

2026 Annual Security & Fire Safety Report (ASFSR)

Includes Crime Statistics for Calendar Years 2023, 2024, and 2025



JAMES EDWARD
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1875 ··· 1947
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AT DURHAM
1910 · 1947



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INTRODUCTION OF THE ANNUAL SECURITY AND FIRE SAFETY REPORT (ASFSR)

Purpose, Preparation, Publication, and Distribution of the ASFSR

The Jeanne Clery Disclosure of Campus Security and Crime Statistics Act (Clery Act) is a consumer protection law that aims to provide transparency around campus crime policy and statistics. The Clery Act requires all colleges and universities that participate in federal financial aid programs to maintain and disclose campus safety and security-related policies and crime statistics for crimes that occur on and near their respective campuses. Compliance is monitored by the Department of Education. This report has been prepared by the North Carolina Central University Police and Public Safety Department, along with campus partners, in compliance with the Clery Act. The report is a tool to utilize for informational purposes and includes the following important information regarding policies on campus safety and related issues:

- the authority and jurisdiction of the university's police department
- crime reporting;
- emergency procedures and notification;
- alcohol and drug use;
- weapons;
- sexual violence and misconduct, and relationship violence;
- crime prevention and security awareness
- missing student procedures
- fire safety and evacuation procedures in on-campus residential facilities;
- security policies for the campus, including access and maintenance

The report also includes crime statistics for the previous three calendar years covering crimes reported to have occurred within the university's Clery geography (on campus; in certain off-campus buildings and property owned or controlled by the university and frequently used by students; and on public property within or immediately adjacent to and accessible from the campus) and fire statistics for the previous three calendar years covering fires occurring in on-campus residential facilities.

As required by federal law, this report is published by October 1st each year and is available on the NCCU Clery Act website at <https://www.nccu.edu/administration/university-police/clery-act>. The report is disseminated to every member of the campus community via email. A paper copy can be obtained by contacting the University Police at (919) 530-6106.

Hard copies of the report may be obtained at the Police and Public Safety Building located at 2010 Fayetteville Street, Durham, NC 27707. The Daily Crime and Fire Log is available online at <https://www.nccu.edu/administration/university-police/daily-crime-and-fire-log>. A copy of the Daily Crime and Fire Log is available electronically via an iPad in the lobby of the Police and Public Safety

Building. Paper copies of the most recent 60 days of the log are available immediately upon request. Request for the log outside of the most recent 60-day period will be provided within two business days upon request.

UNIVERSITY POLICE AND PUBLIC SAFETY DEPARTMENT OVERVIEW

Message from the Chief of Police and Director of Public Safety

Dear North Carolina Central University Community,



Your safety and security remain the top priorities for the North Carolina Central University Police Department. Our commissioned officers and civilian professionals work tirelessly, around the clock, to ensure our campus is a place where students, faculty, and staff can learn, work, and thrive.

As a proud graduate of this institution and a member of a family whose ties to North Carolina Central span generations, I take this responsibility seriously.

Leading the department that protects this campus is among the greatest honors of my career, and I am committed to a standard of service befitting the Eagle community we serve.

This Annual Security & Fire Safety Report is designed to keep you informed about campus crime statistics, our security and fire safety policies, and the practical steps we can all take to stay safe. In partnership with University Administration, our department is committed to the highest standards of professionalism, accountability, and transparency, guided by nationally recognized law enforcement best practices.

To fulfill our mission, we take a proactive, community-centered approach to campus safety. Our patrol philosophy emphasizes visibility and direct engagement, encouraging officers to spend time outside their vehicles and to build genuine relationships with the people they serve. Through ongoing safety education, crime-prevention programs, and open communication, we work to ensure that every member of our community knows how to stay safe and how to reach us.

Our strong partnerships, both within the University and with our local, state, and federal law enforcement partners, enable us to deliver a comprehensive range of safety services and respond effectively as needed. We continue to invest in the training, technology, and personnel required to meet the evolving needs of a modern campus.

I encourage you to review this report carefully and never to hesitate to bring your questions, concerns, or ideas to us. We are here and listening. After all, safety on this campus is a shared responsibility.

Sincerely,

R.E. Gaddy Jr.

Robert E. Gaddy, Jr., MSCJ

Director of Public Safety | Chief of Police
North Carolina Central University Police Department



Mission Statement and Core Values

It is the mission of the North Carolina Central University Police and Public Safety Department to provide the highest level of professionalism in public safety for our students, faculty, staff, and the surrounding community. We will utilize innovative measures to improve security and safety on our campus. We are committed to enhancing the quality of life in the community by cultivating and maintaining proactive partnerships. We will provide a safe campus environment conducive to learning while maintaining the laws of North Carolina and the United States Constitution. We conform to the principles of service, respect, professionalism, and integrity.

CORE VALUES

Service We provide service. We believe that police and community cooperation is essential to the delivery of effective police services. Building long-term partnerships with all stakeholders is every employee's responsibility.	Respect We are respectful. We respect ourselves and the rights of all persons by providing equal access to police services and recognize the need for every person to be treated with dignity. We communicate honestly and accurately, which establishes credibility and mutual respect.
Professionalism We are professional. We are professional in appearance, demeanor, and job performance. We provide quality service by being proactive, well-trained, and highly motivated. We strive to project a positive image with a spirit of cooperation and teamwork.	Integrity We have integrity. We are dedicated to the highest ethical and honorable standards. Acceptance of responsibility is critical to our effectiveness. Our personal accountability of being honest, fair, and consistent, builds trust within the department as well as the community in which we serve.

Department Overview

North Carolina Central University police officers protect and serve the campus community 24 hours a day, 365 days a year, and service over 10,000 students and employees. The Department is responsible for police, security, access control, emergency notification, and compliance with the Clery Act. The North Carolina Central University Police Department currently staffs:



- 31 Sworn Police Officers
- 12 Property Security Officers
- 1 K-9 Officer
- 1 K-9 Bomb Detection Officer
- 7 Public Safety Telecommunicators
- 3 Parking Staff Members
- 6 Civilian/Administrative Support

Contact Information

Emergency & Non-Emergency	919-530-6106 x6106
EagleTip Hotline (Anonymous Reporting)	919-530-ETIP (3847) xETIP (3847)
E-mail	police@nccu.edu
Office Location:	Police & Public Safety Bldg. 2010 Fayetteville St. Durham, NC 27707

CSA Crime Report Form: https://cm.maxient.com/reportingform.php?NCCentralUniv&layout_id=2

Officers and Training

All sworn police officers complete Basic Law Enforcement Training (BLET). All sworn officers receive law enforcement training at the North Carolina Justice Academy and local community colleges. Further training is mandated annually through the Department's In-Service Training Program. Sworn law enforcement officers are mandated by the North Carolina Criminal Justice Education and Training

Standards Commission to receive 24 hours in-service training annually. Blocks of instruction include; firearms qualification, use of force, ethics, legal update, domestic violence, sexual assault response, interviews and interrogation, crime prevention, and juvenile training. Compliance training with CALEA standards and departmental policies are additional mandated blocks of instruction.

Accreditation

The North Carolina Central University Police Department (NCCU-PD) is a nationally accredited law enforcement agency under The Commission on the Accreditation of Law Enforcement Agencies (CALEA). Accreditation is a method to ensure that the NCCU-PD complies with national and international standards covering all aspects of law enforcement policies, procedures, practices, and operations. Accreditation demonstrates the department's commitment to providing the students, faculty, and staff of North Carolina Central University the high standard of services of a public safety department recognized for meeting national professional standards.

Arrest Authority, City-Wide Jurisdiction, and Patrol Zone, and Working Relationships with State and Local Law Enforcement Agencies

University police officers are commissioned under North Carolina General Statute 116-40.5 through the North Carolina Criminal Justice Education and Training Standards Commission and have the full range of police authorities granted to municipal law enforcement officers. Sworn law enforcement officers are authorized to carry firearms, and under North Carolina law, have the power to make arrests and conduct investigations for crimes that occur on the property owned or under the control of the university.

The territorial jurisdiction of the University Police includes property owned by and under the control of the university. Public streets and roadways adjacent to and running through said property are included within the jurisdictional boundaries. North Carolina General Statute 15A-402 (f) authorizes officers to arrest outside their territorial jurisdiction during an accused offender's immediate continuous flight from the commission of a crime. The police department's Clery patrol zone is defined as areas surrounding campus that are regularly provided with university police and/or security patrol services. The Clery patrol zone does not extend beyond adjacent streets as defined above or beyond the university's Clery public property identified on the Clery Geography Map. The department's Clery patrol zone differs from the department's extra-territorial and city-wide jurisdictions. The patrol zone is related to Clery reporting and Clery geography which is used specifically for federal crime reporting and only includes NCCU-owned and controlled property and designated adjacent property and city streets. The extra-territorial and city-wide jurisdictions aim to monitor and assist the larger geographic area to ensure community safety.

A jurisdiction extension agreement, with the City of Durham (City), gives the NCCU-PD jurisdiction throughout the City. The agreement states that the NCCU-PD shall be authorized to exercise all the powers

of a law enforcement officer within the City's jurisdiction when on duty and carrying a badge of authority identifying them as a sworn officer of the NCCU-PD, allowing them to respond to or assist with law enforcement. The primary focus of the NCCU-PD remains the safety of our students, faculty, staff, visitors and the campus community's safety concerns and service needs.

The North Carolina Central University Police Department maintains a cooperative relationship with surrounding law enforcement agencies. This includes intraoperative radio capabilities, sharing of police database records, training programs, special events coordination, critical incident response, and investigation of serious incidents.

The Department has a mutual aid agreement with the Durham City Police Department, the Durham County Sheriff's Department, and police departments of constituent institutions within the University of North Carolina System. These agreements authorize police officers and supervisors of the participating agencies to request cooperative or mutual aid support for incidents that require additional resources. The agreements also allow for joint training and cooperation on other matters of shared interest. The police department maintains concurrent jurisdiction with other state and local law enforcement agencies (State Bureau of Investigating (SBI), Alcohol Law Enforcement Agents (ALE)/Local Alcohol Beverage Control (Local ABC), Probation and Parole Officers, and The North Carolina State Highway Patrol (NCSHP).

Officers do occasionally assist other agencies in criminal investigations, but there is no written memorandum of understanding with local law enforcement agencies regarding the investigations of alleged criminal offenses.

Internship and Eagle Volunteers Program

The NCCU Police & Public Safety Internship Program provides students with hands-on experience and professional development in law enforcement, emergency communications, and other public safety related fields. Interns gain exposure to police operations, public safety communications, crime prevention, security, community engagement, special events, and career opportunities while developing leadership, communication and professional skills.

The Eagle Volunteer Program provides students with opportunities to support campus safety, community engagement, special events, safety-awareness initiatives, and other Police & Public Safety programs. Eagle Volunteers can earn community service hours while gaining valuable leadership, teamwork, and public safety experience.

Interested students can apply using the following link: <https://myeol.nccu.edu/webform/nccu-police-department-internship-application>

Departmental Contact:

Myra Batts
919-530-7363
mbatts8@nccu.edu

REPORTING OF CRIME, EMERGENCY, OR SUSPICIOUS ACTIVITY

Reporting to University Police

North Carolina Central University encourages all members of the community to report all crimes and other emergencies to NCCU Police in a prompt and accurate manner. When victims of crimes elect to or are unable to make a report, members of the community are encouraged to report the crimes on their behalf. The university provides several ways to report serious incidents and emergencies. All members of the community should take an active role in reporting crimes that have occurred on campus and/or the university's Clery geography. It is critical for the safety of the community for serious and threatening incidents and emergencies to be reported immediately. The university police will evaluate the incident to determine whether the dissemination of an emergency notification, timely warning, or crime alert/informational message to the campus community is required.

Emergencies and Non-Emergencies

Police officers are on duty 24 hours a day, 365 days a year. For emergency and non-emergencies please dial the University Police Communications Center at (919) 530-6106 and follow the prompts. Members of the community who are hearing impaired may utilize the Telecommunications Device for the Deaf (TDD) by dialing (919) 530-5396.

Non-emergency reports may also be made in person at the University Police and Public Safety Building located at 2010 Fayetteville Street, Durham, N. C. 27707. For off-campus emergencies, the Durham Police Department, Fire, and Rescue, or ambulance services may be reached by dialing 911. The NCCU Police Department should be notified of all crimes that occur on campus. The university will address all security concerns and inform the community if there is a significant threat.



Anonymous Reporting: NCCU Eagle E-Tip

The North Carolina Central University Police Department works collaboratively with the community to provide a safe campus and learning environment. The E-TIP line phone service provides an avenue for all members of the community to submit anonymous tips about non-urgent illegal activities such as unsolved cases, vandalism, theft, the sale and distribution of drugs, possession of weapons, or information about crimes that are being planned on our campus.

To submit an NCCU campus crime-stopper anonymous E-TIP dial **(919) 530-3847**. The service is checked daily, and the reporting party does not have to disclose their information or be concerned with receiving returned calls. Please do your part to ensure the safety of our university. *If you see something, say something*, the safety of our community is everyone's concern. The information shared could prevent someone from harming themselves or others.

Voluntary Confidential Reporting

NCCU encourages anyone who is a victim or a witness to a crime to promptly report the incident to university police. Police reports are public records under the laws of the State of North Carolina, so the NCCU Police Department cannot hold reports of crimes in confidence. In certain circumstances, the victim's identity is protected but the crime report is not confidential. To report a crime without making a police report, individuals have the following reporting options:

CSA Crime Report Form: https://cm.maxient.com/reportingform.php?NCCentralUniv&layout_id=2

Title IX Reporting Form: https://cm.maxient.com/reportingform.php?NCCentralUniv&layout_id=15

Reports of crime made to Campus Security Authorities (CSAs) are included in the annual crime statistics report but a police report will not be made. Reports to CSAs of sexual harassment, sexual assault, sexual violence, or other sexual misconduct against students and employees are required to be reported to the Title IX official.

Confidential Resources - Pastoral and Professional Counselors

Pastoral and Professional Counselors: According to the Clery Act, pastoral and professional counselors who are appropriately credentialed and hired by North Carolina Central University to serve in a counseling role are not considered Campus Security Authorities (CSA) when they are acting in a counseling role. Therefore, pastoral and professional counselors are not required to report crimes reported to them when acting in their counseling role. As a matter of policy, the university encourages pastoral and professional counselors to notify those whom they are counseling of the voluntary, confidential options available to them. Counselors are available for students at the NCCU Counseling Center located in the Student Health Building at 200 Cafeteria Drive, Durham, NC 27707. *Counselors may also be contacted by telephone at (919) 530-7646. The Director of Spiritual Development and Dialogue office is located in the Student*

Services Building at 210 Eagle Campus Dr. Durham N.C. 27707. The pastor's contact number is (919) 530-6201.

Reporting to Other Campus Security Authorities (CSAs)

While the university prefers that community members promptly report all crimes and other emergencies directly to the NCCU Police at (919) 530-6106, we are aware that some may prefer reporting to other individuals or university offices. The Clery Act requires all institutions to collect crime reports from a variety of individuals and organizations that are considered to be Campus Security Authorities (CSAs). Campus Security Authorities include campus police or security department personnel; individuals or organizations identified in institutional security policies; individuals with security-related responsibilities; any official who has significant responsibility for student and campus activities; and any official who has the authority to institute corrective measures for Title IX purposes under 34 CFR 106.30(a). Campus Security Authorities are to report those allegations of Clery Act crimes that are reported to them in their capacity as a CSA. While NCCU has identified and trained numerous Campus Security Authorities, the following offices have been designated as places where the campus community can report crimes:

Official	Campus Address	Telephone Number
NCCU Police	2010 Fayetteville St.	(919) 530-6106
Title IX	1801 Fayetteville St. Dean of Students	(919) 530-7944
Dean of Students	1801 Fayetteville Street Student Services Building	(919) 530-6311
Student Conduct and Community Standards	1801 Fayetteville Street Student Services Building	(919) 530-6311
Residential Life, including all RA's, AC's, and GHD's	210 Eagle Campus Drive	(919) 530-7298
The Women's Center	New Student Center	(919) 530-6811
Student Accessibility Services	210 Eagle Campus Drive Student Services Building	(919) 530-6325
Athletics	700 E Lawson St.	(919) 530-7057
Campus Recreation	Walker Complex	(919) 530-5466

CSA Crime Report Form: https://cm.maxient.com/reportingform.php?NCCentralUniv&layout_id=2

Responding to Crime Reports

The North Carolina Central University Police Department Field Operations Division responds to calls dispatched from the communications center 24 hours per day, 7 days per week. Officers responding to calls are initially responsible for ensuring the safety and security of individuals, crime scenes, and property. Officers conduct preliminary investigations by interviewing victims and witnesses, obtaining all the

relevant facts of the incident, following up with a final status report and disposition until they can solve and clear the reported incident. Major crimes are forwarded to the Criminal Investigations Division. Specific information on departmental policies and procedures regarding responding to crimes can be found in the Police General Orders Manual.

Police Incident Reports/Daily Crime Log

Police incident reports and the Daily Crime Log are available at the University Police Department. Reports are also made available to other university departments under certain circumstances, where there are concurrent responsibilities for university students, staff, and/or property. A student is referred to the Dean of Students for disciplinary actions when he/she violates a North Carolina law or university policy, when applicable. Crimes that occur on the university's Clery geography are added to the daily crime log within two business days of the crime being reported to the University Police and Public Safety Department.

ANNUAL DISCLOSURE OF CRIME STATISTICS

For statistical purposes, crime statistics reported are recorded in the calendar year the crime was reported and may not necessarily be the same year the crime occurred.

Sources

NCCU Police and Public Safety Department works collaboratively with on and off-campus partners, including partnering law enforcement agencies to create the Annual Security and Fire Safety Report as required to be compliant with federal law. The Durham Police, Durham Sheriff's Department, as well as other partnering law enforcement agencies play instrumental roles during the data collection process for crimes that occur in areas adjacent to campus and off-campus sites that our students use frequently and for educational purposes.

Clery Geography Definitions

The Clery Act specifies geographic locations that must be included in annual crime statistics. For purposes of reporting statistics, the university must count criminal offenses according to where they occur. There are four geographic locations for which statistics must be reported. These include:

On-Campus: (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area (generally within one mile of the edge of the core of campus) and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or retail vendor).

On-Campus Student Housing Facilities: Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

Crime statistics for on-campus student housing/residential facilities must be reported as a subset of the on-campus totals (i.e. they are included in both on-campus and on-campus student residential facility categories).

Non-campus: (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) 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.

Public Property: All public property, including thoroughfares, streets, sidewalks, parking facilities, and recreation facilities, that is within the campus, or immediately adjacent to and accessible from the campus. This generally includes, but is not limited to, public streets bordering the campus and the sidewalk on both sides of the street.

Off-Campus Organizations

North Carolina Central University does not officially recognize any off-campus locations for student organizations. The University's officially recognized student organizations do not own or control property at locations that are separate from and reasonably contiguous to University on-campus property. Accordingly, the University does not have non-campus locations of officially recognized student organizations for purposes of Clery Act reporting.

Because the University does not recognize any such non-campus locations, North Carolina Central University does not monitor criminal activity at non-campus locations of officially recognized student organizations.

Disclosure of Clery Act Crime Statistics – Crime Reports for Calendar Years 2023, 2024, and 2025

Criminal Offenses

Offense	Year	On-Campus	On-Campus Residential Facility ¹	Non Campus	Public Property	Total
Murder & Non-negligent Manslaughter	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Rape	2025	3	3	0	0	3
	2024	5	5	0	0	5
	2023	5	3	0	0	5
Fondling	2025	2	1	0	0	2
	2024	5	3	0	2	6
	2023	5	4	0	1	6
Incest	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Statutory Rape	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0
Robbery	2025	0	0	0	0	0
	2024	1	0	0	1	2
	2023	0	0	0	0	0
Aggravated Assault	2025	0	0	0	0	0
	2024	6	2	0	1	6
	2023	4	2	0	1	5
Burglary	2025	3	3	0	0	3
	2024	0	0	0	0	0
	2023	12	8	0	0	12
Motor Vehicle Theft	2025	7	0	0	3	10
	2024	10	1	0	1	11
	2023	9	0	0	1	10
Arson	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	0	0	0	0	0

¹The Student Residential Facility category is a subset of the On-Campus category and is not included in the total in order to avoid double counting.

Hazing

Offense	Year	On-Campus	On-Campus Residential Facility ²	Non Campus	Public Property	Total
Hazing	2025	0	0	0	0	0

VAWA Offenses

Offense	Year	On-Campus	On-Campus Residential Facility ³	Non Campus	Public Property	Total
Domestic Violence⁴	2025	11	11	0	0	11
	2024	11	10	0	1	11
	2023	20	14	0	0	20
Dating Violence⁵	2025	0	0	0	0	0
	2024	0	0	0	0	0
	2023	1	0	0	0	1
Stalking	2025	1	1	0	0	1
	2024	5	3	0	1	6
	2023	14	11	0	0	14

Arrests and Disciplinary Referrals

Offense	Year	On-Campus	On-Campus Residential Facility	Non-Campus	Public Property	Total
Liquor Law Arrests	2025	0	0	0	0	0
	2024	2	2	0	0	2
	2023	3	3	0	0	3
Drug Law Arrests	2025	8	6	0	0	8
	2024	14	8	0	7	25
	2023	24	16	0	6	30
Illegal Weapons Law Arrests	2025	9	1	0	0	9
	2024	10	4	0	3	14
	2023	10	6	0	3	13

² The Student Residential Facility category is a subset of the On-Campus category and is not included in the total in order to avoid double counting.

³ The Student Residential Facility category is a subset of the On-Campus category and is not included in the total in order to avoid double counting.

⁴ Includes violence between persons of the opposite sex who are in a dating relationship as defined by N.C.G.S. § 50B-1(a)6.

⁵ Includes violence between persons of the same sex who are in a dating relationship.

Offense	Year	On-Campus	On-Campus Residential Facility	Non-Campus	Public Property	Total
Liquor Law Violations Referred for Disciplinary Action	2025	18	18	0	0	18
	2024	14	14	0	0	14
	2023	23	22	0	0	23
Drug Law Violations Referred for Disciplinary Action	2025	28	21	0	0	28
	2024	59	54	0	1	60
	2023	135	116	0	2	137
Illegal Weapons Law Violations Referred for Disciplinary Action	2025	3	3	0	0	3
	2024	0	0	0	0	0
	2023	1	1	0	0	1

Hate Crime Statistics

2024. One (1) on-campus Intimidation incident characterized by Race bias.

Unfounded Crimes⁶

2023: One (1) unfounded Motor Vehicle Theft.

STOP CAMPUS HAZING ACT (SCHA)

The Stop Campus Hazing Act was signed into law by President Joe Biden on December 23, 2024, amending section 485(f) of the Higher Education Act, otherwise known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Jeanne Clery Campus Safety Act). The Stop Campus Hazing Act has three primary components:

- **Inclusion of hazing statistics in annual security reports (beginning Oct. 1, 2026)**

The General Assembly of North Carolina enacts:

- SECTION 1. (a) This section shall be known and may be cited as "Harrison's Law."
- SECTION 1. (b) G.S. 14-35 reads as rewritten:

"§ 14-35. Hazing; definition and punishment.

(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

⁶ If a Clery Act crime is reported as occurring in any of the university's Clery Act geographic categories and the reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is considered to be "unfounded." Only sworn or commissioned law enforcement personnel may unfound a crime after a through investigative process.

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."

- **Implementation of hazing policies, including those specific to hazing prevention**
- **Compilation of a Campus Hazing Transparency Report, which includes the violations that institutions begin documenting in July, must be publicly available. The Campus Hazing Transparency Report must be updated at least two times a year.**

All other provisions of G.S. 14-35 remain in effect through November 30, 2025, under their current definitions and penalties.

Hazing, as defined by the SCA, is 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.

This includes, but is not limited to:

- 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.

Hazing Prevention Programs

NCCU promotes hazing prevention through a coordinated, cross-departmental approach involving key campus partners. Educational efforts include the distribution of policies upon entry to the University during Student Orientation, Advising and Registration (SOAR), held twice a year; targeted outreach to student organizations and high-impact groups through Membership Intake Orientation (MIO), held once a semester; awareness workshops focused on “these hands don’t haze”, held annually during the week of Anti-Hazing Prevention Week; bystander intervention training, and ethical leadership programming.

Prevention education is also embedded into a variety of programs such as orientation, membership interest sessions, camps, new member education, leadership development, and other involvement experiences. Educational materials are available online and through in-person sessions throughout the year. While some training is required for specific populations, all efforts aim to foster a culture of accountability, safety, and mutual respect within the NCCU community.

Investigation and Adjudication Process

Upon receipt of a report, the Office of Student Conduct and Community Standards and/or the Department of Student Engagement and Leadership will initiate a preliminary investigation. If warranted, formal charges will be issued in accordance with the NCCU Student Code of Conduct (POL – 40.13.1), specifically Section 9:

“Any member of the University community may submit a complaint against a student for an alleged violation of University policy. Complaints must be in writing and include factual information supporting the allegation. Allegations should be submitted to the Office of Student Conduct and Community Standards (SCCS) using the incident reporting form as soon as possible, preferably within thirty (30) days of the discovery of the incident. Upon receiving a complaint, SCCS will conduct a preliminary screening to determine whether the allegations, if proven true, would constitute a violation under the Code, and whether there is a reasonable basis to believe that a violation may have occurred. This review may involve reading the complaint and, if appropriate, discussing the matter with the complainant or other relevant parties. If there is insufficient substantive evidence, the complaint will be dismissed. Written notification may be provided to the complainant indicating that no further review will occur. If SCCS finds sufficient evidence to support the allegations, disciplinary proceedings will be initiated. The University may proceed with conduct charges regardless of the complainant's willingness to participate, if in the professional judgment of SCCS, doing so is in the best interest of the University community.

Allegations of personnel-related hazing shall be referred to the Office of Human Resources for review and resolution in accordance with applicable University policies and procedures.

Students, student groups, and student organizations found responsible may face disciplinary action including suspension, probation, or permanent revocation of recognition. Individuals, student groups, and student organizations found responsible for hazing may be subject to all applicable sanctions outlined in the Student Code of Conduct (POL – 40.13.1, Section 10 and Appendix I, Section 7), including, but not limited to, suspension or expulsion.

Data collection will begin in the 2025 calendar year, to be published in the 2026 ASR.

CAMPUS SAFETY ALERTS (EAGLE ALERTS)

North Carolina Central University (NCCU) uses Campus Safety Alerts, also known as Eagle Alerts, to provide timely, accurate, and useful information to the campus community regarding certain criminal incidents, emergencies, dangerous situations, severe weather events, and other safety-related conditions that may affect the health or safety of the University community.

NCCU recognizes three primary types of Campus Safety Alerts/Eagle Alerts:

1. Timely Warnings
2. Emergency Notifications
3. Community Awareness Messages

The type of alert issued is determined based on the facts and circumstances of the incident, including the nature of the incident, whether an immediate or continuing threat exists, whether the incident occurred within the University's Clery geography, whether immediate protective action is necessary, and whether issuing an alert could compromise law enforcement or emergency response efforts.

NCCU does not segment Campus Safety Alerts/Eagle Alerts. Timely Warnings, Emergency Notifications, Community Awareness Messages, Emergency Weather Alerts, update messages, and all-clear messages are distributed to the full campus community through the University's emergency communications system. If information is determined to be relevant to campus safety, the University distributes the information broadly rather than limiting the message to a specific building, department, residence hall, population, or geographic segment.

Timely Warnings

In accordance with the Jeanne Clery Campus Safety Act, NCCU issues a Timely Warning when a Clery Act crime occurs within the University's Clery geography and the University determines that the incident represents a continuing or ongoing threat to the campus community.

NCCU may also issue a Timely Warning for other serious crimes occurring within the University's Clery geography or for Clery-related or other serious crimes occurring outside of the University's Clery geography when the available circumstances indicate that the incident presents an ongoing threat to the campus community.

Timely Warnings are intended to provide information that enables members of the campus community to protect themselves and to aid in the prevention of similar crimes. Although federal law does not establish a specific period for determining when a warning is "timely," NCCU defines the Timely Warning period as seven calendar days from the date the incident is reported or alleged to have occurred. Incidents reported more than seven calendar days after they are alleged to have occurred generally will not result in a Timely Warning unless the available facts indicate a continuing or ongoing threat to the campus community. The University may use other appropriate communication methods when information should nevertheless be shared for safety, awareness, or crime prevention purposes.

Timely Warnings are evaluated on a case-by-case basis after consideration of all available facts, including:

- The nature of the crime;
- The continuing danger to the campus community;
- The need to provide information that enables members of the community to take appropriate protective action;
- The availability and reliability of information; and
- The possible risk of compromising law enforcement efforts.

The Shift Supervisor is responsible for determining whether a Timely Warning is necessary and may consult with the Clery Compliance Coordinator, Chief of Police, or other appropriate University official. Such consultation shall not delay the issuance of a Timely Warning when a situation presents a serious or continuing threat to the safety of the University community.

A Timely Warning should be issued as soon as pertinent information becomes available within the applicable Timely Warning period. The content of the warning will contain sufficient information to inform the campus community and promote appropriate protective action without compromising an investigation. Personally identifiable information about victims will not be included.

Timely Warnings are issued through the University's emergency communications system to the full campus community. Depending upon the nature and seriousness of the threat, additional methods of dissemination may include text messages, email, voice messages, Alert-Us, the University or Police Department website, social media, flyers, media releases, or other approved communication methods.

Emergency Notifications

NCCU issues an Emergency Notification upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees, visitors, or other members of the campus community occurring on or imminently threatening the NCCU campus.

Upon confirmation of a significant emergency or dangerous situation, NCCU will, without delay and taking into account the safety of the campus community, determine the content of the notification and initiate the University's emergency communications system. An Emergency Notification may be delayed only when, in the professional judgment of responsible authorities, issuing the notification would compromise efforts to assist a victim, contain the incident, respond to the emergency, or otherwise mitigate the emergency.

Emergency Notifications are intended for events that are currently occurring or are imminently threatening the NCCU campus and require immediate notification or protective action. Circumstances that may result in an Emergency Notification include, but are not limited to:

- Active shooter or active assailant;
- Armed intruder or armed person;
- Fire;
- Hazardous materials release, including chemical, radioactive, or biological materials;
- Norovirus or other serious illness;
- Tornado warning;
- Bomb threat;
- Civil unrest or rioting; and
- Explosion.

Confirmation of an Emergency or Dangerous Situation

Before issuing an Emergency Notification, authorized NCCU officials will confirm that a significant emergency or dangerous situation exists. Confirmation may occur through one or more sources, including:

- Observation or confirmation by officers at the scene;
- Reports received through the NCCU Police Communications Center;
- Background sounds such as distress, commotion, alarms, or other indicators audible to a telecommunicator during a call;
- The University's internal camera system;
- Reports from police or public safety personnel;
- Reports from the Durham Police Department or another law enforcement or emergency response agency;
- Information from local, state, or federal public safety agencies;
- Information from the National Weather Service, National Oceanic and Atmospheric Administration (NOAA), or another governmental authority; or
- Other credible information available to University officials.

Confirmation does not require that all facts surrounding an incident be known before a notification is issued when delaying the notification could increase the risk to the campus community.

Issuance of Emergency Notifications

The Chief of Police and Director of Public Safety serves as NCCU's principal Campus Emergency Alert Authority. The University's designated backup officials are the Clery Act Compliance & Outreach Coordinator and the Assistant Director of Public Safety.

Operationally, when the NCCU Police Communications Center receives information concerning a potential emergency and the emergency or dangerous situation is confirmed, the NCCU Police Department Shift Supervisor is authorized to issue the Emergency Notification from an authorized desktop or mobile device. If circumstances prevent the Shift Supervisor from issuing the notification, the Shift Supervisor may instruct an NCCU Police Telecommunicator to issue the notification using the appropriate approved template and information provided by the Shift Supervisor.

The Shift Supervisor may consult with the Clery Act Compliance & Outreach Coordinator, Chief of Police, or other appropriate University official; however, consultation shall not delay an Emergency Notification when immediate life-safety action is necessary.

If a police officer or public safety officer becomes aware of a significant emergency or dangerous situation, the officer shall immediately notify the Shift Supervisor. Upon confirmation, the Shift Supervisor shall issue the Emergency Notification.

The Assistant Director of Public Safety and the Clery Act Compliance & Outreach Coordinator are also authorized to issue an Emergency Notification upon confirmation of an emergency or dangerous situation. When practicable and available, at least two authorized individuals should confirm the need for and content of an Emergency Notification before it is issued. This process, however, shall not delay the issuance of an urgent life-safety message.

Emergency Notification Methods

NCCU maintains a centralized, multimodal emergency alert system designed to disseminate emergency and safety information through multiple communication channels. Depending upon the circumstances, notification methods may include:

- Text messages;
- Email;
- Voice messages or telephone calls;
- Alert-Us desktop notifications;
- Outdoor warning sirens;
- University emergency information webpages;
- Recorded emergency telephone information;
- University social media channels;
- Police Department website postings;
- Flyers;
- Media releases;
- Local radio, television, and press organizations;
- Emergency Alert System resources, when appropriate; and
- Other approved emergency communication tools.

Outdoor warning sirens are activated by the NCCU Police Communications Center and are intended primarily for emergency events with immediate life-safety implications affecting contiguous campus property. When the sirens are activated, members of the campus community should seek additional information and protective-action instructions through the University's other Eagle Alert communication channels.

Emergency messaging templates are maintained for a variety of anticipated emergency conditions to facilitate rapid communication. The University may modify the content and communication methods used based on the facts and circumstances of a particular incident.

Communicable Disease Emergency Notifications

The Director of Environmental Health and Safety serves as the managing University official for communicable disease matters in accordance with the NCCU Pandemic and Communicable Disease Policy.

Reports of a communicable disease emergency occurring on campus shall be immediately reported to the Director of Environmental Health and Safety or designee. Upon confirmation of a communicable disease emergency, the Director of Environmental Health and Safety will coordinate the preparation and distribution of an Emergency Notification with the NCCU Chief of Police and the NCCU Clery Coordinator.

The Emergency Notification will be distributed by the appropriate Police and Public Safety Department official or designee. Outdoor warning sirens will not ordinarily be activated for a communicable disease emergency unless a separate immediate life-safety condition exists that warrants siren activation.

Following issuance of a Communicable Disease Emergency Notification, the University's Emergency Operations Plan and Pandemic and Communicable Disease Policy will guide subsequent communications and response actions.

Update and All-Clear Messages

Following an initial Timely Warning, Emergency Notification, Community Awareness Message, or other Campus Safety Alert/Eagle Alert, NCCU may issue follow-up communications to provide additional information, correct or clarify previously distributed information, modify protective-action instructions, identify continuing safety concerns, provide operational information, or direct the campus community to additional resources.

Consistent with NCCU's practice of not segmenting Campus Safety Alerts/Eagle Alerts, update and all-clear messages are distributed to the full campus community.

An all-clear message may be issued when an emergency has concluded or when the immediate threat to the campus community has ended. All-clear messages are approved through the University's established emergency communications process.

Community Awareness Messages

The NCCU Police and Public Safety Department may issue a Community Awareness Message, formerly known as a Crime Alert/Informational Message, when an incident does not constitute an emergency and does not pose an immediate or continuing threat to the campus community, but the information may nevertheless be useful to members of the University community.

A Community Awareness Message may be issued to provide:

- General safety awareness information;
- Crime prevention information;
- Requests for information or assistance from the campus community;
- Information concerning incidents that do not meet the criteria for a Timely Warning or Emergency Notification;
- Information concerning operational safety concerns; or
- Other information that may enhance campus awareness or safety.

A Community Awareness Message will not be used in place of a Timely Warning or Emergency Notification when the applicable criteria for either of those notifications have been met.

Enrollment in Eagle Alerts

All currently enrolled NCCU students and active faculty and staff are automatically enrolled in the University's Eagle Alert emergency notification system using contact information maintained in the University's Enterprise Resource Planning system, currently Banner. Students, faculty, and staff do not need to separately enroll to receive University emergency communications.

Students and employees are responsible for maintaining accurate and current emergency contact information in Banner through the My Profile application. Banner serves as the system of record for this information, and applicable personal information is transferred nightly to the University's emergency alert system.

Members of the University community are strongly encouraged to remain enrolled in all available Eagle Alert communication methods and to maintain current contact information. Eagle Alerts are an important component of the University's multimodal emergency notification system and may be used to communicate time-sensitive information and protective-action instructions related to immediate threats, severe weather, evacuations, shelter-in-place actions, or other emergency conditions.

Individuals may have the ability to modify, disable, or opt out of certain Eagle Alert notification methods. Individuals who opt out of or disable one or more notification methods should understand that doing so may limit or delay their ability to receive emergency information from the University. Because the communication methods used may vary depending on the circumstances of an incident, no single notification method should be assumed to be used for every emergency.

NCCU therefore strongly encourages students, faculty, and staff to maintain active enrollment in all available Eagle Alert notification methods to maximize their ability to receive urgent safety information and instructions from the University.

Parents, family members, and others who wish to receive NCCU emergency alerts may voluntarily enroll in the Eagle Alert system. Information and instructions for enrollment are available through the NCCU Emergency Management webpage at: <https://www.nccu.edu/administration/university-police/emergency-management>

Dissemination of Emergency Information to the Larger Community

When appropriate, emergency and safety information may also be communicated to parents, visitors, neighboring communities, media organizations, and other members of the larger community through the University's emergency information webpage, University social media channels, Police Department website postings, media releases, local radio and television organizations, or other approved communication methods.

Official media releases and communications to news organizations are coordinated by the Office of Communication and Marketing in consultation with the NCCU Police Department and other appropriate University officials.

Emergency Alert System Testing

NCCU tests all components of the University's emergency alert system no less than quarterly, or more frequently when determined necessary by the University or directed by the UNC System Office.

The Assistant Director of Public Safety, successor division head, or designee is responsible for conducting the quarterly tests.

Testing may include, as applicable:

- Outdoor warning sirens;
- Recorded emergency telephone lines;
- Emergency alert webpages;
- Social media posting capabilities;
- Mass email;
- Text messaging;
- Voice messaging;
- Computer/desktop notifications;
- System redundancy measures;
- Authorized-user access;
- Emergency message templates; and
- Other alerting tools used by the University.

Each test is documented and may include the date and time of the test, systems tested, individuals involved, test message content, results, identified deficiencies, corrective actions taken, and the date corrective actions were completed.

Emergency Response, Exercises, Drills, and Training

North Carolina Central University is committed to maintaining an effective emergency management program and an environment that supports the health and safety of those who work, study, live, and visit the University. NCCU recognizes that natural, technological, and human-caused emergencies may affect the campus community, University operations, and the institution's academic mission. The University maintains an Emergency Operations Plan that establishes a framework for preparing for, responding to, and recovering from significant emergencies.

To ensure that the University's emergency response and evacuation procedures remain current and actionable, NCCU conducts at least one test of its emergency response and evacuation procedures each calendar year. Tests may be announced or unannounced and may include tabletop exercises, drills, Emergency Operations Center exercises, functional exercises, or full-scale emergency response exercises.

In conjunction with at least one test each calendar year, NCCU publicizes its emergency response and evacuation procedures to the campus community.

The University documents each test, including a description of the exercise, the date and time it was conducted, and whether the exercise was announced or unannounced. NCCU also conducts appropriate evaluation and follow-up activities following emergency exercises, which may include an after-action review or report to identify strengths, deficiencies, corrective actions, and opportunities to improve the University's emergency preparedness and response capabilities.

SECURITY AND ACCESS ON-CAMPUS AND TO UNIVERSITY FACILITIES

Surveillance System

NCCU operates a comprehensive, campus-wide surveillance system with approximately 1,825 camera views. These cameras are strategically positioned in both buildings and outdoor areas to enhance safety and security. Recorded footage is retained for a significant period of time and is primarily used for investigations and general monitoring to support a safe campus environment.

Emergency/Blue Light Phones

The NCCU Police Department maintains strategically placed Blue Light emergency call boxes across campus. With the push of a button, these call boxes immediately connect callers to the University Police Communications Center, enabling direct, two-way communication with a police dispatcher. When activated, the dispatcher is able to identify the caller's exact location.

Most call boxes are also equipped with cameras, allowing the University Police Department to visually monitor the area surrounding the activated call box and respond more effectively.

Propped Doors

The NCCU Police Department recognizes that propped doors pose a serious and immediate security risk to all residents of a residential hall. To address this concern, the University has enhanced its security systems by installing force and prop alarms on all residence hall doors.



When a door is propped open, an audible alarm will sound at the door until it is properly secured. At the same time, a notification is sent to the University Police Communications Center, and staff can verify the door's status using the nearest security camera.

While these technological advancements significantly improve our ability to monitor door status remotely, building safety ultimately depends on the vigilance of residents. Students, staff, and visitors are reminded not to prop open doors and to remain aware of their surroundings. If you notice a propped door, you should immediately close it or contact University Police at (919) 530-6106 so the situation can be addressed promptly.

Panic Buttons

Software-based panic buttons are available only for university-owned devices and may be installed at the discretion of the Chief of Police. These buttons silently alert University Police during an emergency and automatically transmit the user's location, contact details, and other pertinent information.

When a panic button is activated, University Police will attempt to contact the user by phone to confirm the emergency. If no response is received, or if confirmation of an emergency is given, University Police personnel will respond immediately.

Users with access to panic buttons may also provide additional details silently to assist responding officers. Employees may request a panic button by completing the form at the following link:



<https://nccu.teamdynamix.com/TDClient/1852/Portal/Requests/ServiceDet?ID=52043>

Security of and Access to Campus Facilities (Residential, Academic, and Administrative)

The NCCU Police Department serves as the custodian of card access for all residential, academic, and administrative facilities. Exterior doors—and select interior spaces—are controlled through a campus-wide electronic access control system. All new and existing buildings are integrated into this system to support consistent security measures across campus.

Students are granted access to their assigned residence hall based on their Residential Life assignment and current enrollment status. Access to academic and administrative buildings for students, faculty, and staff—as well as residential access for faculty and staff—is provided through an access request process that requires approval from the designated building supervisor. In limited circumstances, Residential Life may approve student access to additional residence halls.

Once access is granted, students, faculty, and staff gain entry by swiping their EagleCard at the appropriate card reader.

Most academic and administrative buildings follow a recurring unlock schedule established by the designated building supervisor, excluding state-designated holidays and special events. Residential facilities remain locked 24/7 and require an EagleCard for entry. Interior access-controlled doors may follow customized schedules or remain secured at all times, as determined by the area manager.

The NCCU Police Department emphasizes the shared responsibility of maintaining a secure campus environment. To support this effort, all members of the campus community are expected to:

- Keep their EagleCards in their possession at all times and report lost or stolen cards immediately to University Police.
- Prevent unauthorized “piggybacking” (individuals following them into a secured area) and promptly report suspicious activity.
- Refrain from propping open doors in residential or other secured spaces.
- Ensure that rooms and offices are locked whenever they are unoccupied.



Security Considerations in the Maintenance of Campus Facilities

At NCCU, the facilities and grounds are designed for safety and security. Lighting illuminates the pathways from parking lots to buildings and between buildings. The Facilities Services Department conducts frequent surveys for trees, shrubbery, and plants that need to be trimmed to increase safety on campus. Additionally, the department administers lighting assessments for lights that require repair. University Police reports unsafe conditions found during patrol operations, such as dark areas where lighting needs to be added or areas where lighting is burned out, to Facilities Services for correction. University Police closely monitor any security-related maintenance problems after hours until reported to and resolved by Facilities Operations or a contracted vendor.

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS

Programs that Inform Students and Employees about Security Procedures and Practices and Encourage Responsibility for One's Security

The University Police provide information on security policies and procedures, including crime reporting, at Student Orientation. Similar information is provided at New Employee Orientation. The Office of Student Conduct and Community Standards provides training on the Student Code of Conduct that includes; disciplinary procedures, hearing procedures, and judicial actions.

Students are responsible for complying with the rules and regulations of the University as well as all federal, state, and local laws. Also, the Office of Student Conduct and Community Standards provides seminars on alcohol, drug, and drug paraphernalia, assault and battery, damage and vandalism, harassment (including sexual harassment), sexual assault, sexual misconduct, weapons, and explosives. The Student Code of Conduct can be found on the university website at <https://www.nccu.edu/policies/retrieve/19>. Residential Life provides training on community living standards, the policies governing residence hall living, safety, key, and lock security, illegal entry, trespassing into residence halls, and residence hall visitation.

Campus Shuttle Service, Eagle After-Dark On-Demand Shuttle Program, and the Escort Program

The North Carolina Central University Transportation and Parking Services Department provides a campus shuttle service. The Eagle Shuttle provides transportation from the Latham Parking Deck every 20 minutes to stops throughout the NCCU campus during the fall and spring semesters. Students, faculty, and staff can all ride for free. The Maroon route operates every 20 minutes from 7 a.m. to 10 p.m., Monday through Friday. The Grey route operates every 20 minutes from 7 a.m. to 7 p.m., Monday through Friday. You can access the live transit map on the myNCCU app or visit the mobile map at nccumobile.etaspot.net. NCCU operates the on-demand Eagle After Dark Shuttle from 10 p.m. to 2 a.m., seven days a week during the fall and spring semesters. This service is available to students, faculty, and staff only. The service is only available on campus, and riders must provide their Banner ID number when requesting the service. To request a ride, please contact [919-357-1497](tel:919-357-1497) to dispatch the shuttle to your location. University Police may provide escorts for campus community members after the shuttle scheduled hours have concluded. The officer may assist the student or employee by using a vehicle, or by a walking escort.

Residential Life Hall Watch

Residential Life implements a proactive approach to crime prevention by conducting residence hall watch programs wherein students keep watch for suspicious activities and/or persons in and around the residence hall. The participants report concerns to the residential hall's Campus Security Authorities.

Programs Designed to Inform Students and Employees about the Prevention of Crimes

NCCU Police in conjunction with campus partners and community organizations provide the community with crime prevention seminars regularly. Topics include: ways to make oneself and one's surroundings less attractive to criminals, preventing sex offenses/rapes, domestic violence, preventing robberies, larcenies, and other crimes that may occur. The events are free and open to all members of the university community. Additional topics include: Emergency Procedures, Drugs, and Alcohol Awareness. The following are programs that were provided for the campus community as well as community events hosted by NCCU Police and partners on and off-campus:

University College 1100 Course

The UNIV 1100 First-Year Seminar is a 2 credit GEC requirement for all first-year students. This course is designed to provide strategies, resources, and skill-building necessary to support a successful transition to college. There is a module and chapter on safety in the required text for the course, outlining specific ways to maintain safety while on campus. Safety is a priority so we strive to enhance the student's holistic experience at NCCU.

Campus Safety Walk

The Campus Safety Walk is an initiative in collaboration with Student Affairs, Student Government Association (SGA), and the North Carolina Central University Police Department. This nighttime activity is a great way to see NCCU in a different light and identify potential safety hazards throughout the entire footprint of the campus. During the event, students, faculty, and staff members are invited to walk the campus with the Assistant Vice Chancellor/ Dean of Students and the Chief of Police to identify and examine possible safety issues, such as lighting, signage, or areas that pose a safety concern on campus. Additionally, it is a great time for participants to provide input on safety initiatives and heighten the awareness of crime prevention at NCCU.

Streamlining Care and Concern

The Office of the Dean of Students provides training to faculty and staff to better equip the employees with handling and reporting student concerns (sexual misconduct, behavioral Intervention, personal hardships, etc.) The goal is to ensure students receive assistance in a timely, efficient, and caring manner.

Run, Hide, Fight

The NCCU Police Department offers Run, Hide, Fight active shooter training to university students, faculty, and staff. The purpose of the training is to equip NCCU community members with the necessary knowledge to respond if faced with an active shooter incident on campus.

Community Engagement with Partnering Agency

National Night Out is a nationwide community-building campaign that strengthens the bond between law enforcement and the neighborhoods it serves, promotes genuine police-community partnerships, and enables residents and officers to connect in positive settings.

North Carolina Central University Police Department usually develops and puts on a National Night Out Event at McDougald Terrace Housing Community. In addition, our department extended invitations to partner with Durham City Police Department, Durham County Sheriff Department, and the university community to include but not limited to our student organizations, athletics, marching band, and others.

DRUG, ALCOHOL, AND SUBSTANCE ABUSE (PLEASE ALSO REFER TO APPENDIX A FOR THE UNIVERSITY'S DAAPP REPORT)

Policies Regarding Alcoholic Beverages

Federal law requires NCCU to notify annually all faculty, staff, and students that the University prohibits the unlawful possession, use, manufacture, or distribution of alcohol or controlled substances by students, faculty, staff, and guests in buildings, facilities, grounds, or property controlled by the university or used as part of university activities. For students, this includes prohibiting the possession and consumption of any beverage containing alcohol in a residence hall room. Smoking of any material is prohibited in all buildings on North Carolina Central University's campus. All members of the university community (students, faculty, staff, and administrators) are responsible for complying with Chapter 18 of the North Carolina General Statutes, which makes the purchase and consumption of alcohol underage illegal. The NCCU Police Department enforces state alcohol laws on the campus.

NCCU's policy is formulated in accordance with state and local laws regulating the sale, possession, and consumption of alcoholic beverages. "North Carolina Central University prohibits the sale, service, possession, or consumption of alcoholic beverages on the campus, or other University-owned property,

subject to the exceptions provided in Section 6 of this policy. No student under the age of twenty-one (21) may purchase, possess, or consume any alcoholic beverages anywhere on the campus of North Carolina Central University.” The full text of the policy may be found in Section 3 of the NCCU Policy on Alcoholic Beverages.

NCCU Alcohol Policy

To possess or consume alcohol while on NCCU's campus is prohibited, excluding the exceptions listed in Section 6 of the policy. Penalties for employees could result in disciplinary action up to and including termination. Penalties for students may include fines and in some cases expulsion from the university. Please review the NCCU Policy on Alcoholic Beverages located [here](#).

Areas Open to the Public

NCCU prohibits the possession and use of alcoholic beverages in areas open to the public including outside buildings on campus. However, the use of alcoholic beverages, subject to the laws of North Carolina may be permitted at NCCU sponsored activities as outlined in the policy.

Private or Closed Areas

The possession and use of alcoholic beverages are prohibited in conference rooms, offices, office reception rooms, closed buildings, and areas of buildings not open to the public or from which the public has been excluded, except the use of alcoholic beverages, subject to the laws of North Carolina, may be permitted in specific private or closed areas designated by, and with the prior approval of, the chancellor.

Education and Research Areas

NCCU specifically prohibits the use, possession, and dispensing of alcoholic beverages in classrooms, lecture halls, laboratories, libraries, research areas, or within buildings, areas where lectures or concerts are held. Permission will not be granted to use or possess alcoholic beverages in a facility that is being used for one of the above functions unless with the express prior approval of the chancellor.

Student Alcohol Policy

It is a violation of state law and university policy for a student under 21 years of age to attempt to purchase, consume, possess, or transport alcoholic beverages. It is unlawful to sell, furnish, and give alcoholic beverages or to permit alcoholic beverages to be sold, furnished, or given to any minor. Consistent with North Carolina law, the possession and consumption of alcoholic beverages by those 21 years of age or older is permitted in one's residence hall room, suite or apartment or in another room, suite, or apartment with the consent of the resident, provided the resident is also 21 years of age or older. The consumption of alcoholic beverages is prohibited in the common spaces of University Housing facilities, including, but not limited to, hallways, stairwells, elevators, and courtyards. Common source containers are prohibited.

Residents will be held responsible for activities that occur in their room and will be referred to the Office of Student Conduct and Community Standards and/or University Police if guests are violating state law and the on-campus alcohol policies listed above. Failure to comply with the direction or to present identification to university officials acting in the performance of their duties is a violation of the Student Code of Conduct and will result in a referral to the Office of Student Conduct and Community Standards. This policy works in conjunction with the Student Code of Conduct, the Residential Life Community Living Standards, and North Carolina State Law.

North Carolina Alcohol-Related Offenses

Underage Drinking

It is illegal for anyone under 21 years of age to attempt to possess, purchase, or attempt the purchase of liquor. It is also illegal to lie about age to obtain alcohol and to carry a false identification card. The penalties include fines or possible imprisonment and court costs. By law, the local police department and University Police are required to notify parents or guardians of all underage- drinking violations.

The North Carolina General Statute is as follows:

§ 18B-302. Sale to or purchase by underage persons.

(a) Sale. - It shall be unlawful for any person to:

(1) Sell malt beverages or unfortified wine to anyone less than 21 years old; or

(2) Sell fortified wine, spirituous liquor, or mixed beverages to anyone less than 21 years old. (a1) (a1)

Give. - It shall be unlawful for any person to:

(1) Give malt beverages or unfortified wine to anyone less than 21years old; or

(2) Give fortified wine, spirituous liquor, or mixed beverages to anyone less than 21 years old.

(b) Purchase, Possession, or Consumption. - It shall be unlawful for:

(1) A person less than 21 years old to purchase, to attempt to purchase, or to possess malt beverages or unfortified wine; or

(2) A person less than 21 years old to purchase, to attempt to purchase, or to possess fortified wine, spirituous liquor, or mixed beverages; or

(3) A person less than 21 years old to consume any alcoholic beverage.

(c) Aider and Abettor.

(1) By Underage Person. - Any person who is under the lawful age to purchase and who aids or abets another in violation of subsection (a), (a1) or (b) of this section shall be guilty of a Class 2 misdemeanor.

(2) By Person over Lawful Age. - Any person who is over the lawful age to purchase and who aids or abets another in violation of subsection (a), (a1) or (b) of this section shall be guilty of a Class 1 misdemeanor.

Carrying False Identification

It is illegal for anyone under 21 to possess an identification card falsely identifying that person by name, age, date of birth, or photograph as being 21 or older to attempt to obtain liquor, malt, or brewed beverage by using the identification card of another or by using an identification card that has not been lawfully issued to or in the name of the person who possesses the card.

The North Carolina General Statute is as follows:

§ 18B-302

(e) Fraudulent Use of Identification. - It shall be unlawful for any person to enter or attempt to enter a place where alcoholic beverages are sold or consumed, or to obtain or attempt to obtain alcoholic beverages, or to obtain or attempt to obtain permission to purchase alcoholic beverages, in violation of subsection (b) of this section, by using or attempting to use any of the following:

- (1) A fraudulent or altered driver's license.
- (2) A fraudulent or altered identification document other than a driver's license.
- (3) A driver's license issued to another person.
- (4) An identification document other than a driver's license issued to another person.
- (5) Any other form or means of identification that indicates or symbolizes that the person is not prohibited from purchasing or possessing alcoholic beverages under this section.

(f) Allowing Use of Identification. - It shall be unlawful for any person to permit the use of the person's driver's license or any other form of identification of any kind issued or given to the person by any other person who violates or attempts to violate subsection (b) of this section.

Public Intoxication

Public Intoxication- It is illegal to appear in any public place manifestly under the influence of alcohol to the degree that you may endanger yourself or other persons or property, or annoy others in your vicinity. Public drunkenness is a crime when a person appears in any public place manifestly under the influence of alcohol or a controlled substance to the degree that he may endanger himself or other persons or property, or annoy persons in his vicinity. Public drunkenness also leads to other behaviors and important health concerns. In some cases, public drunkenness contributes to many criminal mischiefs and disorderly conduct on campus.

Persons must be responsible for their actions and know their limits and tolerance levels before consuming alcohol.

§ 14-444 – Public Intoxication and Disruptiveness in Public

(a) It shall be unlawful for any person in a public place to be intoxicated and disruptive in any of the following ways:

- (1) Blocking or otherwise interfering with traffic on a highway or public vehicular area, or
 - (2) Blocking or lying across or otherwise preventing or interfering with access to or passage across a sidewalk or entrance to a building, or
 - (3) Grabbing, shoving, pushing, or fighting others or challenging others to fight, or
 - (4) Cursing or shouting at or otherwise rudely insulting others, or
 - (5) Begging for money or other property.
- (b) Any person who violates this section shall be guilty of a Class 3 misdemeanor.

Notwithstanding the provisions of G.S. 7A-273(1), a magistrate is not empowered to accept a guilty plea and enter judgment for this offense.

Driving While Intoxicated

In North Carolina, the illegal level for DUI is .08% Blood Alcohol Content (BAC). Also, drivers with any amount of a Schedule I, II, or III controlled substance not medically prescribed (or their metabolites) may not drive, operate or be in actual physical control of a vehicle. Any person who drives a motor vehicle automatically gives consent to one or more chemical tests (e.g. breath, blood, or urine). If a person refuses to submit to a chemical test: (1) the test will not be done;

- (2) The person's license will be suspended for one year, and
- (3) the person will most likely be charged with DUI.

The North Carolina General Statute is as follows:

§ 20-138.1. Impaired driving.

- (a) Offense. - A person commits the offense of impaired driving if he drives any vehicle upon any highway, any street, or any public vehicular area within this State:
- (1) While under the influence of an impairing substance; or
 - (2) After having consumed sufficient alcohol that he has, at any relevant time after the driving, an alcohol concentration of 0.08 or more. The results of a chemical analysis shall be deemed sufficient evidence to prove a person's alcohol concentration; or
 - (3) With any amount of a Schedule I controlled substance, as listed in G.S. 90-89, or its metabolites in his blood or urine.
- (a1) A person who has submitted to a chemical analysis of a blood sample, pursuant to G.S. 20- 139.1(d), may use the result in rebuttal as evidence that the person did not have, at a relevant time after driving, an alcohol concentration of 0.08 or more.

Policies Regarding Illegal Drugs

The university policy on illegal drugs defines drug-related problems and contains explicit penalties for offenses related to possession and trafficking of illegal drugs. All members of the university community are responsible for complying with the provisions of North Carolina General Statutes Chapter 90, which makes it a crime to “possess, sell, deliver or manufacture those drugs designated collectively as controlled substances.”



The full text of the policy is contained in the Faculty Handbook, the Academic Administrators Handbook, the Student Code of Conduct Appendix II, and the Human Resources Policies and Procedures Manual. The policy includes a reference to required dissemination, counseling and rehabilitation, penalties, and the appeals processes. There is **ZERO TOLERANCE** for Illegal drugs on campus. NCCU Police Department enforces state drug laws and complies with the Drug-Free School and Communities Act.

Illegal Substances

It is a violation of state law and university policy to illegally possess, use, distribute, manufacture, sell, or be under the influence of illegal drugs. Students who violate this policy will be referred to the Office of Student Conduct and Community Standards and/or University Police. The Policy on Illegal Drugs can be found in Appendix II of the NCCU Student Code of Conduct;

<https://www.nccu.edu/policies/retrieve/19>

It is against residence hall policy for a student to be in a residential area (room, common area, building entryway, or the quad area immediately adjacent to the residence halls) and in the presence of an illegal substance. Students who are in the presence of an illegal substance in these areas will be referred to the Office of Student Rights and Responsibilities and/or University Police.

Policies Specific to Faculty and Staff

As a condition of university employment, every employee shall abide by the terms of the policy on illegal drugs. Any employee who violates this policy is subject to university sanctions, including dismissal, as well as criminal sanctions provided by federal, state, or local law. An employee may be required to participate in drug abuse or drug rehabilitation programs.

Drug Risk and Consequences

- Alcohol and other drug use during pregnancy increase the risk of physical harm to the fetus.
- Additional risks of harm may occur from toxic impurities present in street drugs.
- Additional risks of harm may occur from the use of prescription drugs in ways other than prescribed.

- Drugs taken by injection can increase the risk of infection (e.g. HIV, hepatitis, etc.) through needle contamination.
- For more information visit: www.drugabuse.gov and <https://www.samhsa.gov> Drug and Alcohol Abuse Education Programs

Resources for Students

The North Carolina Central University Counseling Center received a Eagle Prevention and Recovery grant to contribute to recovering students' academic success by creating a supportive environment for students in various stages of recovery and the offering of programs, experiential activities, and other services that increase awareness of substance use issues on campus. Students are offered additional support by the following off-campus partners;

- **Carolina Outreach** - 2670 Chapel Hill BLVD. Durham N.C., 27707; (919) 251-9001
- **Freedom House** - 400-D Crutchfield St., Durham N.C., 27704; (919) 251-8006
- **Mind Path Care Centers** 3604 Shannon Rd. STE 200 Durham N.C., 27707; (919) 403-2122
- **Carolina Behavioral Care** - Durham Office, 4102 Ben Franklin BLVD. Durham N.C. 27704; (919) 972-7700

Resources for Faculty and Staff

Employee Assistance Program (EAP) services are offered at no cost through the university. Confidential counseling is available through ComPsych at 866-301-9634. A variety of resources are provided regarding substance abuse, grief, and loss, job pressure, problems with children, depression, and relationship/marital conflicts. For additional information, contact the Office of Human Resources.

DRUG AND ALCOHOL ABUSE PREVENTION AND EDUCATIONAL PROGRAMS (PLEASE ALSO REFER TO APPENDIX A FOR THE UNIVERSITY'S DAAPP REPORT)

The Counseling Center

The Counseling Center provides resources that educate students, faculty, staff on healthy and responsible choices regarding alcohol and other drug consumption. The Counseling Center also creates and supports programs that endorse alternatives to alcohol and other drug use and promotes behavioral change through culturally relevant interventions that lead to positive student development. Activities of the Counseling Center include (1) prevention and educational workshops and presentations, (2) training of students, staff, faculty, and community members, (3) online assessment tools, (4) alcohol screenings, and (5) interventions and educational materials for students who are self-referred or referred due to violating NCCU's alcohol and other drug policy.

Additional Drug/Alcohol Workshops and Programs

Workshop/Program Activity	Purpose	Frequency
E-Check Up to Go Alcohol and Marijuana Modules	Provide personalized, evidence-based, online prevention interventions. Required for all incoming first-year students.	Annual- available throughout the academic year
Alcohol and Other Drug Tabling Events	Provides pick up "on the go" information about alcohol and other drug use and abuse.	Annual-available throughout the academic year
Peer Educator Training	Train peer educators to provide alcohol and other drug outreach programming on campus.	Annual-available throughout the academic year
Eagle's Haven (Collegiate Recovery Community Program)	A safe space provided for students in active recovery from alcohol or drug addiction, supporting their continued sobriety and community building with other students in recovery.	Annual- available throughout the academic year
Stress-Free Fest	Provides activities that allow students to try out the drunk goggles and get a graphic demonstration of the effects of alcohol abuse.	Annual
Unraveling Wellness Campaign	This event promotes mental well-being by connecting participants with campus resources, peer support, and opportunities for meaningful engagement. Through interactive activities, performances, and educational outreach, attendees are encouraged to strengthen social connections, make informed lifestyle choices, and develop financial wellness skills. The program supports a culture of belonging, resilience, and overall well-being within the campus community.	Annual
Let's Be Blunt	This program provides students with an opportunity to engage in open conversations about cannabis use and its impact on personal and academic well-being. Participants learn about potential risks, harm reduction strategies, and resources available to support healthy choices. Through education and discussion, the event	Annual

	helps promote a safer, healthier, and more informed campus community.	
Mental Health First Aid Training	The evidence-based course teaches participants how to recognize and assist individuals who might be experiencing mental health or substance use difficulty.	Annual- several classes taught throughout the academic year

WEAPONS

North Carolina Central University has implemented weapon policies that follow North Carolina weapon statutes. This policy applies to all faculty, staff NCCU considers the possession of weapons on campus to be a violation of accepted standards of behavior and a threat to the safety of the University community. Violators of this regulation will be referred for criminal prosecution. In addition, any faculty, staff, or student who violates this regulation may also be subject to disciplinary action. Further, are some circumstances where possessing or carrying any weapon on campus is not prohibited as followed by the NC General Statute § 14-269.2. Per the North Carolina Central University weapon policy, a person who has a legally valid concealed handgun permit or who is exempt from obtaining such a permit under State law, who has a handgun in a closed compartment or container within the person's locked vehicle or in a locked container securely affixed to a person's vehicle. A person may unlock the vehicle to enter or exit the vehicle, provided the handgun always remains in the closed compartment, and the vehicle is locked immediately following the entrance or exit.

The North Carolina General Statute is as follows:

§ 14-269.2 Weapons on campus or other educational property.

(b) It shall be a Class I felony for any person knowingly to possess or carry, whether openly or concealed, any gun, rifle, pistol, or other firearms of any kind on educational property or to a curricular or extracurricular activity sponsored by a school. Unless the conduct is covered under some other provision of law providing greater punishment, any person who willfully discharges a firearm of any kind on educational property is guilty of a Class F felony. However, this subsection does not apply to a BB gun, stun gun, air rifle, or air pistol.

(b1) It shall be a Class G felony for any person to possess or carry, whether openly or concealed, any dynamite cartridge, bomb, grenade, mine, or powerful explosive as defined in G.S. 14-284.1, on educational property or to a curricular or extracurricular activity sponsored by a school. This subsection shall not apply to fireworks.

(c) It shall be a Class I felony for any person to cause, encourage, or aid a minor who is less than 18 years old to possess or carry, whether openly or concealed, any gun, rifle, pistol, or other firearms of any kind on educational property. However, this subsection does not apply to a BB gun, stun gun, air rifle, or air pistol.

(c1) It shall be a Class G felony for any person to cause, encourage, or aid a minor who is less than 18 years old to possess or carry, whether openly or concealed, any dynamite cartridge, bomb, grenade, mine, or powerful explosive as defined in G.S. 14-284.1 on educational property. This subsection shall not apply to fireworks.

(d) It shall be a Class 1 misdemeanor for any person to possess or carry, whether openly or concealed, any BB gun, stun gun, air rifle, air pistol, bowie knife, dirk, dagger, slungshot, leaded cane, switchblade knife, blackjack, metallic knuckles, razors and razor blades (except solely for personal shaving), firework, or any sharp-pointed or edged instrument except instructional supplies, unaltered nail files and clips and tools used solely for the preparation of food, instruction, and maintenance, on educational property.

(e) It shall be a Class 1 misdemeanor for any person to cause, encourage, or aid a minor who is less than 18 years old to possess or carry, whether openly or concealed, any BB gun, stun gun, air rifle, air pistol, bowie knife, dirk, dagger, slungshot, leaded cane, switchblade knife, blackjack, metallic knuckles, razors and razor blades (except solely for personal shaving), firework, or any sharp-pointed or edged instrument except instructional supplies, unaltered nail files and clips and tools used solely for the preparation of food, instruction, and maintenance, on educational property.

(g) This section shall not apply to any of the following:

(1) A weapon used solely for educational or school-sanctioned ceremonial purposes or used in a school-approved program conducted under the supervision of an adult whose supervision has been approved by the school authority.

(1a) A person exempted by the provisions of G.S. 14-269(b).

(2) Firefighters, emergency service personnel, North Carolina Forest Service personnel, detention officers employed by and authorized by the sheriff to carry firearms, and any private police employed by a school, when acting in the discharge of their official duties.

(3) Home schools as defined in G.S. 115C-563(a).

(4) Weapons used for hunting purposes on the Howell Woods Nature Center property in Johnston County owned by Johnston Community College when used with the written permission of Johnston Community College or for hunting purposes on other educational property when used with the written permission of the governing body of the school that controls the educational property.

(5) A person registered under Chapter 74C of the General Statutes as an armed armored car service guard or an armed courier service guard when acting in the discharge of the guard's duties and with the permission of the college or university.

(6) A person registered under Chapter 74C of the General Statutes as an armed security guard while on the premises of a hospital or health care facility located on educational property when acting in the discharge of the guard's duties with the permission of the college or university.

(7) A volunteer school safety resource officer providing security at a school pursuant to an agreement as provided in G.S. 115C-47(61) and either G.S. 162-26 or G.S. 160A-288.4, provided that the volunteer school safety resource officer is acting in the discharge of the person's official duties and is on the educational property of the school that the officer was assigned to by the head of the appropriate local law enforcement agency.

SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, AND STALKING

North Carolina Central University will not tolerate domestic violence, dating violence, sexual assault, stalking, or other forms of sexual misconduct. Offenders may be subject to appropriate campus adjudication processes, disciplinary action, and/or criminal proceedings. The university utilizes procedures that provide prompt, fair, and impartial investigations and resolution in cases involving domestic violence, dating violence, sexual assault, and stalking. These procedures are carried out by officials who receive specific annual training. Sexual violence is a form of sexual harassment and services are available to students, faculty, and staff who experience sexual violence, domestic violence, dating violence, and instances of stalking. In these situations, North Carolina Central University is committed to providing crisis intervention measures for students, faculty, and staff. The officials will employ the appropriate administrative response for the complainant and respondent. They will refer individuals to criminal authorities as well as educating and promoting discussions on interpersonal abuse and violence issues. The university's process does not preclude adjudication under state law.

North Carolina Central University's Sexual Misconduct Policy and Information:

<https://www.nccu.edu/policies/retrieve/3>

<https://www.nccu.edu/administration/title-ix/title-ix-and-sexual-misconduct>

<http://www.nccu.edu/administration/dhr/titleix/index.cfm>

North Carolina Central University's Equal Employment Opportunity Policy states, in part, as follows: North Carolina Central University supports the protections available to members of its community under all applicable federal laws, including Title VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Sections 799A and 845 of the Public Health Service Act; the Equal

Pay Act of 1963, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Rehabilitation Act of 1973, as amended; the Pregnancy Discrimination Act of 1978; the Civil Rights Restoration Act of 1988, the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended; the Americans with Disabilities Act of 1990, as amended; the Civil Rights Act of 1991; the Americans with Disabilities Act Amendments Act of 2008; Title II of the Genetic Information Nondiscrimination Act of 2008; Executive Order 11246, as amended; the North Carolina General Statutes Section 126-16, as amended, and other applicable federal and state laws. The University's policy is also consistent with the Code of the University of North Carolina, Section 103.

Definitions

Awareness programs: Awareness programs mean community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.

Bystander intervention: Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

Ongoing prevention awareness campaigns: Ongoing prevention and awareness campaigns mean programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking.

Primary prevention program: Primary prevention programs mean programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that is intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Proceeding: Proceeding means all activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact-finding, investigations, formal or informal meetings, and hearings. It does not include communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.

Result: Result means any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution. The result must include any sanctions imposed by the institution.

Risk reduction: Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence.

Sexual Assault: Sexual assault means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting system. A sex offense is any 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 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 defined as non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

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

Reporting

How and to Whom to Report

Report the incident to the NCCU Police at 919 530-6106. You are encouraged to report the crime to the police whether or not an investigation continues. University police can address any security concerns and inform the community if there is a significant threat. If the incident took place off-campus, the NCCU Police will assist you in notifying proper local law enforcement authorities.

Students may also report to the following:

- Dean of Students, (919) 530-7466
- Residential Life (if a residential student), (919) 530-7298 or any Area Coordinator, Graduate Hall Coordinator, or Resident Assistant
- The Office of Student Conduct and Community Standards (919) 530-6311
- Title IX Coordinator, (919) 530-7944
- Any Campus Security Authority (see Reporting Crimes to Other Campus Securities above)

Employees may also report to, the Title IX Coordinator, (919) 530-7944, or a Deputy Title IX Coordinator (see the list of on-campus resources below).

Options for the Involvement of Law Enforcement

Victims may notify proper law enforcement authorities, including the NCCU Police if the incident occurred on campus or the local law enforcement agency in whose jurisdiction the incident occurred. The NCCU Police will assist victims with notifying the proper local law enforcement agency. Other Campus Security Authorities will also assist in notifying the NCCU Police if the victim so desires. Victims also have the option to decline law enforcement involvement.

Orders of Protection

NCCU Police will advise victims of the availability of domestic violence and civil no-contact orders and will assist with their acquisition, service, and enforcement.

Protecting the Confidentiality of Victims and Other Necessary Parties

- *Reports to Police:* Police reports are public records under state law. The report itself will not be confidential but the NCCU Police can protect the confidentiality of the victim's identity. Criminal investigation records, including names of victims and witnesses, are released only upon court order.
- *Reports to Other Campus Security Authorities:* Reports to other Campus Security Authorities are kept as confidential as possible. The information must be shared with the Title IX Coordinator, and for Clery statistics, it will be shared with the Clery Coordinator. Information from the report may be used in a Timely Warning if the incident poses a continuing threat to the campus. There will be no other police involvement unless desired by the victim.
- *Accommodations and Protective Measures:* NCCU will maintain confidentiality regarding accommodations or protective measures provided to the victim.

Response Procedures

Procedures Victims Should Follow

The importance of preserving evidence is imperative. If you are not sure whether or not you want to involve the police, you should consider preserving evidence so you can make that choice later. Evidence also may be critical to the ability to obtain a protective order. You should:

- Avoid showering or bathing.
- Avoid douching.
- Avoid eating, drinking, or brushing your teeth.
- Don't change out of clothes worn during the assault. If you have changed clothes, preserve the clothes worn during the assault and also the clothes you changed into.
- Preserve bedding.

Avoid touching any other surfaces or furniture that were involved in the assault.

Written Notification of Victims' Rights, Options, and Resources

Victims' Rights Form

Whenever a student or employee reports to the institution that he or she has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off-campus, NCCU provides the victim a written explanation of his or her rights and options. This document is called the Consolidated Victim's Rights Form.

This written explanation includes:

- The importance of preserving evidence
- How and to whom the offense should be reported
- Options about the involvement of law enforcement
- The right of victims and the institution's responsibilities for orders of protection, restraining orders, or similar lawful orders issued by a criminal or civil court
- Information on how the institution will protect the victim's confidentiality, including protective measures and any accommodations provided
- Existing counseling, health, mental health, victim advocacy, legal assistance, student financial aid, and other services available for victims, both within the institution and in the community. Immigration and visas are handled through our partnership with Legal Aid of Durham.
- Options for available assistance in, and how to request changes in academic, living, transportation, and working situations or protective measures, including a statement that NCCU will make such accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether or not the victim chooses to report the crime to campus or local law enforcement.
- Where to obtain information on disciplinary procedures for students and employees

The Form also includes a listing of additional rights provided to victims under North Carolina law if the victim chooses to report the crime to law enforcement. These rights include:

- Availability of medical services
- Availability of victim's compensation and contact information
- District Attorney's address and phone number
- Notice that the victim will be notified of the arrest of the accused within 72 hours of the arrest
- Name and address of the investigator to contact if the victim has not been notified of an arrest within six months
- Information about the accused's custody status and how to obtain information about pre-trial release or custody status changes

Resources

The Duke Health Care System will administer a SANE (Sexual Assault Nurse Examiner) kit at no cost upon the victim's request. Victim's Compensation will assist if he/she is eligible for services.

University Police is a member of the Sexual Assault Response Team (SART). An investigator trained in sexual assault responds to all incidents of sexual assault, domestic violence, dating violence, and stalking. SART is a subcommittee of the Domestic and Sexual Violence Task Force of the Durham Crisis Response Center.

Students may seek assistance at any time from the NCCU Counseling Center at no additional charge. Referrals may be made upon request for relatives, partners, and friends of either the complainant or respondent to various support agencies. Students may seek assistance from NCCU's Student Health Services. Post-assault medical care includes testing and treating sexually transmitted diseases (STDs). Costs for testing may be paid directly by the student or billed through insurance.

The University Women's Center is a resource for support for both women and men. The staff provides informal advising and consulting. Services include advocacy for women's issues, information and helpful referrals to important campus and community resources, and support and assistance dealing with problems such as sexual and relationship violence. The contact number is 919 530-6811.

Women's Center

The mission of North Carolina Central University's Women's Center is to champion the empowerment, well-being, and success of women within the university community. The Center is dedicated to creating a supportive and community environment that celebrates the varied identities and experiences of women. Through co-curricular programs, services, and strategic collaborations, we aim to inspire and equip women to excel academically, professionally, and personally while addressing the unique challenges they may face.

NCCU's Women's Center envisions a safe campus community that fosters personal growth, academic success, professional development, and respect for the varied experiences of students. The Center promotes equal treatment of NCCU students, staff, and faculty by cultivating community through educational events, engaging programs, cultural exploration, and development.



On-Campus Resources

Counseling	Counseling Center	919-530-7646
Medical Care	Student Health Services	919-530-6317
Student Financial Aid	Scholarship and Student Aid	919-530-6180
Assistance with Changing Academic, Living, Transportation, or Work Situations for Students	Office of the Dean of Students	919-530-7466
Reporting Incidents, Assistance with Obtaining Protective Orders	University Police	919-530-6106

On-Campus Title IX

Lucretia Banks	Title IX Coordinator	(919) 530-7944
Drew Johnson	Deputy Coordinator	919-530-6390

Off-Campus Resources

Crisis Intervention	Hopeline (24 Hour Crisis Line)	919-231-4525
Medical Care	Duke Hospital	919-684-8111
Medical Care	Duke Regional Hospital	919-470-4000
Reporting Off-Campus	Durham City Police	919-560-4600

Incidents	Durham County Sheriff Office	919-530-0897
Victim's Advocacy	NC Coalition Against Sexual Assault	919-871-1015
Counseling, Advocacy, Other Referrals	Durham Crisis Response Center	919-403-6562
Mental Health	RI International (Durham Recovery Response Center)	919-530-7305
Mental Health	Alliance Health	919-651-8401
Legal Assistance including Immigration and Visa	Legal Aid of NC, Durham	919-688-6396
Counseling	ComPsych Guidance Resource (employees only)	866-301-9634

Prevention

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

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking. These programs are culturally relevant and inclusive of diverse communities and identities to enhance prevention awareness among incoming students and new employees. Our commitment at NCCU is to educate not only incoming first-year students but all incoming students, including transfer and graduate students. As a recipient of the OVW Campus Grant, the institution has been required to train all incoming students.

Incoming first-year students receive primary prevention and awareness programming as part of their orientation. New employees receive a brief training provided by the Title IX Coordinator during new hire orientation. The training provides an overview of the University's Title IX policies, reporting options, available supportive measures, and resources for addressing sexual harassment and other sex-based misconduct. Returning students and employees also have ongoing opportunities for training and education.

The following is a list of programs, initiatives, and events provided by the University:

Prevention Initiatives-

- Protect the Nest is a workshop that trains our university community in bystander intervention.
- Consent is Courage is a workshop that trains our university in consent. It may also be used as a sanction for student conduct and Title IX cases.
- The Women's Center is a part of SOAR and we are presenting with the Men's Achievement Center. In the presentation, we discuss our centers, programs, and events. We also present three short activities: red flag-green flag, a Consent is FRIES activity and a Kahoot to review what we discussed. We also trained the Orientation leaders and Resident Assistants in consent and bystander intervention.
- The Women's Center also provides educational workshops for the general student body on consent and bystander intervention.
- Purple Hearts Week is an awareness week in the month of October around domestic violence that includes events and social media campaigns.
- Consent Week is Sexual Assault Awareness week in the month of April and it includes events and social media campaigns.
- The Art Walk showcases student art around survivorship to raise awareness around sexual assault, intimate partner violence, stalking, domestic violence and consent.
- Denim Day is a day that everyone wears denim and takes pictures to raise awareness around sexual assault and to combat all forms of victim blaming. It also shows community support of survivors.
- Unscripted Grant/ Training- We applied for a grant and received it of more than \$4,000 to engage men on campus around consent and mental health. We are collaborating with the Men's Achievement Center, Purple Hearts, the Counseling Center, Health Promotion, and Title IX. We are all attending the train the trainer curriculum and will be having 4 events throughout the academic year.
- Purple Hearts is a student organization that raises awareness around sexual assault, domestic and intimate partner violence. They are peer educators that can provide workshops to educate around the topics.
- Self Defense Workshop- The Women's Center hired a Jui Jitsu professional to provide our students with easy self-defense techniques.

The Women's Center provides training on information and laws related to sexual assault, domestic violence, and stalking to university police and security personnel, judicial board members, and residential life staff twice each academic year. Staff and faculty members whose role is working with interpersonal



violence incidents on campus are provided extended professional development opportunities, via webinars, local, regional, and national conferences. They are encouraged to work collaboratively with community partners and colleagues at other institutions to inform best practices related to these topics. The NCCU Police Department presents educational seminars on sexual assault issues and prevention, including rape/sexual assault prevention, date/acquaintance rape prevention, and simple self-defense techniques. The department works collaboratively with the Women's Center and the Durham Crisis Response Center.

The NCCU Police Department launched its first year of Rape Aggression Defense (R.A.D.) training to the campus community in 2022. The course is taught by certified instructors and includes lectures, discussions, and self-defense techniques suitable for those who identify as women of all ages and abilities. The training is provided to the campus community several times per year.

Bystander Intervention and Risk Reduction

North Carolina Central University encourages all members of the campus community to take an active role in preventing dating violence, domestic violence, sexual assault, stalking, and other harmful behaviors. Community members who witness concerning behavior are encouraged to safely intervene when possible, seek assistance from others, or report the behavior to appropriate authorities.

Bystander intervention refers to safe and positive actions that may be taken by an individual or group to prevent harm or reduce the risk of violence before, during, or after a potentially harmful situation. Bystander intervention includes recognizing warning signs, understanding situations that may lead to violence, identifying safe methods of intervention, overcoming barriers to action, and seeking assistance when necessary.

Examples of safe and positive bystander intervention strategies include:

- Directly checking on a person who may be at risk;
- Creating a distraction to interrupt a potentially harmful situation;
- Asking others to assist in intervening;
- Contacting University Police, Residential Life staff, a Campus Security Authority, or another trusted University official;
- Accompanying an individual to a safe location;

- Providing support and resources to individuals who may have experienced violence or misconduct;
- Reporting concerning behavior through established University reporting mechanisms.

Risk reduction refers to options designed to decrease the likelihood of perpetration, increase community awareness, encourage proactive safety practices, and reduce barriers to reporting. While responsibility for violence rests solely with those who commit such acts, members of the campus community can take proactive measures to enhance personal and community safety.

NCCU promotes bystander intervention and risk reduction through programs such as Protect the Nest, Consent is Courage, Women's Center programming, SOAR presentations, Residence Life education, Purple Hearts peer education initiatives, Title IX training, R.A.D. self-defense training, and other prevention and awareness programs offered throughout the academic year.

Examples of risk reduction strategies include:

- Communicating personal boundaries and respecting the boundaries of others;
- Obtaining clear and voluntary consent for all sexual activity;
- Remaining aware of surroundings and potentially unsafe situations;
- Utilizing campus safety resources, including Eagle Alerts, campus escorts, and shuttle services;
- Looking out for friends and peers during social activities;
- Avoiding situations where an individual may become isolated with someone displaying threatening, coercive, or abusive behavior;
- Reporting stalking, threats, harassment, relationship violence, or other concerning conduct promptly;
- Participating in University prevention, awareness, and educational programs.

Institutional Definition of Consent

Consent: North Carolina has no definition of consent; therefore, we use the Institutional Definition of Consent. Consent is an affirmative decision to engage in mutually acceptable sexual activity given by clear actions or words. It is an informed decision made freely and actively by all parties. Relying solely upon nonverbal communication can lead to miscommunication. It is important not to make assumptions; if confusion or ambiguity on the issue of consent arises anytime during a sexual interaction, it is essential that each participant stops and clarifies, verbally, willingness to continue. Individuals should understand that

consent may not be inferred from silence, passivity, or lack of active resistance alone. Furthermore, a current or previous dating or sexual relationship is not sufficient to constitute consent, and consent to one form of sexual activity does not imply consent to other forms of sexual activity. Being intoxicated does not diminish one's responsibility to obtain consent. Conduct will be considered "without consent," if no clear consent, verbal or nonverbal, is given. It should be noted that in some situations an individual's ability to freely consent is taken away by another person or circumstance. Examples include, but are not limited to, when an individual is incapacitated due to alcohol or other drugs, scared, physically forced, passed out, asleep, unconscious, intimidated, coerced, mentally or physically impaired, beaten, threatened, isolated, or confined.

Criminal Offenses in the State of North Carolina

First Degree Forcible Rape (G.S. 14-27.21)

(a) A person is guilty of rape in the first-degree forcible rape if the person engages in vaginal intercourse with another person by force and against the will of the other person, and does the following;

- (1) Uses threaten to use or display a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon.
- (2) Inflicts serious personal injury upon the victim or another person.
- (3) The person commits the offense aided and abetted by one or more other persons.

Second Degree Forcible Rape (G.S. 14-27.22)

(a) A person is guilty of second-degree forcible rape if the person engages in vaginal intercourse with another person

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

First Degree Forcible Sexual Offense (G.S. 14-27.26)

(a) a person is guilty of a first-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, and does any of the following:

- (1) Uses threaten to use or display a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon.
- (2) Inflicts serious personal injury upon the victim or another person
- (3) The person commits the offense aided and abetted by one or more other persons.

Second Degree Forcible Sexual Offense (G.S. 14-27.27)

(a) a person is guilty of a second-degree forcible sexual offense if the person engages in a sexual act with another person:

1. By force and against the will of the other person, or;
2. 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, or mentally incapacitated or physically helpless.

First Degree Statutory Rape (G.S. 14-27.24)

(a) 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.

Domestic Violence (G.S. 50B-1)

(a) 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:

- (1) Attempting to cause bodily injury, or intentionally causing bodily injury; or
 - (2) 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, as defined in G.S. 14-277.3A, that rises to such a level as to inflict substantial emotional distress; or
 - (3) Committing any act defined in G.S. 14-27.2 through G.S. 14-27.7.
- (b) For purposes of this section, the term "personal relationship" means a relationship wherein the parties involved:
- (1) Are current or former spouse;
 - (2) Are persons of the opposite sex who live together or have lived together,
 - (3) 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;
 - (4) Have a child in common;
 - (5) Are current or former household members;
 - (6) 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.

Dating Violence

(FBI/UCR Defined) Dating Violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—

Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Stalking

North Carolina General Statute 14-277.3A., defines stalking as followed; Stalking includes engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress. 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:

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

SEX OFFENDER REGISTRY AND ACCESS TO RELATED INFORMATION

The North Carolina General Assembly created the North Carolina Sex Offender and Public Protection Registry in January 1996. This law outlines registration requirements for persons living in North Carolina, non-resident students, and non-resident workers. The Registry serves as a resource to help protect and inform the public. A list of registered sex offenders is made available by the state authorities to the local law enforcement agency (City of Durham Police Department) that has jurisdiction where the institution of higher education is located. The North Carolina Sex Offender Registry is found at <https://www.ncsbi.gov/Services/Sex-Offender-Registry>. The U.S. Department of Justice National Sex Offender website is found at www.nsopw.gov.

TITLE IX POLICY STATEMENT AND NEW PROVISIONS

It is the policy of North Carolina Central University to prohibit discrimination and harassment on the basis of age, race, color, gender, national origin, religion, disability, protected veteran status, political affiliation, genetic information, gender identity or gender expression, and sexual orientation in regard to the administration of education programs, admission of students, employment actions, athletics or other sponsored activities. NCCU complies with Title IX of the Educational Amendments Act of 1972, which prohibits discrimination on the basis of sex in all programs and activities (including sexual harassment and sexual violence) in the University's educational programs and activities. 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 program or activity receiving federal financial assistance. Title IX also prohibits retaliation for asserting or otherwise participating in claims of sex discrimination.

It is the policy of the University to provide educational, preventative, and training programs regarding sexual or gender-based harassment and discrimination; to encourage reporting incidents; to prevent incidents of sexual and gender-based harassment and discrimination; from denying or limiting an individual's ability to participate in or benefit from the University's programs; to make available timely services for those who have been affected by discrimination; and to provide prompt and equitable methods of investigation and resolution to stop discrimination, remedy any harm, and prevent its recurrence. Violations of this Policy may result in the imposition of sanctions up to, and including, termination, dismissal, or expulsion, as determined by the appropriate administrators at the University.

For information or if any individual who believes he or she has been discriminated against in violation of Title IX and other applicable laws, or who has witnessed discrimination against another is encouraged to file a complaint with Dr. Lucretia Banks, who serves as the University's Title IX Coordinator at 919-530-7944 or via email at lbanks10@nccu.edu or TitleIX@nccu.edu. Title IX complaints may also be submitted electronically using the Title IX Reporting Form. The Title IX Coordinator appoints Deputy Title IX Coordinators to receive complaints of sexual harassment, sexual assault, sexual violence, or other sexual misconduct, against students and employees. The Deputy Title IX Coordinators will communicate and consult regularly and work collaboratively with the Title IX Coordinator who has ultimate responsibility for compliance with Title IX of the Education Amendments Act of 1972. An employee or student may always file a complaint with the U.S. Department of Education for Civil Rights or the Equal Employment Opportunity Commission.

University Procedures When Responding to Sexual Misconduct and Gender-Based Violence

Intake

Immediately upon receiving Actual Knowledge of allegations of sexual harassment, the Title IX Coordinator will contact the Complainant to confidentially discuss a variety of options, including, but not limited to, the availability of Supportive Measures; the Complainant's right to file a formal complaint; the formal grievance process established by the NCCU Sexual Harassment Policy; the informal resolution process; and the Complainant's right to refrain from filing a formal complaint. The Title IX Coordinator or his/her/their designee will promptly contact the Complainant upon receiving Actual Knowledge of allegations of sexual harassment to initiate this discussion.

Supportive Measures

When a report of alleged sexual harassment is received, the University may provide both the Complainant and the Respondent with Supportive Measures. Supportive Measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge, to either party. They can be provided both before or after a formal complaint is filed. They can also be provided in instances where a formal complaint is not filed. The purpose of Supportive Measures is to ensure a safe and stable environment pending the final outcome of the formal grievance process. These measures will allow the parties involved to have equal access to educational programs and activities and are designed to deter sexual harassment. The Title IX Coordinator, in conjunction with campus stakeholders, which may include the University's Sexual Assault Response Team (SART) and The Women's Center, will consider the wishes and requests of the Complainant, make an immediate assessment of any risk of harm to the parties, any other individuals, or to the broader campus community and will take the necessary steps to provide the appropriate Supportive Measures. Supportive Measures may include, but are not limited to, counseling; a change in work schedules; a change in or to work assignments; a change in work locations; a change in or to housing or dining facilities; altering academic schedules; withdrawing from/retaking a class without penalty; access to academic support, such as tutoring; issuing mutual no contact orders; giving special consideration for absences related to the incident(s) (e.g. medical appointments, mental health appointments, police interviews, legal proceedings, campus judicial proceedings, grievance and appeals procedures for employees); campus escort services; and a change in living arrangements or course schedule. Supportive Measures may be adjusted at any time based on an assessment of the evolving needs of the parties. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

Emergency Removal

In certain, limited circumstances, the University may remove a Respondent from the University's educational programs or activities prior to the conclusion of the formal grievance process, on an emergency basis, in order to protect the health, safety and welfare of the Complainant or the University Community. In these circumstances, the Title IX Coordinator, in conjunction with campus stakeholders, which may include the University's Threat Assessment Team, the University Police Department, and the Office of Legal Affairs, will conduct an individualized safety and risk analysis, make an assessment of any immediate threat or risk of harm and will take the necessary steps to remove the Respondent if the assessment determines that such a risk is posed. In the event that the University determines that it should pursue emergency removal, the Respondent will be immediately notified of the University's decision and will be given an opportunity to challenge the emergency removal.

Formal Complaint Procedures

A formal complaint is a designated form signed by the Complainant or the Title IX Coordinator alleging the Respondent violated NCCU's Sexual Harassment Policy, and the Complainant is requesting NCCU to conduct a formal investigation. If the Complainant chooses to pursue the formal grievance process set forth in University Policy to address the alleged sexual harassment, the Complainant must submit the written document signed (either electronically/digitally or physically) by the Complainant.

Upon receipt of a Formal Complaint, the Title IX Coordinator will review the complaint to determine whether the University can initiate the formal grievance process established by University Policy. Upon review, the Title IX Coordinator may arrive at one of the following conclusions: (i) the University will investigate and adjudicate the allegations pursuant to NCCU Sexual Harassment Policy; (ii) the University will investigate and adjudicate the allegations pursuant to a different University rule, regulation and/or policy; (iii) the Formal Complaint must be dismissed because the alleged conduct does not constitute sexual harassment and cannot be investigated or adjudicated pursuant to any University rule, regulation and/or policy; or (iv) the University, in its discretion, has elected to dismiss the Formal Complaint.

Both the Complainant and Respondent will be given periodic status updates, as available, throughout the investigation. Each case is unique, and the process for handling the incident will be impacted by factors such as the complexity of the investigation, the scope of the allegation, the parties' schedules and availability, the academic calendar and any concurrent criminal investigation. Although the University will make best efforts to complete the process in a timely manner, in the event that the investigation and resolution exceed the timeframe initially established by the Title IX Coordinator, the Title IX Coordinator

will notify all parties of the need for additional time, the reason that extended time is required, and an estimated timeframe for completion of the process. In no case will these timeframes or any extensions of time delay University-provided support services, resources or other measures for either party.

Mandatory Dismissal of a Formal Complaint

In accordance with the Federal Title IX legislation, the Title IX Coordinator must dismiss a Formal Complaint for the following reasons: (i) the alleged conduct does not constitute sexual harassment because it fails to meet the definition of sexual harassment; (ii) the alleged conduct did not occur within the University's education program or activity; or (iii) the alleged conduct did not occur in the United States. In the event that the University must dismiss the Formal Complaint, and cannot investigate the allegations pursuant to a different University rule, regulation or policy, the Title IX Coordinator will promptly send written notice of the dismissal, and the reason(s) for such dismissal, to both the Complainant and Respondent. In the event that the University must dismiss the formal complaint, but elects to investigate and adjudicate the allegations pursuant to a different University rule, regulation and/or policy, the University will promptly send written notice of such decision, and the reason(s) for such decision, to both the Complainant and Respondent. In both instances, the University will also provide the Complainant and the Respondent with an opportunity to appeal the University's decision.

In all such cases, the University will provide Supportive Measures and resources to the parties, and target resources at preventing the recurrence of the alleged prohibited conduct.

Discretionary Dismissal of a Formal Complaint

At any time during the formal grievance process, the University may, in its discretion, elect to dismiss a Formal Complaint for the following reasons: (i) the Complainant informs the Title IX Coordinator, in writing, that he/she/they wishes to withdraw the Formal Complaint; (ii) the Respondent is no longer enrolled in or employed by the University; or (iii) circumstances prevent the University from gathering sufficient evidence to reach a determination regarding the Formal Complaint or the allegations of sexual harassment. In the event that the University elects to dismiss a Formal Complaint, and refrain from investigating the allegations pursuant to a different University rule, regulation or policy, the Title IX Coordinator will promptly send written notice of the dismissal, and the reason(s) for such dismissal, to both the Complainant and Respondent and provide both parties with an opportunity to appeal the University's decision.

Voluntary Informal Resolution

After a Formal Complaint has been filed by the Complainant, and the Respondent has been notified of the filing of such a Formal Complaint, the parties may elect to engage in Voluntary Informal Resolution of the matter. Voluntary Informal Resolution, when selected and agreed to, in writing, by both parties and deemed appropriate by the Title IX Coordinator, is a path designed to eliminate the conduct at issue, prevent its recurrence, and remedy its effects in a manner that meets the safety and welfare of the University Community. Voluntary Informal Resolution does not involve an investigation and is not appropriate for all forms of conduct alleged under this Policy. For example, voluntary resolution is not available in Formal Complaints alleging that a University employee engaged in sexual harassment against a student.

The University retains the discretion to determine which cases are appropriate for voluntary resolution. If the Title IX Coordinator concludes that voluntary resolution is appropriate, and both the Complainant and Respondent request voluntary resolution, the Title IX Coordinator will designate one or more duly-trained persons to facilitate the informal resolution process.

The University will not compel either party to engage in Voluntary Informal Resolution. As the title implies, participation in voluntary resolution is a choice, and either party may elect to terminate the Voluntary Informal Resolution process and pursue an investigation and adjudication of this matter at any time prior to reaching an agreement during the informal resolution process. If voluntary resolution is unsuccessful, or the parties elect to end voluntary resolution, the University will immediately resume the formal grievance process set forth in this Policy.

Live Grievance Hearing

Upon receipt of the investigation report, the Decision Maker(s) will contact both the Complainant and the Respondent to schedule a live grievance hearing. The Hearing Officer will be a separate decision-maker whose sole role will be to preside over the live grievance hearing. Therefore, neither the Title IX Coordinator nor the Title IX Investigator will serve as a decision maker.

During the live grievance hearing, one advisor for each party (either the party's attorney or his/her/their non-attorney advisor/support person) will cross-examine the other party and all witnesses. At no time will the Complainant or Respondent be permitted to cross-examine the other party or any witnesses. In the event that a party does not have an attorney or a non-attorney advisor/support person of his/her/their choice, the University will provide that party with an advisor, free of charge, solely for the purpose of conducting cross-examination on that party's behalf during the live hearing. In the event that the University provides a party

with an advisor, the University will select such an advisor in its sole and absolute discretion, and the advisor does not have to be an attorney.

The purpose of the live grievance hearing is to provide each party with an opportunity to present a detailed version of the events, answer questions about his/her/their version of the events, and then allow the neutral, unbiased decision-makers to reach a determination regarding responsibility.

For all live hearings, the University will create an audio or audiovisual recording, or transcript of the hearing and make it available to both the Complainant and the Respondent for inspection and review, upon request.

Following the conclusion of the live hearing, the Decision Maker(s) will objectively evaluate all relevant evidence, to include information contained in the investigation report and the information presented during the live hearing, and reach a determination regarding whether the Respondent is responsible for the alleged sexual harassment.

Evidentiary Standard

The evidentiary standard of proof that the Decision Maker(s) will use in reaching a determination regarding responsibility is the “preponderance of the evidence” standard, which means that the Respondent will be found responsible for the alleged sexual harassment if it is more likely than not (more than 50% likely) that the sexual harassment occurred.

Notice of Determination

The Hearing Chair will share the Written Determination, which includes the final determination, rationale, and any applicable sanction(s), with the parties and their Advisors. The Written Determination will be shared with the parties simultaneously.

The Written Determination will include the portion of the University’s policy that was violated; a description of the procedural steps taken by the University in arriving at the determination regarding responsibility; a brief description of all notices and notifications sent to the parties, interviews and meetings conducted with parties and witnesses, site visits, methods used to gather evidence; and the hearing that took place as part of the University’s formal grievance process; a findings of fact section that explains all facts introduced and addressed during the live hearing; a detailed explanation of the Decision Maker(s)’ application of the facts to the applicable portions of the Policy and a rationale for the conclusion reached as it relates to the allegations set forth in the Formal Complaint; a detailed explanation of and rationale for

the Decision Maker(s)' ultimate determination of responsibility; any disciplinary sanctions the University will impose on the student Respondent or, in the alternative, any recommendations for disciplinary sanctions to be imposed on a SHRA employee, a Faculty member or an EHRA Non-Faculty employee; a statement regarding whether the University will provide remedies or Supportive Measures to the Complainant and the rationale for any remedies provided and the relevant procedures and bases for appeal.

Appeal Procedures

Both the Complainant and Respondent will have the right to appeal the University's mandatory dismissal of a Formal Complaint, the University's discretionary dismissal of a Formal Complaint, and/or the Hearing Officer's final determination regarding responsibility and administered sanctions.

In order to appeal, the appealing party must file a written request for appeal by 5:00 PM on the third (3rd) business day after receiving written notification of the decision of responsibility or no responsibility.

Appeals may only be brought under three (3) grounds: (1) on a claim of error in the formal grievance procedure that affected the outcome; (2) on a claim that new evidence or information material to the case, which was not reasonably available during the investigation or live hearing, has been discovered; or (3) that a conflict of interest or a bias on the part of the Title IX Coordinator, Title IX Investigator, or Decision Maker(s) affected the outcome.

Upon receipt of a written appeal, the Title IX Coordinator will notify the other party, in writing, that an appeal has been filed and that the University will implement the appeal procedures. The written appeal will be shared with the other party, who will then have three (3) business days upon receipt of the written notification and appeal to provide a written response to the information presented in the appeal.

For all appeals related to a finding of responsibility against a student, a final decision will be rendered by the Vice Chancellor for Student Affairs within ten (10) business days following the receipt of any written response to the information presented in the appeal. The Title IX Coordinator will provide the Complainant and Respondent with a written copy of the final decision of the Vice Chancellor for Student Affairs simultaneously, meaning that the final decision will be provided to both parties at the same time.

If the Hearing Officer's determination regarding responsibility is not appealed, the Hearing Officer's determination is final.

Sanctions:

Sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to submit a request for appeal.

- Student Sanctions: The following are sanctions that may be imposed upon students:
 - o Expulsion: Expulsion severs the relationship of the Respondent with the University. The penalty implies permanent separation from North Carolina Central University and any institution within the University of North Carolina system, and will likely prevent admission to any other institution of higher education. Respondents separated from the University by expulsion for reasons, which represent a threat to persons, or property may not enter University premises or university-related premises without securing prior approval.
 - o Suspension: Suspension severs the Respondent's relationship with the University for no less than the remainder of the semester or summer session in which the sanction is imposed or no more than two years. Respondents separated from the University by suspension may not enter University premises or university-related premises without securing prior approval.
 - o Deferred Suspension: Deferred Suspension is used for offenses found serious enough to warrant suspension, but where the specific circumstances of the case mitigate the offense or for repeated offenses of a less serious nature. Deferred Suspension is a designated period of time during which a Respondent is given the opportunity to demonstrate the ability to abide by the community's expectations of behavior articulated in the Code of Conduct. During a Deferred Suspension, the Respondent will be officially suspended from the University, but the suspension will be deferred, meaning that the Respondent may continue to attend classes at this time, however, the suspension will be automatically enforced for failure to complete any assigned sanctions by the deadline and/or for any subsequent violations while on the open sanction, unless the Dean of Students and/or Vice-Chancellor for Student Affairs determines otherwise in exceptional circumstances.
 - o Other: In addition to the above sanctions, the University may assign other measures as deemed appropriate, such as a campus trespass, educational programming and workshops, student counseling referral, community service, No Contact Order, and any other University sanctions as appropriate.

DISCIPLINARY PROCEDURES - STUDENT DISCIPLINARY AND APPEAL PROCESS

North Carolina Central University is a constituent institution of the University of North Carolina. Pursuant to the Code of the University of North Carolina, as adopted by the Board of Governors of the University of North Carolina, the Chancellor is solely responsible for all matters of student discipline at North Carolina Central University. The Chancellor may delegate this authority in matters of student discipline to

administrative officers, faculty, and staff committees. The Chancellor has delegated his authority through the Vice Chancellor for Student Affairs to the Office of Student Conduct and Community Standards to implement policies and procedures in the matters of student discipline at North Carolina Central University.

Standards of behavior at North Carolina Central University are intended to enhance and protect the University's general educational process, including research and public service activities, as well as promote personal academic advancement and maturation. Realization of such goals can only be achieved in a civil atmosphere of mutual respect among individuals, of appreciation and respect of the rights of other individuals, and of recognition of the rights of individuals and groups to express dissent. For any community to be self-governing, the rules under which it operates must be publicized and understood by the community. The Student Code of Conduct is intended to codify and explain the rules for standards of behavior and responsibilities, as well as the rights and remedies accorded to all members of the community. Section 8, Acts of Misconduct, defines dating violence, domestic violence, sexual assault, and stalking as prohibited conduct. The student disciplinary process for such conduct is as follows.

Fundamental Fairness Guarantees

Students are guaranteed the following elements of fundamental fairness throughout the student conduct process:

Rights of the Respondent

- To be provided a fundamentally fair process;
- To be presumed not responsible for a violation of the Code until determined otherwise;
- To be given written notice of any allegation(s) or formal charge(s) of prohibited conduct;
- The right to have a reasonable amount of time to prepare for a hearing;
- To review the information that will be presented in any resolution, provided that the information may be given to the student in a redacted format;
- To present relevant information on their behalf;
- To be represented by an Advisor throughout the entire student conduct process provided written Notice of Representation, a signed FERPA authorization, and Certification forms are received within four (4) business of notification of allegations. Note: The Notice of Representation must include the identity of the Advisor and specification of their status, address, telephone number, and email where they may be reached. The FERPA Authorization and Certification forms will be provided in the notification email.
- To have sanction(s) imposed on the basis of the guidelines set forth in the Code; • to be informed of the final decision and results of a disciplinary proceeding;

- To request reasonable accommodations under Section 504 of the Rehabilitation Act and the Americans with Disabilities Act through the North Carolina Central University Office of Student Disability Services;
- To know the identity of individuals speaking or providing written information for consideration at any hearing;
- To confront, in some manner, the allegations and information presented relevant to the formal charge(s) against them, which in all cases will be brought forward by the University;
- To request a delay of the hearing for academic or extenuating circumstances; • to admit responsibility for any or all of the charges against them;

Rights of the Complainant

- To be provided a fundamentally fair process;
- To file a complaint with the Office of Student Conduct and Community Standards upon discovery of the violation;
- To file criminal charges or pursue civil action in addition to any action taken under the Code;
- To have prior disciplinary history excluded from the information presented during a Board's hearing and deliberation of findings for any charge(s);
- To have sanction(s) imposed on the basis of the guidelines set forth in the Code;
- To request reasonable accommodations under Section 504 of the Rehabilitation Act and the Americans with Disabilities Act through the Office of Student Disability Services;
- In cases involving an alleged crime(s) of violence or act(s) of sexual misconduct or sex/gender-based harassment, to provide an impact statement, provided that such statement shall only be considered during the sanctioning phase of a hearing;
- In cases involving an alleged crime(s) of violence or act(s) of sexual misconduct or sex/gender-based harassment, to be informed of the final decision and results of a disciplinary proceeding in accordance with FERPA and the Clery Act;
- In cases involving an alleged act(s) of sexual misconduct or sex/gender-based harassment, to review the information that will be presented in any resolution provided that the information may be given to the student in a redacted format;
- To present relevant information on their behalf;
- To obtain support, advice, or assistance from an Advisor, pursuant to relevant sections in Section 9 of the Code;
- To know the identity of individuals speaking or providing written information for consideration at any hearing;

- To be provided the same opportunities as the Respondent to address any University official involved with the resolution of the complaint, including being present during the findings stage of the hearing.
Please note: the complainant has the right not to participate in the hearing if he/she so chooses but the University may still move forward in addressing the alleged violation of the student conduct process.
- To request that a member of a Board be excluded from the hearing on the basis of a conflict of interest or bias;
- To not speak or answer any question(s), if such testimony or answers would tend to establish against them a violation of the Code. When a student refuses to speak, therefore avoiding questioning, they relinquish the right to make a written or verbal statement at the end of the findings stage of the hearing; however, a summation of the relevant facts of the matter under adjudication may be made by the student's Advisor, provided that the summation is not a substitute for the statement the student declined to provide;
- To pose reasonable questions to any witness appearing at a hearing in a manner determined by the Chair;
- To appeal any decision of a Board, pursuant to Section 11 of the Code;
- To have supervised access to a recording of the hearing proceedings in which the Complainant had an opportunity to participate; and
- To have any disciplinary records kept confidential unless an exception is allowed or required by law or regulation.
- If a reporting party who experienced a non-forcible sex offense or other violent crime is deceased, written notification of the outcome will be provided to the next of kin upon written request.

Initiation of Charges

A. Filing of Complaint/Initial Review

1. Any member of the University community may register a complaint with the Office of Student Conduct and Community Standards against a student for an alleged violation of University policy. The complaint must include factual information supporting the allegation. Allegations concerning violations of the Code must be brought in writing to the attention of the Office of Student Conduct and Community Standards.
2. Upon receipt of a complaint, the Office of Student Conduct and Community Standards will conduct a preliminary investigation of the allegations included in the complaint. In the absence of sufficient substantive evidence, a complaint will be dismissed. The Office of Student Conduct and Community Standards shall provide written documentation to the complainant

(person who filed the complaint) that there will be no further substantive review of the allegations made in the complaint.

3. Should the Office of Student Conduct and Community Standards determine that sufficient substantive evidence exists to substantiate the allegations made in the complaint; disciplinary proceedings will be initiated.

B. Notification of Conduct Allegations

1. Allegations of Code violations will be presented to Respondent(s) by means of a written notice of referral from the University Police or in other cases by written or electronic notification from the Office of Student Conduct and Community Standards or designee. This notice will contain the substance of the allegations refer the Student to the Office of Student Conduct and Community Standards to schedule a Student Conduct Conference.

2. Allegations shall be prepared in writing and directed to the Office of Student Conduct and Community Standards designee. Such allegations shall be submitted as soon as possible after the incident takes place, preferably within thirty (30) days of the discovery of the violation.

3. The Office of Student Conduct and Community Standards will conduct a preliminary screening of the allegations to determine whether

(a) The allegations, if proven, would constitute a violation under the Code;
and

(b) Based upon the allegations, there is a reasonable belief that such a violation may have occurred. This screening may involve reading of the description of the alleged conduct, or discussion with the individual(s) making the allegations, as appropriate to the situation. The University may decide to proceed with charges without the complainant's consent if, in the professional judgment of the Office of Student Conduct and Community Standards, the University community's interests are best served by proceeding with the conduct process.

4. Following the preliminary screening of the allegations, the Office of Student Conduct and Community Standards designee will schedule a Student Conduct Conference with the Respondent to discuss the allegations.

C. Notification of Charges

1. The accused student will be provided written notification of the charges at least five (5) business days prior to any hearing or administrative review of the charge.

2. The notification will:

- a. Specify the alleged violation of this Code. If the accused student is a dependent student, a copy of the written notification shall be sent to the parents/guardians of the dependent student.
- b. Inform the student that he/she is presumed not responsible until proven responsible by a preponderance of the evidence.
- c. Inform the student that he/she has the right to be represented by an attorney/non-attorney advocate from the moment of notice of an allegation.

D. Student Conduct Conference

The purpose of the Student Conduct Conference is to ensure that the Respondent understands his or her rights and responsibilities within the student conduct process. The Student Conduct Conference shall be held within five (5) days of the student's receipt of the notification of alleged charges. The Student Conduct Conference shall be held with a conduct officer from the Office of Student Conduct and Community Standards.

1. At the Student Conduct Conference, the accused student will be:
 - a. Given the opportunity to discuss the allegations and provide information.
 - b. Afforded the opportunity to review the Fundamental Fairness Guarantees.
 - c. Notified of the possible charges which may result from the allegation(s).
 - d. Given notice of the student conduct process to resolve charges in the Code.
 - e. Provided a copy of the Student Code of Conduct and any other appropriate written material.
 - f. Advised to consult further with the conduct officer handling their case concerning any questions or interpretation of the procedure.
2. Following this conference, the conduct officer will inform the accused as to whether a formal conduct charge will be pursued to resolve the allegations.
3. If the accused is formally charged with a conduct violation, the conduct officer will inform the student of his/her rights, options available for resolution, and procedures in cases of failure to respond or withdraw from the university in the face of conduct charges.

Resolution of Disciplinary Actions

Students who have disciplinary charges pending against them may choose one or more of the following means of resolution.

- A. Request a hearing.
- B. Plead responsible for the charges, waive a hearing on the charges and accept the sanctions to be levied after an administrative review by the Director, or his/her designee. The Director, or his/her designee, will consult with appropriate officials and parties involved and determine the appropriate sanction. A written document stating that the accused waives his/her right to a hearing and will accept the sanctions levied by the Director, or his/her designee, must be signed and witnessed by the accused and made a part of the record.
- C. Request that an interim sanction is imposed so that the student may resolve any pending criminal charges prior to proceeding with the campus disciplinary process.

Hearing Procedures

- D. Administrative Hearings. (For Respondents who elect to resolve their disciplinary actions before the Director or his/her designee) The following Administrative Hearing procedures apply in cases where the alleged charges do not rise to the level of warranting a suspension or expulsion from the University, as determined by the Office of Student Conduct and Community Standards. In addition, these procedures also apply when a student desires to resolve a charge(s) that could result in his/her suspension or expulsion from the University if the Office of Student Conduct and Community Standards determines that resolution of the issues via the Administrative Hearing process is appropriate.
 - A student who is charged with an alleged violation of the Student Code of Conduct will be provided an opportunity to meet with a conduct officer selected by the Director of SCCS. During this meeting, a student may accept responsibility for the Student Code of Conduct violations and waive his/her right to a hearing before a judicial panel. A student who fails to attend the meeting with the conduct officer will forfeit his/her right to respond on his/her behalf regarding the alleged violation unless the student can demonstrate that an extraordinary circumstance prevented his/her appearance as determined by the Office of Student Conduct and Community Standards. During the Administrative Hearing, the student will be provided with the following:
 - An explanation of the charges
 - A summary of the information gathered in support of the charges
 - A reasonable opportunity for the student to reflect upon and respond on his/her own behalf to the charges
 - An explanation of the applicable disciplinary procedures

- The Administrative Hearing Officer will determine whether he/she finds the accused student responsible or not for a violation of the Student Code of Conduct and, if so, the appropriate disciplinary sanction to apply. In determining the sanction, the conduct officer will consider any aggravating or mitigating factors, including any prior violations of the Student Code of Conduct.
3. The conduct officer will inform the student of the decision in writing within three (3) business days of the conclusion of the hearing.
 4. The written decision will include a statement of the charges, the determination, and the sanction to be imposed if any. This decision is considered to be in full force and effect, unless a notice of appeal is received by the Dean of Students (non-suspendable/expellable cases) or the Vice-Chancellor of Student Affairs (suspendable/expellable cases) within three (3) business days after the conduct officer/Administrative Hearing Officer pronounces his/her decision in writing.
 5. The standard of proof used in an Administrative Hearing for alleged violations under this Code is the preponderance of the evidence. The Administrative Hearing Officer must determine whether it is “more likely than not” that the alleged violation(s) occurred. The Administrative Hearing officer must be convinced that based solely on the information presented during the hearing, the conduct described is more likely than not to have occurred.

E. Hearing Panels (University Committee on Student Conduct, Student Judicial Board)

1. University Committee on Student Conduct -When a student is suspected to have engaged in behavior that violates this Code, and which could result in expulsion or suspension, the Director, or his/her designee, will assemble a five-member hearing panel from the University Committee on Student Conduct.
2. The University Committee on Student Conduct and the Student Judicial Board Members are required to complete mandatory training before serving as a panelist in a hearing. The training facilitated by the Office of Student Conduct and Community Standards consists of presentations from Conduct staff and various campus partners. The campus partners consist of the Title IX Coordinator, Legal Affairs, the Crisis Intervention Specialist, and the Prevention and Education Coordinator. The topics covered by campus partners include Title IX at NCCU, Sexual Misconduct Offenses and Investigation Process, Legal Issues in Student Conduct Proceedings, and the Trauma-Informed Hearing Process.

a. The Committee shall hold a hearing, consistent with Section 9.3(3) of the Code, ten (10) days after formal notification of charges to the Respondent.

b. Members of the Committee will serve a one-year term but may be reappointed at the discretion of the Director. Any vacancies that occur during the course of the year will be filled by the Director.

c. The Committee shall also serve in an advisory capacity to the Director in the revision and promulgation of regulations and procedures related to matters of student conduct. Suggestions regarding potential revisions to the Code from members of the University Committee may be addressed to the Director.

3. Student Judicial Board- the Student Judicial Board shall be composed of fifteen (15) members. Ten (10) members will be selected by an application and interview process. The interviews will be conducted by a member of the Office of Student Conduct and Community Standards staff, and the Student Government Association President, or designee, whenever possible. Five members shall be appointed by the Director and Student Government Association President to serve in Judicial Board leadership 34 positions. The Student Judicial Board shall hear, try, and decide cases involving student conduct as determined by SCCS. The Board shall not have the authority to hear cases, which involve sexual misconduct or may result in suspension or expulsion.

F. The following procedures apply in cases being presented before hearing panels:

1. The chair of the hearing panel will state that the hearing is closed to the public. The chair will also remind everyone present that the hearing proceedings are confidential. The chair will facilitate the introductions of those present and will explain the hearing procedures to the parties.

2. The chair will state the charge(s) against the accused student, advise the student of his/her rights and ask the student whether or not he/she agrees or disagrees with the charges.

3. The conduct officer from SCCS will present the University's case in the form of documentary evidence and witnesses. The panel and the accused student will be provided with copies of any documentary evidence introduced during the hearing.

4. The Respondent may respond to the charges and may also present evidence in the form of documents and witnesses. The Hearing Panel and the conduct officer from SCCS will be provided with copies of any documentary evidence introduced during the hearing

5. The conduct officer from SCCS will be permitted to question the Respondent's witnesses and the Respondent will be permitted to question the conduct officer or his/her designee's witnesses except for the alleged victim of alleged sexual violence (See Section 7.2).
6. The Hearing Panel will be permitted to question the conduct officer from SCCS, the Respondent, and witnesses for both parties. The Hearing Panel will normally endeavor to question the witnesses following questioning by the opposing party and will question the parties at the conclusion of their presentations. Nevertheless, panelists are permitted to question witnesses and the parties at any time during the hearing.
7. The conduct officer from SCCS will be provided with the opportunity to make a closing statement.
8. The Respondent will be provided with the opportunity to make a closing statement.
9. The Chair will conclude the evidentiary portion of the hearing and set up a time for deliberations to begin at the earliest possible time.
10. During panel hearings, deliberations about responsibility are conducted by the panel in a closed session.
11. The decision of the panel shall be determined by majority vote.
12. If the panel finds that the accused student is responsible, the conduct officer from SCCS and the Respondent may present evidence and argument regarding the appropriate sanction. Written statements by either party are permissible.
13. If the panel finds the Respondent responsible, the conduct officer from SCCS will indicate whether the student has any prior findings of responsibility for academic or non-academic conduct violations.
14. The Hearing Panel will then deliberate and determine an appropriate sanction. All sanctions imposed shall be pursuant to and in accordance with the sanctions in Section 10. These deliberations shall be conducted in closed sessions.
15. The Hearing Panel shall render a written decision as to whether they find the Respondent responsible or not responsible for the charges within three (3) business days of the conclusion of the hearing. The decision shall state the sanction(s), if any, and the 35 procedures for an appeal.
16. Decisions of a Hearing Panel and sanctions rendered by a Hearing Panel, except in cases involving expulsion (See Section 10.7), are considered to be in full force and effect unless a notice of appeal is received by the Vice-Chancellor for Student Affairs (suspendable cases) or the Dean of Students (non-suspendable cases) within three (3) business days of the date of the outcome letter from the Office of Student Conduct and Community Standards.

In Absentia Consideration of Charges

A. If the Respondent has been notified pursuant to the Code and fails to respond within five (5) days of the initial notice, the case may be resolved in their absence. If the case is resolved in absentia, the Respondent shall have waived their right to a hearing. The Conduct Officer will, in their professional judgment, determine findings for any alleged violation(s) and may specify any sanction(s) described in the Code.

B. The resolution must be delivered in writing to the Respondent within five (5) days.

C. If the Conduct Officer determines that the student's failure to appear was not to circumvent the Conduct process, the Director may rescind the disciplinary action and alter the sanction imposed or refer a student to the appropriate Hearing Panel to have the allegation heard on its merits.

D. A student who fails to attend his or her scheduled hearing shall have the case adjudicated by the appropriate hearing panel or administrative officer in the student's absence. Note: An Advisor without the presence of the student in question cannot fulfill the student's attendance obligation.

Appeals

A. Purposes of an Appeal

An appeal is not a new hearing, but a review of the record of the original hearing. It is not the purpose of the appeal process to provide for a new hearing at a higher administrative level. The Respondent and his/her Advisor have the right to review the Respondent's disciplinary file, including any verbatim record (audio recording) of the hearing. In cases involving sexual violence/harassment, the complainant and/or the Respondent has the right to appeal the conduct decision.

B. Appellate Process

1. Time for Filing an Appeal

A written petition for appeal of suspendable offenses shall be filed with the Vice-Chancellor of Student Affairs. A written petition for the appeal of non-suspendable offenses shall be filed with the Dean of Students Office. All petitions for appeals must be filed by 5 p.m. of the third (3rd) business day after the decision was rendered.

2. Appeal Forum

a. Decisions resulting from a hearing before the Student Judicial Board or an Administrative Hearing that does not involve suspension or expulsion are limited to an appeal to be heard by the Dean or his/her designee. This is the final appeal that can be requested in these cases.

b. Decisions from the University Committee on Student Conduct or decisions from an Administrative Hearing that involve the imposition of a sanction of suspension are limited to an appeal to be heard by the Vice-Chancellor for Student Affairs.

c. Decisions from the University Committee on Student Conduct that involve the recommendation or imposition of a sanction of expulsion are addressed in 10.7 of this Code.

3. Grounds for Appeal

a. An appeal may be sought on two grounds:

- (1) On a claim of error in the hearing procedure.
- (2) On a claim of new evidence or information material to the case which was not available at the time of the hearing.

b. The petitioner must specify in writing the grounds which form the basis of his/her appeal.

The petitioner has the burden of proving the stated grounds for appeal in the petition. The petitioner must provide factual information to support his/her claim and explain the outcome that he/she is seeking. The appeal should include the following:

- (1) A statement of the grounds for appeal, which at a minimum should contain a list of alleged errors in the decision or procedure and a statement of why the decision or sanctions are in error;
- (2) Documentation that supports the grounds for appeal, to include specific dates if the newly available information is the grounds for appeal; and
- (3) A requested remedy.

C. The Appeal

a. If a Respondent timely submits a written petition for appeal that meets the requirements of Section 11.4, his/her appeal shall be heard by the appropriate person as set forth in Section 11.3. An official summary of the previous action in the case being appealed must be prepared by the Office of Student Conduct and Community Standards and submitted to the individual hearing the appeal. The official summary shall contain a statement of the charges brought against the petitioner, a summary of the evidence, and a statement of the sanction imposed. When appropriate, the summary shall also contain a statement of procedural rulings made and of interpretations of the rules and regulations given during the proceedings. A transcript of the hearing or verbatim record of the hearing (but not the deliberations) shall also be submitted to the individual hearing the appeal.

D. Decision on Appeal

After the appeal has been received, a decision to take one of the following actions must be made by the individual hearing the appeal:

1. Uphold the prior decision;
2. Uphold the prior decision, but modify the sanction imposed in the prior decision;
3. Remand the case to the initial decision-maker with suggestions for a supplemental hearing 37 to receive additional evidence, or for a new hearing
4. Reverse or modify the prior decision
5. Dismiss the entire case.

E. Notice of Decision on Appeal

The individual reviewing/hearing the appeal shall make a decision within ten (10) business days of the submission of the appeal. Notice of the decision must be delivered in writing to the Respondent within five (5) days of the decision. A copy of the decision shall be maintained in the Respondent's disciplinary file in SCCS.

F. Appeal to Board of Trustees

A Respondent may appeal the decision of the Vice Chancellor for Student Affairs to the Board of Trustees (BOT) of North Carolina Central University by filing a written petition for appeal with the Chancellor by 5 p.m. of the third (3rd) day after notice of the decision has been received by the Respondent. A Respondent may communicate with the BOT only by transmitting the communication to the BOT through the Chancellor. That is, a Respondent should write to the Chancellor and request that the Chancellor transmit specific information to the Board of Trustees. Appeals to the Board of Trustees are limited to a claim that the decision violated University policy.

Sanctions for Student Misconduct

Sanctions for student misconduct include the following:

A. Expulsion

Expulsion severs the relationship of the Respondent with the University. It may be recommended by the appropriate Hearing Panel but can be imposed or rescinded only by the Chancellor. Expulsion is warranted in cases that include, but are not limited to, falsified admission applications, possession of a firearm or any weapon of mass destruction, and the illegal manufacture, sale, delivery, or possession with the intent to manufacture, sell or deliver any controlled and/or illegal substance, or in cases where the severity of the violation to the Student Code of Conduct threatens the safety of the campus community. This penalty implies permanent separation from North Carolina Central University and any institution within the University of North Carolina System, and will likely prevent admission to any other institution of higher education. Respondents separated from the University by expulsion for reasons, which represent a threat to persons, or property may not enter University premises or university-related premises without securing prior approval from the Office of Student Conduct and Community Standards.

B. Suspension

Suspension severs the Respondent's relationship with the university for no less than the remainder of the semester or summer session in which the sanction is imposed or no more than one year. It is imposed for a specified period of time, the terminal date of which shall coincide with the official ending of an academic semester, summer session, or academic school year. Conditions for readmissions may include but are not limited to, disciplinary probation for a specified length of time; no on-campus housing; restricted visitation to specified university facilities; and a written statement from an accredited mental health professional or medical doctor verifying the capability of the Respondent to function successfully at the University.

Respondents separated from the University by suspension may not enter university premises or university-related premises without securing prior approval from the Office of Student Conduct and Community Standards. If a Respondent is suspended as a result of a disciplinary hearing, any credit earned at another institution during the time of suspension will not be accepted for transfer credit.

C. Disciplinary Probation

Disciplinary Probation permits the continuation of the relationship between the Respondent and the University. The probationary period is to provide a time of reflection for the Respondent to consider the offense and his/her future responsibilities as a member of the University community. Subsequent violations of university rules, regulations, or policies could result in more severe sanction(s) (even after a particular probationary period expires).

Probation is a status in which the Respondent is deemed not to be in good conduct standing with the University for a defined period of time. Probation is imposed for a specified period of time, the terminal date of which shall coincide with the official ending of an academic semester, summer session, or academic school year. The status of Disciplinary Probation may involve restrictions, conditions, or terms imposed for a definite period of time. Restrictions, conditions, or terms of probation may include, but are not limited to, ineligibility to participate in university activities or events; periodic contact with a designated member of the University community; and restrictions on accessibility to University facilities and/or housing areas;

D. Disciplinary Warnings

Disciplinary Warnings involves written notice to the Respondent indicating that specific behavior or activity is in violation of the Code and that repetition of similar or other unsatisfactory behavior would likely result in more serious disciplinary action. A copy of the warning becomes a part of the Respondent's conduct record.

E. Restitution

Restitution is reimbursement for actual damage or destruction of or misappropriation of University property or property of any person which results from conduct in violation of the Code. The hearing officer or hearing panel will investigate and determine the appropriate reimbursement.

F. Residence Hall Separation

Residence Hall Separation involves the removal from the University residence hall community for the conduct, which clearly demonstrates an inability to function appropriately in the residence hall living situation. Such separation may be permanent or for a fixed period of time (but not less than the remainder of the semester. Such separation prohibits accessibility to all or designated residence 39 halls. Visitations will not be permitted without securing prior approval from the hearing officer or panel.

G. Interim Sanction

When a Respondent is charged with violating a federal, state, or local law, the University will normally choose to proceed with the campus disciplinary process pursuant to Section 9 of the Code. However, a Respondent who faces criminal charges may choose to submit to an interim sanction, such as an interim suspension and/or eviction from University housing, pending the criminal proceeding, provided that such suspension is done in compliance with existing policies.

The interim suspension will be imposed by the Office of Student Conduct and Community Standards, after consultation with the Dean of Students, without a hearing or a ruling on the behavior in question to protect the campus community while also protecting the Respondent from creating a record that may be used against him or her in criminal court. Once a criminal judgment has been rendered (including prayer for judgment continued), the campus disciplinary process may proceed. The Respondent has the responsibility for timely notifying the University upon the conclusion of the criminal proceeding.

If a Respondent chooses to submit to an interim sanction, the Respondent shall be administratively withdrawn from his/her classes, and the Respondent shall only be responsible for fees incurred up to and including the date of the administrative withdrawal. However, the Respondent must complete an Official Administrative Withdrawal Form to be withdrawn from their classes.

1. Interim Suspension.

A. Purpose of Interim Suspension.

In special circumstances, the Office of Student Conduct and Community Standards, after consultation with the Dean of Students, may suspend a Respondent charged with violating the Code for an interim period until the outcome of a full disciplinary hearing based on the merits of the charge.

B. Circumstances Where Interim Suspension May Apply.

Interim suspension shall be exercised only in those situations in which there is reasonable cause to believe that the Respondent's alleged act of misconduct is of such a serious nature that his or her continued presence at the University is potentially dangerous to the health and safety of the student or to the University community, its property, or its educational mission. Such acts of misconduct include, but are not limited to, all acts of assault and/or battery with any type of weapon or instrument; gross sexual misconduct; rape; hazing; possession of weapons; false bomb threats or community threats against University officials, staff or faculty; armed robbery; arson; the manufacture, distribution, and/or possession of any incendiary or explosive device; and other acts which might endanger persons or property. This list is not exhaustive or conclusive.

C. Procedure for Interim Suspension.

To invoke interim suspension, the Director, or his/her designee, will conduct a preliminary investigation and hearing with the Respondent, if possible. The Respondent will be informed of the

alleged violation(s) and the name of the person(s) bringing the charge(s). The Respondent will be given an opportunity to explain the circumstances of the alleged behavior that has become the source of the alleged misconduct.

A judicial board hearing or administrative decision as provided under the Code shall be initiated within seven business (7) days of the date of the interim suspension, except in cases where the Respondent chooses to resolve his or her conduct case after a criminal judgment has been rendered. The Respondent's interim suspension shall not be used as evidence in any hearing or administrative decision.

A Respondent who fails to attend his or her scheduled hearing will be heard in absentia as specified in Section 9.4.

Should a judicial hearing panel find that the Respondent did not commit the act(s) for which he or she was suspended, the suspension will be revoked and the Respondent immediately reinstated without penalty.

D. Terms of Interim Suspension

Interim suspension is to begin immediately after the preliminary investigation and hearing. The Respondent is to physically remove himself or herself from the property of the University until the initiation of a full hearing and shall be informed that he/she may not trespass. Presence on the campus by the Respondent during the interim suspension shall be considered a violation of the Code, and the Respondent may also be charged with criminal trespass under the state law.

Additional Sanctions

E. Administrative Mediation.

This method of resolving a dispute utilizes a third party to consult with those involved and recommends a solution, which is binding on the parties. The parties involved will be held to the agreement. Should parties violate the agreement, they will be charged with: Failure to comply with the University process, in the Code of Conduct, plus any additional violations.

F. Post-Enrollment and Post-Graduation Sanctions

A Respondent who commits a violation of the Code or is found responsible for violating the Code, but who graduates from NCCU before the imposition of a sanction, is subject to

- (1) revocation of any degree awarded,
- (2) temporary or permanent withholding of the transcript for any degree earned, regardless of whether the degree has been awarded, and/or
- (3) having sanctions imposed as a condition of re-enrollment at the University.

G. Psychological Evaluation

A psychological evaluation may be required of a Respondent found responsible for an offense by the hearing panel when in the Hearing Panel's judgment, the Respondent might benefit from some form of treatment as part of the Hearing Panel's overall plan of sanctions. Such an evaluation, provided by the appropriate staff in the Student Health and Counseling Services area or other bona fide agency would focus on recommending an appropriate way to assist the student in understanding and correcting the behavior that led to the Respondent's difficulties.

The results of the evaluation will be shared with the Respondent and the Director, or his/her designee who will maintain the confidentiality of the evaluative record. The Director, or his/her designee, has the discretion to either determine an appropriate sanction for the Respondent or refer the matter back to the Hearing Panel for final resolution, based on the nature of the information contained in the evaluative record.

In addition to the above individual sanctions, any one or a combination of the following may be concurrently imposed for an offense provided that such additional sanctions shall be imposed for a definite period of time. Such sanctions are examples only and do not limit the type of additional sanctions which may be imposed:

- A. Loss of on-campus parking privileges
- B. Exclusion from practice or membership in organized groups or activities sponsored by the University
- C. The requirement to perform additional community service or work sanction
- D. Trespass from the University or any University-sponsored event
- E. The requirement to enter into a behavioral contract with the University as a condition of readmission
- F. Required counseling, substance abuse assessment, or similar evaluations
- G. Required participation in a program of education as determined by the Director or his/her designee

DISCIPLINARY PROCEDURES – EMPLOYEE DISCIPLINARY, SANCTION, AND APPEAL PROCESS

The employee disciplinary and appeal processes vary depending upon whether the individual is subject to or exempt from the State Human Resources Act. Disciplinary processes for employees subject to the State Human Resources Act are set forth by the State Office of Human Resources. There are two reasons (just causes) for discipline or dismissal of employees – unsatisfactory job performance and unacceptable personal conduct. Domestic violence, dating violence, sexual assault, and stalking are considered unacceptable personal conduct categories. Disciplinary action can include written warning, demotion,

suspension, and termination. These policies can be found at <https://oshr.nc.gov/state-employee-resources/employee-relations/discipline-and-grievance-resources>.

The grievance policy governing SHRA employees is set forth by the University of North Carolina System and approved by the North Carolina State Human Resources Commission. It applies to SHRA employees of all constituent institutions of the University of North Carolina and can be found at <https://www.nccu.edu/policies/retrieve/30>.

Employees who are exempt from the State Human Resources Act are governed by policies adopted by the Board of Trustees of each constituent institution of the University of North Carolina System according to guidelines and requirements set forth by the Board of Governors of the System. The policies governing the employment of EHRA Non-faculty employees can be found at <https://www.nccu.edu/policies/retrieve/29> Policies governing Faculty employees are contained in Chapter VI of the University of North Carolina Code and can be found at <http://www.northcarolina.edu/apps/policy/index.php?pg=toc&id=s4073>

MISSING STUDENTS

Missing Student Notification Policy

North Carolina Central University is committed to the safety and welfare of its students. In accordance with federal requirements, the University has established procedures for responding to reports involving students who reside in on-campus student housing and are believed to be missing.

These procedures are intended to support prompt reporting, investigation, coordination, and notification when a residential student is determined to be missing. The law enforcement investigation of missing persons is conducted in accordance with North Carolina Central University Police Department Policy 316, Missing Persons.

Reporting a Missing Student

Any individual who has reason to believe that a student who resides in on-campus student housing may be missing should immediately report the concern to one of the following:

- North Carolina Central University Police Department: 919-530-6106
- Dean of Students: 919-530-7466
- Residential Life: 919-530-6227

There is no required waiting period before reporting a student who may be missing.

Any University official who receives a report that a residential student may be missing must immediately refer the report to the North Carolina Central University Police Department. University Police will initiate an investigation in accordance with University Police Department policy and coordinate with the Dean of Students, Residential Life, and other University offices as appropriate.

Reports involving students who reside off campus are not subject to the Clery Act missing student notification procedures applicable to students residing in on-campus student housing. However, University Police will accept and investigate reports of missing persons consistent with University Police Department policy and will coordinate with other law enforcement agencies as appropriate.

Investigation of a Reported Missing Student

Upon receiving a report that a student may be missing, University Police will initiate an investigation without unnecessary delay. The investigation will be conducted in accordance with University Police Department Policy 316, Missing Persons, and may include coordination with Residential Life, the Dean of Students, and other University departments.

Investigative and information-gathering activities may include, as appropriate:

- Obtaining information from the reporting individual and other witnesses regarding the student, including a physical description, clothing last worn, known associates, possible destinations, circumstances surrounding the disappearance, and other information that may assist in determining the student's location or level of risk;
- Attempting to contact the student by telephone, text message, email, or other available means.
- Checking the student's assigned on-campus residence, when applicable, to determine whether the student is present;
- Contacting roommates, friends, Residential Life staff, employers, faculty members, members of student organizations, or other individuals who may have information regarding when and where the student was last seen;
- Reviewing available information regarding the student's recent class attendance or other University activities;
- Obtaining a current photograph or other identifying information for use in the investigation.
- Determining whether the student has a vehicle registered with the University and, when appropriate, attempting to locate that vehicle;
- Reviewing available University records or systems, when legally and operationally appropriate, including access-control activity, identification card usage, relevant University technology records, and video surveillance;

- Conducting searches of appropriate campus locations and requesting additional law enforcement, emergency response, or other resources when circumstances warrant;
- Making required entries into applicable missing-person databases and completing appropriate notifications to other law enforcement agencies.

University Police will assess whether the missing student may be at risk and will determine the appropriate level of response based on the circumstances of the report. Investigative measures may begin immediately and are not dependent upon the student having been missing for any specified period of time.

Determination That a Residential Student Is Missing

For purposes of the University's missing student notification procedures, a student is considered missing when University Police or another appropriate law enforcement authority determines, based upon the circumstances and available information, that the student's whereabouts are unknown and that the student is missing.

Once a student residing in an on-campus student housing facility has been determined to be missing, the University will make the notifications described below within 24 hours of that determination. Nothing in this policy prevents the University from making notifications or taking investigative action sooner when circumstances warrant.

Notification of Appropriate Persons

When a student residing in on-campus student housing is determined to be missing, the University will make the following notifications, as applicable, within 24 hours of that determination:

- The student's designated confidential missing person contact will be notified.
- If the student is under 18 years of age and is not emancipated, the student's custodial parent or legal guardian will be notified in addition to any confidential contact designated by the student.
- Appropriate local law enforcement authorities will be notified, unless the local law enforcement agency was the entity that initially determined that the student was missing.
- The Vice Chancellor for Student Affairs, or appropriate designee, will be notified in accordance with University procedures.

The University may make any of these notifications sooner than 24 hours when circumstances warrant.

Confidential Missing Person Contact

Students residing in on-campus student housing have the option to identify one or more individuals whom the University should contact if the student is determined to be missing.

The confidential missing person contact is separate from the student's general emergency contact information. A student may designate the same individual for both purposes or may identify different individuals.

Students will be informed that:

- If they designate a confidential missing person contact, the University will notify that individual within 24 hours after the student has been determined to be missing;
- If they are under 18 years of age and are not emancipated at the time they are determined to be missing, the University will notify their custodial parent or legal guardian in addition to any confidential contact they have designated;
- Regardless of whether they have designated a confidential missing person contact, and regardless of whether they are 18 years of age or older or are an emancipated minor, the University will notify the appropriate local law enforcement authority within 24 hours after the student has been determined to be missing, unless that law enforcement authority made the determination that the student was missing.

Information identifying a student's confidential missing person contact will be treated as confidential. The information will be accessible only to authorized campus officials and may be disclosed to law enforcement personnel in furtherance of a missing person investigation.

Students residing in on-campus housing are provided information regarding the missing student notification policy through the University's residential housing processes and other appropriate communications.

Coordination and Law Enforcement Response

The North Carolina Central University Police Department does not consider reports of missing persons to be routine. Missing-person reports are investigated promptly and in accordance with University Police Department Policy 316.

University Police may coordinate with local, state, or federal law enforcement agencies and other appropriate organizations when necessary. When another law enforcement agency has primary jurisdiction,

University Police will take appropriate steps to facilitate coordination and the transfer or sharing of information while continuing to provide assistance as warranted.

External Communications

Public release of information concerning a missing student will be coordinated with the appropriate law enforcement agency and North Carolina Central University communications officials.

When public assistance may aid in locating a missing student, law enforcement authorities may release appropriate information consistent with investigative needs and applicable law.

Media inquiries received by University departments or employees regarding a missing student investigation should be referred to the University's designated communications or public relations office. University communications personnel will coordinate with University Police and other law enforcement agencies, as appropriate, before releasing information concerning an active missing person investigation.

ANNUAL FIRE SAFETY REPORT

Federal law requires institutions with on-campus student residential facilities to develop and publish an annual fire safety report. The following report includes the information required by law as it relates to the North Carolina Central University campus. The University Police and Public Safety Department publishes this Fire Safety Report as part of its annual Clery Act Compliance document, via this annual report, which contains information with respect to the fire safety practices and standards for NCCU. This report includes statistics concerning the number of fires within on-campus residential facilities for the previous three calendar years, the cause of each fire, the number of injuries and deaths related to a fire, and the value of the property damage caused by a fire. The report is available online on the Clery Act website and a hard copy can be obtained at the North Carolina Central University Police and Public Safety Department, 2010 Fayetteville Street, Durham, NC, 27707.

Fire Log

University police track fire alarms and fire calls and provide information about fires that have occurred in on-campus student residential facilities. A fire log is available for public inspection that provides a listing of all fires that occurred on campus and in an on-campus student residential facility, including the nature, date, time, and general location of each fire. The log is combined with the Daily Crime Log. The log may be viewed at the North Carolina Central University Police and Public Safety Department, 2010 Fayetteville Street, Durham, NC, 27707.

Reporting a Fire

Any student, faculty, or staff member who suspects the possibility of a fire in a building (for example, sees smoke but no flames, feels a very hot door or wall) should immediately contact the University Police at (919) 530-6106. Reporting individuals must take precautions to ensure their safety but should remain in the vicinity of the suspicious area to inform responders of their concerns. Any student, faculty, or staff member discovering an actual fire should immediately activate the fire alarm system, warn all persons near the presence of the fire, check that there is no one in immediate danger, evacuate the building, assemble in the designated location area and notify the University Police at (919) 530-6106.

Post Fire Contact Information

Listed below are non-emergency numbers to call to report fires that have already been extinguished in campus housing. These numbers are for reporting fires after the fact if you are unsure whether the University Police were made aware of the fire at the time of its occurrence. If you find evidence of a fire or hear about a fire, and are unsure whether the fire has been reported to the University Police, contact one of the following:

- University Police at (919) 530-6106
- Emergency Management at (919) 530-7574 or (919) 201-5331
- The Director of Environmental Health and Safety at (919) 530-7125

When calling, please provide as much information as possible about the location, date, time, and cause of the fire and any resulting damage.

Fire Evacuation

In the event of a fire, it is expected for all campus community members to close doors and activate the fire alarm system as they are evacuating the building at the nearest exits. Once safely outside the building, it is appropriate to contact the University Police. Students and staff are informed where to relocate if circumstances warrant at the time of the alarm. In the event a fire alarm sounds, University policy requires that all occupants must evacuate the building. No training is provided to students or employees in firefighting or suppression activity as this is inherently dangerous. Community members' only duty is to exit safely and quickly, to shut doors along the exit path as they go to contain the spread of flames and smoke, and to activate the alarm as they exit. However, at no time should closing doors or activating the alarm delay the community member from exiting a building.

Procedures for Student Residential Facilities Evacuation

In case of a fire alarm, all residents must vacate the building until the situation is resolved. You must cooperate in the evacuation of the residence hall and follow the instructions of the University staff and the University Police. Failure to vacate the building during a fire alarm or fire drill will result in disciplinary action and a fine of \$250.

In a fire alarm situation:

- Alert people in the immediate area to evacuate the room.
- Evacuate the building, using the Emergency Evacuation Plan for your residence hall.
- Do not use elevators to evacuate unless directed to do so by emergency responders.
- If you must escape through smoke, crawl low under the smoke on your hands and knees to your exit.
- If you are trapped in a room on an upper floor, stay calm, call 919 530-6106 and report your exact location, make yourself as conspicuous as possible. This will assist fire personnel in finding your location. Go to a window and call to persons below to attract their attention and/or wave brightly colored clothing.
- Notify emergency responders of the location, nature, and size of the fire as soon as you are outside. Call 919-530-6106 or use an emergency blue light phone. Always call from a safe location.



Policy on Portable Electrical Appliances, Smoking, and Open Flames in Student Residential Facilities

Personal electrical equipment is limited to clocks, radios, DVDs, stereo sets, computers, small TVs, desk lamps, and electric fans, provided such devices are plugged in within the room and do not exceed the amperage limits of the circuits within the room.

Extension cords are not permitted. Students are strongly encouraged to purchase surge protectors for all electrical equipment. Because of fire hazards, sanitation regulations, and excessive electrical loads, hot plates, burners, microwaves, and other cooking or heating equipment are not permitted in the residence halls. Students may have a small refrigerator (not greater than 4.2 cubic feet).

Micro-fridges (combination refrigerator/microwave) meet building codes and can be rented through Residential Life. These units allow meals to be cooked in rooms by using the microwave unit. Smoking on campus, including residence halls, is prohibited. The use of open flames (such as candles, incense, or any other open flame apparatus) or the possession or use of combustible materials (such as hay, straw, Spanish moss, and cloth ceiling coverings) is prohibited. Halogen lamps are not permitted in the residence halls due to the high risk of fire.

Fire Safety Education and Training Programs for Students, Faculty, and Staff

The Department of Environmental Health and Safety, in collaboration with Residential Life, provides annual training to Residential Life staff. Topics addressed during this training include:

- Fire prevention in residence halls
- What to do in the event of a fire
- How to report a fire or other emergency
- How residence hall fire safety systems operate

Residential Life coordinates additional fire safety training and education programs for residence hall students.

Description of Current On-Campus Student Residential Facilities Fire Safety Systems and Number of Fire Drills

Residential Facility	Fire Alarm System	Partial Sprinkler System ⁷	Full Sprinkler System ⁸	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	# of Evacuation (Fire) Drills in 2025
Alston Avenue Apartments <i>1390 S. Alston Avenue</i>	Yes	X	Yes	Yes	Yes	Yes	1
Annie Day Shepard Residence Hall <i>207 Cafeteria Drive</i>	Yes	X	Yes	Yes	Yes	Yes	1
Benjamin S. "Ruffin" Residence Hall <i>1850 Fayetteville Street</i>	Yes	X	Yes	Yes	Yes	Yes	1
Chidley North Residence Hall <i>1314 Alston Avenue</i>	Yes	X	Yes	Yes	Yes	Yes	1
Eagle Landing Residence Hall <i>408 Brant Street</i>	Yes	X	Yes	Yes	Yes	Yes	1
Eagleson Residence Hall <i>524 George Street</i>	Yes	X	Yes	Yes	Yes	Yes	1
George Street Residential Complex <i>619 George Street</i>	Yes	X	Yes	Yes	Yes	Yes	0
Lawson Street Residence Hall <i>615 E. Lawson Street</i>	Yes	X	Yes	Yes	Yes	Yes	1

⁷ Partial Sprinkler System is defined as having sprinklers in the common areas only.

⁸ Full Sprinkler System is defined as having sprinklers in both the common areas and individual rooms.

Residential Facility	Fire Alarm System	Partial Sprinkler System ⁷	Full Sprinkler System ⁸	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	# of Evacuation (Fire) Drills in 2025
Martha Street Apartments ⁹ <i>609 Martha Street</i>	Yes	X	Yes	Yes	Yes	Yes	1
Debra Sauders White Residence Hall <i>2103 Fayetteville Street</i>	Yes	X	Yes	Yes	Yes	Yes	1
New Residence Hall II <i>822 E. Lawson Street</i>	Yes	X	Yes	Yes	Yes	Yes	1
Rush Residence Hall <i>215 Cafeteria Drive</i>	Yes	X	Yes	Yes	Yes	Yes	1
Tyrtonza Richmond ¹⁰ Residence Hall <i>820 E. Lawson Street</i>	Yes	X	Yes	Yes	Yes	Yes	0

All fire alarm systems are monitored by approved vendors and the University Police. All on-campus student housing facilities are equipped with portable fire extinguishers, posted evacuation maps, illuminated exit signs, emergency lighting, and fire-rated egress corridors and stairwells.

Fire Statistics

On-Campus Student Residential Facilities – Calendar Year 2025 Statistics

Residential Facility	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Alston Avenue Apartments <i>1390 S. Alston Avenue</i>	1	1	Overheated food in microwave; oven ignited during use.	0	0	\$1-\$99
Annie Day Sheppard Residence Hall <i>207 Cafeteria Drive</i>	0	0	N/A	N/A	N/A	N/A
Benjamin S. “Ruffin” Residence Hall <i>1850 Fayetteville Street</i>	0	0	N/A	N/A	N/A	N/A
Chidley North Residence Hall	0	0	N/A	N/A	N/A	N/A

⁹ Martha Street Apartments was used as COVID-19 isolated/quarantine residential facility. No fire drills were conducted as there were no permanent residents.

¹⁰ Richmond Hall was not occupied for the 2024-2025 academic year as it is closed pending renovation.

Residential Facility	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
<i>1314 Alston Avenue</i>						
Eagle Landing Residence Hall <i>408 Brant Street</i>	0	0	N/A	N/A	N/A	N/A
Eagleson Residence Hall <i>524 George Street</i>	0	0	N/A	N/A	N/A	N/A
George Street Residential Complex <i>619 George Street</i>	0	0	N/A	N/A	N/A	N/A
Lawson Street Residence Hall <i>615 E. Lawson Street</i>	1	1	Smoking materials ignited a towel in the bathroom.	0	0	\$500-\$600
Martha Street Apartments <i>609 Martha Street</i>	0	0	N/A	N/A	N/A	N/A
McLean Residence Hall <i>2103 Fayetteville Street</i>	0	0	N/A	N/A	N/A	N/A
New Residence Hall II <i>822 E. Lawson Street</i>	0	0	N/A	N/A	N/A	N/A
Rush Residence Hall <i>215 Cafeteria Drive</i>	0	0	N/A	N/A	N/A	N/A
Tyronza Richmond Residence Hall <i>820 E. Lawson Street</i>	0	0	N/A	N/A	N/A	N/A

On-Campus Student Residential Facilities – Calendar Year 2024 Statistics

Residential Facility	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Alston Avenue Apartments <i>1390 S. Alston Avenue</i>	0	0	N/A	N/A	N/A	N/A
Annie Day Sheppard Residence Hall	0	0	N/A	N/A	N/A	N/A

207 Cafeteria Drive						
Benjamin S. “Ruffin” Residence Hall 1850 Fayetteville Street	0	0	N/A	N/A	N/A	N/A
Chidley North Residence Hall 1314 Alston Avenue	0	0	N/A	N/A	N/A	N/A
Eagle Landing Residence Hall 408 Brant Street	0	0	N/A	N/A	N/A	N/A
Eagleson Residence Hall 524 George Street	0	0	N/A	N/A	N/A	N/A
George Street Residential Complex 619 George Street	0	0	N/A	N/A	N/A	N/A
Lawson Street Residence Hall 615 E. Lawson Street	0	0	N/A	N/A	N/A	N/A
Martha Street Apartments 609 Martha Street	0	0	N/A	N/A	N/A	N/A
McLean Residence Hall 2103 Fayetteville Street	0	0	N/A	N/A	N/A	N/A
New Residence Hall II 822 E. Lawson Street	0	0	N/A	N/A	N/A	N/A
Rush Residence Hall 215 Cafeteria Drive	0	0	N/A	N/A	N/A	N/A
Tyronza Richmond Residence Hall 820 E. Lawson Street	0	0	N/A	N/A	N/A	N/A

On-Campus Student Residential Facilities – Calendar Year 2023 Statistics

Residential Facility	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Alston Avenue Apartments 1390 S. Alston Avenue	0	0	N/A	N/A	N/A	N/A

Annie Day Sheppard Residence Hall <i>207 Cafeteria Drive</i>	0	0	N/A	N/A	N/A	N/A
Benjamin S. “Ruffin” Residence Hall <i>1850 Fayetteville Street</i>	0	0	N/A	N/A	N/A	N/A
Chidley North Residence Hall <i>1314 Alston Avenue</i>	0	0	N/A	N/A	N/A	N/A
Eagle Landing Residence Hall <i>408 Brant Street</i>	0	0	N/A	N/A	N/A	N/A
Eagleson Residence Hall <i>524 George Street</i>	0	0	N/A	N/A	N/A	N/A
George Street Residential Complex <i>619 George Street</i>	0	0	N/A	N/A	N/A	N/A
Lawson Street Residence Hall <i>615 E. Lawson Street</i>	0	0	N/A	N/A	N/A	N/A
Martha Street Apartments <i>609 Martha Street</i>	0	0	N/A	N/A	N/A	N/A
McLean Residence Hall <i>2103 Fayetteville Street</i>	0	0	N/A	N/A	N/A	N/A
New Residence Hall II <i>822 E. Lawson Street</i>	0	0	N/A	N/A	N/A	N/A
Rush Residence Hall <i>215 Cafeteria Drive</i>	0	0	N/A	N/A	N/A	N/A
Tyronza Richmond Residence Hall <i>820 E. Lawson Street</i>	0	0	N/A	N/A	N/A	N/A

Plans for Future Improvement in Fire Safety

The Department of Environmental Health and Safety is engaged in a continual process to improve safety on campus, including fire safety. This process ensures fire and emergency evacuation drills are conducted following applicable fire and life safety codes, providing training and education to our community on general safety and fire safety topics, and developing evacuation and other emergency plans for the community. Additionally, the department is in the process of a thorough examination of all fire detection

and suppression systems on campus to confirm all such systems are up to date and our community is protected to the greatest degree possible.

APPENDIX A – 2025 DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM REPORT

North Carolina Central University's 2026 Drug and Alcohol Abuse Prevention Program Report



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INTRODUCTION OF THE DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM REPORT (DAAPP)

Purpose, Preparation, Publication, and Distribution of the DAAPP

Substance misuse and abuse pose a significant national problem resulting in consequences such as assaultive and self-destructive behavior, property damage, and loss of life. North Carolina Central University (“University”) is concerned about the harmful effects of illegal and abusive drug and alcohol practices in and around our campus community. The University is committed to establishing policies and regulations that promote a safe and healthy environment. It is the responsibility of the campus community – students, faculty, and staff – in protecting and promoting that environment, and all are expected to exemplify high standards of professional and personal conduct.

The University provides appropriate prevention interventions through education and treatment. These actions represent a part of the University’s comprehensive effort to maintain an environment that supports and encourages wellness, including appropriate decision-making about responsible alcohol use and abstinence from the use of illicit substances.

The University also recognizes that many choose not to consume alcohol or other substances for personal, medical, family, religious, or other reasons. Every member of the campus community has the right to live, work, and learn in an environment that respects and supports abstinence. This document articulates the updated policies and procedures governing the use and/or possession of alcohol at the university to assist faculty, staff, students, alumni, and guests in planning for and making intelligent/responsible/legal decisions regarding alcohol.

The Drug and Alcohol Abuse Prevention Programs (DAAPP) at the University seek to help students, faculty, and staff develop responsible attitudes toward illicit drug and alcohol use and to inform members of the university community on the repercussions of alcohol and/or illicit drug use on campus property.

In accordance with The Drug-Free Schools and Communities Act (DFSCA) and Part 86 of the Department of Education’s General Administrative Regulations, all institutions of higher learning are required to develop and implement drug and alcohol abuse education and prevention programs designed to prevent illegal possession, use, and distribution of drugs and alcohol on university property. In addition, the university conducts a biennial review of its Drug and Alcohol Abuse Prevention Program (DAAPP) to determine its effectiveness and implement changes to the program if they are needed and ensure that any disciplinary sanctions are consistently enforced. The federal regulation also requires certain reporting and information distribution methods. The DAAPP Report is distributed annually via electronic mail to current employees and students and continuously as new employees and students enter the university throughout the year. The report is also made available to prospective students and employees. The report is prepared by the DAAPP committee which consists of university employees within the University Police Department, Office of Legal Affairs, the Counseling Center, the Office of Human Resources, Student Health, Student Conduct & Community Standards, and the Office of the Dean of Students.

UNIVERSITY POLICIES, STANDARDS OF CONDUCT, AND SANCTIONS

North Carolina Central University will impose disciplinary sanctions on students and employees (consistent with local, State, and Federal law), up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. A student or employee who violates the DAAPP is subject both to the institution's sanctions and to criminal sanctions provided by federal, state, and local law.

Student Standards of Conduct Regarding Illicit Drugs and Alcohol

North Carolina Central University explicitly prohibits the unlawful possession, use, or distribution of illicit drugs by students and employees on its property or as part of any of its activities. These include on or off-campus activities sponsored by the institution such as officially sanctioned field trips, student-sponsored social activities, activities of a student organization recognized in an official capacity by the institution, professional meetings attended by students or employees, and any institution-sponsored activities abroad. NCCU's Policy on Alcoholic Beverages provides that no student under the age of twenty-one (21) may purchase, possess, or consume any alcoholic beverages anywhere on the campus of NCCU.

No student shall be in an intoxicated condition which may be evidenced by disorderly, obscene, or indecent conduct or appearance while on campus or at a university-approved event off-campus. No student shall furnish or cause any alcoholic beverage to anyone under the legal drinking age.

Student disciplinary referrals will follow the process outlined in Section 9 of the [Student Code of Conduct](#). Penalties to be imposed by NCCU will vary depending upon the nature and seriousness of the offense and may include a range of disciplinary actions up to and including expulsion from enrollment and discharge from employment. The University may also refer matters to law enforcement.

NCCU Student Code of Conduct: <https://www.nccu.edu/policies/retrieve/19?id=442>

Employee Standards of Conduct Regarding Illicit Drugs and Alcohol

Drug Policy:

An employee found to have violated applicable law or University policies concerning illegal drugs may be required to participate in a drug education and counseling program, consent to regular drug testing, and accept such other conditions and restrictions, including a program of community service, as the Chancellor, or his/her designee, deems appropriate. Refusal or failure to abide by such conditions and restrictions may result in additional disciplinary action, up to and including, expulsion from enrollment and discharge from employment.

Students, faculty, and staff are responsible, as citizens, for knowing about and complying with the provisions of North Carolina law that make it a crime to possess, sell, deliver, or manufacture those drugs designated collectively as "controlled substances" in Article 5 of Chapter 90 of the General Statutes. An employee who violates applicable law or University policies concerning illegal drugs may be subject to disciplinary action of both university and the state. It is not "double jeopardy" for both University and state to prosecute a person for the same violation of conduct. The University will conduct its disciplinary procedures for a person who is believed to be in violation of the interest of the University.

NCCU Policy on Illegal Drugs

Tobacco Policy:

NCCU also has a Smoke and Tobacco-Free Campus Policy, that prohibits smoking inside of its buildings

that constitute University property and within 25 feet of any entrance of a University building including indoor and outdoor facilities owned, leased, or controlled by NCCU, including but not limited to residence halls, academic and auxiliary buildings, athletic complexes and facilities, sidewalks, green spaces, parking lots and roadways, parking facilities, bus depots, and all University-owned vehicles as of the Effective Date of this Policy. Smoking is defined as burning any type of tobacco product including, but not limited to, cigarettes, electronic and/or vaporized cigarettes, cigars, cigarillos, pipes, and bidis. Tobacco products may include any product containing, made, or derived from tobacco that is intended for human consumption, whether chewed, smoked, absorbed, dissolved, inhaled, snorted, sniffed, or ingested by any other means, or any component, part, or accessory of a tobacco product. A tobacco product excludes any product that has been approved by the United States Food and Drug Administration for sale as a tobacco cessation product, as a tobacco dependence product, or for other medical purposes, and is being marketed and sold solely for such an approved purpose (e.g., nicotine gum, patches, or lozenges). The sale or free distribution of tobacco products including merchandise is prohibited on campus or at school events.

Any University employee who violates this Policy should be reminded of the Policy and asked to comply by putting out the lighted tobacco product. If an employee fails to comply with this policy, the employee's immediate supervisor should be contacted. The immediate supervisor will follow up with the employee to remind him/her about this Policy and available resources. Continuing violations may also result in appropriate corrective action under the applicable disciplinary policy as well as State prosecution for any violation of State Law and Policies.

[NCCU Smoke and Tobacco-Free Campus Policy](#)

Alcohol Policy:

Policies on Alcoholic Beverages have been established by NCCU, to maintain an environment that supports and encourages wellness, including appropriate decision-making about alcohol use.

- With respect to provisions of this policy that allow possession or consumption of "alcohol" or "alcoholic beverages", those terms refer to beer or unfortified wine unless an ABC permit allowing service of fortified wine, spirituous liquor, and mixed beverages has been issued. Alcoholic Beverage - Any beverage containing at least one-half of one percent alcohol by volume including malt beverages, unfortified wine, spirituous liquor, and mixed beverages.
- Malt beverage - Beer, lager, malt, liquor, ale, porter, and any other brewed or fermented beverage containing at least one-half of one percent, and not more than six (6) percent alcohol by volume.
- Unfortified Wine - any wine of sixteen percent (16%) or less alcohol by volume, made by fermentation from grapes, fruits, berries, rice, or honey; or by the addition of pure cane, any wine of sixteen percent (16%) or less alcohol by volume, made by fermentation from grapes, fruits, berries, rice, or honey; or by the addition of pure cane, beet, or dextrose sugar; or by the addition of pure brandy from the same type of grape, fruit, berry, rice, or honey that is contained in the base wine and produced in accordance with the regulations of the United States.

The sale, service, possession, and consumption of alcoholic beverages are strictly regulated by state statutes and local ordinances. It is against the law for anyone to sell or give any alcoholic beverage to a person under twenty-one (21) or to aid or abet such a person is selling, purchasing, or possessing any alcoholic beverage. Pertinent provisions of North Carolina law and the City of Durham ordinance are set out below to inform the University community of these legal restrictions. Any member of the University community who violates North Carolina law or city ordinance may be subject to both criminal prosecution and to disciplinary proceedings by the University.

Possession and consumption of alcoholic beverages are strictly prohibited on campus, or other University-owned property, except in limited circumstances. Possession and consumption are allowed by graduate and professional school organizations, employees, and community organizations at special activities and programs subject to the following conditions. All such activities and programs shall be restricted to closed events and areas specified by the Vice Chancellor for Student Affairs (SA)m with other exceptions shall be designated by the Chancellor and subject to the approval of the Vice-Chancellor for SA. Events at which alcoholic beverages may be consumed can be held only under circumstances in which the host organizations demonstrate reasonable means of ensuring the safety of participants and adherence to state and local laws and university policy, solely determined by the University. The sponsor or advisor to the organization must be present for the entire event and must file an NCCU Alcohol Beverage Permit and Statement of Responsibility with the Vice Chancellor for SA seven (7) calendar days before the event. University Police must be present for the entire event and alcoholic beverages shall be used only as complements to an event, not as the main focus. Common source container alcohols (e.g., kegs) are not permitted and a sufficient amount of non-alcoholic beverages must be available and featured as prominently as the alcoholic beverages. Consumption of alcoholic beverages is only permitted within the approved area designated for the event. The sponsor or advisor to the organization shall ensure that each person entering an event is checked for proof of legal drinking age. Only the following will be accepted as valid identification: driver's license with picture, driver's license without picture along with both social security card and another form of picture identification, military identification card; passport, or special identification card with picture obtained from the N.C. Department of Motor Vehicles. Organizations may only serve malt beverages and unfortified wines and all alcohol must be discontinued one (1) hour before the event ends. Persons attending the event are prohibited from consuming or possessing any alcoholic beverage other than the alcoholic beverages provided at the event and may not bring their own alcoholic beverages with them to the event.

Consistent with North Carolina law, the possession and consumption of alcoholic beverages by those 21 years of age or older is permitted in one's residence hall room, suite or apartment or in another room, suite or apartment with the consent of the resident, provided the resident is also 21 years of age or older. The consumption of alcoholic beverages is prohibited in the common spaces of University Housing facilities, including, but not limited to, hallways, stairwells, elevators, and courtyards. Common source containers are prohibited. This policy works in conjunction with the Student Code of Conduct, the Residential Life Community Living Standards, and North Carolina State Law.

[NCCU Policy on Alcoholic Beverages](#)

Drug-Free Workplace Requirements

In compliance with the Drug-Free Workplace Act of 1988, The Office of State Human Resources (OSHR) has a longstanding commitment to providing a safe, quality-oriented, and productive work environment. OSHR has implemented a Drug and Alcohol-Free Workplace policy that applies to each individual who is employed at an agency within the State of North Carolina. Each agency is responsible for notifying their employees of the Drug and Alcohol-Free Workplace policy and encouraging those employees impacted by drugs and alcohol to utilize the services offered by the free of cost Employee Assistance Program. The university is responsible for clearly establishing procedures to conduct drug and alcohol testing as it poses a threat to the health and safety of our employees and to the security of the university's equipment and facilities. For these reasons, the university's Department of Human Resources (HR) is committed to the elimination of drug and alcohol use and abuse in our workplace. HR is responsible for administering policies outlined in NCCU'S DAAPP report and must inform any employees who fail to comply of consequences that may result including disciplinary action up to and including dismissal.

[North Carolina Controlled Substances Act](#) (N.C. Gen Stat. § 90-86 (1971))

Institutional Alcohol and Drug Use Policies and Guidelines

Below is information and related policies and guidelines on alcohol and drug use from various departments in the university and the State of North Carolina's university system.

Policies, Regulations, and Rules of North Carolina Central University

1. **Policy on Drug/Alcohol Education and Testing Program (POL – 60.00.1):** This policy covers drug testing for student-athletes. This program was implemented to comply with the NCAA year-round drug testing program, provide a drug-free lifestyle for NCCU athletes, prevent drug abuse or misuse, and provide necessary treatment and education for student-athletes. <https://www.nccu.edu/policies/retrieve/22>
2. **Sexual Harassment Policy (POL – 01.04.2):** This policy addresses concerns regarding sexual harassment allegations and provides guidelines on how to address these allegations. This policy explicitly states that sexual interactions are “without consent” if someone is incapacitated due to alcohol or illegal drugs. <https://www.nccu.edu/policies/retrieve/3>
3. **Policy on Illegal Drugs (POL – 40.01.1):** This policy provides for education, counseling, rehabilitation, and elimination of illegal drug use by students, faculty, administrators, and staff. <https://www.nccu.edu/policies/retrieve/15>
4. **Smoke and Tobacco-Free Campus Policy (POL – 40.01.3):** This policy prohibits smoking inside of its buildings and facilities that constitute University property and within 25 feet of any entrance of a university building. This policy seeks to prevent fire hazards from smoking indoors as well as the health of faculty, staff, students, and administrators that may be affected by the use of smoke and tobacco products. <https://www.nccu.edu/policies/retrieve/17>
5. **Student Code of Conduct (POL – 40.13.1):** This policy addresses university rules, standards, and regulations with which students are expected to comply. This policy defines controlled substances and drug paraphernalia and also addresses the issue of driving while impaired. <https://www.nccu.edu/policies/retrieve/19>
6. **Policy on Alcoholic Beverages (POL – 40.13.2):** This policy provides rules and regulations related to alcohol use on campus and the university's provision of prevention education and alternative activities for students, faculty, staff, alumni, and guests. This policy also provides limited exceptions that allow for the sale, possession, and consumption of alcohol on campus or university-owned property. <https://www.nccu.edu/policies/retrieve/20>
7. **Mid-Eastern Athletic Department Recruiting Procedure Statement Policy (POL – 60.00.2):** This policy addresses NCCU's process for recruiting student-athletes and contains a provision that prohibits recruiting activities where the underage use of alcohol and the use of illegal drugs occur. <https://www.nccu.edu/policies/retrieve/23>
8. **Policy Statement on Intercollegiate Athletics (POL – 60.00.3):** This policy addresses the establishment and supervision of intercollegiate athletics at NCCU and provides for the establishment of a drug education prevention program to assist student-athletes in understanding the problems and effects associated with drugs. <https://www.nccu.edu/policies/retrieve/24>
9. **Unmanned Aircraft Systems (UAS) Regulation (REG – 30.01.8):** The purpose of this regulation is to ensure compliance with applicable regulations regarding the safe operation of unmanned aircraft systems (UAS) and mitigation of any risks to individuals and property

that may be affected by UAS operations. This regulation prohibits the operation and use of UAS while under the influence of alcohol and drugs.

<https://www.nccu.edu/policies/retrieve/57>

10. **Travel (REG – 30.04.6):** The purpose of this regulation is to address rules and regulations regarding the safe travel of students, faculty, and staff conducting university business. This regulation restricts students, faculty, and staff from being reimbursed for the purchase of alcoholic beverages while traveling on university business.
<https://www.nccu.edu/policies/retrieve/66>
11. **Chemical Hazard Communication Regulation (REG – 30.07.1):** The purpose of this regulation is to protect the safety and health of employees who are exposed to hazardous chemicals at the University. This regulation states that the University is required to maintain a record of any potential employee exposure to hazardous chemicals, but also states that the University may not keep a record that provides biological monitoring results of an employees' use of alcohol or drugs.
<https://www.nccu.edu/policies/retrieve/89>
12. **Medical Amnesty Regulation (REG – 40.01.4):** The purpose of this regulation is to remove barriers and increase the likelihood that students who require emergency medical assistance as a result of alcohol or drug consumption will receive such assistance. This regulation provides students with an opportunity to ask for and receive a caring medical intervention that will not result in disciplinary action from the Office of Student Conduct and Community Standards. <https://www.nccu.edu/policies/retrieve/91>
13. **Unpaid Volunteers, Guest Researchers, Interns, and Visiting Scholars Regulation (REG – 80.01.1):** The purpose of this regulation is to provide specific procedures and requirements governing individuals who serve as unpaid volunteers, guest researchers, interns, and visiting scholars at NCCU. This regulation requires adherence to all University policies, including those that address drug use. <https://www.nccu.edu/policies/retrieve/118>
14. **Protection of Minors on Campus Regulation (REG – 80.07.1):** The purpose of this regulation is to provide a safe environment for all minors who are visiting NCCU or participating in University programs. This regulation prohibits individuals with serious driving-related convictions due to drugs from transporting minors as part of their duties, prohibits individuals from engaging in inappropriate conversations with minors about drugs or alcohol, and prohibits individuals working in programs from possessing illegal drugs and being under the influence of alcohol and drugs.
<https://www.nccu.edu/policies/retrieve/133>
15. **Special Events (RUL – 30.01.14):** The purpose of this rule is to outline the guidelines for hosting special events at NCCU. This rule prohibits the use of illegal drugs at all University events and also prohibits the sale or use of alcohol at all University events, outside of limited exceptions outlined in NCCU's policy on alcoholic beverages.
<https://www.nccu.edu/policies/retrieve/135>
16. **Vehicle Use Rule (RUL – 30.05.5):** The purpose of this rule is to provide guidance on leasing vehicles and the procedures for renting NCCU Motor Fleet and Student Affairs vehicles. This rule prohibits drivers from having any drug or alcohol-related driving violations, prohibits the possession of alcohol and illegal drugs inside the vehicles, and prohibits drivers from operating the vehicles under the influence of drugs or alcohol.
<https://www.nccu.edu/policies/retrieve/149>
17. **Campus Recreation Rule (RUL – 40.01.6):** The purpose of this rule is to provide guidelines for operating the campus recreation program. This rule prohibits the use of tobacco and alcohol products in campus recreation facilities.
<https://www.nccu.edu/policies/retrieve/153>

18. **Outdoor Recreational Complex Rules (RUL – 40.01.7):** The purpose of this rule is to provide guidelines for operating the outdoor recreational complex. This rule prohibits the use of alcoholic beverages and tobacco products at outdoor recreational complex premises. <https://www.nccu.edu/policies/retrieve/154>
19. **Campus Recreation Eagle Venture Program Rules (RUL – 40.01.8):** The purpose of this rule is to provide guidelines for operating the Eagle Venture Program, which provides off-campus excursions for NCCU students. This rule prohibits the use of alcohol, tobacco, and drugs while on the Eagles Venture Program trips. <https://www.nccu.edu/policies/retrieve/155>
20. **Requesting Use of University Buses/Shuttles Rules (RUL – 40.14.1):** The purpose of this rule is to describe the procedures for requesting the use of University buses. This rule prohibits the use of alcohol and smoking on any of the vehicles. <https://www.nccu.edu/policies/retrieve/159>
21. **Policy Currently Under Development Based on NC Governor’s Executive Order 223 on Student-Athletes and Name, Image, Likeness Use:** The purpose of this executive order signed on July 2, 2021, is to set guidelines for student-athletes wishing to receive compensation for the commercial use of their name, image, and likeness. Under the order, student-athletes are prohibited from receiving compensation for endorsing certain categories of products or brands and in connection with a commercial enterprise or business involving alcohol, tobacco products, e-cigarettes or any type of nicotine delivery device, a seller or dispensary of a controlled substance, anabolic steroids, sports betting, casino gambling, or adult entertainment. In the future, NCCU may consider drafting its own campus policy reflecting the guidance provided in this order. <https://files.nc.gov/governor/documents/files/EO223-07022021-NIL.pdf>
Policies and Regulations of The University of North Carolina System
https://www.northcarolina.edu/apps/policy/index.php?tab=policy_manual
1. **Intercollegiate Athletics (Chapter 1100.1):** By way of this policy, the Board of Governors has delegated the responsibility for intercollegiate athletics to the Chancellor of each institution. NCCU is a member of the UNC system and NCCU’s POL 60.00.3 is consistent with this policy.
2. **Policy on Illegal Drugs (Chapter 1300.1):** The purpose of this policy is to provide guidelines on how to address illegal drugs on UNC System’s campuses. NCCU is a member of the UNC system and NCCU’s POL 40.01.1 is consistent with this policy.
3. **Policy on Minimum Substantive and Procedural Standards for Student Disciplinary Proceedings (Chapter 700.4.1[R]):** The purpose of this regulation is to clarify how the constituent institutions of UNC will interpret and administer the requirements of N.C. Gen. Stat. § 116-40.11 regarding the participation of licensed attorneys and non-attorney advocates on behalf of students and student organizations in campus Disciplinary or Conduct Procedures. This policy contains a provision that requires students subjected to it to make responsible choices concerning alcohol use. As a member of the UNC system, this policy applies to NCCU.
4. **Policy on Providing Safety and Security Presentations to University Boards (Chapter 1300.9):** The purpose of this policy is to assure that University and constituent institution boards receive campus safety and security presentations on a regular basis to inform their decision making on policy matters related to safety and security at their institutions. NCCU is a member of the UNC system and is subject to this policy.
5. **Regulations for the Establishment of an Early College High School on UNC Campuses (Chapter 400.6.1[R]):** The purpose of this regulation is to confirm the required conditions and agreements that must be made prior to the establishment of an Early College High School program between constituent institutions of the University of North Carolina

and local education agencies. This regulation is relevant because NCCU is a member of the UNC system and has an early college high school on campus. This regulation contains a provision that prohibits early college high school students from being in spaces where alcohol is available.

6. **Policies for Employees of NCCU & Other UNC System Institutions:**
<https://myapps.northcarolina.edu/hr/policies-and-forms/unc-policy-manual-ehra/>

University and Legal Sanctions

NCCU shall take all actions necessary, consistent with local, state and federal law and applicable University policy, to eliminate illegal drugs from the university community. The institutional policy on illegal drugs shall be publicized in catalogs and other materials prepared for all enrolled and prospective students and in materials distributed to faculty and staff.

Students, faculty, and staff are responsible, as citizens, for knowing about and complying with the provisions of North Carolina law that make it a crime to possess, sell, deliver or manufacture drugs categorized as “controlled substances” in the [North Carolina Controlled Substances Act. N. C. Gen. Stat. 90-86](#). Any member of the University community who violates this law is subject both to prosecution and punishment by the civil authorities and to disciplinary proceedings by the University. It is not “double jeopardy” for both the civil authorities and the University to proceed against and punish a person for the same specified conduct. The University will initiate its own disciplinary proceedings against a student, faculty member, administrator, or other employee when the alleged conduct is deemed to affect the interests of the University.

Penalties will be imposed by the University in accordance with procedural safeguards applicable to disciplinary actions against students, faculty members, administrators, and other employees, as required by the Student Code of Conduct (for students), The Code of the Board of Governors (for faculty), EHRA Non-Faculty Employment Policies (for employees exempt from the State Human Resources Act) and the SHRA Disciplinary Policies and Procedures (for employees subject to the State Human Resources Act).

Marijuana remains a Schedule I controlled substance under the federal [Controlled Substances Act \(21 U.S.C. § 801\)](#). State laws permitting recreational or medicinal use and/or possession of marijuana, or state or local laws decriminalizing possession of small amounts, do not supersede federal law. Therefore, and currently, NCCU prohibits the use, possession, and distribution of marijuana on its property or as part of its activities within its aforementioned meaning.

There are external drug and alcohol abuse-related sanctions that can impact students at NCCU. For example, a student’s eligibility for scholarships and financial aid can be affected by incarceration and/or conviction for violating the law. A student’s eligibility for federal student aid can be suspended due to a drug conviction. Students convicted of drug-related offenses after they have submitted a Free Application for Federal Student Aid (FAFSA) might not only lose eligibility for such aid, but also might be liable for repaying any financial aid received during a period of ineligibility.

<https://studentaid.gov/understand-aid/eligibility/requirements/criminal-convictions>

LOCAL, STATE, AND FEDERAL LAWS AND SANCTIONS

The following information and related policies and guidelines on alcohol and drug use are from local, state, and federal jurisdictions. The information provided below is not comprehensive. Further overview of

federal laws governing the manufacture, possession, use, and distribution of alcohol and illegal drugs is [available online](#).

City of Durham Ordinance

1. City of Durham Ordinance – (Drug and Alcohol-Related Offenses) (Chapter 46 – Article V): The purpose of this ordinance is to inform individuals located in the City of Durham of the guidelines for drug and alcohol-related offenses. NCCU is located in the City of Durham and the students, staff, faculty, and volunteers are subject to the offenses listed here:

https://library.municode.com/nc/durham/codes/code_of_ordinances?nodeId=PTIICOOR_CH46PUSA_ARTVDRALLAOF

North Carolina General Statutes

North Carolina law, like federal law, prohibits possession of any controlled substance, possession with intent to distribute, and trafficking of any controlled substance.

1. Structured Sentencing: With regard to punishment for offenses, North Carolina has structured sentencing guidelines that permits courts to impose a sentence within a prescribed range depending on the class of the offense, the number of prior convictions for the individual defendant, and the existence of aggravating or mitigating factors in the circumstances of the offense. There are additional penalties whenever a drug transaction or drug law violation involves a minor. See [N.C. Gen.Stat. § 90-95.4; §90-95.5; §90-95.6; § 90-95.7](#).

2. Good Samaritan Immunity: North Carolina law provides limited immunity for a “good Samaritan.” Also, and if someone calls 911 or a law enforcement officer to seek medical assistance for someone experiencing a drug overdose under North Carolina General Statute § 90-96.2, they cannot be charged with any misdemeanor possession violation or a felony possession violation.

3. Smoking in Public Places (N.C. Gen. Stat. § 143-596 - N.C. Gen. Stat. § 143-598): The purpose of this statute is for the General Assembly to address the needs and concerns of both smokers and nonsmokers in public places by providing for designated smoking and nonsmoking areas. NCCU is located in the State of North Carolina, is a state-supported institution, and NCCU’s POL. 40.1.3 is consistent with this statute. https://www.ncleg.net/enactedlegislation/statutes/html/byarticle/chapter_143/article_64.html

4.. Smoking Prohibited in Public Places and Places of Employment (N.C. Gen. Stat. § 130A-491 to 130A-500): The purpose of this statute is for the General Assembly to protect the health of individuals in public places and places of employment and riding in State government vehicles from the risks related to secondhand smoke. NCCU is located in the State of North Carolina, is a state-supported institution, and NCCU’s POL. 40.1.3 is consistent with this statute. https://www.ncleg.net/enactedlegislation/statutes/html/byarticle/chapter_130A/article_23.html

5. Regulation of Alcoholic Beverages (N.C. Gen. Stat. Chapter 18B): The purpose of this Chapter is intended to establish a uniform system of control over the sale, purchase, transportation, manufacture, consumption, and possession of alcoholic beverages in North Carolina, and to provide procedures to ensure the proper administration of the ABC laws under a uniform system throughout the State. NCCU is located in North Carolina and is subject to this statute. https://www.ncleg.net/EnactedLegislation/Statutes/HTML/ByChapter/Chapter_18B.html

6. Treatment of Minors (N.C. Gen. Stat. 90-21.1 et seq.): The purpose of this statute is to establish that it shall be unlawful for any physician licensed to practice medicine in North Carolina to render treatment

to any minor without the consent and approval of the father, mother, guardian, or any person standing in the place of a parent with regard to said child. NCCU is located in North Carolina, may allow minors on their campus, and has a health facility with licensed medical professionals who might provide treatment to minors that are subjected to this statute.

https://www.ncleg.net/EnactedLegislation/Statutes/HTML/ByArticle/Chapter_90/Article_1A.html

North Carolina Drug Laws

Types of Drugs	North Carolina Statute	Possession	Possession with Intent to Sell or Deliver; To Manufacture, or to Sell and/or Deliver	Probability of Abuse*
Schedule I: Heroin, LSD, Peyote, Mescaline, Psilocybin (Shrooms), other Hallucinogens, Methaqualone (Quaaludes), Phencyclidine (PCP), and MDA	N.C.Gen. Stat §90-89 (2018)	Maximum Penalty: Five (5) years in prison and/or fine (felony)	Maximum Penalty: Ten (10) years in prison and/or fine (felony)	Has a high potential for abuse. Has no medical use.
Schedule II: Morphine, Demerol, Codeine, Percodan, Percocet, Fentanyl, Dilaudid, Seconal, Nembutal, Cocaine, Amphetamines and other opium and opium extracts and narcotics	N.C.Gen. Stat §90-90 (2018)	Maximum Penalty: Two (2) years in prison and/or \$2,000 fine (misdemeanor) –UNLESS- 1. Exceeds 4 tablets, capsules, other dosage units, or equivalent quantity of Hydromorphone. 2. Exceeds 100 tablets, capsules, other dosage units or equivalent quantity. 3. One gram or more of Cocaine. Maximum Penalty: Five (5) years in prison and/or fine (felony).	Maximum Penalty: Ten (10) years in prison and/or fine (felony)	Has a high potential for abuse. Has accepted medical use with severe restrictions. Abuse may lead to physical or psychological dependence.
Schedule III: Certain barbiturates such as amobarbital and codeine-containing medicine such as Fiorinal #3, Doriden, Tylenol #3, Empirin	N.C.Gen. Stat. §90-91(2017)	Maximum Penalty: Possession of less than 100 tablets, capsules, other dosage units, or equivalent quantity: Two (2)	Maximum Penalty: Five (5) years in prison and/or fine (felony)	Has potential for abuse, but less than Schedule I or II substances. Has an accepted medical use.

Types of Drugs	North Carolina Statute	Possession	Possession with Intent to Sell or Deliver; To Manufacture, or to Sell and/or Deliver	Probability of Abuse*
#3 and codeine-based cough suppressants such as Tussionex and Hycomine and all anabolic steroids		years in prison and/or fine (misdemeanor). To possess more than 100 tablets, capsules, other dosage units, or equivalent quantity: Five (5) years in prison and/or fine (felony)		Abuse may lead to limited dependence.
Schedule IV: Barbiturates, narcotics, and stimulants including Valium, Talwin, Librium, Equanil, Darvon, Darvocet, Placidyl, Tranxene, Serax, Ionamin (yellow jackets)	N.C.Gen. Stat §90-92 (2017)	Maximum Penalty: Same as Schedule III	Maximum Penalty: Five (5) years in prison and/or fine (felony)	Has a low potential for abuse. Has an accepted medical use. Abuse may lead to limited dependence.
Schedule V: Compounds that contain very limited amounts of codeine, dihydrocodeine, ethyl-morphine, opium, and atropine, such as Terpene Hydrate with codeine, Robitussin AC	N.C. Gen. Stat. §90-93 (2017)	Maximum Penalty: Six (6) months in prison and/or fine (misdemeanor)	Maximum Penalty: Five (5) years in prison and/or fine (felony)	Has a low potential for abuse. Has an accepted medical use. Abuse may lead to limited dependence.
Schedule VI: Marijuana, THC, Hashish, Hash Oil, Tetrahydrocannabinol	N.C.Gen. Stat. §90-94 (2017)	Maximum Penalty: Possession of less than .5 ounces of Marijuana or .05-ounce Hashish: 20 days in prison and/or \$200 fine (misdemeanor). If Marijuana, the sentence must be suspended. Possession of more than .5 ounces of Marijuana or .05-ounce Hashish: 120 days in prison and/or fine up to \$500 (misdemeanor). Possession of more than	Maximum Penalty Delivery of less than 5 grams of marijuana for no compensation is not considered sale or delivery, but may still be prosecuted as possession. Less than 10 pounds: a Class H felony punishable by up to 8 months in prison and a discretionary fine for the first offense In excess of 10 pounds, but less than 50 pounds: a Class H felony and shall be sentenced up to a maximum of 39 months in prison and fined \$5,000. 50 pounds but less than 2,000 pounds: a Class G felony and shall be sentenced up to a maximum term of 51 months in prison and fined \$25,000.	Has a low potential for abuse. Has no accepted medical use. Abuse may lead to limited dependence.

Types of Drugs	North Carolina Statute	Possession	Possession with Intent to Sell or Deliver; To Manufacture, or to Sell and/or Deliver	Probability of Abuse*
		1.5 ounces of Marijuana or .15 ounces of Hashish or consists of any quantity of synthetic Tetrahydrocannabinols or Tetrahydrocannabinols isolated from the resin of marijuana: Twelve (12) months in prison and/or fine (felony).	2,000 pounds but less than 10,000 pounds: a Class F felony and shall be sentenced up to a maximum term of 93 months in prison and fined \$50,000 10,000 pounds or more: a Class D felon and shall be sentenced up to a maximum term of 222 months in prison and fined not less than \$200,000.	
Drug Paraphernalia	N.C.Gen. Stat. §90-113.22 (2019) - N.C. Gen. Stat. §90-113.24 (2019)	Maximum Penalty: One hundred twenty (120) days in prison and/or fine. (misdemeanor)	Maximum Penalty: One hundred twenty (120) days in prison and/or fine. (misdemeanor). However, delivery of drug paraphernalia by a person over 18 years of age to someone under 18 years of age who is at least three years younger: One (1) year in prison and/or fine. (felony) It is unlawful for any person to purchase or otherwise procure an advertisement in any newspaper, magazine, handbill or other publication or purchase or otherwise procure an advertisement on a billboard, sign or other outdoor display when he knows that the purpose of the advertisement, in whole or in part, is to promote the sale of objects designed or intended for use as drug paraphernalia. Sixty (60) days in prison and/or fine. (misdemeanor)	

Illegal Trafficking Penalties

Controlled Substance	Weight	Sentencing Range	Fine Amount
Marijuana N.C. Gen Stat. § 90-95(h) (1999)	10 – 49 lbs.	Class H Felony 25 – 39 Months	\$5,000 Fine
	50 – 1,999 lbs.	Class G Felony 35 – 51 Months	\$25,000 Fine
	2,000 – 9,999 lbs.	Class F Felony 70 – 93 Months	\$50,000 Fine
	10,000 lbs. or more	Class D Felony 175 – 222 Months	\$200,000 Fine
Heroin N.C. Gen Stat. § 90-95(h)(4) (1999)	4 – 13 grams	Class F Felony 70 – 93 Months	\$50,000 Fine
	14 – 27 grams	Class E Felony 90 – 120 Months	\$100,000 Fine
	28 grams or more	Class C Felony 225 – 282 Months	\$250,000 Fine
Cocaine N.C. Gen Stat. § 90-95(h)(3) (1999)	28 – 199 grams	Class G Felony 35 – 51 Months	\$50,000 Fine
	200 – 399 grams	Class F Felony 70 – 93 Months	\$100,000 Fine
	400 grams or more	Class D Felony 175 – 222 Months	\$250,000 Fine
Methamphetamines N.C. Gen Stat. § 90-95(h)(3b) (1999)	28 – 199 grams	Class F Felony 70 – 93 Months	\$50,000 Fine
	200 – 399 grams	Class E Felony 90 – 120 Months	\$100,000 Fine
	400 grams or more	Class C Felony 225 – 282 Months	\$250,000 Fine

North Carolina Alcohol Laws

State Law	Penalty	North Carolina Statute
To possess, attempt to purchase or purchase, sell or give beer, wine, liquor, or mixed beverages to anyone under the age of 21.	Maximum Penalty: Imprisonment for a term up to 120 days and/or community service and fines up to \$1,000 (Class 1 misdemeanor)	N.C.Gen. Stat. § 18B-302 (2015) - N.C. Gen. Stat. § 18B-302.1 (2015)
A person under 21 years of age who aids and abets to purchase or attempt to purchase, purchase or to possess, sell or give alcohol to a person who is under 21 years	Maximum Penalty: Imprisonment for a term up to 60 days and/or community service and fines (Class 2 misdemeanor)	N.C.Gen. Stat. § 18B-302 (2015) – N.C. Gen. Stat. § 18B-302.1(2015)

State Law	Penalty	North Carolina Statute
of age A person over 21 years of age who aids and abets to purchase or to attempt to purchase, purchase or to possess; sell or give, alcohol to a person who is under 21 years of age	Maximum Penalty: Imprisonment for a term up to 120 days and/or community service and fined up to \$1,000 (Class 1 misdemeanor)	N.C.Gen. Stat. § 18B-302 – N.C. Gen. Stat. § 18B-302.1
Operating a motor vehicle upon any highway, any street or any public vehicular area within this State: while under the influence of an impairing substance; after having consumed sufficient alcohol at any relevant time after the driving, an alcohol concentration of 0.08 or more; or with any amount of a Schedule I controlled substance.	First Offense: Jail – 24 hours; Fine - \$200; License Suspension – 60 days to 1 year Second Offense: Jail – 4 days; Fine – varies; License Suspension – 1 to 4 years Third Offense: Jail – 14 days to 2 years; Fine – varies; License Suspension – 1 year to permanent	N.C.Gen. Stat. § 20-138.1 (2006)
Operating a motor vehicle on a highway or public vehicular area by a person less than 21 years old while consuming alcohol or at any time while he has remained in his body any alcohol or controlled substance previously consumed.	Maximum of 20 days in jail and \$200. If driving while impaired offense is also charged, then: First Offense: Jail – 24 hours; Fine - \$200; License Suspension – 60 days to 1 year Second Offense: Jail – 4 days; Fine – varies; License Suspension – 1 to 4 years Third Offense: Jail – 14 days to 2 years; Fine – varies; License Suspension – 1 year to permanent	N.C.Gen. Stat. § 20-138.1 (2006) & N.C. Gen. Stat. § 20-138.3 (2006)
Possessing an alcoholic beverage other than in the unopened manufacturer’s original container or consuming an alcoholic beverage, in the passenger area of a motor vehicle while the motor vehicle is on a highway or the right-of-way of a highway.	Maximum Penalty: Imprisonment for a term up to 60 days and/or community service and fines up to \$1,000 (Class 2 or 3 misdemeanor based on number of offenses)	N.C.Gen. Stat. § 18B-301 (2019); N.C. Gen. Stat. §18B-401 (2021); N.C.Gen. Stat §20-138.7 (2013)

Federal Regulations

The law prohibiting unauthorized possession of any controlled substance is found in [21 USC § 844](#). Simple possession of any controlled substance (in other words, possessing a small amount for personal consumption without intending to distribute or sell) is a misdemeanor under federal law and carries a fine of at least \$1,000 and a sentence of no more than one year in prison (except for possession of Flunitrazepam, more commonly known as “roofies,” which is always a felony and carries a greater penalty). Repeat possession offenders may be charged with a felony, which carries a longer prison sentence and greater fine. Possession with intent to distribute carries additional penalties. In addition to prison sentences and fines, persons convicted of possession may also be fined for the reasonable costs of the investigation and prosecution of the offense.

The penalties for drug trafficking are found in 21 USC § 841 and are listed in the charts below. Persons who violate drug trafficking laws within 1,000 feet of a university may face more severe penalties.

1. Drug-Free Workplace Act of 1988 (41 U.S.C.A. § 8103): The purpose of this Act is to require all federal grantees to agree that they will provide drug-free workplaces as a precondition of receiving a contract or grant from a federal agency. NCCU receives federal funding and must comply with this Act. https://www.samhsa.gov/sites/default/files/programs_campaigns/division_workplace_programs/drug-free-workplace-act-1988.pdf

2. Drug-Free Schools and Communities Act Amendments of 1989: The purpose of this act is to require institutions of higher education to establish policies that address unlawful possession, use, or distribution of alcohol and illicit drugs for faculty, staff, and students. NCCU is an institution of higher education and must comply with this Act. <https://www.congress.gov/bill/101st-congress/house-bill/3614>

Information contained in tables from this point forward can be attributed to the 2020 Drugs of Abuse, A DEA Resource Guide (2020 Edition) report found at https://www.dea.gov/sites/default/files/2020-04/Drugs%20of%20Abuse%202020-Web%20Version-508%20compliant-4-24-20_0.pdf

Federal Legal Sanctions and Penalties

Federal Trafficking Penalties

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	First Offense: Not less than 5 yrs., and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 yrs., and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	5 kgs or more mixture	First Offense: Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 yrs., and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture		100 gm or more pure or 1 kg or more mixture	
PENALTIES				

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Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid) Flunitrazepam (Schedule IV)	Any amount 1 gram	First Offense: Not more than 20 yrs. If death or serious injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Other Schedule III drugs	Any amount	First Offense: Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
All other Schedule IV drugs	Any amount	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.
Flunitrazepam (Schedule IV)	Other than 1 gram or more	Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
All Schedule V drugs	Any amount	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

Federal Trafficking Penalties – Marijuana

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	No less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than the individual.
Hashish (Schedule I)	10 kg or less		
Hashish Oil (Schedule I)	1 kg or less		

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense has become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an

individual and \$75 million if other than an individual. See https://www.dea.gov/sites/default/files/drug_of_abuse.pdf

HEALTH RISKS OF DRUG AND ALCOHOL USE AND ABUSE

All drugs, whether legal or illegal, influence the functioning of essential organs in the body. These effects occur both acutely after ingesting drugs and alcohol, as well as cumulatively. Examples of legal drugs include alcohol, tobacco, CBD, and increasingly, marijuana. Illegal drugs include opioids, stimulants, and hallucinogens.

As drugs impact organ function, consequences arise in the areas of vital sign stability, brain function, cardiovascular health, disease risk, and mortality. Most consequences have the potential to occur immediately, some consequences develop over time. Consistent use of any intoxicants will escalate negative effects of body and mind. Some of the adverse health effects of drugs and alcohol noted by the National Institute of Health (NIH) in 2020 are listed below:

A. Vital Sign Changes

- Heart rate, blood pressure, and respiratory rate may drastically elevate or decrease, causing shortness of breath, palpitations, sweating, or discomfort
- Elevated or decreased body temperature

B. Brain Function

- Problems with a person's ability to think, learn, remember, and make decisions (cognitive impairment)
- A loss of reality due to severe impairment of thought and emotions (psychosis)
- Difficulty regulating mood
- Can cause or exacerbate underlying mental health issues (depression, anxiety, aggression, paranoia, and hallucinations)
- Increases risk of developing an addiction
- Disordered eating
- Insomnia

C. Cardiovascular Health

- Elevations in blood pressure, heart rate, and vasoconstriction can lead to medical emergencies of chest pain, myocardial infarction, stroke. These risks are highest with illegal stimulant drugs such as cocaine, amphetamines, and methamphetamine; however, long term usage of other drugs and tobacco also carry this risk
- Decreases in blood pressure can lead to syncope, inadequate blood circulation (leading to decreased oxygen in the body), and cardiac arrest
- Atherosclerosis
- Hypertension
- Irregular heart rhythm, tachycardia
- Cardiomyopathy

D. Increased Disease Risk

- Cardiac, pulmonary, and gastrointestinal chronic disease
- Cancer
- Addiction

- HIV/AIDS
- Hepatitis

E. Mortality

- Death
 - Cardiac arrest, respiratory arrest due to overdose
 - Drunk driving, personal injury, accidents
 - Aspiration leading to suffocation

Most Commonly Used and Abused Drugs

As discussed previously, many substances can alter an individual's cognition and judgement, and lead to various physical and psychological problems. These issues arise both through the negative effect of substances on the body, physical or sexual violence, accidents, and injuries. Based on student conduct violation reports at North Carolina Central University, the Student Conduct and Community Standards has determined that most used substances on campus are marijuana and alcohol. Further concerns are the usage of nicotine via cigarettes or electronic cigarettes (e-cigarette). Addressing drug and alcohol use in young adults via education, prevention programs, and support of recovery efforts are of critical importance to a student's future health, as learning is adversely affected by consistent drug and alcohol usage (NIH, 2019). Furthermore, adolescence and young adulthood is a developmental period associated with the highest risk for developing a substance use disorder (NIH, 2019).

Alcohol use is detrimental to the mind, body, and scholastic achievement of young adults. According to the National Institute on Alcohol Abuse and Alcoholism (NIAAA), almost 53 percent of full-time college students aged 18-22 drank alcohol in the past month, and about 33 percent engaged in binge drinking during that same period (2020). Binge drinking is defined as four or more drinks in one sitting for women (and five or more for men). Students who binge drink three times a week or more are six times more likely to perform poorly on a test or project and five times as likely to have missed class than their peers (NIAAA, 2020). Drinking or binge drinking alcohol as a young adult has many consequences that are often overlooked by young adults, due to their ever-developing brains (NIAAA, 2020).

Marijuana was also identified in student violations reports as used by students at North Carolina Central University. As stated by the NIH, 43% of college students in the United States utilize marijuana. The use of marijuana has health, safety, and legal implications for young adults (2018). Living in a state where marijuana is illegal can have further complications for students, beyond the acute and chronic health implications. For students, those who use marijuana spend less time studying, have lower grade point averages, reduced rates of degree completion, and miss more classes than their nonsmoking peers (Gunn, 2019).

According to the CDC, cigarettes are the leading cause of death in the United States. In 2019, an estimated 8% of adults aged 18-24 used cigarettes, which is less than the percentage of all adults who smoke cigarettes at 15.1% (2020). The use of cigarettes has been in decline over the past several decades. However, E-cigarette usage, or vaping, has increased steadily in the past decade, with the highest utilization in adolescents and young adults (CDC, 2020). Although electronic cigarettes are felt by many in society to be safe, in the past several years there has been a large uptick in hospitalizations and deaths from e-cigarettes, and studies (FDA, 2018).

The following information discusses further the short and long-term effects of marijuana, alcohol, and nicotine use:

Marijuana

Marijuana derives from the hemp plant, *Cannabis Sativa*, and contains the psychoactive chemical delta-9-tetrahydrocannabinol, or THC. Marijuana can either be smoked, vaped, or eaten and produces feelings of enhanced sensory perception or euphoria, followed by drowsiness and relaxation. The short-term dangerous effects of THC are impaired memory, anxiety, loss of coordination, difficulty learning, hallucinations, panic, and increased heart rate (NIH, 2020). Long term use of marijuana can have respiratory implications such as chronic cough, increased respiratory infections, and lung damage (NIH, 2020); as well as cause cognitive impairment, mental health issues, increased risk of schizophrenia, and possibly lower IQ if utilized during adolescent years (Shen, 2020).

A combination of marijuana and alcohol will likely increase the potency of each, resulting in increased heart rate and blood pressure, poor judgment, increase in the risk of danger to self and others. Alcohol and marijuana are often used together by college students (NIH, 2020), which is troubling. Withdrawal symptoms for marijuana use can include irritability, difficulty sleeping, decreased appetite, and anxiety (NIH, 2020).

Alcohol

Ethanol, also known as alcohol, is an intoxicant with adverse effects such as a neurotoxin and central nervous system depressant (NIH, PubChem, 2021). Alcohol has short-term negative effects of impaired judgment, decreased coordination and reflexes; as well as more severe complications such as breathing difficulties or loss of consciousness. Alcohol use can also lead to injuries and risky behaviors, increasing the risk of drunk driving accidents, sexual assault, physical altercation, and unplanned pregnancies, sexually transmitted infections (NIH, 2020). Recent data from the NIAAA estimate that about 1,519 college students ages 18-24 die from alcohol-related unintentional injuries, including motor vehicle crashes every year (2020). Further troubling statistics estimate that about 790,000 students ages 18-24 are physically or sexually assaulted by another student who has been drinking (NIAAA, 2020).

Long-term usage of alcohol can have permanent effects on the body, and lead to cognitive impairment, irritability, irregular heart rhythm, stroke, hypertension, cirrhosis and fibrosis of the liver, and cancers of the mouth, throat, liver, and breast (NIH, 2020).

Alcohol is also exceedingly dangerous that withdrawal symptoms from use can be fatal. Symptoms of alcohol withdrawal include the following: difficulty sleeping, shaking, irritability, depression, anxiety, nausea, sweating, confusion, and hallucinations; and can cause seizures and death (NIH, 2020). Long-term alcohol use can reduce life by 10 years or more (NIAAA, 2020).

Tobacco

Tobacco is a plant where the leaves are harvested and treated to be used for cigarettes, cigars, and smokeless tobacco. The psychoactive chemical in cigarettes is nicotine. Nicotine can harm the developing young adult brain, affecting parts of the brain that control attention, learning, mood, and impulse control (NIH, 2020). Young adults who utilize and become addicted to nicotine are much more likely to become addicted to other drugs or substances (CDC, 2020).

Immediate negative effects of tobacco include bad breath, fatigue, cough, shortness of breath, and increases in blood pressure, heart, and respiratory rate (NIH, 2020). Persistent usage of tobacco in any form can lead to heart diseases such as atherosclerosis, high blood pressure, stroke, heart attack, and an enlarged heart. Chronic tobacco smoking can also lead to debilitating lung diseases such as Chronic obstructive pulmonary disease or emphysema. Use of any form of tobacco can cause cancers of the oral mucosa, gastrointestinal tract, lungs, bladder, and leukemia (NIH, 2020). Tobacco use kills about

half of the people who use and takes at least 10 years off a person's life (NIH, 2020). The longer one uses tobacco, the worse the health consequences, which is why it is so important for younger adults to not begin this detrimental habit.

Electronic Cigarettes

Electronic cigarettes (or e-cigarettes) are also called vapes, e-hookahs, and vape pens. E-cigarettes work by heating a liquid to produce an aerosol that is inhaled to the lungs. The liquid in electronic cigarettes can contain nicotine, tetrahydrocannabinol (THC), and/or cannabidiol (CBD) oils (CDC, 2020). E-cigarettes that contain nicotine have similar risks associated with nicotine contained in tobacco cigarettes, as discussed in the prior passage. Scientists are still studying the effects of inhaled vapor on the respiratory system, and many of the ingredients in e-cigarette aerosol could also be harmful to the lungs in the long term (CDC, 2020). E-cigarettes often come in sweet or candy-like flavors that can be more appealing to the younger adult. A history of smoking or vaping nicotine, particularly daily, increases the likelihood that young adults will use alcohol, marijuana, and other illegal drugs. More than 80 percent of youth who have substance use disorders use tobacco, develop nicotine dependence and continue using tobacco as adults (CDC, 2020). Another danger of e-cigarettes is that THC vaping products mixed with the filler Vitamin E acetate (and possibly other chemicals) have led to serious lung illnesses and deaths in the past several years (NIH, 2020).

To conclude, cigarette, alcohol, and drug use among young adults can have negative impacts on their brains and brain development, cardiovascular system, physical wellbeing, scholastic achievements, and mental health (NIH, 2020). There are also significant concerns that the use and abuse of substances in young adulthood can increase the risk of future substance abuse, addiction, and staggeringly decrease life expectancy (NIH, 2020). Abstinence from drugs, alcohol, and cigarettes is of the utmost importance to the current and future health of college students.

https://d14rmgtrwzf5a.cloudfront.net/sites/default/files/nida_commonlyuseddrugs_final_printready.pdf

UNIVERSITY DRUG AND ALCOHOL PROGRAMS AND INTERVENTIONS

Education and Awareness Programs

NCCU shall establish and maintain a program of education designed to help all members of the University community avoid involvement with illegal drugs. The educational program shall emphasize: (1) the incompatibility of the possession, use, or sale of illegal drugs with the goals of the University; (2) the legal consequences of involvement with illegal drugs; (3) the medical implications of the use of illegal drugs; and (4) the ways in which illegal drugs jeopardize an individual's present accomplishments and future opportunities.

Alcohol and other drug prevention programs are provided to students at the university. These programs provide primary intervention in the prevention and/or reduction of alcohol and other drug use by students. Examples of programs that have been provided to students include, but are not limited to, the following:

Campus-Wide Prevention Programming

- a. **Spring Yard Show and Unraveling Wellness Campaign** – A Counseling Center collaborative event, which includes Student Engagement and Leadership and Student Activities Board, focused on mental health promotion and substance use prevention. Invited speakers and vendors share information about healthy habits, discuss resources, and engage students in activities that promote wellbeing. The event provides a day of edutainment focused on mental well-being, substance use literacy, and engagement of fraternity and sorority organizations. This event is held during the Spring semester.
- b. **Wellness Week** – A fall semester programming to promote education and intervention through tabling events or smaller collaborative programming departments across campus.
- c. **Alcohol and Other Drug Tabling Events**– Provided on an annual basis in both fall and spring semesters, these tabling events provide pick-up “on the go” information about alcohol and other substance use, prevention, and education for NCCU students at various events.
- d. **Sober Tailgates and Mocktail Madness Events**– annual events that coincide with athletic events to provide alternate social settings and engage students in alcohol and substance use literacy.
- e. **Healthy Choices Workshops and Presentations** – Provided on an ongoing basis through a collaborative effort with various campus departments and student organizations by delivering a lecture presentation on various substances, their long-term, and short-term effects, and consequences on misuse and abuse of the substance.
- f. **BASICS/iCHAMP** – All students referred to the Counseling Center for substance use infractions will be evaluated and determined if they may benefit from a BASICS/iCHAMP survey.
- g. **Success Life Skills Mutual Support Group** – This is a mutual support group run by students and Counseling Center staff, to help individuals develop independence over a variety of maladaptive patterns of thought, emotion, and behavior. Students who have attended the group are encouraged to become trained in SMART Recovery and become co-facilitators.
- h. **Mental Health First Aid** – A training course available to students and faculty and staff. It is designed to support others through prevention and early intervention responses for their well-being. The course teaches how to identify, understand, and respond to signs of mental health and substance use challenges among adults. Participants will build skills and confidence needed to provide initial support to those struggling. Participants also learn how to help connect them to appropriate support. Drug and Alcohol Awareness Simulation - The law enforcement drug and alcohol simulation is an educational program where students use impairment goggles, often referred to as "drunk" or "marijuana" goggles, to simulate the effects of alcohol or drug intoxication. Participants are challenged to walk or operate a vehicle, such as a golf cart, while wearing goggles. This hands-on experience vividly demonstrates the dangers and impaired judgment associated.

Additional Drug/Alcohol Workshops and Programs

Workshop/Program Activity	Purpose	Frequency
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Peer Educator Training	Train peer educators to provide alcohol and other drug outreach programming on campus.	Annual-available throughout the academic year
Eagle's Haven (Eagle Prevention and Recovery)	A safe space provided for students in active recovery from alcohol or drug addiction, supporting their continued sobriety and community building with other students in recovery.	Annual- available throughout the academic year
Stress-Free Fest	Provides activities that allow students to try out the drunk goggles and get a graphic demonstration of the effects of alcohol abuse.	Annual
Keeping it Real: Alcohol Poisoning	Educate incoming students on alcohol /alcohol abuse, and associated campus resources.	Annual
Mental Health First Aid Training	The evidence-based course teaches participants how to recognize and assist individuals who might be experiencing mental health or substance use difficulty.	Annual- several classes taught throughout the academic year

Eagle's Haven (Eagle Prevention and Recovery)

The Eagle's Haven program was created to engage students in their recovery efforts from substance use and addiction. The Eagle's Haven program is designed to provide a supportive environment within the campus culture that reinforces the student's decision to engage in a lifestyle of recovery from substance use. The Eagle's Haven program is also designed to provide an educational opportunity alongside recovery support to ensure that students do not have to sacrifice one for the other.

NCCU provides information about drug counseling and rehabilitation services available to students of the University through campus-based programs and community-based organizations. Persons who voluntarily avail themselves of University services shall be assured that applicable professional standards of confidentiality will be observed. This program is held each academic year.

Behavioral Health Interventions

The NCCU Student Health and Counseling Centers provide several treatment services for students with substance use disorders including individual, group therapy, psychoeducation, and medication

management. The Office of Student Conduct and Community Standards also provides interventions for students managing substance abuse difficulties.

The Counseling Center performs assessments that are mandated from within the University. Because criteria and expectations from outside sources tend to be quite varied and not always explicit, the Counseling Center will not perform mandated assessments for entities outside of the University, such as court-ordered substance abuse assessments. (Source: NCCU Counseling Center).

Students who have violated university alcohol and other drug policies will receive sanctions through the Office of Student Conduct and Community Standards and may be evaluated by the Counseling Center to determine whether treatment is necessary.

Restorative Education and Counseling

- Students who have violated university alcohol and other drug policy must meet with a staff member from the Office of Student Conduct and Community Standards to discuss the violation. Sanctions for students are evaluated based on their number of offenses and violations. Students who have violated the policy at least one time must complete a reflection paper and be placed on disciplinary probation for at least one semester. Students who have violated university alcohol and other drug policies more than once must attend the AOD Psychoeducation Mutual Support Group and/or individual counseling to address the student's use and motivation to change behaviors.

Continued Assessment and Referral

- Students who have repeated violations of the university alcohol and other drug policy will be further evaluated to determine the level of care the student needs. Referral to outside treatment agencies may be necessary depending on the student's treatment needs.

Rehabilitation

- Possession of any alcohol or other substances while in counseling at the NCCU Counseling Center is strongly discouraged. Students with chronic and/or severe substance use disorders are referred to outside treatment clinics specializing in detoxification, partial hospitalization treatment, intensive or comprehensive outpatient treatment, and rehabilitation.

Alcohol and Substance Use Re-Entry

- A recommendation is to add a formalized reintegration plan for students who have a pause in academic continuation related to substance treatment or disruption. Currently, students receiving alcohol and substance use sanctions complete an AOD screening through Counseling Services to determine needs for education, harm reduction, and decision-making. Students complete the CCAPS-62 which includes a substance use subscale. Additionally, measures are taken for additional information if appropriate. These measures may include AUDIT, CUDIT, DAST 20. This screening helps to assess if there are co-occurring concerns that exist and the level of direct care that is most appropriate. Following the screening students complete an alcohol and substance use education module through TAO Connect. A follow-up appointment is scheduled to review learning outcomes for the module and assess current needs. Students develop a plan that is appropriate for them to continue progress. Furthermore, students in this process are also strongly encouraged to participate in the peer-focused Successful Life Skills (SLS) group offered as part of the Center's Collegiate Recovery program. The SLS helps students acquire knowledge and skills for their academic success, interpersonal functioning, and well-being. In a supportive peer environment learn to achieve balance, practice adaptive behaviors and make healthy choices for them. The NCCU Counseling Center is looking to add another module through TAO Connect that is specifically aligned with EDGAR 86. The additional module provides more education for students who may have more moderate to higher needs, than general education for students whose behavior may not be problematic. Students who have been in the NCCU Counseling Session during the current year and have at least two administrations of the CCAPS experienced a 23% change in moderate distress related to alcohol/substance use and 37% for student who initially reported elevated distress in this area.
- As part of the reintegration, the recommendation would be that students are encouraged to coordinate care needs to include the NCCU Counseling Center to support their process of recovery or decision-making for harm reduction to increase the likelihood of successfully reintegrating with resources to decrease their chances of relapse and not persisting through graduation. Students may receive services or engage in services and programming through the Counseling Center or through an extension of services with community providers. The plan would be reviewed with students at scheduled intervals to modify the plan as needs evolve including discontinuing the plan with

measurable stabilization for students as a part of their return.

Resources for Students

The North Carolina Central University Counseling Center received a Collegiate Recovery Community (CRC) grant to contribute to recovering students' academic success by creating a supportive environment for students in various stages of recovery. Funding supports programs, experiential activities, and other services that increase awareness of substance use issues on campus.

Students are offered additional support by the following off-campus counseling provider partners:

- **Carolina Outreach** - 2670 Chapel Hill BLVD. Durham N.C., 27707; (919) 251-9001
- **Freedom House** - 400-D Crutchfield St., Durham N.C., 27704; (919) 251-8006
- **Mind Path Care Centers** 3604 Shannon Rd. STE 200 Durham N.C., 27707; (919) 403-2122
- **Carolina Behavioral Care** - Durham Office, 4102 Ben Franklin BLVD. Durham N.C. 27704; (919) 972-7700

Resources for Faculty and Staff

Employee Assistance Program (EAP) services are offered at no cost through the university. Confidential counseling is available through ComPsych at 866-301-9634. A variety of resources are provided regarding substance abuse, grief, and loss, job pressure, problems with children, depression, and relationship/marital conflicts. For additional information, contact Human Resources.

- **Carolina Outreach** - 2670 Chapel Hill BLVD. Durham N.C., 27707; (919) 251-9001
- **Freedom House** - 400-D Crutchfield St., Durham N.C., 27704; (919) 251-8006
- **Mind Path Care Centers** - 3604 Shannon Rd. STE 200 Durham N.C., 27707; (919) 403-2122
- **Carolina Behavioral Care** - Durham Office, 4102 Ben Franklin BLVD. Durham N.C. 27704; (919) 972-7700

End of Report.