cafeteria
23. Social Science Bldg.
24. Henry B. McClellan Administration Bldg.
25. Grenada Hall (women)
26. Chapel on the Hill
27. Football Concession Stand
28. Ras Branch Field
29. Football Practice Field
30. Pavilion
31. Derrick Field House
32. Cook Hall (men)
33. Yazoo Hall (women)
34. Tennis Facilities
35. Webster Hall (men)
36. Choctaw Hall (women)
37. Basketball Courts

38. Charlie Donald Field
39. Athletics Training Facility
40. Vehicle Shop
41. Walking Bridge
42. Women's Softball Field
43. Softball Field House
44. President's Home
45. Intramural/Band Field
46. Purchasing & Receiving/Baseball

Holmes GOODMAN

COMMUNITY COLLEGE CAMPUS

1 HILL STREET / GOODMAN, MS / 39079 / HOLMESCC.EDU





Holmes RIDGELAND CAMPUS

COMMUNITY COLLEGE

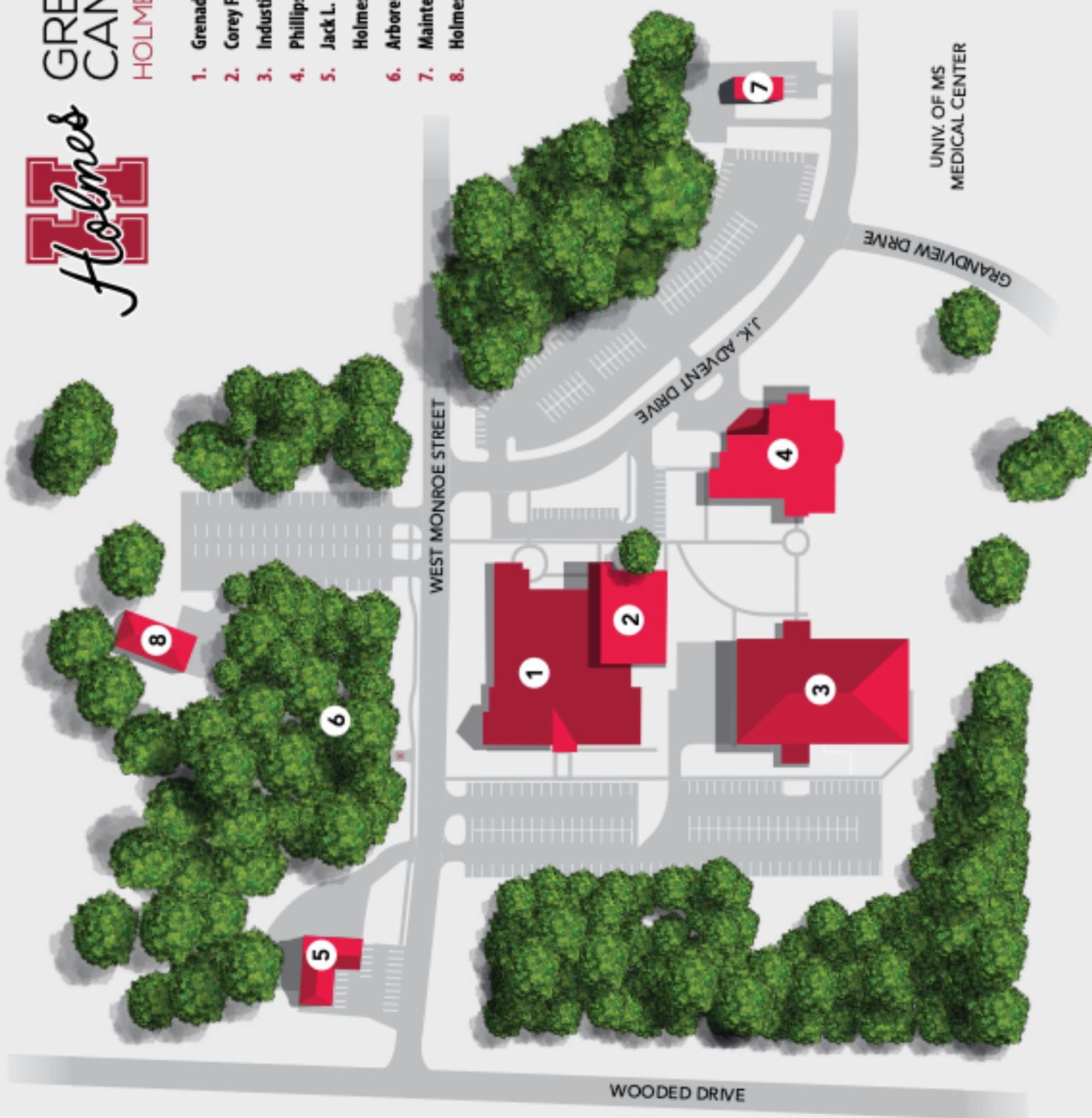
412 WEST RIDGELAND AVENUE | RIDGELAND, MS 39157 | HOLMESCC.EDU



GRENADA CAMPUS

HOLMESCC.EDU

1. Grenada Center
2. Corey Forum
3. Industrial Technology Complex
4. Phillips Hall
5. Jack L. Holmes Library
6. Holmes CC Bookstore
7. Arboretum
8. Maintenance Building
9. Holmes House



2025 ANNUAL SECURITY REPORT

HOLMES COMMUNITY COLLEGE DEPARTMENT OF PUBLIC SAFETY

The safety and security of its students, faculty/staff, and visitors are of great importance to the Holmes Community College Department of Public Safety (HCC DPS). The HCC DPS is a full-service law enforcement agency responsible for law enforcement activities and security-related matters concerning the college campus. Spread across five (5) counties and operating 24 hours a day, seven days a week, the HCC DPS employs police officers certified by the State of Mississippi.

Authority

Employees designated as campus police officers are law enforcement officers employed full time by the college, who are duly sworn and vested with the authority to bear arms and make arrests, and whose primary responsibility is the prevention and detection of crime, the apprehension of criminals and the enforcement of the criminal and traffic laws of the State of Mississippi and/or the ordinances of any municipality or county thereof. Campus police officers are also responsible for the enforcement of policies and procedures set forth by Holmes Community College.

Employees designated as security officers are non-sworn and whose primary responsibility is to patrol assigned areas, secure buildings, and assist individuals in need; thereby, providing a safe environment on the college campus. Security officers perform a variety of duties as assigned which include but are not limited to: locking and unlocking doors, checking property and equipment, assisting campus police officers when necessary, relieving police officers in non-criminal matters, directing traffic and/or assisting in the enforcement of parking regulations, control of admission or point of entry to campus, completes foot patrol inspections of buildings, grounds, and parking lots, and performs related or similar duties as required or assigned.

Jurisdiction

HCC DPS Police and Security Officers have the autonomy to exercise their authority, in the performance of the duties assigned to them, while on the property, grounds and facilities under the direction or control of Holmes Community College. This declaration extends to public property immediately adjacent to such property, grounds, and facilities. The Holmes Community College Department of Public Safety has legal jurisdiction on all five (5) campuses and 500 feet adjacent to said campuses according to state law. In the event of an emergency, other law enforcement entities may be asked for their assistance such as: Holmes County Sheriff's Department, Goodman Police Department, Grenada County Sheriff's Office, Grenada Police Department, Madison County Sheriff's Department, Ridgeland Police Department, Madison Police Department and/or other state and federal agencies. Campus police officers of property belonging to or under the control Holmes Community College.

For more information related to campus safety and security or this report, please contact the Holmes Community College Department of Public Safety at the following locations: (1) Goodman Campus Police (601) 940-0089, (2) Grenada Campus Police (662) 809-6845, or (3) Ridgeland Campus Police (601) 605-3333.

Working Relationships with Local, State, and Federal Law Enforcement Agencies

Working relationships with local, state, and federal law enforcement agencies is a key component of the HCC DPS approach to community policing. Where there are investigations of shared concern, the HCC DPS works closely with other community law enforcement agencies such as the Ridgeland Police Department (Ridgeland, MS), the Holmes County Sheriff's Department (Lexington, MS), and the Grenada Police Department (Grenada, MS) to ensure that its students are safe, on or off campus. The campus community is encouraged to report all suspicious or criminal activity occurring on campus to the HCC DPS for investigation.

Reporting Crimes and Other Emergencies

Faculty, staff, students and visitors are strongly encouraged to report all crimes, emergencies, and safety issues to the Holmes Community College Department of Public Safety. Campus police officers are the primary responders to any emergency or criminal situation on campus. When reporting an emergency or crime, please be prepared to provide your name, current location/location of incident, nature of the incident, telephone number, and if applicable a description of involved parties. The campus operator or dispatcher will direct the appropriate response to your emergency. Please note that emails are not an effective method of reporting crimes, especially crimes-in-progress, as email accounts are not continuously monitored throughout the day.

To report incidents or emergencies occurring on-campus, the campus community is encouraged to use the following phone system:

Holmes CC Police Department

Campus	Address	Phone Number
Goodman	1 Hill Street Goodman, MS 39079	(601) 940-0089
Ridgeland	412 W Ridgeland Avenue Ridgeland, MS 39157	(601) 605-3333
Grenada	1060 J K Aven Drive Grenada, MS 38901	(662) 809-6845
Attala Center*	620 W Jefferson Street Kosciusko, MS 39090	(662) 290-0808
Yazoo Center*	637 E Fifteenth Street Yazoo City, MS 39194	(662) 746-1294

**The Attala and Yazoo Centers do not have HCC DPS officers assigned to their campuses.*

If a crime occurs off-campus, it should be reported to the law enforcement agency having legal jurisdiction of that particular location:

Goodman Campus Community

Agency	Location	Phone Number
Goodman Police Department	9912 Main Street Goodman, MS 39079	(662) 472-2272 or 911
Holmes County Sheriff Department	23234 Highway 12 East Lexington, MS 39095	(662) 834-1511 or 911

Ridgeland Campus Community

Agency	Location	Phone Number
Ridgeland Police Department	115 W School Street Ridgeland, MS 39157	(601) 856-2121 or 911
Madison County Sheriff Department	2941 U.S. Highway 51 Canton, MS 39046	(601) 859-2345 or 911

Grenada Campus Community

Agency	Location	Phone Number
Grenada Police Department	15 N Main Street Grenada, MS 38901	(662) 226-1211 or 911
Grenada County Sheriff Department	35 Doak Street Grenada, MS 38901	(662) 226-2722 or 911

Attala Center Campus Community

Agency	Location	Phone Number
Kosciusko Police Department	209 W Adams Street Kosciusko, MS 39090	(662) 289-3131 or 911
Attala County Sheriff Department	102 Ridgewood Circle Kosciusko, MS 39090	(662) 289-5556 or 911

Yazoo Center Campus Community

Agency	Location	Phone Number
Yazoo City Police Department	305 Mike Espy Drive Yazoo City, MS 39194	(662) 746-1131 or 911
Yazoo County Sheriff Department	6 Mike Espy Drive Yazoo City, MS 39194	(662) 746-5611 or 911

If you are unsure which department has legal jurisdiction, please call your respective campus for assistance.

Campus and Community Notification of Criminal Activity

If crimes occur on the HCC campus or surrounding area(s) that may endanger or affect the campus community, community safety alerts are published and are generated through social media, email, messaging boards, or campus programming. The publications allow members of the campus community to know what is currently happening in order to better protect themselves. Information about college safety, services provided, and related resources concerning safety and security can be reviewed on the HCC website at <https://holmescc.edu>. The HCC DPS also maintains a daily log of all department activity. The log can be viewed online or by visiting your respective campus police department.

Community Safety or Informational Alerts

Holmes Community College (HCC) may, in some circumstances, issue community safety alerts. For example, when a situation is not an emergency or does not pose an immediate threat to the campus community but is of significant interest to the campus, HCC may issue an informational message in the form of a Community Safety Alert. The intent is to make the campus community aware by providing information about a situation such as a crime or series of crimes that have been committed on or off-campus, the potential for inclement weather, flooding, or a significant utility disruption. In addition, for incidents involving off-campus crimes, the college may issue a Community Safety Alert if the crime occurred in a location used and frequented by the campus community. In these situations, the college communicates by social media posts, emails, messaging boards, and/or campus programming to students, staff, and faculty to keep the campus community informed. The Chief of Police, Public Safety Committee or their designee determines if a timely warning or a community safety alert is required or needed. Anyone with information regarding criminal activity or information that could warrant a Community Safety Alert or timely warning should immediately report the circumstances to their respective campus police department.

Confidential Reporting

The Silent Witness reporting form is located on the College Safety webpage. If you have information regarding any crime or suspicious activity that has occurred or is occurring on campus, you are encouraged to report it. To report an incident or activity, please visit the Holmes Community College website and go to the '*College Safety*' webpage. From there, select the '*Silent Witness*' tab. After completing the form, click '*Submit*' to send the report. You will be providing this information under a condition of anonymity. If you would like us to contact you, please complete the contact information section of this form. Within the limits of the law, all information will be kept confidential. You can access the website at this address: <http://www.holmescc.edu/administration/safety/silentwitness.aspx>.

Timely Warnings

The HCC DPS is responsible for issuing timely warnings in compliance with the Clery Act.

Timely warnings are issued in response to reported Clery Act crimes that are committed on-campus or off-campus that, in the judgment of the college, constitute an ongoing or continuing threat to students, faculty, and staff. When a situation arises, either on or off-campus, which constitutes an ongoing or continuing threat in the judgment of the HCC DPS Chief of Police or their designee, a campus-wide “*timely warning*” is issued. The warning is published through a campus-wide email to all faculty, staff, and students. In addition, campus community members who are also signed up for the Rave Alert System will receive a notification through text and/or email.

The decision to issue a timely warning is made on a case-by-case basis. The following factors must be considered when determining whether to issue a timely warning:

- The nature of the crime (serious vs. nonserious, violent vs. nonviolent)
- The nature of the threat (general threat versus limited threat to a specific person)
- Whether or not there is a continuing danger to the campus community or a continuing crime pattern
- The location of the crime (whether or not it occurred within the Clery Act Geography) and the risk of possibly compromising the efforts of law enforcement

When issuing a timely warning, some information may be withheld if there is a risk of potentially compromising law enforcement efforts to respond, investigate, and/or solve the crime. Unless the issuance of information would risk compromising the efforts of law enforcement or would identify the victim, a timely warning will typically include the following:

- Date and time or timeframe of the incident
- A brief description of the incident
- Information that will promote safety and potentially aid in the prevention or deterrence of similar crimes (crime prevention or personal safety tips)
- Description of suspect(s) when appropriate and if there is sufficient detail
- Law enforcement agency contact information
- Other relevant information as deemed appropriate by the Chief of Police or his/her designee

Timely warnings are considered for the following classifications of reported crimes: criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, and arson. Timely warnings may also be issued for other reported crimes when deemed appropriate under the current circumstances. The decision to issue a timely warning should be made in compliance with the Clery Act and to prevent similar crimes from occurring.

Timely Warnings - Issuance Guidelines

When it has been determined that a timely warning should be issued, the HCC DPS will take necessary steps to ensure that the campus community is notified. Options for notification

include, but are not limited to, the following methods of communication made available to the faculty, staff, students, and others:

- An announcement made on campus monitors
- Holmes Community College Homepage
- Rave Alerts
- Emergency sirens with public address capability
- Other forms of communication to be used as needed

Timely warnings may include some or all of the following information:

- Date, time, location of the reported crime
- Summary of the incident
- Description of the suspect and/or vehicle, if applicable
- Special instructions or incident-specific safety tips, if applicable

In the event an incident occurs that affects or has the potential to affect the safety of the campus community, a timely warning will be issued by the Chief of Police or his/her designee. The timely warning, if necessary, will be distributed via campus email and by way of the RAVE Alert system.

Timely Reports

Clery Act crime reporting is not strictly limited to events that occur on campus or within campus buildings and residences. Institutions must include statistics for crimes that occur in any of these geographic areas:

- On-campus (anywhere)
- On-campus student housing
- Public property within campus bounds
- Public property immediately adjacent to the campus
- Non-campus buildings and property owned or controlled by the college that are used for educational purposes and frequently used by students but not a part of the core campus, or those owned or controlled by a student organization officially recognized by the institution

Wherever crimes occur, campus police and public safety departments must maintain a daily crime log of all reported crimes that fall within their jurisdiction. This crime log must be made available to the public during daily business hours. The HCC DPS police activity is recorded daily and can be found in the HCC DPS Daily Crime Log on the College Safety webpage.

Notification of Campus Emergencies

Anyone with information about a campus emergency should contact the HCC DPS immediately. Notification that an emergent incident is occurring on campus may come from a variety of sources. Usually, the Holmes Community College Department of Public Safety is the first official campus entity to be notified. Additionally, campus Vice Presidents, the Office of the President, and other Senior Leadership, along with the Office of Communications, are also made aware or notified directly by an involved party.

RAVE Alert System

Notifications of emergency conditions are essential to preserving the safety and security of the campus community and is critically important to an effective response and recovery. To best reach the most significant number of persons possible, HCC utilizes multiple forms of communications for emergency notifications, most notably the RAVE Alert System. Utilizing the RAVE Alert System ensures that notifications are issued and received when necessary to help prepare the campus community for all threats and hazards.

RAVE allows students, faculty, and staff to be quickly notified via text message and/or email in the event of an emergency. HCC has created a well-defined set of situations that would prompt a RAVE Alert notification. RAVE alerts will only be activated when there is a critical need to transmit urgent information to the campus community. The following examples include, but are not limited to instances where notifications would be disseminated through the RAVE Alert System:

- Ongoing incidents that pose an immediate and/or ongoing threat
- Major facility emergencies or evacuation. This may include a large-scale gas leak, fire, or hazardous material spill, occurring either on campus or in close proximity, that has the potential to pose a credible threat to members of the campus community
- Severe weather or a natural disaster (which may require those on campus to shelter-in-place), campus closures due to inclement weather, or an outbreak of wide spread illness either on campus or in the geographical region

All students, faculty and staff of Holmes Community College are encouraged to log into the Holmes Community College website and sign up for RAVE alerts.

Security of and Access to Campus Facilities

The Maintenance Department and the HCC DPS work in collaboration to maintain the campus buildings and grounds with a concern for safety and security. HCC DPS routinely reports to the Maintenance Department any potential safety and security hazards noted on campus. Faculty, staff, and students are encouraged to make such reports as well.

Residents of on-campus housing should always keep the doors and windows of their residence locked to ensure a greater degree of safety for persons and property. In addition to regular police patrols, HCC DPS provides extra coverage to all residence halls by the assignment of Campus Security Officers. The residence halls have 24-hour security of perimeter doors by way of a card access system except Minor Hall, which houses the administrative offices of the

Department of Student Housing and is open from 8:00 AM to 5:00 PM weekdays. Residents gain access to their hall by use of their assigned magnetic card. Community guests must be registered by the student host and escorted at all times while in the building. A visitor's sign-in policy is enforced.

Personal Responsibility

All students, faculty, staff and visitors must assume responsibility for the safety and security of their personal property by practicing caution and common sense. The cooperation and involvement of the campus community in practicing personal safety are essential to providing a safe and secure environment.

HIGHER EDUCATION OPPORTUNITY ACT INFORMATION

The Higher Education Opportunity Act of 2008 requires that universities make available to current and prospective students important information concerning each institution's academic programs, retention rates, graduation rates, crime reports, financial aid procedures and much more in an effort to ensure fairness and transparency for all higher education consumers. It is our hope that this concerted effort between Holmes Community College and the Department of Education to provide this data will allow all students to access the information they need to make the best decision possible for them and their future. For more information, please visit the HCC website at <https://holmescc.edu/student-services/heoa-compliance-student-consumer-information/>.

Crime Prevention/Other Educational Programming

HCC DPS strives to minimize or eliminate criminal opportunities when possible and encourages its faculty, staff, and students to be responsible for their security and the security of others. Crime prevention presentations are scheduled or requested for students (residential/commuter), faculty, and staff members.

Description of Programs

Active Shooter Response is a personal safety program taught to all faculty and staff. Its purpose is to outline the nationally recognized principles for responding to an armed intruder on campus.

Alcohol and Drug Abuse Prevention is designed to help students understand the dangers of alcohol and drug abuse.

Campus & Personal Safety is a program in which the HCC DPS provides general campus, personal safety, and situational awareness tips to the campus community for life on and off campus.

Crossroads of Life Help is an online educational series of information and resources, pushed out to the campus community concerning personal safety and many other issues occurring in everyday life. For more information, visit <https://holmescc.edu/safety/sos/>.

DRUG AND ALCOHOL POLICY

The purpose of this policy is to prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on any HCC campus or in campus-owned or leased space, including housing or at any college sponsored events or activities.

Consumption of Drugs

The use of illegal drugs, possession of illegal drugs or drug paraphernalia, or being under the influence of illegal drugs is absolutely prohibited on campus. **Offenders will be dismissed from the college.**

Should drugs and/or drug paraphernalia be found in a student's room, the student and the roommate (if applicable) may be found equally responsible for the drugs and/or drug paraphernalia unless the roommate or another person present at the time of the incident claims responsibility for the drugs and/or drug paraphernalia. If responsibility is not taken by the person or persons involved, all assigned residents of the room in which the drugs and/or drug paraphernalia is found will take full responsibility. In addition, students found to be in violation of this policy are subject to immediate removal from on-campus housing. Students removed from on-campus housing due to disciplinary action are ineligible for a refund or credit of housing fees and remain responsible for any assessed housing fees.

Consumption of Alcohol

The use of alcohol, possession of alcohol, or being under the influence of alcohol is absolutely prohibited. All individuals on campus property must comply with all applicable laws, regulation, and campus policy regarding the possession, sale, distribution, and consumption of alcohol. Students, regardless of age, may not possess or consume alcoholic beverages within or around any student housing building. Students are not permitted to possess alcoholic beverage containers, empty or full, anywhere on campus. Empty alcohol containers, beer pong, or other evidence of prior alcohol consumption in residence halls is not permitted. If an alcohol container is found in a student room, the student will be asked to dispose of it immediately.

Offenders can be fined as high as \$200, removed from campus housing, or removed from the college if the incident involves additional charges.

Guests of residents are not allowed to have alcohol, regardless of age. The Department of Student Housing staff reserves the right to stop individuals from bringing alcohol into the building(s). Students and their guests may be asked to open backpacks, bags, coolers, and other containers when entering a residence hall. Students and guests may be denied entrance if they

choose not to cooperate with such a request. All persons of legal drinking age are not permitted to possess or consume alcohol on campus property and are asked to act and drink responsibly. Public intoxication or being impaired or visibly overcome by the consumption of alcohol is prohibited.

Legal Sanctions

Sanctions for the misuse of drugs and alcohol by any student or student group shall be subject to a range of possible outcomes that include but are not limited to, administrative withdrawal, suspension, fees or fines. Depending on the facts and circumstances involving the use or possession of alcohol or drugs, violators may also be subject to legal sanctions.

Under Title 41. Public Health, Chapter 29. Poisons, Drugs and Other Controlled Substances, and Article 3. Uniformed Controlled Substances Law of the Mississippi Code of 1972 (2023), it has been deemed unlawful for any person, knowingly or intentionally, to violate any section or subsection of the legal sanctions imposed by local, state, or federal laws. Violators may be criminally charged and sentenced to a fine, imprisonment or both (§41-29-1 - §41-29-139).

Under Title 67. Alcoholic Beverages, Chapter 3. Sale of Light Wine, Light Spirit Product, Beer and Other Alcoholic Beverages (§67-3-70), except as otherwise provided by Section 67-3-54, any person under the age of twenty-one (21) years who purchases or possesses any light wine, light spirit product or beer shall be guilty of a misdemeanor, and upon conviction, shall be punished by a fine of not less than Two Hundred Dollars (\$200.00) nor more than Five Hundred Dollars (\$500.00) and a sentence to not more than thirty (30) days community service.

Health and Workplace Risks

Holmes Community College is committed to providing and maintaining a drug-free workplace and workforce, in accordance with federal laws as set forth in the Drug-Free Workplace act of 1988 (41 U.S.C.A. Section 8101 et seq.), as amended, and the Department of Defense (DOD) Drug-Free Workforce Rule of 1988. In the interest of providing a safe work environment, a healthy workforce, and as a result of the law, Holmes CC is a drug-free workplace. Faculty and staff members are prohibited from possessing, using, manufacturing, selling, distributing, or in any way involving themselves with controlled substances both on and off campus. Substance abuse may affect the workplace as well as impose harm to the individual. Impairments may affect performance, increase absenteeism, cause serious accidents, and result in decreased morale. The use of controlled substances may also cause health risks, such as stroke, cardiovascular and lung diseases, seizures, miscarriage, and birth defects.

Description of Health Risks Associated with the Use and Abuse of Alcohol

Excessive drinking increases the risk of developing certain cancers, including cancers of the: mouth, esophagus, throat, liver, and breast. Chronic drinkers are also more liable to contract diseases like pneumonia and tuberculosis than people who do not drink excessively. Drinking large

amounts on a single occasion slows your body's ability to ward off infections, even up to 24 hours after being intoxicated. Drinking excessively can weaken the immune system, making your body more susceptible to diseases.

Organ	Effects
Brain	Alcohol interferes with the brain's communication pathways, and can affect the way the brain looks and works. These disruptions can change mood and behavior, and make it harder to think clearly and move with coordination.
Heart	Long-term use or too much on a single occasion can damage the heart, causing problems including: cardiomyopathy, arrhythmias, and high blood pressure. Research also shows that drinking moderate amounts of alcohol may protect healthy adults from developing coronary heart disease.
Liver	Excessive drinking takes a toll on the liver, and can lead to inflammations including: steatosis or fatty liver, alcoholic hepatitis, fibrosis, or cirrhosis.
Pancreas	Alcohol causes the pancreas to produce toxic substances that can eventually lead to pancreatitis, a dangerous inflammation and swelling of the blood vessels in the pancreas that prevents proper digestion.

Description of Health Risks Associated with the Use and Abuse of Illicit Drugs

Different types of drugs can affect your body in different ways, and the effects associated with drugs can vary from person to person. How a drug affects an individual is dependent on body size, general health, the amount and strength of the drug, whether any other drugs have been taken around the same time, or a person's mood or the environment they are in. As illegal drugs are not controlled substances the quality and strength may differ from one batch to another. Drugs have short-term and long-term effects. These effects can be physical and psychological. Drugs can impact the way you think, feel and act. Making sure you know the risks can help reduce the potential harms you experience. People use drugs for many reasons, and not all drug use leads to dependence. However, people who use drugs regularly for a long period of time can develop dependence and tolerance to it. Tolerance means they need to take larger amounts to get the same effect. Dependence can be psychological, physical, or both. People who are dependent on drugs may find that using the drug becomes more important than other activities in their life. **Remember that there is no safe level of drug use. Be careful when taking any kind of drug.**

Drug	Effects
Hallucinogens	Hallucinogens, such as DMT, LSD, psilocybin (magic mushrooms), and peyote (mescaline), all differ slightly in short-term effects and intensity, but they elicit many of the same mind-altering side effects.

	Possible short-term effects of hallucinogens include: hallucinations, synesthesia, or mixing of senses, intensified perceptions, significant anxiety or depression, increased heart rate, heart palpitations, dilated pupils, blurred vision, excessive sweating, tremors, paranoia, impaired judgment, and impaired motor control. Hallucinogen intoxication is commonly referred to as a “trip,” and a negative experience is called a “bad trip.” Tripping on a hallucinogen may increase the risk of suicide, although it is rare.
Opiates	Using opiates, such as heroin or prescription painkillers, like Vicodin, Percocet, and OxyContin, can be particularly dangerous because it often leads to respiratory depression. Heroin is usually injected, snorted or smoked. Opiate painkillers are most often taken orally, yet may also be crushed and snorted or mixed with a liquid solution and injected. Some side effects typical of opiates include: euphoria followed by apathy, dysphoria or unease, nausea, vomiting, pinpoint pupils, itchy skin, inattention to surroundings, slowed thinking and movements, attention problems, memory impairments, drowsiness, slurred speech, and coma-like state. Drowsiness experienced by an opiate user is often called “being on the nod.” The decreased breathing rate caused by opiate intoxication can result in oxygen deficiency and overdose.
Barbiturates	Barbiturates, such as phenobarbital, are prescription sedatives that depress the central nervous system and induce sleep or reduce anxiety. They have largely been replaced by benzodiazepines, due to the severe side effects and risk of dependence associated with barbiturate use. Users may take more pills than prescribed or inject the drug to achieve increased euphoria or pleasure. Barbiturate abuse can result in the following short-term effects: mood swings, poor judgment, cognitive dysfunction, confusion, drowsiness, sedation, slurred speech, trouble with coordination, unsteady gait, uncontrolled eye movements, stupor, or coma-like state. Barbiturates short-term effects can resemble those of alcohol intoxication, particularly the blackouts or episodes of amnesia. Furthermore, barbiturate abuse increases the risk of suicidal ideation or attempts.
Inhalants	Inhalants are everyday household products, such as cleaning fluids, spray paint, glue, and markers that are inhaled. The chemicals emanated from these products are inhaled through the mouth or nose, either directly or from a soaked rag. Sometimes individuals inhale the chemical from a plastic bag or balloon. These drugs are often abused by children or adolescents because they are so easily accessible.

	The short-term effects of inhalants are short-lived, only lasting a few minutes. The possible side effects of inhalant abuse include: euphoria, apathy, lethargy, poor judgment, dizziness, nausea or vomiting, hallucinations, delusions, blurred vision, slurred speech, impaired coordination, muscle weakness, slowed or delayed reflexes, slow movement and thought, tremors, stupor, or a coma-like state. Even short-term use of inhalants can have fatal consequences. People who inhale from a closed container, such as a plastic bag, may experience unconsciousness, coma, or death. There is also a condition called “sudden sniffing death” that may occur shortly after inhalant use that is likely due to irregular heartbeats or a heart attack.
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Counseling Services

Holmes Community College counselors will assist students in obtaining helpful information in an effort to solve problems created by the use of illicit drugs or alcohol abuse. If students at Holmes Community College have problems, a crisis, or other needs for help that require more intensive clinical intervention than what is available in the campus setting, counselors will assist in the arrangement of services with outside agencies or private practitioners.

Available Resources:

Agency	Contact Information
Catholic Charities, Jackson	601-355-8634
Pine Grove Behavioral Health – Hattiesburg	888-574-4673
Friends of Alcoholics, Flora	601-362-4275
Harbor House, Jackson	601-371-7335
North MS Medical Center, Tupelo	662-377-3000
Parkwood Behavioral Health, Olive Branch	662-895-4900
Merit Health River Region	601-883-3838
St. Dominic Behavioral Health System, Jackson	601-200-3090
Shane Viner, LPC, LMFT, Grenada	662-226-3762
Canton	601-859-8371
Carrollton	662-237-6690
Charleston	662-647-3240
Eupora	662-258-8147
Greenwood	662-453-6211
Grenada	662-226-1112
Jackson	601-321-2400
Lexington	662-834-1709
Winona	662-283-2529
Yazoo	662-746-5712

Sex Offenders on Campus - Federal Campus Sex Crimes Prevention Act

The Campus Sex Crimes Prevention Act, which went into effect in October 2002, requires all campuses to keep a registry of convicted sex offenders who enroll in classes or work on campus. This list must be publicly accessible no later than September 30, 2003. The underlying logic of the law is that the information on sex offenders on campus can help persons on campus guard against students or employees whom they know are past offenders. The registry also gives campus police a valuable source of information for investigating any sexual crimes that are committed. The law requires action to be taken by three groups of people: the sexual offender, college personnel, and campus police. Cooperation among all three of these groups is required for the law to be administered properly. Convicted offenders are required to register with the college, and the college has the responsibility of obtaining the necessary information from its students and employees. Campus police and security personnel are responsible for using the information as a tool to deter crimes and assist in investigations. They must also assist the college in collecting the information required for the creation of a publicly accessible database of offenders.

Adam Walsh Child Protection and Safety Act

The Adam Walsh Child Protection and Safety Act is a federal statute that was signed into law on July 27, 2006. The Walsh Act organizes sex offenders into three tiers according to the crime committed, and mandates that offenders update their whereabouts every three months to every 15 years, with registration requirements of 15 years to lifetime based on the tier assigned. Failure to register and update information is a felony under the law.

The Act also organizes all state and territory sex offender registries into one searchable national database and instructs each state and territory to apply identical criteria for posting offender data on the internet (i.e., offender's name, address, date of birth, place of employment, photograph, etc.). The Act was named after Adam Walsh, an American boy who was abducted from a Florida shopping mall and later found murdered in 1981.

The Adam Walsh Act emerged from Congress following the passage of separate bills in the House and Senate. The Act is also known as the Sex Offender Registration and Notification Act (SORNA), and the majority of its provisions fall into four categories: a revised sex offender registration system, child and sex related amendments to federal criminal and procedure, child protective grant programs, and other initiatives designed to prevent and punish sex offenders and those who victimize children.

The Adam Walsh Child Protection and Safety Act was signed on the 25th anniversary of the abduction of Adam Walsh from a shopping mall in Florida. Adam's father John Walsh, founder of the National Center for Missing and Exploited Children (NCMEC), was joined by other children's advocates to get the bill passed into law. As part of the campaign, Walsh was

joined by Linda Walker, the mother of North Dakota college student Dru Sjodin who was kidnapped and murdered by a released Minnesota sex offender in November 2003.

Mississippi Sex Offender Registry

In connection with the Federal Campus Sex Crimes Prevention Act, effective October 28, 2002, law enforcement information provided by the State of Mississippi related to registered convicted sex offenders in the state may be obtained through the Mississippi Department of Public Safety, Sex Offender Registry, Post Office Box 958, Jackson, MS 39205, (601) 368-1740, email at msor@mdps.state.ms.us or website MS Sex Offender Registry. The essence of this Act requires that convicted sex offenders, who are required to register under Mississippi state law, provide notice of enrollment or employment at any institution of higher education in Mississippi where the offender resides, along with notice of any change of enrollment or employment status at an institution of higher education in the state. The Mississippi Department of Public Safety, Sex Offender Registry, maintains and regulates this information in Mississippi. The Registry, in turn, notifies the local law enforcement agency that has jurisdiction where the institution of higher education is located. The Mississippi Sex Offender Registry's format is set up on a "county" search basis, whereby the individual registered offenders are listed. In our case, this means the Registry contacts the appropriate Sheriff's Department if a registered offender notifies the Registry of enrollment, employment or any change in status at any location of Holmes Community College. To request information about registered sex offenders, including those whom the Mississippi Sex Offender Registry has that are enrolled and/or employed at any of the Holmes Community College Campuses, please refer to the Mississippi Department of Public Safety Sex Offender Registry at <http://state.sor.dps.ms.gov/>.

SEXUAL MISCONDUCT POLICY

Introduction

Holmes Community College is committed to maintaining a safe and healthy educational and work environment in which no member of the College community is, on the basis of sex, sexual orientation, or gender identity, excluded from participation in, denied the benefits of, or subjected to discrimination in any College program or activity.

This Sexual and Harassment Policy is designed to ensure a safe and non-discriminatory educational and work environment and to meet legal requirements, including: Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in the College's programs or activities; relevant sections of the Violence Against Women Reauthorization Act; Title VII of the Civil Rights Act of 1964, which prohibits discrimination on the basis of sex in employment; and Mississippi laws that prohibit discrimination on the basis of sex. It does not preclude application or enforcement of other College policies.

It is the policy of the College to provide educational, preventative, and training programs regarding sexual harassment; to encourage reporting of incidents; to prevent incidents of

sexual harassment from denying or limiting an individual's ability to participate in or benefit from the College's programs; to make available timely services for those who have been affected by discrimination; and to provide prompt and equitable methods of investigation and resolution to stop discrimination, remedy any harm, and prevent its recurrence. Violations of this policy may result in the imposition of sanctions up to, and including, termination, dismissal, or expulsion, as determined by the appropriate officials at the College.

Definition of Sexual Harassment

The term "sexual harassment" as used in this policy refers to conduct on the basis of sex that falls within one or more of the following categories:

1. Quid Pro Quo Harassment occurs when an employee of the college conditions the provision of an aid, benefit, or service of the college upon an individual's participation in unwelcomed sexual conduct.
2. Hostile Environment Harassment occurs when conduct on the basis of sex is sufficiently severe, pervasive, and objectively offensive, as determined by a reasonable person, that it effectively denies a person equal access to the college's programs or activities.
3. Sexual Violence refers to illegal sexual contact that usually involves force upon a person without consent. Examples include sexual assault, dating violence, domestic violence, or stalking.
 - a. *Sexual Assault* refers to any sexual act directed against 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. This includes rape, sodomy, sexual assault with an object, nonconsensual fondling, incest, and statutory rape, as these terms are defined by the FBI Uniform Crime Reporting System. Sexual assault is considered to be against a person's will where that person has not given consent as defined by this policy. Sexual assault is considered forcible where it occurs by means of physical force or coercion as defined by this policy.
 - b. *Domestic Violence* refers to any felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under applicable domestic violence laws, or by any other person against an adult or youth victim who is protected from that person's acts under applicable domestic or family violence laws.
 - c. *Dating violence* refers to physical 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 (i) the length of the relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship.

- d. *Stalking* refers to 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. Stalking violates this policy when it is undertaken, at least in part, for a sexual purpose.

Sexual harassment violates this policy where it occurs at any campus or facility operated by the College, or in connection with any program or activity of the College.

The procedures described herein apply only to conduct that meets the above definition. Nothing in this policy restricts the ability of the College to take disciplinary or other corrective action in response to any conduct of a sexual nature that violates any other College policy or rule.

Definition of Consent

Consent refers to words or actions that clearly show an active, knowing, and voluntary agreement to engage in a particular sexual activity. Consent is determined objectively. This means that an individual is deemed to have given consent when a reasonable person, under the particular circumstances of the encounter, would understand the individual's words and/or actions as indicating the required agreement.

Consent may be withdrawn at any time by words and/or actions that clearly show the individual no longer wishes to participate. Silence and/or the absence of resistance by themselves are not consent. Consent to engage in sexual activity in the past by itself is not consent to future sexual activity. Consent to engage in sexual activity with one person is not consent to engage in sexual activity with another person.

1. *Physical force or coercion*: There is no consent when a person submits to sexual activity due to physical force or the threat of physical force. Likewise, there is no consent when a person intentionally uses coercion to cause another person to agree to sexual activity.

Physical force refers to physical contact with any person, by means of one's own body or an object, for the purpose of causing bodily harm or injury, or of forcibly constraining movement. Coercion is threatening an adverse consequence that is sufficiently severe as to prevent a reasonable person from exercising free will in the decision whether to consent. Examples of coercion may include but are not limited to threatening self-harm if a person does not agree to sexual activity, threatening to "out" another person's sexual orientation, or threatening an adverse employment action. Coercion is not merely words of persuasion one might reasonably use to seek voluntary consent to sexual activity.

2. *Incapacity or impairment:* There is no consent if a person is mentally or physically incapacitated or impaired such that he or she cannot understand the fact, nature, or extent of the sexual situation. This includes impairment or incapacitation due to alcohol or drug consumption if it prevents the person from having such an understanding, as well as being asleep or unconscious. It also includes instances in which a person lacks the required understanding due to medical conditions, or cognitive or other disabilities.

In some instances, a person may give what appears to be consent, despite being incapacitated. For example, a person may speak despite having “blacked out.” In such cases, the objective standard for consent applies, meaning that a policy violation occurs unless a reasonable individual under the particular circumstances would have believed that the incapacitated person’s actions signaled active, knowing, and voluntary agreement to sexual activity. Even if this objective standard is satisfied, if the other individual was actually aware of the person’s incapacity, there is no consent.

3. *Age:* There is no consent for purposes of this policy where a person is too young to give effective consent under applicable law. Under Mississippi law, persons under fourteen cannot give effective consent to sexual activity with any older person, where the age difference is greater than twenty-four months. Persons between the ages of fourteen and sixteen cannot give consent to sexual activity with any older person where the age difference is greater than thirty-six months.

Reporting Sexual Harassment

The College strongly encourages anyone who has experienced or witnessed sexual harassment to report the incident through the procedures in this policy. Properly reporting the incident allows the College to take steps to ensure the safety of the complainant and others and to provide support services. Any person may submit a report against any other person for sexual misconduct on an HCC campus, in connection with any HCC program or activity, and/or involving a member of the College community.

1. Emergency Assistance - ***If you are in immediate physical danger or need emergency medical care, CALL 911.*** Your safety is the first priority. The options for assistance listed below can provide a quick response, but they cannot provide the immediate physical presence necessary to assist you if you are in danger. If you believe you are in immediate physical danger or if you need immediate medical assistance, call 911. Police and/or an ambulance will be dispatched to assist you as necessary. College officials, if not alerted by your 911 call, can be alerted once you are safe.
2. Reporting to the College - ***Whom should I contact?*** The College’s Title IX Coordinator is responsible for overseeing compliance with Title IX and other laws that address sexual harassment. The Coordinator oversees investigations and disciplinary procedures in cases of sexual misconduct, as well as supportive measures and assistance for those who report such misconduct. The simplest and most direct route to submit a formal

report to the College is to contact the Title IX Coordinator, Dr. Teresa Mackey, who may be contacted by phone at (662) 472-9109 or email at compliance@holmescc.edu.

As discussed below, to be considered, all written requests to the Title IX Coordinator must be submitted via email to the address listed in this policy.

If a person does not wish to report directly to the Title IX Coordinator, he or she is encouraged to contact one of the following officials, who also can provide assistance:

- Vice-President of Goodman Campus (662) 472-9024
- Vice-President of Grenada Campus (662) 227-2304
- Vice-President of Ridgeland Campus (601) 605-3301
- Vice-President of Academic Affairs (662) 472-9035
- Vice-President of Career Technical Education (601) 605-3313
- Vice-President of eLearning (662) 472-9162
- VP Institutional Research and Student Affairs (662) 472-9067
- Vice-President of Workforce (601) 605-3315
- Human Resources Director (662) 472-9011

3. **Mandatory Reporting** - All college employees are considered Mandatory Reporters for purposes of this policy unless specifically exempted herein, or specifically exempted via the procedure outlined below.

Mandatory Reporters are required to notify the Title IX Coordinator when they learn of sexual harassment against any student, employee, applicant for admission or employment, or guest or visitor on campus.

- ***Reporting should be prompt.*** A Mandatory Reporter should report an incident of sexual harassment to the Title IX Coordinator as soon as is practical under the circumstances.
- ***Reporting is not discretionary.*** The obligation to report sexual harassment is not discretionary. A Mandatory Reporter may not, for example, decide not to report alleged harassment because he or she believes it is not sufficiently serious, or because he or she does not believe it happened. These are decisions for the Title IX Coordinator and appropriate College officials to make.
- ***Independent investigations are prohibited.*** College employees, departments, organizations, and other units must not undertake their own independent investigations of sexual harassment in lieu of the procedures herein, or undertake any response that in the judgement of the Title IX Coordinator interferes with or conflicts with the response under this policy.

- ***Tell the reporting person what will happen next.*** A Mandatory Reporter should tell the person informing them of sexual harassment (1) that he or she will be informing the Title IX Coordinator of the incident; (2) why he or she is sharing this information—i.e., his or her obligation to inform those on campus in a position to respond; and (3) that the College will contact the person to provide additional information and support.
 - ***Do not share the information with others.*** Once you have informed the Title IX Coordinator, your reporting duties are complete. You may not share the information with anyone else. If your supervisor or someone you report to expects to be notified of such reports, you may inform them that you have relayed a complaint to the Title IX Coordinator, and that they may contact the Coordinator directly with questions or concerns.
4. Confidential Options - The following list, including but not limited to, identifies external agencies of possible assistance:

Mississippi State Coalition Against Sexual Assault (MSCASA)	(888) 987-9011
Rape, Abuse and Incest National Network (RAINN)	(800) 656-4673
Catholic Charities Diocese of Jackson	(601) 326-3774
Jackson Rape Crisis Center Office	(601) 366-0750 or Crisis Line (601) 982-7273
Life Help Mental Health Center – Lexington	(662) 834-1709 or (866) 453-6216
Angel Wings Outreach Center	(866) 847-5802
Baptist Medical Clinic – Madison	(601) 605-3858
St. Dominic Hospital – Jackson	(601) 200-2000
Three Oaks Behavioral	(601) 991-3080
Catherine Booth Center	(800) 898-0834
Family Health Clinic – Grenada	(662) 226-0110
University of Mississippi Medical Center – Grenada	(662) 227-7000

5. Reporting to Law Enforcement Agencies

The reporting procedures in this policy are not intended as a substitute for reporting sexual misconduct to law enforcement agencies. Sexual misconduct may involve violations of the law. Members of the College community always retain the right to report sexual misconduct to the police. However, reporting to law enforcement is never required under this policy.

In an emergency, Holmes Community College Campus Police and local police departments can be reached by calling 911. Non-emergency contact information for these agencies is as follows:

- **Goodman Campus**
Holmes CC Goodman Campus Police (601) 940-0089
Goodman Police Department (662) 472-2272
Holmes County Sheriff's Department (662) 834-1511
- **Ridgeland Campus**
Holmes CC Ridgeland Campus Police (601) 605-3333
Ridgeland Police Department (601) 856-2121
Madison County Sheriff's Department (601) 859-2345
- **Grenada Campus**
Holmes CC Grenada Campus Police (662) 809-6845
Grenada Police Department (662) 226-1211
Grenada County Sheriff's Department (662) 227-2877
- **Attala Center**
Kosciusko Police Department (662) 289-3131
Attala County Sheriff's Department (662) 289-5556
- **Yazoo Center**
Yazoo City Police Department (662) 746-1131
Yazoo County Sheriff's Department (662) 746-5611

Reporting to the Campus Police will result in an initial notification to the Title IX Coordinator, as outlined below. Reporting to other law enforcement agencies will not trigger such notification unless and until that agency elects to share the information with College officials or until you make a report as outlined in this policy.

Making a report under this policy is independent of any criminal investigation or proceedings. Thus, you may report to the College, a law enforcement agency, or both. The College, in its discretion, may not wait for the conclusion of any criminal investigation or proceedings to commence its own investigation or disciplinary proceedings. The College may take interim measures, if necessary, for the safety and security of the College community.

Individuals who bring reports of sexual misconduct to the College will be informed of their options for reporting to law enforcement agencies. If requested, the College will take reasonable steps to assist the individual in reporting to law enforcement.

Investigation and Adjudication

All investigations, hearings, and disciplinary proceedings concerning alleged sexual misconduct will be conducted in a prompt, fair, and impartial manner under the procedures outlined herein by individuals who have received appropriate training.

The Title IX Coordinator will oversee the investigation and adjudication process. All written requests to the Coordinator described herein must be submitted to the email address listed above in order to be considered.

1. Initial Notification

The College's duty to respond begins when the Title IX Coordinator is notified of alleged sexual misconduct. Upon receiving such notification, the Title IX Coordinator will promptly contact the alleged victim, who is referred to herein as the "complainant." A person who has been reported to be the perpetrator of conduct that could constitute sexual misconduct is referred to as the "respondent." After a formal complaint has been submitted, the complainant(s) and respondent(s) in a particular matter are referred to as the "parties."

Upon initial notification, the Coordinator will inform the complainant of the availability of supportive measures as described below, the ability to report to law enforcement, and the procedure for filing a formal complaint of sexual misconduct.

2. Supportive Measures

Supportive measures are non-disciplinary services offered by the College as it deems appropriate to the complainant or respondent in order to restore or preserve equal access to the College's programs, activities, services, or benefits.

The Title IX Coordinator will inform the complainant—and where a formal complaint has been filed, the respondent—of the availability of supportive measures, and will coordinate their implementation along with other College personnel as needed. If a party wishes to request specific supportive measures, it is his or her responsibility communicate that request to the Title IX Coordinator.

Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, providing an escort or other security, mutual orders mandating no contact between individuals, changes in housing or work locations, leaves of absence, monitoring of certain areas, or other similar measures.

Supportive measures are available whether or not a complainant elects to file a formal complaint, and may be implemented or maintained without regard to the outcome of a

complaint. They are non-punitive in nature and must not unreasonably burden the other party. The College will endeavor to keep information concerning supportive measures as private as is reasonably possible, but may determine it is necessary to share this information with certain individuals in order to effectively implement needed assistance.

3. Formal Complaint

A formal complaint is required before the College will initiate an investigation of sexual misconduct. A formal complaint is a document, which must be signed by or otherwise reflect the authorization of the complainant, that alleges sexual misconduct against a person and requests that the College investigate the matter. It may be submitted in person or via electronic means.

If a complainant does not submit a formal complaint, the Title IX Coordinator may determine that the matter nonetheless warrants investigation under this policy. In such cases, the Title IX Coordinator will initiate and sign the formal complaint. In such cases, the alleged victim—not the Coordinator—is still considered the complainant, and will continue to receive any notifications required hereunder. Alternatively, the Coordinator may determine that the matter warrants investigation under another College policy, and may refer the matter to appropriate personnel.

Where the College has received multiple complaints of sexual misconduct that allegedly involve one or more of the same parties and/or arise out of the same facts or circumstances, the Title IX Coordinator shall have discretion to consolidate these complaints for purposes of proceedings under this policy. Where consolidation occurs, the parties will be notified in writing.

The College does not limit the timeframe for filing a complaint. The College encourages complaints to be filed as soon as reasonably possible following an alleged sexual harassment because the College's ability to gather adequate information may be limited where a significant length of time has elapsed between an incident and the filing of a complaint. Further, the College's ability to complete its processes may be limited with respect to Respondents who are no longer attending or are no longer employed by the College.

4. Written Notification of Parties

Upon receipt of a formal complaint, the College will provide written notice to the accused party and the complainant. This notice will include a description of the allegations potentially constituting sexual misconduct, including the parties involved, the date, and the location, if these details are known. The written notice will inform the parties of the following:

- Respondents are presumed not responsible until proven otherwise, and a determination regarding responsibility is made at the conclusion of the investigation and adjudication process.
- Parties may have an advisor of their choice who may be, but is not required to be, an attorney. Where a party selects his or her own advisor, the party will bear any associated costs. Alternatively, if a party does not have an advisor, the College will provide one of its choosing at no charge upon written request.
- Parties will have an equal opportunity to inspect and review evidence.
- Supportive measures are available and may be requested by contacting the Title IX Coordinator.
- It is a violation of College policies to knowingly or recklessly make false statements or submit false information in connection with the investigation or adjudication process, and such conduct is subject to disciplinary action.

If in the course of an investigation, the College decides to investigate any separate and distinct allegation of sexual misconduct not included in the initial notice, it will provide written notice of the additional allegation(s) to the parties.

5. Emergency Removal

In rare cases where the College has reason to believe a party to a sexual misconduct investigation poses an immediate threat to the physical health or safety of another individual, the College may remove that party from campus, or from any program, activity, or facility, on an emergency basis.

Removal of a student will occur only where the appropriate officer of the College determines that the student poses an immediate threat to the physical health or safety of another person following an individualized safety and risk analysis. Where a student is removed by these means, he or she will receive notice and an opportunity to challenge the decision as promptly as is reasonably possible.

Nothing in this policy restricts the ability of the College to place an employee on leave pending the outcome of an investigation of sexual misconduct or other issues.

6. Investigation

The Title IX Coordinator or their designee will investigate the allegations raised in a formal complaint. The Coordinator will make good faith efforts to obtain relevant evidence, both potentially inculpatory and exculpatory.

Notification of Parties

Prior to any interview, meeting, or hearing with the complainant or respondent, the College will provide written notice of the date, time, location, participants, and purpose at least 24 hours in advance.

Role of Investigators

The Title IX Coordinator will select an appropriate person or persons to conduct the investigation. In exceptional cases, an external investigator may be used. In all cases, the investigator will have received proper training on issues relating to sexual misconduct, College policies, relevant laws and regulations, proper investigation procedures and techniques, impartiality and avoiding conflicts of interest, and other relevant issues. The investigator may regularly consult with the Title IX Coordinator on the progress of the investigation and potential issues that require additional follow-up.

Role of Advisors

The parties may be accompanied to any interview, meeting, or hearing by the advisor of their choosing, who may be but is not required to be an attorney. While the College will make reasonable efforts to address procedural or other questions raised by advisors, the parties are expected to speak for themselves with respect to the substantive allegations. It shall be the responsibility of the party, not the College, to inform any advisor and secure their attendance at any such interview, meeting, or hearing.

Where a party does not have an advisor for the investigation stage of the process, the College will provide one at no charge upon written request to the Title IX Coordinator. It is the responsibility of the party to submit this request as early as possible. Except where appointed by the College under this policy, no College employee may serve as an advisor in any proceeding under this policy. For more information about advisors at live hearings, please see below.

Inspection of Evidence

The College will provide all parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is related to the allegations. This normally will occur via the investigative report process outlined herein. If a party wishes to review evidence prior to the dissemination of the report, or at any other point, he or she should make that request in writing to the Title IX Coordinator.

Confidential Materials

The College will not access, consider, disclose, or otherwise use in connection with an investigation a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in a professional capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the College obtains that party's voluntary, written consent to do so.

Conflicts of Interest

If a party believes that an investigator, advisor, or other personnel involved in the investigation process has a conflict of interest or bias that would prevent him or her from serving fairly and impartially, he or she should promptly inform the Title IX Coordinator. If a party believes the Title IX Coordinator has such a conflict or bias, he or she should inform the Executive Vice President. The appropriate official will review the matter and take remedial action where appropriate, which may include assigning alternate personnel.

Acceptance of Responsibility

A respondent is presumed not responsible until proven otherwise by sufficient evidence. However, if a respondent wishes to accept responsibility for some or all of the allegations against them, he or she may do so at any point prior to the conclusion of the live hearing.

Where a respondent wishes to accept responsibility prior to a live hearing, he or she should communicate that fact to the Title IX Coordinator in writing. The Coordinator will inform all parties of the acceptance of responsibility and will issue a proposed set of sanctions and/or remedies.

If all parties agree in writing to waive a live hearing on the matter and accept the proposed sanctions and/or remedies, the matter will be concluded and not subject to appeal. If all parties do not agree, the Coordinator will schedule a hearing before the adjudicator to determine the appropriate sanction and/or response, and to decide any remaining allegations or other issues.

Where a respondent wishes to accept responsibility after a live hearing has commenced, it is his or her responsibility to clearly state as much to the adjudicator. An adjudicator may consider a party's acceptance of responsibility as one factor in determining the appropriate sanctions and/or responses.

7. Investigative Report

At the conclusion of the investigation, the Title IX Coordinator will prepare an investigative report summarizing relevant policy provisions and potentially relevant evidence, including potential witness testimony and potential exhibits to be introduced at a hearing.

Scope of Recommendations

The report may make recommendations as to what testimony, exhibits, or other evidence are or are not relevant to a determination regarding responsibility, but the final authority for such determinations will rest with the adjudicator. The report will not take any position or make any recommendation as to the ultimate question of responsibility or non-responsibility.

Distribution of Preliminary Report

Not less than twenty-one calendar days prior to a hearing, the Title IX Coordinator will provide a preliminary copy of the investigative report to each party and their respective advisors, along with a copy of any relevant documents or exhibits. The parties will have ten calendar days to submit a written response noting any objections, proposed corrections, or proposed additions.

Final Report

The Coordinator will consider any written responses from the parties in preparing a final version of the investigative report, which will be provided to the parties, their advisors, and the adjudicator at least five calendar days prior to the hearing.

8. Dismissal and Referral Under Other Policies

Allegations of sexual misconduct will be investigated initially under the procedures outlined in this policy. In some cases, the evidence uncovered may indicate that dismissal of a complaint or allegation under this policy is appropriate. Where dismissal occurs, nothing in this policy prevents a matter from being referred for investigation, disciplinary action, or other remedial steps under any other College policy.

Mandatory Dismissal

If at any point prior to a determination on responsibility the Title IX Coordinator determines that a complaint or allegation, if proven, (i) would not meet the definition of sexual harassment set forth herein, (ii) did not occur on an HCC campus or otherwise in connection with a College program or activity; (iii) did not occur against a student, employee, or other person who at the time of the filing of the formal complaint was participating in or attempting to participate in a College program or activity; or (iv) did not occur against a person in the United States, the Title IX Coordinator will dismiss the complaint or allegation.

Mandatory dismissal means that no further investigation or adjudication proceedings will occur under this policy. Where a complaint or allegation is dismissed on this basis, and the dismissal is not reversed via appeal, this precludes any formal discipline or sanction under this policy for the covered conduct, unless additional information is subsequently revealed that the Title IX Coordinator determines could not have been reasonably known by the relevant party and would materially alter the nature or severity of the allegations.

Discretionary Dismissal

Where the Title IX Coordinator determines that specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to a complaint or allegation, the Coordinator may, at his or her discretion, dismiss the complaint or allegation. Discretionary dismissal does not preclude the filing of a future complaint on

the same subject matter, which may be investigated where the Title IX Coordinator determines that specific circumstances preventing investigation have changed.

Voluntary Dismissal

If at any time prior to a determination on responsibility, a complainant notifies the Title IX Coordinator in writing of his or her desire to withdraw the formal complaint or any allegation therein, the Coordinator may, at his or her discretion, dismiss the complaint or allegation.

The College will consider a complainant's request to dismiss a formal complaint, but may determine that dismissal is inappropriate if it would impair the College's ability to ensure a safe and non-discriminatory environment. Factors considered in making this determination include, but are not limited to:

- The risk of the accused committing other acts of sexual misconduct, such as where other complaints have been made against the same person.
- The risk of sexual misconduct of a similar nature, such as where multiple assaults occurred at the same location or involving the same group.
- The use of physical violence and/or weapons.
- The involvement of multiple alleged perpetrators.
- Allegations of threats or retaliation by the accused against the complainant or others.
- The reporting party's age.
- The parties' rights and/or the College's obligations under the Family Educational Rights and Privacy Act (FERPA) and other applicable privacy laws.

Referral Under Other Policies

Where the Title IX Coordinator determines that the dismissal under this policy is appropriate, he or she will determine whether the matter should be referred for further proceedings under any other College policy. Where the Coordinator determines that such proceedings may be warranted, the matter will be referred to the appropriate College personnel.

Notification of Dismissal

Where the Coordinator determines that dismissal under this section is warranted, he or she will promptly notify the parties in writing of the dismissal, the grounds for the decision, and the availability of and procedure for appeal.

Appeal of Dismissal

Where a party feels that a decision to dismiss has been made in error, he or she may appeal the dismissal under the procedures set forth in this policy.

9. Hearings

The determination of responsibility or non-responsibility for Title IX Sexual Harassment and other sexual misconduct matters will be made via a live hearing process.

Standard of Proof

The standard of proof for adjudicating any sexual misconduct charge is a preponderance of the evidence standard. In other words, the evidence must show that it is more likely than not that the alleged sexual misconduct occurred. Unless and until sufficient evidence is presented, the respondent is presumed not responsible.

Adjudicators

The determination of responsibility or non-responsibility is made by the adjudicator, which may be an individual or a panel of individuals selected by the College. The adjudicator will have received appropriate training on College policies, procedures for fair and impartial decision-making, pertinent laws and regulations, and other relevant issues. An adjudicator shall not have served as an investigator, coordinator, advisor, or informal resolution facilitator in the matter.

Prior to the hearing, the parties will be notified of the identity of the adjudicator. If any party has reason to believe that an adjudicator has a conflict of interest or bias that would prevent him or her from deciding the matter fairly and impartially, he or she should communicate that belief to the Title IX Coordinator as early as possible, and in all events at least five days prior to any hearing.

In addition to the adjudicator, the Title IX Coordinator may be present at the hearing to advise as needed on matters of policy or procedure. The Coordinator may not serve as an adjudicator or make recommendations as to the ultimate finding of responsibility or non-responsibility.

Presentation of Evidence

All parties will be permitted to present relevant testimony and other evidence at the hearing. Each party's advisor will be permitted to ask any party or witness relevant questions and follow up questions. Parties may not directly question other parties or witnesses.

Before a party or witness answers a question, the adjudicator must determine whether the question is relevant, and signal to the party or witness that he or she should answer. Where the adjudicator determines that a question is not relevant, he or she should state briefly the basis for that determination.

Witnesses may be called by any party or by the adjudicator. The adjudicator shall have discretion to structure the order in which witness testimony and other evidence are presented, provided that all parties are afforded equal opportunity to present relevant evidence and question all witnesses.

Relevance of Evidence

Testimony and other evidence are relevant where the adjudicator determines that they pertain to the allegations under review and are reasonably likely to make some material fact more or less probable. Questions are relevant where the adjudicator determines that they are reasonably likely to elicit a response that meets the definition of relevant testimony.

Questions and evidence about a complainant's sexual predisposition or prior sexual behavior are not relevant, unless offered to prove that someone other than the respondent committed the alleged conduct, or such questions or evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

Testimony

All parties and witnesses are expected to be present and to provide truthful and accurate testimony at any hearing under this policy. It is a violation of this policy to knowingly or recklessly make false statements or submit false information in connection with the investigation or adjudication process, and such conduct is subject to disciplinary action by the College.

A party or witness's failure to testify or submit to cross-examination means that no statement by that party or witness may be considered in reaching a determination of responsibility. The adjudicator may not base a determination of responsibility or non-responsibility solely on the fact that a party or witness refuses to testify or answer cross-examination questions, but may consider such refusal as one factor and/or consider the absence of sufficient evidence due to other statements being excluded from consideration.

Hearing Advisors

Each party may be accompanied to any interview, meeting, or hearing by the advisor of their choosing, who may be but is not required to be an attorney. While the College will make reasonable efforts to address procedural or other questions raised by advisors, the parties are expected to speak for themselves with respect to the substantive allegations. Because cross-examination questions at a live hearing may be asked only by an advisor, and not by the parties themselves, it is strongly recommended that each party secure the participation of an advisor at the hearing stage.

As noted above, where, if a party does not have an advisor, the College will appoint one at no cost upon written request. It is the responsibility of the party to submit a request

for a hearing advisor as early as possible. If the request is submitted less than ten calendar days prior to a scheduled hearing date, the College cannot guarantee the availability of an advisor at the hearing. In all cases, it remains the responsibility of the party to inform the advisor and secure their attendance at any hearing or other meeting.

Remote Hearings

Hearings normally will occur in person with the parties, advisors, and adjudicator in the same location. However, upon timely written request, the College will permit any party to participate remotely by means of videoconferencing or similar technology. In such cases, the arrangement of the videoconference must be such that all parties and the adjudicator can see and hear any party or witness while that party or witness is testifying.

Recording of Hearings

Hearings under this policy shall be recorded via audio or audiovisual means and maintained as part of the file. The recording shall be made available to the parties for inspection and review upon request. Unauthorized copying or recording of hearing proceedings is prohibited.

10. Determination as to Responsibility

Upon conclusion of the hearing, the adjudicator shall issue a written determination regarding responsibility or non-responsibility for the charges. This determination will include:

- A statement of the allegations considered.
- A description of the procedural steps taken from the receipt of the formal complaint through the determination of responsibility, including a description of the notifications to the parties, interviews, and other methods of evidence gathering, and hearings.
- Findings of relevant fact.
- Conclusions applying relevant College policies to the facts.
- A statement of the result for each separate allegation, including any sanctions or other remedies, and the rationale for the same.
- A statement of the grounds and procedures for appeal.

The adjudicator will transmit this determination to the Title IX Coordinator, who will provide a copy to all parties simultaneously. The Title IX Coordinator also may communicate all or part of the determination to any College personnel deemed necessary to carry out any sanction or remedy, or to ensure the safety of the community.

11. Appeals

Any party may appeal from the final determination on responsibility or from the dismissal of any complaint or specific allegation under this policy.

Grounds for Appeal

Permissible grounds for appeal are: (1) a procedural error that likely affected the outcome of the matter; (2) new evidence that was not reasonably available at the time of the determination or dismissal that likely would affect the outcome of the matter; or (3) evidence of an impermissible conflict of interest or bias for or against complainants or respondents generally, or an individual complainant or respondent specifically, on the part of the Title IX Coordinator, investigator, or adjudicator.

Appellate Procedure

Either party may appeal by submitting a written notice to the Title IX Coordinator within seven calendar days of issuance of the written determination on responsibility or the notice of dismissal. Upon receipt of a notice of appeal, the Coordinator will notify all parties in writing that an appeal has been filed.

The Coordinator will invite parties to submit written statements of their positions on appeal. The Coordinator shall have discretion to determine the order and length of statements and other procedural matters, provided that all affected parties will have equal opportunity to submit relevant information.

Appellate Adjudicators

The appellate adjudicator will have received appropriate training on College policies, procedures for fair and impartial decision-making, and relevant laws and regulations. Appellate adjudicators will not have participated in the hearing or other pre-appeal proceedings in any matter before them.

Appellate Decision

The appellate adjudicator will decide the appeal based on the hearing record, the parties' written statements on appeal, and applicable College policies. He or she may consult the Title IX Coordinator concerning policy or procedural matters or other College personnel as appropriate, but should not confer with parties, witnesses, investigators, or the hearing adjudicator.

The appellate adjudicator may (1) affirm the decision, sanction, or remedy in full or in part; (2) reverse any ruling and remand the matter for further proceedings; and/or (3) in cases where an appellate ruling leaves no material questions of fact, render a final decision as to responsibility, sanctions, or remedies.

The adjudicator will issue a written decision explaining the outcome of the appeal and the rationale. That decision will be transmitted to the Title IX Coordinator, who will

provide a copy to all parties simultaneously. The decision of the appellate adjudicator is final and not subject to further appeal.

12. Timeframe

Absent extenuating circumstances, the College will strive to conduct a full investigation of a complaint of sexual misconduct and adjudicate the complaint within ninety calendar days of the filing of the formal complaint.

Informal Resolution

In some instances, the parties may prefer to address sexual misconduct through informal means, such as mediation. Where appropriate, the College will make reasonable efforts to facilitate this process.

1. Requesting Informal Resolution

Parties interested in informal resolution should communicate that request to the Title IX Coordinator. A request for mediation or other informal resolution may be made in writing by either party at any point after a formal complaint is filed and prior to a determination on responsibility.

2. Determination of Appropriateness

If a party requests informal resolution and the Title IX Coordinator determines it is potentially appropriate, the Coordinator will provide all parties with written notice of the request, including a description of the allegations covered, an explanation that informal resolution is strictly voluntary and must be agreed to by all relevant parties, and an explanation of the relevant provisions of this section. Informal resolution will not proceed unless all relevant parties indicate their agreement in writing after receiving this notice.

Informal resolution is not permitted where there is an allegation that a College employee engaged in sexual misconduct toward a student. The Coordinator shall retain discretion to deny any request for informal resolution or to terminate such proceedings at any point if he or she determines that they are no longer appropriate.

3. Informal Resolution Process

The nature of an informal resolution process will vary depending on the circumstances and wishes of the parties. The process is strictly voluntary. No one, whether complainant, respondent, or third party, will be compelled to participate in any portion.

Informal resolution efforts always will be supervised by a properly-trained College employee. The Title IX Coordinator will oversee the informal resolution process, and will be informed of the outcome, but neither the Title IX Coordinator nor any investigator or adjudicator involved in the matter will be present at any informal resolution meeting.

4. Record Keeping

To facilitate candid exchange of information, statements made by participants in any informal resolution process are confidential and not admissible in any hearing or other disciplinary proceeding under this policy. The College will maintain records of the outcome of informal resolution proceedings, but will not maintain records of the specific contents of any such proceeding or statements made therein.

5. Effects of Informal Resolution

Once an informal resolution process has begun, any party is free to withdraw at any time prior to the conclusion of the process, and should communicate that request to the Title IX Coordinator.

The process concludes when the Title IX Coordinator issues a written notice to the parties that a resolution has been reached, or alternatively that no resolution can be reached. Where no resolution can be reached or where any necessary party withdraws, the College will resume the formal complaint process.

Where a resolution is reached and agreed to in writing by the parties, this will preclude any formal discipline or sanction under this policy for the covered conduct, unless additional information is subsequently revealed that the Title IX Coordinator determines could not have been reasonably known by the relevant party and would materially alter the nature or severity of the allegations.

Possible Sanctions

Sanctions for violations of this policy must be determined based on the facts of each individual case. The following possible sanctions are applicable to all College students and employees when a finding or a violation of the sexual harassment policy has been determined, or when frivolous or malicious charges have been brought. A first offense could be grounds for dismissal, and more than one sanction may be imposed for any single offense. Sanctions are distinct from non-punitive measures, such as orders barring contact or changes in housing or work assignments.

1. Sanctions for Students

Sanctions for student respondents may include, but are not limited to:

- Warning, oral or written

- Reprimand in writing
- Probation
- Loss of campus housing
- Suspension
- Expulsion

2. Sanctions for Employees

Sanctions for employee respondents may include but are not limited to:

- Written or oral warning
- Formal reprimand placed in the respondent's permanent file
- Suspension without pay
- Dismissal

Resources and Information

Individuals seeking information or advice can expect to learn about resources (also see page 1) available at the College and elsewhere that provide counseling and support. Individuals will be advised about the steps involved in pursuing an informal resolution or filing a formal complaint. Individuals also have the right to file a criminal complaint.

Intentionally False Reporting

While the College recognizes the rarity of intentionally false reports of sexual harassment, submitting a deliberately false report or providing false information in bad faith is prohibited under this policy and is grounds for disciplinary action. A report is made in bad faith when the person making it actually knew it was false or made it with reckless disregard for the truth. A report is not made in bad faith merely because an adjudicator finds an accused party not responsible.

Where a false report or statement has been made in bad faith, disciplinary action by the College against the person making it is not retaliation within the meaning of this policy. This exception applies solely to official disciplinary action by the College. It does not authorize retaliation of any kind by any individuals, department, or organization, even where bad faith is found.

Prohibition on Retaliation

Retaliation against individuals for reporting sexual misconduct, or for participating in any capacity in proceedings under this policy, is strictly prohibited. Retaliation should be reported immediately to the Title IX Coordinator, and is an independent basis for disciplinary action, regardless of the outcome of the underlying complaint.

For purposes of this policy, retaliation includes any intimidation, coercion, discrimination, threat, or other action against any individual that would deter a reasonable person from reporting, testifying, assisting, or cooperating with an investigation or proceeding. Constitutionally protected speech, without more, does not constitute retaliation under this policy. Sanctions imposed for making a deliberately false report or providing false information in bad faith in the course of an investigation or hearing do not constitute retaliation.

Confidentiality

The College recognizes the right of parties to a Title IX proceeding to discuss the matter in good faith with individuals they believe may be able to provide pertinent information. However, the parties may not seek to intimidate, harass, or coerce any person into altering their testimony or presenting inaccurate information. Likewise, parties may not engage in any form of harassment or retaliation against any party, witness, or administrator involved in the Title IX process.

Coordination with Law Enforcement Authorities

In the event that a formal complaint addresses behavior or actions that are under review by law-enforcement authorities, the Title IX Coordinator, in light of information from law-enforcement authorities, may assess and/or postpone any portion of the investigation under the policy so that it does not compromise the criminal investigation. However, the College is under no obligation to await the conclusion of a law enforcement investigation and may proceed under this policy while such an investigation is pending.

Training

It is the College's policy to provide training to all personnel involved in the procedures described herein with sufficient training on pertinent laws, regulations, rules, techniques for effective and fair investigation and/or adjudication, techniques for avoiding bias, and other relevant issues as appropriate.

It is the College's policy to provide students and employees with training and education on the provisions of this policy and their duties under it. This includes but is not limited to a clear statement of the College's prohibition on sexual harassment, information on the definition of consent, and information on how to seek help if sexual harassment occurs.

Coordination with Other Policies

Where alleged conduct is subject to sanction both under this policy and another College policy or rule, the procedural requirements of this policy will apply. Where there is any procedural or other difference between the requirements of this policy and another applicable College policy, this policy will control. Nothing in this policy prevents imposition of any sanction or remedy for conduct of a sexual or discriminatory nature that does not meet the definition of sexual

harassment herein. Nothing in this policy prevents the imposition of non-punitive measures to ensure the safety or productivity of any College employee or student.

CONTACT AND RESOURCE INFORMATION

Title IX Coordinator, Dr. Teresa Mackey | (662) 472-9101
Emergency Assistance | 911
Mississippi Department of Public Safety | (601) 987-1212
Mississippi State Coalition Against Sexual Assault | www.msCasa.org
R.A.I.N.N. (Rape, Abuse and Incest National Network) | www.rainn.org
Jackson Rape Crisis Center | (601) 366-0750
Crisis Line | (601) 982-7273 | www.catholiccharitiesjackson.org

GOODMAN CAMPUS

LAW ENFORCEMENT

Holmes CC Campus Police | (601) 940-0089
Goodman Police | (662) 472-2272
Holmes County Sheriff's Department | (662) 834-1511

MEDICAL AND COUNSELING

Life Help Mental Health Center-Lexington | (662) 834-1709 or 1-866-453-6216

RIDGELAND CAMPUS

LAW ENFORCEMENT

Holmes CC Campus Police | (601) 605-3333
Ridgeland Police | (601) 856-2121
Madison County Sheriff's Department | (601) 859-2345

MEDICAL AND COUNSELING

St. Dominic Hospital Jackson | (601) 200-2000
Baptist Medical Clinic-Madison | (601) 605-3858
Three Oaks Behavioral | (601) 991-3080
Angel Wings Outreach Center | (866) 847-5802

GRENADA CAMPUS

LAW ENFORCEMENT

Holmes CC Campus Police | (662) 809-6845
Grenada Police Department | (662) 226-1211
Grenada County Sheriff's Department | (662) 227-2877

MEDICAL AND COUNSELING

University of MS Medical Center, Grenada | (662) 227-7000
Family Health Clinic | (662) 226-0110
Life Help Mental Health | (662) 226-1112
Catherine Booth Center | 1-800-898-0834

ATTALA CENTER

LAW ENFORCEMENT

Kosciusko Police Department | (662) 289-3131
Attala Sheriff's Office | (662) 289-5556

MEDICAL AND COUNSELING

Life Help Mental Health Center | (662) 289-4735
Attala County Health Department | (662) 289-2351
Baptist Medical Center | (662) 289-4311
Premier Rehab | (662) 289-3588

YAZOO CENTER

LAW ENFORCEMENT

Yazoo City Police Department | (662) 746-1131
Yazoo County Sheriff's Department | (662) 746-5611

MEDICAL AND COUNSELING

Warren Yazoo Mental Health | 1 (888) 558-2077
Yazoo City Medical Clinic | (662) 746-6083
G.A. Carmichael Family Health Center | (662) 746-6532

TITLE IX

Holmes Community College (HCC) adheres to the guidelines set forth by Title IX of the Education Amendments of 1972. Title IX prohibits discrimination based on sex in educational programs and activities. Prohibited conduct under Title IX also includes sexual harassment and sexual assault. Title IX protects students, faculty, and staff alike, and applies to all genders. Title IX is implemented and enforced in compliance with applicable law, including: Title IX of the Education Amendments of 1972; the relevant provisions of the Violence Against Women Reauthorization Act of 2013; Title VII of the Civil Rights Act of 1964; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act; and other applicable federal and state laws. HCC also follows all intervention and crime reporting requirements for Title IX violations under applicable law. Title IX violations in any form will not be excused or tolerated. HCC adheres to effective, equitable, and fair procedures to investigate and adjudicate Title IX complaints. The college reinforces its Title IX Policy by educating the college community on the

importance of recognizing, reporting, and effectively responding to all forms of prohibited conduct. Special emphasis is placed on the rights, needs, and privacy of both parties to a Title IX complaint. HCC's Title IX Office operates in an impartial and unbiased manner and does not advocate on behalf of either party. HCC also adheres to all federal, state, and local requirements for intervention and crime reporting related to Title IX violations. HCC employs a Title IX grievance process that rests on fundamental notions of fairness and due process protections so that determinations as to responsibility made at the conclusion of its grievance process are founded on facts and evidence. There is a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

Purpose

Holmes Community College (HCC) is committed to fostering an environment that prevents sex-based discrimination, sexual harassment, and other unwelcome sexual conduct involving its employees, students, applicants for admission or employment, visitors to campus, or third parties who are participants in an educational program or activity of the college. Students, faculty, and staff should be able to live, study, and work in an environment free from sexual misconduct. The purpose of this publication is to provide students, faculty, and staff notice of the rights and protections afforded to them under Title IX and their continuing obligation to respect the dignity of each person by refraining from prohibited behaviors. This publication outlines prohibited conduct, including unlawful discrimination based on sex and sexual harassment.

Title IX prohibits discrimination based on sex that effectively denies an individual access to an educational program or activity of the college. All genders are protected from sex-based discrimination and sex-based harassment. Prohibited sex-based discrimination and harassment includes, without limitation, discrimination or harassment based on gender, pregnancy, or childbirth. As mandated by Title IX and its implementing regulations, HCC does not discriminate on the basis of sex in its educational programs or activities, admissions, or employment. Educational decisions that cannot be based on sex include, without limitation, decisions relating to admission; financial aid; academic advising and instruction; class assignments; evaluation and grading; discipline; housing; athletics; health and counseling services; recreational, residential, or extracurricular services or programs; and participation and status in any college program or activity, whether on or off campus. Employees, students, applicants for admission or employment, or other participants in college educational programs or activities who believe they have been discriminated against are entitled to seek relief through the college's Title IX Office. Individuals who believe they have experienced disparate treatment should refer to the HCC Sexual Harassment Policy and Complaint Procedure. Questions about the application of Title IX should be referred to the college's Title IX Coordinator.

Pursuant to Title IX, Holmes Community College prohibits all forms of unwelcome sexual conduct that occurs within the college's educational programs or activities in order to protect students, faculty, staff, and the campus community as a whole. Sexual misconduct may vary in

its severity and consists of a wide range of behaviors. These behaviors are serious violations and represent a threat to the safety of the college community. The requirements of Title IX apply regardless of the sexual orientation and/or sexual identity of the individuals engaging in sexual activity. The following sexual misconduct violates Title IX, as well as the college's community standards and values of respect, civility, and personal integrity. The conduct may also be unlawful under applicable state or federal law.

- Rape is the carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. Carnal knowledge exists if there is the slightest penetration of the sexual organ of the female (vagina) by the sexual organ of the male (penis).
- Sodomy is oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- Sexual assault with an object is the use of an object or instrument to penetrate, without the consent of the victim, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical disability. An "object" or "instrument" is anything used by the offender other than the offender's genitalia, e.g. a finger, bottle, stick.
- Fondling is the touching of the private body part of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical disability.
- Incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory rape is intercourse with a person who is under the statutory age of consent.
- Dating violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship, (ii) the type of relationship, and (iii) the frequency of interaction between the persons involved in the relationship.
- Domestic violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has

cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the applicable jurisdiction, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

- Stalking is a course of conduct directed at a specific person that would cause a reasonable person to: (i) fear for their safety or the safety of others; or (ii) suffer substantial emotional distress. The college's definitions are adopted from the Title IX regulations, promulgated by the Department of Education, and from the FBI's Uniform Crime Reporting Program.

State of Mississippi Criminal Law Related to Sexual or Prohibited Misconduct

Rape; Assault with Intent of Forcible Sexual Penetration of Any Person (M.S. Code §97-3-71)

Every person who shall be convicted of an assault with the intent of forcible sexual penetration of any person shall be punished by imprisonment in the penitentiary for life, or for such shorter time as may be fixed by the jury, or by the court upon the entry of a plea of guilty.

Sexual Battery (M.S. Code §97-3-95)

A person is guilty of sexual battery if he or she engages in sexual penetration with: another person without his or her consent; a mentally defective, mentally incapacitated, or physically helpless person; a child at least fourteen (14) but under sixteen (16) years of age, if the person is thirty-six (36) or more months older than the child; or a child under the age of fourteen (14) years of age, if the person is twenty-four (24) or more months older than the child.

A person is guilty of sexual battery if he or she engages in sexual penetration with a child under the age of eighteen (18) years if the person is in a position of trust or authority over the child including, without limitation, the child's teacher, counselor, physician, psychiatrist, psychologist, minister, priest, physical therapist, chiropractor, legal guardian, parent, stepparent, uncle, aunt, scout leader or coach.

Sexual Battery; Definitions (M.S. Code §97-3-97)

(c) A "mentally incapacitated person" is one rendered incapable of knowing or controlling his or her conduct or incapable of resisting an act due to the influence of any drug, narcotic, anesthetic, or other substance administered to that person without his or her consent.

(d) A "physically helpless person" is one who is unconscious or one who, for any other reason, is physically incapable of communicating an unwillingness to engage in an act.

**Simple Assault; Aggravated Assault; Simple Domestic Violence; Simple Domestic Violence Third; Aggravated Domestic Violence; Aggravated Domestic Violence Third
(M.S. Code §97-3-7)**

(1) (a) A person is guilty of simple assault if he or she (i) attempts to cause or purposely, knowingly or recklessly causes bodily injury to another; (ii) negligently causes bodily injury to another with a deadly weapon or other means likely to produce death or serious bodily harm; or (iii) attempts by physical menace to put another in fear of imminent serious bodily harm; and, upon conviction, he or she shall be punished by a fine of not more than Five Hundred Dollars (\$500.00) or by imprisonment in the county jail for not more than six (6) months, or both.

(b) However, a person convicted of simple assault upon any of the persons listed in subsection (14) of this section under the circumstances enumerated in subsection (14) shall be punished by a fine of not more than One Thousand Dollars (\$1,000.00) or by imprisonment for not more than five (5) years, or both.

(2) (a) A person is guilty of aggravated assault if he or she (i) attempts to cause serious bodily injury to another, or causes such injury purposely, knowingly or recklessly under circumstances manifesting extreme indifference to the value of human life; (ii) attempts to cause or purposely or knowingly causes bodily injury to another with a deadly weapon or other means likely to produce death or serious bodily harm; or (iii) causes any injury to a child who is in the process of boarding or exiting a school bus in the course of a violation of Section 63-3-615; and, upon conviction, he or she shall be punished by imprisonment in the county jail for not more than one (1) year or sentenced to the custody of the Department of Corrections for not more than twenty (20) years.

(b) However, a person convicted of aggravated assault upon any of the persons listed in subsection (14) of this section under the circumstances enumerated in subsection (14) shall be punished by a fine of not more than Five Thousand Dollars (\$5,000.00) or by imprisonment for not more than thirty (30) years, or both.

(3) (a) When the offense is committed against a current or former spouse of the defendant or a child of that person, a person living as a spouse or who formerly lived as a spouse with the defendant or a child of that person, a parent, grandparent, child, grandchild or someone similarly situated to the defendant, a person who has a current or former dating relationship with the defendant, or a person with whom the defendant has had a biological or legally adopted child, a person is guilty of simple domestic violence who:

- i. Attempts to cause or purposely, knowingly or recklessly causes bodily injury to another;
- ii. Negligently causes bodily injury to another with a deadly weapon or other means likely to produce death or serious bodily harm; or

- iii. Attempts by physical menace to put another in fear of imminent serious bodily harm.

Upon conviction, the defendant shall be punished by a fine of not more than Five Hundred Dollars (\$500.00) or by imprisonment in the county jail for not more than six (6) months, or both.

(b) Simple domestic violence: third. A person is guilty of the felony of simple domestic violence third who commits simple domestic violence as defined in this subsection (3) and who, at the time of the commission of the offense in question, has two (2) prior convictions, whether against the same or another victim, within seven (7) years, for any combination of simple domestic violence under this subsection (3) or aggravated domestic violence as defined in subsection (4) of this section or substantially similar offenses under the law of another state, of the United States, or of a federally recognized Native American tribe. Upon conviction, the defendant shall be sentenced to a term of imprisonment not less than five (5) nor more than ten (10) years.

(4) (a) When the offense is committed against a current or former spouse of the defendant or a child of that person, a person living as a spouse or who formerly lived as a spouse with the defendant or a child of that person, a parent, grandparent, child, grandchild or someone similarly situated to the defendant, a person who has a current or former dating relationship with the defendant, or a person with whom the defendant has had a biological or legally adopted child, a person is guilty of aggravated domestic violence who:

- i. Attempts to cause serious bodily injury to another, or causes such an injury purposely, knowingly or recklessly under circumstances manifesting extreme indifference to the value of human life;
- ii. Attempts to cause or purposely or knowingly causes bodily injury to another with a deadly weapon or other means likely to produce death or serious bodily harm; or
- iii. Strangles, or attempts to strangle another.

Upon conviction, the defendant shall be punished by imprisonment in the custody of the Department of Corrections for not less than two (2) nor more than twenty (20) years.

(b) Aggravated domestic violence; third. A person is guilty of aggravated domestic violence third who, at the time of the commission of that offense, commits aggravated domestic violence as defined in this subsection (4) and who has two (2) prior convictions within the past seven (7) years, whether against the same or another victim, for any combination of aggravated domestic violence under this subsection (4) or simple domestic violence third as defined in subsection (3) of this section, or substantially similar offenses under the laws of another state, of the United States, or of a federally recognized Native American tribe. Upon conviction for

aggravated domestic violence third, the defendant shall be sentenced to a term of imprisonment of not less than ten (10) nor more than twenty (20) years.

(5) Sentencing for fourth or subsequent domestic violence offense. Any person who commits an offense defined in subsection (3) or (4) of this section, and who, at the time of the commission of that offense, has at least three (3) previous convictions, whether against the same or different victims, for any combination of offenses defined in subsections (3) and (4) of this section or substantially similar offenses under the law of another state, of the United States, or of a federally recognized Native American tribe, shall, upon conviction, be sentenced to imprisonment for not less than fifteen (15) years nor more than twenty (20) years.

Stalking; Aggravated Stalking; Penalties; Definitions (M.S. Code §97-3-107)

(1)(a) Any person who purposefully engages in a course of conduct directed at a specific person, or who makes a credible threat, and who knows or should know that the conduct would cause a reasonable person to fear for his or her own safety, to fear for the safety of another person, or to fear damage or destruction of his or her property, is guilty of the crime of stalking.

(b) A person who is convicted of the crime of stalking under this section shall be punished by imprisonment in the county jail for not more than one (1) year or by a fine of not more than One Thousand Dollars (\$1,000.00), or by both such fine and imprisonment.

(c) Any person who is convicted of a violation of this section when there is in effect at the time of the commission of the offense a valid temporary restraining order, ex parte protective order, protective order after hearing, court approved consent agreement, or an injunction issued by a municipal, justice, county, circuit or chancery court, federal or tribal court or by a foreign court of competent jurisdiction prohibiting the behavior described in this section against the same party, shall be punished by imprisonment in the county jail for not more than one (1) year and by a fine of not more than One Thousand Five Hundred Dollars (\$1,500.00).

(2)(a) A person who commits acts that would constitute the crime of stalking as defined in this section is guilty of the crime of aggravated stalking if any of the following circumstances exist:

- (i)** At least one (1) of the actions constituting the offense involved the use or display of a deadly weapon with the intent to place the victim of the stalking in reasonable fear of death or great bodily injury to self or a third person;
- (ii)** Within the past seven (7) years, the perpetrator has been previously convicted of stalking or aggravated stalking under this section or a substantially similar law of another state, political subdivision of another state, of the United States, or of a federally recognized Indian tribe, whether against the same or another victim; or

- (iii) At the time of the offense, the perpetrator was a person required to register as a sex offender pursuant to state, federal, military or tribal law and the victim was under the age of eighteen (18) years.

(b) Aggravated stalking is a felony punishable as follows:

- (i) Except as provided in subparagraph (ii), by imprisonment in the custody of the Department of Corrections for not more than five (5) years and a fine of not more than Three Thousand Dollars (\$3,000.00).
- (ii) If, at the time of the offense, the perpetrator was required to register as a sex offender pursuant to state, federal, military or tribal law, and the victim was under the age of eighteen (18) years, by imprisonment for not more than six (6) years in the custody of the Department of Corrections and a fine of Four Thousand Dollars (\$4,000.00).

(3) Upon conviction, the sentencing court shall consider issuance of an order prohibiting the perpetrator from any contact with the victim. The duration of any order prohibiting contact with the victim shall be based upon the seriousness of the facts before the court, the probability of future violations, and the safety of the victim or another person.

(4) Every conviction of stalking or aggravated stalking may require as a condition of any suspended sentence or sentence of probation that the defendant, at his own expense, submit to psychiatric or psychological counseling or other such treatment or behavioral modification program deemed appropriate by the court.

(5) In any prosecution under this section, it shall not be a defense that the perpetrator was not given actual notice that the course of conduct was unwanted or that the perpetrator did not intend to cause the victim fear.

(6) When investigating allegations of a violation of this section, law enforcement officers shall utilize the Uniform Offense Report prescribed by the Office of the Attorney General in consultation with the sheriffs' and police chiefs' associations. However, failure of law enforcement to utilize the Uniform Offense Report shall in no way invalidate the crime charged under this section.

(7) For purposes of venue, any violation of this section shall be considered to have been committed in any county in which any single act was performed in furtherance of a violation of this section. An electronic communication shall be deemed to have been committed in any county from which the electronic communication is generated or in which it is received.

(8) For the purposes of this section:

(a) “Course of conduct” means a pattern of conduct composed of a series of two (2) or more acts over a period of time, however short, evidencing a continuity of purpose and that would cause a reasonable person to fear for his or her own safety, to fear for the safety of another person, or to fear damage or destruction of his or her property. Such acts may include, but are not limited to, the following or any combination thereof, whether done directly or indirectly: (i) following or confronting the other person in a public place or on private property against the other person’s will; (ii) contacting the other person by telephone or mail, or by electronic mail or communication as defined in Section 97-45-1; or (iii) threatening or causing harm to the other person or a third party.

(b) “Credible threat” means a verbal or written threat to cause harm to a specific person or to cause damage to property that would cause a reasonable person to fear for the safety of that person or damage to the property.

(c) “Reasonable person” means a reasonable person in the victim’s circumstances.

(9) The incarceration of a person at the time the threat is made shall not be a bar to prosecution under this section. Constitutionally protected activity is not prohibited by this section.

Consent

Consent between two or more people is defined as an affirmative agreement – through clear actions or words – to engage in sexual activity. The person giving the consent must act knowingly, freely, voluntarily, and with an understanding of their actions when giving the consent. This definition of consent is premised on the idea that all persons in our college community have the right to feel respected, acknowledged, and safe during sexual activity.

Nonconsensual sexual activity is prohibited under Title IX and requires a showing that a participant knew or reasonably should have known that the other party did not consent to the sexual activity. A person who willingly participates in sexual activity is responsible for obtaining consent for that sexual activity. Consent must be present throughout the sexual activity. Consent can be withdrawn by any participant at any time during the sexual activity. Accordingly, a participant in sexual activity can revoke consent through actions, conduct, or behavior that communicates that they no longer wish to continue the existing sexual activity. Once consent is withdrawn, the sexual activity must cease immediately. Although consent can be non-verbal (e.g. nodding), consent should never be assumed or inferred from silence, passiveness, or a lack of resistance. A lack of protest or the failure to resist does not constitute consent. If there is confusion as to whether anyone has consented or continues to consent to sexual activity, it is essential that the participants stop the activity until the confusion can be clearly resolved and consent is obtained. No sexual activity should occur without consent. Consent to engage in a particular sexual activity with an individual is not consent to engage in all sexual activity with that individual. Consent to engage in a sexual activity with an individual on one occasion is not consent to engage in sexual activity at a later time. Consent to engage in

sexual activity with one person is not consent to engage in sexual activity with any other person.

Consent cannot result from force, or threat of force, coercion, fraud, or intimidation. The use of force or threat of force to induce consent violates Title IX, whether the force is physical in nature, violent, or involves threats, intimidation, or coercion.

- Physical force includes but is not limited to hitting, kicking, and restraining. Physical force may also involve physically exerting control of another person through any form of violence.
- Threats or threatening behavior exist where a reasonable person would have been compelled by the words or actions of another to give permission to sexual activity to which they otherwise would not have consented.
- Intimidation is an implied threat. Intimidation exists when a reasonable person would feel threatened or coerced, even though there may not be any threat made explicitly or physical force. Intimidation is evaluated based on the intensity, frequency, or duration of the comments or actions.

Incapacitation and Age of Consent

An incapacitated person lacks the ability to make a voluntary, informed, rational decision about whether to consent to sexual activity. A person may be incapacitated as a result of the consumption of alcohol or other drugs, because of sleep, unconsciousness, or due to a physical or mental impairment or health condition. It is a violation of Title IX to engage in sexual activity with someone that you know, or reasonably should know, is incapacitated. A person who is unconscious, unaware, or otherwise physically helpless cannot give effective consent to sexual activity. Someone who is incapacitated when they engage in sexual activity, when they cannot understand or appreciate who, what, when, where, why, or how with respect to the sexual interaction. People manifest signs of incapacitation differently. Signs of incapacity may include, but are not limited to, slurred or incomprehensible speech, a fixed gaze, incoherence, an unsteady manner of walking, or the inability to walk or stand up straight, combativeness or emotional volatility, vomiting, or incontinence. Age can be a form of incapacitation that renders a person unable to give consent. Under state law, a person between the ages of fourteen (14) and sixteen (16) lacks the legal capacity to consent to sexual intercourse with an individual seventeen (17) years or older, where that individual is at least thirty-six (36) months older than the person. Similarly, a student under the age of eighteen (18) lacks the legal capacity to consent to sexual activity with a person in a position of trust or authority over the student, including, without limitation, the student's teacher, counselor, physician, psychiatrist, psychologist, minister, priest, physical therapist, chiropractor, legal guardian, parent, stepparent, aunt, uncle, scout leader or coach. If a person is unsure about the presence of consent or incapacitation, the safe thing to do, with respect to a sexual interaction, is to forego

the sexual activity. A party may not assert their own intoxication as grounds for being unable to recognize that another person was either incapacitated or did not otherwise give consent.

Reporting an Alleged Title IX Violation

Community members who believe they have, or believe someone they know has, experienced a potential Title IX violation may submit a report in writing, in person, by mail, by telephone, by electronic mail, or by any other means that results in the Title IX Coordinator receiving the report. Title IX reports can be made at any time, including after business hours and on weekends, and by any person. Title IX Coordinator can be reached by telephone at (662) 472-9101.

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the report. Such a report may be made at any time. The complainant is an individual who is alleged to be the victim of conduct that could constitute a Title IX violation. The respondent is an individual who has been reported to be the perpetrator of conduct that could constitute a Title IX violation. Reporting a Title IX violation is not the same thing as filing a formal complaint.

Employees who are notified of an alleged Title IX incident, must report the incident to the Title IX Coordinator immediately (no later than two calendar days). Employees include all college faculty and staff, except those who are considered as confidential employees. College employees who work or volunteer in the Counseling Center, Student Health Services, and/or Psychological Services Center are considered confidential employees for the purposes of this publication as confidential employees.

Confidential employees are not required to report an alleged incident to the Title IX Coordinator unless there is a reasonable threat to campus safety. However, those employees with a mandatory obligation under college policy or applicable law to report Title IX allegations to the Title IX Coordinator must do so, even where an individual requests confidentiality. While maintaining confidentiality, employees with confidential designation must report the nature, date, and general location of an incident to the Title IX Coordinator, along with a list of any supportive measures that were provided. This limited report – which includes no information that would directly or indirectly identify the student – helps keep the Title IX Coordinator informed of the general extent and nature of the alleged violation on and off campus so the Title IX Coordinator can track patterns, evaluate the scope of the problem, if any, and formulate appropriate campus wide responses, if necessary. This limited report also helps ensure that the college complies with Title IX. If at any time a person receiving information regarding an alleged violation, that may pose a serious and immediate threat to the campus community, the Holmes Community College Department of Public Safety should be informed so that it can determine if

a timely warning to the campus community is appropriate. Any such warning should not include any information that identifies the person reporting the information.

Timely reports of criminal victimization and preservation of the crime scene are critical to the successful investigation and eventual prosecution. In particular, victims of any sexual assault are strongly encouraged to report the offense to their campus's respective police department and immediately seek medical attention. Victims should attempt to preserve all physical evidence carefully; do not change clothes, shower, wash hands, drink or eat, or touch anything the violator handled. Seeking medical attention is strongly encouraged even if the victim does not wish to pursue criminal charges or otherwise pursue a Title IX complaint.

Supportive Measures

Supportive measures are non-disciplinary, non-punitive, individualized services offered by the college as appropriate, as reasonably available, and without fee or charge, to either party before or after the filing of a formal Title IX complaint, or where no formal complaint has been filed. Such measures are designed to restore or preserve access to the college's educational programs or activities without unreasonably burdening the other party, including measures designed to protect the safety of all parties and the college's educational environment, and deter such conduct. Supportive measures may include, but are not limited to:

- Counseling
- Extensions of deadlines or other course-related adjustments
- Modifications of work or class schedules
- Campus escort services
- Mutual restrictions on contact between the parties
- Changes in work or housing locations
- Leaves of absence
- Parking accommodations
- Increased security and monitoring of certain areas of the campus
- Other similar measures

The college must maintain as confidential any measures provided to either party to the extent that maintaining such confidentiality would not impair the ability of the college to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. As such, any potential party seeking supportive measures from the college may contact the Title IX Coordinator.

HCC is committed to an environment where all members of the campus community utilize bystander intervention to prevent and end violence on campus and in the community. HCC also educates all members of the campus community on awareness and intervention related to sexual misconduct, relationship violence, and stalking. Education includes college policy, state criminal laws, Title IX and federal laws, the impact of trauma, how to recognize and respond to

incidents, and the importance of reporting incidents. For more guidance on issues involving Title IX violations, please refer to the HCC Sexual Harassment Policy and Complaint Procedure.

The Campus Sexual Violence Elimination (SaVE) Act

The Campus Sexual Violence Elimination (SaVE) Act increases transparency on campus about incidents of sexual violence, guarantees victims enhanced rights, sets standards for disciplinary proceedings, and requires campus-wide prevention education programs. The Campus SaVE Act amends the Clery Act, which addresses campus sexual assault policies within the Higher Education Act of 1965. President Barack Obama signed SaVE into law on March 3, 2013, as part of the Violence Against Women Act (VAWA) Reauthorization. The Campus SaVE Act amends the Clery Act, which requires campuses to provide annual statistics on campus crime incidents, including sexual assaults occurring on campus and reported to campus authorities or local police. In addition, the Act broadens this requirement to mandate fuller reporting of sexual violence to include incidents of domestic violence, dating violence, and stalking

Policy Regarding Weapons on Campus

Except under certain circumstances, the possession of firearms and other weapons on campus is prohibited and may constitute a felony in certain circumstances.

REPORTING THE ANNUAL DISCLOSURE OF CRIME STATISTICS

Holmes Community College Department of Public Safety (HCC DPS) has been designated as the compliance office for ensuring the requirements of the Jeanne Clery Act are met and prepares the combined Annual Security and Fire Safety Report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act and the Higher Education Opportunity Act.

This report is prepared in cooperation with the Department of Student Housing, Office of Human Resources, Office of Admissions, Institutional Research and Effectiveness, and other college departments. Each entity provides updated information on its educational efforts and programs to comply with the Act. Campus crime, arrest, and referral statistics include those reported to HCC DPS, designated campus security authorities, and local law enforcement agencies.

All students, staff, and faculty are notified annually via email of the availability of the Annual Security and Fire Safety Report on the college website. All prospective employees and students are also advised of this report's availability and location via the Office of Human Resources or the Office of Admissions (through application processes). Copies of the Annual Security Report and Fire Safety Report also may be obtained at the Holmes Community College Police Department located on the Goodman, Grenada and Ridgeland campuses.

Campus Security Authorities

“Campus Security Authority” is a Clery Act-specific term that encompasses four groups of individuals and organizations associated with an institution. To assist the college in complying with the federal Clery Act, individuals identified as Campus Security Authorities (CSAs) should contact the HCC DPS to obtain a Campus Security Act Reporting Form. This form should be utilized by CSAs to report crimes to the HCC DPS as soon as possible after a crime has been reported to the CSA. Under the Clery Act, a crime is reported to a CSA when a student, employee, or third party brings information about an alleged crime to the attention of the CSA and the CSA believes the report was made in good faith. HCC DPS will use the information provided in the form to classify the crime for inclusion in the college’s annual crime statistics. If the incident was initially reported to the police, please do not complete and submit the form. Campus Security Authorities (CSA) include the following:

- A campus police department or campus security department of the university;
- Any individual who has responsibility for campus security but who is not a member of the campus police department or the campus security department;
- Any individual specified in the college’s statement of campus security policy as an individual to whom students and employees should report criminal offenses;
- Any individual of the college who has significant responsibility for student and campus activities.
 - Vice-Chancellor for Student Affairs
 - Assistant Vice Chancellor for Student Affairs
 - Director of Admissions
 - Dean of Students
 - Director of Financial Aid
 - Director of Student Housing
 - Chief of Police
 - Director of Student Disability Services
 - Student Organizations Coordinator
 - Office of Equal Opportunity and Compliance
 - Director of Athletic Programs
 - Assistant Director of Athletic Programs
 - Associate Directors of Athletic Programs
 - Head Coaches for Athletic Teams
 - Assistant Coaches for Athletic Teams
 - Department of Student Housing
 - Associate Directors Department of Student Housing
 - Assistant Directors Department of Student Housing
 - Facilities Management: Fire Services

Crime Statistics Location Definitions

The crime statistics reported are broken down geographically into four (4) categories, On Campus, Residential Facility, Non-campus Property, and Public Property. The following definitions apply to these geographic categories:

On-Campus: All academic, administrative, and athletic buildings on the main campuses of Goodman, Grenada, and Ridgeland and all common outdoor areas on the property of Holmes Community College.

Residential Facilities: Buildings on campus where people live. These numbers are reflected in the On-Campus totals.

Non-Campus Buildings and Properties: Includes all Holmes Community College buildings and properties not within the same reasonably contiguous geographic area of the main campuses.

Public Properties: All public property such as thoroughfares, streets, sidewalks, and parking facilities within the campuses or immediately adjacent to and accessible from the campuses.

See Campus Maps on pages 4-6

Definitions of Crimes

Pursuant to the Clery Act, crimes must be classified based on the Federal Bureau of Investigation's (FBI) Uniform Crime Reporting Handbook (UCR).

Criminal Offenses

Murder/Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence: The killing of another person through gross negligence.

Sexual Assault (Sex Offenses): Any sexual act directed against another person without the victim's consent, including instances where the victim is incapable of giving consent.

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the victim's consent.

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

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

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

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

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or means likely to produce death or great bodily harm. Simple assaults are excluded.

Burglary: The unlawful entry of a structure to commit a felony or theft. Attempted forcible entry is included.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on the surface and not on rails. Motorboats, construction equipment, airplanes, and farming equipment are specifically excluded from this category.

Arson: 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.

Hate Crimes

A hate crime is any criminal offense as listed above, committed against a person or property which is motivated by the offender's bias. Bias is a negative view or attitude concerning a group of people based, in whole or in part, on their race, religion, disability, ethnicity, origin or sexual orientation.

The Clery Act Categories of Bias

Race: A preformed negative attitude towards a group of persons who possess common physical characteristics (e.g., the color of skin, eyes, and hair; facial features, etc.) genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind.

Gender: A performed negative opinion or attitude toward a group of persons because those persons are male or female.

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.

Sexual Orientation: A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex.

Ethnicity/National Origin: A preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs, and traditions.

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

In conjunction with the Clery Act, hate crimes include any of the offenses listed above and the offenses motivated by bias below:

Larceny/Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Larceny and theft mean the same thing in the UCR). Constructive possession is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the owner's consent or the person having custody or control of it.

Violence Against Women Act (VAWA)

The Violence Against Women Act (VAWA) is a comprehensive legislative package designed to improve criminal justice responses to sexual assault, domestic violence, dating violence, and stalking and to increase the availability of services for victims and survivors. VAWA was first

passed by Congress in 1994, and was reauthorized in 2000, 2005, and 2013. Each reauthorization has made the law stronger and more inclusive.

A Coordinated Community Response

VAWA requires a coordinated community response to sexual assault, domestic violence, dating violence, and stalking. The law asks jurisdictions to bring together stakeholders from diverse backgrounds to share information and use their distinct roles to improve community responses to violence against women. Community stakeholders include, but are not limited to: victim advocates, police officers, prosecutors, judges, probation and corrections officials, health care professionals, leaders within faith communities, and survivors. VAWA takes a comprehensive approach to violence against women by combining tough penalties to prosecute offenders while implementing programs to aid victims.

The Violence Against Women Reauthorization Act (“VAWA”) imposes obligations on colleges and universities to report domestic violence, dating violence, and stalking beyond crime categories that the Clery Act already mandates, adopt certain student discipline procedures, such as notifying purported victims of their rights, and adopt certain institutional policies to address and prevent sexual violence on campus. VAWA requires institutions to make a good-faith effort to include the statistics for these crimes each year in their Annual Security Report (ASR).

VAWA Offenses

Dating Violence, Domestic Violence, Sexual Assault and Stalking are crimes under the VAWA Act. Sexual assault is included as a Criminal Offense and is discussed in the Criminal Offense section of this publication. Dating Violence, Domestic Violence and Stalking are considered crimes for the purposes of Clery Act reporting and are defined and discussed in this section.

Dating Violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration 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, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence is defined as a felony or misdemeanor crime of violence committed:

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

Stalking is defined as engaging in a course of conduct 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 stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
- **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

Arrests and Disciplinary Referrals for Violation of Weapons, Drug Abuse and Liquor Laws

College campuses are required to disclose the number of arrests and the number of persons referred for disciplinary action for the following law violations:

1. Weapons Law Violations

Weapons (Carrying, Possessing, etc.): All violations of regulations or statutes controlling the carrying, using, possessing, furnishing, and manufacturing of deadly weapons or silencers.

2. Drug Law Violations

Drug Abuse Violations: State and local offenses relating to the unlawful possession, sale, use, growing, and manufacturing of narcotic drugs. The following drug categories are specified: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics – manufactured narcotics that can cause true addiction.

3. Liquor Law Violations

A. **Liquor Laws:** State and local liquor law violations except drunkenness and driving under the influence. Federal violations are excluded.

Arrests

For Clery Act purposes arrest is defined as persons processed by arrest, citation or summons. The following classify as arrests:

- Those persons arrested and released without a formal charge being placed against them. *An arrest has occurred when a law enforcement officer detains an adult with the intention of seeking charges against the individual for a specific offense(s) and a record is made of the detention.*
- Juveniles taken into custody or arrested but merely warned and released without being charged. A juvenile should be counted as “arrested” when the circumstances are such that if the individual were an adult, an arrest would have been counted.
- Any situation where a young person, in lieu of actual arrest, is summoned, cited or notified to appear before the juvenile or youth court, or similar official for a violation of the law.
- Only violations by a young person where some police or official action is taken beyond a mere interview, warning or admonishment.

Referrals

Referred for disciplinary action is defined as the referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction. The referral for disciplinary action may, but doesn’t have to, originate with the police. However, for the purposes of Clery Act reporting, if the process meets the following criteria, it is considered disciplinary action:

- The official receiving the referral must initiate a disciplinary action,
- A record of the action must be established, and

The action may, but does not have to, result in a sanction.



CAMPUS CRIME STATISTICS REPORTING

Crimes Reported

Goodman Campus:

Offense	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property	Total	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	1	0	0	0	0	0
Arson	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0

Grenada Campus:

Offense	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property	Total	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Arson	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0

Ridgeland Campus:

Offense	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property	Total	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0

Fondling	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Arson	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0

Arrests Made

Goodman Campus:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Liquor Law Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Grenada Campus:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Liquor Law Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
	2022	0	0	0	0

Weapons Arrests	2023	0	0	0	0
	2024	0	0	0	0

Ridgeland Campus:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Liquor Law Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Referrals for Disciplinary Actions

Goodman Campus:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Liquor Law Violations	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Violations	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Violations	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Grenada Campus:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Liquor Law Violations	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Violations	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Violations	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Ridgeland Campus:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Liquor Law Violations	2022	0	0	0	0
	2023	0	0	0	0

	2024	0	0	0	0
Drug Law Violations	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Violations	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Hate Crimes Reported

None of the criminal offenses from the chart below provided evidence of biasness based on race, gender, religion, sexual orientation, ethnicity, or disability. There were no reported incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property that provided any evidence of biasness based on the abovementioned criteria.

Goodman Campus:

Offense	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property	Total	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Arson	2022	0	0	0	0	0	0

	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0

Grenada Campus:

Offense	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property	Total	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Arson	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0

Ridgeland Campus:

Offense	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property	Total	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0

	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Arson	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0

VAWA Offenses

Goodman Campus:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Domestic Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Stalking	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Dating Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	1	0	0	0

Grenada Campus:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Domestic Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Stalking	2022	0	0	0	0
	2023	0	0	0	0

	2024	0	0	0	0
Dating Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Ridgeland Campus:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Domestic Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Stalking	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Dating Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Regional Campuses

Crimes Reported

Attala Center:

Offense	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property	Total	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0

Burglary	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Arson	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0

Yazoo Center:

Offense	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property	Total	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Arson	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0

Arrests Made

Attala Center:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Liquor Law Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Yazoo Center:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Liquor Law Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Arrests	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Referrals for Disciplinary Action

Attala Center:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Liquor Law Violations	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Drug Law Violations	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Violations	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Yazoo Center:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Liquor Law Violations	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Drug Law Violations	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Weapons Violations	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Hate Crimes Reported

None of the criminal offenses from the chart below provided evidence of biasness based on race, gender, religion, sexual orientation, ethnicity, or disability. There were no reported incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property that provided any evidence of biasness based on the abovementioned criteria.

Attala Center:

Offense	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property	Total	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Arson	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0

	2024	0	0	0	0	0	0
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Yazoo Center:

Offense	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property	Total	Unfounded
Murder/Non-Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Negligent Manslaughter	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Fondling	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Incest	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Statutory Rape	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Robbery	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Aggravated Assault	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Burglary	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Motor Vehicle Theft	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
Arson	2022	0	0	0	0	0	0
	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0

VAWA Offenses

Attala Center:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Domestic Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Stalking	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Dating Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

Yazoo Center:

Incident	Year(s)	On-Campus	Residence Hall(s)	Non-Campus	Public Property
Domestic Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Stalking	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
Dating Violence	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0

CAMPUS FIRE SAFETY ANNUAL COMPLIANCE REPORT

The Higher Education Opportunity Act OF 2008 requires Holmes Community College (HCC) to produce an annual fire safety report outlining fire safety practices, standards, and fire-related on-campus statistics.

Fire Safety

Flammable items are not permitted due to potential fire hazards. Because of the potential hazard that all candles pose, they are not permitted in HCC residence halls. Students will be notified to remove any candles found in residential halls, and any candles not removed within 48 hours will be confiscated by Student Housing staff and the student may incur a fine.

Students are also asked to only bring permitted small appliances and hair equipment (curling irons and strengtheners) with an automatic turn-off feature. In addition, the following items are not allowed in HCC residence halls due to the risk of fire:

- Candles or wax warmers
- Incense
- Deep fryers or air fryers
- Electric skillets
- Toaster ovens or toasters
- Convection ovens
- Oil popcorn poppers
- Crockpots or Instant Pots
- Space heaters
- Live Christmas trees/wreaths/pine boughs
- Fireworks

- Grills (indoor and outdoor)
- Motorized vehicles including scooters, electronic skateboards, self-balancing boards/scooters and other similar equipment
- Hazardous, flammable materials (gas, propane, lighter fluid, chemicals, etc.)
- Paper or fabric covering more than 30% of the wall
- Halogen lamps
- Any appliance with an open coil or open flame
- Microwaves over 1,000 watts
- Refrigerators over 4.2 cubic feet

Students found in possession of these prohibited items may be assessed fines for any and all damages that occur as a result of their actions. The student may also be subject to disciplinary action.

Fire Services

Campus Facilities Directors manage fire services for HCC. Enforcement of any policies, standards, or fire codes will be conducted by the Facilities Directors and/or the State Fire Marshall's Office. Fire Fighting Services on the campuses are operated in collaboration with municipal/county fire departments through a Memorandum of Understanding (MOU).

Responsibility of Building Occupants in the Event of a Fire Alarm

All occupants are required to leave the building when a fire alarm sounds or during a fire drill. Occupants evacuating a building should not use elevators. Occupants should use the stairwells. No one should re-enter the building until authorized to do so by fire and/or campus officials. Once out of the building, report the fire location by dialing 911 or by notifying campus police by using a cell phone or by using a phone in another building.

Occupants of all college facilities have a responsibility to follow the directions and directives of the Holmes Community College Department of Public Safety or college administrators during fire emergencies. The failure or refusal to cooperate will constitute a breach of regulations and is subject to disciplinary action.

Malicious tampering with building fire alarms, fire protection systems or fire extinguishers is prohibited. Violators are subject to disciplinary action, monetary fine or both.

Fire Alarms

Fire alarms have been installed throughout the residence halls and campus buildings for occupant safety. In the event that a fire alarm should sound, students must leave the building immediately through the nearest exit. Students should become familiar with the evacuation route posted in the classrooms and/or hallways. Once evacuated, occupants are advised to

remain outside of the building in the designated waiting area until the responding fire department gives the order that the building is safe and occupants may return.

Dormitories

Smoking, cooking, and aerosols sprayed near smoke detectors or sprinklers may result in an accidental false fire alarm. The intentional activation of a fire alarm (false alarm) may result in arrest, college disciplinary action (if applicable), and removal from Student Housing (if applicable). A fine and/or disciplinary action will be assessed to anyone responsible for setting off a fire alarm. If no one person or persons are found responsible, the fine and/or disciplinary action may be assessed to the entire floor or building as common area damage.

All alarms that sound should be treated as a potentially life-threatening situation. When a fire alarm sounds, students should:

- Leave their room immediately.
- Leave the wall or overhead light on.
- Close the room door and lock it.
- Walk quietly and quickly to the nearest exit. Do not use the elevators.
- Once outside, go to the designated waiting area.
- Remain outside until the signal is given by building staff to return to their room.

Student Housing staff, HCC DPS, and the responding fire department reserve the right to enter student rooms to locate the source of the problem and to ensure that everyone has evacuated the building.

Use of Arson, Explosive Devices, and Emergency Equipment

To protect property and people from harm resulting from inherently dangerous activities, the unauthorized setting of fires, use of explosive devices, and misuse of emergency equipment are prohibited at HCC. The college prohibits the possession, use, or threatened use of explosive devices, materials, or chemicals, including, but not limited to, firecrackers, cherry bombs, bottle rockets, and dynamite. In addition, the campus community is encouraged to refrain from attempting to set, the setting of, or the adding to unauthorized fires on HCC property.

Safety equipment including sprinklers, smoke detectors, emergency doors, exit signs, fire extinguishers, pull stations, alarm bells, and any other safety equipment is necessary to safeguard students. Anyone found willfully to have tampered with, damaged, or misused any fire protection equipment, initiated a false alarm, negligently discharged a fire extinguisher, or set fire in a residence hall or any other facility on the HCC campus may be subject to disciplinary action imposed by the college (if applicable), and/or be held responsible for the cost of all damages. In addition, anyone engaging in such activity may be subject to criminal prosecution and civil liability.

The State of Mississippi prohibits anyone from tampering with fire and safety equipment in buildings. Tampering includes, but is not limited to, pulling false fire alarms, discharging fire extinguishers, removing exit signs, and covering or disconnecting smoke detectors and sprinklers. Anyone found responsible for any form of tampering with fire and safety equipment will be assessed fines for all damages that occur as a result of their actions. All violators are subject to disciplinary action (if applicable) and possible criminal prosecution.

GOODMAN RESIDENCE HALLS

In accordance with the annual fire safety disclosures, Holmes Community College is required to on the incidence of fires reported and occurring in student housing. All fire incidents occurring in student housing are required to be reported to the Director of Housing who provides this information to the Dean of Students for reporting. Every effort is made to see that fire preparedness and fire alert/detection equipment is operational at all times. Those buildings that are equipped with automatic fire suppression are tested regularly as required. Fire drills in student housing are conducted once per semester. Fire response to student housing is provided by the Goodman Fire Department and is not a college-administered agency. Fire response like all other campus emergencies is included in the Emergency Protocols poster. Incidents or concerns should be addressed to the Director of Student Housing on the Goodman campus.

For the purposes of fire safety reporting, a “fire” is defined as any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled Manner. This definition contains two descriptions of fire. The first is “any instance of open flame or other burning in a place not intended to contain the burning.” Some examples are:

- trash-can fire
- oven or microwave fire
- flame coming from an electric extension cord
- fire in an overheated bathroom vent fan
- A couch that is burning without any flame evident

The second type of fire is “any instance of open flame or other burning in an uncontrolled manner.” Some examples are:

- chimney fire
- gas stove fire
- fuel burner or boiler fire

Fire Protection Equipment (On-Campus Housing):

Facility	Fire Alarm Monitoring	Sprinkler System	Smoke Detection	Fire Extinguishers	Evacuation Plans	Fire Drills
Attala Hall	x	x	x	x		
Yazoo Hall	x	x	x	x		
Grenada Hall	x	x	x	x		
Cook Hall	x		x	x		
Choctaw Hall	x		x	x		
Webster Hall	x		x	x		
Motel	x		x	x		

Fire Statistics (On-Campus Housing):

Facility	Year	Number of Fires Reported	Cause of Fire	Injuries	Deaths	Property Damage
Attala Hall	2022	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
Yazoo Hall	2022	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
Grenada Hall	2022	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
Cook Hall	2022	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
Choctaw Hall	2022	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
Webster Hall	2022	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A
Motel	2022	0	N/A	0	0	N/A
	2023	0	N/A	0	0	N/A
	2024	0	N/A	0	0	N/A

EMERGENCY ACTION PLANS

While the college cannot anticipate any and all emergencies it can reduce to a few plans the things we do to respond to those emergencies as a college. To this end, the college has developed four distinct action plans for any hazard presented.

Action Plan ProgramsAction Plan 1 - Evacuate Building

Using the building fire evacuation procedures we will evacuate the building to the nearest exit,

stay in a group and remain 300 feet or more from the building to allow emergency personnel to work.

Action Plan 2 – Evacuate the Campus or Larger Area

Using the full campus evacuation procedure in this policy we will follow instructions of emergency personnel and college officials for either a personal evacuation by private car or an assisted evacuation by college or public transportation. Flexibility is critical in a full evacuation as routes may be altered to the type and scope of the emergency.

Action Plan 3 – Lockdown the Campus

In the event of an armed intruder or shooter on the campus, the college will lock down its facilities using the procedure in this policy. It is critical in such a case you follow every instruction to maximize the safety of everyone and denying the gunman victims or hostages. Even if you know the gunman you should not intervene unless asked by the law incident commander or college official.

Action Plan 4 – Shelter from Severe Weather

When notified of a severe weather event follow weather procedures and official instructions.

FIRE: Action Plan 1- Evacuate Building(s)

When a fire is discovered in any building on campus, take the following steps immediately.

1. Warn others. Sound the fire alarm immediately. The fire alarms consist of pull alarm boxes.
2. Leave the building by following the Emergency Evacuation Plan. DO NOT USE ELEVATOR. Close all classroom/office doors as you exit the building.
3. Once outside, proceed to a clear area that is at least 500 feet away from the affected building.
4. Stay with your class/group to ensure that each member is present and accounted for.
5. Keep streets, fire lanes, hydrant areas, and walkways clear for emergency vehicles and personnel.
6. DO NOT approach firefighters that are working to extinguish the fire.
7. DO NOT return to an evacuated building unless told to do so by a college official.

Bomb Threat: Action Plan 1 - Evacuate Building and/or Action Plan - 2 Entire Campus

1. Do not treat a bomb threat as a joke!

2. *REPORT* - If you receive a telephone call reporting a bomb threat, get as much information as possible and report the threat immediately to the College Police Department on campus. The College Police will coordinate the response of other Police, Fire, and EMS agencies and then conduct a search of any buildings or grounds if the threat is deemed credible.
3. *EVACUATE* - When told to evacuate (Action Plan 1), everyone must leave the building immediately without exception. USE the fire evacuation plan for exiting quickly. Stay with your class or other organized group as you exit the building.
4. *COUNT* - Once outside, stay with your class/group to ensure that each member is present and accounted for.
5. *STAY AWAY* - Stay at least 500 feet away from the building in a safe area. Do not return to the building for any reason until instructed to do so by a college official.

Full Campus Evacuation: Action Plan 2

In the event of an emergency that requires the evacuation of the entire campus. You will be advised over the campus emergency notification horns. In your car, you should tune to an Emergency Broadcast Radio Station for information and instruction where immediate access to College or Police officials is not practical or safe. FOLLOW all instructions from Emergency Personnel, Law Enforcement Officers, or College Officials. Evacuation routes will depend on the location of the emergency, and transportation may be provided out of the area. Campus Evacuation Points: (unless affected by the emergency)

Goodman Campus:

- 1) Main Entrance Coliseum
- 2) Motel Dorm Parking Lot
- 3) Lorange Student Center “the canteen”

Grenada Campus:

- 1) Main Entrance Grenada Center Academic Building
- 2) Main Entrance Industrial Technology Complex
- 3) Upper-level parking lot, Jack L. Holmes Library

Ridgeland Campus:

- 1) Ridgeland Hall South Entrance
- 2) McGowan Workforce Training Center Main Entrance
- 3) Student Union and Bookstore West Entrance
- 4) Madison Hall West Sunnybrook Entrance
- 5) Library South W. Ridgeland Ave. Entrance

Methods of Evacuation:

- 1) Private Vehicles

- 2) College Vehicles
- 3) Public Transportation

Earthquake: Action Plan 2- Evacuate Campus

An earthquake may start with gentle or VIOLENT shaking and may increase in intensity to the point that it is hard to stand. Earthquakes can be followed by aftershocks as strong as or stronger than the original quake. Remember that most earthquakes last only a few seconds. Do not try to run because you could be thrown down.

1. If you are indoors, stay there. Get under a desk or table or stand in a doorway or corner. Until the shaking stops, stay clear of windows, bookcases, cabinets, mirrors, or anything that could be thrown on you.
2. Once the shaking has stopped, leave the building by following the Emergency Campus Evacuation Plan. (DO NOT USE ELEVATOR)
3. As you leave the building, be watchful of debris, broken gas lines, fallen electrical wires and other damage.
4. If you are outdoors, move quickly into the open away from any buildings, trees, walls, and power lines.
5. Once the shaking has stopped, do not approach or enter any building. Wait for instructions from school officials, Emergency personnel, or announcements from local radio stations.

Active Shooter or Armed Intrusion: Action Plan 3- Lockdown

1. Overhead Siren will sound a Start/Stop style air horn. RUN/HIDE/FIGHT
2. If you see a person on campus with a gun, seek shelter and report it immediately to College Police or 911. If you witness or hear a shooting, seek shelter FIRST and report it immediately to College Police or 911.
3. In the event of a shooting on the campus or a campus-wide emergency announcement of "Lockdown - Action Plan 3" students, employees and guests should take the following actions:
 - A. **Classrooms:** Remain in place and LOCK the classroom. Move away from windows and doors. Get behind sturdy furniture or desks. Close Blinds and cover door windows if possible. Await instructions from the College Police. DO NOT UNSECURE YOUR ROOM AT ANY TIME.

- B. **Hallways and Sidewalks:** Seek shelter in a classroom or other “safe” lockable location. Await instructions.
- C. **Open Areas:** RUN from the area use vehicles or sturdy objects as protection. If unable to flee lie flat and stay close to the ground. If you encounter Law enforcement keep your hands high and visible.
- D. **If You Are in the Path of the Shooter:** Seek shelter in a lockable area or behind sturdy cover as quickly as possible for yourself and others. Try and remain in groups so that evacuation is easier. DO NOT APPROACH THE SHOOTER OR RESPONDING LAW ENFORCEMENT.

In all cases, remain in place while it is safe to do so until you are evacuated by Law Enforcement or Emergency personnel, either physically or by instruction. Local and Campus Law Enforcement will engage the shooter directly; enforce the lockdown and secure the campus. Follow all instructions of any law enforcement officer and keep your hands visible.

DO NOT CONFRONT A SHOOTER OR ATTEMPT TO STOP THEM even if it is someone you know.

Severe Weather or Tornado: Action Plan 4 – Shelter

Overhead Siren will sound a long steady tone followed by verbal notice. The campus will be alerted of serious weather conditions by the campus emergency notification system, County Emergency Management Agency or National Weather Service.

1. Move out of rooms quietly into a hallway. In buildings without hallways, move to the interior of the building away from items that may fall or be thrown about.
2. Close all classroom/office doors, making sure no one is left in the room.
3. Remain in hall or interior room until contacted by a college official.
4. Report anyone missing or injured to a college official or emergency personnel immediately.

Physical Plant (Building Problems)

1. Electrical/Light Fixture, Plumbing Failure: Stay clear of the problem area. Turn off water and switch off lights
2. Gas Leaks: STOP all operations. Do not touch light switch or electrical equipment as this can cause an explosion. EVACUATE the building.

3. Ventilation Problems: If smoke or foul odors are detected coming from the ventilation system, evacuate the building.

***Call Maintenance or College Police Department

Minor Accidents, Sickness, and Injury

Holmes CC does not employ Emergency Medical Rescue personnel. However, MINOR first-aid treatment is available from the Administrative Offices. In case of sickness or injury of a more severe nature, contact the Administration or Campus Police. In an emergency, local Fire Rescue or Ambulance will be contacted. A personal emergency contact will be notified if known. Students are encouraged to avail themselves of local health services whenever necessary. These include nearby doctors' offices and local hospitals. Expenses for all medical treatment are the responsibility of each individual student, employee, or campus guest.

College employees should follow the Universal Precautions in Handling Body Fluids as recommended by the Center of Disease Control and required by OSHA, i.e., wear rubber gloves and dispose of supplies properly.

The general health and safety of all students, employees, and guests is important. Serious violations of Holmes Community College Emergency Operations Plan and Health and Safety Policy and Procedures will result in the violator's immediate removal and/or disciplinary action from the campus or college as a whole. Health and safety violations are the most serious offenses against the college community.

False Information

Making a false statement to Law Enforcement officers, making a threat or calling in a hoax fire or bomb threat is a crime and will result in your arrest, school disciplinary action and possible jail time. Your safety and that of others are paramount to the College Administration and Police. Please cooperate in making Holmes Community College a safe environment for all.

IF AN EMERGENCY OF ANY TYPE OCCURS, CONTACT THE COLLEGE POLICE DEPARTMENT ON YOUR CAMPUS IMMEDIATELY!

ON CAMPUS RESOURCES:

Patrick Sample

Chief of Police, Goodman Campus

Phone: (662) 472-9419

Dispatch: (601) 940-0089 or (662) 472-9043

Campus Operator/Administrative Calls: (662) 472-2312

Hours of Operation: *7 days a week, 24 hours a day*

William Winter

Chief of Police, Grenada Campus

Phone: (662) 809-6845

Dispatch: (662) 227-2334

Campus Operator/Administrative Calls: (662) 226-0830

Hours of Operation: Mondays - Thursdays, 7:00 a.m. to 9:30 p.m. | Fridays, 7:00 a.m. to 3:30 p.m. *For after-hours assistance, dial 911*

Stanley Fisher

Chief of Police, Ridgeland Campus

Phone: (601) 605-3363

Dispatch: (601) 605-3333 or (601) 503-7589

Administrative Calls: (601) 605-3300 | *Mondays through Fridays, 8:00 a.m. - 3:30 p.m.*

Hours of Operation: Mondays - Thursdays, 7:00 a.m. to 10:00 p.m. | Fridays, 7:00 a.m. to 3:30 p.m. *For after-hours assistance, dial 911*

Facilities Management

Provides the following emergency services:

- Utilities: Repairs to water, gas, electric, and sewage systems.
- Structures: Repairs to structures and mechanical equipment, including HVAC systems.
- Equipment: Portable pumps, generators, floodlights, welders, air compressors, etc.

Transportation Services/Fleet Management

Maintenance Engineer (Goodman Campus) | (662) 472-9114

Marshall McCain, Facilities Director (Ridgeland Campus) | (601) 605-3305

Trent Little, Facilities Director (Grenada & Goodman Campuses) | (662) 227-2352

Student Services/Food Services

Student Services can provide limited items such as temporary housing, bedding, sanitary facilities, and food to support emergency situations.

Contact: Andy Wood, Vice President (Goodman Campus) | (662) 472-9024

Field House Facilities

The field house and other facilities may be utilized as temporary housing, dining, or storage facilities during an emergency.

Contact: Head Coach Marcus Wood Sr. (Goodman Campus) | (662) 472-9133

Information Technology

Information Technology provides computers, telephones, and communications backup resources, and can contact outside contractors to restore communications services.

Contact: Steven Tiller (Goodman Campus) | (662) 472-9498

Purchasing Department

Rosemary Self, Goodman Campus | (662) 472-9079

Counseling Services

Dr. Pamela Fells, Ridgeland Campus | (601) 605-3311

Tina Garrett, Grenada Campus | (662) 227-2322

Simonee Miller, Goodman Campus | (662) 472-9144

Human Resources

Kassidy Beall, Director (Goodman Campus) | (662) 472-9011

Communications Office

The Communications Office provides media support services.

Contact: Steve Diffey, District Director (Goodman Campus) | (662) 472- 9068

College Administration

Dr. Jim Haffey, President (Goodman Campus) | (662) 472-9013

Goodman Campus

Campus Administration | (662) 472-9073

Andy Wood, Vice-President | (662) 472-9024

Dr. Jenny B. Jones, VP-Academic Programs | 662-472-9035

Wendy Grace, Academic Coordinator | (662) 472-9174

Dr. Thomas L. Jones, Director-Career Technical Education | (662) 472-9057

Dr. Amy Whittington, VP-Career Technical Education | (601) 605-3430

Grenada Campus

Campus Administration | (662) 226-0830

Dr. Matt Surrell, Vice-President | (662) 227-2304

Ridgeland Campus

Campus Administration | (601) 605-3300

Dr. Bronwyn Martin, Vice-President | (601) 605-3301

Dr. Tonya Lawrence, Academic Dean | (601) 605-3413

Dr. Mike Blankenship, VP-Workforce Development | (601) 605-3315

Allison DeWeese, Director-Health Sciences | (601) 605-3430

Attala Center

Mandy Burrell, Director | (662) 472-9172

OFF CAMPUS RESOURCES

Local Police Departments:

Goodman Police Department | (662) 472-2272 **For emergencies, dial 911*

Grenada Police Department | (662) 226-1211 **For emergencies, dial 911*

Ridgeland Police Department | (601) 856-2121 **For emergencies, dial 911*

County Sheriff Departments:

Holmes County Sheriff Department | (662) 834-1511 **For emergencies, dial 911*

Grenada County Sheriff Department | (662) 227-2877 **For emergencies, dial 911*

Madison County Sheriff Department | (601) 859-2345 **For emergencies, dial 911*

State Agencies:

Mississippi Highway Patrol | (601) 987-1212 or from ANY cell phone, dial *HP

Mississippi State Fire Marshal | (601) 359-1061

Mississippi Emergency Management Agency | (601) 933-6362, or (800) 222-6362 (Emergency)

Mississippi State Department of Health | (601) 576-7400 or (866) 458-4948

Mississippi Department of Environmental Quality | (601) 961-5171 or (888) 786-0661

Mississippi Office of Homeland Security | (601) 987-1278

Mississippi Department of Transportation | (601) 359-7001

County Agencies:

Madison County Emergency Management Agency | Albert Jones, III, Director (601) 859-4188

Holmes County Emergency Management Agency | Gyrone Granderson, Director (662) 235-5126

Grenada County Emergency Management Agency | Chris Whitehurst, Director (662) 226-1076

Nonprofit Agencies:

American Red Cross Disaster Services

North Mississippi, Serving Grenada County | (662) 842-6101

Southwest Mississippi, Serving Madison & Holmes Counties | (601) 353-5442

Entergy Mississippi

To report an outage or emergency, 1 (800) 968-8243

Atmos Energy

To report an outage or emergency, 1 (866) 322-8667 | For customer service, 1 (888) 286-6700

AT&T

Traditional & Digital Home Phone Landlines | 1 (800) 288-2020

Internet | 1 (800) 288-2020

EMERGENCY PROTOCOLS



FIRE/BUILDING EVACUATION

- Fire **BELL, HORN** or **LIGHTS** indicate a fire alarm or building evacuation. Everyone **MUST** evacuate.
- **DO NOT ASSUME THE ALARM IS FALSE OR WAIT FOR CONFIRMATION.**
- If you **SEE** fire/smoke before the alarm sounds go to the nearest alarm station to activate the alarm and leave the building and then call 911.
- **TAKE** your belongings with you and close doors behind you if possible.
- Do Not Use **ANY** Elevator.
- **ASSIST** Elderly or Disabled.
- Students and Staff should stay together outside.
- **LEAVE** building and stay far away as directed



MEDICAL EMERGENCY

- **CALL 911**, not college police.
- **RENDER** first aid or assistance if properly trained
- **REPORT** all medical emergencies, accidents, or injuries
- to the **COLLEGE POLICE** as soon as possible.
- AEDs (defibrillator) are located on each campus through the EMS Program or College Police Department.



TORNADO WARNING

- **LISTEN** for siren (long continuous siren) or other warnings.
- Take **SHELTER** on the lowest floor of the building in an interior space with no windows.
- Use an interior hallway if no interior room exists; stay away from glass windows and doors.
- **ASSIST** students, visitors, handicapped to shelter.
- **STAY** in shelter until advised.



HOSTILE/DISRUPTIVE BEHAVIOR

- **Stay Calm! GET AWAY** from the problem.
- **DIAL 911**
- **DO NOT CONFRONT** the subject or block his/her exit as they could be dangerous.
- If a person becomes hostile get away from them. (**RUN, HIDE, FIGHT**)
- Follow **LOCK-DOWN** procedures.



LOCK-DOWN

- The **LOCK-DOWN Siren** is a start/stop **AIR HORN (ON—OFF—ON—OFF)**.
- **RUN** – if possible **RUN AWAY** if you can **SAFELY** do so from the affected area.
- **SECURE** yourself in a lockable area when it is unsafe due to a **POLICE** emergency or **Armed Response** to an incident near you.
- If you feel threatened or see an armed person, do not wait for an alert. Secure yourself and others then call 911 or campus police.
- If in a hall or open area of a building **RUN** if safe to do so or **SECURE** yourself in a nearby classroom or lockable area and wait for rescue or **ALL CLEAR**.
- If outside, leave the campus quickly or get to the nearest cover and stay down. **DO NOT LEAVE BY CAR.**
- Keep your hands out from your body and visible to responding law enforcement officers who approach you. Follow their instructions.
- **SECURE** any door, turn off lights and sit down on the floor at the wall furthest from the door. Turn cell phones on silent and power down all computers and equipment.
- **DO NOT UNLOCK THE DOOR!** You will receive instructions via **RAVE ALERT** of what to do and when to leave. All rooms will be cleared in person by police enforcement teams.
- If there are injured persons with you or nearby, law enforcement medical services may not render medical aid until the area is safe.



BOMB/ BOMB THREAT

- If you observe, Ask the caller where, when, why the bomb was placed.
- Note the age, gender, speech pattern, attitude, background noise, accent, etc.
- Check the caller ID on your phone and write down any information.
- If advised of a bomb in writing or e-mail: **DO NOT** to handle the letter, save the original.
- Note the date, time, location, return address or e-mail address.



Get RAVE to get updates!

- Updates on weather & dangers immediately
- See when class is canceled