

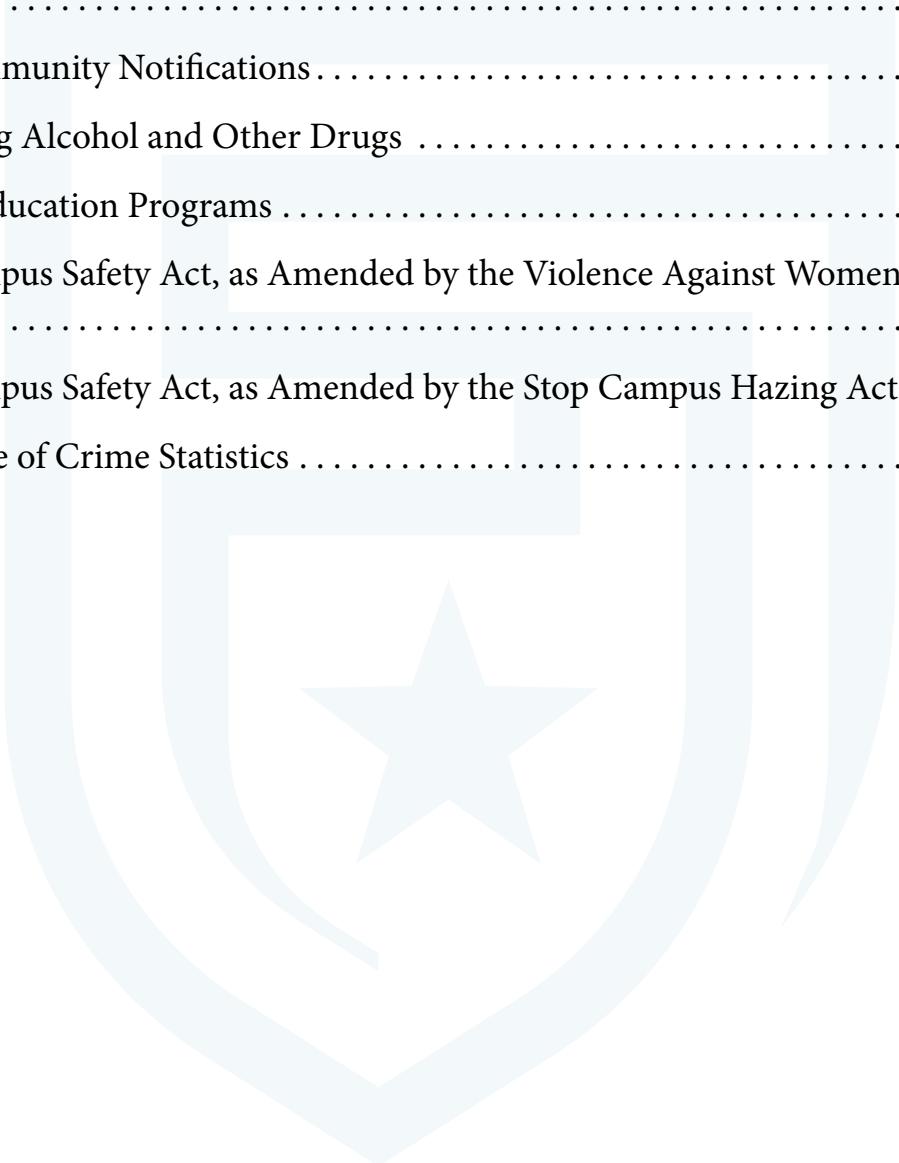
2025 Annual Security Report

*For the 2025-2026 academic year,
containing crime statistics for calendar years 2022, 2033, & 2024.*



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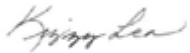


Letter From the Chief Operations Officer, Chief of Police, and Clery Compliance Officer

Forsyth Technical Community College upholds a commitment to safeguarding the well-being and protection of its community members. The Annual Security Report can be accessed on the institution's website. Should you prefer a physical copy, it is available for retrieval at the Forsyth Tech Campus Police Department located in the Forsyth Building on the Main Campus. Alternatively, you may request a copy to be sent by mail by contacting (336) 734-7243.

This comprehensive report encompasses a range of crucial information concerning campus security and personal safety. It addresses various aspects including crime prevention strategies, the law enforcement authority of campus police, policies for reporting crimes, initiatives aimed at preventing sexual assault and other offenses, disciplinary procedures, and other pertinent security and safety protocols. Moreover, it entails statistical data on reported incidents over the past three years occurring on campus, in specified off-campus structures or properties under Forsyth Tech's ownership or jurisdiction, and on public premises within or adjoining the campus vicinity.

This mandated information is furnished by the Forsyth Technical Community College Campus Police Department to comply with legal requirements.



Kizzy Lea
Chief Operations Officer



Carolyn McMackin
Chief of Campus Police



Tyler Sunday
Clery Compliance Officer

Introduction

As a place of promise, our vision at Forsyth Technical Community College (herein referred to as “Forsyth Tech”) is to be a catalyst for equitable economic mobility, empowering lives, and transforming communities. Choosing a postsecondary institution is a major decision for students and their families. Decisions on where to work and build a career need to be made based on an assessment of several factors. Campus safety and security are important factors in determining whether or not to join a campus community. Access to campus safety and security information is also important for current students and employees at Forsyth Tech.

Forsyth Tech prepares the Annual Security Report in compliance with the Jeanne Clery Campus Safety Act, more commonly known as the Clery Act. The purpose of this report is to disclose campus crime statistics from the most recent three calendar years, as well as provide information about safety policies and practices intended to promote awareness about safety and security. In accordance with Clery Act mandates, members of the Forsyth Tech community have embraced a culture of reporting safety concerns. Forsyth Tech is committed to meeting the technical compliance requirements of the Clery Act, while also incorporating the spirit of the Clery Act – knowledge is power.

This report is coordinated, prepared, and updated by the Forsyth Tech Campus Police Department, in conjunction with various other campus partners. Forsyth Tech’s Clery Compliance Officer, who works within the Campus Police Department, has primary responsibility for compiling the information contained within this report. Campus safety and security-related information contained within this report are provided by the Campus Police Department, Office of Student and Employee Advocacy, Title IX Office, Human Resources, and other campus officials and departments.

The Clery Compliance Officer manages the collection, classification, and reconciliation of all reports of crime to the college (i.e., police reports and Campus Security Authority crime reports) to ensure accurate reporting of Clery reportable crime statistics. Crime statistics are also requested from state and local law enforcement agencies in the areas where Forsyth Tech owns or controls property. Additionally, the Clery Compliance Officer works with the Office of Student and Employee Advocacy and the Human Resources Department to collect and reconcile disciplinary referral statistics for Clery reportable liquor, drug, and weapons law violations.

All policy statements contained in this report apply to all campuses unless otherwise indicated. This report is distributed electronically to all current faculty, staff, and students via email through a mass communications announcement. All prospective students and employees may access this report by visiting the [Campus Safety](#) webpage. Copies of this report may be obtained from the Campus Police Department located at the Forsyth Building on Main Campus during normal business hours, 8:00 A.M. – 5:00 P.M., Monday through Friday.

Reporting Criminal Activity and Emergencies



Accurate and Prompt Reporting of Criminal Activity

Forsyth Tech is committed to maintaining a safe and secure environment for its faculty, staff, students, and visitors. All community members and visitors are strongly encouraged to immediately report all criminal activity, emergencies, or other public safety-related incidents to the Forsyth Tech Campus Police Department. Crimes occurring off campus should be reported to the appropriate law enforcement agency with jurisdiction where that crime occurred. Forsyth Tech encourages accurate and prompt reporting of all crimes to law enforcement when a victim requests help making a report or is unable to make a report without assistance.

All members of the Forsyth Tech community should report emergencies to the Campus Police Department by dialing (336) 734-7911 or 7-9-1-1 from an office phone or landline service. Forsyth Tech encourages community members to program the number listed above in your cell phone to expedite the reporting process. Community members can call 9-1-1, which will transfer the caller to the nearest communications department, which will then notify the Campus Police Department to dispatch officers to your location. Callers should immediately identify their location to make sure they are connected to the correct agency. For non-emergencies, call the Campus Police Department at (336) 734-7243. Reports can also be made in person at the Campus Police Department located at the Forsyth Building on Main Campus.

Individuals reporting a crime, or an alleged crime should, if it is safe to do so, attempt to preserve evidence that may assist in proving that the criminal offense or alleged criminal offense occurred, or that may be helpful in obtaining a protection order. Examples include photos, phone call logs, text messages, emails, and other physical evidence. The “Jeanne Clery Campus Safety Act, As Amended by the Violence Against Women Reauthorization Act of 2013” section of this report provides more specific information regarding the preservation of evidence in the case of dating violence, domestic violence, sexual assault, and stalking.

Campus Police has primary jurisdiction and responsibility for investigating crimes and providing law enforcement protection services to the Forsyth Tech campus community. The immediate and accurate reporting of all criminal activity assists Campus Police in assessing Clery crimes and other serious crimes for a potential Timely Warning or Emergency Notification, for inclusion in the Daily Crime Log, and to ensure the accuracy of the annual statistical disclosures, which can be found later in this report. Moreover, reporting all crimes or suspected crimes also improves overall campus safety by allowing Forsyth Tech to keep a precise log of the number of incidents and determine where there is a pattern of crime with regard to a particular location, method, or assailant.

Campus Police Dispatchers are available 24 hours a day, seven days a week, at (336) 734-7243 to answer any calls. In response to a call for service, Campus Police will take the required action, either dispatching an officer or asking a victim to respond to the Campus Police Department to file a report with a police officer. The responding officer will conduct a police investigation by gathering information, asking questions, documenting evidence, and taking statements. This investigation will determine whether criminal charges will be pursued at that time or require additional investigation. When additional investigation of the reported incident is necessary, the Campus Police Department will designate an officer to fully investigate the report. Additional information obtained during an investigation may be forwarded to other offices at Forsyth Tech when deemed necessary (e.g., Title IX Office, Office of Student and Employee Advocacy, Human Resources). If assistance is needed from another law enforcement agency, the Campus Police Department will contact the appropriate agencies for assistance. If a sexual assault, dating violence, domestic violence, or stalking incident should occur, Campus Police personnel will offer a victim/survivor written information on rights, options, and resources, regardless of whether the crime occurred on or off campus.

The Clery Act prohibits retaliation against a person who makes a Clery Act report. Retaliation includes, but is not limited to, threats, intimidation, coercion, reprisals, and/or harmful (adverse) actions related to employment or education. Any member of the Forsyth Tech community who participates in retaliation may be subject to disciplinary action, including dismissal, according to the College's disciplinary procedures.

Law Enforcement Contact Information

Law Enforcement Contacts	Emergency	Non-Emergency
Serious threat to life or property	911	
Forsyth Tech Campus Police Department	(336) 734-7911	(336) 734-7243
Forsyth County Sheriff's Office	911	(336) 727-2112
Kernersville Police Department	911	(336) 996-3177
King Police Department	911	(336) 983-0886
North Carolina State Bureau of Investigations		(919) 662-4500
Stokes County Sheriff's Office	911	(336) 593-8130
Winston-Salem Police Department	911	(336) 773-7700

Voluntary Confidential Reporting Options

If you are a victim of a crime and do not want to pursue action within the college system or the criminal justice system, you may still consider making a confidential report. Forsyth Tech provides an option to anonymously report campus crime through a confidential reporting form. The crime victim or a third-party reporting on behalf of a victim can utilize the Silent Witness Reporting Form to submit information about a crime or suspicious activity. The Silent Witness Reporting Form can be found on the Campus Police's SharePoint. The information documented in this form will be immediately forwarded to Campus Police. Please take note that this form should not be used for crimes in progress or emergencies. If you find yourself in an emergency, please contact the Campus Police Department at (336) 734-7911 or call 9-1-1.

The purpose of a confidential report is to comply with your wish to keep the matter confidential while taking steps to enhance your future safety and the safety of others. Confidential reports are important because they provide valuable information to help maintain a more accurate record of crimes occurring on campus and help determine where there is a pattern of crime. Voluntary confidential reports of Clery Act crimes also assist with the potential issuance of Timely Warnings to the campus community to warn of serious or continuing threats, when deemed necessary by the Campus Police Department. Additionally, crime reports filed in this manner are crime-classified and disclosed in the annual crime statistics reporting without revealing any identifying information of the victim.

At the request of a victim of sexual violence, Campus Police will not disclose a victim's identifying information except to the College's Title IX Coordinator and other people or public agencies where authorized or required by law. Forsyth Tech is committed to protecting the privacy and Personally Identifiable Information (PII) of any individual who reports experiencing sexual violence. For purposes of this report, "PII" is defined as individually identifying information for or about an individual, including information likely to disclose the location of a victim of sexual assault, domestic violence, dating violence, or stalking crime, regardless of whether the information is encoded, encrypted, hashed, or otherwise protected.

Students may also make confidential reports to licensed professional counselors assigned to the Counseling Services Center. Professional counselors, in their capacity and function, do not make identifiable reports of incidents unless the student specifically requests them to do so or if a student presents a danger to themselves or others. Forsyth Tech Counseling Services is located in the Robert L. Strickland Center and can be reached by calling (336) 734-3629. Employees may also make a confidential report to the Employee Assistance Program (EAP) by calling (800) 633-3353. This program is a company-sponsored benefit that offers support and resources to employees who need to address personal or work-related challenges and concerns.

Notification to Victims of Crimes of Violence

Per the Higher Education Opportunity Act (HEOA), Forsyth Tech will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the college against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Campus Security Authorities

Forsyth Tech is required to identify key personnel and offices who are responsible for campus safety and/or have significant responsibility for student and campus activities. Individuals in these roles, known as Campus Security Authorities (CSAs), are likely

to receive reports of crime and are therefore mandatory reporters under the Clery Act. CSAs receive training and are provided with resources to facilitate their immediate reporting of Clery crimes to Campus Police or directly to the Clery Compliance Officer through the [Campus Security Authority Report Form](#). There is no obligation for CSAs to investigate crimes before making a report.

The Clery Act specifically includes four groups of individuals and organizations that are designated as CSAs: (1) a campus police department or a campus security department of an institution; (2) any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department; (3) any individual or organization to which students and employees are directed by the institution to report criminal offenses; and (4) an official of the institution who has significant responsibility for student and campus activities. An “official” is defined as any person who has the authority and the duty to act or respond to particular issues on behalf of the institution.

The Clery Act exempts pastoral and professional counselors from bringing forward information about Clery Act crimes reported to them in their role as a pastoral or professional counselor and not otherwise subject to an exception (e.g., such as a threat of a future crime of violence). A pastoral counselor is a campus employee who is associated with a religious order or denomination and recognized by that religious order or denomination as someone who provides confidential counseling. A professional counselor is a campus employee whose official responsibilities include providing psychological counseling to members of the campus community. While they may decline to bring forward a disclosure of a crime, consistent with their obligations, the college encourages pastoral and professional counselors, if and when they deem it appropriate, to inform the person they are counseling of voluntary and confidential reporting options where the statistic of the crime could be included in federal reporting under the Clery Act, such as through the Silent Witness Reporting Form on Campus Police’s SharePoint.

There are several staff members and departments on campus who are designated as CSAs. These campus officials have significant responsibility for student and campus activities. Throughout the year, CSAs report Clery Act reportable crimes to Campus Police or the Clery Compliance Officer. Each of these reports are reviewed by the Clery Compliance Officer, who may involve members of the Clery Compliance Committee to include the Campus Police Department, the Title IX Office, the Office of Student and Employee Advocacy, and Human Resources as needed, to confirm it meets the requirements under the Clery Act. Crimes reported by a CSA are entered into the Daily Crime Log and included in the annual disclosure of crime statistics.

In most cases, it is possible for a CSA to fulfill their reporting responsibilities and maintain victim confidentiality. CSA reports are used by the college to compile statistics for Clery Act reporting. CSA reports also help determine if there is a serious or ongoing threat to the safety of the campus community requiring an alert. The responsibilities of a CSA can usually be met without disclosing any personally identifiable information. Bear in mind that a report to a CSA does not automatically result in the initiation of a police or disciplinary investigation if the victim chooses not to pursue such action.

Forsyth Tech has designated the following departments and positions as primary CSAs. Primary CSAs consist of departments and positions to whom students and employees should report crimes to for the purposes listed above.

Department/Position	Phone
Forsyth Tech Campus Police Department	(336) 734-7243
Office of Student and Employee Advocacy & Title IX	(336) 757-3431
Human Resources Department	(336) 734-7646
Clery Compliance Officer	(336) 734-7051

Campus and Community Resources



Campus Safety Committees

There are several departments and teams at Forsyth Tech that work together to ensure a safe environment on campus. Below you will find a brief description of these teams and the work they do. Some of these teams are governed by Forsyth Tech Operating Policies, while others work as a committee to discuss situations as they arise.

Behavioral Intervention Team

The goal of the Behavioral Intervention Team (BIT) at Forsyth Tech is to aid potentially at-risk students who may be of harm to themselves or others. BIT utilizes the National Association for Behavioral Intervention and Threat Assessment (NABITA) rubric to classify threats, which aids in collecting a holistic view of the situation. BIT also collects confidential consultations through faculty and staff. The Behavioral Intervention Team's primary focus is preventive rather than punitive, thereby focusing on assisting students to set them up for success while on campus.

Threat Assessment Team

Forsyth Tech is committed to providing a safe and secure workplace that is free from threats and violence. The Threat Assessment Team (TAT) works through a universal process that is designed to identify situations of concern, investigate and gather information, assess, and manage the concern. TAT utilizes a multidisciplinary approach to address all threats/concerns. The goal of the TAT is to increase awareness of concerns, maximize resources to address the concerns, and monitor outcomes while enhancing communication and collaboration campuswide. The Threat Assessment Team operates separately from the Behavioral Intervention Team. TAT is used to monitor individuals of concern, whereas BIT is primarily used for imminent circumstances.

Building Captain Program

The Campus Police Department has implemented a Building Captain Program to train faculty and staff members from each academic and administrative building in basic emergency response procedures. Building Captains are responsible for providing safety instruction and assistance to faculty, staff, students, and visitors during campus emergencies. Building Captains are trained to understand, assess, and initiate safety responses, including "shelter-in-place," evacuation, and "safe haven" procedures during emergencies. Building Captains are required to become familiar with their respective buildings to include knowledge of all exits, location of fire alarm enunciator panels, knowledge of stairwell locations, comprehension of evacuation routes and designated evacuation areas, and awareness of other fellow Building Captains. Building Captains are required to attend monthly training courses and participate in tabletop exercises. Each training highlights the importance of Building Captains' responsibilities to include assessing situations, accurate reporting of information, knowledge of guidelines and procedures, assisting occupants with disabilities, and proper communication with emergency responders and building occupants.

Police Advisory Board

The mission of the Police Advisory Board is to provide vision, guidance, and oversight to the delivery of police services to the Forsyth Tech community. The Police Advisory Board serves as a connection between the Forsyth Tech community and the Campus Police Department. The board is comprised of students, faculty, and staff who facilitate communication and develop a mutual understanding of roles and expectations between the community and the Campus Police Department. The Police Advisory Board members make recommendations for improvement relating to:

- Educating the campus community, including security personnel and those who advise or supervise students, about sexual assault, dating violence, domestic violence, and stalking.
- Educating the campus community about personal safety and crime prevention.
- Strategic plans and safety issues on campus.
- Providing feedback and suggestions pertaining to new technologies in the public safety field and implementing programs on campus.
- Serving as a liaison for community concerns or issues that relate to campus safety.

Emergency Operations Team

The Emergency Operations Team (EOT) provides leadership and oversight into all emergency management operations for Forsyth Tech. During an incident, the EOT provides tactical management of the response and recovery through the Emergency Operations Center, Incident Commander, and supports the Incident Command System. For more information regarding emergency response and evacuation procedures, please visit the Campus Safety section of this report.

Clery Compliance Committee

Forsyth Tech created a Clery Committee to oversee and assist with Clery compliance. Compliance efforts extend beyond the police department and include various departments across campus. The committee is an effective tool in garnering institutional awareness of the Clery Act requirements. The committee assists with gathering and compiling necessary information throughout the year as it relates to those requirements within the Clery Act. The committee includes individuals from the following offices or departments:

- Athletics
- Campus Police
- Counseling Services
- Facilities
- Human Resources
- Marketing & Communications
- Student and Employee Advocacy & Title IX
- Student Success & Strategic Innovation

Forsyth Tech Campus Police Department

The Forsyth Tech Campus Police Department is the primary law enforcement agency responsible for property owned or controlled by Forsyth Tech. The police department is under the direction of Chief Carolyn McMackin.

The Campus Police Department is a model police organization that provides immediate response to all police, fire, and medical emergencies, as well as other numerous law enforcement tasks, including patrolling assigned areas, responding to calls for police service, enforcing traffic laws, investigating crimes, and arresting offenders. Officers are expected to be professional and to build positive relationships within the community. Working with the Forsyth Tech community, our officers are here to provide a safe and secure environment while improving the quality of life for those learning, working, and visiting within the campus community.

The Forsyth Tech Campus Police Department is a fully sanctioned law enforcement agency. Sworn Police Officers have full powers of arrest pursuant to North Carolina General Statute 115D-21.1 and have completed the training requirements set forth by the North Carolina Criminal Justice Education and Training Standards Commission. As such, they are fully empowered by the state and have the authority to stop vehicles, make arrests, and enforce all state and federal laws. Officers also enforce college policies that are based on state statutes. Their primary duty and jurisdiction are to serve the Forsyth Tech community, which includes all real property owned by or in the possession of and controlled by Forsyth Tech, as well as any streets, roads, or highways adjoining that property. In partnership with the Forsyth Tech community, it operates in a participative, team-based environment and delivers quality community-oriented services in a proactive and efficient manner. Forsyth Tech Police Officers patrol the campus 24 hours each day, 365 days a year.

In addition to Police Officers, the Campus Police Department employs Security Officers, who patrol the campus as necessary. Security Officers are non-sworn members (i.e., no arrest powers) who provide a variety of services to aid and assist the Campus Police Department's mission. Security Officers have the authority to enforce College policies and will call for an officer when deemed necessary. The Security Officers' primary jurisdiction includes all property owned by Forsyth Tech.

The Forsyth Tech Campus Police Department maintains cooperative working relationships with local law enforcement and emergency response agencies through active interaction and sharing of information to help ensure a timely, coordinated, efficient, and effective response to all crimes or other emergency situations occurring on campus. Additionally, the Campus Police Department collaborates with federal and state agencies to include, but is not limited to, the Department of Homeland Security, Federal Bureau of Investigation, Drug Enforcement Agency, U.S. Secret Service, North Carolina State Bureau of Investigations, and the North Carolina DMV License and Theft Bureau. This collaboration amongst local, state, and federal agencies leads to functional assessment for the needs of either Emergency Notifications or Timely Warnings.

The Forsyth Tech Campus Police Department has formally entered a Memorandum of Understanding for law enforcement services with the Winston-Salem Police Department and the University of North Carolina School of the Arts Department of Police and Public Safety. This agreement addresses providing additional services and resources necessary to protect health, life, and property against violations of criminal law, including sexual assault investigations occurring on Forsyth Tech property.

Forsyth Tech does not have officially recognized student organizations that own or control housing facilities outside of the college campuses. Therefore, local police departments are not utilized to monitor and record criminal activity.

Forsyth Tech Title IX Office

Certain Clery-specific crimes are also considered to be Title IX violations and will be handled by the College as mandated under both statutory requirements. The United States Code of Federal Regulations, Title IX states, “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance,” 20 U.S. Code § 1681. Forsyth Tech is committed to providing its students, faculty, and staff with an education and workplace environment free from any form of unlawful discrimination. The Forsyth Tech community is dedicated to fostering and supporting a culture of mutual respect and communication.

Forsyth Tech does not tolerate and prohibits discrimination or harassment of students and employees based on, or related to, sex (including pregnancy, sexual orientation, and gender identity), race, national origin, religion, age, disability, or other protected categories, classes, or characteristics. Discriminatory behavior is prohibited regardless of the manner in which it is exhibited, whether verbally, in writing, or electronically displayed or conveyed. Individuals who violate these policies and laws are subject to disciplinary action. For more information on Title IX at Forsyth Tech, visit the Title IX website [here](#).

You can report an incident to the Title IX Office by filing a report, complaint, or grievance [here](#) or by contacting the following administrator:

Tony McKinnon, Title IX Coordinator,
(336) 757-3431, tmckinnon@forsythtech.edu

Forsyth Tech Office of Student and Employee Advocacy

The Office of Student and Employee Advocacy (OSEA) is responsible for helping to provide a safe learning environment in partnership with various campus departments. OSEA encourages students to be engaged in their overall development by proactively providing information to the campus community. OSEA meets with students to address potential violations of the Code of Student Conduct and encourages students to be ethical, independent, and well-rounded individuals. OSEA provides education on the value of active listening, diverse learning, and personal accountability to promote overall student success. The Office of Student and Employee Advocacy is located in Room 2416 of the Robert L. Strickland Center on Main Campus and can be contacted by dialing (336) 757-3431.

Student Success and Strategic Innovation Division

The Student Success and Strategic Innovation Division aims to provide a nurturing environment that fosters academic and personal growth for the student populous. Committed to addressing the holistic needs of our students, the Student Success and Strategic Innovation Division is comprised of all non-academic student success services. This includes admissions, career guidance, counseling, financial assistance, information and referral services, registration, student activities, and student records. Staff members can coordinate these services in cooperation with all other divisions on campus. For more information, visit the Student Success Services SharePoint page.

Forsyth Tech Counseling Services

Counseling Services are available to all students attending Forsyth Tech and can be located on the second floor of the Robert L. Strickland Center on Main Campus. Counseling Services are staffed with trained clinicians who are compassionate and willing to help explore concerns and develop ideas for effectively dealing with a difficult situation. Counselors create individualized plans addressing the needs of each student. Counseling Services offer short-term individual counseling, psychoeducation workshops and drop-ins, crisis intervention, group counseling, alcohol and drug counseling, and referral services to both on and off campus resources/partners to address mental health and substance abuse wellness needs. Students who are experiencing an academic or personal difficulty are encouraged to contact Counseling Services by calling (336) 734-3629 or emailing counselingservices@forsythtech.edu.

Forsyth Tech Shugart Women’s Center

The mission of the Shugart Women’s Center at Forsyth Tech is to support and enhance the academic, professional, and personal development of all women and individuals who identify as women. The Shugart Women’s Center is committed to promoting equitable opportunities in an inclusive, safe, and supportive environment that values and celebrates the diversity of all women, regardless of race, color, ethnic origin, age, gender, sexual orientation, gender identity, or disability. The Shugart Women’s Center has continuous programming and workshops throughout the year that provide education and information in relation to issues affecting women and their families. Topics include, but are not limited to relationships, health awareness, self-image, and parenting. For more information about this program, contact the Shugart Women’s Center at (336) 734-7280 or by emailing swc@forsythtech.edu.

Community Resources

Department	Address	Phone/Email
Associates in Christian Counseling	8025 North Point Blvd. Suite 231, Winston-Salem, NC 27103	(336) 896-0065
Atrium Health Wake Forest Baptist Medical Center	1 Medical Center Blvd, Winston-Salem, NC 27157	(336) 716-2011
Carenet Counseling	403 South Hawthorne Rd, Winston-Salem, NC 27103	(336) 716-0855
Forsyth County Family Services	1200 S Broad St, Winston-Salem, NC 27101	(336) 723-8125
Legal Aid of North Carolina/Winston-Salem	102 W 3rd St #460, Winston-Salem, NC 27101	P: (866) 219-5262 E: legalaidnc.org
Novant Health Forsyth Medical Center	3333 Silas Creek Parkway, Winston-Salem, NC 27157	(336) 718-5000
Partners	901 S. New Hope Rd, Gastonia, NC 28054	(833) 353-2093
Suicide and Crisis Lifeline		1 (800) 273-8255
United Way 211 Hotline		211

National Hotlines

Department	Phone/Email
National Domestic Violence Hotline	1 (800) 799-SAFE (7233)
National Sexual Assault Hotline	1 (800) 656-HOPE (4673)
National Suicide Prevention Lifeline	1 (800) 273-TALK (8255)
Substance Abuse and Mental Health Services	1 (800) 662-HELP (4357)
Suicide and Crisis Lifeline	988

Campus Safety



Campus Safety

Forsyth Tech is committed to maintaining a safe and secure environment for its faculty, staff, students, and visitors. The success of individuals and the College does not rest solely on the Campus Police Department but depends on our commitment to looking out for others. What we do, or fail to do, affects our own safety and the safety of others. The College has certain policies to establish and maintain the safety and well-being of the campus community. Violators of those policies risk disciplinary actions from Forsyth Tech as well as prosecution by federal, state, and local law enforcement agencies.

Members of the Forsyth Tech community should assume responsibility for their own personal safety and the security of their personal property and are encouraged to assist others. The following precautions provide guidance:

- Report all suspicious activity to the Campus Police Department immediately.
- Never take personal safety for granted.
- Try to avoid walking alone at night and use the Safety Escort feature by calling the Campus Police Department.
- Use caution and be aware when at social functions.
- Remember to call for help at the first sign of trouble.
- Never leave valuables unattended (e.g., wallets, purses, books, phones, etc.).
- Do not prop open interior or exterior doors to buildings.
- Be aware of your surroundings and inventory your personal property.

Security of and Access to Campus Facilities

Forsyth Tech campuses operate between the hours of 7:00 a.m. and 10 p.m., Monday through Friday. During this timeframe, all buildings and facilities are open to the public except on designated holidays. During non-business hours, access to most campus buildings and facilities is limited and may require proper identification. Campus buildings and facilities are secured according to schedules developed by the department responsible for the building or facility. Some buildings and facilities may have hours that vary throughout the year. Emergency situations may require changes or alterations to posted building and facility schedules.

Access to buildings and facilities is controlled by key or electronic keycard access, and each building has varied levels of access control. These buildings utilize alarm systems that provide notification to the Campus Police Department upon activation. Campus Police officers respond to alarms and conduct routine patrols to monitor security at campus buildings and other facilities. In order to ensure that only authorized individuals have access to Forsyth Tech buildings and facilities, it is essential that students and employees work together to keep the doors of all buildings closed and locked after hours. Do not leave doors propped open or unlocked after hours. Lost keys or keycards should be reported to a department supervisor immediately for re-keying of areas or canceling keycard access, as necessary.

All of Forsyth Tech's campus locations have reserved parking spaces. Community members should be aware that some private business owners surround our campuses and reserve parking spaces for their customers and staff members. Privately owned businesses reserve the right to enforce their towing policies as posted at their lot entrances. Please be attentive to signage that applies to all parking lots on campus and directly across from campus. For parking questions, parking decals, parking violation appeals, and other information, contact the Campus Police Department at (336) 734-7243 or visit the department at the Forsyth Building located on the Main Campus. You can also view the Parking & Safety Frequently Asked Questions webpage.

The security of and access to non-campus facilities (i.e., Innovation Quarter) where Forsyth Tech holds classes is the responsibility of the entity operating the facility. Staff members at these facilities are encouraged to report safety and security concerns that come to their attention to the Campus Police Department. Campus Police will work with local authorities to ensure concerns are addressed.

Security Considerations Used in the Maintenance of Campus Facilities

Forsyth Tech has instituted a variety of safety and security procedures, equipment, and services to enhance public safety and maintain a secure learning and working environment. These measures are regularly reviewed, and best practices are sought out. Security alarms, cameras, panic alarms, and the Rave Guardian App are monitored regularly by Campus Police telecommunicators. Forsyth Tech facilities and landscaping are maintained in a manner to minimize unsafe conditions. Campus Police officers and security officers regularly patrol all of Forsyth Tech's facilities and report malfunctioning lights, security deficiencies, and other unsafe physical conditions to the Facilities Department for correction. Members of the campus community are encouraged to report equipment problems or unsafe conditions to the Campus Police Department or Facilities Department. For assistance with maintenance

emergencies and any non-urgent maintenance concerns during normal business hours, contact the Facilities Department by calling (336) 757-3692 or visit their SharePoint for more information. Urgent or emergency maintenance issues should be reported to the Campus Police Department after hours at (336) 734-7911.

Weapons Policy

In accordance with North Carolina General Statutes (NCGS) 14-269.2 and Forsyth Tech policy, the possession or carrying of any weapon on college property is strictly prohibited, except under the following circumstances:

1. Authorized Personnel – Law enforcement officers, firefighters, emergency service personnel, and military personnel who are actively performing their official duties.
2. Registered Security Personnel – A registered armed armored car service guard or a registered armed courier service guard, provided they have received prior authorization from Forsyth Tech.
3. Educational or Ceremonial Use – Weapons used for educational or ceremonial purposes, explicitly approved in advance by Campus Police.
4. Legally Stored Concealed Handguns – Individuals who possess a legally valid concealed handgun permit (or are exempt from obtaining a permit under state law) may have a handgun under the following conditions:
 - A. The handgun must remain in a closed compartment or container within the person's locked vehicle or in a locked container securely affixed to the vehicle.
 - B. The vehicle may be unlocked only for entry or exit, provided the handgun remains secured within the closed compartment at all times.
 - C. The vehicle must be parked in accordance with Forsyth Tech parking policies and regulations.

Any violation of this policy may result in disciplinary action, including but not limited to termination of employment for employees, a Student Conduct Referral that may lead to expulsion, criminal prosecution, or a combination of these consequences. For questions or clarification, please contact the Campus Police Department at (336) 734-7243 or refer to NCGS 14-269.2.

Emergency Response and Evacuation Procedures

Forsyth Tech recognizes that certain emergency situations may occur that require an immediate response from emergency services. Forsyth Tech's Emergency Operations Plan (EOP) provides the framework and guidance to prepare for, respond to, recover from, and mitigate hazards that may affect the campus community. The EOP establishes policies, guidelines, and organizational structures for managing major emergencies and disasters. The EOP is modeled after the National Response Framework (NRF) and incorporates the National Incident Management System (NIMS) to facilitate coordination between responding departments and agencies. The required components of the NRF and the NIMS are reflected within the EOP. General information about Forsyth Tech's emergency response and evacuation procedures is accessible online on Emergency Management's SharePoint.

For most major campus emergencies, the Emergency Operations Center (EOC) activation begins at the discretion of College Leadership, Emergency Management, and the Incident Commander. Based on recommendations from first responders and the College's Emergency Management Team, and after consultation with the College President, an emergency will be declared and the EOC will be activated to the extent necessary. The EOC is a centralized facility where emergency response and recovery activities are planned, coordinated, and delegated. The EOC is organized around a hybrid concept of Emergency Support Functions (ESFs) and the Incident Command System (ICS). ESF is a mechanism that consolidates multiple agencies/departments that perform similar functions into a single, cohesive unit to allow for better management of the emergency response. The emergency functions of various departments involved in emergency management and response will generally parallel normal day-to-day functions or operations. The ICS, a framework for response within the NIMS, is a standardized, on-scene emergency management system specifically designed to provide for the adoption of an integrated organizational structure that reflects the complexity and demands of single or multiple incidents without being hindered by jurisdictional boundaries. ICS is the combination of facilities, equipment, personnel, procedures, and communications operating within a common organizational structure, designed to aid in the management of resources during incidents.

Forsyth Tech will immediately notify the campus community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of individuals on campus. More information about Emergency Notifications and Timely Warnings can be found in the "Campus and Community Notifications" section of this report.

In some emergency situations, an evacuation of a building or the entire campus may be ordered. A campus evacuation or closure is an organized withdrawal from campus facilities where the time of return is determined by the circumstances of the emergency event. When such action is warranted, the campus community will be appropriately advised.

Campus evacuations will be completed in accordance with the EOP. The decision to implement evacuation procedures generally rests with the members of the Emergency Management Team. In situations requiring immediate action, public safety responders can also order an evacuation. When evaluating possible evacuation options, consideration will be given to the specific threat that exists (e.g., explosion, fire, storm, hazardous materials incident), its context (e.g., time of day, likelihood), and recommendations from first responders. All members of the Forsyth Tech community should familiarize themselves with the emergency and evacuation plan signage posted in each campus building to assist with evacuation and emergency procedures.

Emergency procedures and state law require that everyone exits a building when a fire alarm is activated. Building Captains are trained to assist with building evacuations and ensure, as best as they can, that the building is secure and that all personnel are accounted for. When evacuating a building, the following steps should be observed:

- Proceed toward the nearest marked exit and alert others to do the same.
- DO NOT use elevators when evacuating unless instructed to do so.
- After exiting the building, proceed to a clear area that is at least 300 feet away from the affected building.
- Keep streets, fire lanes, hydrant areas, and walkways clear for emergency vehicles and personnel.
- Know your evacuation assembly points – Building Captains will be there to assist.
- DO NOT return to an evacuated building until notified by emergency personnel.

In the event that a major emergency occurs which provokes an evacuation of all or part of the campus, all persons are to immediately vacate the site in question and relocate to another part of the campus or designated location as directed. Forsyth Tech will immediately notify the campus community through a TechAlert notification, which will identify the emergency, its exact location, and most likely request community members to protect themselves by evacuating the affected area, if it is safe to do so, and/or by employing the “shelter-in-place” concept. Emergency response personnel and/or college authorities may instruct campus community members to shelter-in-place if a condition exists that is potentially life-threatening and poses an immediate threat to the health and personal safety of the campus community. Immediate threats would include, but are not limited to, active shooter incidents, mass acts of violence, tornadoes, or hazardous materials incidents.

Shelter-in-place means to seek immediate shelter wherever you happen to be at the time of a shelter-in-place notification. If the building you are occupying is damaged, follow the evacuation procedures for your building and seek shelter at the nearest college building quickly. Be sure to remain in a shelter-in-place status until an “all-clear” notification is communicated by emergency response personnel. No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by emergency response personnel:

- Isolate yourself as much as possible from the external environment.
- Shut and lock all doors and windows.
- Turn off air conditioners, heaters, and fans.
- Close vents to ventilation systems, if possible.
- Make a list of the people with you and ask someone to call the list into the Campus Police Department to inform them of your location.
- Monitor all available communications.

Forsyth Tech conducts a test of its emergency response and evacuation procedures annually. The test may be announced or unannounced and will meet all of the following criteria: be scheduled, contain drills, exercises, and appropriate follow-through activities designed for assessment and evaluation of emergency plans and capabilities. Forsyth Tech publicizes its emergency response and evacuation procedures by email in conjunction with the annual test. For each test, Forsyth Tech documents a description of the exercise, the date and time of the exercise, and whether it was announced or unannounced. In addition, Forsyth Tech conducts a full-scale test of the TechAlert Emergency Notification system at least once a year. These tests are evaluated for timeliness of message distribution and allow the campus community to make sure their information in the system is accurate.

Registered Sex Offender Information

Pursuant to Section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921), members of the Forsyth Tech community may obtain information regarding registered sex offenders through the [North Carolina State Bureau of Investigation website](#). The Campus Sex Crimes Prevention Act states that sex offenders who are required to register in a state must provide notice,

as required under State law, to each institution of higher education in that state at which the person is employed, volunteers, or is a student.

North Carolina law requires sex offenders to register with the sheriff of the county where they reside. The sheriff maintains a registry of this information that is available to the public upon request. An offender who is a non-resident student or non-resident employee must maintain registration with the sheriff of the county where the offender works or attends school and must also identify any school of attendance or place of employment. To learn more about the North Carolina Sex Offender and Public Protection Registration Programs, click [here](#). To search the National Sex Offender Public Website, which contains sex offender registries for all 50 states, the District of Columbia, U.S. Territories, and Indian Country, click [here](#).

Missing Student Notification Policy

The requirement to have a missing student notification policy applies only to institutions that maintain on-campus student housing. Forsyth Tech does not have on-campus or off-campus residential housing; therefore, no policy is required. However, the Campus Police Department does investigate all missing persons reports in accordance with state and local laws. To report a missing person, contact the Campus Police Department at (336) 734-7243 or visit the Campus Police Department located at the Forsyth Building on Main Campus.

Annual Fire Safety Report

The requirement to publish an Annual Fire Safety Report (AFSR) applies only to institutions that maintain on-campus student housing. Forsyth Tech does not have on-campus residential housing; therefore, Forsyth Tech does not produce an AFSR.

Campus and Community Notifications



Daily Crime Log

One method of disseminating crime and safety information is the publication of the Daily Crime Log (DCL). The Campus Police Department maintains the DCL, which contains a record of all crimes reported to Campus Police that have occurred within Forsyth Tech's Clery geography. All entries or updates to the DCL are made within two business days of the report being received, unless the disclosure of such crime is prohibited by law or would jeopardize the confidentiality of the victim.

The information in the DCL includes the nature of the reported crime, case number associated with the report, date the crime was reported to the Campus Police, date and time of the crime occurred (if known), general location of the crime (if known), and the current disposition of the case. A crime is considered "reported" when it is brought to the attention of a Campus Security Authority (CSA). All crimes in the DCL are recorded by the date the crime was reported to the Campus Police Department or any other CSA.

In compliance with the Clery Act, Campus Police may withhold information from the DCL if there is clear and convincing evidence that the release of such information would jeopardize an ongoing criminal investigation or the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence. Campus Police will disclose any information withheld from the DCL once the adverse effect is no longer likely to occur.

The DCL includes all criminal incidents and alleged criminal incidents from the most recent 60-day period. The DCL is open for public inspection at the Campus Police Department located at the Forsyth Building on Main Campus during normal business hours, 8:00 A.M. – 5:00 P.M., Monday through Friday. Additionally, the DCL is accessible online on the Campus Police's SharePoint under "documents" (click [here](#) to access the DCL). Members of the public may request any portion of the log that is older than 60 days and will be provided with the information requested within two business days of the request.

Timely Warnings

In order to help safeguard the Forsyth Tech community, to increase crime awareness, and to meet the requirements set forth by the Clery Act, Forsyth Tech develops and distributes timely warnings to notify community members about crimes that pose a serious or ongoing threat to the campus community. Timely warnings are notifications about Clery Act crimes that may have already occurred but represent a serious or ongoing threat and apply to crimes that occur within Forsyth Tech's Clery Act geography. Timely warnings are issued as soon as pertinent information about a Clery Act crime is available. These warnings are provided in a manner that is timely, that withholds the names of victims as confidential, and aids in the prevention of similar occurrences. These warnings are disseminated through the TechAlert system. The heading of these messages will say "Timely Warning: (insert nature of crime)." Since the nature of criminal threats is often not limited to a single location, timely warnings must be issued in a manner likely to reach the entire campus community.

Forsyth Tech may issue a timely warning to the campus community whenever a report of a Clery reportable crime or other serious crime is reported to the Campus Police Department, local law enforcement, or a Campus Security Authority if the incident presents a serious or ongoing threat. All members of the campus community are encouraged to notify the Campus Police Department of any Clery Act crime, which includes murder/non-negligent manslaughter, manslaughter by negligence, sex offenses (rape, fondling, incest, and statutory rape), robbery, aggravated assault, burglary, motor vehicle theft, hate crimes, hazing incidents, dating violence, domestic violence, and stalking. All decisions on whether or not a timely warning is issued shall be made on a case-by-case basis, considering the facts surrounding a crime including: (1) the nature of the crime, (2) the continuing danger or threat to the campus community, (3) the amount of time that has elapsed between the occurrence and report date which may impede the College's ability to issue a warning that is timely, (4) whether the identity of the offender(s) is known and is in custody, and (5) the possible risk of compromising law enforcement efforts. The Chief of Police or their designee, in conjunction with the Chief Operations Officer or designee, is responsible for making the decision to issue a timely warning.

Forsyth Tech is not required to issue a TechAlert with respect to crimes reported to a professional or pastoral counselor. At the discretion of the Chief of Police or their designee, a timely warning may be issued for other crimes it deems pose an ongoing threat to the safety of students or employees, regardless of whether it is a Clery reportable crime. Additionally, crimes that are reported to have occurred off campus, but pose an ongoing threat to the safety of students or employees, may result in the issuance of a timely warning. Emergency notification procedures will be followed for an immediate threat to the health or safety of students or employees occurring on campus. If an emergency notification is issued, Forsyth Tech is not required to issue a timely warning based on the same circumstances; however, adequate follow-up information must be issued to the community as needed.

The Campus Police Department, with assistance from the Office of Marketing and Communications, is responsible for writing the content of a timely warning notice and distributing it to the campus community. The content of a timely warning is intended to enable members of the campus community to protect themselves, and may include, but will not necessarily be limited to: (1) a succinct statement of the incident including the date, time, general location, and nature of the reported crime(s), (2) possible connection to previous incidents, (3) suspect descriptors (when deemed necessary and appropriate), (4) other relevant and important information about the crime(s), and (5) information on crime prevention, personal safety, or other community safety resources. Timely warnings

will typically be sent by email to all students and employees, using the TechAlert system. In addition, a message will be uploaded to TechLink. In certain circumstances, notifications may be supplemented with a text message and/or posters on a case-by-case basis at the discretion of the Chief of Police or their designee. Forsyth Tech will work with local media outlets to disseminate a message, when deemed necessary, to notify the larger community.

Emergency Notifications

Emergency notifications are announcements triggered by a significant emergency event or dangerous situation on campus property involving an immediate threat to the health or safety of the Forsyth Tech community. This expands upon the definition of timely warnings to include both Clery Act crimes and other types of emergencies or events that pose an imminent threat to the campus community. All members of the campus community are encouraged to notify Campus Police of any significant emergency or dangerous situation that may involve an immediate or ongoing threat to the health or safety of students and employees on campus. Emergencies should be reported to the Campus Police Department as soon as possible.

Forsyth Tech will immediately notify the campus community upon confirmation of an emergency or dangerous situation occurring on the campus that involves an immediate threat to the health or safety of students or employees. Forsyth Tech will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system to the appropriate segment or segments of the campus community, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency.

The types of emergencies that may initiate an emergency notification include, but are not limited to an approaching hurricane or other extreme weather condition; a structure fire; an outbreak of a serious contagious illness; a natural disaster; gas leak; active shooter or armed intruder; a bomb threat; civil unrest or rioting; an explosion; a terrorist incident; a nearby chemical or hazardous materials spill; or a significant impact power outage.

In the case of a reported significant emergency or threat to the campus community, the Lieutenant/Emergency Manager, or in the event is unavailable, their designated substitutes will confirm with first responders (e.g., Campus Police, local law enforcement, fire department, National Weather Service) whether the emergency or dangerous situation exists. Confirmation of an immediate threat or emergency does not necessarily mean that all of the pertinent details are known or available at that time.

Upon confirmation of a significant emergency or dangerous situation which presents an immediate threat to the health or safety of students or employees, the following individuals or offices are authorized to determine the content of the notification, determine the appropriate segment or segments of the campus community to receive the notification, and distribute an emergency notification message without delay: (1) Forsyth Tech Lieutenant/Emergency Manager, (2) Forsyth Tech Chief of Police, (3) Forsyth Tech Assistant Chief of Police, (4) Forsyth Tech Office of Marketing and Communications, or (5) if none of these individuals are available, any designated official determined by the Lieutenant/Emergency Manager who is within the Campus Police Department. Individuals or offices authorized to draft and send emergency notifications receive annual training on emergency notification requirements, protocols, and procedures to include how to distribute notifications immediately upon confirmation of an immediate threat or emergency.

Emergency notifications will minimally include the location of the emergency, description of the emergency, and safety tips/instructions. Forsyth Tech will attempt to make such notification sufficiently specific to enable recipients to take an appropriate response to the threat. Template messages have been prepared as part of the emergency notification system to aid in rapid communication processes. If the emergency affects only a small portion of Forsyth Tech and is unlikely to impact the larger community, an emergency notification message may be made only to the group affected; this decision will be made by the Lieutenant/Emergency Manager or their designee.

Emergency notifications will typically be disseminated by email and text message, using the TechAlert system. The heading of these messages will say "Forsyth Tech Alert." In certain circumstances, notifications may be issued through telephone, building fire alarm systems, or paper postings to relay information in an emergency or threatening situation. Emergency information may also be provided through announcements to TechLink and social media websites. After the initial emergency notification message, follow-up information will be distributed by additional notifications, as needed, until the emergency or threat has concluded, and an all-clear message has been sent. Follow-up information is distributed using some or all of the identified communications systems (except fire alarm). Forsyth Tech will work with local media outlets to disseminate a message, when deemed necessary, to notify the larger community. When issuing emergency notification procedures, Forsyth Tech is not required to issue a Timely Warning based on the same circumstances. .

Enrolling in the College's TechAlert System

All faculty, staff, and students are automatically enrolled with their official forsythtech.edu e-mail address and the primary phone number listed in their personnel or registration records. All members of the Forsyth Tech community should keep their information updated by going to the "TechAlerts" navigation sidebar located on TechLink. Forsyth Tech strongly encourages all faculty, staff, and students to provide contact information for text messages; however, individuals may opt-out from receiving these notifications via text message. Individuals who are not faculty, staff, or students may sign up to receive TechAlert notifications by texting "FTAlerts" to 67283. These individuals will be automatically unsubscribed after 30 days, with an option to subscribe again by texting "FTAlerts" to 67823. Standard text messaging rates apply.

Policies Governing Alcohol and Other Drugs



Alcohol and Drug Policy

Forsyth Tech strives to maintain a campus community free from illegal use, possession, or distribution of alcohol and controlled substances as defined in 21 United States Code Section 812 and by regulations in 21 Code of Federal Regulations Section 1308. As part of its commitment, Forsyth Tech annually notifies its students and employees about the components of the Forsyth Tech Drug and Alcohol Abuse Prevention Program (commonly referred to as the “DAAPP”). This document includes information about the standards of conduct, sanctions for violations of Forsyth Tech policy, legal ramifications of drug and alcohol abuse, the health risks associated with the use of alcohol and illicit drugs, and a summary of prevention and education efforts provided by Forsyth Tech.

Unlawful manufacture, distribution, dispensing, possession, use, or sale of alcohol or controlled substances by Forsyth Tech employees and students on college premises or at official college-sponsored functions is prohibited. In addition, employees and students shall not use illegal substances or abuse legal substances in a manner that impairs work performance, scholarly activities, or student life.

Employees found to be in violation of this policy, including student employees, if the circumstances warrant, may be subject to corrective action, up to and including termination, under applicable college policies and labor contracts; or may be required, at the discretion of the college, to participate satisfactorily in an employee rehabilitation program.

Students found to be in violation of this policy may be subject to disciplinary action, up to and including dismissal, as set forth in the code of student conduct and in campus regulations; or may be required, at the discretion of the college, to participate in educational workshops or services, in addition to any penalties resulting from violating local, state, and/or federal law. Disciplinary sanctions may include verbal or written warning, disciplinary probation, restitution, suspension, or dismissal from the college. In most cases, the Office for Student and Employee Advocacy will also assign developmental and educational interventions designed to promote greater awareness and improved decision-making for students and to further deter misconduct.

Alcohol and Drug Legal Sanctions

State and federal laws provide specific penalties for drug and narcotics offenses. Article 5 of Chapter 90 of the North Carolina General Statutes makes it unlawful for any person to manufacture, sell, deliver, or possess with intent to manufacture, sell, or deliver those drugs designated collectively as “controlled substances.” A complete list of controlled substances as defined by North Carolina law can be found in the [North Carolina Controlled Substances Act](#). Penalties for violations include imprisonment and fines.

Federal law makes it unlawful for any person to manufacture, distribute, create, dispense, or possess controlled substances with the intent to manufacture, distribute, or dispense them. Title 21 of the United States Code provides terms of imprisonment and fines for violations of this act. The nature of the offense and whether the person has committed any previous unlawful acts under this statute will determine the term of imprisonment as well as the amount of the fine.

The penalties for violations of alcoholic beverage regulations are found in [Chapter 18B of the North Carolina General Statutes](#). Such penalties include terms of imprisonment and heavy fines.

There may be other criminal sanctions, penalties, and fines associated with substance use, possession, or manufacture. This section is not intended to be inclusive of all possible criminal ramifications. The enforcement of alcohol and drug laws on campus property is the primary responsibility of the Campus Police Department. The Campus Police Department proactively enforces Federal and State laws, as well as policies set forth by Forsyth Tech concerning alcohol and drugs on campus property.

Prevention and Education Programs



Alcohol and Other Drug Prevention Programs

To promote an environment of academic excellence and to comply with the requirements of the Drug-Free Schools and Communities Act and the Drug Free Workplace Act, Forsyth Tech has created a Drug and Alcohol Prevention Committee that is responsible for implementation and oversight of the DAAPP. The committee has developed and made available to students and employees a variety of alcohol and substance use programs. Forsyth Tech's Alcohol and Drug Prevention and Intervention Program has designed these programs to discourage the use of illegal substances and to educate students and employees as to the merits of legal and responsible alcohol consumption.

The Counseling Services Center offers alcohol and drug use awareness programs once a semester, where counselors dive into an open discussion about alcohol and drug use, and their impact on physical and mental health. These courses are open and free to all students. For more information on these courses or other current programs related to alcohol and drug use prevention and awareness, contact Counseling Services by calling (336) 734-3629 or emailing counselingservices@forsythtech.edu.

Alcohol and Drug Individual Counseling is one-on-one counseling sessions using brief motivational and cognitive-behavioral techniques for the use of substances, including alcohol, marijuana, prescription drugs, and other illicit substances. The goal of the counseling session is to educate students about the effects of illicit drug use, to promote self-evaluation of drug use habits, and to facilitate the acquisition of effective coping strategies to make informed decisions and reduce the risk and harm associated with substance use. For more information, contact Counseling Services by calling (336) 734-3629 or emailing counselingservices@forsythtech.edu.

Forsyth Tech makes available various drug and alcohol use prevention, education, and intervention services for staff and faculty through the Employee Assistance Program (EAP). EAP provides support to employees and eligible family members in initiating and accessing the appropriate level of care for substance abuse or dependence. These EAP services are provided on a short-term basis, and employees are referred to the community for more intensive levels of care as indicated. This service is available at no cost to employees and their family members. For more information, contact EAP by calling (800) 633-3353.

Community Resources Available to the Forsyth Tech Community

Daymark Recovery Services operates out of numerous counties across the state of North Carolina and provides comprehensive behavioral healthcare services as defined by those in the community in need of mental health or substance abuse treatment options. Staff members are highly qualified individuals with a plethora of knowledge to suit individual care as needed. For more information, visit their website [here](#) or contact the 24-hour crisis hotline at (866) 275-9552.

Insight Human Services is located in Winston-Salem and provides several outpatient options ranging from day treatment to intensive outpatient programs. Insight Human Services provides treatment for alcoholism, drug addiction, mental health and substance abuse, and opioid addiction. Treatment options are available every weekday and are provided in both individual and group settings. For more information, contact (336) 725-8398.

Substance Abuse and Mental Health Services Administration (SAMHSA) is a free, confidential treatment referral and information service for individuals and families facing mental and/or substance use disorders. SAMHSA provides a variety of prevention education programs, individual and group counseling sessions, and other resources. To contact SAMHSA's national helpline, call 1 (800) 662-HELP (4357) or visit their website [here](#).

Crime Prevention and Security Awareness Programs

The Forsyth Tech community is educated about incidents of crime and the importance of reporting crimes. Crime prevention is a top priority of Forsyth Tech. The cooperation and involvement of all members of the campus community are essential in promoting safety and are sponsored by various campus departments throughout the year. Community members should assume responsibility for their own personal safety and the security of their personal property and are encouraged to assist others when it is safe to do so. An individual's awareness of their surroundings is the best place to start. Always report suspicious individuals or vehicles on campus to the Campus Police Department.

Crime prevention is the anticipation of a crime risk and taking action to reduce it. In order for a crime to occur, the criminal must have the ability, desire, and opportunity to commit the crime. There is very little you can do about the ability or desire of a criminal to commit a crime, but Forsyth Tech continues to work with the campus community to eliminate such opportunities. The Campus Police Department provides support and services to, and collaborates with, community members to make Forsyth Tech a safer place. The Campus Police Department, in conjunction with the Human Resources Department, also provides security awareness programs designed to inform students and employees about campus security procedures and practices. For more information about each program and the dates/times each program is offered, contact the respective department.

Active Shooter Training: This training is intended to prepare personnel for active shooter situations by providing information on how they occur and how they may be more effectively prevented. This training will review prevention strategies, preparedness, and what to do if an active shooter situation were to happen. The Campus Police Department, in conjunction with the Human Resources Department, provides this training annually for all employees, and it is mandatory to complete. Additionally, the Campus Police Department provides in-person training to both students and employees throughout the calendar year.

Building Captain Program: This program is in place to train faculty and staff members from each academic and administrative building in basic emergency response procedures. Building Captains are responsible for providing safety instruction and assistance to faculty, staff, students, and visitors during campus emergencies. The Campus Police Department meets monthly with Building Captains to provide ongoing training.

Coffee with a Cop: This program gives students, faculty, and staff a chance to interact with Campus Police Officers and discuss various topics to include crime prevention, safety, and general knowledge of the services provided by the Campus Police Department. This program is offered on a bi-monthly basis.

Police Advisory Board: The mission of the Police Advisory Board is to provide vision, guidance, and oversight to the delivery of police services to the campus community. The Board is comprised of students, faculty, and staff who facilitate communication and develop a mutual understanding of roles and expectations between the community and the Campus Police Department. The Board meets monthly.

Rape Aggression Defense (R.A.D.): This program offers a truly holistic approach to self-defense education, supporting the necessity of continuous learning in order to provide realistic options in violent situations. The Campus Police Department provides this training and focuses on teaching assertiveness, awareness, risk reduction, risk recognition, avoidance, and physical defense strategies. This program is open for enrollment. For more information about the program and training dates, which are to be determined, contact the Campus Police Department.

Rave Guardian App: The Rave Guardian app allows community members to stay connected and receive important campus notifications, ability to communicate with Campus Police by call or text, and gain access to resources and documents pertaining to individual safety and well-being. The Campus Police Department provides training on the available features and how to use the Rave Guardian app. This training is offered on request on an ongoing basis.

Safety Escorts: The Campus Police Department offers safety escorts for all members of the campus community upon request. This includes a walking escort to an individual's vehicle or from one campus building to another campus building. We encourage the community to plan ahead, as response time for the Campus Police Department may be impacted by other emergency calls.

Sex Harassment Training: This training provides employees with a basic understanding of sexual harassment as well as strategies to maintain a harassment free environment within the workplace. The Human Resources Department provides this training annually for all employees, and it is mandatory to complete.

Programs to Prevent Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Forsyth Tech engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to prevent dating violence, domestic violence, sexual assault, and stalking that are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome. Educational programs also consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Forsyth Tech's educational programming consists of primary prevention and awareness programs for all incoming students and new employees, as well as ongoing awareness and prevention campaigns for all current students and employees. These programs and campaigns are designed to: (1) clearly communicate that Forsyth Tech prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking (as defined by the Clery Act); (2) provide the definitions of dating violence, domestic violence, sexual assault, and stalking according to any applicable jurisdictional definitions of these terms; (3) define consent and describe what behaviors and actions constitute consent, in reference to sexual activity as defined by Forsyth Tech's Title IX Policy; (4) provide a description of safe and positive options for bystander intervention; (5) provide information on risk reductions; and (6) provide information regarding procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking occurs.

Primary Prevention and Awareness Programs

Forsyth Tech provides primary prevention and awareness programs to all incoming students and new employees that involve the distribution of educational materials to new students, participating in and presenting information and materials during new student

and employee orientations, providing programs by invitation at staff meetings or academic programs, and providing online training materials related to sexual violence.

Forsyth Tech's "Rock Enroll: Enrollment & Registration Festival" provides prospective students the opportunity to engage with staff members to learn more about Forsyth Tech and what the College has to offer. This event is provided a few weeks before each semester and gives prospective students the opportunity to bring their whole family and engage in conversations about the enrollment process, meet with advisors, discuss financial aid help, and discover resources Forsyth Tech offers that will help students succeed. At this event, staff members set up tables and provide information related to sexual violence.

All incoming students participate in "Welcome Week," which is a week packed with exciting events and resources designed to help new students get acquainted with campus, connect with fellow students, and discover the resources that will help them succeed. Staff members present materials and set up tables to discuss sexual violence and the definition of consent throughout the week.

All incoming employees are required to complete the Forsyth Tech Sex Harassment Training within the first six weeks of hire. This online course provides participants with definitions of behaviors outlined in the Sexual Harassment Policy, information on reporting requirements, and information on available resources.

Ongoing Prevention and Awareness Programs

Ongoing prevention and awareness campaigns are designed to increase community members' understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking. Forsyth Tech provides an annual educational campaign for all students and employees designed to provide ongoing education and programming around issues of sexual violence. Campaign strategies employed include in-person presentations, online training programs, printed materials, self-defense programming, tabling displays, and related lectures. Forsyth Tech additionally provides educational/informational sessions to staff members on Clery Act-specific policies and crime reporting practices.

Forsyth Tech's domestic violence awareness campaign is dedicated to raising awareness and educating community members about domestic violence. Together, we work to fight against unhealthy relationships and build healthy relationships. Forsyth Tech's "Red Flag/Green Flag" campaign engages with students and employees during Domestic Violence Awareness Month to educate the campus community on healthy relationships. This campaign includes in-person presentations and tabling displays where a variety of resources are provided to participants.

Forsyth Tech provides opportunities and digital resources for education and awareness initiatives focused on sexual assault prevention during Sexual Assault Awareness Month. During this month, students are invited to participate in the "Pizza and Consent" event, which is an in-person presentation/educational session that discusses the meaning and definition of consent and provides educational material on sexual assault awareness. In addition, community members support victims and survivors of sexual assault by wearing denim on "Denim Day," creating a jean display while hosting an event on campus with educational information to promote awareness.

The Forsyth Tech Title IX Office provides in-person presentations and online education to both students and employees on effective ways to prevent and report sexual assault on campus. The Campus Police Department, in addition to general crime prevention programming, provides sexual violence education and awareness training throughout the year for both students and employees. The Shugart Women's Center, in conjunction with the Title IX Office, provides various workshops, tabling displays, and in-person presentations on sexual violence throughout the year to students. For more information about each program and the dates/times each program is offered, contact the respective department.

How to Be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do, even if we want to help. Below is a list of some ways to be an active bystander. Further information regarding bystander intervention may be found by contacting one of the departments listed above. If you or someone else is in immediate danger, dial 9-1-1. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are okay.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.

5. Refer people to on or off-campus resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction

Sexual violence is a crime of motive and opportunity. Ultimately, there is no surefire way to prevent an attack. If you or someone you know has been affected by sexual violence, it's not your fault. While you can never completely protect yourself from sexual violence, there are some things you can do to help reduce your risk of being assaulted. With no intent to victim-blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment.

- **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to **avoid isolated areas**. It is more difficult to get help if no one is around.
- **Walk with purpose**. Even if you don't know where you are going, act like you do.
- **Trust your instincts**. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- **Try not to load yourself down** with packages or bags, as this can make you appear more vulnerable.
- **Make sure your cell phone is with you** and charged, and that you have cab money and/or an on-demand driver app loaded.
- **Don't allow yourself to be isolated** with someone you don't trust or know.
- **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings.
- When you go to a social gathering, **go with a group of friends**. Arrive together, check in with each other throughout the evening, and leave together.
- **Trust your instincts**. If you feel unsafe in any situation, go with your gut.
- **Don't leave your drink unattended** when talking, dancing, using the restroom, or making a phone call.
- **Don't accept drinks that are opened or from an open container**. Watch your drinks being made and carry them yourself.
- **Watch out for your friends** and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get them to a safe place immediately.
- **If you suspect you or a friend has been drugged**, call 9-1-1. Be explicit with doctors so they can give the right tests.
- If someone is pressuring you, **remember that being in this situation is not your fault**. You did not do anything wrong; it is the person who is making you uncomfortable who is to blame.
- **Be true to yourself**. Don't feel obligated to do anything you don't want to do.
- **Have a code word** with your friends or family so that you can communicate your discomfort without the person you are with knowing. They can make up a reason to pick you up.
- **Lie**. If you don't want to hurt the person's feelings, it is better to lie about a reason to leave than to stay and be uncomfortable, scared, or worse.
- **Try to think of an escape route**. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?

Hazing Prevention and Awareness Programs

Forsyth Tech provides hazing prevention and awareness programs that are informed by research, campus-wide in scope, and designed to reach all students, staff, and faculty. Programs address various topics, including:

- Forsyth Tech's definition of Hazing, including a clear statement that the College prohibits hazing;
- The definition of Student Organization, as it applies to the College's Hazing policy;
- How to report incidents of hazing;
- The process Forsyth Tech will use to investigate reports of hazing;

- Information on applicable local, State, and Tribal laws regarding hazing; and
- Primary prevention strategies intended to stop hazing before it occurs, including the following: (1) bystander intervention, (2) ethical leadership, and (3) strategies for building group cohesion.

As part of Forsyth Tech's broader commitment to creating a safe and respectful campus environment, prevention efforts include proactive education and outreach aimed at reducing the risk of hazing. These initiatives also highlight the College's Campus Hazing Transparency Report, which provides public information on student organizations recognized or established by the College that have been found in violation of the Hazing policy.

Hazing prevention and awareness programs for students are coordinated through the Division of Student Success & Strategic Innovation, the Office of Student and Employee Advocacy, and the Campus Police Department. Student-focused programming includes:

1. **New Student Onboarding:** All new students receive mandatory hazing prevention training as part of the onboarding process. Training covers the definition of hazing, examples of prohibited behaviors, reporting procedures, disciplinary sanctions, and available campus and community resources.
2. **Student Organization Training:** In-person hazing prevention training is required for all recognized student organizations—including athletic teams, clubs, and other student groups—during orientation. Additional training sessions are provided upon request throughout the academic year. Training emphasizes leadership accountability, bystander intervention, and reporting mechanisms.
3. **Campus-Wide Awareness Campaigns:** Each semester, Forsyth Tech publishes announcements on TechLink, providing all students with information about the College's Anti-Hazing Policy, procedures for reporting suspected hazing, links to educational prevention videos, and access to additional prevention resources.

Hazing prevention and awareness programs for employees are delivered through the Human Resources Department and the Campus Police Department. Employee-focused programming includes:

1. **Mandatory Online Training:** All employees are required to complete the Anti-Hazing Prevention online training module, which addresses definitions of hazing, warning signs, legal and institutional consequences, and employee responsibilities for reporting suspected hazing.
2. **Campus-Wide Awareness Campaigns:** Each semester, Forsyth Tech issues announcements on TechLink, reminding employees of the College's Anti-Hazing Policy, reporting procedures, and access to hazing prevention videos and educational resources.

These programs are intended to ensure that all members of the College community are informed, engaged, and empowered to prevent hazing. Forsyth Tech emphasizes early education, ongoing training, and visible awareness campaigns as core strategies to foster a culture of respect, safety, and compliance.

The College encourages all students and employees to report suspected hazing immediately. Reports will be handled consistent with institutional policy and applicable federal and state law.

Jeanne Clery Campus Safety Act, as Amended by the Violence Against Women Reauthorization Act of 2013



Sexual Misconduct Policies, Services, Resources, and Protocols

Forsyth Tech prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the campus community. Toward that end, Forsyth Tech issues this statement of policy to inform the campus community of our programs to address dating violence, domestic violence, sexual assault and stalking (as described in the “Prevention and Education Programs” section of this report) as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a College official.

Federal Clery Act Definitions of Dating Violence, Domestic Violence, Sexual Assault, and Stalking

The Clery Act defines the crimes of dating violence, domestic violence, sexual assault, and stalking as follows:

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

- i. The existence of such a relationship shall be based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- ii. For the purposes of this definition—
 - A. Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - B. Dating violence does not include acts covered under the definition of domestic violence
- iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Domestic Violence:

- i. A Felony or misdemeanor crime of violence committed by—
 - C. a current or former spouse or intimate partner of the victim;
 - D. a person with whom the victim shares a child in common;
 - E. a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - F. a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
 - G. any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- ii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Definition of a Crime of Violence: According to Section 16 of Title 18 of the United States Code, the term “crime of violence” means:

- i. An offense that has an element of the use, attempted use, or threatened use of physical force against the person or property of another; or,
- ii. Any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense.

Sexual Assault: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”

- **Rape** is defined as 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 consent of the victim.

- **Fondling** is defined as the touching of the private parts of another person for the purposes 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** is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** is defined as sexual intercourse with a person who is under the statutory age of consent.

Stalking:

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

Jurisdictional Definitions of Dating Violence, Domestic Violence, Sexual Assault, and Stalking

State law places domestic violence and dating violence under North Carolina Statute 50-B and stalking under North Carolina Statute 14-277.3A.

G.S. 50B-1 Domestic Violence means the commission of one or more of the following acts upon an aggrieved party or upon a minor child residing with or in the custody of the aggrieved party by a person with whom the aggrieved party has or has had a personal relationship, but does not include acts of self-defense:

- Attempting to cause bodily injury, or intentionally causing bodily injury; or
- Placing the aggrieved party or a member of the aggrieved party’s family or household in fear of imminent serious bodily injury or continued harassment.

For purposes of this section, the term “personal relationship” means a relationship wherein the parties involved:

- Are current or former spouses;
- Are persons of opposite sex who live together or have lived together;
- Are related as parents and children, including others acting in loco parentis to a minor child, or as grandparents and grandchildren. For purposes of this subdivision, an aggrieved party may not obtain an order of protection against a child or grandchild under the age of 16;
- Have a child in common;
- Are current or former household members;
- Are persons of the opposite sex who are in a dating relationship or have been in a dating relationship. For purposes of this subdivision, a dating relationship is one wherein the parties are romantically involved over time and on a continuous basis during the course of the relationship. A casual acquaintance or ordinary fraternization between persons in a business or social context is not a dating relationship.

G.S. 14-27.21. First-Degree Rape: A person is guilty of rape in the first degree if the person engages in vaginal intercourse with another person by force and against the will of the other person and does any of the following: :

- Employs or displays a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous

or deadly weapon.

- Inflicts serious personal injury upon the victim or another person.
- The person commits the offense aided and abetted by one or more other persons.

G.S. 14-27.22. Second-Degree Rape: A person is guilty of rape in the second degree if the person engages in vaginal intercourse with another person:

- By force and against the will of the other person; or
- Who is mentally disabled, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know the other person is mentally disabled, mentally incapacitated, or physically helpless.

G.S. 14-27.23. Statutory Rape of a Child by An Adult: A person is guilty of statutory rape of a child by an adult if the person is at least 18 years of age and engages in vaginal intercourse with a victim who is a child under the age of 13 years.

G.S. 14-27.24. First-Degree Statutory Rape: A person is guilty of first-degree statutory rape if the person engages in vaginal intercourse with a victim who is a child under the age of 13 years and the defendant is at least 12 years old and is at least four years older than the victim.

G.S. 14-27.25. Statutory Rape: (a) A defendant is guilty of a Class B1 felony if the defendant engages in vaginal intercourse with another person who is 15 years of age or younger and the defendant is at least 12 years old and at least six years older than the person, except when the defendant is lawfully married to the person. (b) Unless the conduct is covered under some other provision of law providing greater punishment, a defendant is guilty of a Class C felony if the defendant engages in vaginal intercourse with another person who is 15 years of age or younger and the defendant is at least 12 years old and more than four but less than six years older than the person, except when the defendant is lawfully married to the person.

G.S. 14-27.26. First-Degree Forcible Sexual Offense: A person is guilty of a sexual offense in the first degree if the person engages in a sexual act with another person by force and against the will of the other person and does any of the following:

- Employs or displays a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon.
- Inflicts serious personal injury upon the victim or another person.
- The person commits the offense aided and abetted by one or more other persons.

G.S. 14-27.27. Second-Degree Sexual Offense: A person is guilty of second degree forcible sexual offense if the person engages in a sexual act with another person:

- By force and against the will of the other person; or
- Who is mentally disabled, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know the other person is mentally disabled, mentally incapacitated, or physically helpless.

G.S. 14-27.28. Statutory Sexual Offense with a Child by An Adult: A person is guilty of statutory sexual offense with a child by an adult if the person is at least 18 years of age and engages in a sexual act with a victim who is a child under the age of 13 years.

G.S. 14-27.29. First-Degree Statutory Sexual Offense: A person is guilty of first-degree statutory sexual offense if the person engages in a sexual act with a victim who is a child under the age of 13 years and the defendant is at least 12 years old and is at least four years older than the victim.

G.S. 14-27.30. Statutory Sexual Offense with a Person Who is 15 Years of Age or Younger: (a) A defendant is guilty of a Class B1 felony if the defendant engages in a sexual act with another person who is 15 years of age or younger and the defendant is at least 12 years old and at least six years older than the person, except when the defendant is lawfully married to the person. (b) Unless the conduct is covered under some other provision of law providing greater punishment, a defendant is guilty of a Class C felony if the defendant engages in a sexual act with another person who is 15 years of age or younger and the defendant is at least 12 years old and more than four but less than six years older than the person, except when the defendant is lawfully married to the person.

G.S. 14-27.31. Sexual Activity by a Substitute Parent or Custodian: (a) If a defendant who has assumed the position of a parent in the home of a minor victim engages in vaginal intercourse or a sexual act with a victim who is a minor residing in the home, the defendant is guilty of a Class E felony. (b) If a person having custody of a victim of any age or a person who is an agent or employee of any person, or institution, whether such institution is private, charitable, or governmental, having custody of a victim of any age engages in vaginal intercourse or a sexual act with such victim, the defendant is guilty of a Class E felony. (c) Consent is not a defense to a charge under this section.

G.S. 14-27.32. Sexual Activity with a Student: (a) If a defendant, who is a teacher, school administrator, student teacher, school safety officer, or coach, at any age, or who is other school personnel, and who is at least four years older than the victim engages in vaginal intercourse or a sexual act with a victim who is a student, at any time during or after the time the defendant and victim were present together in the same school, but before the victim ceases to be a student, the defendant is guilty of a Class G felony, except when the defendant is lawfully married to the student. The term “same school” means a school at which the student is enrolled, and the defendant is employed, assigned, or volunteers. (b) A defendant who is school personnel, other than a teacher, school administrator, student teacher, school safety officer, or coach, and is less than four years older than the victim and engages in vaginal intercourse or a sexual act with a victim who is a student, is guilty of a Class I felony. (c) This section shall apply unless the conduct is covered under some other provision of law providing for greater punishment. (d) Consent is not a defense to a charge under this section. (e) For purposes of this section, the terms “school,” “school personnel,” and “student” shall have the same meaning as in G.S. 14-202.4(d). For purposes of this section, the term “school safety officer” shall include a school resource officer or any other person who is regularly present in a school for the purpose of promoting and maintaining safe and orderly schools.

G.S. 14-27-33. Sexual Battery: A person is guilty of sexual battery if the person, for the purpose of sexual arousal, sexual gratification, or sexual abuse, engages in sexual contact with another person:

- By force and against the will of the other person; or
- Who is mentally disabled, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know the other person is mentally disabled, mentally incapacitated, or physically helpless.

G.S. 14-178 Incest: A person commits the offense of incest if the person engages in carnal intercourse with the person’s (i) grandparent or grandchild, (ii) parent or child or stepchild or legally adopted child, (iii) brother or sister of the half or whole blood, or (iv) uncle, aunt, nephew, or niece.

G.S. 14-277.3A Stalking: A defendant is guilty of stalking if the defendant willfully on more than one occasion harasses another person without legal purpose or willfully engages in a course of conduct directed at a specific person without legal purpose and the defendant knows or should know that the harassment or the course of conduct would cause a reasonable person to do any of the following:

- Fear for the person’s safety or the safety of the person’s immediate family or close personal associates.
- Suffer substantial emotional distress by placing that person in fear of death, bodily injury, or continued harassment.

Consent: North Carolina does not define consent under state law.

Forsyth Tech’s Definition of Consent, Force, and Incapacitation as it Relates to Sexual Activity

Consent

Consent is defined as knowing, voluntary, and clear permission by word or action to engage in sexual activity.

Individuals may perceive and experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Consent is evaluated from the perspective of what a reasonable person would conclude are mutually understandable words or actions. Reasonable reciprocation can establish consent. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to be kissed back.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, sexual activity should cease within a reasonably immediate time.

Silence or the absence of resistance alone should not be interpreted as consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

Consent to some sexual contact (such as kissing or fondling) cannot be assumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent. If an individual expresses conditions on their willingness to consent (e.g., use of a condom) or limitations on the scope of their consent, those conditions and limitations

must be respected. If a sexual partner shares the clear expectation for the use of a condom, or to avoid internal ejaculation, and those expectations are not honored, the failure to use a condom, removing a condom, or internal ejaculation can be considered acts of sexual assault.

Proof of consent or non-consent is not a burden placed on either party involved in a complaint. Instead, the burden remains on Forsyth Tech to determine whether its Policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged misconduct occurred and any similar and previous patterns that may be evidenced.

Going beyond the boundaries of consent is prohibited. Thus, unless a sexual partner has consented to slapping, hitting, hair pulling, strangulation, or other physical roughness during otherwise consensual sex, those acts may constitute dating violence or sexual assault.

Force

Force is the use of physical violence and/or physical imposition to gain sexual access. Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Force is conduct that, if sufficiently severe, can negate consent.

Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent (e.g., “Have sex with me or I’ll hit you,” which elicits the response, “Okay, don’t hit me. I’ll do what you want.”).

Coercion is unreasonable pressure for sexual activity. Coercive conduct, if sufficiently severe, can render a person’s consent ineffective, because it is not voluntary. When someone makes clear that they do not want to engage in sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive. Coercion is evaluated based on the frequency, intensity, isolation, and duration of the pressure involved.

Incapacitation

Incapacitation is a state where a person is incapable of giving consent. An incapacitated person cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, and how” of their sexual interaction). A person cannot consent if they are unable to understand what is happening or are disoriented, helpless, asleep, or unconscious for any reason, including because of alcohol or other drug consumption.

Forsyth Tech policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating substances.

Incapacitation is determined through consideration of all relevant indicators of a person’s state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

If the respondent neither knew nor should have known the complainant to be physically or mentally incapacitated, the respondent is not in violation of Forsyth Tech policy. “Should have known” is an objective, reasonable person standard that assumes that a reasonable person is both sober and exercising sound judgment.

Procedures Victims Should Follow if a Crime of Dating Violence, Domestic Violence, Sexual Assault, or Stalking Occurs

After an incident of sexual assault, dating violence, or domestic violence, the victim should consider seeking medical attention as soon as possible at the nearest hospital. Sexual Assault Nurse Examiners (SANE) at the hospital are trained and certified in physical evidentiary recovery kit collection. Evidence may be collected, even if the victim chooses not to make a report to law enforcement.

The preservation of evidence is critical to potential criminal prosecution and to obtaining restraining/protective orders, and it is particularly time sensitive. It is important that a victim of sexual assault avoid urinating, showering, bathing, washing hands or face, or douching within the past 120 hours of the incident. If oral sexual contact took place, refrain from smoking, eating, drinking, or brushing teeth. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Victims of dating violence, domestic violence, sexual assault, and stalking are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs, or other copies of documents, if they have any, that would be useful to Title IX investigators or local police.

Reporting Incidents of Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Forsyth Tech strongly encourages all members of its community to report violations of this policy to the Campus Police Department. The Campus Police Department can assist victims in pursuing criminal charges, as well as connecting them with resources both on and

off campus. Campus Security Authorities will assist any victim with notifying law enforcement if the victim so desires. The Campus Police Department may also be reached directly by calling (336) 734-7911 or in person at the Forsyth Building on Main Campus. However, it is the victim's choice whether to make such a report to law enforcement. Furthermore, victims have the right to decline to notify law enforcement.

If you have been the victim of dating violence, domestic violence, sexual assault, or stalking, you should report the incident promptly to the Title IX Coordinator by filing a report [here](#) or contacting (336) 757-3431. Reports of all dating violence, domestic violence, sexual assault, and stalking made to Campus Police will automatically be referred to the Title IX Coordinator for review. The Title IX Coordinator is not a confidential reporting entity and is required to report criminal incidents to Campus Police.

Procedures the College Will Follow When a Crime of Dating Violence, Domestic Violence, Sexual Assault, or Stalking is Reported

Forsyth Tech has procedures in place that serve to be sensitive to victims who report dating violence, domestic violence, sexual assault, and stalking, including informing individuals about their right to file criminal charges; as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services on and off campus; as well as additional remedies to prevent contact between a complainant and an accused party. Forsyth Tech will make such accommodations if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to law enforcement. Students and employees should contact the Title IX Coordinator (office: Robert L. Strickland Center, Room 2318; phone: (336) 757-3431) by calling, writing, or coming into the office to report in person. Below are the procedures that the College will follow.

Incident Being Reported	Procedures College Will Follow
Sexual Assault	<ol style="list-style-type: none"> 1. Depending on when reported (immediate vs delayed report), college will provide victim with access to medical care 2. College will assess immediate safety needs of victim 3. College will assist victim with contacting campus police or local police if complainant requests AND provide the victim with contact information for campus/local police department 4. College will provide victim with referrals to on- and off-campus mental health providers 5. College will assess need to implement interim or long-term protective measures, if appropriate 6. College will provide the victim with a written explanation of the victim's rights and options 7. College will provide a "No trespass" (PNG) or "No Contact" directive to accused party if deemed appropriate 8. College will provide instructions on how to apply for Protective Order 9. College will inform the victim of the outcome of the investigation, whether or not the accused will be administratively charged, and what the outcome of the hearing is 10. College will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for reporting sex-based discrimination or for assisting in the investigation
Stalking	<ol style="list-style-type: none"> 1. College will assess immediate safety needs of victim 2. College will assist victim with contacting campus police or local police if complainant requests AND provide the victim with contact information for campus/local police department 3. College will provide instructions on how to apply for Protective Order 4. College will provide written information to victim on how to preserve evidence 5. College will assess need to implement interim or long-term protective measures to protect the victim, if appropriate 6. College will provide the victim with a written explanation of the victim's rights and options 7. College will provide a "No trespass" (PNG) or "No Contact" directive to accused party if deemed appropriate

Incident Being Reported	Procedures College Will Follow
Dating Violence	<ol style="list-style-type: none"> 1. College will assess immediate safety needs of victim 2. College will assist victim with contacting campus police or local police if victim requests AND provide the victim with contact information for campus/local police department 3. College will provide instructions on how to apply for Protective Order 4. College will provide written information to victim on how to preserve evidence 5. College will assess need to implement interim or long-term protective measures to protect the victim, if appropriate 6. College will provide the victim with a written explanation of the victim's rights and options 7. College will provide a "No trespass" (PNG) or "No Contact" directive to accused party if deemed appropriate
Domestic Violence	<ol style="list-style-type: none"> 1. College will assess immediate safety needs of victim 2. College will assist victim with contacting campus police or local police if victim requests AND provide the victim with contact information for campus/local police department 3. College will provide instructions on how to apply for Protective Order 4. College will provide written information to victim on how to preserve evidence 5. College will assess need to implement interim or long-term protective measures to protect the victim, if appropriate 6. College will provide the victim with a written explanation of the victim's rights and options 7. College will provide a "No trespass" (PNG) or "No Contact" directive to accused party if deemed appropriate

Assistance for Victims – Rights and Options

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, Forsyth Tech will assist victims of dating violence, domestic violence, sexual assault, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- The procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred;
- Information about how the institution will protect the confidentiality of victims and other necessary parties;
- A statement that the institution will provide written notification to students and employees about victim services in the institution and in the community;
- A statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and protective measures; and
- An explanation of the procedures for institutional disciplinary action.

Supportive and Other Protective Measures

Orders of protection and restraining orders can be obtained at the Forsyth County Courthouse. These orders are designed to protect the harmed person from further harm. Any person who obtains an order of protection from North Carolina or any reciprocal state should provide a copy to the Campus Police Department and the Office of the Title IX Coordinator. Forsyth Tech will enforce the orders as described in the protection order. A complainant may then meet with Campus Police to develop a Safety Action Plan, which is a plan for Campus Police and the victim to reduce the risk of harm while on campus. This plan may include, but is not limited to: safety escorts, special parking arrangements, or changing classroom or office locations.

Forsyth Tech will offer and implement appropriate and reasonable supportive measures to all parties upon notice of alleged sex discrimination, sex-based harassment, and/or retaliation. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate and reasonably available. They are offered, without fee or charge to all parties, to restore or preserve access to Forsyth Tech's education program or activity, including measures designed to protect the safety of all parties and/or Forsyth

Tech's educational environment and/or to deter sex discrimination, sex-based harassment, and/or retaliation.

The Title IX Coordinator promptly makes supportive measures available to all parties upon receiving notice/knowledge or a complaint. At the time that supportive measures are offered, if a complaint has not been filed, Forsyth Tech will inform the complainant, in writing, that they may file a complaint with Forsyth Tech either at that time or in the future. The Title IX Coordinator will work with a party to ensure that their wishes are considered with respect to any planned and implemented supportive measures.

Forsyth Tech will maintain the confidentiality of the supportive measures, provided that confidentiality does not impair Forsyth Tech's ability to provide those supportive measures. Forsyth Tech will act to ensure as minimally an academic/occupational impact on all parties as possible. Forsyth Tech will implement measures in a way that does not unreasonably burden any party. These actions may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to the Employee Assistance Program
- Referral to community-based service providers
- Student financial aid counseling
- Visa and immigration assistance
- Education to the institutional community or community subgroup(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Providing transportation assistance
- Implementing contact restrictions (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Trespass, Persona Non Grata (PNG), or Be-On-the-Lookout (BOLO) orders
- Timely warnings
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

Violations of no-contact orders or other restrictions may be referred to appropriate student or employee conduct processes for enforcement or added as collateral misconduct allegations to an ongoing complaint under this Policy.

Protecting Victim Confidentiality

Forsyth Tech is committed to protecting the privacy of any individual who reports experiencing sexual violence, sex discrimination, or retaliation. Information about the complainant's identity and other necessary parties will be considered confidential and only shared with persons who have a specific need-to-know (i.e., those who are investigating/adjudicating the report or those involved in providing support services to the complainant). By only sharing personally identifiable information (PII) with individuals on a need-to-know basis, Forsyth Tech will maintain as confidential any accommodations or protective measures provided to the complainant, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

Confidentiality also applies to those designated by Forsyth Tech as confidential employees. Confidential resources on campus may receive information from complainants without revealing any identifying information about them to anyone else at the College, including the Title IX Office or Campus Police Department. Confidential employees on campus can be found at the Counseling Services Center or the Shugart Women's Center. The confidential resource will, however, provide the complainant with the Title IX Coordinator's contact information, option about involvement of law enforcement, assist the complainant in reporting, if desired, and provide them with information on how the Office of Student and Employee Advocacy can assist them. With respect to confidential

employees, information may be disclosed when: (1) the reporting person gives written consent for its disclosure; (2) there is a concern that the person will likely cause serious physical harm to self or others; or (3) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18, elders, or persons with disabilities. Non-identifiable information may be shared by confidential employees for statistical tracking purposes as required by the Clery Act. Other information may be shared as required by law.

Forsyth Tech does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Clery Act. Furthermore, if a Timely Warning is issued on the basis of a report of dating violence, domestic violence, sexual assault, or stalking, the name of the victim and other personally identifiable information about the victim will be withheld; this could include the specific location where an incident is reported to have occurred when reporting the location could inadvertently identify the victim.

Campus and Community Resources Available for Victims of Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Upon receipt of a report of dating violence, domestic violence, sexual assault, or stalking, Forsyth Tech will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services, including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and assistance in notifying appropriate local law enforcement. These resources are available to both students and employees, except where specifically noted, and include the following:

On Campus	Location/Address	Contact Information
Campus Police Department	Forsyth Building on Main Campus	Non-Emergency: (336) 734-7243 Emergency: (336) 734-7911
Counseling Services Center (Students Only)	Robert L. Strickland Center, Room 2461	Phone: (336) 734-3629 Email: counselingservices@forsythtech.edu
Employee Assistance Program (Employees Only)	Allman Center, Room 124	Phone: (800) 633-3353
Financial Aid (Students Only)	Allman Center, Room 261	Phone: (336) 734-7235 Email: financialaid@forsythtech.edu
Human Resources	Allman Center, Room 119	Phone: (336) 734-7646
Registrar/Admissions (Students Only)	Robert L. Strickland Center, Room 2399D	Phone: (336) 757-3650
Shugart Women's Center (Students Only)	Robert L. Strickland Center, Room 2481	Phone: (336) 734-7280 Email: swc@forsythtech.edu
Title IX Office	Robert L. Strickland Center, Room 2319	Phone: (336) 757-3431

Off Campus	Location/Address	Contact Information
Associates in Christian Counseling	8025 North Point Blvd. Suite 231, Winston-Salem, NC 27103	(336) 896-0065
Atrium Health Wake Forest Baptist Medical Center	1 Medical Center Blvd, Winston-Salem, NC 27157	(336) 716-2011
Carenet Counseling	403 South Hawthorne Rd, Winston-Salem, NC 27103	(336) 716-0855
Forsyth County Family Services	1200 S Broad St, Winston-Salem, NC 27101	(336) 723-8125
Forsyth County Sheriff's Office	301 N Church St, Winston-Salem, NC 27101	(336) 727-2112 or 911
Kernersville Police Department	134 E Mountain St, Kernersville, NC 27284	(336) 996-3177 or 911
King Police Department	110 W King St, King, NC 27021	(336) 983-0886 or 911
Legal Aid of North Carolina/Winston-Salem	102 W 3rd St #460, Winston-Salem, NC 27101	P: (866) 219-5262 E: legalaidnc.org
Novant Health Forsyth Medical Center	3333 Silas Creek Parkway, Winston-Salem, NC 27157	(336) 718-5000
Partners	901 S. New Hope Rd, Gastonia, NC 28054	(833) 353-2093
Stokes County Sheriff's Office	1012 Main St, Danbury, NC 27016	(336) 593-8130 or 911
Suicide and Crisis Lifeline		1 (800) 273-8255
United Way 211 Hotline		211
Winston-Salem Police Department	725 N Cherry St, Winston-Salem, NC 27101	(336) 773-7700

Adjudication of Violations

Forsyth Tech's disciplinary process includes a prompt, fair, and impartial investigation and resolution process. In all instances, the process will be conducted in a manner that is consistent with the institution's policy and that is transparent to the accuser and the accused. Usually, the resolution of dating violence, domestic violence, sexual assault, and stalking complaints are completed within the timeframe specified in the institution's policy. However, this policy allows for extensions of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay. College officials involved in the investigation or adjudication of dating violence, domestic violence, sexual assault, and stalking complaints are trained annually on the issues related to dating violence, domestic violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability. Furthermore, each policy provides that:

1. Both the complainant and respondent will receive timely notice of any meetings in which their participation may be expected.
2. Both parties, along with the appropriate college officials, will have equal and timely access to any information that may be considered during the proceedings.

3. Disciplinary matters will not be overseen by individuals who have a conflict of interest or bias for or against either party.
4. Both parties will have equal opportunity to be accompanied by an advisor of their choice throughout the process. The College does not restrict advisor selection or attendance, although policies set clear boundaries on the advisor's role.
 - A form of indirect questioning is required during the hearing but must be conducted by the parties' Advisors. The parties are not permitted to directly question each other or any witnesses. If a party does not have an Advisor for a hearing, the College will appoint a trained Advisor for the limited purpose of conducting any questioning of the other party and witness. A party may reject this appointment and choose their own Advisor, but they may not proceed without an Advisor. If the party's Advisor will not conduct questioning, the College will appoint an Advisor who will do so thoroughly, regardless of the participation or non-participation of the advised party in the hearing itself. Extensive questioning of the parties and witnesses will also be conducted by the Decision-maker(s) during the hearing.
5. Written notification of all decisions, including initial, interim, and final outcomes, will be provided to both parties simultaneously.
6. When appeals are permitted, both parties will receive simultaneous written notice of the appeal procedures, any changes to outcomes before they are final, and the ultimate result once the appeal is concluded.

Forsyth Tech Disciplinary Procedures for Incidents Involving Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Prohibited Sex Discrimination, Sexual Harassment, and Retaliation Policy and Procedures (2020 Title IX Regulations): Applicable to Students and Employees in Cases Involving Dating Violence, Domestic Violence, Sexual Assault, and Stalking

1. Filing a Complaint Under This Policy

Notice or complaints of sex discrimination, harassment, and/or retaliation may be made using any of the following options:

- File a complaint with, or give verbal notice to, the Title IX Coordinator (or deputy/deputies/Officials with Authority as noted above). Such a report may be made at any time (including during non-business hours) by using the telephone number or email address, or by mail to the office address, listed for the Title IX Coordinator or any other Title IX Team Member, or OWA listed above.
- Submit online Notice at <https://www.forsythtech.edu/report-it-page/>. Anonymous reports are accepted, but can give rise to a need to investigate. The College provides supportive measures to all Complainants, which may be impossible with an anonymous report. Because reporting carries no obligation to initiate a formal response, and as the College respects Complainant requests to dismiss complaints unless there is a compelling threat to health and/or safety, the Complainant is largely in control and should not fear a loss of privacy by making a report that allows the College to discuss and/or provide supportive measures.
- Report to any supervisor and/or instructor. The information will be relayed to the appropriate College authorities. As used in this Policy, the term "Formal Complaint" means a document or electronic submission (such as by electronic mail or through an online portal provided by the College for this purpose) that contains the Complainant's physical or digital signature or otherwise indicates that the Complainant is the person filing the complaint, and requests that the College investigate the allegations. If notice is submitted in a form that does not meet this standard, the Title IX Coordinator will contact the Complainant to ensure that it is filed correctly.

2. Determining Policy Applicability

The College will evaluate each report of alleged misconduct to determine whether this Policy applies. This assessment will consider the nature of the conduct, the relationship of the parties to the institution, and the location and context in which the conduct occurred. The Title IX Coordinator is responsible for making the determination of whether this Policy and its procedures will govern the matter. If the alleged conduct does not fall within the scope of this Policy, the Title IX Coordinator will direct the matter to the appropriate alternative policy or procedure.

Examples of other policies and procedures that may apply include:

- Student Code of Conduct - when allegations involve student behavior that does not fall within the Title IX framework but may violate sexual harassment protocols.
- Employee Sexual Harassment/Misconduct (Sexual Harassment, Title IX, and Unlawful Workplace Harassment) – when the alleged behavior involves employees and falls outside the scope of Title IX.
- When an alternative policy or procedure is applied instead of this Policy, the College will provide written notice to both parties explaining which policy will be used and the reason for that decision.

3. Procedural Steps in the Disciplinary Process

The College will act on any formal or informal notice/complaint of violation of the policy that is received by the Title IX Coordinator or any other Official with Authority by applying these procedures, known as “Process A.” The procedures below apply only to qualifying allegations of sexual harassment (including sexual assault, dating violence, domestic violence, and stalking, as defined above) involving students, staff, administrator, or faculty members. If other policies are invoked, such as policies on protected class harassment or discrimination above, the procedures will be applicable to the resolution of such offenses, known as “Process B.” Process B can also apply to sexual harassment (including sexual assault, dating violence, domestic violence, and stalking, as defined above) when jurisdiction does not fall within Process A, as determined by the Title IX Coordinator. The procedures below may be used to address collateral misconduct arising from the investigation of or occurring in conjunction with reported misconduct (e.g., vandalism, physical abuse of another). All other allegations of misconduct unrelated to incidents covered by the Policy will be addressed through procedures described in the student, faculty, and staff handbooks.

Upon receipt of a complaint or notice to the Title IX Coordinator of an alleged violation of the Policy, the Title IX Coordinator initiates a prompt initial assessment to determine the next steps the College needs to take. The Title IX Coordinator will initiate at least one of three responses: (1) Offering supportive measures because the Complainant does not want to file a formal complaint and/or, (2) An informal resolution (upon submission of a formal complaint); and/or, (3) A Formal Grievance Process including an investigation and a hearing (upon submission of a formal complaint). The College uses the Formal Grievance Process to determine whether the Policy has been violated. If so, the College will promptly implement effective remedies designed to ensure that it is not deliberately indifferent to harassment or discrimination, their potential recurrence, or their effects.

Following receipt of notice or a complaint of an alleged violation of this Policy, the Title IX Coordinator engages in an initial assessment, typically one to five business days. The steps in an initial assessment can include:

- If notice is given, the Title IX Coordinator seeks to determine if the person impacted wishes to make a formal complaint, and will assist them to do so, if desired.
 - If they do not wish to do so, the Title IX Coordinator determines whether to initiate a complaint because a violence risk assessment indicates a compelling threat to health and/or safety.
- If a formal complaint is received, the Title IX Coordinator assesses its sufficiency and works with the Complainant to make sure it is correctly completed.
- The Title IX Coordinator reaches out to the Complainant to offer supportive measures.
- The Title IX Coordinator works with the Complainant to ensure they are aware of the right to have an Advisor.
- The Title IX Coordinator works with the Complainant to determine whether the Complainant prefers a supportive and remedial response, an informal resolution option, or a formal investigation and grievance process.
 - If a supportive and remedial response is preferred, the Title IX Coordinator works with the Complainant to identify their wishes, assess the request, and implement them accordingly. No Formal Grievance Process is initiated, though the Complainant can elect to initiate one later, if desired.
 - If an informal resolution option is preferred, the Title IX Coordinator assesses whether the complaint is suitable for informal resolution, which informal mechanism may serve the situation best or is available, and may seek to determine if the Respondent is also willing to engage in informal resolution.
 - If a Formal Grievance Process is preferred, the Title IX Coordinator determines if the misconduct alleged falls within the scope of Title IX:
 - If it does, the Title IX Coordinator will initiate the formal investigation and grievance process, directing the investigation to address:
 - an incident, and/or
 - a pattern of alleged misconduct, and/or
 - a culture/climate issue based on the nature of the complaint.
 - If it does not, the Title IX Coordinator determines that Title IX does not apply (and will “dismiss” that aspect of the complaint, if any), assesses which policies may apply, which resolution process is applicable, and will refer the matter accordingly. Please note that dismissing a complaint under Title IX is solely a procedural requirement under Title IX and does not limit the College’s authority to address a complaint with an appropriate process and remedies.
 - Written notice of the allegations, the identities of the parties (if known), and the specific policies potentially implicated are provided to both the complainant and the respondent.

All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all relevant parties and witnesses; obtaining available, relevant evidence; and identifying sources of expert information, as necessary. All parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence and expert witnesses, and to fully review and respond to all evidence on the record. The Investigator(s) typically take(s) the following steps, if not already completed (not necessarily in this order):

- Determine the identity and contact information of the Complainant
- In coordination with campus partners (e.g., the Title IX Coordinator), initiate or assist with any necessary supportive measures
- Identify all policies implicated by the alleged misconduct and notify the Complainant and Respondent of all of the specific policies implicated
- Assist the Title IX Coordinator with conducting a prompt initial assessment to determine if the allegations indicate a potential policy violation
- Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for all witnesses and the parties
- Meet with the Complainant to finalize their interview/statement, if necessary
- Prepare the initial Notice of Investigation and Allegation (NOIA). The NOIA may be amended with any additional or dismissed allegations
 - Notice should inform the parties of their right to have the assistance of an Advisor, who could be a member of the Pool or an Advisor of their choosing present for all meetings attended by the party
- Provide each interviewed party and witness an opportunity to review and verify the Investigator's summary notes (or transcript) of the relevant evidence/testimony from their respective interviews and meetings
- Make good faith efforts to notify the parties of any meeting or interview involving the other party, in advance when possible
- When participation of a party is expected, provide that party with written notice of the date, time, and location of the meeting, as well as the expected participants and purpose
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary
- Allow each party the opportunity to suggest witnesses and questions they wish the Investigator(s) to ask of the other party and witnesses, and document in the report which questions were asked, with a rationale for any changes or omissions.
- Complete the investigation promptly and without unreasonable deviation from the intended timeline
- Provide regular status updates to the parties throughout the investigation.
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) with a list of witnesses whose information will be used to render a finding
- Write a comprehensive investigation report fully summarizing the investigation, all witness interviews, and addressing all relevant evidence. Appendices including relevant physical or documentary evidence will be included
- The Investigator(s) gather, assess, and synthesize evidence, but make no conclusions, engage in no policy analysis, and render no recommendations as part of their report.
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) a secured electronic or hard copy of the draft investigation report as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the reported misconduct, including evidence upon which the College does not intend to rely in reaching a determination, for a ten (10) business day review and comment period so that each party may meaningfully respond to the evidence. The parties may elect to waive the full ten days. Each copy of the materials shared will be watermarked on each page with the role of the person receiving it (e.g., Complainant, Respondent, Complainant's Advisor, Respondent's Advisor).
- The Investigator(s) may elect to respond in writing in the investigation report to the parties' submitted responses and/or to share the responses between the parties for additional responses

- The Investigator(s) will incorporate relevant elements of the parties' written responses into the final investigation report, include any additional relevant evidence, make any necessary revisions, and finalize the report. The Investigator(s) should document all rationales for any changes made after the review and comment period
- The Investigator(s) shares the report with the Title IX Coordinator and/or legal counsel for their review and feedback.
- The Investigator will incorporate any relevant feedback, and the final report is then shared with all parties and their Advisors through secure electronic transmission or hard copy at least ten (10) business days prior to a hearing. The parties are also provided with a file of any directly related evidence that was not included in the report

The parties and their advisors are given an opportunity to inspect and review the evidence directly related to the allegations before the investigation is finalized.

Any evidence that the Decision-maker(s) determine(s) is relevant and credible may be considered. The hearing does not consider: 1) incidents not directly related to the possible violation, unless they evidence a pattern; 2) the character of the parties; or 3) questions and evidence about the Complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Previous disciplinary action of any kind involving the Respondent may be considered in determining an appropriate sanction upon a determination of responsibility, assuming the College uses a progressive discipline system. This information is only considered at the sanction stage of the process and is not shared until then.

The parties may each submit a written impact statement prior to the hearing for the consideration of the Decision-maker(s) at the sanction stage of the process when a determination of responsibility is reached. After post-hearing deliberation, the Decision-maker renders a determination based on the preponderance of the evidence; whether it is more likely than not that the Respondent violated the policy as alleged.

A written report summarizing the relevant evidence is prepared and shared with the parties and decision-maker(s).

4. Anticipated Timelines for the Disciplinary Process

While the College strives to resolve complaints as promptly as possible, the time needed for each step of the disciplinary process may vary depending on the complexity of the matter, the number of parties or witnesses involved, and other circumstances.

The College will make a good faith effort to complete the resolution process within a sixty-to-ninety (60-90) business day time period, including appeal, which can be extended as necessary for appropriate cause by the Title IX Coordinator, who will provide notice and rationale for any extensions or delays to the parties as appropriate, as well as an estimate of how much additional time will be needed to complete the process.

Investigations are completed expeditiously, normally within thirty (30) business days, though some investigations may take weeks or even months, depending on the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc. The College will make a good-faith effort to complete investigations as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation.

The hearing cannot be less than ten (10) business days from the conclusion of the investigation, when the final investigation report is transmitted to the parties and the Decision-maker, unless all parties and the Decision-maker agree to an expedited timeline.

5. Deliberation, Decision-Making, and Standard of Proof

The Decision-maker(s) will deliberate in closed session to determine whether the Respondent is responsible or not responsible for the policy violation(s) in question. If a panel is used, a simple majority vote is required to determine the finding. The preponderance of the evidence standard of proof is used. The hearing facilitator may be invited to attend the deliberation by the Chair, but is there only to facilitate procedurally, not to address the substance of the allegations.

When there is a finding of responsibility on one or more of the allegations, the Decisionmaker(s) may then consider the previously submitted party impact statements in determining appropriate sanction(s).

The Chair will ensure that each of the parties has an opportunity to review any impact statement submitted by the other party(ies). The Decision-maker(s) may – at their discretion – consider the statements, but they are not binding.

The Decision-maker(s) will review the statements and any pertinent conduct history provided by the Office of Student Conduct will recommend the appropriate sanction(s) in consultation with other appropriate administrators, as required.

The Chair will then prepare a written deliberation statement and deliver it to the Title IX Coordinator, detailing the determination, rationale, the evidence used in support of its determination, the evidence not relied upon in its determination, credibility assessments, and any sanctions or recommendations.

This report is typically three (3) to five (5) pages in length and must be submitted to the Title IX Coordinator within three (3) business days of the end of deliberations, unless the Title IX Coordinator grants an extension. If an extension is granted, the Title IX Coordinator will notify the parties.

6. Possible Sanctions

The following are sanctions that may be imposed upon students or organizations singly or in combination:

- **Warning:** A formal statement that the conduct was unacceptable and a warning that further violation of any Forsyth Tech policy, procedure, or directive will result in more severe sanctions/responsive actions.
- **Required Counseling:** A mandate to meet with and engage in either college-sponsored or external counseling to better comprehend the misconduct and its effects.
- **Probation:** A written reprimand for violation of institutional policy, providing for more severe disciplinary sanctions if the student or organization is found in violation of any institutional policy, procedure, or directive within a specified period. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.
- **Suspension:** Termination of student status for a definite period not to exceed two years and/or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure as a student at Forsyth Tech.
- **Expulsion:** Permanent termination of student status and revocation of rights to be on campus for any reason or to attend College-sponsored events. This sanction will be noted permanently as a Conduct Expulsion on the student's official transcript, subject to any applicable expungement policies.
- **Withholding Diploma:** The College may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities if the student has an allegation pending or as a sanction if the student is found responsible for an alleged violation.
- **Revocation of Degree:** The College reserves the right to revoke a degree previously awarded from the College for fraud, misrepresentation, and/or other violation of the College's policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation.
- **Organizational Sanctions:** Deactivation, loss of recognition, loss of some or all privileges (including College's registration) for a specified period.
- **Other Actions:** In addition to or in place of the above sanctions, the College may assign any other sanctions as deemed appropriate.

Responsive actions for an employee who has engaged in sex/gender-based harassment, discrimination, and/or retaliation include:

- Warning – Verbal or Written
- Performance Improvement Plan/Management Process
- Enhanced supervision, observation, or review
- Required Counseling
- Required Training or Education
- Probation
- Denial of Pay Increase/Pay Grade
- Loss of Oversight or Supervisory Responsibility

- Demotion
- Transfer
- Reassignment
- Delay of faculty rank progression
- Assignment to supervisor
- Restriction of stipends, research, and/or professional development resources
- Suspension with pay
- Suspension without pay
- Termination
- Other Actions: In addition to or in place of the above sanctions/responsive actions, the College may assign any other responsive action as deemed appropriate.

Factors considered when determining a sanction/responsive action may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s)
- The Respondent's disciplinary history
- Previous allegations or allegations involving similar conduct
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation
- The need to remedy the effects of discrimination, harassment, and/or retaliation on the Complainant and the community
- The impact on the parties
- Any other information deemed relevant by the decision-maker(s)

The sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested. The sanctions described in this policy are not exclusive of, and may be in addition to, other actions taken or sanctions imposed by external authorities.

7. Supportive Measures

The College will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged harassment, discrimination, and/or retaliation.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the College's education program or activity, including measures designed to protect the safety of all parties or the College's educational environment, and/or deter harassment, discrimination, and/or retaliation.

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. At the time that supportive measures are offered, the College will inform the Complainant, in writing, that they may file a formal complaint with the College either at that time or in the future, if they have not done so already. The Title IX Coordinator works with the Complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented.

The College will maintain the privacy of the supportive measures, provided that privacy does not impair the College's ability to provide the supportive measures. The College will act to ensure as minimal an academic/occupational impact on the parties as possible. The College will implement measures in a way that does not unreasonably burden the other party.

These actions may include, but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to community-based service providers

- Visa and immigration assistance
- Student financial aid counseling
- Education to the institutional community or community subgroup(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Providing transportation accommodations
- Implementing contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Trespass, Persona Non Grata (PNG), or Be-On-the-Lookout (BOLO) orders
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

Violations of no-contact orders will be referred to the appropriate student or employee conduct processes for enforcement.

Non-Title IX Policy and Procedure for the Resolution of VAWA Offenses

Student Code of Conduct (Sexual Harassment)

Forsyth Tech is committed to promoting an atmosphere in which all members of the College—faculty, staff, and students—may work free of sexual harassment and provides for an orderly resolution of complaints of sexual harassment. Sexual harassment of any student is a violation of the policies of the College, as well as state and federal law, and will not be tolerated. Anyone who violates this policy will be disciplined in accordance with appropriate disciplinary procedures. Any student who believes that he or she has been subjected to sexual harassment in violation of this policy should file a confidential complaint to the Dean, Student and Employee Advocacy. An investigation of these allegations will be conducted promptly, and appropriate action will be taken.

Any student may also file a written complaint for disciplinary action against any student enrolled at Forsyth Tech for violations of the Student Code of Conduct by submitting the complaint to the Dean, Student and Employee Advocacy or designee, who will promptly investigate the complaint and make a decision regarding referral of the complaint to the conduct officer; the Campus Police may temporarily remove a student from campus when the student is jeopardizing the safety and security of faculty, staff and/or the student body, and a written complaint must then be filed. The conduct officer will meet with the accused individual within two working days and notify the student of the charges, possible sanctions, the right to an objective and fair hearing, the composition of the conduct committee, and the right to request postponement, and will schedule a hearing within two working days. The Student Conduct Committee will conduct the hearing and give its findings and recommendations for sanction(s) to the Dean, Student and Employee Advocacy, who will review the recommendation of the committee, ensure that due process was followed, and decide to uphold, reduce, or increase the recommended sanction. Students may appeal decisions to the Student Appeals Committee, which will review appeals within five working days of receipt of the confirmed appeal, and further appeals may be made to the Dean, Student and Employee Advocacy, and, in unusual cases, to the President. Sanctions that may be imposed under the Student Code of Conduct include verbal warning, written warning, disciplinary probation (general or restrictive), restitution, suspension, dismissal or expulsion, and other sanctions consistent with campus rules and regulations.

Employee Sexual Harassment/Misconduct (Sexual Harassment, Title IX, and Unlawful Workplace Harassment)

Forsyth Tech is committed to promoting an atmosphere in which all members of the College, including employees and students, may work in an environment free of unlawful harassment of any type. Harassment of individuals based on their race, sex, religion, color, national or ethnic origin, age, disability, pregnancy or pregnancy-related conditions, military or veteran status, or genetic information is unacceptable and grounds for corrective action, and also constitutes a violation of federal law. Equally unacceptable within the College is the harassment of individuals on the basis of their sexual orientation, gender identity, or gender expression.

Sexual Harassment, Title IX, and Unlawful Workplace Harassment

Sexual harassment is a form of sex discrimination. It is illegal under state and federal law and is a violation of College policy. All employees of the College are expected and requested to conduct themselves in such a way that contributes to an atmosphere free of sexual harassment. Sexual harassment is prohibited under Title VII of the Civil Rights Act of 1964 and Title IX of the Education

Amendments of 1972. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment. Sexual harassment is defined as deliberate, unsolicited, unwelcome verbal and/or physical conduct of a sexual nature or with sexual implications made by an employee or student when:

- Submission to such conduct is made either explicitly or implicitly a condition of an individual's employment and academic or student status;
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions or decisions regarding receipt of grades affecting that individual; or
- Such conduct is sufficiently severe and pervasive from both a subjective perspective (recipient's view) and objective perspective (reasonable person's view) that it interferes with an individual's performance or creates an intimidating, hostile, or offensive environment in the workplace or classroom.

The Office for Civil Rights defines sexual harassment under Title IX as "verbal or physical conduct of a sexual nature, imposed on the basis of sex, by an employee or agent of a recipient [of federal funds] that denies, limits, provides different, or conditions the provision of aid, benefits, services, or treatment protected under Title IX." Examples of harassing behavior include offensive sexual flirtation, advances, propositions, continued or repeated abuse of a sexual nature, graphic verbal commentary about an individual's body, sexually degrading words, and the display in the workplace or on campus of sexually suggestive objects or pictures.

Retaliation

Forsyth Tech prohibits retaliation against individuals for filing or encouraging one to file a complaint of unlawful harassment, or for participating in an investigation of unlawful harassment. No employee or student will be punished for bringing a good-faith report of harassment to the College's attention or for cooperating in an investigation. All complaints of retaliation will be promptly investigated.

Reporting

The College cannot resolve matters that it does not know about. Any student or employee who believes that they have been subjected to harassment in violation of this policy has a duty to immediately report the harassment. Students should report to the Dean, Student and Employee Advocacy. Employees should report to any member of management or Human Resources. Reports will be investigated promptly, and appropriate action will be taken. All reports will be kept confidential to the extent that the needs of the investigation allow. Any violation of these policies may result in corrective action up to and including termination of employment.

False Accusation

A false accusation of unlawful workplace or sexual harassment will be treated in the same manner as a true accusation, with prompt investigation and appropriate action. If no evidence of harassment is found and the accusation was made with malicious intent, the accuser may face corrective action up to and including termination of employment.

Reasonable Person Standard

If there is a question as to whether a certain action or statement constitutes sexual harassment, the College applies the standard of a reasonable person in similar circumstances. Where reasonable people might differ, if a request to stop behavior is made known, the offensive behavior is expected to cease or be modified immediately.

Electronic Communications

Harassment through the use of electronic communications is prohibited. This includes College systems (email, computers, mobile devices) as well as personal devices and social media when used for harassment. Examples include transmitting harassing messages or material, viewing pornographic or offensive material on College systems, or engaging in electronic "pranks" or harassment based on protected status or in retaliation for a harassment complaint. Violations will be treated as policy violations and may result in corrective action up to and including termination of employment.

Jeanne Clery Campus Safety Act, as Amended by the Stop Campus Hazing Act



Anti-Hazing Policy Statement

Forsyth Tech does not tolerate hazing in any form. Hazing is prohibited for any Forsyth Tech recognized, registered, established, or sanctioned organization, student, or other person associated with an organization operating under the sanction of or recognized by Forsyth Tech. Noncompliance with this policy, whether occurring on or off campus, may result in disciplinary action up to and including termination or expulsion. Behavior that violates this policy also may constitute a crime under the laws of the jurisdiction in which the incident occurred.

Forsyth Tech Definition of Hazing

Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including –
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

For purposes of the College’s Hazing policy, a “student organization” is defined as any organization, team, club, society, association, or group (such as a club, society, association, varsity or junior varsity athletic team, club sports team, band, or student government) operating under the sanction of, or recognized as an organization by Forsyth Tech. Although student organizations that are not recognized or established by the College fall outside Forsyth Tech’s disciplinary jurisdiction, any individual who engages in conduct that violates the College’s Hazing policy will be held accountable. This applies regardless of the recognition status of the student organization in which the hazing activity occurred.

Campus Hazing Transparency Report

Forsyth Tech will develop and maintain a Campus Hazing Transparency Report summarizing findings concerning any established or recognized student organization found to be in violation of the College’s Hazing policy. The Campus Hazing Transparency Report must include each incident involving a student organization for which a finding of responsibility is issued relating to a hazing violation, including:

- The name of such student organization;
- A general description of the violation that resulted in a finding of responsibility, including:
 - Whether the violation involved the abuse or illegal use of alcohol or drugs,
 - The findings of the institution, and
 - Any sanctions placed on the student organization by the institution, as applicable; and
- The dates on which:
 - The incident was alleged to have occurred,
 - The investigation into the incident was initiated,
 - The investigation ended with a finding that a hazing violation occurred, and
 - The institution provided notice to the student organization that the incident resulted in a hazing violation.

The Campus Hazing Transparency Report must not include personally identifiable information. Forsyth Tech will update the Campus Hazing Transparency Report biannually on December 1st and June 1st of each year and will publish the Report on the Forsyth Tech “Hazing Resources & Prevention” [webpage](#). In addition, all hazing incidents involving student organizations that occur within Forsyth Tech’s Clery Geography will be included in the college’s crime statistics, regardless of whether the organization is recognized or established by Forsyth Tech.

How to Report Incidents of Hazing

Forsyth Tech strongly encourages all campus community members who believe they have witnessed, experienced, or are aware of conduct that violates the College’s Hazing policy to report the violation immediately. Forsyth Tech’s Hazing policy and reports made pursuant to the policy do not supersede or replace other reporting obligations mandated by law or Forsyth Tech policy (e.g., Title IX Policy).

Incidents of hazing involving students and/or employees should be reported to the Campus Police Department and the Office of Student and Employee Advocacy. The Campus Police Department can be reached by calling (336) 734-7243 or in person at the Forsyth Building on Main Campus. The Office of Student and Employee Advocacy can be reached by calling (336) 757-3431 or in person at Room 2416 of the Robert L. Strickland Center on Main Campus. To make a report online, please visit Forsyth Tech’s [“Report it” webpage](#) and fill out the hazing reporting form.

Process Used to Investigate Hazing Reports

Reported allegations of hazing will generally be investigated by the Office of Student and Employee Advocacy, Campus Police for reports of criminal conduct, or other appropriate investigating agencies as determined by the College, and, if violations are found, individuals and organizations will be held accountable by Forsyth Tech.

Upon receipt of a report alleging hazing, the Office of Student and Employee Advocacy, or their designee, will conduct an initial review to determine whether the alleged behavior, as described, meets the College’s definition of hazing. This review will include assessing the credibility and sufficiency of the information provided, identifying potential witnesses, and preserving any relevant evidence. The reviewing official, or their designee, will also determine the appropriate College official(s) or office(s) with jurisdiction over the involved party or parties, based on the context of the report and the nature of the allegations.

For purposes of the College’s Hazing policy, an “involved party” may be a student, a recognized, registered, or established student organization, or an employee alleged to have engaged in hazing. Once jurisdiction is established, the matter will be referred to the appropriate office for further investigation or resolution, which may include conducting interviews, gathering documentation, and coordinating with other College departments or external agencies as necessary to ensure a thorough and fair process.

As part of the investigative process, the College may implement interim actions designed to protect the safety and well-being of the reporting party and the campus community, and to prevent further potential hazing. These measures may include, but are not limited to, no-contact directives, interim suspension of individuals or organizations, restrictions on participation in college activities or events, temporary removal from leadership roles or positions of authority, and increased monitoring of activities and events.

Potential Sanctions

Violations of the College’s Hazing policy may result in disciplinary actions for individuals or organizations, which can include, but are not limited to:

- Written warnings
- Disciplinary probation
- Fines or restitution
- Loss of privileges
- Loss of College recognition (for student organizations)
- Mandatory training or educational programs
- Suspension (individual or organizational)
- Expulsion (individual or organization)
- Termination of employment (employee)

These sanctions may be imposed in addition to any penalties for violating state criminal law or any other College code or policy. The specific sanction(s) will be determined based on the severity of the violation, prior conduct history, and the impact on the community.

Information Regarding Applicable Local, State, and Tribal Laws on Hazing

In addition to the College's Hazing policy, all members of the campus community should be informed of and comply with applicable state and local laws related to hazing.

Local Laws

There are no applicable Local laws relating to hazing in the College's jurisdiction.

Tribal Laws

There are no applicable Tribal laws relating to hazing in the College's jurisdiction.

State Laws

Pursuant to North Carolina General Statute 14-35 (Hazing; definition and punishment), for offenses committed before December 1, 2025, "it is unlawful for any student in attendance at any university, college, or school in this State to engage in hazing, or to aid or abet any other student in the commission of this offense. For purposes of this section, hazing is defined as follows: to subject another student to physical injury as part of an initiation, or as to prerequisite to membership, into any organized school group, including any society, athletic team, fraternity or sorority, or other similar group." Any violation of this section shall constitute a Class 2 misdemeanor.

Pursuant to North Carolina General Statute 14-35 (Hazing; definition and punishment), also known as "Harrison's Law," for offenses committed on or after December 1, 2025, "(a) it is unlawful for any student in attendance at any university, college, or school in this State to engage in hazing, or to aid or abet any other student in the commission of this offense. Any violation of this subsection shall constitute a Class A1 misdemeanor. (b) It is unlawful for any school personnel, including, but not limited to, a teacher, school administrator, student teacher, school safety officer, or coach, at any university, college, or school in this State to engage in hazing or to aid or abet any other person in the commission of this offense. Any violation of this subsection shall constitute a Class I felony. (c) For the purposes of this section, hazing is defined as subjecting a student to physical or serious psychological injury as part of an initiation, or as a prerequisite to membership, into any organized school group, including any society, athletic team, fraternity or sorority, or other similar group."

Pursuant to North Carolina General Statute 14-38 (Witnesses in hazing trials; no indictment to be founded on self-criminating testimony), "in all trials for the offense of hazing any student or other person subpoenaed as a witness in behalf of the State shall be required to testify if called upon to do so: Provided, however, that no student or other person so testifying shall be amendable or subject to indictment on account of, or by reason of, such testimony."

Annual Disclosure of Crime Statistics



Definitions of Clery Reportable Crimes

Primary Criminal Offenses

Murder/Non-Negligent Manslaughter – is defined as the willful (non-negligent) killing of one human by another.

Negligent Manslaughter – is defined as the killing of another person through gross negligence.

Sexual Assault – is an offense that meets the definition of rape, fondling, statutory rape, or incest as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

Rape – is 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 consent of the victim.

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

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

Statutory Rape – is sexual intercourse with a person who is under the statutory age of consent.

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

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

Burglary – is the unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft – is the theft or attempted theft of a motor vehicle.

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

Violence Against Women Act Offenses

Dating Violence – is 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 the reporting party's statement and with consideration of the following factors: (1) the length of the relationship, (2) the type of relationship, and (3) the frequency of interaction between the persons involved in the relationship. 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 a felony or misdemeanor crime of violence committed by:

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

- A 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.

Hate Crimes

Hate Crimes – includes all of the primary criminal offenses that manifest evidence that the victim was intentionally selected because of the perpetrator's bias (categories listed below) against the victim, in addition to any of the following criminal offenses.

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

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

Larceny/Theft – is the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. 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.

Categories of Bias

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

Ethnicity – a preformed negative opinion or attitude toward a group of people whose members identify with each other through a common heritage, often consisting of a common language, common culture, and/or ideology that stresses a common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to a grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

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

Gender Identity – a preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity. Gender non-conforming describes a person who does not conform to the gender-based expectations of society. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person, but may be perceived as such.

National Origin – a preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.

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

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

Sexual Orientation – a preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual individuals.

Drug, Liquor, and Weapon Arrests and Referrals

Drug Abuse Violations – is the violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

Liquor Law Violations – is the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence or drunkenness.

Weapons Law Violations – is the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

Arrest – persons processed by arrest, citation, or summons.

Referred for Disciplinary Action – 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.

Hazing

Hazing – any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that –

- i. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- ii. causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including –
 - A. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - B. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - C. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - D. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - E. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - F. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - G. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

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

NOTE: The Stop Campus Hazing Act was officially signed into law on December 23, 2024. Effective as of January 1, 2025, Hazing is now a Clery-reportable crime that must be disclosed in the annual crime statistics with the first reporting year in the 2026 Annual Security Report.

Unfounded Crime Reports

Forsyth Tech is required to include statistics on the total number of Clery Act crimes reported that were “unfounded,” and subsequently withheld from crime statistics during the three most recent calendar years. A Clery crime reported to the Campus Police Department may be withheld or subsequently removed (i.e., unfounded) from the crime statistics if sworn or commissioned law enforcement personnel have fully investigated the reported crime and based on the results of a full investigation and evidence, have made a formal determination that the crime report is false or baseless. It is important to note that the recovery of stolen property, the low value of stolen property, refusal of the victim to cooperate with the prosecution, a determination by a coroner, or the failure to make an arrest are not adequate grounds for a crime report to be unfounded. For Clery Act purposes, the determination to “unfound” a crime can be made only when the totality of available information specifically indicates that the report was false or baseless.

Clery Geography

On Campus – (i) any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes; and (ii) any building or property that is within or reasonably contiguous to the area identified in paragraph (i) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes.

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

Noncampus Building or Property – (i) any building or property owned or controlled by a student organization that is officially recognized by the institution; or (ii) any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Crime Statistics

Main Campus: Clery Act Crime Statistics

Main Campus									
Offense	On-Campus			Non-Campus			Public Property		
	2022	2023	2024	2022	2023	2024	2022	2023	2024

Criminal Offenses									
Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	1	0	0	0	0	0	0	0	0
Fondling	1	2	1	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	2	0	0	0	0	1	1	0
Burglary	2	2	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0

Vawa Offenses									
Dating Violence	0	0	1	0	0	0	0	2	0
Domestic Violence	0	1	0	0	0	1	0	0	0
Stalking	11	9	17	0	0	0	0	0	0

Arrests									
Weapons Law Violation	6	8	12	0	0	0	0	1	0
Drug Law Violation	4	12	4	0	0	0	1	3	4
Liquor Law Violation	1	2	1	0	0	0	0	2	1

Disciplinary Referrals									
Weapons Law Violation	0	2	0	0	0	0	0	0	0
Drug Law Violation	0	4	4	0	0	0	0	0	0
Liquor Law Violation	0	0	2	0	0	0	0	0	0

NOTE: Main Campus does not have On-Campus Residential Facilities.

Unfounded crimes:

The total number of unfounded crimes for the 2024 calendar year was one (1).
 The total number of unfounded crimes for the 2023 calendar year was two (2).
 The total number of unfounded crimes for the 2022 calendar year was three (3).

Hate Crime Reporting:

There were no hate crimes reported to have occurred at this campus in 2024, 2023, or 2022

Crime Statistics

Aviation Technology Lab: Clery Act Crime Statistics

Aviation Technology Lab									
Offense	On-Campus			Non-Campus			Public Property		
	2022	2023	2024	2022	2023	2024	2022	2023	2024

Criminal Offenses									
Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0

Vawa Offenses									
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	1	0	0	0	0	0	0

Arrests									
Weapons Law Violation	0	1	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0

Disciplinary Referrals									
Weapons Law Violation	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0

NOTE: Aviation Technology Lab does not have On-Campus Residential Facilities.

Unfounded crimes:

The total number of unfounded crimes for the 2024 calendar year was 0.

The total number of unfounded crimes for the 2023 calendar year was 0.

The total number of unfounded crimes for the 2022 calendar year was 0

Hate Crime Reporting:

There were no hate crimes reported to have occurred at this campus in 2024, 2023, or 2022.

Crime Statistics

Goodwill Training Center: Clery Act Crime Statistics

Goodwill Training Center									
Offense	On-Campus			Non-Campus			Public Property		
	2022	2023	2024	2022	2023	2024	2022	2023	2024

Criminal Offenses									
Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0

Vawa Offenses									
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	1	0	0	0	0	0	0	0

Arrests									
Weapons Law Violation	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0

Disciplinary Referrals									
Weapons Law Violation	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0

NOTE: Goodwill Training Center does not have On-Campus Residential Facilities.

Unfounded crimes:

The total number of unfounded crimes for the 2024 calendar year was 0.

The total number of unfounded crimes for the 2023 calendar year was 0.

The total number of unfounded crimes for the 2022 calendar year was 0

Hate Crime Reporting:

There were no hate crimes reported to have occurred at this campus in 2024, 2023, or 2022.

Crime Statistics

Northwest Forsyth Center: Clery Act Crime Statistics

Northwest Forsyth Center									
Offense	On-Campus			Non-Campus			Public Property		
	2022	2023	2024	2022	2023	2024	2022	2023	2024

Criminal Offenses									
Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0

Vawa Offenses									
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

Arrests									
Weapons Law Violation	1	1	1	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0

Disciplinary Referrals									
Weapons Law Violation	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0

NOTE: Northwest Forsyth Center does not have On-Campus Residential Facilities.

Unfounded crimes:

The total number of unfounded crimes for the 2024 calendar year was 0.

The total number of unfounded crimes for the 2023 calendar year was 0.

The total number of unfounded crimes for the 2022 calendar year was 0

Hate Crime Reporting:

There were no hate crimes reported to have occurred at this campus in 2024, 2023, or 2022.

Crime Statistics

Stokes County Center: Clery Act Crime Statistics

Stokes County Center									
Offense	On-Campus			Non-Campus			Public Property		
	2022	2023	2024	2022	2023	2024	2022	2023	2024

Criminal Offenses									
Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	5	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0

Vawa Offenses									
Dating Violence	1	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	1	4	0	0	0	0	0	0	0

Arrests									
Weapons Law Violation	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0

Disciplinary Referrals									
Weapons Law Violation	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0

NOTE: Stokes County Center does not have On-Campus Residential Facilities.

Unfounded crimes:

The total number of unfounded crimes for the 2024 calendar year was 0.
 The total number of unfounded crimes for the 2023 calendar year was 0.
 The total number of unfounded crimes for the 2022 calendar year was 0.

Hate Crime Reporting:

There were no hate crimes reported to have occurred at this campus in 2024, 2023, or 2022.

Crime Statistics

Swisher Center: Clery Act Crime Statistics

Swisher Center									
Offense	On-Campus			Non-Campus			Public Property		
	2022	2023	2024	2022	2023	2024	2022	2023	2024

Criminal Offenses									
Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0

Vawa Offenses									
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	1	0	0	0	0	0	0	0

Arrests									
Weapons Law Violation	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0

Disciplinary Referrals									
Weapons Law Violation	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0

NOTE: Swisher Center does not have On-Campus Residential Facilities.

Unfounded crimes:

The total number of unfounded crimes for the 2024 calendar year was 0.
 The total number of unfounded crimes for the 2023 calendar year was 0.
 The total number of unfounded crimes for the 2022 calendar year was 0.

Hate Crime Reporting:

There were no hate crimes reported to have occurred at this campus in 2024, 2023, or 2022.

Crime Statistics

Transportation Technology Center: Clery Act Crime Statistics

Transportation Technology Center									
Offense	On-Campus			Non-Campus			Public Property		
	2022	2023	2024	2022	2023	2024	2022	2023	2024

Criminal Offenses									
Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	1	0	0	0	0	0	0
Burglary	0	1	1	0	0	0	0	0	0
Motor Vehicle Theft	0	5	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0

Vawa Offenses									
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	1	0	1	0	0	0	0	0	0

Arrests									
Weapons Law Violation	1	0	1	0	0	0	0	0	0
Drug Law Violation	0	0	1	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0

Disciplinary Referrals									
Weapons Law Violation	0	0	3	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0

NOTE: Transportation Technology Center does not have On-Campus Residential Facilities.

Unfounded crimes:

The total number of unfounded crimes for the 2024 calendar year was 0.

The total number of unfounded crimes for the 2023 calendar year was 0.

The total number of unfounded crimes for the 2022 calendar year was 0.

Hate Crime Reporting:

There were no hate crimes reported to have occurred at this campus in 2024, 2023, or 2022.

Crime Statistics

Woodruff Center: Clery Act Crime Statistics

Woodruff Center									
Offense	On-Campus			Non-Campus			Public Property		
	2022	2023	2024	2022	2023	2024	2022	2023	2024

Criminal Offenses									
Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	2	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0

Vawa Offenses									
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

Arrests									
Weapons Law Violation	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	1	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0

Disciplinary Referrals									
Weapons Law Violation	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0

NNOTE: Woodruff Center does not have On-Campus Residential Facilities.

Unfounded crimes:

The total number of unfounded crimes for the 2024 calendar year was 0.

The total number of unfounded crimes for the 2023 calendar year was 0.

The total number of unfounded crimes for the 2022 calendar year was 0.

Hate Crime Reporting:

There were no hate crimes reported to have occurred at this campus in 2024, 2023, or 2022.



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