

CENTRAL PIEDMONT COMMUNITY COLLEGE

# ANNUAL SECURITY REPORT



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COMMUNITY COLLEGE



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2025

The Central Piedmont Safety and Security Division provides this information annually, in compliance with the Federal law known as the Jeanne Clery Act.

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*Dr. Kandi Deitemeyer*

## MESSAGE FROM THE PRESIDENT OF CENTRAL PIEDMONT

Central Piedmont Community College is committed to providing a safe, welcoming, and supportive environment where talented students, faculty, and staff lead with purpose and help power the prosperity of our community. Our reputation for leading boldly with forward-thinking ideas while developing future-ready talent attracts students, visitors, and key civic partners and stakeholders.

At Central Piedmont, we believe that upholding safety and security is a collective responsibility and a “team sport.” This report represents this collaborative outlook, with contributions from multiple areas of the college, to include Student Life and Safety and Security. Not only does this report comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, but it is also an integral part of our ongoing efforts to inform you about public safety and security programs and services, and to highlight how you can maintain your personal awareness, safety, and security, and that of others, on and off Central Piedmont’s campuses.

I encourage you to take the time to review the contents of this report. If you have any questions about its contents, please contact our Safety and Security Division.

**Dr. Kandi Deitemeyer**

President, Central Piedmont Community College

## MISSION, VISION, COMMITMENTS

### **Mission**

To power the prosperity of our community by igniting exceptional talent, accelerating workforce readiness and preparing students to lead with purpose.

### **Vision**

To stand as the nation’s most transformative community college — where future-ready talent, bold ideas and economic vitality take shape.

### **Commitments**

Student-Centered  
Opportunity  
Partnership  
Impact

## MESSAGE FROM THE ASSOCIATE VICE PRESIDENT, SAFETY AND SECURITY

Central Piedmont Community College's Annual Security Report is published in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the Violence Against Women Act. This federal law seeks to make college campuses safer through the disclosure of such information and to assist college applicants in making informed enrollment or employment decisions. This report includes statistics of reported crimes from the previous three calendar years and provides information on institutional policies regarding alcohol and drug use, crime prevention, the reporting of crimes, and internal and external referral resources. The Clery Act promotes transparency and ongoing communication about campus crimes, other threats to health and safety, and empowers members to take a more proactive role in their own safety and security.

The College Safety and Security Division is responsible for preparing and disseminating the college's Annual Security Report (ASR) by Oct. 1 each year. Preparation of the ASR necessitates ongoing and annual efforts involving the College Security Services Department, other college departments, and supporting law enforcement agencies. These efforts include gathering crime statistics on reports of crimes prepared by college officials identified by law as campus security authorities, as well as local law enforcement agencies, and reconciling those statistics with College Security Services data to avoid duplicate reporting. Preparation of the Annual Security Report also mandates a review of college policies and procedures concerning campus safety and disclosure of those policies and procedures in this report.

Central Piedmont is committed to providing a safe and secure environment for our students, faculty, staff, and visitors for one primary purpose: to power the prosperity of our community as we pursue our vision of standing as the nation's most transformative community college. Our Annual Security Report is a direct reflection of our commitments: Student-Centered, Opportunity, Partnership, and Impact. We realize that college campuses are not isolated from criminal activity, and we recognize the need to share that information with all members of the college community.

We encourage all members of the Central Piedmont community to enhance awareness and develop personal safety plans. We endeavor to partner with Central Piedmont students, faculty, and staff to assist us in providing the highest possible level of safety and security. Please take the time to read this report and use the provided information to help us maintain a safe and secure environment for everyone on our campuses.

On behalf of Central Piedmont Community College, we are pleased to present this year's Annual Security Report.

### **Arturo Horton**

Associate Vice President, Safety and Security, Central Piedmont Community College



*Arturo Horton*

# ABOUT THIS REPORT

The Central Piedmont Safety and Security Division proactively cultivates and enables a safe and secure campus environment that supports the success of the Central Piedmont community through education, prevention, and response. The Safety and Security Division is an organization of character and commitment that champions innovation and resilience, empowering students, faculty, and staff to create a ready and secure learning environment. The Safety and Security Division is committed to prioritizing the safety of the college community, building strong partnerships and upholding accountability, to create a productive learning and working environment that yields student and employee success.

The College Safety and Security Division publishes and distributes the college’s Annual Security Report on behalf of the president of Central Piedmont Community College. This report is available to all current and prospective students and employees. It is accessible online at the Safety and Security website. The report contains three years of campus crime statistics and is designed to provide essential information concerning safety and security on all Central Piedmont campuses. This report will assist you in protecting yourself and others should an emergency occur.

The Central Piedmont Security Services Department contacted all agencies within the jurisdiction specified by Clery geography for Central Piedmont Community College for the production of this report.

Documentation for all communication and data is stored in the Drumm Facilities Services Building. The executive director of College Security reviews security policies annually to ensure they are current and implemented as prescribed.

Under 20 U.S.C. § 1092(f)(1)(L), the Clery Act requires institutions participating in federal student financial aid programs under Title IV of the Higher Education Act to disclose campus safety and security information through the Annual Security Report. This requirement connects financial aid eligibility with institutional transparency, ensuring that current and prospective students, employees, and their families have access to accurate information about campus crime statistics, safety policies, emergency response procedures, and prevention programs. Compliance with ASR and Clery reporting obligations is therefore an important condition of continued participation in federal student aid programs.

The 2025 Annual Security Report Production Group includes the following individuals from the college:

Table 1: 2025 Annual Security Report Production Group

| Name             | Title / Department                                               | Phone #      |
|------------------|------------------------------------------------------------------|--------------|
| Arturo Horton    | Associate Vice President, Safety and Security                    | 704-330-6078 |
| Melissa Wilson   | Executive Director, Business Continuity and Emergency Management | 704-330-6238 |
| Richard Korenich | Director, Security Communications                                | 704-330-6628 |
| Dr. Dena Shonts  | Associate Vice President, Student Engagement                     | 704-330-6251 |
| Cadedria Hill    | Director of Campus Security – Levine Campus                      | 704-330-4210 |
| Brittany Peper   | Director, Student and Employee Communications                    | 704-330-6073 |
| Aashima Rodkey   | Executive Director, Environmental Health and Safety              | 704-330-6580 |
| Tony Jones       | Director, Counseling Services                                    | 704-330-6364 |
| Jamie Pfeffer    | Associate Vice President, Conference and Events Services         | 704-330-4674 |
| Cynthia Mayhan   | Human Resources Business Partner, Employee Relations             | 704-330-6476 |
| Jenna Riley      | Senior Coordinator, Student Discipline                           | 704-330-3021 |

# CONTACTING CENTRAL PIEDMONT

The college’s security and police officers are here to help you. No matter what type of situation arises on any campus, Central Piedmont’s 24-hour Security Dispatch Center (located on Central Campus) is the first step toward assistance. As soon as you call for help, a radio call will go to the nearest security or police officer.

Additional resources such as emergency medical services (EMS), fire services, and municipal police are dispatched immediately if required based on the nature of the incident.

Central Piedmont College Security Services Contact Information:

- EMERGENCY:** 704-330-6911
- Non-Emergency:** 704-330-6632
- Parking:** 704-330-6117
- NC Relay:** 711

## COMMENTS AND FEEDBACK

If you wish to commend a college security services staff member or a special police officer, or provide comments or feedback, please contact:

**Arturo Horton**

Associate Vice President, Safety and Security  
security.community@cpcc.edu  
704-330-6257

## CAMPUS SECURITY AUTHORITIES

Any College Security Services employee or contracted police officer (Allied Universal) is considered a Campus Security Authority. A Campus Security Authority is any college official with significant responsibility for campus and student activity. Campus key leadership are also considered Campus Security Authorities and are responsible for reporting all crimes covered by the Clery Act to College Security Services. (Please see Table 2 below.)

Campus Security Authorities receive training on how to report crimes in compliance with the Clery Act. The Director of Security Communications maintains a list of Central Piedmont

Campus Security Authorities. Anyone who has been a victim of a crime or knows of anyone who has been a victim of a crime is encouraged to report that crime to a Campus Security Authority or College Security Services.

The following information is gathered by Campus Security Authorities to ensure proper statistical information is reported:

- Date incident reported
- Date of incident (to the extent it can be determined)
- Approximate time of the incident
- Location of incident
- Brief description of alleged criminal activity
- Gender of victim

## REPORTING EXCEPTIONS

Pastoral counselors and licensed professional counselors acting in the scope of the professional license are not considered Campus Security Authorities and are not required to report crimes as part of Central Piedmont's annual disclosure of crime statistics.

Table 2 displays Central Piedmont employee positions that are designated as Campus Security Authorities. This list includes, but is not limited to, the following positions:

**Table 2: Central Piedmont Community College Campus Security Authorities**

| Campus Security Authorities                                    | Phone #                        |
|----------------------------------------------------------------|--------------------------------|
| Associate Vice President, Safety and Security                  | 704-330-6078                   |
| Executive Director, College Security Services                  | 704-330-6257                   |
| Director of Security Communications                            | FOR ALL, DIAL:<br>704-330-6632 |
| Directors of Campus Security, Central Campus / WTVI PBS Center |                                |
| Director of Campus Security, Cato Campus                       |                                |
| Director of Campus Security, Harper Campus                     |                                |
| Director of Campus Security, Harris Campus / City View Center  |                                |
| Director of Campus Security, Levine Campus                     |                                |
| Director of Campus Security, Merancas Campus                   |                                |
| Assistant Director of Campus Security, Levine Campus           |                                |
| Student Life Club Advisors                                     | 704-330-6584                   |
| Student Life Coordinator, Central Campus                       | 704-330-6742                   |
| Student Life Coordinator, Cato Campus                          | 704-330-6584                   |
| Student Life Coordinator, Harper Campus                        | 704-330-4422                   |
| Student Life Coordinator, Harris Campus                        | 704-330-4622                   |
| Student Life Coordinator, Levine Campus                        | 704-330-2722, ext 3448         |
| Student Life Coordinator, Merancas Campus                      | 704-330-6584                   |
| Cato Campus Liaison                                            | 704-330-4805                   |
| Harper Campus Liaison                                          | 704-330-4415                   |
| Harris Campus Liaison                                          | 704-330-4650                   |
| Levine Campus Liaison                                          | 704-330-7224                   |
| Merancas Campus Liaison                                        | 704-330-4168                   |



## COLLEGE SECURITY SERVICES PROVIDERS

The Executive Director of College Security Services provides oversight of all College Security Services Department personnel and ensures the collection and processing of incident and crime reports.

The College Security Services Department and Business Continuity and Emergency Management Department are responsible for ensuring the safety of the campus community, receiving incident reports, conducting investigations, documenting traffic accident reports, and other public safety services. All felony criminal incidents that occur on Central Piedmont properties are referred to the local law enforcement department with jurisdiction for investigation; misdemeanor crimes are investigated by college contracted special police officers.

### COLLEGE SECURITY SERVICES

The College Security Services Department consists of:

- Sworn police officers (Contracted — Allied Universal Special Police)
- Waiting to Be Sworn (WTBS) police officers (Contracted — Allied Universal Special Police)
- Uniformed, unarmed security officers (college employees)
- Secondary employment sworn uniformed police (Charlotte-Mecklenburg Police Department) and sheriff's deputies (Mecklenburg County Sheriff's Office) (part-time college employees)
- Non-sworn Directors of Campus Security
- Non-sworn Assistant Directors of Campus Security

College security officers enforce college policy, provide unarmed security and safety, provide security escorts, and respond to medical calls for service. Allied Universal Special Police Officers enforce the law, provide armed security, effect arrests, transport subjects, and process warrants for arrest.

### ALLIED UNIVERSAL SWORN SPECIAL COMPANY POLICE

Sworn special company police officers are armed and identifiable by their navy uniform shirt with a distinctive Allied Universal Company Police triangular shoulder patch and badge. Company special police officers have full police authority on college property under the provisions of Chapter 74E of the General Statutes of the State of North Carolina. The Attorney General of North Carolina grants police commissions, under this statute, all the powers of municipal and county police officers to make arrests for both felonies and misdemeanors, and to file charges for infractions on college property.

Allied Universal Special Police Officers conduct foot and vehicle patrols of the campuses and parking lots. The Special Police Officers enforce North Carolina state laws. Central Piedmont's Directors and Assistant Directors of Campus Security enforce college policies. The Executive Director of College Security Services oversees the enforcement of both branches for the Associate Vice President of Safety and Security and the Central Piedmont Chief Operations Officer.

## DIRECTORS OF CAMPUS SECURITY

Directors of Campus Security and Assistant Directors of Campus Security are experienced former law enforcement and security professionals who report directly to the Executive Director of College Security Services. Each is assigned to one of the college's six campuses and two centers and serves as the liaison between law enforcement and the Central Piedmont Campus Administration of their respective campuses. Directors of Campus Security and Assistant Directors of Campus Security are primarily responsible for the management of campus safety and security, managing security personnel, responding to incidents on campus, deterring security-related threats, and ensuring compliance with college policies, including the Central Piedmont Student Code of Conduct. The following personnel serve as Directors of Campus Security or Assistant Directors of Campus Security at Central Piedmont:

- Richard Hanson – Director of Campus Security (Cato Campus)
- Daniel Murphy – Director of Campus Security (Central Campus and WTVI)
- Eric Johnson – Director of Campus Security (Central Campus and WTVI)
- Charles Malloy – Director of Campus Security (Harper Campus)
- Jason McKinney – Acting Director of Campus Security (Harris Campus)
- Cadedria Hill – Director of Campus Security (Levine Campus)
- Jeffery Niven – Assistant Director of Campus Security (Levine Campus)
- Kevin Tatur – Director of Campus Security (Merancas Campus)

## WORKING RELATIONSHIPS WITH LOCAL LAW ENFORCEMENT AGENCIES

To further their security and law enforcement missions, Allied Universal Special Police Officers, the Central Piedmont Security Services Department, and the Business Continuity and Emergency Management Department maintain a relationship with local, county, state, and federal law enforcement agencies and other emergency management and first responder agencies in the area. Mutual aid is requested between law enforcement agencies depending on the severity of any given situation.

The Central Piedmont Security Services Department and Business Continuity and Emergency Management Department, under the Safety and Security Division, maintain working relationships with Charlotte-Mecklenburg Police Department (CMPD), Mecklenburg County Alcohol Beverage Commission (ABC), Huntersville Police Department, Matthews Police Department, the Mecklenburg County Sheriff's Office, the NC State Bureau of Investigation (SBI), the Federal Bureau

of Investigation (FBI), the NC Highway Patrol, and Charlotte-Mecklenburg Emergency Management Office. All related criminal incidents occurring on Central Campus are referred to CMPD. Within the designated city limits of Charlotte, CMPD has the authority to enforce local statutes and ordinances at on-campus and non-campus locations of the college, and on public property locations bordering designated campus/non-campus areas. All incidents of a criminal nature are reported to the local police department having jurisdiction for the specific campus where the incident location occurred. When a crime or emergency incident occurs on campus, victims and witnesses are urged to immediately contact College Security Services by phone at 704-330-6911.

## SECURITY DISPATCH CENTER

The Security Dispatch Center, which is staffed 24 hours a day, seven days a week, 365 days a year, is available to accept reports about potential criminal actions and other emergencies on campus. When a call is received, Central Piedmont security and police resources are immediately dispatched by radio, along with any outside public safety resource that is required such as emergency medical service (EMS), fire, or municipal police. The dispatch center also monitors local police channels to alert the campus community if Clery-related crimes are reported on the public property adjacent to a campus.

The Security Dispatch Center uses multiple systems to coordinate the activities of the security officers and Special Police Officers.

- All calls for service are recorded and logged by date, time, location, and nature of request or incident.
- Dispatchers and security staff document incidents in the Automated Report Management System (ARMS), a computerized incident reporting database.
- Multiple phone lines support the emergency and non-emergency service request lines for college security services.
- Security dispatchers coordinate a digital radio system on all six campuses and two centers. The radio system allows for communication between security officers, police officers, parking services, emergency management, environmental health and safety staff, and executive protection.
- Computer systems are used to monitor and process service requests, research criminal and law enforcement databases, and manage the surveillance camera network at all college locations.
- Multiple alarm systems are monitored directly and via a central alarm monitoring station.

## SECURITY TECHNOLOGY

The Central Piedmont Security Services Department and Business Continuity and Emergency Management Department, under the Safety and Security Division, are equipped to address the college's uniquely designed campuses. College Security Services and Emergency Management maintain a working relationship with Facilities Operations in the maintenance of campus facilities. Each campus location and building have a trained Asset Essentials representative. Asset Essentials is a software program that allows facilities maintenance to monitor and review maintenance issues college-wide.

A network of security cameras is in place to ensure the safety of students, faculty, staff, visitors, and campus facilities. Central Piedmont has 1,448 cameras

system-wide that are monitored 24 hours a day by the Central Piedmont Security Dispatch Center. These cameras help to:

- Maintain secure facilities
- Protect students, faculty, staff, and visitors
- Monitor parking lots
- Aid in investigations
- Deter crime
- Assist in ensuring that college policies are properly followed
- Prevent vandalism

**Table 3: Tally of Central Piedmont security cameras by campus**

| Cato | Central | Harris | Harper | Levine | Merancas | City View | WTVI | Total        |
|------|---------|--------|--------|--------|----------|-----------|------|--------------|
| 102  | 900     | 44     | 101    | 125    | 137      | 25        | 14   | <b>1,448</b> |

**Table 4: Tally of Central Piedmont elevator emergency phones by campus**

| Cato | Central | Harris | Harper | Levine | Merancas | City View | WTVI | Total     |
|------|---------|--------|--------|--------|----------|-----------|------|-----------|
| 4    | 48      | 3      | 3      | 4      | 2        | 0         | 0    | <b>64</b> |

**Table 5: Tally of Central Piedmont area of rescue call devices by campus**

| Cato | Central | Harris | Harper | Levine | Merancas | City View | WTVI | Total     |
|------|---------|--------|--------|--------|----------|-----------|------|-----------|
| 2    | 37      | 0      | 3      | 3      | 4        | 0         | 0    | <b>49</b> |

## AUTOMATED EXTERNAL DEFIBRILLATOR (AEDS)

There are 61 AEDs located throughout Central Piedmont campuses. Table 6 shows the AED Locations.

**Table 6: Locations of Central Piedmont AEDs by campus**

| Campus  | Building                                | Campus  | Building                          | Campus    | Building                |
|---------|-----------------------------------------|---------|-----------------------------------|-----------|-------------------------|
| Cato    | Cato I                                  | Central | College Security Services Vehicle | Central   | Worrell 1st Floor       |
| Cato    | Cato II                                 | Central | North Classroom – 1st Floor       | Central   | Worrell 2nd Floor       |
| Cato    | Cato III                                | Central | North Classroom – 3rd Floor       | Central   | Zeiss 1st Floor         |
| Cato    | Cato III                                | Central | Norman – 2nd Floor Lobby          | City View | City View               |
| Cato    | Horticulture                            | Central | Overcash – 1st Floor              | Harper    | Harper I – 1st Floor    |
| Cato    | Horticulture Head House                 | Central | Overcash – 2nd Floor              | Harper    | Harper I – 3rd Floor    |
| Central | Shaw Advanced Technology Center         | Central | Parr Center:                      | Harper    | Harper I – 3rd Floor    |
| Central | Central High                            | Central | • Ground Theater Backstage        | Harper    | Harper IV – 1st Floor   |
| Central | Parr Arts Main Lobby                    | Central | • Ground Theater Restroom         | Harper    | Harper IV – 2nd Floor   |
| Central | Van Every Culinary Arts Center          | Central | • Ground Welcome Desk             | Harper    | Harper IV – 4th Floor   |
| Central | Citizens – 1st Floor                    | Central | • 1st Floor Library               | Harris    | Harris I                |
| Central | Parking Deck 3 – Security Office        | Central | • 1st Floor Student Life Entrance | Harris    | Harris II               |
| Central | Disher                                  | Central | • 2nd Floor Library               | Harris    | Harris II – Room 2105   |
| Central | Drumm Facilities                        | Central | • 2nd Floor Testing Area          | Levine    | Levine I                |
| Central | Giles                                   | Central | • 2nd Floor Advising              | Levine    | Levine II               |
| Central | Hall                                    | Central | • 3rd Floor Library               | Levine    | Levine II Fitness Room  |
| Central | Health Careers – 1st Floor              | Central | Pitts                             | Levine    | Levine III              |
| Central | Leon Levine Health Sciences – 1st Floor | Central | Sloan-Morgan                      | Levine    | Joe Hendrick Center     |
| Central | Levine IT                               | Central | Sommers                           | Merancas  | Merancas IV             |
|         |                                         |         |                                   | Merancas  | Claytor                 |
|         |                                         |         |                                   | Merancas  | Transportation Systems  |
|         |                                         |         |                                   | Merancas  | CDL – Main Lobby        |
|         |                                         |         |                                   | Merancas  | Belk Center for Justice |
|         |                                         |         |                                   | WTVI-PBS  | WTVI-PBS Lobby          |

## OFFICE OF STUDENT CONDUCT AND CIVILITY

The Student Code of Conduct (Code) outlines the college's expectations regarding student behavior while enrolled at Central Piedmont and methods for resolving allegations of student misconduct. Details for specific conduct prohibited under the Code, and particulars on the subject of disciplinary action, are available in the Student Code of Conduct page on the Central Piedmont website. The Code is administered by the Office of Student Conduct and Civility at 704-330-2722, ext 3021. The student disciplinary process helps protect the well-being and safety of the campus community. Reasonable efforts are also made to foster the personal and social development of those students who are held accountable for violations of college policies.

### NON-EMERGENCY INAPPROPRIATE BEHAVIOR

If you observe someone who is displaying inappropriate behavior that is disruptive or otherwise problematic, call the Office of Student Conduct and Civility at 704-330-2722, ext. 3021.

### COUNSELING SUPPORT

If you or a student you observe needs to talk to someone about a personal concern or is experiencing a psychological or emotional issue (i.e., depression, anxiety, grief, loss, or suicidal thoughts), call Counseling Services at 704-330-6420.

### CENTRAL PIEDMONT CARE TEAM

The Central Piedmont Care Team is a diverse group of college professionals who respond collaboratively to reports regarding students of concern. The Care Team meets on a monthly basis, and rapid response meetings are held as needed. The Care Team includes representatives and designees from these departments: Student Life, Counseling Services, College Security Services, Student Conduct and Civility, Academic Affairs (curriculum instruction), Disability and Access Services, Center for Military Families and Veterans, and the Title IX Office.

The Care Team uses an online reporting form to provide a way to share concerns about events and behaviors that may affect the Central Piedmont community. Reporting students of concern provides early intervention opportunities and helps to facilitate a "see something, say something" culture at the college. A reporting system is used to track and manage reports of issues or behaviors that raise safety concerns on campus.

To submit a Care Team report, please visit the College Security Services and Emergency Management [webpage](#). If you would like to discuss a specific student behavioral concern, please contact the Care Team at 704-330-2722, ext. 3021.

## EMERGENCY MANAGEMENT

Central Piedmont Community College has an Emergency Operations Plan (EOP) to mitigate the impact of an emergency on students, faculty, staff, visitors, and facilities. Central Piedmont's EOP is a comprehensive, all-hazards framework that guides a timely, effective, and coordinated response to emergencies across all campuses. It defines roles, responsibilities, and procedures to manage significant events while aligning with the National Incident Management System (NIMS). The EOP integrates best practices, complies with relevant laws and standards, and promotes collaboration with external emergency response agencies to ensure a unified and efficient response.

The EOP is based on the following assumptions:

- An emergency may occur at any time with little or no warning.
- Emergencies are variable and dynamic; therefore, response efforts should utilize this plan as a guide while also adapting as the incident evolves.
- Emergencies are managed at the lowest possible jurisdictional level and supported by additional capabilities when needed.
- Central Piedmont will utilize an emergency management structure to activate and deploy the appropriate college resources to respond to any reported emergency.
- If external agencies are required, those agencies will assume incident command when they arrive. The college will provide those external agencies with any support assistance requested to the best of its ability.
- An emergency may not start at, or be confined to, Central Piedmont and may affect the surrounding community, which may delay the response time of off-site emergency response agencies.
- Additionally, local government resources may be overtaxed and unable to respond to all requests for assistance in the event of a widespread emergency, such as a hurricane or severe weather.
- All students, faculty, and staff should be familiar with Central Piedmont's emergency procedures and aware of their roles and responsibilities during an emergency.

### AUTHORITY

The President of Central Piedmont authorizes the EOP. The plan works in conjunction with area first responders and shall be subordinate to local, state, and federal plans during a disaster declared by these authorities. A copy of the plan is provided to the Charlotte-Mecklenburg Emergency Management Office, Charlotte-Mecklenburg Police and Fire Departments, Matthews Police and Fire Departments, and Huntersville Police and Fire Departments.

### PROGRAM MANAGEMENT

Central Piedmont is committed to building emergency management and business continuity programs designed to maximize the resiliency of Central Piedmont to disruptive

incidents. Central Piedmont utilizes an approach that recognizes the four phases of emergency management prevention — mitigation, preparedness, response, and recovery. The college uses a method that strives to apply these concepts throughout Central Piedmont that protects life safety and facilitates operational continuity. The Business Continuity and Emergency Management Department creates, updates, and distributes the plan. The plan works in conjunction with first responders and shall be subordinate to local, state, and federal plans during a disaster declared by these authorities.

## PROGRAM MAINTENANCE

The President of Central Piedmont has appointed and authorized the Business Continuity and Emergency Management Department to develop, implement, administer, evaluate, and maintain the EOP. The overall EOP shall be reviewed and updated annually, or as needed. Events that would necessitate an update include:

- An actual emergency
- Changes are made to policy, organizational structures, processes, and personnel
- Updates to guidance and standards are finalized
- Exercises take place
- Risks or hazards change
- Changes to the campus or surrounding community occur

## FINANCE

In the event of an emergency or disruptive incident, the Executive Vice President of Finance and Operations or a designee will process financial requests. In specific circumstances, emergency purchasing procedures can be authorized to ensure that response, continuity, or recovery-driven purchase requests are processed quickly. Procurement and Accounts Payable staff shall capture financial data to assist with documentation, cost recovery, fiscal management of response, continuity, and recovery actions.

## CRITICAL ALERT — EMERGENCY NOTIFICATION SYSTEM

The college activates its Emergency Notification System in response to any situation that poses an immediate threat to members of the campus community or could disrupt college operations in a significant manner.

Safety and Security, Communications, Advancement and External Engagement, and Information Technology Services work together to alert the campus community about incidents and the college's response to such incidents using multiple communication channels. These channels include email, phone, networked desktop computer, Rave Guardian, and the college website.

## TIMELY WARNING PROCEDURES

A Timely Warning is a message to the campus community that notifies individuals of a serious crime on or adjacent to the college's campuses. This notice is designed to allow the community to take precautions for their personal safety and to enlist the community's assistance to identify the perpetrator(s). This message may include an emergency notification. Central Piedmont Security, Emergency Management, and Communications, Advancement and External Engagement will provide students and staff with news anytime a Clery-related crime is committed on Central Piedmont properties.

Any member of the community who is aware of an incident or emergency is urged to immediately notify a college official, who will in turn notify College Security Services so a Timely Warning can be issued.

## FIRE AND EVACUATION DRILLS

Central Piedmont Community College conducts fire and evacuation drills across all six campuses and two centers in accordance with the North Carolina Fire Prevention Code (NCFC). The college is classified under Group B (Business) occupancy, which requires drills to be conducted no less than once annually per NCFC Section 405, Table 405.2. Campus locations housing early college or middle college programs — where enrolled students are minors of high school age, carry an additional classification of Group E (Educational) occupancy, requiring drills once per quarter under the same provision. Quarterly drills are conducted at Central Campus (Worrell Building), Levine I, Harper I, Merancas IV, and Cato II; the remaining Central campus buildings, Harris, City View Center, and WTVI follow the annual schedule. The college maintains full compliance with all applicable state and local fire code requirements across both occupancy classifications.

Evacuation directives may be issued at the building, campus, or college-wide level depending on the nature of the emergency. When a fire alarm sounds or an evacuation directive is issued:

- All occupants should immediately exit the building using the nearest marked stairwell, elevators must not be used.
- Stairwells should be used in a calm, single-file manner, keeping to the right.
- All Central Piedmont employees are responsible for assisting students and visitors in evacuating promptly to the building's designated Rally Point, where occupants must remain, at a minimum of 300 feet (or the closest Rally Point) from the structure, until directed by College Security Services, EHS personnel, or responding emergency personnel.
- Designated Rally Points are found on each campus in rear parking lots, quads, and pathways.

No one should re-enter a building for any reason until authorized by Security Services or public safety officials.

During a drill, occupants can expect to hear the fire alarm, see strobe lights activate, and receive voice commands from Security Services directing them to evacuate. Drills are designed to be brief, typically lasting no more than 10 to 15 minutes.

Questions regarding fire drill schedules, Rally Point locations, or evacuation procedures should be directed to the Department of Environmental Health and Safety at ehs@cpcc.edu.

## DESIGNATED RALLY POINTS

1. Central Campus designated assembly areas include:

- All Central Piedmont parking facilities
- The Quad, which is the area bordered by the Giles, North Classroom, Citizens, Belk/Health Careers and Zeiss buildings
- The Overcash Center front lawn

2. The following campus locations also have designated assembly areas:

- Cato
- Harper
- Harris
- Levine
- Merancas
- City View Center
- WTVI

## EMERGENCY SIGNAGE ON CAMPUSES

Central Piedmont's Safety and Security Division was created to help maintain a safe learning and working environment for Central Piedmont's staff and students. To achieve this goal, team members collaborated to create a Central Piedmont Emergency Procedures poster, a visual aid that has been posted in all Central Piedmont classrooms and restrooms. The poster lists emergency contact information and instructs staff and students on how to respond in the event of an emergency, such as a gas leak, fire, medical emergency, or active shooter on campus.

To the right is an example of the Central Piedmont Emergency Procedures poster.

Table 7 shows the college-wide distribution of Central Piedmont Emergency Procedures posters in classrooms and restrooms.

**Table 7: College-wide distribution of Central Piedmont Emergency Procedures posters**

### Restrooms

| Cato | Central | Harris | Harper | Levine | Merancas | City View | Total |
|------|---------|--------|--------|--------|----------|-----------|-------|
| 13   | 120     | 8      | 12     | 18     | 11       | 2         | 184   |

### Classrooms

| Cato | Central | Harris | Harper | Levine | Merancas | City View | Total |
|------|---------|--------|--------|--------|----------|-----------|-------|
| 37   | 130     | 29     | 50     | 94     | 44       | 6         | 390   |



## DESIGNATED AREAS OF RESCUE ASSISTANCE

The Area of Rescue Assistance is a location in which individuals who are unable to use stairs may remain temporarily while awaiting further instructions or assistance during an emergency evacuation. The Area of Rescue Assistance is identified by a sign reading, "Area of Rescue Assistance." Each area is equipped with two-way communication.

**Table 8: Designated areas of rescue assistance**

| Campus/Building                                  | Notification Panel                  | Area of Rescue                                                             |
|--------------------------------------------------|-------------------------------------|----------------------------------------------------------------------------|
| Central / Hall Professional Development Building | 1st Floor, Entrance Lobby           | 1st Floor, Loading Dock 1st Floor, Back Stairwell                          |
| Central / Zeiss Building                         | 1st Floor, Entrance Lobby           | Elevator Lobby, (Floors 1–4) Service Elevator on Roof and in Basement      |
| Central / Levine Information Technology          | 1st Floor, Entrance Lobby           | 1st Floor, Back Loading Dock                                               |
| Central / Sloan Morgan Building                  | 1st Floor, Entrance Lobby           | 1st Floor, Front Stairwell 2nd Floor, Front Stairwell                      |
| Central / Overcash                               | 1st Floor, Theater Lobby            | 2nd Floor, Outside Fire Escape Stairs                                      |
| Central / North Classroom                        | Security Office Ground Floor        | 2nd, 3rd, 4th, and 5th Floor Elevator Lobby                                |
| Central / Leon Levine                            | Charlottetown Entrance Vestibule    | 2nd, 3rd, 4th, and Penthouse Elevator Lobby                                |
| Central / Shaw ATC                               | 1st Floor Electrical Room w/FACP    | 2nd Floor–5th Floor Elevator Lobby, Service Elevator lobby, All Floors     |
| Central/ Parr                                    | Elevator Lobby of 2 and 3           | All Levels                                                                 |
| Merancas / Merancas IV                           | Calls Answered by Security Dispatch | All Levels                                                                 |
| Cato / Cato III                                  | Calls Answered by Security Dispatch | 2nd Floor Elevator Lobby 3rd Floor Elevator Lobby                          |
| Levine / Levine III                              | Calls Answered by Security Dispatch | On Each Floor                                                              |
| Harper / Harper IV                               | 2nd Floor Elevator Lobby            | 3rd Floor Elevator Lobby 4th Floor Elevator Lobby 5th Floor Elevator Lobby |

## SHELTER IN PLACE

Some emergencies may require that Central Piedmont students, faculty, staff, and visitors shelter inside the building. Incidents such as a hazardous material release or a violent intruder are examples when it may be safer to Shelter in Place. Information concerning the event will be distributed through College Security Services and other emergency communication methods via the Emergency Notification System, or Critical Alert.

Law enforcement agencies may use the term 'Lockdown' when directing occupants to Shelter in Place. When directed to Shelter in Place, the following actions should be taken:

1. All students, faculty, staff, and visitors should move into or stay inside the closest permanent campus building.
2. Close and move away from all windows and doors. Lock or barricade doors if possible.
3. Remain in place until notified by College Security Services or emergency response personnel that the incident has been cleared.

**NOTE:** Security personnel will secure exterior doors.

## SEVERE WEATHER RESPONSE — TORNADO SHELTER AREAS

In severe weather incidents with destructive winds (tornado, hurricane, severe thunderstorm), occupants receive a notification to move to a more structurally sound location within the building. In the event the National Weather Service issues a weather-related warning, employees, faculty, and students will receive information through means such as the Emergency Notification System or Critical Alert. If classes are in session and a weather warning is in effect, Central Piedmont faculty, employees, and students should follow these guidelines:

1. Seek shelter immediately.
2. Move to the lowest levels of the building; basements are safest.
3. Move to the interior area of the building (interior hallways and rooms).
4. Crouch as low as possible to the floor, facing down, and cover your head with your hands.
5. Stay away from exterior walls, windows, skylights, and other areas containing glass.
6. Stay out of areas with a large roof expanse (auditoriums and gymnasiums).

## EMERGENCY INFORMATION

Call the Security Dispatch Center if you need assistance with any safety, security, or medical emergency. You are urged to report any crime, regardless of how insignificant it may seem. Call 704-330-6911 (or extension 6911 from a campus telephone) for emergency assistance.

The dispatcher who answers your call is trained in handling emergencies. When calling, be prepared to:

1. Provide your location.
2. Describe the nature of the emergency.
3. If possible, stay on the phone until the dispatcher tells you to hang up.

For more information, visit [cpcc.edu/about/administrative-offices/safety-and-security/college-security-services](http://cpcc.edu/about/administrative-offices/safety-and-security/college-security-services).

# CRIME PREVENTION RESOURCES

Central Piedmont Community College is a non-residential institution that primarily operates Monday through Friday from 8 a.m. to 10 p.m. and Saturdays from 8 a.m. to 5 p.m. During these operating hours, the college maintains a visible Security Services and law enforcement presence across its campuses, which helps deter criminal activity and contributes to a safe learning environment.

The college is committed to promoting personal safety and crime prevention. All incoming students receive Crime Awareness and Emergency Response information during orientation, and all faculty and staff are required to complete annual online training covering campus safety, emergency procedures, and security awareness.

Throughout the academic year, Central Piedmont also provides educational resources addressing topics such as domestic violence, sexual misconduct, alcohol and drug abuse prevention, and available treatment services. Informational brochures and resource materials are displayed in common areas across every campus, particularly at the beginning of each semester, allowing students and employees to access this information at their convenience. For additional information, contact any of the offices listed below.

- Title IX Office  
704-330-2722, ext. 3021  
[cpcc.edu/about-central-piedmont/title-ix-compliance-and-nondiscrimination](https://cpcc.edu/about-central-piedmont/title-ix-compliance-and-nondiscrimination)
- Counseling Services  
704-330-6420  
[cpcc.edu/student-experience/student-support/counseling-services](https://cpcc.edu/student-experience/student-support/counseling-services)
- Student Life  
704-330-6584  
[cpcc.edu/student-experience](https://cpcc.edu/student-experience)
- College Security Services: Non-emergency:  
704-330-6632  
[cpcc.edu/college-security](https://cpcc.edu/college-security)

## SAFETY TIPS

### BE AWARE

- Always be alert and aware of the people around you, especially if you are alone or if it is dark.
- Educate yourself on assault-prevention tactics.
- Be aware of locations and situations that would make you vulnerable to crime (examples: using alleyways or walking alone at night).
- If you feel unsafe walking to your car after dark, call the Security Dispatch Center at 704-330-6632, and one of our security or police officers will escort you to your vehicle.
- When possible, travel with a friend.
- Stay in well-lit areas as much as possible.

- Distance yourself from doorways, bushes, and alleys where someone could hide.
- Walk confidently and at a steady pace.
- Make eye contact with people when walking.
- Do not respond to conversation from strangers on the street; continue walking. If you carry a purse, hold it securely between your arm and your body.
- Avoid distractions, such as mobile phones and other devices.

Central Piedmont offers Rave Guardian, a free mobile app that turns any smartphone into a personal safety device. All students, faculty, and staff are encouraged to download the free Rave Guardian safety app to check in with family, friends, campus security, or others you trust to help you stay safe on campus.



Text CPCCTIP along with your message to 226787 to send an anonymous message to our college security dispatch.

## PARKING

Students should be aware that many of the college's Central Campus neighbors are private business owners. They reserve many parking spaces for their customers and staff. Business owners may enforce their towing policies as posted at lot entrances to reserve their spaces. Please be aware of the signage that applies to all parking facilities that you use.

Be sure to review the Student and Faculty/Staff Parking Regulations on the Central Piedmont website: [cpcc.edu/about-central-piedmont/policies-and-procedures/procedures/college-operations/parking](https://cpcc.edu/about-central-piedmont/policies-and-procedures/procedures/college-operations/parking).

If you have outstanding parking citations, your parking decal will not be issued until they have been resolved. If you receive a citation, please pay it or submit an appeal by following the instructions provided on the ticket. Citations are issued to the vehicle owner and must be addressed directly with Parking Services.

Please direct all parking questions, concerns, and suggestions to Preferred Parking Service. They can be contacted at 704-330-6117.

For parking permit questions and other information, contact [cpccinfopark@preferredparking.com](mailto:cpccinfopark@preferredparking.com). For parking violation notice appeals, contact [cpccnotices@preferredparking.com](mailto:cpccnotices@preferredparking.com).

# DRUG-FREE COLLEGE POLICIES

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The purpose of the Drug-Free College policies is to maintain a safe and productive teaching and learning environment and to be in compliance with the Drug-Free Workplace Act of 1988, the Safe and Drug-Free Schools and Communities Act, NC Administrative Code Title 13, Chapter 90, and the NC Controlled Substance Examination Regulation Act.

## STAFF

### 1.02 DRUG-FREE COLLEGE POLICY

#### I. DEFINITIONS

##### A. DRUGS

Drugs referred to under this policy include alcoholic beverages, all illegal drugs as defined in NC Controlled Substance Examination Regulation Act, and misused legal drugs (both prescription and over the counter).

##### B. COLLEGE PREMISES

Any property in use by the college including property that is leased, owned, used for college functions, or used by the college in the conduct of any of its courses.

#### II. RULE

The purpose of the Drug-Free College policy is to maintain a safe and productive teaching and learning environment and to be in compliance with the Drug-Free Workplace Act of 1988; the Safe and Drug-Free Schools and Communities Act/ Drug- Free Schools and Campuses Regulations (Edgar Part 86); NC Administrative Code Title 13, Chapter 20; and the NC Controlled Substance Examination Regulation Act.

#### III. POLICY

- A. All employees are expected to perform their job duties unhindered by drugs and/or alcohol.
- B. The unlawful manufacture, distribution, dispensation, possession, use, or being under the influence of drugs and/or alcohol presents a hazard to students, employees, and property and is not permitted on college premises.
- C. The illegal or unauthorized use, abuse, or distribution of prescription drugs or over-the-counter drugs by employees is prohibited.
- D. The college will maintain a Drug-Free Awareness program for employees and students, and employees and students are expected to work together to maintain a drug-free teaching and learning environment. Educational materials, programs, and other resources are available through Student Life, Counseling Services, and Human Resources. Confidentiality is maintained.
- E. Any employee who violates this policy is subject to disciplinary action as deemed appropriate by the college, up to and including termination.

#### IV. APPLICABILITY

This policy applies to all employees:

- A. During all working hours;
- B. During lunch or break periods;
- C. While operating a college-owned vehicle;
- D. While on college premises. (The president or designee has the right to give special written permission to serve alcohol at college events.)

#### V. LEGAL PRESCRIPTION AND OVER-THE-COUNTER DRUGS

- A. Employee use of prescription and over-the-counter drugs is not prohibited when taken in standard dosage or according to a physician's prescription.
- B. Employees who take drugs must determine whether the drug may interfere with their safety or the safety of others on campus, or otherwise interfere with safe performance of their job duties. It is the employee's responsibility to use appropriate personnel procedures (e.g., call in sick, use leave, notify supervisor) if any use of legal drugs presents a safety risk.

#### VII. DRUG AND/OR ALCOHOL EXAMINATIONS

Any college employee may be required by his or her supervisor or college administrator, in accordance with Drug and Alcohol Examinations Procedures, to submit to a drug and/or alcohol examination when there's reasonable suspicion of drug and/or alcohol use and/or after an injury. Refusal to submit to examination and/or any interference with the collection of the sample shall result in the employee's dismissal.

#### RELATED PROCEDURES

- [Drug and Alcohol Examinations Procedures](#)

*Changes approved by the Board of Trustees on November 14, 1990; July 20, 2011; May 6, 2020*



## STUDENTS

### 4.01 DRUG-FREE COLLEGE AND WORKPLACE POLICY

#### I. DEFINITIONS

##### A. DRUGS

“Drugs” referred to under this policy include alcoholic beverages, all illegal drugs as defined in the NC Controlled Substance Examination Regulation Act [Article 20 of Chapter 95 of the North Carolina General Statutes], and misused legal drugs, both prescription and over the counter.

##### B. COLLEGE PREMISES

Any property owned or leased by, or in the control of the college, used for official activities provided or sponsored by the institution, in the conduct of any instructional, administrative, or performance functions and events.

#### II. RULE

The purpose of the Drug-Free College and Workplace Policy is to maintain a safe and productive teaching and learning environment. The abuse of controlled substances is inconsistent with the behavior expected of students and employees, subjects all employees and visitors to college facilities to unacceptable health and safety risks, and consequences, and undermines Central Piedmont’s ability to operate effectively and efficiently.

Therefore, the unlawful manufacture, distribution, dispensation, consumption, possession, sale, or use of a controlled substance in the workplace or while engaged in Central Piedmont Community College business off premises is strictly prohibited. Therefore, it is the intent of this policy to enforce and in compliance with the Drug-Free Workplace Act of 1988; the Safe and Drug-Free Schools and Communities Act/Drug-Free Schools and Campuses Regulations (Edgar Part 86); NC Administrative Code Title 13, Chapter 20; and the NC Controlled Substance Examination Regulation Act.

#### III. POLICY

This policy applies to all students and employees, regardless of enrollment or employment status, all applicants for enrollment or employment, and all visitors to any of the college’s campuses. This policy applies during all working hours, during lunch or other break periods, while operating college-owned vehicles or equipment on college premises, or any hour during which a non-college employee is on any college campus.

- A. All students are expected to attend classes, labs, and college activities unhindered by the effects of drugs.
- B. Whenever students or employees are in class or working, are operating any college vehicle, are present on the college premises, or are conducting college-related work off site, they are prohibited from:

- Using, possessing, buying, selling, manufacturing, or dispensing an illegal drug, including possession of drug paraphernalia;
- Being under the influence of alcohol or an illegal drug as defined in this policy;
- Possessing or consuming alcohol; or,
- Distributing or selling prescription drugs.

The presence of any detectable amount of any illegal drug or legally controlled substance in an employee's body system, while performing college business or while in a college facility, is prohibited.

Central Piedmont Community College will also not allow employees to perform their duties while taking prescribed drugs that are adversely affecting their ability to perform their job duties safely and effectively. It is the employees' responsibility to use appropriate personnel procedures and options (sick leave, notifying supervisor, etc.) if any use of legally prescribed drugs or medications presents a safety risk to themselves or any other employee or student at the college. Employees taking a prescribed medication must carry it in the container labeled by a licensed pharmacist or be prepared to produce it if requested.

- C. The college will maintain a drug-free awareness program for employees and students. Employees and students are expected to work together to maintain a drug-free teaching and learning environment.
- D. Any student who violates this policy is subject to disciplinary action in accordance with Policy 4.00 Conduct of Students.

## IV. STUDENT USE OF LEGAL PRESCRIPTION AND OVER-THE-COUNTER DRUGS

- A. Student use of prescription and over-the-counter drugs is not prohibited when taken in standard dosage or according to a physician's prescription.
- B. Students who take legal prescription and over-the-counter drugs must determine whether the drug may interfere with the safety of themselves or others on campus. It is the student's responsibility to communicate with appropriate college personnel if his or her use of legal drugs presents a safety risk.
- C. The illegal or unauthorized use, intentional misuse, abuse, or distribution of prescription or over-the-counter drugs by students is prohibited.

## V. DRUG-FREE AWARENESS PROGRAM

- A. Central Piedmont Community College maintains a Drug-Free Awareness program in compliance with the Safe and Drug-Free Schools and Communities Act/Drug-Free Schools and Campuses Regulations (Edgar Part 86).
- B. Educational materials, programs, and other resources are available through Student Life, Counseling Services, Human Resources, and the Wellness Center. Confidentiality is maintained.

*Approved by the Board of Trustees on November 14, 1990; July 20, 2011; May 6, 2020*



# DISCRIMINATION AND HARASSMENT POLICIES

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It is the policy of Central Piedmont Community College to treat employees equitably in the terms and conditions of their employment. It is also the policy of Central Piedmont Community College to treat students fairly. Discrimination against or harassment of any employee or student is contrary to college policy and will be justification for disciplinary action.

## STAFF

### 1.37 DISCRIMINATION AND HARASSMENT POLICY

#### I. GENERAL

Central Piedmont prohibits discrimination toward and/or harassment of any employee based upon any classification protected in Policy 1.00 The Equal Opportunity Program, including race, color, national origin, religion, gender, sexual orientation, disability, age, genetic information, political affiliation, or any other legally protected classification.

#### II. EXAMPLES OF PROHIBITED ACTIONS

Additional actions and/or comments that are prohibited include:

1. Actions by any employee, including a supervisor, which result in the creation of a hostile or offensive working environment;
2. Improper, sexual comments or actions between an employee and a student at any time;
3. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:
  - Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
  - Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
  - Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.
4. Actions or comments intended to insult or stigmatize an individual or a small number of individuals on the basis of any protected classification.
5. Actions or comments that convey a threat of violence or are likely to provoke immediate physical retaliation; and
6. Any and all other incidents deemed inappropriate by the college.

#### III. PROCEDURES FOR REPORTING DISCRIMINATION OR HARASSMENT OR SUSPECTED DISCRIMINATION OR HARASSMENT

It is each employee's responsibility to ensure that his or her conduct does not include or imply discrimination or harassment in any form. If an employee suspects discrimination or harassment has taken place, they shall notify Human Resources pursuant to the Discrimination and Harassment Procedure.

#### IV. DISCIPLINARY ACTION

Central Piedmont Community College will not tolerate discrimination or harassment nor will it tolerate any form of retaliation against any employee or student who has brought legitimate concerns to management or to regulatory agencies or who has properly participated in the investigation or resolution of such concerns. Furthermore, a violation of or failure to report a violation of these provisions shall subject the employee to discipline, up to and including termination.

#### RELATED PROCEDURES

- [Discrimination and Harassment Procedures](#)
- [Employee Mediation Program](#)

*Changes approved by the Board of Trustees on March 4, 2015; May 6, 2020*

*Changes approved by Cabinet on January 24, 2005; June 5, 2006; November 13, 2009; August 30, 2010*



## STUDENTS

### 4.10 DISCRIMINATION AND HARASSMENT POLICY

#### I. DEFINITIONS

##### A. DISCRIMINATION

Any adverse action taken or impact imposed on any employee or student, based upon any classification protected in Policy 1.00 The Equal Opportunity Program, including race, color, national origin, religion, gender, sexual orientation, disability, age, genetic information, political affiliation, or any other legally protected classification. Discrimination includes access by employees and students to any applicable facilities, benefits, and programs or services offered by the college. Discrimination also includes any actions deemed to violate Titles VI and VII of the Civil Rights Act of 1964 and 1991; Title IX of the Education Amendments Act of 1972; the Age Discrimination Act of 1967; the Vocational and Rehabilitation Act of 1973; the Americans with Disabilities of 1990; the Family Medical Leave Act of 1993, all as amended, or any other federal, state, or local law or ordinance.

##### B. HOSTILE ENVIRONMENT

Any unwelcomed conduct which is severe or pervasive enough to create a work or educational environment that a reasonable person would consider intimidating, hostile, or abusive, when such conduct is unwelcomed. Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets, name calling, unwanted touching, physical assaults, threats, intimidation, ridicule, mockery, insults, offensive objects or pictures, or interference with work or education. Petty slights, annoyances, or environments created by something other than illegal discrimination shall not rise to the level of a hostile environment.

##### C. HARASSMENT

Any behavior by an individual that improperly singles out, stigmatizes, or victimizes an employee or student to the employee's or student's detriment because of any protected classification under Policy 1.00 Equal Opportunity Program. Harassment may include any of the following:

1. Actions by any employee, including a supervisor, which result in the creation of a hostile or offensive working environment;
2. Certain improper actions between an employee and a student at any time;
3. Certain improper actions between students while such students are on college property or participating in college-sponsored activities. Harassment includes, but is not limited to, sexual and verbal harassment. Similar conduct that is directed toward a student shall also violate this policy.

The definition of harassment incorporated herein is not intended to and does not limit employees and students from

reasonably and legally speaking to, discussing, presenting, teaching, assigning, and/or testing upon any material and subject that may or may not be considered controversial, including but not limited to, racism, evolution, and humanism, and it does not proscribe reasonable and relevant criticism pertaining to the performance of employees or students.

## D. SEXUAL HARASSMENT

A deliberate, unsolicited, and unwelcomed sexual advance, request for sexual favors, and other unwelcomed verbal or physical conduct of a sexual nature by an employee or student, when:

1. Submission to or rejection of such conduct is made explicitly or implicitly a term or condition of an individual's employment, academic standing, instruction, or education;
2. Submission to or rejection of such conduct by an individual is used as the basis for evaluation in making employment or academic decisions affecting the individual; and/or,
3. Such conduct is sufficiently severe and pervasive to a reasonable person that it interferes with an individual's employment, academic performance, or living conditions by creating an intimidating, hostile, or demeaning environment.

Verbal expression constitutes harassment when it:

1. Is intended to insult or stigmatize an individual or a small number of individuals on the basis of any protected classification;
2. Is addressed directly to the individual or individuals whom it insults or stigmatizes;
3. Makes use of fighting words, which are commonly understood to convey direct and visceral hatred or contempt for human beings on the basis of any protected classification; and,
4. Conveys a threat of violence, or is likely to provoke immediate physical retaliation.

## II. POLICY

It is the policy of Central Piedmont Community College to establish, promote, and maintain an environment in which employees may work and students can fully reap the benefits of education, training, and support, free from discrimination, harassment, sexual harassment, or hostility. All members of the campus community are expected to conduct themselves in a manner that contributes to such an environment. No form of discrimination, sexual, or other harassment or hostility will be tolerated. Given the college's zero-tolerance policy, employees and students are encouraged to bring forth claims of such acts of misconduct, without fear of retaliation or retribution, in a manner consistent with reporting procedures.

This policy shall be fully applied in the settings, activities, and circumstances, as follows:

- A. On any campus or property controlled by the college;
- B. During any college-sponsored program or activity, including those programs or activities which occur on property owned or controlled by the college;

- C. When the effects of the conduct could have a discriminatory effect on the college, its faculty, staff, employees, sub-contractors, vendors, or visitors;
- D. In incidents when both the complainant and alleged violator are identified in one of the above roles, regardless of the location of the incident giving rise to a complaint; and/or,
- E. For conduct that is likely to have a substantial adverse effect on, pose a threat to, or cause a detriment in the work or learning environment.

## III. DISCIPLINARY ACTION

Central Piedmont Community College will not tolerate discrimination, harassment, nor hostility, nor will it tolerate any form of retaliation against any employee or student who has brought legitimate concerns to management, to regulatory agencies, or to individuals who participated in the investigation or resolution of such concerns.

Disciplinary action will be taken according to the college's disciplinary procedures. While disciplinary action taken against an employee subject to a complaint of discrimination, harassment, or hostility may be the subject of a grievance under Policy 1.30 Conflict Resolution and Grievance Process Policy, the results of the Executive Director's investigatory conclusions, or lack of conclusions, shall not be subject to the grievance process.

## RELATED PROCEDURES

- [Discrimination and Harassment Procedures](#)
- [Grievance Process and Procedures for Students](#)

*Changes approved by the Board of Trustees on March 4, 2015; May 6, 2020*

*Changes approved by Cabinet on January 24, 2005; June 5, 2006; August 30, 2010*

# PREVENTION OF VIOLENCE IN THE WORKPLACE AND LEARNING ENVIRONMENT POLICY

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Central Piedmont Community College seeks to promote a working, teaching, and learning environment that is safe and healthy for all employees, students, and visitors while on college premises, while performing college business, or while participating in college-sponsored activities. In doing so, the college is complying with and supporting the Federal Occupational Safety and Health Act of 1970 and the Crime Awareness and Campus Security Act of 1990. The college uses management tools, including mediation, discipline, and dismissal policies, as well as the Employee Assistance Program, the Student Code of Conduct, and the Central Piedmont CARE Team to promote a workplace and learning environment which is free of violence and provides reasonable protection for employees and students.

## STAFF

### 1.39 PREVENTION OF VIOLENCE IN THE WORKPLACE POLICY

#### I. DEFINITIONS

##### A. WORKPLACE VIOLENCE

Workplace violence includes, but is not limited to, intimidation, threats, physical attack, property damage, or conduct which interferes with an employee's or student's safety in the workplace or in the college learning environment.

##### B. INTIMIDATION

Intimidation includes, but is not limited to, stalking or engaging in actions intended to frighten, coerce, or induce duress or fear.

##### C. THREAT

Threat is the expression of an intent to cause physical or mental harm. An expression constitutes a threat without regard to whether the party communicating the threat has the present ability to carry it out and without regard to whether the expression is contingent, conditional, or future.

##### D. PHYSICAL ATTACK

Physical attack is unwanted or hostile physical contact, such as hitting, fighting, pushing, shoving, or throwing objects.

##### E. DATING VIOLENCE

Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of factors pursuant to 40002(a) of the Violence Against Women Act of 1994.

##### F. DOMESTIC VIOLENCE

Domestic violence is a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim pursuant to 40002(a) of the Violence Against Women Act of 1994.

##### G. STALKING

Stalking is 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 pursuant to 40002(a) of the Violence Against Women Act of 1994.

##### H. PROPERTY DAMAGE

Property damage is intentional damage to property owned by the state, college, employees, students, visitors, or vendors.

#### I. SEXUAL MISCONDUCT

Sexual misconduct is any unwelcome conduct of a sexual nature, including any conduct or act of a sexual nature perpetrated against an individual without consent. Sexual Misconduct includes, but is not limited to, the following: Dating Violence; Domestic Violence; Non-forcible Sex Acts; Sexual Assault; Sexual Exploitation; Sexual Harassment; and Stalking. The college encourages reporting of all Sexual Misconduct.

#### II. RULE

Central Piedmont Community College seeks to promote a working, teaching, and learning environment that is safe and healthy for all employees, students, and visitors while on college premises, while performing college business, or while participating in college-sponsored activities. In doing so, the college is complying with and supporting the Federal Occupational Safety and Health Act of 1970, the Crime Awareness and Campus Security Act of 1990, the Jeanne Clery Campus Security Act (Clery Act), Title IX of the Higher Education Act, and the Violence Against Women Reauthorization Act of 2013 (VAWA).

#### III. POLICY

Central Piedmont Community College prohibits any form of violence in the workplace that threatens the safety of employees and students and seeks to provide a sound learning environment for students. The college uses management tools including mediation, discipline, and dismissal policies, as well as Policy 1.40 Employee Assistance Program, Policy 4.00 Conduct of Students, and the Central Piedmont Community

College Care Team to promote a workplace and learning environment which is free of violence and provides reasonable protection for employees and students.

## IV. PROCEDURES

1. In the event of an emergency incident, the employee or student is urged to call 704-330-6911 and move to an area of safety.
2. As soon as possible, the employee or student is to report any incident of violence to College Security or Campus Security Authority (CSA). A Campus Security Authority is any College Security employee or contract security employee. In addition, campus Student Affairs (SA) directors, Office of the Dean for Student Life, Director of Counseling, and the Director for Institutional Equity are considered Campus Security Authorities. Campus Security Authorities are required to report any crime covered by the Clery Act to College Security.
3. In any cases of violence in this policy, a preponderance of the evidence standard will apply.
4. Student Affairs will assist with changing academic schedules following any reported incident. Students may contact the Student Affairs director at the local campus or the Dean for Enrollment Management at the Central Campus.
5. Students found in violation of Prevention of Violence in the Workplace or Prevention of Violence in the Workplace and Learning Environment Policies will be subject to disciplinary sanctions detailed in Policy 4.00 Conduct of Students.
6. Employees found in violation of Prevention of Violence in the Workplace or Prevention of Violence in the Workplace and Learning Environment Policies will be subject to actions consistent with employee disciplinary policies.

## V. PREVENTION PROGRAM

Employees and students will be provided with information and training regarding the potential for violence in the workplace. The purpose of such training is to:

1. Increase the ability to recognize early warning signs of a potentially violent person or situation.
2. Provide information on how to record and report incidents.
3. Encourage employees and students to report suspicious incidents to Campus Security.

Additional program information and Clery statistics are available online in the College's Annual Security Report (PDF).

*Changes approved by the Board of Trustees on May 6, 2020*

*Changes approved by Cabinet on November 23, 2009;  
September 15, 2014*

*Approved by the Board of Trustees on May 6, 1998*

## STUDENTS

### 4.13 PREVENTION OF VIOLENCE IN THE WORKPLACE AND LEARNING ENVIRONMENT POLICY

#### I. DEFINITIONS

##### A. WORKPLACE VIOLENCE

Includes, but is not limited to, intimidation, communicating threats, physical attack, property damage, harassment, or conduct which interferes with an employee's ability to perform in the workplace or a student's opportunity attend class or study in the college learning environment.

##### B. INTIMIDATION

Includes, but is not limited to, stalking, bullying, or engaging in actions intended to frighten, coerce, or induce duress or fear.

##### C. THREAT

The expression of an intent to cause physical or mental harm. An expression constitutes a threat without regard to whether the party communicating the threat has the present ability to carry it out and without regard to whether the expression is contingent, conditional, or future.

##### D. PHYSICAL ATTACK

Unwanted or hostile physical contact such as hitting, fighting, pushing, shoving, or throwing objects.

##### E. DATING VIOLENCE

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and, where the existence of such a relationship shall be determined based on a consideration of factors pursuant to Section 40002(a) of the Violence Against Women Act of 1994 (Section 40002(a)).

##### F. DOMESTIC VIOLENCE

A felony or misdemeanor crime of violence committed by a current or former spouse, intimate partner, or significant other of the victim, pursuant to Section 40002(a).

##### G. STALKING

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety, the safety of others, or suffer substantial emotional distress pursuant to Section 40002(a).

##### H. PROPERTY DAMAGE

Intentional damage to property owned by the state, college, employees, students, visitors, or vendors.

# I. SEXUAL MISCONDUCT

Any unwelcome conduct of a sexual nature, including any conduct or act of a sexual nature perpetrated against an individual without consent. Sexual Misconduct includes, but is not limited to Dating Violence, Domestic Violence, Non-forcible Sex Acts, Sexual Assault, Sexual Exploitation, Sexual Harassment, and Stalking. The college encourages reporting of all Sexual Misconduct.

## II. RULE

Central Piedmont Community College seeks to promote a working, teaching, and learning environment that is safe and healthy for all employees, students, and visitors while on college premises, while performing college business, or while participating in college-sponsored activities. In doing so, the college complies with and supports the Federal Occupational Safety and Health Act of 1970, the Crime Awareness and Campus Security Act of 1990, the Jeanne Clery Campus Security Act (Clery Act), Title IX of the Higher Education Act, and the Violence Against Women Reauthorization Act of 2013 (VAWA).

## III. POLICY

Central Piedmont Community College prohibits any form of violence in the workplace that threatens the safety of employees and students and seeks to provide a sound learning environment for students. In keeping with the spirit and intent of this policy, and to ensure that the college's objectives in this regard are attained, it is the commitment of the college to take prompt remedial action against any employee who engages in threatening behavior or acts of violence.

The college uses management tools, including mediation, discipline, and dismissal policies, as well as the Employee Assistance Program, the Student Code of Conduct, and the Central Piedmont Care Team, to promote a workplace and learning environment that is free of violence and provides reasonable protection for employees and students.

## RELATED PROCEDURE

- [Prevention of Violence in the Workplace and Learning Environment Procedures](#)

*Changes approved by the Board of Trustees on May 6, 2020*

*Changes approved by Cabinet on November 23, 2009;*

*September 15, 2014*

*Approved by the Board of Trustees on May 6, 1998*



# SEXUAL MISCONDUCT POLICY

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The college is committed to providing programs, activities, and an educational environment free from sex discrimination. To that end, the college prohibits Sexual Misconduct, as that term is defined above and by Exhibit B of the college's Sexual Misconduct Procedures. The college is also committed to fostering a community that promotes prompt reporting of all types of Sexual Misconduct and timely and fair resolution of Sexual Misconduct allegations. The college has appointed a Title IX Coordinator, established grievance procedures (the college's Sexual Misconduct Procedures for the handling of allegations of Sexual Misconduct) and developed Sexual Misconduct-related education and training programs.

## STAFF

### 1.41 SEXUAL MISCONDUCT POLICY

#### I. NOTICE OF NONDISCRIMINATION

Central Piedmont prohibits discrimination on the basis of sex in educational programs or activities, admission, and employment by anyone, including, but not limited to, employees, students, and visitors to campus. The college prohibits the discrimination and/or harassment on the basis of sex in its educational programs or activities, including in the context of admission or employment.

The college also prohibits Sexual Misconduct which means any unwelcome conduct and/or comments of a sexual nature, including any conduct or act of a sexual nature perpetrated against an individual without consent, and may include the following: Dating Violence; Domestic Violence; Non-forcible Sex Acts; Sexual Assault; Sexual Exploitation; Sexual Harassment; and Stalking.

Inquiries concerning the application of Title IX may be referred to Central Piedmont's Title IX Coordinator or to the U.S. Department of Education's Office for Civil Rights. The college's Title IX Coordinator office is in Room 218 of the Hall Building. This office can be contacted by phone at 704-330-6524 or by email.

#### II. DEFINITION OF SEXUAL MISCONDUCT

Additional information, including reporting procedures and definitions, may be found in the college's Title IX Procedures Related to Sexual Misconduct.

*Changes approved by the Board of Trustees on May 6, 2020  
Approved by the Board of Trustees on October 31, 2014*

## STUDENTS

### 4.16 SEXUAL MISCONDUCT POLICY

#### I. NOTICE OF NONDISCRIMINATION

As a recipient of federal funds, Central Piedmont Community 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. The college does not discriminate on the basis of sex in its educational programs or activities, including in the context of admission or employment. Inquiries concerning the application of Title IX may be referred to the college's Title IX Coordinator or to the U.S. Department of Education's Office for Civil Rights.

#### II. DEFINITION OF SEXUAL MISCONDUCT

"Sexual Misconduct" is broadly defined as any sexual behavior that creates an uncomfortable, unwelcomed, or hostile working or learning environment. Sexual misconduct includes, but is not limited to, sexual harassment, sexual assault, sexual exploitation, stalking, interpersonal violence, and any unwanted verbal or physical sexual attention.

##### A. SEXUAL HARASSMENT

Repeated sexual attention in the workplace or in an educational setting that is unwanted by the person receiving the attention. Sexually harassing behaviors include unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature. Examples of sexual harassment include:

1. Repeated requests for sex or dates;
2. Sexually-oriented humor or language;
3. Kissing sounds, whistling, or cat calls;
4. Obscene phone-calls;
5. Comments about sexual likes or dislikes;
6. Comments about sexual behavior;
7. Leering or ogling;
8. Intrusive touching; and,
9. Written communications.

## B. SEXUAL VIOLENCE OR ASSAULT

Any unwanted sexual touch or attention, imposing one's will upon another in a sexual manner, forcibly grabbing or touching, forcing another into submission, lack of consent in a sexual act, and rape.

## C. SEXUAL MISCONDUCT

Sexual Misconduct can occur among the following persons:

1. Strangers or acquaintances, including people involved in an intimate or sexual relationship;
2. Committed by men or by women; or,
3. Between people of the same or different sex.

Please refer to the college's Sexual Misconduct Procedures for detailed definitions of the capitalized terms above, including "Consent."

## III. POLICY STATEMENTS

Central Piedmont Community College is committed to maintaining and strengthening an environment founded on civility and respect. The college is committed to providing programs, activities, and an educational environment free from sexual discrimination. To that end, the college prohibits Sexual Misconduct, as that term is defined above and by Exhibit B of the college's Sexual Misconduct Procedures. Therefore, the college prohibits any form of sexual or other unlawful harassment involving any of its employees in the employment relationship or involving any of its students in the educational relationship.

Occasional compliments of a socially acceptable nature do not constitute sexual harassment, absent other compelling factors. Similarly, circumstances such as the nature of course materials, educational programs, or other educational activity will be considered before a determination is made that behavior in such a context is prohibited conduct. Furthermore, this Policy does not limit employees and students from reasonably and legally speaking to, discussing, presenting, teaching, assigning, and/or testing upon any material and subject that could be considered controversial.

## IV. OVERVIEW OF POLICY

The college also is committed to fostering a community that promotes prompt reporting of all types of Sexual Misconduct and timely and fair resolution of Sexual Misconduct allegations. Employees, without any fear of reprisal, have the responsibility to bring forward any form of sexual or other unlawful harassment, whether by a co-worker, a student, or someone else encountered during the course of performing their job duties. Additionally, students, without any fear of reprisal, are encouraged to bring forward any form of sexual or other unlawful harassment, whether by another student, a staff member, or someone else encountered during the course of their education at the college.

The college has appointed a Title IX Coordinator, established grievance procedures — the college's Sexual Misconduct Procedures — for the handling of allegations of Sexual Misconduct, and developed Sexual Misconduct-related education and training programs.

The college's Sexual Misconduct Procedures provide instructions and related information for the reporting of Sexual Misconduct, definitions of prohibited conduct, and information regarding resources available for victims of Sexual Misconduct. They also include procedures for the investigation and resolution of Sexual Misconduct allegations, and address disciplinary measures available for perpetrators of Sexual Misconduct.

This Policy and Central Piedmont Community college's Sexual Misconduct Procedures apply to any allegation of Sexual Misconduct made by or against a student or an employee of the college or a third party, regardless of where the alleged Sexual Misconduct occurred, if the conduct giving rise to the Complaint, and is related to the college's academic, educational, or extracurricular programs or activities. The college's disciplinary authority, however, may not extend to third parties who are not students or employees of the college.

## RELATED PROCEDURES

- [Student Mediation Program Procedures](#)
- [Grievance Process and Procedure for Students](#)
- [Improper Sexual or Romantic Relationships Procedures](#)

*Changes approved by the Board of Trustees on May 6, 2020*

*Policy approved by the Board of Trustees on October 31, 2014*

# ANTI-HAZING POLICY

## STUDENTS

### 4.20 ANTI-HAZING POLICY

#### I. STATEMENT OF PURPOSE

Central Piedmont Community College takes student safety and welfare very seriously. The following policy and procedures have been developed to track and report hazing incidents. This policy is in accordance with the Stop Campus Hazing Act, an amendment to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). Central Piedmont expects that its students, faculty and staff, and community members will not engage in conduct that is defined as hazing under the North Carolina Anti-Hazing Law and as otherwise determined by the college.

#### II. POLICY STATEMENT

Central Piedmont strictly prohibits hazing in any form. Individuals or organizations found responsible for hazing—whether on or off campus—are subject to disciplinary action by the college and may face state criminal charges. Consent by the victim or approval by the organization is not a defense.

#### III. APPLICATION

Hazing is a violation of Central Piedmont policy, the Stop Campus Hazing Act, and North Carolina law. Central Piedmont is committed to providing an environment of well-being, learning, and accountability for its members. To this end, the Central Piedmont Hazing Policy applies to:

- All students
- Minors participating in college-sponsored youth programs
- Any organization recognized or sanctioned by the college, including but not limited to:
  - Recognized Student Organizations (RSOs) of Central Piedmont
  - Affiliate RSOs of Central Piedmont
  - Any other planning team, committee, or group affiliated with Central Piedmont departments or offices
- Other persons associated with a Central Piedmont recognized- or sanctioned organization, including but not limited to:
  - Members or participants
  - Advisors (faculty or staff)
  - Alumni
  - Central Piedmont faculty, staff, and volunteers (including coaches)
  - Representatives of external organizations (i.e., third-party youth programs)

This covers any acts of hazing occurring on or off campus.

This policy informs students, faculty, and staff of their individual and community responsibilities regarding hazing, the college's response to anti-hazing policy violations, and the

resources available for addressing concerns related to hazing or suspected hazing. Student Affairs and the Central Piedmont Security Services Department have primary responsibility for the enforcement of this policy. The Vice President of Student Affairs (or their designee) will impose or modify sanctions for violations of this policy, as they deem appropriate in their sole discretion. This policy applies to all Central Piedmont students whether they are on or off any Central Piedmont campus.

#### IV. COLLEGE STANDARDS AND DISCIPLINARY ACTION

Central Piedmont's Anti-Hazing Policy standards are based on the Stop Campus Hazing Act and state laws and specify what constitutes hazing. These standards support the academic mission and personal development of students, while ensuring accountability and ethical conduct. When applied to hazing, the community college standards help define what behaviors are unacceptable and constitute a violation of the Hazing Policy.

Students who violate this policy will begin disciplinary proceedings in response to violations of the Student Code of Conduct. Violations of this section shall constitute a Class 2 misdemeanor. Students, faculty, and staff are expected to comply with all governing laws, including, but not limited to the Stop Campus Hazing Act and North Carolina Anti-Hazing Law § 14-35.

Under the North Carolina Anti-Hazing Law, it is unlawful and a violation of college policy for any student, faculty, and staff at Central Piedmont to engage in hazing, or to aid or abet any other person in the commission of this offense.

#### V. DEFINITIONS

##### A. HAZING

Hazing is defined as any intentional, knowing, or reckless act committed by a person, whether individually or in concert with others, against another person or persons regardless of the willingness of such other person or persons to participate, that:

1. Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization; and
2. Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury.

Examples of hazing include, but are not limited to:

- Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;

- Causing, coercing, or otherwise inducing another person to perform sexual acts;
- Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- Any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and
- Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, tribal, or federal law.

Hazing generally shall NOT include reasonable and customary athletic, law enforcement training, contests, competitions, or events.

## B. AGGRAVATED HAZING

When a person commits a violation of hazing that results in serious bodily injury or death to the minor or student; and

1. The person acts with reckless indifference to the health and safety of the minor or students; or
2. The person causes, coerces, or forces the consumption of an alcoholic liquid or drug by the minor or student.

## C. ORGANIZATIONAL HAZING

When an organization intentionally, knowingly, or recklessly promotes or facilitates a violation of hazing or aggravated hazing.

## D. MINOR

Regardless of student status, a minor is any person under the age of eighteen (18).

## E. STUDENT

For purposes of this policy only, a student is an individual who attends, has applied to attend, or has been admitted to the college.

# VI. ACCOUNTABILITY FOR REPORTING

Students, faculty, and staff are responsible for reporting incidents of hazing and suspected hazing. Failure to report an incident of hazing will be viewed by the college as compliance (through passive participation) in the hazing activity and is a violation of the Hazing Policy. Failure to report an incident of hazing may also constitute a violation of federal and state law. Students, faculty, and staff should report hazing or suspected hazing by completing the Conduct Reporting Form.

Anonymous reports are accepted.

This policy does not supersede other college or legal reporting obligations.

## RESOURCE

- [Anti-Hazing Procedure](#)

*Approved by the Board of Trustees on July 9, 2025*

*Approved by Cabinet on July 7, 2025*

# REPORTING OF POTENTIAL FRAUD, DAMAGE, OR THEFT OF COLLEGE PROPERTY PROCEDURES

Central Piedmont Community College intends to comply with the NC General Statute 143B- 920 regarding reporting information or evidence of arson, theft, damage, embezzlement, or misuse of state property to the State Bureau of Investigation.

- A. Any employee who receives information or evidence of an attempted arson, or arson, damage of, theft from, or theft of, or embezzlement from, or embezzlement of, or misuse of any state-owned, college-owned, grant-funded, donated, or loaned personal property, buildings, or other real property must report this information or evidence as soon as possible, but not later than three days from its receipt, to the reporting employee's immediate supervisor and Central Piedmont security. Failure to report information or evidence within this three-day time period may result in disciplinary action, up to and including termination.
- B. The reporting employee must contact Central Piedmont security, who will complete an Automated Records Management System (ARMS) Incident Report. Central Piedmont security will notify Internal Audit immediately for incidents involving potential financial irregularities, misappropriation of funds, or embezzlement.
- C. In the event that any person with a reporting obligation under this policy believes that there is a conflict of interest on the part of the person to whom the allegations of suspected improper activities are to be reported, the next higher level of authority shall receive the report.
- D. Upon notification of the incident, Central Piedmont security will:
  1. Advise the Vice President for Finance and Facilities Operations or designee of incidents involving potential financial irregularities, misappropriation of funds, or embezzlement within two business days of notification.
  2. Notify Internal Audit of all applicable ARMS Incident Reports.
  3. If warranted, prepare the State Property Incident Report (SBI-78) form, including information provided by Internal Audit where applicable, and based on their preliminary investigation for incidents involving potential financial irregularities.
  4. If warranted, email the completed State Property Incident Report (SBI-78) form to [statepropertyincidentreports@ncdps.gov](mailto:statepropertyincidentreports@ncdps.gov) within 10 days of the initial receipt of the information or evidence.
- E. Upon notification from Central Piedmont security, Internal Audit will:
  1. Review ARMS Incident Reports and notify the Vice President for Finance and Facilities Operations or designee and Central Piedmont security if further

investigation is necessary and if a State Property Incident Report is warranted.

2. Provide additional information, based on preliminary investigations, of the allegations of potential financial irregularities, misappropriation of funds, or embezzlement.
  3. Review the State Property Incident Report (SBI-78) form before it is filed for incidents involving potential financial irregularities.
  4. Conduct an investigation as needed and review the results with the appropriate administrators. Make recommendations for improvements to the system of internal controls.
- F. In order to maintain confidentiality and prevent compromising any related investigations, employees should not attempt to conduct investigations or discuss the facts, suspicions, or allegations with anyone, unless specifically directed.
- G. Reports of known or potential fraud will be treated in the strictest confidence to the extent possible. Employees will not be subject to retaliation or retribution as a consequence of reporting known or suspected fraud.
- H. Employees must direct all inquiries from the media or external parties to the Public Information Officer and Assistant to the President for Communications, Advancement, and External Engagement.
- I. Cases involving monetary losses to Central Piedmont will be pursued for recovery of losses. The college reserves the right to seek redress via civil proceedings against individuals whose fraudulent acts have resulted in financial loss to the college, whether or not the individual concerned is criminally convicted of that fraudulent act.

## RELATED POLICY

- [Policy 1.44 Employee Code of Conduct](#)

## COLLEGE OPERATING STATUS

### A. NORMAL OPERATIONS

Campuses and offices are open; classes are in session via normal modes. All employees perform work as usual according to the normal core operating hours of Monday through Friday, 8 a.m. – 5 p.m.

### B. REDUCED OPERATIONS – LEVEL 1

Campuses and offices are open; classes may be in person or remote depending on the circumstances. This level of operating status may be campus or building specific, which will accompany any college announcements.

- Essential: Work on campus as usual.
- Remote: Work on campus as usual, unless directly impacted, then work elsewhere on campus or remotely if necessary.

- Non-Essential: Work on campus as usual, unless directly impacted, then work elsewhere on campus.

## C. REDUCED OPERATIONS – LEVEL 2

Campuses and offices are closed; classes do not meet in person; classes and college operations continue remotely.

- Essential: Work on campus as directed.
- Remote: Work remotely as directed.
- Non-Essential: Do not work – no remote capability.

## D. FULL CLOSURE

Campuses and offices are closed; classes are canceled. College operations cease.

- Essential: Work on campus or remotely only if directed or required.
- Remote: Do not work; work remotely only if directed.
- Non-Essential: Do not work.

## USE OF COLLEGE FACILITIES POLICY

### 2.06 USE OF COLLEGE FACILITIES POLICY

#### I. POLICY STATEMENT

Central Piedmont is a publicly supported higher education institution established to serve the educational and workforce development needs of Mecklenburg County. The college shall permit the use of its facilities by college units, employees, students, and approved external organizations on a non-discriminatory basis, provided such use does not interfere with the college's educational mission.

This policy establishes the principles governing access to and use of college-owned or managed facilities to:

- Preserve the primacy of the college's educational mission;
- Ensure safety, security, and operational integrity of facilities;
- Promote equitable, consistent, and transparent access; and
- Protect institutional resources, reputation, and compliance obligations.

#### II. SCOPE

This policy applies to all use of Central Piedmont facilities, including buildings, grounds, outdoor spaces, parking areas, and specialized venues, regardless of whether the user is internal or external to the college.

#### III. GENERAL CONDITIONS OF USE

All use of college facilities shall comply with the following conditions:

- Shall comply with all applicable federal, state, and local laws, and all Central Piedmont rules and policies.

- Shall not interfere with the college's educational, service, or operational functions.
- Shall comply with all fire, life-safety, and occupancy regulations.
- Shall not block or impede normal access, ingress, or egress to college facilities.
- Shall not endanger personal safety, damage property, or violate individual privacy.
- Shall not create unreasonable noise disruption or use unauthorized sound amplification.
- Shall not involve illegal harassment, defamation, terrorist threats, or actual or imminent violence or property damage.
- Shall not involve political campaigning unless permitted by law and college policy.

## IV. INTERNAL USE PRINCIPLES

College facilities, equipment, supplies, and services are to be used exclusively for official college purposes that advance Central Piedmont's academic mission and strategic goals. Access to or oversight of college spaces does not confer personal privileges or discretionary authority beyond approved institutional purposes. Personal, private, commercial, or any other non-college use of college facilities, equipment, supplies, or services is prohibited.

Use of college facilities for activities involving non-college participants or external organizations shall comply with the college's external-use requirements, regardless of the internal sponsor.

## V. EXTERNAL USE PRINCIPLES

External use of college facilities is secondary to instructional and institutional needs and is permitted only when such use aligns with the college's mission, operational priorities, and safety standards. Approval of external use does not constitute or imply college endorsement, sponsorship, or support of the external entity or its activities.

External users are fully responsible for ensuring that their activities comply with all applicable laws, regulations, and college requirements, and shall bear full financial and operational responsibility for their activities. The college may require external individuals or groups to enter contracts governing use of college facilities and payment terms.

The college reserves the right to deny, condition, modify, or revoke approval of external use when necessary to protect institutional interests, safety, or operational integrity.

## VI. VISITOR CONDUCT

Visitors to college premises and users of college facilities must not disrupt or interfere with the college's operations, including academic instruction, meetings (including public meetings of the Board of Trustees and its committees), or ceremonies. Visitors must comply with applicable college policies, including Policy 2.19 regarding possession of weapons or other

prohibited objects, and must cooperate with college security personnel responsible for enforcing applicable law and these policies to assure that they are in compliance. Any violation of this Visitor Conduct Policy may be grounds for exclusion from college premises.

## RELATED PROCEDURES

- [Event Policies and Procedures](#) (PDF external)
- [Use of College Facilities Procedures](#) (internal, hosted, theater)

*Changes approved by the Board of Trustees on March 11, 2026  
Changes approved by the Board of Trustees on May 6, 2020;  
November 13, 2024*

*Changes approved by the Board of Trustees on May 6, 2020;  
November 13, 2024*

*Changes approved by Cabinet on February 2, 2004; October 30, 2006; June 18, 2012*

## POSSESSION OF WEAPONS POLICY

### 2.19 POSSESSION OF WEAPONS POLICY

#### I. DEFINITIONS

##### COLLEGE PREMISES

Any property in use by the college, including property that is leased, owned, used for college functions, or under the control of the college in the conduct of any of its courses of instruction, administrative operations, or extracurricular activity sponsored by the college.

##### WEAPONS

Any object, visible or concealed, that is or could be used to threaten, intimidate, inflict serious bodily injury, or kill another person. This includes, but is not limited to, guns, rifles, pistols, air guns, stun guns, other types of firearms, explosives, metallic knuckles, clubs, batons, knives or other blades, dangerous chemicals, or biological agents. Weapons also include any dynamite cartridge, bomb, grenade, mine, or powerful device as defined in North Carolina General Statutes 14-284.1.

#### II. POLICY

Employees, students, consultants, contractors, vendors, visitors, and members of the public who are on the college premises must abide by the provisions set forth in North Carolina General Statutes 14-269.2.

### III. REGULATIONS

#### A. POSSESSION OF WEAPONS

Employees, students, vendors, visitors, and members of the public who are on college premises or attending functions sponsored by the college are strictly prohibited from having weapons in their possession, except as required for preparation of food, instruction, maintenance, or acting in the discharge of official duties.

#### B. EXCEPTIONS

It is the policy of Central Piedmont to prohibit and restrict the possession or use of weapons on college premises, but for the following exceptions for firearms:

1. As may be required by college employees or contractors for faculty instruction, maintenance of equipment or facilities, or acting in the official discharge of employee or contractor duties;
2. A weapon that is used solely for instructional or ceremonial purposes in a curriculum, continuing education course, or class delivered or sponsored by the college, or an event officially sponsored and sanctioned by the college, with prior written approval from the Office of the President or designee;
3. Duly sworn law enforcement officers, deputy sheriffs, firefighters, emergency services personnel, North Carolina Forest Service, Wildlife, or Corrections personnel, and other persons specifically authorized by the college;
4. A person exempted by North Carolina General Statute 14-269(b);
5. A person registered under North Carolina General Statute Chapter 74C as an armed armored car service guard or armed courier, or armed security guard, when acting in the discharge of their duties;
6. A person who has a concealed handgun permit that is valid under Article 54B of North Carolina General Statute 14-269, or who is exempt from obtaining a permit pursuant to that Article, if any of the following conditions are met:
  - A. The person has a handgun in a closed compartment or container within such permit holder's locked vehicle, or within a locked container securely affixed to such permit holder's vehicle, and only unlocks the vehicle to enter/exit while the weapon remains in securely locked therein;
  - B. The person has a handgun concealed on the person and the person remains in the locked vehicle;
  - C. The person is within a locked vehicle and removes the handgun from concealment only for the amount of time reasonably necessary to:
    1. Move the handgun from concealment on the person to a locked container within the vehicle; or,
    2. Reverse the previous actions.

### IV. VIOLATIONS

- A. Employees, students, contractors, consultants, vendors, visitors, or members of the public who possess weapons in violation of these regulations may be subject to criminal penalties, as established in North Carolina General Statutes 14-269.2.
- B. Any employee or student who reasonably suspects these regulations are being or have been violated must immediately report the matter to College Security Services.
- C. Any employee who either violates these regulations, or who fails to report reasonable suspicion of any violation, will be subject to disciplinary action, up to and including termination of employment.
- D. Any student who either violates these regulations, or who fails to report reasonable suspicion of any violation, will be subject to disciplinary action, up to and including being banned from campus, suspension, or expulsion.

*Changes approved by the Board of Trustees on May 6, 2020*

*Changes approved by Cabinet on August 30, 2004; July 23, 2012; September 16, 2013*

*Approved by Cabinet on May 1996*

## CRIME AWARENESS AND CAMPUS SECURITY POLICY

### 4.09 CRIME AWARENESS AND CAMPUS SECURITY

Central Piedmont Community College seeks to promote a teaching and learning environment that is safe for all students, faculty, staff, and visitors while on college premises. Contributing to the safety of the teaching and learning environment are rules for safety within facilities including, but not limited to, the prohibition of riding bicycles, skateboards, Segways, long boards, or similar recreational devices within the interior of college facilities and the use of these devices on the exterior of college facilities in a manner that a college official deems reckless due to the potential to negatively impact individual safety and/or damage college facilities. Any violations of this policy will be handled through the student disciplinary process.

In addition, the college has controlled access to facilities and distribution of keys, the presence of both sworn law enforcement officers and security officers, and a heightened awareness of criminal activity through regular reporting and educational programs. Within these measures, the college complies with all the crime awareness education and reporting requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ([clerycenter.org/the-clery-act](http://clerycenter.org/the-clery-act)).

*Changes approved by Cabinet on November 23, 2016*

# CAMPUS CRIME CLASSIFICATIONS AND UNIFORM CRIME REPORTING DEFINITIONS

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1. Criminal homicide: These offenses are separated into two categories:
  - A. Murder and non-negligent manslaughter are defined as the willful (non-negligent) killing of one human being by another.
  - B. Negligent manslaughter is defined as the killing of another person through gross negligence.
2. Sexual assault (sex offenses): Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
  - A. Rape — the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
  - B. Fondling — the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
  - C. Incest — sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  - D. Statutory rape — sexual intercourse with a person who is under the statutory age of consent.
3. Robbery is the taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
4. Aggravated assault is an unlawful attack by one person upon another to severe or aggravated bodily injury. This type of assault usually is accompanied by using a weapon or by means likely to produce death or great physical harm. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious personal injury if the crime were successfully completed.
  - A. Aggravated assault — firearm: All assaults in which a firearm of any type is used or threatened to be used. Revolvers, automatic pistols, shotguns, zip guns, rifles, etc. are included in this category.
  - B. Aggravated assault — knife or cutting instrument: Assaults wherein weapons such as knives, razors, hatchets, axes, cleavers, scissors, glass, broken bottles, and ice picks are used as cutting or stabbing objects, or their use is threatened.
  - C. Aggravated assault — other dangerous weapons: Assaults resulting from the use or threatened use of any object as a weapon in which serious injury does or could result. Weapons in this category include, but are not limited to, mace, pepper spray, bricks, jack handles, tire irons, bottles, or other blunt instruments used to club or beat victims. This category also includes attacks by explosives, acid, lye, poison, scalding, burnings, etc.
  - D. Aggravated assault — hands, fist, feet, etc.: Attacks using personal weapons (hands, fists, feet, etc.) which result in serious or aggravated injury.
5. Burglary is the unlawful entry of a structure to commit a felony or a theft.
  - A. Forcible entry: All offenses where force of any kind is used to unlawfully enter a structure for the purpose of committing a theft or felony. This includes the use of tools; breaking or forcing windows, doors, transoms, or ventilators; cutting screens, walls, or roofs; and, where known, using master keys, picks, unauthorized keys, celluloid, a mechanical contrivance such as a pass or skeleton key, or any device that leaves no outward mark but forces a lock. Include concealment inside a building followed by exiting the structure.
  - B. Unlawful entry — no force: The entry of a structure by use of an unlocked door or window. Element of trespass to the structure is essential in this category, which includes thefts from open garages, open warehouses, open or unlocked dwellings (such as residence hall rooms), and open or unlocked common basement areas where entry is achieved by someone other than the tenant who has lawful access.
  - C. Attempted forcible entry: Situations where a forcible entry burglary is attempted but not completed.
6. Motor vehicle theft: The theft or attempted theft of a motor vehicle. Motor vehicle theft includes all cases where autos, trucks/buses, and other vehicles (snowmobiles, motorcycles, motor scooters, trail bikes, mopeds, golf carts, all-terrain vehicles and motorized wheelchairs), are taken by persons not having lawful access or consent even though the vehicles are later recovered, including joyriding.
7. Arson: Willful or malicious burning or attempting to burn with or without intent to defraud a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
8. Hate crimes: A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against them. Larceny-theft, simple assault, intimidation, and destruction, damage, or vandalism of property are only reported if motivated by bias as determined by one of the bias categories.
  - A. Bias categories under the Clery Act: Disability, ethnicity, gender, gender identity, race, religion, national origin, and sexual orientation.
  - B. Race: A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or facial hair; facial features, etc., generally transmitted by descent and heredity which

distinguish them as a distinct division of humankind, e.g., Asians, Blacks or African Americans, whites.

- C. Gender: A preformed negative opinion or attitude toward a person or a group of persons based on their actual or perceived gender, e.g., male or female.
- D. Gender identity: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be lesbian, gay, bisexual, or transgender person but may be perceived as such.
- E. Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.
- F. Sexual orientation: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.
- G. Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other through a common heritage, often consisting of a common language, common culture (often including a shared religion), and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term "race" in that "race" refers to a grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.
- H. National origin: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived country of origin. This bias may be against people who have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.
- I. Disability: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital, or acquired by heredity, accident, injury, advanced age, or illness.
9. The third category of crime statistics you must disclose is the number of arrests and the number of persons referred for disciplinary action for the following law violations:
- Weapons: Carrying, possessing, etc.
  - Drug abuse violations; and
  - Liquor law violations.

An arrest for **Clery Act purposes** is defined as persons processed by arrest, citation, or summons.



# VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT

## DEFINITIONS

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The Violence Against Women Reauthorization Act of 2013 (VAWA) requires that institutions report incidents of sexual assault, domestic and dating violence (also known as intimate partner violence), and stalking in its annual security report. Public concern over violence against women prompted the original passage and enactment of VAWA. As such, VAWA legislation and programs have historically emphasized women victims. More recently, however, there has been a focus on ensuring that the needs of all victims are met through provisions of VAWA programs.

1. Domestic violence is defined as 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.
2. Dating violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

3. Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.
  - A. Course of conduct: Two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens or communications to or about a person, or interferes with a person's property.
  - B. Reasonable person: A reasonable person under similar circumstances and with similar identities to the victim.
  - C. Substantial emotional distress: Significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Unfounded crimes are incidents that have been determined to be false or baseless. College Security Services will only include unfounded crimes when a sworn or commissioned law enforcement agency has thoroughly investigated the report and made the determination the report was false or baseless. If a crime has been determined to be "unfounded," College Security Services will maintain documentation as to why that determination was made.

*Source: Clery Crime Definitions — Domestic Violence, Dating Violence, and Stalking are from The American Council on Education (ACE) memorandum prepared by the Washington, DC law firm Hogan Lovells US LLP; cited from the Violence Against Women Reauthorization Act of 2013.*

# CRIME STATISTICS COMPILATION

## DAILY CRIME LOG

A daily crime log is a publicly available record of criminal incidents reported to the college's police or security authorities, maintained in accordance with Clery Act requirements. The log includes basic information such as the nature, date, time, general location, and disposition of each reported incident, when such information is available and disclosure would not compromise an investigation or the safety of individuals. It is updated regularly and made available for public inspection upon request through the appropriate campus safety or police office. A daily crime log is important because it supports transparency and helps keep the campus community informed about reported criminal activity in a timely manner. It also demonstrates the college's compliance with Clery Act requirements by documenting qualifying incidents consistently and making that information available for public review. In addition, the log can help students, employees, and visitors make informed personal safety decisions while reinforcing trust in the college's public safety practices. The daily crime log benefits campus safety by giving students, employees, and visitors timely awareness of reported incidents so they can make informed decisions about their personal safety. It also helps campus safety officials identify patterns, repeat locations, or emerging concerns that may require additional patrols, prevention efforts, or community alerts. By maintaining the log consistently, the college strengthens transparency, accountability, and trust between the campus community and public safety officials.

Only certain crimes occurring in particular locations are included in the statistical summary. There are four types of Clery geography: on-campus, student housing facilities, non-campus, and public property. The following definitions are taken from The Handbook for Campus Safety and Security Reporting provided by the U.S. Department of Education.

## ON-CAMPUS

Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to campus.

## PUBLIC PROPERTY

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

## STUDENT HOUSING FACILITIES

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

*Note: Central Piedmont does not operate any student housing facilities.*

The statistics found on this website: [nces.ed.gov/collegenavigator/?q=Central+Piedmont+Community+College&s=NC](https://nces.ed.gov/collegenavigator/?q=Central+Piedmont+Community+College&s=NC) represent alleged criminal offenses reported to campus security authorities and/or local police agencies. Therefore, the data collected does not necessarily reflect prosecutions or convictions for crime.

Tables 9–16 (see pages 36–43) include data for the previous three years of reported crimes that occurred on-campus, in certain off-campus locations or property owned or controlled by Central Piedmont Community College, and on public property within, or immediately adjacent to and accessible from, the campus.

The college obtains crime statistics from all municipal police departments that serve our campuses and adjacent properties. This includes the Charlotte-Mecklenburg Police Department, Matthews Police Department, and Huntersville Police Department. Statistics were reported per the FBI Uniform Crime Reporting (UCR)/National Incident-Based Reporting System (NIBRS) definitions. Complete statistics and definitions are available on the U.S. Department of Education website at [ope.ed.gov/campusafety](https://ope.ed.gov/campusafety).

Each incident or crime report is reviewed by College Security Services administrators and classified based on the Clery Act crime definitions. Clery Act statistics are audited periodically at the discretion of the college's Office of Compliance and Audit. Each year, an email notification is sent to all enrolled students, faculty, and staff that provides the website to access the Annual Security Report. All prospective employees can obtain a copy from the Central Piedmont Human Resources Department by visiting the college website. The website address is part of the online employment application.

*Source: U.S. Department of Education: The Handbook for Campus Safety and Security Reporting*

## CATO CAMPUS



Cato Campus property map

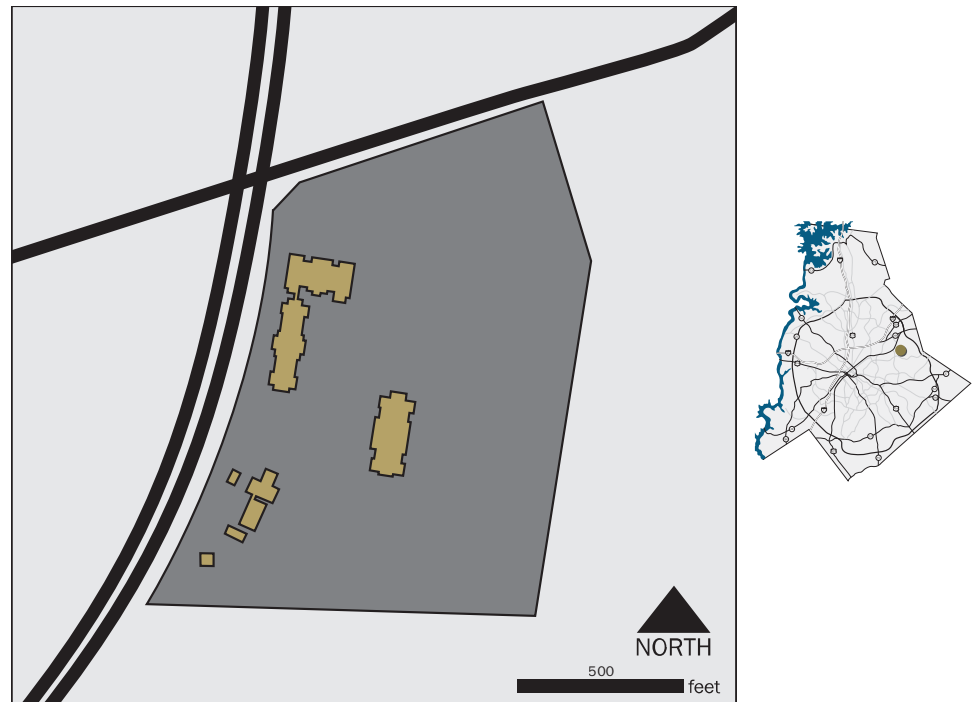


Table 9: Cato Campus crime statistics

| Crime               | On-campus |      |      | Public Property |      |      |
|---------------------|-----------|------|------|-----------------|------|------|
|                     | 2023      | 2024 | 2025 | 2023            | 2024 | 2025 |
| Murder/Manslaughter | 0         | 0    | 0    | 0               | 0    | 0    |
| Sex Offenses        | 0         | 0    | 0    | 0               | 0    | 0    |
| Robbery             | 0         | 0    | 0    | 0               | 0    | 0    |
| Aggravated Assault  | 0         | 0    | 0    | 0               | 0    | 0    |
| Burglary            | 0         | 0    | 0    | 0               | 0    | 0    |
| Motor Vehicle Theft | 0         | 0    | 1    | 0               | 0    | 0    |
| Alcohol Violations  | 0         | 0    | 0    | 0               | 0    | 0    |
| Drug Violations     | 0         | 0    | 0    | 0               | 0    | 0    |
| Weapons Violations  | 0         | 0    | 0    | 0               | 0    | 0    |
| Arson               | 0         | 0    | 0    | 0               | 0    | 0    |
| Hate Crimes         | 0         | 0    | 0    | 0               | 0    | 0    |
| Stalking            | 0         | 0    | 0    | 0               | 0    | 0    |
| Dating Violence     | 0         | 0    | 0    | 0               | 0    | 0    |
| Domestic Violence   | 0         | 0    | 0    | 0               | 0    | 0    |
| Hazing*             |           |      | 0    |                 |      | 0    |
| Unfounded Crimes    | 0         | 0    | 0    | 0               | 0    | 0    |

\*Reporting for Hazing was not required prior to 2025.

## CENTRAL CAMPUS



Central Campus property map

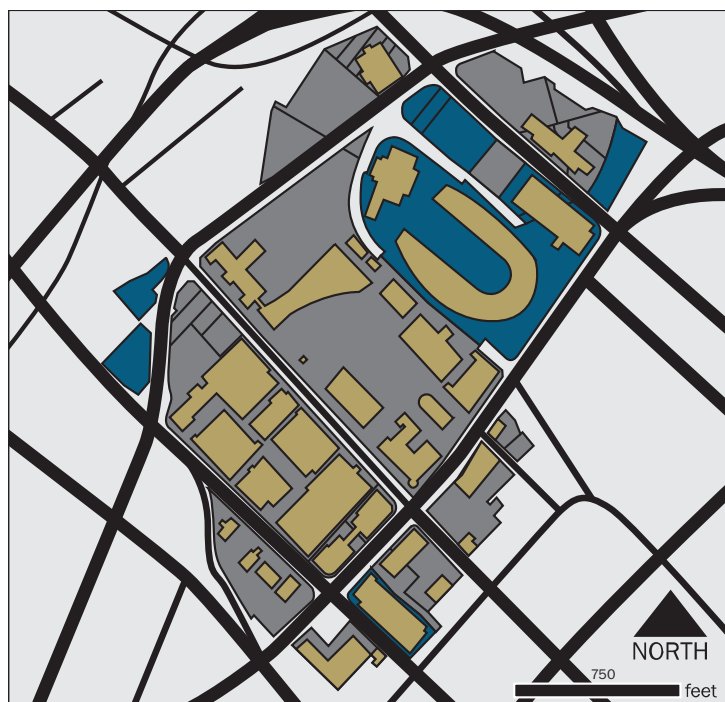


Table 10: Central Campus crime statistics

| Crime               | On-campus |      |      | Public Property |      |      |
|---------------------|-----------|------|------|-----------------|------|------|
|                     | 2023      | 2024 | 2025 | 2023            | 2024 | 2025 |
| Murder/Manslaughter | 0         | 0    | 0    | 0               | 0    | 0    |
| Sex Offenses        | 0         | 0    | 2    | 0               | 0    | 1    |
| Robbery             | 1         | 1    | 0    | 1               | 0    | 1    |
| Aggravated Assault  | 1         | 0    | 0    | 1               | 0    | 1    |
| Burglary            | 0         | 0    | 2    | 0               | 0    | 0    |
| Motor Vehicle Theft | 3         | 0    | 0    | 0               | 0    | 0    |
| Alcohol Violations  | 0         | 0    | 1    | 0               | 0    | 0    |
| Drug Violations     | 2         | 0    | 2    | 0               | 0    | 1    |
| Weapons Violations  | 1         | 3    | 3    | 0               | 0    | 1    |
| Arson               | 0         | 0    | 0    | 0               | 0    | 0    |
| Hate Crimes         | 0         | 0    | 0    | 0               | 0    | 0    |
| Stalking            | 0         | 0    | 1    | 0               | 0    | 0    |
| Dating Violence     | 1         | 1    | 0    | 0               | 0    | 0    |
| Domestic Violence   | 1         | 0    | 1    | 0               | 0    | 2    |
| Hazing*             |           |      | 0    |                 |      | 0    |
| Unfounded Crimes    | 0         | 1    | 2    | 0               | 0    | 0    |

\*Reporting for Hazing was not required prior to 2025.

## HARPER CAMPUS



Harper Campus property map

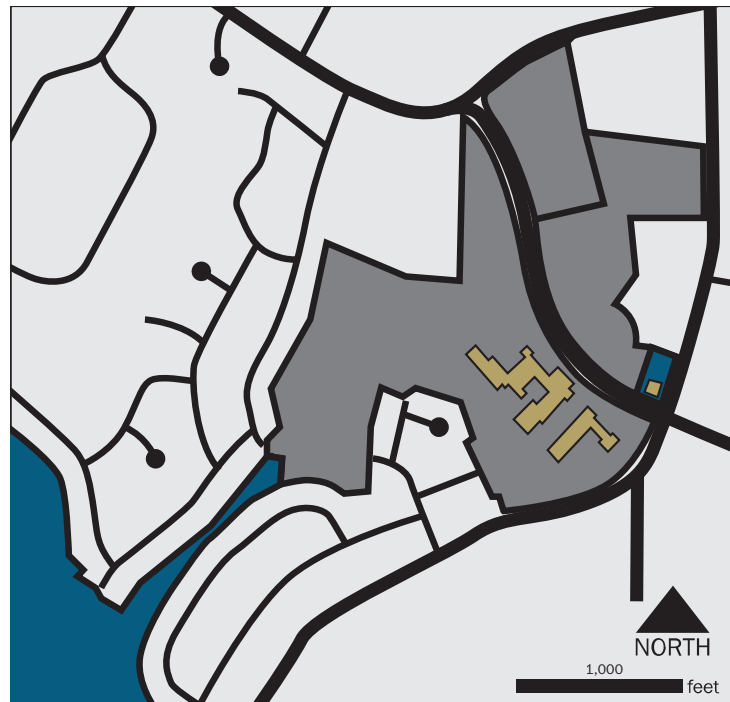


Table 11: Harper Campus crime statistics

| Crime               | On-campus |      |      | Public Property |      |      |
|---------------------|-----------|------|------|-----------------|------|------|
|                     | 2023      | 2024 | 2025 | 2023            | 2024 | 2025 |
| Murder/Manslaughter | 0         | 0    | 0    | 0               | 0    | 0    |
| Sex Offenses        | 0         | 0    | 0    | 0               | 0    | 0    |
| Robbery             | 0         | 0    | 0    | 0               | 0    | 0    |
| Aggravated Assault  | 0         | 0    | 0    | 0               | 0    | 1    |
| Burglary            | 0         | 0    | 0    | 0               | 0    | 0    |
| Motor Vehicle Theft | 0         | 0    | 1    | 0               | 0    | 0    |
| Alcohol Violations  | 0         | 0    | 0    | 0               | 0    | 0    |
| Drug Violations     | 0         | 0    | 0    | 0               | 0    | 0    |
| Weapons Violations  | 0         | 0    | 0    | 0               | 0    | 0    |
| Arson               | 0         | 0    | 0    | 0               | 0    | 0    |
| Hate Crimes         | 0         | 0    | 0    | 0               | 0    | 0    |
| Stalking            | 0         | 0    | 0    | 0               | 0    | 0    |
| Dating Violence     | 0         | 0    | 0    | 0               | 0    | 0    |
| Domestic Violence   | 0         | 0    | 0    | 0               | 0    | 0    |
| Hazing*             |           |      | 0    |                 |      | 0    |
| Unfounded Crimes    | 0         | 0    | 0    | 0               | 0    | 0    |

\*Reporting for Hazing was not required prior to 2025.

## HARRIS CAMPUS



Harris Campus property map

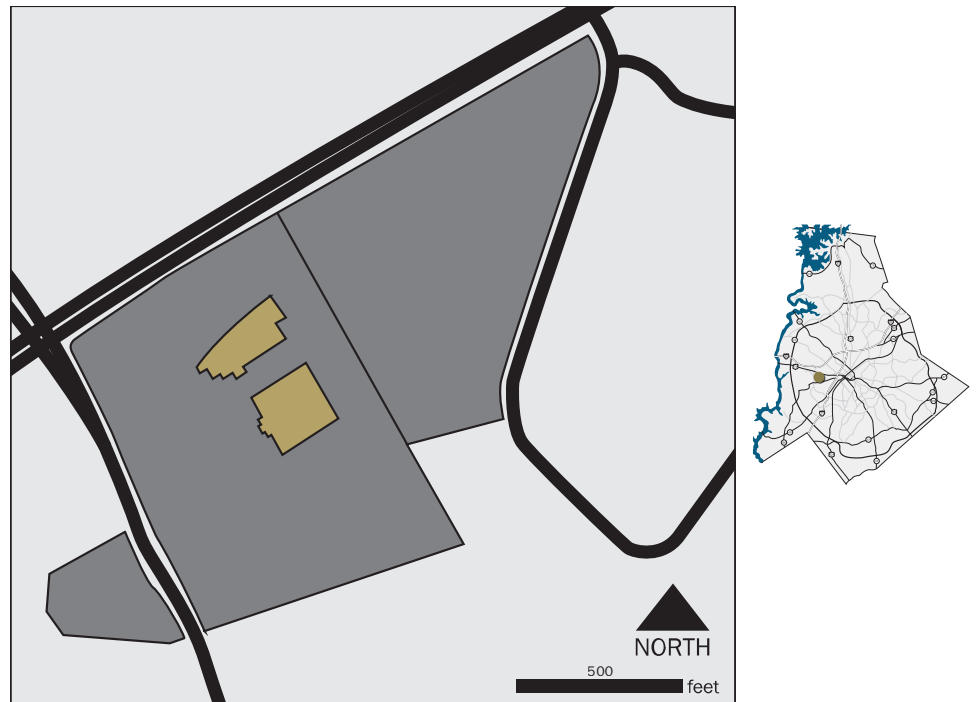


Table 12: Harris Campus crime statistics

| Crime               | On-campus |      |      | Public Property |      |      |
|---------------------|-----------|------|------|-----------------|------|------|
|                     | 2023      | 2024 | 2025 | 2023            | 2024 | 2025 |
| Murder/Manslaughter | 0         | 0    | 0    | 0               | 0    | 0    |
| Sex Offenses        | 0         | 0    | 0    | 0               | 0    | 0    |
| Robbery             | 0         | 0    | 0    | 0               | 0    | 0    |
| Aggravated Assault  | 0         | 0    | 0    | 0               | 0    | 0    |
| Burglary            | 0         | 0    | 1    | 0               | 0    | 0    |
| Motor Vehicle Theft | 0         | 0    | 0    | 0               | 0    | 0    |
| Alcohol Violations  | 0         | 0    | 0    | 0               | 0    | 0    |
| Drug Violations     | 0         | 0    | 0    | 0               | 0    | 0    |
| Weapons Violations  | 0         | 0    | 0    | 0               | 0    | 0    |
| Arson               | 0         | 0    | 0    | 0               | 0    | 0    |
| Hate Crimes         | 0         | 0    | 0    | 0               | 0    | 0    |
| Stalking            | 0         | 0    | 0    | 0               | 0    | 0    |
| Dating Violence     | 0         | 0    | 0    | 0               | 0    | 0    |
| Domestic Violence   | 0         | 0    | 0    | 0               | 0    | 0    |
| Hazing*             |           |      | 0    |                 |      | 0    |
| Unfounded Crimes    | 0         | 0    | 0    | 0               | 0    | 0    |

\*Reporting for Hazing was not required prior to 2025.

## LEVINE CAMPUS



Levine Campus property map



Table 13: Levine Campus crime statistics

| Crime               | On-campus |      |      | Public Property |      |      |
|---------------------|-----------|------|------|-----------------|------|------|
|                     | 2023      | 2024 | 2025 | 2023            | 2024 | 2025 |
| Murder/Manslaughter | 0         | 0    | 0    | 0               | 0    | 0    |
| Sex Offenses        | 0         | 0    | 0    | 0               | 0    | 0    |
| Robbery             | 0         | 0    | 0    | 0               | 0    | 0    |
| Aggravated Assault  | 0         | 0    | 0    | 0               | 0    | 0    |
| Burglary            | 0         | 0    | 0    | 0               | 0    | 0    |
| Motor Vehicle Theft | 0         | 0    | 0    | 0               | 0    | 0    |
| Alcohol Violations  | 0         | 0    | 0    | 0               | 0    | 0    |
| Drug Violations     | 0         | 0    | 0    | 0               | 0    | 0    |
| Weapons Violations  | 0         | 0    | 0    | 0               | 0    | 0    |
| Arson               | 0         | 0    | 0    | 0               | 0    | 0    |
| Hate Crimes         | 0         | 0    | 0    | 0               | 0    | 0    |
| Stalking            | 0         | 0    | 0    | 0               | 0    | 0    |
| Dating Violence     | 0         | 0    | 0    | 0               | 0    | 0    |
| Domestic Violence   | 0         | 0    | 0    | 0               | 0    | 0    |
| Hazing*             |           |      | 0    |                 |      | 0    |
| Unfounded Crimes    | 0         | 0    | 0    | 0               | 0    | 0    |

\*Reporting for Hazing was not required prior to 2025.

## MERANCAS CAMPUS



Merancas Campus property map



Table 14: Merancas Campus crime statistics

| Crime               | On-campus |      |      | Public Property |      |      |
|---------------------|-----------|------|------|-----------------|------|------|
|                     | 2023      | 2024 | 2025 | 2023            | 2024 | 2025 |
| Murder/Manslaughter | 0         | 0    | 0    | 0               | 0    | 0    |
| Sex Offenses        | 0         | 1    | 0    | 0               | 0    | 0    |
| Robbery             | 0         | 0    | 0    | 0               | 0    | 0    |
| Aggravated Assault  | 0         | 0    | 0    | 0               | 0    | 1    |
| Burglary            | 0         | 0    | 0    | 0               | 0    | 0    |
| Motor Vehicle Theft | 0         | 0    | 0    | 0               | 0    | 0    |
| Alcohol Violations  | 0         | 0    | 0    | 0               | 0    | 0    |
| Drug Violations     | 0         | 0    | 0    | 0               | 0    | 0    |
| Weapons Violations  | 1         | 0    | 0    | 0               | 0    | 0    |
| Arson               | 0         | 0    | 0    | 0               | 0    | 0    |
| Hate Crimes         | 0         | 0    | 0    | 0               | 0    | 0    |
| Stalking            | 0         | 0    | 0    | 0               | 0    | 0    |
| Dating Violence     | 0         | 0    | 0    | 0               | 0    | 0    |
| Domestic Violence   | 0         | 0    | 0    | 1               | 0    | 0    |
| Hazing*             |           |      | 0    |                 |      | 0    |
| Unfounded Crimes    | 0         | 0    | 0    | 0               | 0    | 0    |

\*Reporting for Hazing was not required prior to 2025.

## CITY VIEW CENTER



City View Center property map



Table 15: City View Center crime statistics

| Crime               | On-campus |      |      | Public Property |      |      |
|---------------------|-----------|------|------|-----------------|------|------|
|                     | 2023      | 2024 | 2025 | 2023            | 2024 | 2025 |
| Murder/Manslaughter | 0         | 0    | 0    | 0               | 0    | 0    |
| Sex Offenses        | 0         | 0    | 0    | 0               | 0    | 0    |
| Robbery             | 0         | 0    | 0    | 0               | 0    | 0    |
| Aggravated Assault  | 0         | 0    | 0    | 0               | 0    | 0    |
| Burglary            | 0         | 0    | 0    | 0               | 0    | 0    |
| Motor Vehicle Theft | 0         | 0    | 0    | 0               | 0    | 0    |
| Alcohol Violations  | 0         | 0    | 0    | 0               | 0    | 0    |
| Drug Violations     | 0         | 0    | 0    | 0               | 0    | 0    |
| Weapons Violations  | 0         | 0    | 0    | 0               | 0    | 0    |
| Arson               | 0         | 0    | 0    | 0               | 0    | 0    |
| Hate Crimes         | 0         | 0    | 0    | 0               | 0    | 0    |
| Stalking            | 0         | 0    | 0    | 0               | 0    | 0    |
| Dating Violence     | 0         | 0    | 0    | 0               | 0    | 0    |
| Domestic Violence   | 0         | 0    | 0    | 0               | 0    | 0    |
| Hazing*             |           |      | 0    |                 |      | 0    |
| Unfounded Crimes    | 0         | 0    | 0    | 0               | 0    | 0    |

\*Reporting for Hazing was not required prior to 2025.

## WTVI PBS CHARLOTTE



WTVI PBS Charlotte property map

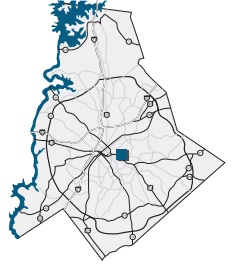


Table 16: WTVI PBS Charlotte crime statistics

| Crime               | On-campus |      |      | Public Property |      |      |
|---------------------|-----------|------|------|-----------------|------|------|
|                     | 2023      | 2024 | 2025 | 2023            | 2024 | 2025 |
| Murder/Manslaughter | 0         | 0    | 0    | 0               | 0    | 0    |
| Sex Offenses        | 0         | 0    | 0    | 0               | 0    | 0    |
| Robbery             | 0         | 0    | 0    | 0               | 0    | 0    |
| Aggravated Assault  | 0         | 0    | 0    | 0               | 0    | 0    |
| Burglary            | 0         | 0    | 0    | 0               | 0    | 0    |
| Motor Vehicle Theft | 0         | 0    | 0    | 0               | 0    | 0    |
| Alcohol Violations  | 0         | 0    | 0    | 0               | 0    | 0    |
| Drug Violations     | 0         | 0    | 0    | 0               | 0    | 0    |
| Weapons Violations  | 0         | 0    | 0    | 0               | 0    | 0    |
| Arson               | 0         | 0    | 0    | 0               | 0    | 0    |
| Hate Crimes         | 0         | 0    | 0    | 0               | 0    | 0    |
| Stalking            | 0         | 0    | 0    | 0               | 0    | 0    |
| Dating Violence     | 0         | 0    | 0    | 0               | 0    | 0    |
| Domestic Violence   | 0         | 0    | 0    | 0               | 0    | 0    |
| Hazing*             |           |      | 0    |                 |      | 0    |
| Unfounded Crimes    | 0         | 0    | 0    | 0               | 0    | 0    |

\*Reporting for Hazing was not required prior to 2025.

# VOLUNTARY AND CONFIDENTIAL REPORTING

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If you are the victim of a crime at Central Piedmont Community College or are aware of criminal activity and do not want to pursue action through College Security Services or the criminal justice system, you may report the crime anonymously by making a confidential report to an area Crime Stoppers hotline.

If a crime has occurred, or if you suspect misconduct, you are encouraged to contact College Security Services or a Campus Security Authority (CSA). See Page 7, Table 2.

Other purposes for contacting College Security Services include:

- General information (special events, locations)
- Lost and found items
- Information on parking
- Fire
- Maintenance problems after regular business hours
- Medical emergencies
- Suspicious persons on campus
- Vehicle accidents
- Crime reporting

You may report crime-related information on a voluntary and confidential basis by contacting one of the following tip lines serving Mecklenburg County, North Carolina:

- Charlotte-Mecklenburg County Crime Stoppers Hotline — 704-334-1600
- Matthews Police Department — 704-847-5555
- Huntersville Police Department — 704-896-7867

Central Piedmont also offers Rave Guardian, a free mobile safety app that connects users directly with Central Piedmont Security Dispatch and supports anonymous reporting.

The following information is helpful, but not required, when reporting a crime or suspected crime:

- Your name
- Victim's name
- Location of incident
- Time incident occurred
- Description of suspects and names, if known
- Description of any vehicles involved, including license plate number, if known
- A phone number where you may be reached should further information be required

Any person(s) participating in college-sponsored, off-campus activities should report criminal incidents to the local law enforcement agency having jurisdiction and contact College Security Services at 704-330-6632.

## PROMPT REPORTING OF EMERGENCIES AND SUSPICIOUS ACTIVITY

Employees, students, and visitors to the college are encouraged to immediately report emergencies and suspicious activity by contacting the Security Dispatch Center at extension 6911 or 704-330-6911 (from a non-campus telephone). For a non-emergency service request, please call extension 6632 or 704-330-6632 (from a non-campus telephone). College Security Services personnel on all Central Piedmont properties are here to serve and protect faculty, staff, students, and visitors. You are urged to report any suspicious persons or anything out of the ordinary to a police officer, security officer, the Security Dispatch Center, or a campus security authority.

# COLLEGE RESPONSE PROCEDURES

## COUNSELING SERVICES

Students who were the victim of a crime or who are aware that a crime was committed may speak with a counselor in Central Piedmont's Counseling Services Department with the assurance of utmost confidentiality. Counselors will explain options for reporting incidents, but all conversations are confidential unless it is determined someone is in imminent danger. The counselor will clarify the limits of confidentiality to the student at the time of their meeting. Counselors report statistical information about the occurrence of crimes to provide accurate data to the college, but no personally identifiable information is furnished without the consent of the student confiding in the counselor. For locations and information about Counseling Services at Central Piedmont, [cpcc.edu/student-experience/student-support/wellness-center/counseling-services](http://cpcc.edu/student-experience/student-support/wellness-center/counseling-services). Counseling Services may also be reached at 704-330-6420.

## SEXUAL MISCONDUCT

Reports of Sexual Misconduct, including Sexual Assault, Domestic Violence, Dating Violence, Stalking, and Rape, are taken seriously at Central Piedmont Community College. College Security Services will aid local law enforcement in the investigation of any allegations. If you are a victim of a crime or Sexual Misconduct, you are urged to contact College Security Services immediately by calling 704-330-6911. An officer or college official is available to assist you.

The response may include:

1. Holding a private meeting at a location of your choice to take a complaint report, and if you feel more comfortable speaking with a male or a female officer, college officials will work to accommodate your request.
2. Notifying the campus community, as required by law, of crimes considered to be a threat to other students and employees, as well as the disclosure of the date, time, location, and nature of a violation.
3. Assisting you with securing transportation to a local hospital or other medical treatment facility; assisting you in privately contacting counseling and other available resources.
4. Fully investigating your case; keeping you informed about the progress of the investigation and prosecution.
5. Being available to answer your questions and explain the legal systems and processes involved.
6. Notifying you and explaining the contents of the police report if an arrest is made. The college will issue an official statement, maintaining your anonymity, which will be released to the campus community.

NOTE: When a sexual assault occurs, get medical attention immediately. Victims of sexual assault have the right to exercise the following options:

- File a complaint with law enforcement authorities and/or College Security Services;
- File a report with a Campus Security Authority (see Table 2);
- File a report with the Title IX Office;
- Take any or all actions; or
- Take no action.

If an assault takes place off-campus, College Security Services will help you file a report with the appropriate law enforcement agency.

To aid the police investigation, take these steps to preserve evidence:

1. If a sexual assault that involved penetration in any form has just occurred, do not shower or bathe before the police arrive to preserve DNA evidence.
2. Do not touch any surfaces that the suspect may have touched until the police have dusted for fingerprints.
3. Save all your clothing and personal items from the crime and inform the police what items you have.
4. Document any injury you suffered, either by photograph or by showing the injuries to someone you trust.

## STUDENTS ACCUSED OF SEXUAL MISCONDUCT

Allegations of student Sexual Misconduct are extremely serious, with potential for significant harm to the accused if ill-conceived or made with malice. The college is committed to protecting the rights of the accused as well as the complainant. An individual found to have deliberately filed a false accusation may be subject to separate, appropriate disciplinary action. A complaint made in good faith is not considered false merely because the evidence does not ultimately support the allegation of Sexual Misconduct.

## STANDARD OF PROOF

The college will ensure that its investigations and disciplinary proceedings are conducted with principles of due process. The standard of proof shall be the preponderance of the evidence in cases alleging Sexual Misconduct. Students accused of Sexual Misconduct will be treated with fairness and respect.

Any respondent (student, employee, vendor, third party) accused of Sexual Misconduct will be informed that a complaint has been made, told the specific allegations, provided with a copy of this policy, and informed of available counseling and other resources. The complainant and the respondent are entitled to the same opportunities to have others present during a disciplinary proceeding, including

the chance to be accompanied to any proceeding or related meetings by an advisor of their choice. Both the complainant and the respondent will be informed simultaneously in writing of the following:

- The outcome of any disciplinary proceeding;
- Appeal rights, if applicable;
- How the college will protect the confidentiality of the accused and accuser, and how public records will be kept without the inclusion of personally identifiable information, to the extent permissible by law.

## ACADEMIC SCHEDULES

The Title IX Office provides assistance with changing academic schedules and is available following a Sexual Misconduct incident by contacting 704-330-2722, ext. 3021.

## DISCIPLINARY PROCEDURES FOR SEXUAL MISCONDUCT

Prompt reporting is encouraged. Persons may report allegations of student Sexual Misconduct at any time but are encouraged to make reports promptly to maximize the college's ability to obtain evidence, conduct a fair and impartial investigation, and provide appropriate assistance to the parties involved. Failure to promptly report alleged Sexual Misconduct may result in the loss of relevant evidence and witness testimony and may limit the college's ability to respond and take appropriate action.

All reports of Sexual Misconduct will be taken seriously and investigated according to College Policy 4.16 Sexual Misconduct Policy. The college is committed to resolving all allegations of student Sexual Misconduct within 60 days of receiving a complaint. Some cases may take longer than 60 days depending on the complexity of the case and other factors out of the investigator's control.

The college will make every effort to protect the privacy and identities of those who seek assistance and wish to report Sexual Misconduct. While steps will be taken to protect the privacy of such persons, the college may need to investigate an incident and act once an allegation is known, whether or not the person chooses to pursue a complaint. The college adheres to all federal, state, and local requirements for intervention, crime reporting, and privacy provisions relating to Sexual Misconduct.

## SEXUAL VIOLENCE RISK REDUCTION TIPS

Risk reduction tips can take a victim-blaming tone, even unintentionally. With no intention to victim-blame, and with the recognition that only those who commit sexual violence are responsible for those actions, these suggestions may nevertheless help you to reduce your risk of experiencing a non-consensual sexual act. To avoid becoming a victim of Sexual Misconduct:

1. Make your limits known as early as possible.
2. Tell a sexual aggressor "NO!" clearly and firmly.
3. Try to remove yourself from the physical presence of a sexual aggressor.
4. Find someone nearby and ask for help.
5. Avoid abuse of alcohol and other drugs.
6. Take care of your friends and ask that they take care of you. A real friend will challenge you if you are about to make a mistake. Respect them when they do so.

If you find yourself in the position of being the initiator of sexual behavior, respect your potential partner. These suggestions may help you to reduce your risk of being accused of Sexual Misconduct:

1. Communicate your intentions to your sexual partner and give them a chance to relay their intentions to you clearly.
2. Understand and respect personal boundaries.
3. Do not make assumptions about consent; about someone's sexual availability; about whether they are physically and mentally able to consent. If there are any questions or ambiguity, then you do not have consent.
4. Mixed messages from your partner are a clear indication that you should stop, defuse any sexual tension, and communicate better. You may be misinterpreting their intention. They may not have figured out how far they want to go with you yet. You must respect the timeline for sexual behaviors with which they are comfortable.
5. Do not take advantage of someone's inability to provide consent due to drug or alcohol use.
6. Realize that your potential partner could be intimidated by you, or fearful. You may have a power advantage simply because of your gender or size. Do not abuse that power.
7. Understand that consent to some form of sexual behavior does not automatically imply consent to any other forms of sexual behavior.
8. Silence and passivity cannot be interpreted as an indication of consent. Read your potential partner carefully, paying attention to verbal and non-verbal communication, and body language.

# COLLEGE AND COMMUNITY RESOURCES

## REGISTERED SEX OFFENDER INFORMATION

Information about registered sex offenders in North Carolina is available by using this link: [sexoffender.ncsbi.gov](https://sexoffender.ncsbi.gov).

Students and staff may also contact the following college officials and community agencies (listed in Tables 17 and 18) for assistance and information.

## COUNSELING REFERRALS

### STUDENTS

Students may obtain counseling services by calling 704-330-6420. Additional information about personal counseling services at Central Piedmont is available online at [cpcc.edu/student-experience/student-support/counseling-services](https://cpcc.edu/student-experience/student-support/counseling-services).

### EMPLOYEES

Employees seeking counseling services may contact the Employee Assistance Program by calling 800-633-3353. Additional information is available online at [cpcc.edu/about-central-piedmont/administrative-offices/human-resources/insurance-and-benefits](https://cpcc.edu/about-central-piedmont/administrative-offices/human-resources/insurance-and-benefits).

**Table 17: Student and staff resources**

|                                                                                                        |                         |
|--------------------------------------------------------------------------------------------------------|-------------------------|
| Office of Conduct and Civility                                                                         | 704-330-2722, ext. 3021 |
| <b>OFFICE OF STUDENT LIFE</b>                                                                          |                         |
| Central Piedmont CARE Team                                                                             | 704-330-2722, ext. 3021 |
| Student Life – Central Campus                                                                          | 704-330-6742            |
| Student Life – Cato Campus                                                                             | 704-330-6584            |
| Student Life – Harper Campus                                                                           | 704-330-4422            |
| Student Life – Harris Campus                                                                           | 704-330-4622            |
| Student Life – Levine Campus                                                                           | 704-330-2722, ext. 3448 |
| Student Life – Merancas Campus                                                                         | 704-330-6584            |
| <b>COUNSELING SERVICES — CONFIDENTIAL SUPPORT RESOURCE (may submit Clery crime report anonymously)</b> |                         |
| Central Campus                                                                                         | 704-330-6420            |
| Cato Campus                                                                                            | 704-330-2722, ext. 7849 |
| Harper Campus                                                                                          | 704-330-6420            |
| Harris Campus                                                                                          | 704-330-6420            |
| Levine Campus                                                                                          | 704-330-2722, ext. 4249 |
| Merancas Campus                                                                                        | 704-330-2722, ext. 7153 |
| <b>CENTRAL PIEDMONT CAMPUS LIAISONS</b>                                                                |                         |
| Cato Campus Liaison                                                                                    | 704-330-4805            |
| Harper Campus Liaison                                                                                  | 704-330-4415            |
| Harris Campus Liaison                                                                                  | 704-330-4650            |
| Levine Campus Liaison                                                                                  | 704-330-7224            |
| Merancas Campus Liaison                                                                                | 704-330-4168            |
| <b>CENTRAL PIEDMONT HUMAN RESOURCES</b>                                                                |                         |
| Chief Human Resources Officer                                                                          | 704-330-6878            |

**Table 18: Community resources**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Rape Crisis Hotline</b><br>A 24-hour call center operated by Safe Alliance.                                                                                                                                                                                                                                                                                                                                                                           | Mecklenburg County: 704-375-9900<br>National Domestic Violence Hotline:<br>1-800-799 SAFE (7233)<br>Turning Point Family Services — Union<br>County: 704-283-7770<br>Union County: 704-721-0110 |
| <b>Mobile Crisis Team</b><br>A 24-hour call center providing information, referrals, and in-person response for severe mental health crises.                                                                                                                                                                                                                                                                                                             | 704-566-3410                                                                                                                                                                                    |
| <b>Safe Alliance</b><br><a href="http://safealliance.org">safealliance.org</a><br>A 24-hour domestic violence/sexual assault hotline providing: safety planning for survivors of domestic violence and sexual assault; hospital accompaniment for victims of sexual assault; accompaniment to police interviews or meetings with a district attorney; assistance with victim compensation; counseling for victims of sexual abuse.                       | 980-771-4673<br>(Domestic violence hotline)                                                                                                                                                     |
| <b>The National Domestic Violence Hotline</b><br><a href="http://thehotline.org">thehotline.org</a><br>A 24-hour helpline that provides confidential guidance for people experiencing domestic violence, seeking resources or information, or questioning unhealthy aspects of their relationship.                                                                                                                                                       | 1-800-799-7233<br>1-800-787-3224 (TTY)                                                                                                                                                          |
| <b>Alliance Health</b><br>Managed Care Organization for Mecklenburg County<br><a href="http://alliancehealthplan.org">alliancehealthplan.org</a> .<br>Call for information regarding health plans and eligibility. Behavioral Health (BH) Crisis Line also provided.                                                                                                                                                                                     | 1-800-510-9132 (Service information)<br>1-800-223-4617 (BH Crisis Line)                                                                                                                         |
| <b>988 Suicide &amp; Crisis Lifeline/National Suicide Prevention Lifeline</b><br><a href="http://988lifeline.org">988lifeline.org</a><br>A 24-hour hotline providing crisis counseling and referrals.                                                                                                                                                                                                                                                    | 988 (Text or call)                                                                                                                                                                              |
| <b>National Helpline (for substance abuse concerns)</b><br>A 24-hour hotline for information and referrals related to alcohol and drug abuse, as well as mental health disorders. This service, operated by the Substance Abuse and Mental Health Services Administration (SAMHSA), provides referrals to local treatment facilities, support groups, and community-based organizations. Callers can also order free publications and other information. | 1-800-662-HELP (4357)<br>or send your zip code via text message:<br>435748 (HELP4U)                                                                                                             |

Central Piedmont offers Rave Guardian, a free mobile safety app that connects users directly with Central Piedmont Security Dispatch. The app provides access to campus safety resources and allows students, faculty, and staff to quickly report safety and security concerns.

Anonymous safety and security concerns may be reported to Central Piedmont Security Dispatch by texting CPCCTIP followed by the tip message to 226787.



PHILIP L. VAN EVERY

# BUILDING ADDRESSES AND COLLEGE MAPS

Building addresses are listed below for each building on each campus. Current campus maps are available at [cpcc.edu/locations](http://cpcc.edu/locations).

**Table 19: College building names and addresses**

| Campus  | Building Name                          | Street Address                  | ZIP   |
|---------|----------------------------------------|---------------------------------|-------|
| Cato    | Cato Campus I, II                      | 8120 Grier Road                 | 28215 |
| Cato    | Annable Building                       | 8121 Grier Road                 | 28215 |
| Cato    | Horticulture Annex                     | 3645 East W.T. Harris Boulevard | 28215 |
| Cato    | Horticulture Center                    | 3645 East W.T. Harris Boulevard | 28215 |
| Cato    | Horticulture Storage Building          | 3645 East W.T. Harris Boulevard | 28215 |
| Central | Belk Building / Health Careers         | 1335 Elizabeth Avenue           | 28204 |
| Central | Center for Arts Technology             | 1315 East 4th Street            | 28204 |
| Central | Central High Building                  | 1141 Elizabeth Avenue           | 28204 |
| Central | Citizens Center                        | 1221 Charlottetowne Avenue      | 28204 |
| Central | Disher Building                        | 1300 East 4th Street            | 28204 |
| Central | Drumm Facilities Services Building     | 1325 East 7th Street            | 28204 |
| Central | Education Center                       | 1412 East 4th Street            | 28204 |
| Central | Campus Wellness Center                 | 1425 Elizabeth Avenue           | 28204 |
| Central | Facilities Energy Building             | 1325 East 7th Street            | 28204 |
| Central | Giles Science Building                 | 1300 Sam Ryburn Walk            | 28204 |
| Central | Grounds Storage                        | 1325 East 7th Street            | 28204 |
| Central | Hall Professional Development Building | 1112 Charlottetowne Avenue      | 28204 |
| Central | Health Careers / Belk Building         | 1335 Elizabeth Avenue           | 28204 |
| Central | Hunter Building                        | 1141-A Elizabeth Avenue         | 28204 |
| Central | Levine Health Sciences Building        | 1224 Charlottetowne Avenue      | 28204 |
| Central | Levine Information Technology Building | 1125 Charlottetowne Avenue      | 28204 |
| Central | Norman Building                        | 1330 East 4th Street            | 28204 |
| Central | North Central Energy Plant             | 280 Pease Lane                  | 28204 |
| Central | North Classroom Building               | 1320 Sam Ryburn Walk            | 28204 |
| Central | Old ATC / Library Building (The Hub)   | 1241 Charlottetowne Avenue      | 28204 |
| Central | Overcash Center                        | 1206 Elizabeth Avenue           | 28204 |
| Central | Pitts Building                         | 1308 East 4th Street            | 28204 |
| Central | Sloan-Morgan Building                  | 1220 Elizabeth Avenue           | 28204 |
| Central | Sommers Building                       | 1322 East 4th Street            | 28204 |
| Central | Parking Deck 1                         | 1321 Charlottetowne Avenue      | 28204 |
| Central | Parking Deck 2                         | 1108 Charlottetowne Avenue      | 28204 |
| Central | Parking Deck 3                         | 1345 Elizabeth Avenue           | 28204 |
| Central | Parking Deck 4 / CEP                   | 1225 East 4th Street            | 28204 |
| Central | Parr Library/Student Success Ctr       | 1201 Elizabeth Avenue           | 28204 |
| Central | Shaw Advanced Technology Center        | 1105 Charlottetowne Avenue      | 28204 |
| Central | Tate Clock Tower                       | 1221 Elizabeth Avenue           | 28204 |
| Central | Van Every Culinary Arts Building       | 425 North Kings Drive           | 28204 |
| Central | Worrell Building                       | 1228 Elizabeth Avenue           | 28204 |
| Central | Zeiss Classroom Building               | 1231 Elizabeth Avenue           | 28204 |
| Central | 4th Street Office Building             | 1422 East 4th Street            | 28204 |

| Campus              | Building Name                     | Street Address                | ZIP   |
|---------------------|-----------------------------------|-------------------------------|-------|
| City View Center    | City View Annex                   | 1609 Alleghany Street         | 28208 |
| City View Center    | City View Center                  | 1609 Alleghany Street         | 28208 |
| Harper              | Harper I, II, III                 | 315 West Hebron Street        | 28273 |
| Harper              | Harper IV                         | 221 West Hebron Street        | 28273 |
| Harper              | Harper Storage Building           | 315 West Hebron Street        | 28273 |
| Harris              | Harris I                          | 3210 CPCC Harris Campus Drive | 28208 |
| Harris              | Harris II                         | 3216 CPCC Harris Campus Drive | 28208 |
| Levine              | Joe Hendrick Center for Auto Tech | 2820 Campus Ridge Road        | 28105 |
| Levine              | Levine Campus I, II, III          | 2800 Campus Ridge Road        | 28105 |
| Merancas            | Belk Center for Justice           | 11920 Verhoeff Drive          | 28078 |
| Merancas            | CDL Training Facilities           | 11636 Verhoeff Drive          | 28078 |
| Merancas            | Claytor Building                  | 11930 Verhoeff Drive          | 28078 |
| Merancas            | Merancas IV                       | 12010 Verhoeff Drive          | 28078 |
| Merancas            | Transportation Systems Building   | 11940 Verhoeff Drive          | 28078 |
| Off-Campus Location | Central Piedmont Storage Annex    | 2233-H Interstate North Drive | 28206 |
| WTVI Center         | WTVI PBS Charlotte                | 3242 Commonwealth Avenue      | 28205 |
| WTVI Center         | WTVI Utility Cable Building       | 3242 Commonwealth Avenue      | 28205 |
| WTVI Transmitter    | WTVI Transmitter Building         | 12541 Caldwell Road           | 28213 |
| WTVI Transmitter    | WTVI Transmitter Warehouse        | 12541 Caldwell Road           | 28213 |

## CAMPUS INFORMATION

**Cato Campus:** [cpcc.edu/locations/cato-campus](http://cpcc.edu/locations/cato-campus)

**Central Campus:** [cpcc.edu/locations/central-campus](http://cpcc.edu/locations/central-campus)

**Harper Campus:** [cpcc.edu/locations/harper-campus](http://cpcc.edu/locations/harper-campus)

**Harris Campus:** [cpcc.edu/locations/harris-campus](http://cpcc.edu/locations/harris-campus)

**Levine Campus:** [cpcc.edu/locations/levine-campus](http://cpcc.edu/locations/levine-campus)

**Merancas Campus:** [cpcc.edu/locations/merancas-campus](http://cpcc.edu/locations/merancas-campus)

**City View Center:** [cpcc.edu/locations/city-view-center](http://cpcc.edu/locations/city-view-center)

**WTVI PBS Charlotte:** [cpcc.edu/about/locations/wtvi-pbs-charlotte-campus](http://cpcc.edu/about/locations/wtvi-pbs-charlotte-campus)



# CENTRAL PIEDMONT

## COMMUNITY COLLEGE

**COMPLIANCE:** Central Piedmont Community College is committed to equal opportunity and non-discrimination based on any legally protected classification, including race, color, national origin, religion, gender, sexual orientation, disability, age, genetic information, and political affiliation. The college provides access, equal opportunity, and reasonable accommodation in services, programs, activities, education, and employment for individuals with disabilities. Reasonable accommodations will be provided to individuals with disabilities upon request 10 business days in advance of the activity. To request accommodation, call 704-330-6631. Inquiries concerning the application of Title IX may be referred to Central Piedmont's Title IX Coordinator or to the U.S. Department of Education's Office for Civil Rights. Central Piedmont's Title IX Coordinator's office is in the Hall Building, Room 218. This office can be contacted by phone at 704-330-6524 or by email at [titleixcorrespondence@cpcc.edu](mailto:titleixcorrespondence@cpcc.edu).

Central Piedmont Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate degrees, diplomas, and certificates. Questions about the accreditation of Central Piedmont Community College may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling 404-679-4500, or by using information available on SACSCOC's website ([sacscoc.org](http://sacscoc.org)). 26192