Compilation and distribution of this report is required for all institutions participating in financial aid programs under Title IV of the Higher Education Act.
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Security Report

Randolph College shares the interests of families, students, and the community for the well-being and safety of all members of our campus population. We know that the basic responsibility lies with each of us to take measures to ensure our personal safety and the security of our possessions. While the College has experienced a history of a safe and secure environment, we must remember that no community is immune to crime or emergency situations. Our campus can remain safe only if members act responsibly toward themselves and others.

This report provides information, suggestions, and resources to help protect oneself and others. With this in mind, it is important that each individual take time to consider their role in campus safety. In essence, safety is viewed as a shared responsibility that involves members of the Randolph community working together to solve problems and concerns. Such a proactive approach will reduce the opportunity for crime to occur on our campus.

Campus Safety Department

The Randolph College Department of Campus Safety is committed to the values of integrity, helpfulness, sensitivity, and consistency while providing services to the campus community twenty-four-hours-a-day. Campus Safety Officers may be reached any time day or night by calling the Reception and Information Desk at 434-947-8000, by pressing “0” on any campus telephone extension, or by face-to-face contact with a campus safety staff member at the Reception and Information Desk. The Reception and Information Desk, located in the Main Hall lobby, is staffed by qualified Communications Operators around the clock. Assistance may also be requested by activating one of the thirty-six emergency phones across campus. The Campus Safety Office is located in the Smith Memorial Building on the first floor, room 103. The office of the Director of Campus Safety may be found in the Dean of Student’s suite of offices just off of the Main Hall lobby.

Enforcement Authority

The Campus Safety Department consists of ten uniformed, unarmed officers, operating twenty-four hours each day of the calendar year. All officers are non-sworn staff members with no authority to arrest. Each officer is certified as a Campus Security Officer (CSO) by the Virginia Department of Criminal Justice Services. CSOs patrol campus properties on foot, in golf carts, and in marked vehicles. CSOs only have authority on Randolph College property.

Randolph College Campus Safety Officers have authority to:
- Ask individuals on campus for identification in order to determine if a person(s) have a legitimate reason for being on College property;
• Address and report possible violations of College policies, state/local laws, or ordinances committed by students to the Vice President for Student Affairs and Dean of Students, or to the Lynchburg police if deemed necessary;
• Address and report possible violations of College policies, state or local laws, or ordinances committed by College employees to the appropriate administrator for action or follow up;
• Address health and safety concerns that may affect the wellbeing of students and/or employees;
• Issue citations for parking infractions, and apply immobilization devices for repeated infractions as allowed by Randolph College parking regulations.

In addition to providing emergency and non-emergency responses, vigilant campus patrols by foot and marked vehicles, crime prevention information and emergency preparedness training, the Department of Campus Safety is responsible for many other campus services including:

• Immediate radio dispatch of Campus Safety Officers to emergency and non-emergency situations, initial investigations of crime and incident reports, suspicious person(s) and/or activity, and requests for service;
• Response to medical and fire emergencies;
• Monitoring of campus emergency alarm systems, including fire and intrusion alarms;
• Administration and monitoring of card access control system and passive observation of closed circuit television system cameras;
• Coordination of transportation and shuttle services;
• Maintaining a centralized lost and found repository area;
• Assisting campus motorists with minor vehicular issues;
• Production and maintenance of the Randolph College Paw Pass/identification card;
• Conducting security assessments and suggest safety improvements;
• Act as the contact point for after-hours urgent maintenance requests.

Professional Standards
All members of the Randolph community can expect to be treated in a courteous and professional manner by members of the Campus Safety team. The Campus Safety Department’s positive relationship with the population it serves is vital to achieving our overall mission of a safe and secure campus. The quality of our service is dependent in part upon feedback from its constituents. The department has established methods in which it recognizes exceptional performance by our team members, or in contrast, reporting a concern with any department member. These methods are:

• Reporting in person to the Reception and Information Desk in Main Hall lobby;
• Request to speak with the on-duty Campus Safety supervisor, associate director, or director of Campus Safety by calling 434-947-8000;
• Send written correspondence via United States Postal Service, addressing to:
Relationship with Law Enforcement Agencies

In situations that require the attention of law enforcement, Campus Safety staff request assistance from the Lynchburg Police Department, the Bedford County Sheriff’s Department, and the Virginia State Police, as deemed necessary. Randolph community members, guests, or visitors requiring aid with crimes or emergency situations occurring off campus, should contact local law enforcement agencies directly. The Lynchburg Police Department and other City emergency services can be reached by dialing 911. Non-emergency services may be requested by calling 434-847-1602.

Randolph College has an established working relationship with the Lynchburg Police Department through regular collaboration. A memorandum of understanding exists with the Lynchburg Police Department and Randolph College in regard to Sexual Assault Provisions related to the prevention and response to campus sexual assault. In addition, an Authorization to Enforce Trespass Violations agreement is renewed annually to allow Lynchburg Police to apprehend and/or remove anyone who may be on College properties without permission. The College has limited contact with other area law enforcement agencies such as the Amherst County Sheriff’s Office, the Bedford County Sheriff’s Office, the Campbell County Sheriff’s Office, the Lynchburg Sheriff’s Office, the Virginia State Police, the FBI, and other Federal agencies.

The Lynchburg Police Department will inform Randolph Campus Safety should an emergency situation occur within a one-mile radius of the campus, if such is determined to pose an imminent threat to the safety of the College community. This communication may be accomplished by telephone, cellular phone, or via two-way radio.

Safety and Security on Campus

Campus grounds and streets are easily accessible to the general public by foot or vehicle. While the areas behind ‘the red brick wall’ are historically safe, students, employees, and visitors must take responsibility for their own personal safety and the safety of others. This can be accomplished in a number of ways:

- Do not walk alone! Walk with a friend, especially at night.
- Utilize the Safety Escort Service by calling Campus Safety (434-947-8000).
- Close and lock your door when you are out of your room or office.
- Do not leave ground-floor windows open or unlocked when you are not in your room or office.
- Lock your car; move valuables out of sight or to the trunk.
- Keep your key(s) and access badge (Paw Pass) with you.
• Be aware of the dangers posed by alcohol and drug use. Violent crimes occur more often when people are under the influence of alcohol or drugs.
• Report all suspicious activity or persons to Campus Safety or Lynchburg police (911).
• When in doubt, always err on the side of caution by calling Campus Safety!

A Safety Escort Service is provided upon request to any campus community member to or from any point within campus property boundaries, either on foot or by motorized vehicle. Please call the Reception and Information Desk at extension “0” or dial 434-947-8000 to ask for a safety escort.

Randolph College Riding Center
As part of the College’s athletic programs, the off-campus Riding Center consists of a nearly 100 acre facility in Bedford County, Virginia, approximately seven miles from the main campus, located at 4762 Hawkins Mill Road, Lynchburg. The grounds are made up of The Claire Noyes Cox indoor arena, two outdoor rings, a jumping amphitheater, a modern multi-stall barn, paddocks, fenced pastures and a hunter trail course. The Center is accessible during operational hours for instructional sessions attended by students, and is typically staffed by Randolph employees, including a resident groom. Randolph College Campus Safety Officers do not commonly patrol the grounds or facilities at the Riding Center. In the event of an emergency, Bedford County emergency services should be contacted by calling 911.

The Riding Center closed on June 30, 2019.

Facility Access
College buildings, with the exception of residence halls, are unlocked and open during community business hours, Monday through Friday, accessible to students, employees, visitors, and invited guests. In facilities where public events are held, such as athletic competitions, academic presentations, or special guest appearances, access will be readily available during the scheduled event times. Such occasions are monitored by Campus Safety staff, and on occasion, Lynchburg police. Generally, academic buildings and administrative offices are closed and locked at the end of classes or at the close of daily business hours. Campus Safety Officers are vigilant during continuous campus patrols and physical security checks.

Residential Visitation
Only members of the Randolph College community and invited guests are authorized to be in residence halls. Employee access is restricted to maintenance or academic assignments, duty requirements, or emergency responses. Students must accompany their non-student guests at all times while in residential facilities and on campus grounds.
Reporting Campus Crimes and Incidents
Randolph College students, employees, and guests are strongly encouraged to promptly report all crimes, incidents, suspicious persons, or suspicious activity occurring on campus to Campus Safety, or to local law enforcement, even if the victim of the crime chooses not to file a report, or is unable to file a report.

To report a crime or other campus emergency, Campus Safety may be contacted:
- In person at the Reception and Information Desk in Main Hall lobby;
- By activating one of the campus Emergency telephones (see Emergency Telephones);
- By dialing 434-947-8000, or dialing extension ‘0’ from a campus extension;
- Dialing 911 to inform Lynchburg police;
- Anonymously report a crime to Campus Safety by accessing Silent Witness via this secure web address: https://webapps.randolphcollege.edu/sandbox_asp/security/silent_witness.asp

Reporting all crimes and incidents that involve violence, threats of violence, theft, or other crimes to Campus Safety is extremely important, as it effectively increases the level of awareness and reduces the likelihood of crime on campus. By reducing opportunities for crime to occur, we can all work together to maintain a safe and secure environment.

The Lynchburg Police Department and other City emergency services may be reached by dialing 911. It is recommended that if City emergency services are summoned to Randolph College that Campus Safety be notified as well. Campus Safety Officers will be dispatched to the scene to provide assistance while City emergency personnel are en route.

Due to the nature of incidents and subsequent reports, Randolph College cannot guarantee the complete confidentiality of crime information. As deemed appropriate by the College, every effort will be made to maintain privacy of any crime report of a sensitive nature, so as not to reveal victim identity or information sources.

Voluntary and Confidential Reporting
Persons who decide not to pursue action with the criminal justice system or with Randolph College’s judicial system may want to consider making a confidential report. The Director of Campus Safety can file a report on the details of the incident without revealing a victim’s identity. The purpose of a confidential report is to comply with the victim’s wish to keep the matter confidential, while taking steps to ensure the future safety of others. With such information, the College can keep accurate records of the number of incidents involving students and employees to determine whether there is a pattern of crime, and alert the campus community to potential danger. The confidential reports can be given to any Campus Security Authority. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution; however, identifying information remains anonymous.
The College will take reasonable steps to promptly investigate and to respond to the complaint. With confidential reports, the college will make attempts to address the concerns of the complainant, including concerns of retaliation. However, the request for a confidential report may limit the college’s ability to fully address a situation.

Campus Security Authorities
Federal law defines four categories of Campus Security Authorities or CSAs: College or University Police; Non-police security staff responsible for monitoring College property; People/offices designated under our policy as those to whom/which crimes should be reported; and Officials with significant responsibility for student and campus activities.

On the Randolph College campus, the following departments, offices or individuals are identified as CSAs:

- Campus Safety Department – primary receiver of campus incident reports
  - Campus Safety Officers
  - Communications Operators
- Vice President for Student Affairs and Dean of Students
- Executive Assistant to the Vice President for Student Affairs and Dean of Students
- Assistant Dean for Residence Life and Student Conduct
- Residence Life Staff
  - Resident Assistants (RAs)
  - Head Residents (HRs)
  - Assistant Director of Residence Life
- Director of Campus Life
- Coordinator of Student Engagement
- Director of the Health Center
- Director of the Counseling Center*
- Coordinator of International Student Services (position restructured into Director of ICI)
- Director of Multi-Cultural Services (position restructured into Director of ICI)
- Director Office of Identity, Culture, and Inclusion (newly created position effective July 1, 2019)
- Judiciary Chair and Vice-Chair
- Victim Advocates (includes students, faculty, and staff)
- Athletics
  - Director of Athletics
  - Coordinator of Athletics Operations & Sr. Women Administrator
  - Associate Athletic Director
  - Head Coaches
  - Assistant Coaches
  - All part-time and volunteer coaches
- Faculty and Staff advisors to student organizations
CSAs are obligated to report crimes reported to them which occurred on campus, in public areas bordering campus and in certain non-campus buildings owned or controlled (leased) by the College. CSAs should only report those crimes that have not been previously reported to the Department of Campus Safety or another College CSA. The intent of including non-law enforcement personnel in the CSA role is to acknowledge that some community members and students in particular, may be hesitant about reporting crimes to security or the police, but may be more inclined to report incidents to other campus-affiliated individuals.

*College professional and pastoral counselors, when acting in such capacities, are not considered to be campus security authorities and are not required to report crimes for inclusion into the Annual Security Report. However, they are encouraged to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

The pastoral or professional counselor exemption is intended to ensure that these individuals can provide appropriate counseling services without an obligation to report crimes they may learn about. This exemption is intended to protect the counselor-client relationship. However, even the legally recognized privileges acknowledge some exemptions, and there may be situations in which counselors are in fact under a legal obligation to report a crime.

In most cases it is possible for a CSA to fulfill his or her responsibilities while still maintaining victim confidentiality. CSA reports are used by the institution to compile statistics for Clery Act reporting and to help determine if there is a serious or continuing threat to the safety of the campus community that would require an alert (i.e., a timely warning or emergency notification noted in the next sections). However, those responsibilities can usually be met without disclosing personally identifying information. A CSA report does not need to automatically result in the initiation of a police or disciplinary investigation if the victim does not want to pursue this action.

The Director of Campus Safety and the Associate Director of Campus Safety and Security review all incident report forms and make a determination if an incident qualifies as a Clery Act reportable crime, and as such, is reportable in the Annual Security Report. The Director of Campus Safety will consolidate crime data and information from incident reports from multiple sources including:

- The Lynchburg Police Department;
● The Bedford County Sheriff’s Department;
● The Dean of Students office; and
● Campus Security Authority reports.

All physical documents are secured in the office of the Director of Campus Safety. A secure electronic reporting system is utilized for general, sensitive, and confidential documentation and case files.

**Emergency Response**
Upon receiving a report of a perceived emergency or threat to the Randolph College community, a Campus Safety Officer responds to the incident location in an attempt to confirm the validity and nature of the report. Should assistance be needed, additional Campus Safety Officers, Lynchburg police officers, Bedford County and/or Campbell County Sheriff’s deputies, and Virginia State Police troopers may be summoned.

Lynchburg Fire Department personnel, which includes emergency medical personnel, will be summoned accordingly. Campus Safety Officers will attempt to contain the threat until assistance arrives. As City responders arrive, they will assume authority as the primary responders following an established Incident Command structure. Campus Safety Officers will offer support to the primary responders. Should the emergency be significant, the College’s Critical Incident Management Team may be activated to support primary responders, and provide important information and direction to students, faculty and staff.

Upon confirmation of a substantial emergency or dangerous situation involving an immediate threat to the health and safety of campus community members, Randolph College notifies constituents by initiating a *timely warning* via text message, electronic mail, and/or outdoor siren system – activating the Campus Emergency Notification System. If building or facility evacuation or shelter in place notice is required, the timely warning will state such information. Additionally, a suspect’s personally identifiable information may be included in a timely warning if it is deemed necessary in a health and safety emergency.

**Emergency Communication/Notification**
Should a crime, emergency event or weather-related emergency occur and notification is essential to warn the campus of a potentially dangerous situation, the Department of Campus Safety staff on-duty, the Director of Campus Safety, the Associate Director of Campus Safety and Security, the Vice President for Student Affairs and Dean of Students, and/or the Administrator on Call will issue an *emergency notification* without delay, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. This notification is likely contained in an *electronic mail* or *text message* format, *disseminated to students and College employees*. However, should a situation warrant immediate notification of the community, campus safety team members have the authority to transmit *emergency message*
alerts and to activate the campus emergency outdoor sirens. The Director of Campus Safety, the Associate Director of Campus Safety and Security, the Vice President for Student Affairs and Dean of Students, and the Director of College Relations, will, without delay, work together and prepare an updated release to be communicated to students and employees by multiple means: electronic mail, text message, campus voicemail, room-to-room notification, or posted messages in Main Hall lobby (Reception and Information Desk) or at the entrance(s) to each residence hall or campus building.

The Campus Emergency Notification System will be activated. This may also trigger the College’s Critical Incident Management Team to convene, requiring collaboration of its members either in-person or by telephone conference in response to the situation or information received. Lynchburg police and/or City emergency personnel may be summoned to assist in resolving the situation or incident, depending upon the nature and severity of the event.

Security Alerts
A campus security alert is a timely warning issued to students and employees through the College’s electronic mail system by the Department of Campus Safety, the Vice President for Student Affairs and Dean of Students, the Director of College Relations, or the Administrator on Call. The purpose of the alert is to inform the Randolph community that a crime or serious threat has occurred that may pose an on-going concern to the campus. This message will also provide personal safety information for students and employees, and self-protective recommendations for immediate and future use. The security alert will state:

- “Security Alert” in the subject line;
- A description of the threat;
- A description of the crime suspect/subject(s) involved (if applicable/available);
- Suggested actions for self-protection; and
- Crime reporting contact information.

Message content is specifically determined by the author in order to facilitate prompt, yet sufficient notification to the campus, providing as much information as possible regarding self-protection. Follow-up security alerts may be sent offering new information or direction if it is determined a continued threat exists to the campus community. A more succinct message may be sent via text depending upon the nature, severity, and immediacy of the event.

Throughout extended breaks during the academic year, during periods the College is closed or students are not in-residence, security alerts are sent to all employees, taking into consideration the time of day, various work schedules, and holiday periods.

Students and employees are strongly encouraged to register for the free Randolph Alerts text message system via the College Portal found here:
Campus Emergency Notification System Testing
Randolph College has adopted a quarterly testing policy for its Campus Emergency Notification System. Testing is part of normal maintenance and no public action is necessary, unless an emergency drill is included. (Key personnel may be notified should such a drill/exercise be conducted.) Testing will include activation of the outdoor campus sirens, Randolph Alerts text messaging, mass campus email messaging, desktop alerts, and telephone voicemail messaging. Documentation on each test will be maintained in the Department of Campus Safety. Documentation will include a description of the event, the date the test was held, the time the test started and ended, and whether the test was announced or unannounced.

During each test, the sirens will sound steadily for 30 seconds. During an actual emergency, the sirens will sound intermittently for 1 minute and will likely be repeated multiple times depending upon the emergency.

The alert system will be tested on the first Thursday of the following months at 11:00 a.m.:

- January
- April
- July
- October

The entire testing period should last no longer than 5 minutes. Emergency drills may also be included with proper notification to key personnel. This would extend the testing period indefinitely.

Note: Planned campus events may require testing dates to be altered.

Emergency Preparedness
Campus preparedness is critical to the effectiveness of the response during a time of emergency. Following an “all-hazards” approach assumes that regardless of the cause, many emergencies call for the same response processes. The Randolph community continues to effectively work together to gain an understanding of what resources are available to react to an emergency and to recover from such an event. A large part of the preparedness process is to build upon established relationships with local emergency responders, including police and fire department personnel. Such preparation occurs on campus with these first responders including pre-response planning, facility mapping, emergency access, and a host of other exercises and training.

The College’s Emergency Procedures flier may be viewed here and printed:
Emergency Telephone Locations
The Randolph campus is equipped with thirty-six emergency telephones in parking lots, including the Admission Welcome Center (located across from the College’s main campus at 2711 Rivermont Avenue), outside all residence halls, adjacent to athletic fields and on major walkways. Once the red activation button is pressed, the caller is connected directly to the College communications operator at the Reception and Information Desk. A similar system, utilizing a handset receiver, is located in each campus elevator. (See next page for locations.)

Not shown:
- Grosvenor Apartments (2)
- Admission Welcome Center parking lot
Evacuation Information
Depending on the nature and severity of an emergency, the campus may be subject to evacuation. First responders and College officials will employ emergency actions deemed appropriate for the nature and seriousness of the emergency; the response may include a specific type of evacuation:

Shelter in Place
Individuals should stay where they are, or if possible, go to an interior safe area of the building – inner-most point of a structure. If you are told to shelter-in-place, quickly lock exterior doors and close windows, and air vents. Turn off all fans, heating and air conditioning systems, and clothes dryers. Some systems automatically provide for exchange of inside air with outside air. These systems, in particular, need to be turned off, sealed, or disabled. If there is danger of explosion, close the window shades, blinds, or curtains. Seek additional information via text or email.

Building Evacuation
1. Exit the building as calmly and quickly as possible using the nearest safe exit. DO NOT USE ELEVATORS.
2. Alert ALL persons in your area. Turn off all ignition sources.
3. Close windows and doors, leave the door unlocked, wear a coat and shoes, and take a towel to place over your face in case of smoke.
4. Proceed to the assigned meeting area outside your building and await further instructions. Stay well away from the building and windows.
5. If the campus is evacuated, proceed to the campus assembly area for transportation to the evacuation center when the signal is given. Do not return to an evacuated building until permission is granted from fire officials or Campus Safety.
6. If a single building is evacuated, students will be moved to available housing on campus or to a lounge in a safe building.
7. Residence Life staff (HRs and RAs) will assist in the evacuation of the resident halls, ensure that all residents have evacuated, close all doors, and keep all persons at a safe distance from the building.
8. Building Shepherds, Housekeeping, and Maintenance staff will assist in the evacuation of non-residential buildings by directing occupants to the nearest safe exit and ensure that all occupants have evacuated.
9. The fire department will assume control of the building for all hazards. Full cooperation must be given to the fire department by students and staff.

Where to go
One or more buildings evacuated, but not the entire campus, persons must move to a designated location noted as an Evacuation Assembly Area;
1. Front campus Gazebo;  
2. Rear campus Michels Plaza;  
3. Tennis Courts

**Campus-wide Evacuation to On-Campus Location(s)**  
All persons on campus must move to a designated on-campus location;  
1. Front campus Gazebo;  
2. Rear campus at Michels Plaza;  
3. Tennis Courts;  
4. RAD Center Gymnasium

**Campus-wide Evacuation to Off-Campus Location(s)**  
All persons on campus must leave the campus and go to designated off-campus location(s). Such an effort will involve the coordination of transportation with outside resources, including the City of Lynchburg, or other private entities. It is not recommended that individuals use personal vehicles when evacuating the campus without a predetermined destination point. **Accountability of all persons is of the utmost importance during a campus emergency.**

During the course of an emergency, Campus Safety Officers, the Critical Incident Management Team, or authorities may modify evacuation plans or decisions as deemed appropriate to the emergency and through consultation with the Incident Commander, local police, or fire officials.

**Critical Incident Management Plan**  
Randolph College is committed to supporting the welfare of its students, faculty, staff, and guests. Preparing a campus critical incident management plan and allocating resources to respond to possible emergencies is one way in which the College offers this support. The College conducts regular planning sessions, and tabletop exercises to minimize the risk of personal injury and property loss from critical incidents, and is actively involved with Lynchburg emergency preparedness efforts.

The Critical Incident Management Plan (CIMP) is designed to maximize human survival and preservation of property; minimize danger; restore normal operations of the College; and assure responsive communications with the College, surrounding neighborhoods, cities, and towns. This Plan is set in operation whenever a natural or induced crisis affecting the College reaches proportions that cannot be handled by established measures, and is set on a foundation of an all-hazards approach. A crisis may be sudden and unforeseen, or there may be varying periods of warning. The CIMP is intended to be sufficiently flexible to accommodate contingencies of all types, magnitudes, and duration.
Key members of the Critical Incident Management Team review the CIMP at least annually to adapt appropriate responses to campus emergencies and revise response actions based upon lessons learned and newly developed best practices.

**Critical Incident Management Team**

In the event of a crisis or serious incident, whether observed or reported, the Director of Campus Safety or Associate Director of Campus Safety and Security, will notify the President, the Vice President for Academic Affairs and Dean of the College, the Vice President for Student Affairs and Dean of Students, and the Vice President for Finance and Administration to convene the Critical Incident Management Team (CIMT). The CIMT is comprised of members from Randolph College administration and selected department heads. This is further illustrated in the document link found above. The CIMT will be assembled in-person or by telephone conference to address the immediate crisis and disband when the crisis has ended and normal operating systems are in place, as determined by incident commanders. The Incident Command System, developed by the Federal Emergency Management Agency, has been adopted as standing protocol by Randolph College and is utilized to the best of our ability during times of emergency.

The Critical Incident Management Team is composed of the following members:

- Vice President for Student Affairs and Dean of Students
- Vice President for Finance and Administration
- Assistant Dean for Residence Life and Student Conduct
- Director of Campus Safety
- Director of Buildings and Grounds
- Director of Human Resources and Title IX Coordinator
- Director of College Relations
- Director of Athletics
- Chief Technology Officer
- Director of Dining Services
- Other section leaders as deemed necessary

**Threat Assessment Team**

The Threat Assessment Team (TAT) serves in a prevention capacity to ensure the safety and security of the students, faculty, staff, visitors, and guests within the campus. Recognition of potential threats requires communication between College personnel and the Randolph community.

The TAT is charged with developing comprehensive fact-based assessments of students, employees, or other individuals that may present a threat to the College, and is empowered to take timely and appropriate action, consistent with College policy and applicable laws.

The Threat Assessment Team consists of the following members:
● Vice President for Student Affairs and Dean of Students (Chair)
● Vice President for Academic Affairs and Dean of the College
● Associate Dean of the College
● Assistant Dean for Residence Life and Student Conduct
● Director of Student Success
● Director of the Counseling Center
● Director of Campus Safety
● Director of Human Resources and Title IX Coordinator
● Other section leaders as deemed necessary

Crisis Intervention Training
Crisis Intervention training is comprised of 40 hours of specialized training in psychiatric diagnosis, suicide intervention, substance abuse issues, de-escalation techniques, the role of the family in the care of a person with mental illness, legal training in mental health and substance abuse issues, and local resources for those in a mental health crisis. In addition to classroom instruction, officers-in-training also participate in nine hours of role playing exercises based on real-life scenarios and spend an entire day visiting mental health and substance abuse inpatient and outpatient treatment facilities where they have the opportunity to engage in one-on-one dialogue with mental health consumers.

The training is designed to educate and prepare Campus Safety Officers who come into contact with people with mental illnesses to recognize the signs and symptoms of these illnesses and to respond effectively and appropriately to individuals in crisis. Because officers are often the first responders in these incidents, it is essential that they know how mental illnesses can alter one's behaviors and perceptions. The trained CIT Officer is skilled at de-escalating crises involving those with mental illness, while bringing an element of understanding and compassion to these difficult situations.

CIT has shown to positively impact officer perceptions, decrease the need for higher levels of police interventions, decrease officer injuries, and re-direct those in crisis from the criminal justice to the health care system. The CIT Training is accredited by the Department of Criminal Justice Services (DCJS).


Emergency Protocols – Dean of Students’ Administrator on Call

HOSPITALIZED STUDENT FROM INJURY, ILLNESS, OVERCONSUMPTION

Life Threatening:
- Call 911 then call Campus Safety/Reception and Information Desk
- Communication Operator calls Administrator on Call
- Administrator on Call calls Vice President for Student Affairs and Dean of Students (DOS)
- Dean of Students calls emergency contact and Head Resident (HR) on Call

Not Life Threatening:

- Call Campus Safety/Reception and Information Desk
- Communication Operator calls HR on Call
- Head Resident calls Administrator on Call
- Administrator on Call calls emergency contact

HOSPITALIZED STUDENT FOR MENTAL HEALTH CONCERNS

If Administrator on Call is with Student:

- Notify Dean of Students when Student is admitted
- Ask student for permission to notify Associate Dean of the College (DOC)
- Notify the Associate DOC that student will be missing classes

If VA Baptist Hospital Calls:

- VA Baptist Hospital Employee will notify Administrator that student has been admitted or will provide updates about student that has already been admitted
- Administrator on Call calls DOS

MISSING STUDENT

- Call Campus Safety/Reception and Information Desk
- Communication Operator calls HR on Call
- If unable to locate missing student, HR calls Assistant Dean for Residence Life and Student Conduct
- If unable to locate missing student, Assistant Dean for Residence Life and Student Conduct calls Administrator on Call and Director of Campus Safety

FAMILY EMERGENCY/ILLNESS/INJURY/DEATH

Death or Life Threatening:

- Call Campus Safety/Reception and Information Desk
- Communication Operator calls Administrator on Call
- Administrator on Call calls DOS
- DOS notifies President and HR on Call

Not Life Threatening:
• Call Campus Safety/Reception and Information Desk
• Communication Operator calls Administrator on Call
• Administrator on Call calls HR on Call

SEXUAL ASSAULT/MISCONDUCT AND RELATED VIOLENCE
• Call Campus Safety/Reception and Information Desk
• Communication Operator calls Title IX Coordinator and DOS
• DOS calls HR and Administrator on Call if needed

STUDENT DEATH ON OR OFF CAMPUS
• Call Campus Safety/Reception and Information Desk
• Communication Operator calls DOS
• DOS notifies President, Dean of the College (DOC), HR on Call, Assistant Dean of Residence Life and Student Conduct, Administrator on Call, Counselors, and Chaplain

SUICIDE THREAT
• Call Campus Safety/Reception and Information Desk
• Communication Operator calls HR on Call and Administrator on Call
• Administrator on Call calls Counselor on Call

SUICIDE ATTEMPT

Life Threatening:
• Call 911 and then call Campus Safety/Reception and Information Desk
• Communication Operator HR on Call and Administrator on Call
• Administrator on Call calls Counselor on Call and Counselor on Call calls DOS

Not Life Threatening:
• Call Campus Safety/Reception and Information Desk
• Communication Operator calls 911, HR on Call and Administrator on Call
• Administrator on Call calls Counselor on Call and Counselor on Call calls DOS

BANNED FROM CAMPUS
• At beginning of each semester, Campus Safety will notify DOC, DOS, Assistant Dean for Residence Life and Student Conduct, Health and Counseling, and Athletics with a listing of individuals banned from campus.
• If someone banned is seen on campus, call Campus Safety/Reception and Information Desk.
Closed Circuit Television (CCTV) Monitoring

Randolph College is committed to providing a safe environment by incorporating the best practices of campus security with state of the art technology. A critical component of a comprehensive security plan is the use of Closed Circuit Television cameras. Such technology is capable of monitoring and recording campus activity. The purpose of CCTV monitoring is to deter crime and to protect the safety and property of the Randolph College community in accordance with existing College policies. Monitoring of residence hall entrances/exits and adjoining public areas for safety and security purposes at the College is limited to uses that do not violate a reasonable expectation of privacy as consistent with the traditions of liberal arts colleges.

A CCTV Committee exists to monitor the use of cameras and to make decisions regarding their installation, location and use. The Committee is comprised of seven (7) members including College administrative personnel, staff, faculty, and student representatives, and convenes at least once per semester.

Safety and Security Considerations in Facilities Maintenance

Safety and security-related maintenance concerns should be reported to the Buildings and Grounds Department at 434-947-8109 Monday through Friday 8:30 a.m. to 4:30 p.m. or to the Reception and Information Desk 24/7 by dialing 434-947-8000 or extension “0” from any campus telephone. Each work order received is prioritized based upon the nature of the issue (personal safety and security; electrical or water leak issues; other minor reports). Select Buildings and Grounds personnel are on-call and may be reached after regular business hours via the Reception and Information Desk for more urgent matters.

The College has an actively engaged Safety Committee which meets monthly during the academic year. Committee members regularly identify, inspect and report safety and security concerns, and follow up to see that such are addressed in a timely manner. Facility safety and security is a priority in the planning of campus renovations or construction projects. The Director of Campus Safety is regularly invited to participate in planning and project meetings held with campus entities and contracted personnel, providing input on life safety, physical and cyber security matters.

Residence Halls

Campus Safety Officers routinely patrol common residence hall areas from dusk to dawn. All outside doors are secured and controlled by electronic card access twenty-four hours per day. Each student has a programmed access card known as a Paw Pass, and an individual room key. A Residence Life staff member is present in each residential facility and resident assistant(s) staff each hall.
To enhance student safety, residents are asked to follow a few points on personal safety and security:

- Only members of the Randolph community and invited guests are allowed in residence halls. Students are required to accompany their non-student guests at all times. All student policies must be followed, as stated in the “Student Handbook.”
- All residence hall room doors can be secured by key, and it is strongly suggested that a resident’s room door be locked when they are not present.
- Room keys and Paw Passes should be kept with the student at all times. DO NOT lend these to anyone!
- If a room key or Paw Pass is lost or stolen, contact Campus Safety or a Residence Life staff member immediately.
- DO NOT allow strangers to follow behind or ‘piggyback’ into a residence hall. Notify Campus Safety from a safe location of the individual’s presence should this occur.

Residential facility protective features include security screens, window alarms on all outside fire escapes, locks on student room doors, and smoke and heat detectors in the rooms. The fire alarm systems are centrally coordinated at the Reception and Information Desk, where an electronic monitor indicates the activated alarm location. Campus Safety Officers are dispatched via two-way radio and immediately respond to insure residents are evacuating/have evacuated, and to detect the presence of smoke or fire. Should an officer confirm an actual fire emergency, the Lynchburg Fire Department will be summoned to react right away. Fire drills are conducted a minimum of two times per academic year by the residence hall staff and campus safety.

Note: The College’s Annual Fire Safety Compliance Report and Fire Logs are published under separate cover and are available for review at the College’s Reception and Information Desk in Main Hall lobby during normal business hours, Monday through Friday, 8:00 a.m. to 4:00 p.m.

**Missing Student Notification Policy for Resident Students**

Anytime a member of the Randolph College community has reason to believe that a student who resides in on-campus housing is missing, he or she should immediately notify the Department of Campus Safety at 434-947-8000, or call 911 to alert Lynchburg police. Campus Safety will fully cooperate with local police to generate a missing person report and initiate an investigation. Communication to the campus and greater Lynchburg community will be guided through the Office of College Relations, law enforcement authorities, and local media outlets, to best elicit public assistance, as deemed necessary.

A student may be considered to be a "missing person" if the person's absence from campus is contrary to their usual pattern of behavior, and unusual circumstances may have caused the absence. Such circumstances may include, but are not limited to, a report or suspicion that the person may be a victim of foul play, has expressed suicidal thoughts, is influenced by alcohol or drugs, is in a life threatening situation, or is overdue to return to campus and is unheard from after giving a specific return time to friends or family. All reports of missing persons will be
investigated. If the missing student is under the age of 18 and is not an emancipated individual, the Department of Campus Safety or a representative of the Dean of Student’s office/Administrator on Call, will notify the student's custodial parent or legal guardian immediately. If the preliminary investigation indicates a need, local law enforcement agencies and parents will be notified immediately.

In addition to registering an emergency contact, students residing in on-campus housing have the option to identify confidentially an individual to be contacted by Randolph College in the event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, the College will notify that individual no later than 24 hours after the student is determined to be missing. Students who wish to identify a confidential contact can do so through the College’s Dean of Student’s office, or via self-service on the College’s intranet. Contact information is accessible only by the Administrator on Call, the Dean of Students, the Director of Campus Safety, or designee.

**Firearms, Explosives, and Weapons Policy**

Randolph College is committed to providing a safe and secure learning and working environment for students, faculty, staff, and visitors. The College prohibits the possession, use, and/or storage of firearms, explosives, or weapons of any kind on property owned, leased or otherwise controlled by Randolph College or at any Randolph College-sponsored event. This includes individuals who may legally possess a concealed weapons permit. Weapons include, but are not limited to, handguns, rifles, shotguns, BB guns, pellet guns, ammunition, switchblade knives, butterfly knives, metal/brass knuckles, bows and arrows, paintball guns, slingshots, or other devices that are commonly considered to be weapons which may be deemed as a threat to the safety and wellbeing of others. (This policy does not apply to law enforcement personnel duly authorized to carry such instruments.)

There are some authorized exceptions to this policy. Faculty, staff, students, and contractors working on campus may possess and use appropriate tools, such as saws, knives, and other items necessary for the performance of their job duties or sanctioned course work or athletics (i.e., archery equipment, starter pistol for track and field, etc.). The Director of Campus Safety must be made aware of such activities.

The College retains the final authority in evaluating potential dangers and determining what constitutes a weapon. Items that may be deemed as firearms, weapons, or explosives may be removed or confiscated from the possession of anyone on property owned, leased or otherwise controlled by Randolph College or at any Randolph College-sponsored event. Any violation of this policy may result in disciplinary action up to and including termination of employment, student sanction or expulsion, and/or criminal charges as provided by Virginia law. Questions regarding this policy should be directed to the Director of Campus Safety at 434-947-8000.
Alcoholic Beverages
It is the responsibility of each member of the Randolph College community to know and comply with all Virginia state laws and College regulations, and to help prevent any abuses or excesses stemming from the use of alcoholic beverages. Randolph College does not encourage the consumption of alcoholic beverages, although consumption and possession of alcohol is permitted on College property and at College sponsored events, according to Virginia State Law and the College regulations outlined below.

Virginia State Law
The following is listed by requirement of Virginia law. Virginia's Alcohol Beverage Control Act details the possession, use and consumption of alcohol. The Act applies to all Randolph College students and employees.

It is unlawful for any person under age 21 to purchase or possess any alcoholic beverage. Complete information about Virginia State Law regarding alcohol possession and consumption is available at the following website:
http://lis.virginia.gov/cgi-bin/legp604.exe?191+ful+CHAP0628

Penalties for Violation of State Law
1. Violation of the law exposes the violator to a misdemeanor conviction for which the punishment is confinement in jail for up to twelve months and a fine up to $2,500, either or both. Additionally, such person's Virginia driver's license may be suspended for a period of not more than one year.

2. It is unlawful for any person to sell alcoholic beverages to persons under the age of 21 years of age. Violation of the law exposes the violator to a misdemeanor conviction for which the punishment is confinement in jail for up to twelve months and a fine up to $2,500, either or both.

3. It is unlawful for any person to purchase alcoholic beverages for another when, at the time of the purchase, he knows or has reason to know that the person for whom the alcohol is purchased is under the legal drinking age. The criminal sanction for violation of the law is the same as #2 above.

4. It is unlawful for any person to consume alcoholic beverages in unlicensed public places. Violating the law, upon conviction, exposes the violator to a misdemeanor conviction for which the punishment is a fine up to $250.

College Policy regarding Alcohol Possession and Consumption
This policy covers the use of alcoholic beverages on College property. Randolph students and their guests must observe Virginia law, which states that no person under the age of 21 may purchase, possess, or consume any type of alcohol.
Students 21 years of age or older are permitted to possess and consume alcohol at registered social events on designated College property and in Residence Hall rooms of students who are 21 or older.

Students under the minimum legal drinking age are not permitted to possess or consume alcohol anywhere on College property, including at registered social events or at College-sponsored events.

Sanctions for a policy violation range from a verbal warning to temporary or even permanent separation from the College depending on the severity of the violation. Please refer to the Adjudication Processes section of the Student Handbook for more information using this link: www.randolphcollege.edu/studenthandbook.

Prohibited Conduct
1. Possession, consumption, or purchase of alcohol by persons under the age of 21.
2. Distribution including the sale of alcohol to persons under the age of 21.
3. Public intoxication.
4. Distribution of alcohol to visibly intoxicated persons.
5. Possession of an open container of alcohol in a public space.
6. Driving under the influence of alcohol.
7. Participating in organized drinking games or possessing items used for drinking games (e.g. beer pong tables, funnels).
8. Possession of common sources of alcohol including kegs or alcoholic punch.
9. Using or distributing alcohol in an irresponsible way

Definitions
1. Public intoxication: the signs of physical or mental impairment resulting from alcohol use.
2. Open container: any container not in its original, unmodified, manufacture-sealed packaging.
3. Public space: all indoor and outdoor College property including, but not limited to, stairwells, hallways, classrooms, lounges, storage spaces, group meeting spaces, the student center, and other spaces of common or restricted student access.
4. Non-public space: Residence Hall rooms and those spaces designated as an “event-space” approved through the College’s event registration process.
5. **Irresponsible use/distribution of alcohol:** when the intended or foreseeable outcome is either the abuse of alcohol or to become intoxicated. Such use includes when the consumption or distribution of alcohol results in potentially dangerous, harmful, or otherwise negligent behavior, such as becoming ill or vomiting from alcohol consumption.

**Alcohol in Residence Halls**
In addition to the previous information, the following applies specifically to Residence Halls:

1. Students may not host, or attend unregistered social events with alcohol in Residence Hall rooms or public spaces.

2. Students over 21 may gather in rooms (of residents who are 21 or older) and consume alcohol as long as all other policies are complied with. (e.g. fire safety regulations, quiet hours, courtesy hours, etc.).

3. Events with alcohol must be registered with the Coordinator of Student Engagement. (Please refer to the *Social Events with Alcohol Policy* in the Student Handbook for more information.)

4. Students under the age of 21 may not possess empty alcohol containers. Regardless of age, excessive amounts of empty alcohol containers may constitute evidence of the irresponsible use of alcohol.

**Amnesty or “Good Samaritan” Clause**
The College may choose not to pursue conduct charges against any student transported to the hospital by an emergency medical service due to their over consumption of alcohol provided the student transported calls for help or is called for in good faith out of concern for that person’s health and safety. Students may be hesitant to report to College officials (Residence Life staff, Campus Safety, etc.) because they fear they may be accused of minor policy violations, such as underage drinking. In such cases, educational options, not punitive options, will be explored to resolve these cases.

To encourage students to offer help and assistance to others, the College utilizes this same policy of amnesty for students who offer help to others in need due to over-consumption of alcohol, or prohibited substances. Those who call for help may also not face an official judicial response.

The Dean of Students may choose not to extend this policy to the same person repeatedly.

**Safe Harbor Clause**
Students who bring their own drug use, addiction, or dependency to the attention of College officials on their own volition without being pressured to do so by the circumstances, such as an investigation, may not face a judicial response. Students will be referred to the Health and
Counseling Center. Failure to comply with the requirements laid out by the Health and Counseling Center will nullify this Safe Harbor protection and violations will be handled in accordance with standard procedures.

**Effects of Alcohol**
Alcohol consumption alters behavior. Even small amounts (one to two drinks) can impair mental judgment and hinder coordination, impairing a person’s ability to drive, or walk safely, or can lead to poor social choices. Heavy consumption (four or more drinks in a day) causes observable impairment to mental functions, impairing the ability to learn, memorize and perform academically, sometimes for weeks after the drinking occurred. Severe drinking can cause respiratory and/or organ failure, brain damage, depression and death. If combined with other central nervous system depressants or drugs, any amount of alcohol could produce these effects. Alcohol abuse can lead to permanent impairment, and physical/psychological dependence. When alcohol consumption ceases after prolonged heavy use withdrawal symptoms can include severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening.

**Education and Risks of Alcohol Use**
The following is a partial list of the adverse effects of alcohol use on the individual and society arranged by source.

*Alcohol affects your brain.* Drinking alcohol leads to a loss of coordination, poor judgment, slowed reflexes, distorted vision, memory lapses, and even blackouts.

*Alcohol affects your body.* Alcohol can damage every organ in your body. It is absorbed directly into your bloodstream and can increase your risk for a variety of life-threatening diseases, including cancer.

*Alcohol affects your self-control.* Alcohol depresses your central nervous system, lowers your inhibitions, and impairs your judgment. Drinking can lead to risky behaviors, including having unprotected sex. This may expose you to sexually transmitted diseases or cause unwanted pregnancy.

*Alcohol can kill you.* Drinking large amounts of alcohol can lead to coma or even death. Also, 1 out of every 3 traffic-related deaths is alcohol-related.

Students are expected to be familiar with the health risks associated with alcohol use and abuse. Confidential alcohol counseling and referrals for current students are available through the College's Counseling Center free of charge. For information about local meetings of Alcoholics Anonymous (AA), students may call 434-847-4733 or refer to the Lynchburg Support Groups information in the Health and Counseling Center and the Dean of Students office.

The alcohol policy may be viewed in its entirety at: [www.randolphcollege.edu/studenthandbook](http://www.randolphcollege.edu/studenthandbook).
**Illegal Drugs**

The unlawful possession, use, or distribution of illicit drugs is prohibited by the College. Students are obligated to function under the legal standards set forth in local, state, and federal statutes. Law enforcement officials with proper documents may search any campus building without prior notice, within the constraints of a legal search. The College cooperates fully with officials including the Lynchburg Police Department, Virginia State Police, Federal law enforcement agencies, and the U. S. Postal Inspections Office.

Randolph College prohibits the possession, use, and/or distribution of synthetic cannabinoids (synthetic marijuana, Spice, K2, etc.), and of chemicals known as “bath salts.” Distribution of an illegal drug may include but is not limited to selling, giving, sharing, and trading. Possession of drug paraphernalia items such as glass smoking pipes, hookas, bongs, marijuana bowls, grinders, scales, and other items used for the preparation or consumption of illegal drugs or substances are also prohibited and will be confiscated by Campus Safety Officers or law enforcement officials. Confiscated paraphernalia must be documented in the incident report prepared by Campus Safety and/or Residence Life personnel. Any deeper exploration of a student room in seeking additional illegal drugs or paraphernalia must be approved by the Vice President for Student Affairs and Dean of Students, as sought by the Director of Campus Safety. Law enforcement officials may seek permission to search a student room following police departmental proper legal protocols.

Students are expected to be familiar with the health and safety risks associated with the illegal or improper use of drugs, including prescription drugs used improperly. These include possible dependence or addiction, reduced resistance to disease, danger of overdose, and impairment of motor skills and judgment that may cause the user to engage in behaviors that place them at risk. Students may seek drug counseling and referrals at the College's Counseling Center. Employees may seek assistance from Employee Assistance Program providers offered through the Human Resources office.

College disciplinary action for illegal possession, use, or distribution of drugs, and possession of drug paraphernalia, may include referral for criminal prosecution. In addition to College sanctions, members of the College community are subject to legal penalties, fully outlined in the Code of Virginia. Punishment for any conviction in a court of law for drug offenses can range from monetary fines, community service, probation, temporary confinement, imprisonment, or any combination thereof.

**Drug-Free Workplace Policy**

Randolph College, as a recipient of federal student aid and federally funded grants, is required to comply with the Drug-Free Workplace Act of 1988, and the Drug-Free Schools and Communities Act of 1989 and Department of Education regulations implementing such legislation. These acts require the College to undertake certain actions and adopt various
procedures relating to the misuse of controlled substances in the workplace. In accordance with the Drug-Free Schools and Communities Act of 1989, the College will distribute the policy annually to employees.

The College is committed to providing a safe learning and work environment that is free of alcohol and drugs that may impair judgement and job performance that could result in harm to self or others. To ensure the College’s commitment to compliance, employees are subject to disciplinary action up to and including termination for the unlawful manufacture, distribution, dispensing, sale, offering, possession, or use of a controlled substance (except consumption of alcohol at social events, in moderation, with prior permission). In the case of a faculty member, the regular processes will be used; in the case of a staff member, the final personnel action will be determined by the administration. Any discipline will depend on the circumstances, but could include termination of employment or could consist of requiring the employee to complete satisfactorily a drug abuse assistance or rehabilitation program.

Notification of Convictions:

Employees of Randolph College are required to follow this policy as a condition of employment and abide by the terms of this policy. Employees who are convicted of or plead guilty to criminal drug charges must notify the College as soon as possible thereafter, within five (5) calendar days of such a conviction. (Faculty should notify the Vice President for Academic Affairs and staff should notify the Director of Human Resources.) If applicable, the Sponsored Programs Officer will notify the granting agency in writing, copying the Vice President for Academic Affairs and/or the Director of Human Resources, within 10 calendar days of receiving such a notification.

Employees who operate a motor vehicle as part of their job duties must also notify the College immediately of any conviction or guilty plea under any charge of driving under the influence, reckless driving, or other serious driving offenses. The College may consider the pendency or possibility of appeals in determining appropriate discipline.

Awareness Program:

1. Each new employee will be provided a copy of this policy by Human Resources, and additional copies of this policy can be obtained in the Human Resources Office.

2. Literature on the many health risks associated with the use of illicit drugs and the abuse of alcohol will be distributed to employees during New Employee Orientation, yearly in the Annual Security and Fire Safety Report, and periodically through the College’s wellness program. See Health Effects of Drugs and Alcohol in the Appendix.
3. Randolph College offers an Employee Assistance Program (see Employee Assistance Program in the Benefits section) to all employees and members in their households for counseling, identifying, and resolving substance abuse problems. The College has retained All Points EAP & Organizational Services. Employees may call All Points EAP at the below number to make an appointment.

Community & Campus Resources:

- All Points EAP & Organizational Services: (434) 845-1246
  2250 Murrell Road, Suite B5, Lynchburg, VA
- Alcoholics Anonymous: (434) 847-4733
- Narcotics Anonymous: (800) 777-1515
- Randolph Human Resources: Ext. 8114
- Randolph Safety & Security: Ext. 8144

Campus and Community Sexual Violence Awareness and Prevention Programs

Randolph College is opposed to all forms of sexual and gender-based violence, and we actively work to prevent it from occurring in our community. We want to provide a safe and non-discriminating place to study, live, and work. Some programs are tailored for specific populations while others are offered to the entire Randolph College community. The College requires all new students and employees to complete training in the recognition, prevention, and reporting of sexual violence, including dating and domestic violence, stalking, sexual assault (to include non-consensual sexual touching and non-consensual sexual intercourse), and other forms of sexual harassment. Randolph College encourages all student and employees to immediately report incidents of sexual misconduct. The College has policies and procedures to ensure prompt and fair investigation and resolution on these matters.

Program Definitions

Randolph College utilizes definitions from The Handbook for Campus Safety and Security Reporting. The College uses multiple means for delivery.

Awareness Programs: 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.

Ongoing Prevention and Awareness Campaigns: Ongoing prevention and awareness campaigns are those programs that happen throughout the course of an academic year, which aim to reinforce information related to awareness, prevention, and response to sexual violence.
**Bystander Intervention:** 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.

**Primary Prevention Programs:** Programming, initiatives and strategies 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.

**Risk Reduction:** Options designed to decrease perpetration and bystander inaction; increase empowerment for victims in order to promote safety; and help individuals and communities address conditions that facilitate violence.

**Awareness and Prevention Program Examples**

- **Healthy Relationships** session is held annually during new student orientation programming for all new students and at mid-year orientation (described in detail below)
- **Sexual Assault Prevention** required online training for all new students is provided through an online module by Everfi annually. All students take this training again as a refresher in their junior year. Athletes and all athletics personnel take this training annually as required by NCAA (described in detail below).
- **Bridges: Building A Supportive Community** required online training for all new faculty and staff, online module provided by Everfi (described in detail below)
- **Bystander** and sexual violence prevention training is held annually for Residence Life staff, Macon Activities Council members, and Davenport Leaders (described in detail below)
- **Sexual violence prevention, response, and mandated reporting** training is held annually for Campus Safety Officers
- **Mandated reporting** annual training is held for Residence Life staff and Davenport Leaders
- **Hazing** educational training for all new students is conducted during new student orientation annually. See full description on page 37.
Alcohol & Other Drugs in College educational training is reviewed with all new students during orientation annually. First year and transfer students go through an online module provided by Everfi on alcohol education. Information included in the session:

- understanding consumption
- impact of various factors on intoxication
- ways to avoid drinking
- knowing what’s in your drink
- signs of alcohol poisoning
- what to do if a student has consumed too much alcohol
- bystander behavior
- good Samaritan laws and policies
- impact of other drugs

Training is conducted every other year and on an as needed basis for faculty and staff involved in the oversight or adjudication of violations (hearing panel training) of Randolph’s Sexual Misconduct Policy. This training can include:

- relevant evidence and how it should be used during a proceeding
- proper techniques for questioning witnesses
- basic procedural rules for conducting a proceeding
- avoiding actual and perceived conflicts of interest
- understanding victim reactions from a trauma-informed perspective

Various community awareness events such as Denim Days, The Clothesline Project, #Purple Thursday, Domestic Violence Awareness Month, Sexual Assault Awareness Month, and tabling/information events.

Clery Act Basics training is required annually for all Campus Safety Officers, Dean of Students Office, Health & Counseling Center, some Dean of the College Office personnel, Athletics, and Riding Center personnel.

All Athletics staff and student athletes receive annual Title IX training, as required by NCAA.

Title IX administrators attend regular ongoing training on current related matters.

Informational interviews for Randolph’s campus newspaper The Sundial upon request.

Social media posts on Facebook and Instagram.

Awareness and Prevention Programming for New Students – Program Details

Healthy Relationships
This in-person, interactive program is led by the Assistant Dean for Residence Life and Student Conduct as a part of New Student, Transfer Student, and International Student Orientation. It is expected that all new students participate in Orientation events; the College’s Davenport Leaders
and International Orientation Leaders work with small student groups and Orientation staff to help ensure participation. The program covers a variety of topics, including but not limited to:

- Randolph College’s prohibition of all forms of sexual and gender-based misconduct as outlined in the College’s Sexual Misconduct Policy, including dating violence, domestic violence, sexual assault (non-consensual sexual intercourse and non-consensual sexual touching), stalking, harassment, exploitation, and retaliation
- Definitions and examples of sexual and gender-based misconduct offenses
- Foundations of healthy relationships
- Warning signs of unhealthy and abusive relationships
- Definition of consent, and strategies to actively and successfully achieve consent. This includes consideration of:
  - Review of what does not constitute consent
  - Situations where consent cannot be given
- Facts about sexual violence including but not limited to:
  - The stages of sexual assault
  - Facts and statistics about sexual violence
  - Myths
- Randolph College’s grievance procedure for Sexual Misconduct Policy violations
- On/off campus reporting options and support resources
- Mandated reporting
- Introduction to some of the College’s Title IX Team members

**Grounds for Discussion**

This live, two-part program is offered to all first-year students by the College’s Davenport Leaders as a part of New Student Orientation. It is expected that all first-year students participate in Orientation events; the College’s Davenport Leaders work with small student groups and Orientation staff to help ensure participation.

The first part of the program consists of a series of live skits that bring to life and reinforce many of the topics discussed during Orientation, including sexual assault and bystander intervention. Skits are presented to the entire body of first-year students. Following this, first year students break into smaller groups for the second part of the program, which involves small group dialogue about the skits that is facilitated by Davenport Leaders.

**Sexual Assault Prevention**

The College introduces the Sexual Assault prevention online training in a letter from the Dean of Students sent to all new students/families. The new student then receives a follow up email invitation with instructions and login information on how to complete the training. The completion date for the training is set prior to the first day of classes. Additionally, students receive one email reminder prior to the due date. All students have access to a computer through
one of the College’s computer laboratories, and headphones can be provided upon request (necessary to complete the module in a public space). Assistance is provided to any student who has difficulty accessing or interacting with the web-based content.

Any new student who fails to complete the requirement will have an administrative hold placed on their student account. This hold prohibits the student from registering for the next semester’s classes or from having transcripts released to a different institution. The hold is not removed until the required module is completed.

This interactive program reinforces many of the concepts addressed in *Healthy Relationships*. In addition, it also encourages critical thinking about:

- healthy alcohol use
- the hook-up culture
- bystander intervention
- State and Federal laws and definitions pertaining to sexual violence (see Virginia Code: [https://law.lis.virginia.gov/vacode/title19.2/chapter9.1/section19.2-152.7:1/](https://law.lis.virginia.gov/vacode/title19.2/chapter9.1/section19.2-152.7:1/))

**Bystander Intervention Training**

Randolph College uses Bring in the Bystander, a research-supported training model from Prevention Innovations. Bystanders can play a critical role in prevention. We encourage individuals to watch out for one another and ask someone if they need help. We discuss safety tips to not make one’s self vulnerable and how to report. Bystander behavior is discussed in multiple trainings for new students, including a special session for residence life staff, the Randolph Programming Board, and Davenport leaders.

**Hazing**

All first-year students participate in a hazing presentation that is highly interactive and introduces students to the definitions of hazing, what forms are against the law, and which are against college policy. Students learn that Virginia law requires the campus to notify the local Commonwealth’s Attorney regarding certain types of hazing for consideration for prosecution. The program addresses various types of hazing including mental and physical hazing. Consequences for hazing are discussed, and real-life examples are incorporated so students can see the ramifications of actions. The program closes by addressing how to take action, including but not limited to not being a bystander.

**Primary Awareness and Prevention Programming for New Employees**

All new employees are required to complete an online training module, *Bridges: Building A Supportive Community* by Everfi. The module is distributed and overseen by the College’s Human Resources Department. Most employees complete the required training within two weeks of employment; all employees have to complete the training within two months of employment.
The Director of Human Resources and Human Resources Assistant work in conjunction with faculty division heads and the Dean of the College to ensure compliance. All employees have access to a computer through one of the College’s computer laboratories, and headphones can be provided upon request (necessary to complete the module in a public space). Assistance is provided to any employee who has difficulty accessing or interacting with the web-based content. This program reviews:

- Randolph College’s prohibition of all forms of sexual and gender-based misconduct as outlined in the College’s Sexual Misconduct Policy, including but not limited to dating violence, domestic violence, sexual assault (non-consensual sexual intercourse and non-consensual sexual touching) and stalking
- federal and state laws that prohibit campus sexual violence (see Virginia Code below)
- how to identify forms of sexual violence and where to report them
- consent
- how to support and assist survivors of sexual violence, and
- how to prevent sexual violence on campus and in the workplace
- prohibited retaliation

Online Resources

Title IX Sexual Misconduct and Reporting for Students
www.randolphcollege.edu/sexualmisconduct/

The Human Resources Department maintains a non-discrimination and equal employment opportunity page for Faculty, Staff, and Students
www.randolphcollege.edu/humanresources/non-discrimination-and-equal-employment-opportunity/

Sexual Misconduct Policy for Students


Randolph College is committed to maintaining a community in which learning and working can be carried out in an environment of human dignity and respect. The College stands opposed to all forms of harassment, including sexual and gender-based harassment, and will work to prevent such behavior within the College community. Sexual misconduct is antithetical to the values and standards of the Randolph community, is incompatible with the safe, healthy environment that the community expects and deserves, and will not be tolerated.

Title IX of the Higher Education Amendments of 1972 states that:
No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

20 U.S.C. § 1681

As a recipient of federal funds, Randolph College is required to comply with Title IX of the Higher Education Amendments of 1972, 20 U.S.C. § 1681 et seq. (“Title IX”), which prohibits discrimination on the basis of sex in educational programs or activities, admission and employment. Under certain circumstances, sexual misconduct (as defined below) constitutes sexual discrimination prohibited by Title IX.

Any act of sexual misconduct constitutes a violation of College policy. The College is committed to fostering a community that promotes prompt reporting of all types of sexual misconduct and timely and fair resolution of sexual misconduct cases. Creating a safe environment is the responsibility of all members of the College community. When an allegation of sexual misconduct is brought to an appropriate administrator’s attention, and a Respondent is found to have violated this policy, serious sanctions will be used to reasonably ensure that such actions are never repeated. This policy is intended to define community expectations, to establish a mechanism for determining when those expectations have been violated, and to protect the rights and needs of Complainants and Respondents.

Overview of Policy

The expectations of our community regarding sexual misconduct can be summarized as follows:

In order for individuals to engage in sexual activity of any type with each other, there must be clear, knowing and voluntary consent prior to and during sexual activity. Consent is sexual permission. Consent can be given by word or action, but non-verbal consent is not as clear as talking about what you want sexually and what you don’t. Consent to some form of sexual activity cannot be automatically taken as consent to any other form of sexual activity. Silence--without actions demonstrating permission--cannot be assumed to show consent.

Additionally, there is a difference between seduction and coercion. Coercing someone into sexual activity violates this policy just as physically forcing someone into sex. Coercion is unreasonable, inappropriate pressure to engage in sexual activity. Continued pressure to engage in sexual activity after the other person makes it clear that they do not want to engage in, want to stop, or do not want to go further with sexual activity can be coercion.

Because alcohol or other drug use can place the capacity to consent in question, sober sex is less likely to raise such questions. When alcohol or other drugs are being used, a person will be considered unable to give valid consent if they cannot fully understand the details of a sexual
interaction (who, what, when, where, why, or how) because they lack the capacity to reasonably understand the situation. Individuals who consent to sex must be able to understand what they are doing. Under this policy, “No” always means “No,” and “Yes” may not always mean “Yes.” Anything but clear, knowing, and voluntary consent to any sexual activity is equivalent to a “no.”

In the case of allegations of sexual misconduct, this policy supersedes all other procedures and policies set forth in other College documents. The College reserves the right to take whatever measures it deems necessary in response to an allegation of sexual misconduct in order to protect students’ rights and personal safety. Such measures include, but are not limited to, modification of living arrangements, interim suspension from campus pending a hearing, and reporting the matter to the local police. Not all forms of sexual misconduct will be deemed to be equally serious offenses, and the College reserves the right to impose different sanctions, ranging from verbal warning to expulsion, depending on the severity of the offense. The College will consider the concerns and rights of both the Complainant and Respondent.

**Sexual Misconduct Offenses**

Sexual misconduct refers to any conduct or act of a sexual nature perpetrated against an individual without consent. Sexual misconduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual misconduct can be committed by men or by women, and it can occur between people of the same or different sex. The College encourages reporting of all sexual misconduct.

Sexual misconduct offenses include, but are not limited to: sexual harassment; non-consensual sexual contact (or attempts to commit the same); non-consensual sexual intercourse (or attempts to commit the same); sexual exploitation; stalking; intimate partner violence; and retaliation.

1. **Sexual harassment** is unwelcome, gender-based verbal, nonverbal, written, electronic or physical conduct that is sufficiently severe, persistent or pervasive that it substantially and unreasonably interferes with, denies, or limits someone’s ability to participate in or benefit from education or employment at the College and is based on power differentials (quid pro quo), intimidation, the creation of a hostile environment, or retaliation.

2. A hostile environment caused by sexual harassment includes any situation in which there is harassing conduct that is sufficiently severe, pervasive, or objectively offensive that it alters the conditions of employment or limits, interferes with, or denies educational benefits or opportunities.

3. **Non-consensual sexual contact** is any intentional sexual touching, however slight, with any object, by an individual that is without consent and/or by force.
4. Non-consensual sexual intercourse is any sexual intercourse, however slight, with any object, by an individual that is without consent and/or by force.

5. Sexual exploitation occurs when a person takes non-consensual or abusive sexual advantage of another person for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses.

6. Stalking refers to a course of physical or verbal conduct directed at another individual that could be reasonably regarded as likely to alarm, harass, or cause fear of harm or injury to that person or to a third party. A course of conduct consists of at least two acts. The feared harm or injury may be physical, emotional, or psychological. Stalking includes cyber-stalking, in which electronic media are used to pursue, harass, or to make unwelcome contact with another person in an unsolicited fashion.

7. Intimate partner violence is often referred to as dating violence, domestic violence or relationship violence. Intimate partner violence includes any act of violence or threatened act of violence against a person who is, or has been involved in, a sexual, dating, domestic or other intimate relationship with the Respondent.

8. Retaliation refers to acts or attempts to retaliate or seek retribution against the Complainant, Respondent, or any individual or group of individuals involved in the complaint, investigation and/or resolution of an allegation of sexual misconduct. Retaliation can be committed by any individual or group of individuals, not just a Respondent or Complainant. Retaliation can take many forms, including threats, intimidation, pressuring, continued abuse, violence or other forms of harm to others.

Consent

Consent is clear, knowing, and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable clear permission regarding willingness to engage in (and the conditions of) sexual activity. Consent to any one form of sexual activity cannot automatically imply consent to any other forms of sexual activity and can be withdrawn at any time. Previous relationships or prior consent cannot imply consent to future sexual acts. Coercion, force, or threat of either invalidates consent.

Consent may never be given by:

(a) Minors, even if the other participant did not know the minor’s age.
(b) Mentally disabled persons, if their disability was reasonably knowable to a sexual partner who is not mentally disabled.
(c) Persons who are incapacitated (whether as a result of drugs, alcohol or otherwise), unconscious, asleep, or otherwise physically helpless or mentally or physically unable to make informed, rational judgments. The use of alcohol or other drugs does not diminish one's responsibility to obtain consent and does not excuse conduct that constitutes sexual misconduct under this policy. If at any time during a sexual act any confusion or ambiguity is or should reasonably be apparent on the issue of consent, it is incumbent upon each individual involved in the activity to stop and clarify the other's willingness to continue and capacity to consent. Neither party should make assumptions about the other’s willingness to continue.

**Force**

Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and coercion that overcome resistance or produce consent.

**Other Misconduct Offenses (will fall under Title IX when gender-based)**

1. Threatening or causing physical harm, extreme verbal abuse, or other conduct that threatens or endangers the health or safety of any person;

2. Discrimination, defined as actions that deprive other members of the community of educational or employment access, benefits or opportunities on the basis of gender;

3. Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another;

4. Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the college community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity.

5. Bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control, or diminish another person, physically or mentally (that is not speech or conduct otherwise protected by the 1st Amendment).

**Reporting Sexual Misconduct**

Randolph College strongly supports and encourages prompt reporting of sexual misconduct. If you believe you or someone you know has been a victim of sexual misconduct, you should report the incident(s) to the College’s Title IX Coordinator or to College Safety and Security as soon as possible. Because sexual misconduct may constitute both a violation of College policy
and criminal activity, and because the College grievance process is not a substitute for instituting legal action, the College encourages individuals to report alleged sexual misconduct promptly to campus officials and to law enforcement authorities. Individuals may file a complaint at any time, but the College strongly encourages individuals to file complaints promptly in order to preserve evidence for a potential legal or disciplinary proceeding. The College’s investigation and resolution of a complaint (not including an appeal, if applicable) will generally be completed within 60 calendar days of the receipt of the complaint, absent extenuating circumstances. Any party may request an extension of any deadline by providing the Title IX Coordinator with a written request for an extension. The Title IX Coordinator may modify any deadlines contained in this policy as necessary and for good cause.

Any student may file a complaint against other students or employees of the College. In addition, a College employee may file a complaint against other employees or students of the College. Students and employees of the College may also file complaints regarding third parties who are not enrolled at or employed by the College if the conduct giving rise to the complaint is related to the College’s academic, educational, or extracurricular programs or activities. The College may not have jurisdiction to discipline third parties, but it can provide a student or employee with support services and, if appropriate, it will conduct an investigation of the incident to ensure that it does not represent a pattern of sexual misconduct occurring at the College or involving its students or employees. Finally, third parties may file a complaint against students or employees of the College under this policy if the conduct giving rise to the complaint is related to the College’s academic, educational, or extracurricular programs or activities.

**How to Report**

**Immediate Assistance**
If you or someone you know has been the victim of sexual misconduct, below are the reporting options:

**Campus Safety, 24 hours a day, at 8000, 7 days a week** (from an on-campus phone) or 434.947.8000 (from a cell phone) or the Lynchburg Police Department at 911.

Individuals are strongly encouraged to inform the Lynchburg Police Department about instances of sexual misconduct. Individuals may file complaints directly with local law enforcement agencies by dialing 911. Individuals may contact any of the following for assistance in filing a complaint with local law enforcement:

**Residence Assistants or Head Resident 24 hours a day, 7 days a week**

**Title IX Coordinator - Sharon Saunders**
Located in the Human Resources Suite in Main Hall from 8:30 a.m. to 5:00 p.m. M-F or via email at ssaunders@randolphcollege.edu or 434-947-8704

Deputy Title IX Coordinator – Amanda Denny
Located in the Dean of Students Suite in Main Hall from 8:30 a.m. to 5:00 p.m. M-F or via email at adenny@randolphcollege.edu or 434-947-8291

Note: Individuals may inform law enforcement authorities about sexual misconduct and discuss the matter with a law enforcement officer without making a formal criminal complaint (or a College complaint). Individuals who make a formal criminal complaint may also choose to pursue a College complaint simultaneously.

Filing a Complaint
Anyone wishing to make a complaint under this policy should contact one of the following individuals or offices:

Sharon Saunders, Director of Human Resources & Title IX Coordinator
Located in the Human Resources Suite in Main Hall from 8:30 a.m. to 5:00 p.m. M-F or via email at ssaunders@randolphcollege.edu or 434-947-8704

Amanda Denny, Assistant Dean for Residence Life and Student Conduct & Deputy Title IX Coordinator
Located in the Dean of Students Suite in Main Hall from 8:30 a.m. to 5:00 p.m. M-F or via email at adenny@randolphcollege.edu or 434-947-8291

Mara Amster, Professor of English & Deputy Title IX Coordinator
Located in Smith Memorial Building Room 406 or via email at mamster@randolphcollege.edu

If an employee of the Randolph College Department of Campus Safety, the Dean of Students Office, or the Human Resources Office receives a report of alleged sexual misconduct, that employee must notify the College’s Title IX Coordinator.

Individuals may also file anonymous reports by calling Campus Safety or completing a form online at silent witness crime reporting form link.

Individuals who choose to file anonymous reports are advised that it may be very difficult for the College to follow up or take action on anonymous reports, where corroborating information is limited. Anonymous reports may be used for Clery Act data collection purposes. The Clery Act requires all colleges that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses.
An individual may report alleged sexual misconduct to a faculty or staff member other than those referenced above. It is important to note that all College employees (except for Health and Counseling Center staff and the Chaplain) are mandated reporters and are required by Federal regulations to report known or suspected incidents of sexual misconduct to the College’s Title IX Coordinator, whereupon such information will be used in compliance with this policy, including notification of local police as required by law. No employee is authorized to investigate or resolve complaints without the involvement of the College’s Title IX Coordinator or designee.

Confidentiality

The College will make every feasible effort to preserve the confidentiality of and prevent the disclosure of the identities of the parties involved in a sexual misconduct matter. However, information regarding alleged sexual misconduct must be handled in accordance with applicable state and federal laws. Individuals should understand, for example, that under conditions of imminent harm to the community, the College may be required by federal law to inform the community of the occurrence of the incident(s) of sexual misconduct. In addition, information regarding alleged sexual misconduct will be shared among College administrators as appropriate and necessary. Complainants and Respondents may request that the College treat information regarding alleged sexual misconduct as confidential. The College takes such requests seriously. However, the College cannot always control confidentiality violations by students or third parties.

Requests for confidentiality may limit the College’s ability to investigate and take reasonable action in response to a complaint. In such cases, the College will evaluate the request(s) that a complaint remain confidential in the context of the College’s commitment to provide a reasonably safe and non-discriminatory environment.

In order to make such an evaluation, the Title IX Coordinator or designated administrators may conduct a preliminary investigation into the alleged sexual misconduct and may weigh the request(s) against the following factors:

(a) the seriousness of the alleged sexual misconduct;
(b) the Complainant’s age;
(c) whether there have been other complaints of sexual misconduct against the Respondent;
(d) the Respondent’s right to receive information about the allegations if the information is maintained by the College as an "education record" under FERPA; and
(e) the applicability of any laws mandating disclosure.

The Title IX Coordinator will inform the person requesting confidentiality if the College cannot ensure confidentiality.
Review Committee

As required under Code of Virginia § 23-9.2:15, in alleged cases involving sexual violence, the Title IX Coordinator will consult with a Review Committee. The Committee will include the Title IX Coordinator (or a designee); a member of Campus Safety; and a member of the Student Affairs Division. The Title IX Coordinator may also include other members of the college community as deemed appropriate. This Committee shall convene within 72 hours of receiving the report. The Review Committee will determine if disclosure of information to the law enforcement agency responsible for investigating the alleged act of sexual violence, including personally identifiable information, is necessary to protect the health or safety of the Complainant or other individuals, consistent with FERPA regulations. If the Committee determines this disclosure is necessary, the Title IX Coordinator will notify the Complainant of any disclosure that is made.

If the alleged incident would constitute a felony violation under Code of Virginia § 18.2-61, the representative of the Campus Safety Office will consult with the Commonwealth’s Attorney within 24 hours of the Review Committee meeting, without disclosing personally identifiable information about the individuals involved.

Individuals with Disabilities

The College will make arrangements to ensure that individuals with disabilities are provided appropriate accommodations, to the extent necessary and available, to participate in the steps and procedures outlined in this policy. Requests for accommodations must be made to the Office of Access Services, 434-947-8132.

Protecting Students Reporting Sexual Misconduct

The Title IX Coordinator or designee will consult with the reporting party and/or the Complainant regarding protective measures such as changes to campus housing or academic schedules, removing the student’s information from the College directory, or issuing a “no contact order.”

Retaliation against any person for filing, supporting, or providing information in connection with a complaint of sexual misconduct is strictly prohibited. Violations will be addressed through this policy. Any person who feels that they have been subjected to retaliation should make a report to the Title IX Coordinator.

The College considers the reporting and adjudication of sexual misconduct cases on campus to be of paramount importance. The College does not condone underage drinking; however, the College may extend limited immunity from sanctioning in the case of illegal alcohol use to the
Complainant, witnesses and those reporting incidents and/or assisting the Complainant, provided that they are acting in good faith in such capacity.

**Grievance Procedure**

Complaints of sexual misconduct may be resolved through the informal process or through a formal hearing procedure, described below. Attempting resolution through the informal process does not preclude the Complainant’s use of the formal hearing procedure if they are not satisfied with the efforts to resolve the complaint through the informal process. In addition, a Complainant may choose to utilize the formal procedure without having attempted resolution through the informal process.

Complaints may be made against an individual by the Complainant, by another College community member, or by the College for the purpose of fulfilling its duty to maintain appropriate vigilance against conduct that constitutes sexual misconduct.

This grievance procedure must not be used to bring malicious or knowingly false complaints. The sexual misconduct grievance procedure will be used when any person is alleged to have filed a knowingly false complaint or knowingly provides false information to College officials. If a claim is not substantiated, the College may, with the agreement of the Respondent, take steps to restore the reputation of the accused individual, including expunging records or notification to persons who participated in the grievance proceeding(s).

The Title IX Coordinator is responsible for determining and documenting whether reasonable grounds exist to believe that the conduct at issue constitutes sexual misconduct under this policy. The Title IX Coordinator will direct that the case will proceed unless it is clear from the complaint and/or the initial meetings with the parties and/or the investigation that no reasonable grounds exist for believing that the conduct at issue constitutes sexual misconduct under this policy.

If at any point during the complaint, investigative or disciplinary processes, the Title IX Coordinator or designated representatives reasonably believe that a Respondent who is a member of the College community poses a substantial threat of harm to the Complainant or other members of the campus community; threatens or endangers College property; or disrupts the stability and continuance of normal College operations and functions, the Title IX Coordinator or Deputy Coordinator, in conjunction with the appropriate College administrators, may take actions to minimize or eliminate the threat including, but not limited to, issuing a no-contact order, referring the respondent to counseling, or enacting interim suspension.

**Informal Process**

Any member of the College community who believes they have been the victim of sexual
misconduct and chooses to seek more information about sexual misconduct or an informal remedy to the situation may contact the Title IX Coordinator.

The objective of the informal process is to respond immediately to a complaint with actions designed to eliminate misconduct. The goals of the informal process are to gather information, identify sources of conflict, analyze problems, and offer ways for resolving the complaint. The Title IX Coordinator or designee will discuss with the Complainant the individual’s concerns, clarify the College’s policy and grievance procedure, and when appropriate remind them of the availability of counseling services. The resolution process shall vary depending on the Complainant’s willingness to have their identity disclosed.

**a. If the Complainant is willing to have their identity disclosed to the Respondent:**

The Title IX Coordinator or designee will attempt to work with the parties involved to resolve the matter informally. The resolution process might involve any number of strategies, including (1) individual meeting(s) between Title IX Coordinator or designee and the Respondent; (2) written communication between the Complainant and the Respondent; and/or (3) mediated meeting(s) between the Complainant and the Respondent, facilitated by the Title IX Coordinator or designee. Mediated meetings are not available in cases of sexual assault.

Based on information gathered from the Complainant and the Respondent, the Title IX Coordinator or designee shall prepare a written resolution agreement they believe will fulfill the goals of the informal process and is acceptable to all parties.

If the parties agree to an informal resolution of the complaint, the Title IX Coordinator or designee shall have the resolution agreement signed by both parties, provide each party with a copy of the signed agreement, and maintain the original of the signed agreement in the Title IX Coordinator’s confidential file; and

If a mutually agreeable resolution cannot be reached, the Title IX Coordinator or designee shall send each party written notification of that fact and of the formal procedure for pursuing a sexual misconduct complaint and shall maintain a copy of the written notification in the Title IX Coordinator’s confidential file.

**b. If the Complainant is not willing to have their identity disclosed to the Respondent:**

The Title IX Coordinator can determine that it is in the best interest of the College to pursue the issue. The College may start an investigation even in the absence of a filed complaint if information about sexual misconduct comes to the attention of the College. The Title IX Coordinator shall notify the Complainant that the College will be pursuing the issue. The Title IX Coordinator will notify the Respondent that a confidential
complaint has been reported. The Title IX Coordinator will advise the Complainant that they may still elect to seek resolution of the complaint in the future.

**Formal Process**

**Written Notice of Investigation.** The Complainant and the Respondent will receive written notice of an investigation, including notice of potential Title IX Policy violations.

**Advisors.** Throughout the entire process the Complainant and the Respondent each have the right to choose and consult with an advisor. The advisor may be any person, e.g., a community member who is not involved in the investigation, a family member, or an attorney. These individuals may attend any meeting for support and advice; however, they may not speak on an individual’s behalf or otherwise participate.

**Investigation Begins.** The Complainant and the Respondent will be contacted by an investigator. This is the opportunity to offer information, present evidence, and identify witnesses. All parties have the opportunity to review their own reports and make changes before they sign.

**Timeframe.** As previously stated, the College’s investigation and resolution of a complaint (not including an appeal, if applicable) will generally be completed within 60 calendar days of the receipt of the complaint, absent extenuating circumstances. Any party may request an extension of any deadline by providing the Title IX Coordinator with a written request. The Title IX Coordinator may modify any deadlines contained in this policy as necessary and for good cause.

**The Hearing.** In the case of formal resolution, a Hearing Panel will conduct a series of hearings in which it will interview and question the Complainant and the Respondent, and any witnesses or other third parties whose testimony the Hearing Panel deems relevant.

At any time prior to the date of their designated hearing, the Respondent may elect to acknowledge their actions and take responsibility for the alleged sexual misconduct. In such a situation, the Title IX Coordinator or designee will propose sanction(s). If the Complainant and the Respondent agree to such proposed sanction(s), then the complaint will be resolved without a hearing and without any further rights of appeal by any party. If either the Complainant or Respondent objects to such proposed sanction(s), then the Hearing Panel will convene for the exclusive purpose of determining a sanction. The decision of the Hearing Panel regarding sanctions may be subject to appeal.

**a. The Hearing Panel.** The Title IX Coordinator or designee will appoint the members of the Hearing Panel, to include three faculty or staff, with one member serving as the Chair of the Hearing Panel. Members of the Hearing Panel must be trained to hear cases of sexual misconduct. The Title IX Coordinator or designee will share the complaint and the investigative report with the Hearing.
b. **Notice of the Composition of the Hearing Panel.** Promptly after appointing the members of the Hearing Panel, the Title IX Coordinator or designee will provide concurrent written notice to the Complainant and the Respondent, setting forth the names of the individuals selected to serve on and chair the Hearing Panel. If only a portion of the alleged misconduct justifies continuing to the hearing process, the Title IX Coordinator or designee will also specify in the notice which part(s) of the alleged misconduct will be the subject of the hearings.

The parties may challenge the participation of any member of the Hearing Panel by submitting a written objection to the Title IX Coordinator or designee within three days of delivery of the notice of the composition of the Hearing Panel. Such objection must state the specific reason(s) for the objection. The Title IX Coordinator or designee will evaluate the objection and determine whether to alter the composition of the Hearing Panel. Failure to submit a timely and proper objection will constitute a waiver of any right of objection to the composition of the Hearing Panel. Any changes in the composition of the Hearing Panel will be provided in writing to both parties prior to the date of the first hearing.

c. **Hearing Policies and Procedures**

1. **Submission of Written Materials by the Parties.** Within five days of delivery of the notice of composition of the Hearing Panel, the Complainant and the Respondent may provide the Title IX Coordinator or designee with (1) a list of witnesses, if any, that they propose that the Hearing Panel call and a brief description of each proposed witness's connection to and/or knowledge of the issues in dispute, and (2) a written statement of position.

2. **Notice of the Hearings.** Not less than five days, but not more than ten days after delivery of notice of the composition of the Hearing Panel to the parties, the Title IX Coordinator or designee will provide a separate notice to the Complainant, the Respondent, and any witnesses or other third parties whose testimony the Hearing Panel deems relevant, requesting such individuals to appear before the Hearing Panel. The notice should set forth, as applicable, the date, time, and location of the relevant individual's hearing. In its notices to the Complainant and the Respondent, the names of the witnesses or other third parties that the Hearing Panel plans to call will be provided.

3. **Failure to Appear.** If the Complainant or the Respondent fails to appear before the Hearing Panel if requested to do so, and such party was provided proper notice of the hearing as set forth above, then absent extenuating circumstances, the Hearing Panel will proceed.
4. Counsel and Support Persons. Both the Complainant and the Respondent may have an advisor present to support and assist them during their respective hearings. The Title IX Coordinator, designee, or Chair of the Hearing Panel may disallow the attendance of an advisor if they are also a witness or if, in the discretion of the Chair of the Hearing Panel, the person's presence would be obstructive to the hearing or otherwise warrant their removal from the hearing. An advisor may communicate with a party privately, but they may not address the Hearing Panel, cross-examine witnesses, or have any other speaking role. An advisor must maintain confidentiality regarding any and all communications exchanged pursuant to this policy. Absent accommodation for disability, the parties may not be accompanied by any other individual during the hearing process.

5. Evidentiary Matters. The Complainant and the Respondent will have an equal opportunity to present evidence during their respective hearings. Formal rules of evidence will not be observed during the hearings.

Evidence of the past sexual histories of the Complainant and the Respondent will not be permitted at the hearings, unless the Complainant has been in the past formally disciplined by the College for falsely filing complaints alleging sexual misconduct; the Respondent has been in the past either convicted in a criminal proceeding or formally disciplined by the College for sexual misconduct; or the past sexual activity of the Respondent may be permitted to show that they have engaged in a pattern of behavior similar to the alleged sexual misconduct at issue before the Hearing Panel, provided the Chair of the Hearing Panel determines in writing that the evidence is reliable and trustworthy and the conduct is sufficiently and substantially similar to the conduct at issue before the Hearing Panel to suggest a pattern of behavior.

6. Conduct of the Hearings. The Hearing Panel will be responsible for asking questions of the parties and the witnesses and developing evidence through testimony. The Chair of the Hearing Panel will resolve any questions concerning procedure or the admission of evidence or testimony (including the relevancy and reliability of the evidence and testimony).

The Respondent may choose not to speak or appear before the Hearing Panel; however, their exercise of that option will not preclude the Hearing Panel from making a determination regarding the complaint filed against the Respondent.

In the interests of a fair and equitable hearing, the parties involved in sexual misconduct proceedings may not be required, or allowed, to confront one another directly if it is determined that such direct contact will impair the fairness of the hearing process or the emotional well-being of the Complainant or Respondent. If the parties are separated for
any part of the hearing process, any testimony or evidence will be made available to ensure fairness and support a rebuttal.

7. The Decision of the Hearing Panel. Following the conclusion of the hearings, the Hearing Panel will confer and, by majority vote, determine whether the evidence establishes that it is more likely than not that the Respondent is responsible for violating the sexual misconduct policy. In other words, the standard of proof will be the preponderance of the evidence standard. Sanctions for a finding of responsibility depend upon the nature and gravity of the misconduct, any record of prior discipline for sexual misconduct, or both. In the most serious cases, suspension or expulsion is probable.

The Hearing Panel will determine sanctions, giving consideration to whether a given sanction will (1) bring an end to the violation in question, (2) reasonably prevent a recurrence of a similar violation, and (3) remedy the effects of the violation. The Hearing Panel will forward its determinations regarding sanctions to the Title IX Coordinator or designee.

Sanctions imposed are not effective until the resolution of any timely appeal. However, if it is advisable in order to protect the welfare of the Complainant, witnesses and/or members of the College community, the Hearing Panel (or other decision-making body, if applicable) may recommend, and the Title IX Coordinator may determine, that any sanctions be effective immediately and continue in effect until such time as the appeal process is exhausted.

8. Final Accommodations and Corrective Action. In addition to any sanctions imposed on the Respondent, promptly following the conclusion of the hearings and the Hearing Panel's issuance of a determination of responsibility, the Title IX Coordinator or designee will determine the final accommodations to be provided to the Complainant, if any, and the Title IX Coordinator or designee will communicate such decision to the Complainant and, to the extent that it affects them, to the Respondent.

9. Final Outcome Letter. Within 6 calendar days following the conclusion of the hearings, the Hearing Panel will issue a written decision letter concurrently to the Respondent and the Complainant. The Final Outcome Letter will set forth the name of the Respondent, the violation(s) of this policy for which the Respondent was found responsible, if any, sanctions imposed on the Respondent, if any, and it may set forth names of other individuals, such as a victim or witness, provided that such other individuals provide their written consent to such inclusion.

10. Confidentiality and Disclosure. In order to comply with FERPA and Title IX, the hearing process is not open to the general public. Accordingly, documents prepared in
anticipation of the hearings and documents, testimony, or other information introduced at the hearings may not be disclosed outside of the hearing proceedings, except as may be required or authorized by law. If it is determined, however, that the Respondent is found responsible for violating the sexual misconduct policy, College policy does not prohibit the further disclosure of the final outcome letter by either the Complainant or the Respondent.

**Appeals**

The Complainant or the Respondent may appeal the decision of the Hearing Panel and/or the sanction imposed on the Respondent within 14 calendar days from the date of the Final Outcome Letter. The decision of the Hearing Panel and the sanction imposed on the Respondent may, if desired, be appealed simultaneously.

**Appeals of the Decision**

The grounds for an appeal of the decision are (a) availability of germane new evidence not available at the time of the hearings that could significantly impact the outcome of the hearings and/or (b) procedural errors during the hearings that significantly impacted the outcome of the hearings. Appeals of the decision of the Hearing Panel must be made in writing to the Title IX Coordinator. The Title IX Coordinator will inform the other party (i.e., the Complainant or the Respondent) of the filing of the appeal.

The Title IX Coordinator will make a determination (a) that the decision of the Hearing Panel should stand; (b) that the decision of the Hearing Panel should be overturned; or (c) that additional hearings should occur or evidence should be obtained before making an appellate determination.

In the event that the Title IX Coordinator determines that the decision of the Hearing Panel should be overturned or that additional hearings should occur or additional evidence should be obtained, they will specify the appropriate steps to be taken to come to a final resolution of the complaint (which may or may not include an additional hearing or set of hearings before a different hearing panel). The Title IX Coordinator will notify the Complainant and the Respondent concurrently of the decision or action.

**Appeals of the Sanction**

The sanctions imposed on the Respondent may be appealed on grounds that the severity of the sanction is disproportionate to the gravity of the sexual misconduct for which the Respondent was found responsible. Appeals must be made in writing to the Title IX Coordinator. The Title IX Coordinator will inform the other party (i.e., the Complainant or the Respondent) of the filing of the appeal.
The Title IX Coordinator will make a determination (a) that the decision of the Hearing Panel should stand, (b) that the decision of the Hearing Panel should be overturned, or (c) that additional hearings should occur or evidence should be obtained before making an appellate determination.

In the event that the Title IX Coordinator determines that the decision of the Hearing Panel should be overturned or that additional hearings should occur or additional evidence should be obtained, she will specify either (a) the final sanctions to be imposed on the Respondent, which will not be subject to further appeal or (b) that another hearing will be convened before the Hearing Panel for the sole purpose of considering sanctions, in which case the final sanctions set by the Hearing Panel will not be subject to further appeal. The Title IX Coordinator will notify the Complainant and the Respondent concurrently of the decision or action.

**Academic Transcript Notations**

As required by the Code of Virginia, the Title IX Coordinator will notify the Registrar to include a notation on the academic transcript of each student who has been (1) suspended for, (2) has been expelled (permanently dismissed) for, or (3) withdraws from the College during an investigation for an offense involving Title IX.

**Sexual Misconduct Policy for Staff and Faculty**

Randolph College has policies that prohibit all forms of sexual misconduct. Procedures are also in place to promptly address and resolve complaints committed by an employee or student, and to prevent future occurrence. While these policies are similar in structure, each is designed to protect the rights and needs of Complainants and Respondents. Both policies can be found here:


The Sexual Misconduct Policy for Staff is also available in the Employee Handbook found here: http://www.randolphcollege.edu/humanresources/employee-handbook/

The Sexual Misconduct Policy for Faculty via login may be viewed in its entirety at: https://myportal.randolphcollege.edu/faculty/DOC%20Documents/Faculty%20Handbook_07_03_2019.pdf

**Contacts and Resources**

The following is a non-exhaustive list of people and offices to contact. In addition to these contacts, students are encouraged to reach out to their RA, HR, or other members of the community. The information listed below is available in both print and electronic formats.
Title IX Coordinator – Sharon Saunders, Director of Human Resources 434-947-8704 ssaunders@randolphcollege.edu; Main Hall. Provides information about rights and responsibilities concerning discriminatory behavior, including the application of Title IX. Answers questions and provides guidance about Title IX compliance and the college's related policies and procedures.

The Office of Student Affairs – Wesley Fugate, Vice President for Student Affairs and Dean of Students 434-947-8119; Main Hall. Assist with the needs of students who have experienced sexual misconduct or those charged with such. Provide changes to housing and will notify the student as to what changes are reasonably available. Provide information about the student conduct process.
   ● Amanda Denny, Assistant Dean for Residence Life and Student Conduct; Deputy Title IX Coordinator

The Office of the Dean of the College – Carl Girelli, Vice President for Academic Affairs and Dean of the College 434-947-8820; Main Hall. Assist with the academic needs of students who have experienced sexual misconduct or those charged with such.
   ● Bunny Goodjohn, Associate Dean of the College
   ● Mara Amster, Professor of English; Deputy Title IX Coordinator

Randolph College Department of Campus Safety 434-947-8000; Main Hall. Accept formal reports from persons alleging sexual misconduct and attend to the person’s immediate safety concerns. Provide referrals to appropriate resources such as counseling, support services and academic support.
   ● Kris Irwin, Director of Campus Safety
   ● Angela Greene, Associate Director of Campus Safety and Security

Counseling Center 434-947-8158; Terrell Health and Counseling Center. Assist the needs of students who have experienced sexual misconduct by providing personal counseling and support.
   ● Jennifer Bondurant, Director of the Counseling Center

Student Health Center 434-947-8130; Terrell Health and Counseling Center. Assist with the medical needs of students who have experienced sexual misconduct by providing examination, consultation, and treatment.
   ● Ruby Bryant, Director of the Health Center

Residence Life (mandatory reporter)
Kayce Croy, Assistant Director of Residence Life
DOS Suite, Main Hall M-F 9:00 a.m. – 5:00 p.m.
434-947-8119
kcroy@randolphcollege.edu
RAs and HRs available in each Residence Hall
RA/HR on Duty – contact the Reception and Information Desk 434-947-8000

- RAs and HRs are trained in emergency response to victims of sexual violence, and can help you connect with resources
- Can help you with any housing changes or accommodations

Financial Aid (mandatory reporter)
Denise Rindler, Assistant Director of Financial Aid
Admission Welcome Center, 2711 Rivermont Avenue; M-F, 8:30 a.m. – 4:30 p.m.
434-947-8128
- Can answer any questions about your financial aid package, including scholarships

Learning Strategies and Access Services (mandatory reporter)
Diane Roy, Coordinator of Access Services
Academic Services Center, Lipscomb Library; M-F, 8:30 a.m. – 4:30 p.m.
434-947-8132
droy@randolphcollege.edu
- Can help you connect with a Learning Strategies Tutor
- Can answer questions about or help you with academic accommodations for students with documented disabilities

Brent Lewis, Director Office of Identity, Culture, and Inclusion (mandatory reporter)
Dean of Students Suite, Main Hall; M-F, 9:00 a.m. – 5:00 p.m.
434-947-8119

Randolph College Student Handbook (including the Sexual Misconduct Policy)
- www.randolphcollege.edu/studenthandbook

Department Websites
- Randolph College→Student Life→Student Services

OFF CAMPUS RESOURCES

Sexual Assault Response Program (SARP) of Central Virginia
1900 Tate Springs Road, Suite 8
Lynchburg, VA 24501
24-Hour Confidential Crisis Hotline: 888-947-7273
Office: 434-947-7422

Provides support and advocacy for victims of sexual violence (including friends and family of the victim)

- Can accompany you to the hospital, or when making a report to the Police. They can also meet with you on campus and accompany you to meetings related to reporting sexual misconduct at the College.
- Can help you apply for financial compensation through the Virginia Victims Fund

**Lynchburg Police Department**

905 Court Street  
Lynchburg, VA 24504  
Emergencies: 911  
Non-emergency Dispatch: 434-847-1602  
Complaint Desk: 434-455-6041

- File a report of sexual violence

**Lynchburg General Hospital**

1901 Tate Springs Rd  
Lynchburg, VA 24501  
434-200-3027 Emergency Room

- Provides follow-up medical care for injuries
- Provides information/medication for pregnancy and STI prevention
- Provides access to Forensic Nurse Examiners, who will collect a Physical Evidence Recovery Kit (PERK) and help an individual make a report to the Police

**Protective Orders**

- During the day, protective orders are issued at Lynchburg General District Court: 905 Court Street Lynchburg, VA 24504
- I-CAN! is an online program that will help you fill out paperwork for a protective order: [https://www.vacourtformhelp.courts.state.va.us/](https://www.vacourtformhelp.courts.state.va.us/)
- During the evening, emergency protective orders are issued by the Magistrate: 524 9th Street, Lynchburg VA 24504 434-847-1426

**Lynchburg Health Department**

307 Allegheny Avenue
Sadler House
Free confidential crisis hotline: 888-528-1041
    ● Provides an emergency shelter for victims of domestic violence

Lynchburg Victim Witness Program
Susan Clark, Director
434-455-3790
http://www.lynchburgva.gov/victimwitness-information
    ● Provides court preparation and assistance filing victim compensation forms for individuals filing criminal charges in Lynchburg
    ● Answers questions about what to expect when filing a criminal charge or going to court

RAINN (Rape, Abuse, and Incest National Network)
Hotline: 1-800-656-HOPE (4673)
https://www.rainn.org/

The National Domestic Violence Hotline
800-799-7233
www.thehotline.org/

Notification of Sex Offenders
Institutions of higher education are required by the Campus Sex Crimes Prevention Act to issue a statement advising the campus community where they may obtain law enforcement agency information provided by a state about registered sex offenders. The Act also requires sex offenders already required to register in a state to provide notice of each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student. In the Commonwealth of Virginia, convicted sex offenders must register with the Sex Offender and Crimes Against Minors Registry maintained by the Virginia Department of State Police. In accordance with the law, information concerning offenders registered may be disclosed to any person requesting information on specific individuals. This information is available at the Virginia State Police Sex Offender Information Web Site located at: http://sex-offender.vsp.virginia.gov/sor/.

Definitions of Crimes and Reportable Incidents
Under the Federal Crime Awareness and Campus Security Act of 1990, the following is a list of
crimes that must be reported by all colleges and universities. Incidents that are reported by a college under the campus act have actually occurred on that campus.

**Categories of Crime Statistics**

**Criminal Offenses**

- **Murder and Non-Negligent Manslaughter** – The willful, non-negligent killing of one human being by another.

- **Negligent Manslaughter** – The killing of another person through gross negligence. Does not include traffic fatalities.

- **Sexual Assault (Sex Offenses)** – Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.
  - **Rape** is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

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

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

  - **Statutory Rape** is sexual intercourse with a person who is under the statutory age of consent. (Statutory age may vary by state.)

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

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

- **Burglary** – Includes attempted or completed unlawful entry of a residence hall, house, warehouse, or structure to commit a felony or a theft. Includes reported burglaries even if
the missing property was later determined to be merely lost and/or was recovered. Does not include theft from automobiles or shoplifting.

- **Motor Vehicle Theft** - Includes theft or attempted theft of a golf cart, automobile, motorcycle, motor scooter, or other motor vehicle used on land. Does not include theft from a motor vehicle.

- **Arson** – Includes any willful or malicious burning or attempt to burn, with or without intent to defraud a house, public building, motor vehicle, or personal property of another. Includes only fires determined through investigation by law enforcement officials to have been set willfully or maliciously.

**Hate Crimes**

- **Hate Crimes** – Defined in this report as crimes committed against a person that manifest evidence that the victim was intentionally selected because of the victim's actual or perceived race, religion, sexual orientation, gender, gender identity, disability, ethnicity, or national origin. For Clery Act purposes, hate crimes include any of the following offenses that are motivated by bias.
  - Murder and Non-Negligent Manslaughter
  - Sexual Assault
  - Robbery
  - Aggravated Assault
  - Burglary
  - Motor Vehicle Theft
  - Arson
  - Larceny-Theft
  - Simple Assault
  - Intimidation
  - Destruction/Damage/Vandalism of Property

**Violence Against Women Act (VAWA) Offenses**

- **Dating Violence**
  May be committed by a person who is or has been in a relationship of a romantic or intimate nature with the victim is dating violence. The existence of such a relationship shall be determined based on a consideration of the following factors:
  - Length of relationship
  - Type of relationship
  - 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. In order to meet compliance requirements, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

- **Domestic Violence**
  Is a felony or misdemeanor crime of violence committed: (a) by a current or former spouse or intimate partner of the victim; (b) by a person with whom the victim shares a child in common; (c) by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; (d) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (e) by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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

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

- **Weapons:**
  Carrying, Possessing, Etc., is defined as the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possessions, concealments, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

- **Drug Abuse Violations:**
  Drug Abuse Violations are defined as the violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.
• **Liquor Law Violations:**  
  Liquor Law Violations are defined as the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

Statistics for violations of the law that occur on Randolph Clery Act geography* and result in arrests or persons being referred for disciplinary action must be reported. Referred for disciplinary action is defined as the referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.

*As defined by the Clery Act.

**Location Definitions**  
*from the Jeanne Clery of Campus Security Policy and Campus Crime Statistics Act*

**On-Campus**
(1) Any building or property which is owned or controlled by an institution within the same reasonably contiguous geographic area and is 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 (examples include food or retail vendors).

**Residential Facilities**
Residence Halls on College property:
  - Bell Hall
  - Main Hall
  - Moore Hall
  - Webb Hall
  - West Hall
  - Wright Hall
  - Grosvenor Apartments
  - Reading

**Non-Campus Building or Property**
(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.

*Randolph College has no off-campus student organization facilities.

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

The following image is provided by the Lynchburg Police Department, indicating Randolph College properties not located on the main campus.
Note: Reported crime statistics do not include crimes that occur on privately owned property or businesses on or adjacent to Randolph College property. This data is available from the Lynchburg Police Department Crime Analysis Unit and the Bedford County Sheriff’s Department.

Statistical Information

Campus crime and fire logs are available for review at the Reception and Information Desk in Main Hall lobby during normal business hours, Monday through Friday, 8:00 a.m. to 4:00 p.m. Three-year crime statistics are included in this report on pages 65 through 70 and are also available at this web address: http://www.randolphcollege.edu/campussafety/crime-statistics/.

Note: There are very limited circumstances in which a report of a crime is investigated and determined to be unfounded or believed not to have occurred. These types of reports are withheld from the crime statistics.
<table>
<thead>
<tr>
<th>Category</th>
<th>Reporting Year</th>
<th>On Campus</th>
<th>Residential Facilities On Campus</th>
<th>Non-Campus Buildings</th>
<th>On Public Property</th>
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</table>
Summary of Reported Hate Crimes

2016 – There were no hate crimes reported.
2017 – There were no hate crimes reported.
2018 – There were no hate crimes reported.

<table>
<thead>
<tr>
<th>Category</th>
<th>Reporting Year</th>
<th>On Campus</th>
<th>Residential Facilities On Campus</th>
<th>Non-Campus Buildings</th>
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<td>Motor Vehicle Theft</td>
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Summary of Reported VAWA Statistics 2016 - 2018

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Summary of Reported Hate Crimes—Reading

2016 – There were no hate crimes reported.
2017 – There were no hate crimes reported.
2018 – There were no hate crimes reported.

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Summary of Reported VAWA Statistics 2016 - 2018  Reading

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Fire Safety Report

Overview
The Higher Education Opportunity Act requires all academic institutions in the United States to produce an annual fire safety report outlining fire safety practices, standards, and all fire-related campus statistics associated with student housing. The following public disclosure report details all information required by this law as it relates to Randolph College.

Fire Safety
Each year college and university students across the country experience a growing number of fire-related emergencies. There are several causes for these fires; however, most are due to a general lack of knowledge about fire safety and prevention, or general carelessness. Unfortunately, most college students do not realize how quickly a fire can occur. Proper fire safety education helps students realize they are not invincible and that fires do happen in campus-related settings. Students and employees should take steps to protect themselves no matter where they live.

Regulations
All members of the College community are expected to be aware of and address any situations or conditions that might result in a fire on the campus. Concerns about potential fire hazards must be immediately reported to the Campus Safety Department for evaluation and remedy. The following are College-wide fire safety regulations for all persons on campus:

A. Fire exits must be clear at all times. Items in hallways and fire exits will be confiscated and the owners of the items fined.
B. Tampering with College fire safety equipment—including, but not limited to smoke detectors, heat detectors, fire extinguishers, and sprinkler heads—is prohibited.
C. Setting any unauthorized fire in or on College property is prohibited.
D. The possession or use of fireworks of any kind on campus is prohibited.
E. All occupants of a building must exit the building immediately whenever a fire alarm sounds, reporting to the exterior location designated as the evacuation location for that building. Students are responsible for ensuring that their guests also exit the building immediately.
F. All students and their guests must comply with instructions from Security officers, residence life staff, and other College staff during a power outage.
G. Candles, incense, and any device with an open flame or exposed heating element are prohibited.
H. Hot pots, popcorn poppers, coffee makers, MicroFridges and refrigerators with grounded plugs and less than 4.2 cubic feet capacity, hair dryers, and vacuum cleaners are appliances allowed in residence hall rooms. Prohibited appliances include toasters, toaster ovens, hot plates, lava lamps, halogen lights and microwaves. Only students who
have received authorization through the Health Center may use window units or other stand-alone air-conditioners.

I. Local fire safety regulations prohibit frying in residence hall kitchens.
J. Causing a false fire alarm by willfully activating a pull station, heat detector, or smoke detector is prohibited. The minimum sanction is a $250 fine and 25 hours of service. The minimum sanction for a second violation is suspension.
K. Smoking and vaping are strictly prohibited inside any campus facility or structure. Smoking areas are defined outdoors in various campus locations in settings that are at least 50 feet from any building or building entrance. Disposal urns are placed at each of these locations.

Residential Housing Fire Safety
At Randolph College, all residence halls are protected by fire detection and alarm systems that are centrally monitored 24 hours per day, seven days per week. Campus buildings are also equipped with emergency generators in critical areas or emergency lighting fixtures that incorporate backup batteries should a loss of power occur. Each is tested on a monthly basis. These systems activate automatically to assure adequate egress lighting in hallways and emergency exit stairwells. Five of six residence halls are fully equipped with sprinkler systems. Grosvenor Apartments are not equipped with sprinklers. Carbon monoxide detectors have been installed in areas where products of combustion could occur. All fire safety systems are strictly maintained and tested in accordance with applicable national standards.

*Note: additional fire safety equipment/system information and fire alarm activation data is documented later in this report.

Evacuation and Reporting Fire Emergencies
1. Sound the building alarm by activating the fire alarm pull station at the nearest exit.
2. Stay calm.
3. EVACUATE THE BUILDING if possible.
4. Never use an elevator.
5. If there is smoke, crawl or stay beneath the smoke. Smoke kills!
6. DO NOT open a door if the door knob is hot.
7. If leaving a room is not possible, stop the smoke from coming in by sealing cracks/small openings with tape, clothing, towels, etc.
8. Shout loudly for help.
9. Cover your nose and mouth with a wet cloth.
10. Never go back into a burning building for ANY reason!
11. Call 911 from a safe distance away from the emergency. Report the location of the fire, and if known, if anyone is trapped inside and where.
12. Notify the Reception and Information Desk at 434-947-8000, or ext. ‘0’.
13. Campus Safety may also be contacted by using one of the EMERGENCY phones located readily across campus. (See Emergency Telephones page 17.)
14. Allow firefighters/first responders to do their jobs. Stay away!

**Assistance for those with Mobility Issues**
Students who require an accommodation of the common or standard fire alarm system should contact Diane Roy, the access services coordinator, within the Academic Services Center located in the Lipscomb Library. Roy may be reached via email at: droy@randolphcollege.edu or by telephone 434-947-8132. The Office of Access Services web page may be viewed here: [http://www.randolphcollege.edu/academicservices/access_services/](http://www.randolphcollege.edu/academicservices/access_services/) for additional information and guidance.

**Fire Safety Education, Training, and Fire Drills**
All on-campus residents, including those with special needs, receive comprehensive fire safety information during orientation and small group settings such as hall meetings, during the academic year. More formal fire and life safety training is provided annually by the city of Lynchburg Fire Marshal’s staff for Residence Life staff, including Resident Assistants and Head Residents, and intermittently for College employees, such as Buildings and Grounds, and Campus Safety. Floor and hall meetings are held each semester to discuss fire safety issues and proper evacuation measures. Residents are required to comply with safety requirements outlined in the “Student Handbook,” which includes information on fire safety and proper action to take during an emergency.

A video demonstration of the proper use of a fire extinguisher may be seen at this link provided by the Fire Equipment Manufacturer’s Association: [http://www.youtube.com/watch?v=BLjoWjCrDqg](http://www.youtube.com/watch?v=BLjoWjCrDqg)

Mandatory supervised fire drills are conducted in residence halls each semester in coordination with Campus Safety and Residence Life. The drills are carried out to ensure proper function of the building fire alarm system and to familiarize residents with proper evacuation procedures and designated gathering locations. Occupants of the residence hall must evacuate for a drill just as they would for an actual fire emergency. Upon completion of the drills, any noted concerns or deficiencies, such as not being able to hear the alarm and untimely exits, are assessed and attended to.

**When the fire alarm sounds, everyone must evacuate the building immediately every time!**
ALL fire alarms must be treated as an actual fire emergency. Failure to evacuate in a timely manner may result in serious personal injury. Intentionally ignoring alarms can also lead to judicial action, sanctions, and/or fines. Anyone involved in initiating a false alarm or inappropriately discharging a fire extinguisher will face severe disciplinary action and possible criminal charges. Additional fire safety and emergency preparedness information may be found
Safety Precautions and Fire Safety Education Goals

- Provide students and community members with a program for fire safety and prevention. Involve the local fire department and representatives from the fire marshal’s office, community education section.
- Teach students how to properly notify the fire department using the 911 system.
- Maintain and regularly test smoke alarms and fire alarm systems.
- Regularly inspect rooms, offices and buildings for fire hazards.
- Inspect exit doors and windows and make sure they are working properly.
- Create and update detailed floor plans of buildings, and make them available to emergency personnel, resident advisors and students.
- Conduct fire drills and practice escape routes and evacuation plans. Urge constituents to take each alarm seriously.
- Do not overload electrical outlets and make sure extension cords are used properly.
- Learn to properly use and maintain heating and cooking appliances.
- Do not tamper with any smoke or heat detector, fire alarm, fire extinguisher, emergency light, sprinkler heads or valves, or any other fire safety equipment as this is strictly prohibited.
- Do not hang items from sprinkler heads or pipes as this could result in flooding and extensive damage to personal and College property.

Fire Log
A Campus Fire Log, similar to the crime log required for the Clery Act, is maintained at the College’s Reception and Information Desk in Main Hall. This document contains the following information:

1. The date the fire was reported.
2. The nature of the fire.
3. The time of day the fire occurred.
4. The general location of the fire.

The log is available for inspection at the Reception and Information Desk in the Main Hall lobby during normal business hours, Monday through Friday 8:00 a.m. to 4:00 p.m. It contains information from the most recent sixty-day period. Requests for inspection of logs older than sixty days will be fulfilled and made available within two business days of the request. As with other required documentation, the fire log must be kept for three years following the publication of the last annual fire safety compliance report to which it applies (in effect, seven years).
Fire Statistics

Fire statistics are collected and reported, both in the annual fire safety compliance report and the Department of Education’s web-based data collection system, for each on-campus student housing facility. These statistics include:

1. The number of fires and the cause of each fire.
2. The number of person(s) who received fire-related injuries that resulted in treatment at a medical facility, including an on-campus health center.
3. The number of deaths related to a fire.
4. The value of property damage caused by a fire.

According to The Handbook for Campus Safety and Security Reporting, if there are no reported fires at a facility, this must be stated, or a 0 must be entered in the statistical data; the facility listing cannot be omitted from these disclosures.

Note: Arson is a reportable crime. Any fire investigated by police determined to be arson must be reported as a fire statistic and as a crime statistic.

<table>
<thead>
<tr>
<th>Facility Name</th>
<th>Bell</th>
<th>Main</th>
<th>West</th>
<th>Moore</th>
<th>Wright</th>
<th>Webb</th>
<th>Grosvenor</th>
<th>Reading</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016 Number of Actual Fires/Fire Alarm Activations*</td>
<td>0/15</td>
<td>0/12</td>
<td>0/2</td>
<td>0/1</td>
<td>0/6</td>
<td>0/3</td>
<td>0/19</td>
<td>N/A</td>
</tr>
<tr>
<td>2017 Number of Actual Fires/Fire Alarm Activations*</td>
<td>0/12</td>
<td>0/18</td>
<td>0/9</td>
<td>0/3</td>
<td>0/11</td>
<td>0/10</td>
<td>0/11</td>
<td>N/A</td>
</tr>
<tr>
<td>2018 Number of Actual Fires/Fire Alarm Activations*</td>
<td>0/14</td>
<td>0/16</td>
<td>0/5</td>
<td>0/3</td>
<td>0/3</td>
<td>0/3</td>
<td>1/18</td>
<td>N/A</td>
</tr>
</tbody>
</table>

*Does not include scheduled drills.
<table>
<thead>
<tr>
<th>Facility Name</th>
<th>Bell</th>
<th>Main</th>
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<th>Wright</th>
<th>Webb</th>
<th>Grosvenor</th>
<th>Reading</th>
</tr>
</thead>
<tbody>
<tr>
<td># Rooms/ Maximum Occupancy</td>
<td>88/153</td>
<td>114/206</td>
<td>43/71</td>
<td>38/71</td>
<td>42/73</td>
<td>70/120</td>
<td>17/50</td>
<td>14/25</td>
</tr>
<tr>
<td>Sprinkler or Fire Suppression? Y/N</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>Sprinkler or Fire Suppression in Storage Rooms? Y/N</td>
<td>Mech. Rooms</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>Detection Type: Heat or Smoke</td>
<td>Heat/Smoke</td>
<td>Heat/Smoke</td>
<td>Heat/Smoke</td>
<td>Heat/Smoke</td>
<td>Heat/Smoke</td>
<td>Heat/Smoke</td>
<td>Heat/Smoke</td>
<td>Heat/Smoke</td>
</tr>
<tr>
<td>Fire Alarm Alert</td>
<td>Horns</td>
<td>Horns</td>
<td>Horns</td>
<td>Horns</td>
<td>Horns</td>
<td>Horns</td>
<td>Horns</td>
<td>Sirens</td>
</tr>
<tr>
<td>Strobe Lights</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>Centrally Monitored</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
</tr>
<tr>
<td>Fire Extinguishers</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td># Planned Evacuations or Drills Required Per Calendar Year</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Evacuation Plans</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Facility Name</th>
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<th>Wright</th>
<th>Webb</th>
<th>Grosvenor</th>
<th>Reading</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Fires</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Causes of Fires</td>
<td>None</td>
<td>None</td>
<td>None</td>
<td>None</td>
<td>None</td>
<td>None</td>
<td>Electrical Issue</td>
<td>None</td>
</tr>
<tr>
<td>Number of Injuries Reported Requiring Treatment at a Medical Facility</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Number of Deaths Related to Fire</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Value of Property Damage Caused by Fire</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$2,000.00</td>
<td>$0</td>
</tr>
</tbody>
</table>
Important Telephone Numbers

<table>
<thead>
<tr>
<th>Phone</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>434-947-8000</td>
<td>Campus Reception and Information Desk/Campus Safety Officers On-Duty 24/7</td>
</tr>
<tr>
<td>911</td>
<td>Life-threatening EMERGENCY – Fire or Medical</td>
</tr>
<tr>
<td>434-947-8000 or</td>
<td>Campus Safety or Lynchburg Police – to report a crime in progress, suspicious</td>
</tr>
<tr>
<td>911</td>
<td>person, suspicious activity or to request assistance</td>
</tr>
<tr>
<td>434-947-8130</td>
<td>Health Center</td>
</tr>
<tr>
<td>434-947-8158</td>
<td>Counseling Center</td>
</tr>
<tr>
<td>434-947-8119</td>
<td>Dean of Students Office</td>
</tr>
</tbody>
</table>

*The last four digits of the College telephone numbers above may be used to directly dial on-campus extensions from internal offices or other telephone extensions across campus.

Compliance Statements and Contact Information

Randolph College does not discriminate on the basis of race, color, national origin, sex, disability, age, sexual orientation, or religion in its programs and activities, including admission to and employment at the College.

The College is in compliance with Title IX of the Education Amendments of 1972, which prohibits discrimination based on sex in educational programs and activities, including employment and admission. (Prohibited discrimination based on sex includes sexual harassment and sexual violence.) For questions regarding Title IX, please contact the Title IX Coordinator:

Sharon Saunders, Director of Human Resources and Title IX Coordinator
2500 Rivermont Avenue, Lynchburg, VA 24503
434-947-8704 email: ssaunders@randolphcollege.edu

Inquiries about the application of Title IX may also be referred to the Office for Civil Rights:

Office for Civil Rights
U.S. Department of Education
400 Maryland Avenue SW
Washington, D.C. 20202-1100
https://www2.ed.gov/about/offices/list/ocr/index.html
Equal Employment Opportunity

Randolph College is an equal opportunity employer. We do not discriminate or allow discrimination on the basis of race, color, religion, sex (including pregnancy), gender identity, gender expression, sexual orientation, national origin, age, disability, genetic information, marital status, veteran status, political beliefs, or any other classification protected by applicable law. This policy applies to all terms and conditions of employment, including but not limited to hiring, promotion, termination, placement, transfer, layoff, recall, compensation, and training.

We require that all of our employees (faculty, staff, and student employees), supervisors, and managers understand and adhere to this policy. Acts of discrimination, including illegal harassment, will not be tolerated. We will make reasonable accommodations for qualified individuals with known disabilities, unless doing so would result in an undue hardship on the College.

Any violation of this Equal Employment Opportunity policy, including its prohibitions on harassment, will be dealt with severely. Any employee, including any manager or supervisor, who engages in such violation will be subject to appropriate disciplinary action up to and including discharge.

The Human Resources Office has overall responsibility for this policy and maintains reporting and monitoring procedures. Inquiries or complaints should be directed to the Director of Human Resources (located in Main Hall on the first floor), Randolph College, 2500 Rivermont Avenue, Lynchburg, Virginia 24503. Telephone 434-947-8398.
Physical Location and Mailing Address:

Randolph College
Department of Campus Safety
2500 Rivermont Avenue
Lynchburg, Virginia 24503

Telephone 434-947-8000

While every effort is made to provide accurate information at the time of release, Randolph College reserves the right to update policies, safety procedures, and any statements in this publication. Current information about Randolph College's safety and security-related policies and procedures is available online on the Campus Safety webpage: http://www.randolphcollege.edu/campussafety, and in materials published by the Offices of Student Affairs and Human Resources.