



# **ANNUAL SECURITY REPORT**

## SEPTEMBER 2022

*Includes crime statistics for the 2019, 2020 and 2021 calendar years*

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## **Mission Statement**

The Community College of Vermont, a member of the Vermont State Colleges System, supports and challenges all students in meeting their educational goals through an abiding commitment to access, affordability, and student success.

## **About This Report**

The Community College of Vermont prepares this report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (“Clery Act”).

In November of 1990, Congress passed the Crime Awareness and Campus Security Act, which amended the Higher Education Act of 1965. This act required all postsecondary institutions participating in Title IV programs to disclose security information and campus crime statistics for the three preceding calendar years. The Act was amended in 1992, 1998, 2000 and 2008. The 1998 amendments renamed the law the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act in memory of a student who was slain in her dorm room in 1986.

On March 7, 2013, the Violence Against Women Reauthorization Act (VAWA) was signed into law. VAWA, in pertinent part, amended the Clery Act to require institutions of higher education to disclose statistics, policies and programs related to domestic violence, dating violence, sexual assault and stalking. In addition, the categories of bias for hate crimes were expanded to include bias based on the victim’s actual or perceived gender identity or national origin, in addition to the previous categories of race, gender, religion, sexual orientation, ethnicity, and disability.

This report provides data collected from CCV’s twelve academic centers, local and state police departments, and from incident reports filed by faculty, staff and students. These reports are analyzed and compiled by the dean of administration, the dean of students, and their staff.

CCV’s policies and procedures apply to each of its academic centers. CCV does not have any on campus student housing facilities, nor does it have any officially recognized student organizations with off-campus locations.

Each year, the Annual Security Report is made available on CCV’s website and an email notification providing a link to the report is sent to all enrolled students, faculty, and staff. Physical copies of this report may also be obtained by contacting:

### **Linda Lawrence, Director of Operations**

1 Abenaki Way

Winooski, VT 05404

802-654-0650

## **Safety at CCV**

The Community College of Vermont is committed to providing a safe environment for its students, faculty and staff and has policies and procedures that address [crime awareness and college security](#), (including hate crime reporting and timely warnings), [safety and security](#), [weapons](#), [emergency response and evacuation procedures](#), [substance use and abuse](#), [discrimination and harassment](#), [sexual violence](#), and [student conduct](#).

## **Reporting Criminal Incidents and Emergencies**

CCV does not employ a campus security force, but fosters a close relationship with local police, fire and

other emergency departments and personnel. In addition, effective July 1, 2016, the VSC has entered a Memorandum of Understanding with the Board of the Vermont Special Investigation Units to allow for the exchange of information and coordination of investigations involving sexual assaults and other sex-based crimes where the alleged victim is affiliated with CCV at the time of the incident and consents to the sharing of information.

Additional contact information for available resources for CCV students, faculty and staff is located at [CCV campus and off-campus resources](#).

**CONTACT INFORMATION FOR VERMONT’S SPECIAL INVESTIGATION UNITS**

<p><b>Addison County</b></p> <p>Addison County Unit for Special Investigations</p> <p>Caroline Mellish, Executive Director</p> <p>1590 Route 7 South, Ste. 4, Middlebury, VT 05753</p> <p>(802)-989-7438</p> <p><a href="mailto:caroline.mellish@vermont.gov">caroline.mellish@vermont.gov</a></p>	<p><b>Bennington County</b></p> <p>Bennington County Child Advocacy Center/ SIU</p> <p>Jenna Caslin, Executive Director</p> <p>129 Elm Street, Bennington VT 05201</p> <p>(802) 442-5107</p> <p><a href="mailto:Jenna.Caslin@partner.vermont.gov">Jenna.Caslin@partner.vermont.gov</a></p>	<p><b>Caledonia and Southern Essex Counties</b></p> <p>Caledonia Children’s Advocacy Center</p> <p>Chris St. Cyr, Executive Director</p> <p>PO Box 272, Saint Johnsbury, VT 05819-0272</p> <p>(802)-424-1227</p> <p><a href="mailto:christopher.stcyr@partner.vermont.gov">christopher.stcyr@partner.vermont.gov</a></p>
<p><b>Chittenden County</b></p> <p>Chittenden Children’s Advocacy Center</p> <p>Veronica Rathgeb, Executive Director</p> <p>50 Cherry Street, Suite 102, Burlington, VT 05401</p> <p>(802) 652-6800</p> <p><a href="mailto:vrathgeb@bpdvt.org">vrathgeb@bpdvt.org</a></p>	<p><b>Franklin &amp; Grand Isle Counties</b></p> <p>Northwest Unit for Special Investigations NUSI/CAC</p> <p>Betty Lavoie, Executive Director</p> <p>5 Lemnah Drive, St. Albans, VT 05478</p> <p>(802) 582-4658</p> <p><a href="mailto:betty.lavoie@partner.vermont.gov">betty.lavoie@partner.vermont.gov</a></p>	<p><b>Lamoille County</b></p> <p>Lamoille County Special Investigation Unit</p> <p>Tracy Patnoe, Executive Director</p> <p>P.O. Box 16, 111 W. Main Street, Hyde Park, VT 05655</p> <p><a href="tel:802-851-8116">802-851-8116</a></p> <p><a href="mailto:tpatnoe@lamoillesiu.org">tpatnoe@lamoillesiu.org</a></p>
<p><b>Orange County</b></p> <p>Orange County Special Investigations Unit &amp; Child Advocacy Center</p> <p>Wendy Loomis, Interim Executive Director</p> <p>PO Box 254, 354 Vermont Route 110, Chelsea, VT 05038</p> <p>802-685-4712, Ext. 100</p> <p><a href="mailto:wendy.loomis@partner.vermont.gov">wendy.loomis@partner.vermont.gov</a></p>	<p><b>Orleans and Northern Essex Counties</b></p> <p>The Orleans County Child Advocacy Center</p> <p>Meghan Gyles, Executive Director</p> <p>PO Box 1133, Newport, VT 05855</p> <p>(802) 334-6002</p> <p><a href="mailto:Meghan.Gyles@partner.vermont.gov">Meghan.Gyles@partner.vermont.gov</a></p>	<p><b>Rutland County</b></p> <p>Child First Advocacy Center &amp; Rutland Unit for Special Investigations</p> <p>Wendy Loomis, Executive Director</p> <p>80 West Street, Ste 203, P.O. Box 6822, Rutland, VT 05702</p> <p>(802) 747-0200</p> <p><a href="mailto:Wendy.loomis@partner.vermont.gov">Wendy.loomis@partner.vermont.gov</a></p>

<b>Washington County</b>	<b>Windham County</b>	<b>Windsor County</b>
OUR House of Central Vermont, Inc. CAC/SIU  Rebecca Duranleau, Executive Director  38 Summer Street, Barre, Vermont 05641  802-622-0821  <a href="mailto:ourhousebarredirector@gmail.com">ourhousebarredirector@gmail.com</a>  FOR INTAKES  <a href="mailto:WashingtonCountySIU@gmail.com">WashingtonCountySIU@gmail.com</a>	Windham County Safe Place CAC/ SUSI  Samantha (Sam) Prince, Executive Director  112 Hardwood Way, Brattleboro, VT 05301  (802) 579-1358  <a href="mailto:Samantha.L.Prince@partner.vermont.gov">Samantha.L.Prince@partner.vermont.gov</a>	The CACs of the Family Place/ Windsor County SIU  319 US Route 5, South, Norwich, VT 05055  2 Main Street, North Springfield, VT 05150  Julie Gaudette, Director  (802) 295-3882  <a href="mailto:julieg@the-family-place.org">julieg@the-family-place.org</a>  <a href="mailto:Julie.gaudette@partner.vermont.gov">Julie.gaudette@partner.vermont.gov</a>

CCV may report incidents that occur at a CCV center and could be criminal in nature to local law enforcement for investigation. CCV is committed to working with and facilitating investigations in a timely and effective manner. CCV encourages anyone who is a victim or witness to any crime to promptly and accurately report the incident to the police. CCV also encourages the accurate and prompt reporting of all crimes to the appropriate law enforcement agencies when the victim is unable to make such a report. Accurate and prompt reporting of all criminal incidents and emergencies, as well as bias-motivated incidents, is the responsibility of all CCV community members.

**FOR EMERGENCIES – DIAL 911.**

**To report any incident of a criminal nature or an emergency, contact the local police at 911 or at the following numbers:**

<b>CCV Center</b>	<b>Police Department Address</b>			<b>Phone</b>
Bennington	118 South Street	Bennington	05201	802-442-1030
Brattleboro	230 Main Street Ste 102	Brattleboro	05301	802-257-7946
Middlebury	1 Lucius Shaw Lane	Middlebury	05753	802-388-3191
Montpelier	City Hall, 1 Pitkin Court	Montpelier	05602	802-223-3445
Morrisville	PO Box 665	Morrisville	05661	802-888-4211
Newport	222 Main Street	Newport	05855	802-334-6733
Rutland	Wales Street	Rutland	05701	802-773-1840
Springfield	201 Clinton Street	Springfield	05156	802-885-2113
St. Albans	142 South Main St.	St. Albans	05478	802-524-2166
St. Johnsbury	1187 Main Street	St. Johnsbury	05819	802-748-2314
Upper Valley	812 V.A. Cutoff Road, Ste 1	White River Jct.	05001	802-295-9425
Winooski	27 West Allen Street	Winooski	05404	802-655-0221

To report any incident of a criminal nature (including domestic violence, dating violence, sexual assault, and stalking)

or an emergency, contact any CCV front desk staff or President’s Council member. **When using an office phone in many locations, you may be required to dial 8 to reach an outside line.**

## Academic Centers – Contact Information

Bennington	802-447-2361
Brattleboro	802-254-6370
Middlebury	802-388-3032
Montpelier	802-828-4060
Morrisville	802-888-4258
Newport	802-334-3387
Rutland	802-786-6996
Springfield	802-885-8360
St. Albans	802-524-6541
St. Johnsbury	802-748-6673
Upper Valley	802-295-8822
Winooski	802-654-0505

## President’s Council

Member	Office/AcademicCenter	Office Phone #
Joyce Judy	Montpelier	802-828-2800
Andy Pallito	Montpelier	802-828-2898
Katie Mobley	Winooski	802-654-0531
Tapp Barnhill	Brattleboro and Springfield	802-254-6363
Mary Brodsky	Winooski/Montpelier	802-654-0527
Heather Weinstein	Montpelier	802-828-3010
Debby Stewart	Springfield	802-885-8370
Marianne DiMascio	Winooski and St. Albans	802-654-0510
Jenney Izzo	Middlebury, Rutland, Upper Valley and Bennington	802-388-3083
Gretchen Dehart	Morrisville, Montpelier, St Johnsbury and Newport	802-888-4062

## Voluntary Confidential Reporting

If you are the victim of a crime, but do not wish to pursue a criminal complaint or internal administrative action, you may consider making a confidential report. With your permission, your academic advisor or your center’s executive director can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to address the safety of yourself and others. If applicable, confidential reports are counted and disclosed in the annual crime statistics for CCV, without disclosing the reporter’s personally-identifiable information.

## **Professional Counselors**

CCV does not offer counseling services; however, an individual may seek support and use the resources listed below. Confidential community resources will not share information with the College unless there is imminent threat to self or others.

## **Counseling Services Available in Vermont**

[Vermont Center for Crime Victim Services: Sexual Assault](#)

### **VT Sexual Violence Hotline**

800-489-7273

### **VT Domestic Violence Hotline**

800-228-7395

[VT Network Against Domestic & Sexual Violence](#)

Additional resources (local, state, and national) can be found [here](#). Further information about college safety and security may be obtained by calling Andy Pallito, Dean of Administration at 802-828-2800 or Linda Lawrence, Director of Operations at 802-654-0650.

## **Security and Access**

The Community College of Vermont owns, leases and maintains its academic centers for the primary purpose of meeting its mission of teaching and learning. During their hours of operation, [CCV's facilities](#) will be open to students, employees, guests and invitees. During non-operation hours, doors will be locked. Individuals with administrative responsibility for each academic center will have access to the centers after hours.

## **Timely Warnings**

CCV provides for the issuance of timely warnings by hosting the RAVE Alert Emergency Notification System. All students, faculty and staff are automatically enrolled to receive RAVE alerts unless they proactively choose NOT to receive them. The decision to issue a timely warning will be made on a case-by-case basis through consultation with local law enforcement, CCV's dean of administration, CCV's dean of students, CCV executive directors, or other appropriate College personnel. In most instances, the dean of administration or the director of operations will issue the alert.

## **Emergency Response and Evacuation Procedures**

CCV will immediately notify the CCV community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health and safety of students or employees occurring on any (or all) of CCV's academic locations. An immediate threat includes an imminent or impending threat such as a fire raging in a building, the approach of an extreme weather event (such as a hurricane), earthquake, gas leak, terrorist incident, armed intruder, bomb threat, explosion, civil unrest or rioting, nearby chemical or hazardous waste spill, or an outbreak of meningitis, norovirus or other serious illness. A power outage, snow closure, or string of thefts, for example, would not necessitate an emergency response.

In the event of an emergency that threatens one or more CCV locations, a warning will be sent to the CCV community, advising them of the threat by means of a RAVE alert. All current students, faculty and staff are automatically enrolled to receive RAVE alerts unless they specifically choose to NOT receive them. RAVE provides broad-based or targeted communication notifications to students, staff and faculty on mobile phones, email and land lines. Additional information will also be posted on the CCV website and/or portal.



Each CCV academic center prepares for and drills twice per year for emergency evacuations and intruder alerts. Procedures are posted in classrooms, common areas, and are available from the front desk at each academic center. Drills are routinely coordinated with local emergency response teams to ensure that procedures are appropriate and to promote a cooperative relationship between the college and local emergency response teams. The Assistant Operations Manager keeps a log of completed drills, which notes any irregularities that may have occurred.

When CCV has confirmed that a significant emergency or dangerous situation exists, the College considers the safety of the campus community, determines what information to release about the situation, and begins the notification process. The names and identifying information of victims are typically withheld from warnings. CCV will not issue a notification for a confirmed emergency or dangerous situation if doing so will compromise efforts to assist a victim, contain the emergency, respond to the emergency, or otherwise mitigate the emergency. For example, a notification might not be released at the request of local law enforcement or fire department officials.

CCV's Crisis Management Team is comprised of the following individuals who are responsible for receiving information relating to incidents and situations, evaluating and confirming the level of emergency or threat to the college and managing the notification process. Joyce Judy, President; Andy Pallito, Dean of Administration; Katie Mobley, Dean of Enrollment and Community Relations; Tapp Barnhill, Dean of Academic Center Administration; and Linda Lawrence, Director of Operations. This team may be supplemented and supported by other college individuals depending upon the particular circumstances of the incident, such as CCV's marketing and communications team who coordinate and manage internal and external communications.

**For additional information, see [CCV Emergency Reference Guide](#).**

## **Substance Use and Abuse**

Community College of Vermont (CCV) seeks to maintain a positive working and learning environment in its academic centers, classrooms, and at its related events. CCV restricts the use of alcohol and prohibits the use of illicit drugs and/or controlled substances, tobacco products and devices, or any substances that may inhibit healthy academic or professional interaction by staff, students, or faculty members.

In accordance with [VSC Policy 314](#), tobacco use is prohibited in all CCV academic centers. Tobacco use is defined as the burning, lighting or use of a tobacco product and any other smoking or vaping device that includes, but is not limited to cigarettes, cigars, electronic cigarettes (e-cigarettes), and pipes.

The College will make available educational materials and programs related to alcohol and substance use and abuse, including referral information on counseling and rehabilitation.

Persons whose behavior violates the VSCS Tobacco Use Reduction and Prevention Policy may be subject to the provisions of the Disruptive Person Policy.

Alcohol may not be served or consumed at CCV academic centers.

In rare instances, exceptions to serving alcohol may be made. Alcohol may not be present or provided without the expressed written permission of the executive director and the president.

At appropriate off-site CCV functions, alcohol may be served if it is legally permitted and where non-alcoholic beverages are also available.

Alcohol may not be served or paid for by the College, under any circumstances.

Anyone in violation of the College's alcohol policy will be subject to the Conduct Resolution Process set forth in the Student Code of Conduct. The College may notify the appropriate authorities if anyone under 21 years of age is found to be procuring, possessing, or consuming alcohol illegally under the provisions of Title 7, Vermont

State Statutes Annotated, Chapter 21.

The possession, use, or distribution of illicit drugs and prescription drug misuse are prohibited at the College or College-related events.

Any persons suspected of possessing, using, or distributing illicit drugs or misusing prescription drugs at the College or College-related events may be questioned immediately by a supervisor or other appropriate college official.

Anyone who possesses, uses, or distributes illicit drugs or misuses prescription drugs at the College or College-related events may be dismissed from employment, other contractual or professional responsibilities, or academic programs.

Despite the change in Vermont state law, federal law continues to classify marijuana as a controlled substance and prohibits marijuana use, possession, and distribution at educational institutions and on the premises of all recipients of federal funds. Accordingly, CCV prohibits the use, possession, and distribution of marijuana at the college and college-related events.

Violations of the College's drug policy or of State or Federal law will likely result in disciplinary action and/or criminal charges. Any student found to be in possession of any drug declared illegal under the provisions of Title 18, Vermont State Statutes Annotated, Chapter 84, or in possession of any associated paraphernalia may be subject to investigation under the Conduct Resolution Process set forth in the Student Code of Conduct.

The Anti-Drug Abuse Act of 1988 requires that employees convicted of illicit drug use in the workplace report such convictions to their employer within five days; the college must then report such convictions to the appropriate federal agency within ten days.

Under federal regulations, a student convicted of a drug related felony or misdemeanor that took place while the student was receiving Federal Student Aid, will become ineligible to receive further aid for a specified period of time upon conviction. Federal Student Aid includes grants, loans, and work assistance otherwise provided to eligible college students under Title IV of the Higher Education Act.

**A copy of CCV's Substance Abuse and Use Policy is available [here](#).**

### ***Policy 311: Non-Discrimination and Prevention of Harassment and Related Unprofessional Conduct***

VSC Policy 311 prohibits discrimination and harassment on the basis of a person's race, color, ancestry, ethnicity, national origin, place of birth, sex, sexual orientation, gender identity, creed, religion, disability, age, veteran status, marital status, genetic information, positive HIV-related blood test results, or any other status protected by state or federal laws. Sexual harassment is illegal and CCV will not tolerate sexual harassment of its students and employees, nor will the College tolerate related unprofessional conduct by its employees that leads to and is associated with sexual harassment.

In the academic context, sexual harassment may be used to describe a wide range of behavior between students, between employees, or between students and employees. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment.

Policy 311: *Non-discrimination and Prevention of Harassment and Related Unprofessional Conduct* and the Chancellor's Implementing Procedures can be found [here](#) on the VSC's main website and [here](#) on the VSC's Policy 311/Title IX website. The policy and procedures described herein are pursuant to the policy in effect, as of December 1, 2020, and may be subject to future revision.

**To initiate a Policy 311 complaint, formally or informally, or for further information, contact:**

## **CCV's Title IX/ Policy 311 Coordinator**

Angela Albeck

Associate Dean of Students

1 Abenaki Way

Winooski, VT 05404

[Angela.Albeck@ccv.edu](mailto:Angela.Albeck@ccv.edu)

[802-654-0690](tel:802-654-0690)

### **Policy 311-A: Sexual Harassment, Sexual Exploitation, Domestic Violence, Dating Violence, Sexual Assault, and Stalking**

In accordance with Title IX, as well as applicable state and federal law, the VSC Policy 311-A prohibits discrimination on the basis of sex in its education programs and activities, admission, and employment. Prohibited sex discrimination includes sexual harassment.

CCV is committed to maintaining an educational and working environment free from all forms of sex discrimination, including sexual misconduct. CCV is also committed to maintaining an educational and working environment free from sexual harassment, sexual exploitation, domestic violence, dating violence, sexual assault, and stalking. Such conduct will not be tolerated. These acts not only violate a person's feelings of trust and safety but can also substantially interfere with a person's education or employment.

Policy 311-A: *Sexual Harassment, Sexual Exploitation, Domestic Violence, Dating Violence, Sexual Assault, and Stalking* and the Chancellor's Implementing Procedures can be found [here](#) on the VSC's main website and [here](#) on the VSC's Policy 311-A/Title IX website. Additional information can also be found on CCV's website [here](#). The policy and procedures described herein are pursuant to the policy in effect, as of December 1, 2020, and may be subject to future revision.

**To initiate a complaint under Policy 311-A, or for further information, contact:**

#### **CCV's Title IX Coordinator**

Angela Albeck

Associate Dean of Students

1 Abenaki Way

Winooski, VT 05404

[Angela.Albeck@ccv.edu](mailto:Angela.Albeck@ccv.edu)

[802-654-0690](tel:802-654-0690)

### **State Law Definitions of Sexual Violence**

CCV prohibits the crimes of dating violence, domestic violence, sexual assault and stalking as those terms are defined for purposes of the Clery Act and as set forth in Policy 311-A. The crimes of dating violence, domestic violence, sexual assault, stalking, and consent in reference to sexual activity are defined as follows under Vermont state law.

## Dating and Domestic Violence

### 15 V.S.A. § 1101. Definitions

**“The following words as used in this chapter shall have the following meanings: . . .**

(2) ‘Household members’ means persons who, for any period of time, are living or have lived together, are sharing or have shared occupancy of a dwelling, are engaged in or have engaged in a sexual relationship, or minors or adults who are dating or who have dated. “Dating” means a social relationship of a romantic nature. Factors that the court may consider when determining whether a dating relationship exists or existed include:

- (A) the nature of the relationship;
- (B) the length of time the relationship has existed;
- (C) the frequency of interaction between the parties;
- (D) the length of time since the relationship was terminated, if applicable.”

### 13 V.S.A. § 1041. Definition

“As used in this subchapter, ‘family or household members’ means persons who are eligible for relief from abuse under chapter 21 of Title 15.”

### 13 V.S.A. § 1042. Domestic assault

“Any person who attempts to cause or willfully or recklessly causes bodily injury to a family or household member, or willfully causes a family or household member to fear imminent serious bodily injury shall be imprisoned not more than 18 months or fined not more than \$5,000.00, or both.”

### 13 V.S.A. § 1043. First degree aggravated domestic assault

**“(a) A person commits the crime of first degree aggravated domestic assault if the person:**

- (1) attempts to cause or willfully or recklessly causes serious bodily injury to a family or household member; or
- (2) uses, attempts to use or is armed with a deadly weapon and threatens to use the deadly weapon on a family or household member; or
- (3) commits the crime of domestic assault and has been previously convicted of aggravated domestic assault.”

### 13 V.S.A. § 1044. Second degree aggravated domestic assault

**“(a) A person commits the crime of second degree aggravated domestic assault if the person:**

- (1) commits the crime of domestic assault and such conduct violates:
  - (A) specific conditions of a criminal court order in effect at the time of the offense imposed to protect that other person;
  - (B) a final abuse prevention order issued under 15 V.S.A. § 1103 or a similar order issued in another jurisdiction;
  - (C) a final order against stalking or sexual assault issued under 12 V.S.A. § 5133 or a similar order issued in another jurisdiction; or
  - (D) a final order against abuse of a vulnerable adult issued under 33 V.S.A. § 6935 or a similar order issued in another jurisdiction.
- (2) commits the crime of domestic assault; and

(A) has a prior conviction within the last 10 years for violating an abuse prevention order issued under section 1030 of this title; or

(B) has a prior conviction for domestic assault under section 1042 of this title.”

## **Consent and Sexual Assault**

### **13 V.S.A. § 3251. Definitions**

#### **“As used in this chapter:**

(1) A ‘sexual act’ means conduct between persons consisting of contact between the penis and the vulva, the penis and the anus, the mouth and the penis, the mouth and the vulva, or any intrusion, however slight, by any part of a person’s body or any object into the genital or anal opening of another.

(2) ‘Sexual conduct’ means any conduct or behavior relating to sexual activities of the complaining witness, including but not limited to prior experience of sexual acts, use of contraceptives, living arrangement and mode of living.

(3) ‘Consent’ means words or actions by a person indicating a voluntary agreement to engage in a sexual act.

(4) ‘Serious bodily injury’ shall have the same meaning as in subdivision 1021(2) of this title.

(5) ‘Bodily injury’ means physical pain, illness or any impairment of physical condition.

(6) ‘Actor’ means a person charged with sexual assault or aggravated sexual assault.

(7) ‘Deadly force’ means physical force which a person uses with the intent of causing, or which the person knows or should have known would create a substantial risk of causing, death or serious bodily injury.

(8) ‘Deadly weapon’ means:

(A) any firearm; or

(B) any weapon, device, instrument, material or substance, whether animate or inanimate, which in the manner it is used or is intended to be used, is known to be capable of producing death or serious bodily injury.”

### **13 V.S.A. § 3252. Sexual assault**

“(a) No person shall engage in a sexual act with another person and compel the other person to participate in a sexual act:

(1) without the consent of the other person; or

(2) by threatening or coercing the other person; or

(3) by placing the other person in fear that any person will suffer imminent bodily injury.

(b) No person shall engage in a sexual act with another person and impair substantially the ability of the other person to appraise or control conduct by administering or employing drugs or intoxicants without the knowledge or against the will of the other person.

(c) No person shall engage in a sexual act with a child who is under the age of 16, except:

(1) where the persons are married to each other and the sexual act is consensual; or

(2) where the person is less than 19 years old, the child is at least 15 years old, and the sexual act is consensual.

(d) No person shall engage in a sexual act with a child who is under the age of 18 and is entrusted to the actor's care by authority of law or is the actor's child, grandchild, foster child, adopted child, or stepchild.

(e) No person shall engage in a sexual act with a child under the age of 16 if:

(1) the victim is entrusted to the actor's care by authority of law or is the actor's child, grandchild, foster child, adopted child, or stepchild; or

(2) the actor is at least 18 years of age, resides in the victim's household, and serves in a parental role with respect to the victim."

### **13 V.S.A. § 3253. Aggravated sexual assault**

"(a) A person commits the crime of aggravated sexual assault if the person commits sexual assault under any one of the following circumstances:

(1) At the time of the sexual assault, the actor causes serious bodily injury to the victim or to another.

(2) The actor is joined or assisted by one or more persons in physically restraining, assaulting or sexually assaulting the victim.

(3) The actor commits the sexual act under circumstances which constitute the crime of kidnapping.

(4) The actor has previously been convicted in this state of sexual assault under subsection 3252(a) or (b) of this title or aggravated sexual assault or has been convicted in any jurisdiction in the United States or territories of an offense which would constitute sexual assault under subsection 3252(a) or (b) of this title or aggravated sexual assault if committed in this state.

(5) At the time of the sexual assault, the actor is armed with a deadly weapon and uses or threatens to use the deadly weapon on the victim or on another.

(6) At the time of the sexual assault, the actor threatens to cause imminent serious bodily injury to the victim or to another and the victim reasonably believes that the actor has the present ability to carry out the threat.

(7) At the time of the sexual assault, the actor applies deadly force to the victim.

(8) The victim is under the age of 13 and the actor is at least 18 years of age.

(9) The victim is subjected by the actor to repeated nonconsensual sexual acts as part of the same occurrence or the victim is subjected to repeated nonconsensual sexual acts as part of the actor's common scheme and plan."

## **Stalking**

### **13 V.S.A. § 1061. Definitions**

**"As used in this subchapter:**

(1) (A) 'Course of conduct' means two or more acts over a period of time, however short, in which a person follows, monitors, surveils, threatens, or makes threats about another person, or interferes with another person's property. This definition shall apply to acts conducted by the person directly or indirectly, and by any action, method, device, or means. Constitutionally protected activity is not included within the meaning of 'course of conduct.'

(B) As used in subdivision (A) of this subdivision (1), threaten shall not be construed to require an express or overt threat.

(2) 'Emotional distress' means significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.

(3) 'Reasonable person' means a reasonable person in the victim's circumstances.

(4) 'Stalk' means to engage purposefully in a course of conduct directed at a specific person that the person engaging in the conduct knows or should know would cause a reasonable person to fear for his or her safety or the safety of another or would cause a reasonable person substantial emotional distress.

### **13 V.S.A. § 1062. Stalking**

"Any person who intentionally stalks another person shall be imprisoned not more than two years or fined not more than \$5,000.00, or both."

### **13 V.S.A. § 1063. Aggravated stalking**

"(a) A person commits the crime of aggravated stalking if the person intentionally stalks another person, and:

- (1) such conduct violates a court order that prohibits stalking and is in effect at the time of the offense;
- (2) has been previously convicted of stalking or aggravated stalking;
- (3) has been previously convicted of an offense an element of which involves an act of violence against the same person;
- (4) the person being stalked is under 16 years of age; or
- (5) had a deadly weapon, as defined in section 1021 of this title, in his or her possession while engaged in the act of stalking.

(b) A person who commits the crime of aggravated stalking shall be imprisoned not more than five years or be fined not more than \$25,000.00, or both.

(c) Conduct constituting the offense of aggravated stalking shall be considered a violent act for the purposes of determining bail."

### **13 V.S.A. § 1064. Defenses**

"In a prosecution under this subchapter, it shall not be a defense that the defendant was not provided actual notice that the course of conduct was unwanted."

### **Preventing and Responding to Sexual Violence**

Sexual harassment and sexual violence can create difficult emotional issues for victims. Through regular educational programs, CCV seeks to promote awareness and to inform students of risk reduction strategies and of the steps to take in the event of sexual misconduct. Copies of, or links to, Policy 311-A are made available annually to all students and employees.

### **Victims of sexual harassment, sexual exploitation, domestic violence, dating violence, sexual assault, and stalking have the option to:**

- Notify law enforcement;
- Obtain assistance from campus authorities in notifying law enforcement; or
- Not notify law enforcement.

A victim who chooses not to notify law enforcement immediately has the option to notify law enforcement at a later time. A victim may also choose to pursue a criminal complaint and a complaint through CCV's institutional disciplinary procedures simultaneously.

CCV is committed to taking action against those who violate its policies. A finding of responsibility for violating Policy 311-A can result in disciplinary sanctions up to and including dismissal from the College, in addition to criminal prosecution and criminal penalties. The College is also committed to assisting victims of sexual violence, regardless of whether the conduct occurs on or off campus.

**If you are a victim of sexual assault:**

1. Get to a safe place as soon as possible. Contact a trusted person for support. This could include a parent, a friend, or any of the resources listed below
2. Preserving evidence that may assist in proving that an alleged criminal offense occurred is important and may be helpful in obtaining a protective order. Do not wash, go to the bathroom, or change clothing, if it can be avoided. This will help to preserve physical evidence, should you choose to take legal action. If you must change clothing, all of the clothing worn at the time of the assault should be put in a paper bag (not plastic).
3. Seek medical attention as soon as possible.
4. Decide what actions to take (see below).

**EMERGENCY ASSISTANCE CONTACT INFORMATION**

EMERGENCY RESPONSE	HEALTH AND SAFETY	COUNSELING
911	<a href="#">Vermont Hospital Directory</a>	<a href="#">Vermont Center for Crime Victim Services: Sexual Assault</a>
Vermont State Police <a href="#">Online Directory of Stations</a>	<a href="#">Vermont Center for Crime Victim Services: Sexual Assault</a>	VT Sexual Violence Hotline 800-489-7273
VT Law Enforcement Agencies <a href="#">Online Directory of Local Police</a>	VT Sexual Violence Hotline 800-489-7273	VT Domestic Violence Hotline 800-228-7395
	VT Domestic Violence Hotline 800-228-7395	<a href="#">VT Network Against Domestic &amp; Sexual Violence</a>
	<a href="#">VT Network Against Domestic &amp; Sexual Violence</a>	

Everyone is strongly encouraged to report alleged violations. All CCV employees are required to report any alleged violation of which they are aware or made aware to the associate dean of students (Title IX Coordinator). Reports of alleged violations will be included in the College’s crime statistics. However, a victim’s personally identifiable information will not be included in any publicly available record, including the reporting and disclosure of annual crime statistics.

CCV provides victims with a written explanation of their rights and options. Choosing not to request official action at the time of the incident does not preclude a victim from requesting action at a future date, although the process of adjudication becomes more difficult over time. Please note that where circumstances warrant, CCV may report and/or investigate an alleged violation even if an alleged victim chooses not to file a complaint. Alleged victims may choose not to participate in the investigation.

The institutional disciplinary process provides a prompt, fair, and impartial investigation and resolution. The process is conducted by officials who receive annual training on issues related to sexual harassment, domestic violence, dating violence, sexual assault and stalking and how to conduct an investigation and hearing process that is free from conflicts of interest or bias, and protects the safety of victims and promotes accountability.



CCV uses the preponderance of the evidence standard (i.e., whether it is more likely than not that a violation occurred).

The complainant and respondent are entitled to the same opportunities to have others present during a disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. Both the complainant and respondent are simultaneously informed, in writing (by electronic or other means), of: (a) the outcome of any College disciplinary proceeding that arises from an allegation of sexual harassment, sexual exploitation, domestic violence, dating violence, sexual assault or stalking; (b) the College's appeal procedures; (c) any change to the result that occurs prior to the time that the result becomes final; and (d) when the result of the disciplinary proceeding becomes final.

## **Support and Assistance**

### **Court Orders**

CCV is committed to ensuring the safety and well-being of individuals who are being or who may have been subjected to sexual harassment, sexual exploitation, domestic violence, dating violence, sexual assault, or stalking. They may have the right to obtain orders of protection, restraining orders and/or relief from abuse orders from Vermont courts. Upon request, CCV will assist them in making contact with law enforcement authorities and other external resources to seek such orders. This assistance is available regardless of whether an individual chooses to file an internal complaint with CCV.

### **Supportive Measures**

Sometimes it may be necessary to take steps to protect the rights and interests of an individual before or during an investigation so that the individual feels safe in his or her work or educational environment. Upon request, the Title IX Coordinator, with the assistance of other CCV officials as appropriate, will provide the complainant and/or respondent with changes to academic, transportation, working and/or living situations or other supportive measures, if reasonably available.

Individuals do not have to file a formal complaint, participate in a disciplinary process, or file a criminal complaint in order to request supportive measures from the CCV. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to CCV's education programs or activities without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the CCV's educational environment, or deter prohibited conduct.

Supportive measures may include but are not limited to: counseling; academic accommodations, such as extensions of deadlines or other course-related adjustments, course changes or late drops, or other arrangements as appropriate; modifications of work or class schedules; campus escort services; mutual restrictions on contact between the parties; changes in work locations; leaves of absence; increased security and monitoring of certain areas of campus; changing transportation or working arrangements or providing other employment accommodations, as appropriate; assisting the individual in accessing support services, including, as available, victim advocacy, academic support, counseling, disability, health or mental health services, visa and immigration assistance, student financial aid services, and legal assistance both on and off campus, as applicable (visit <https://resolve.vsc.edu/> for further information); no trespass notices prohibiting the presence of an individual on CCV property, and/or other properties on which CCV programs are occurring; informing the individual of the right to report a crime to local law enforcement and/or seek orders of protection, restraining orders, or relief from abuse orders from United States courts or courts outside of the United States as applicable, and providing assistance if the individual wishes to do so. CCV will also work with complainants and others as appropriate to respect and implement the requirements of such orders on premises that it owns or controls, as necessary and appropriate; and other similar measures. Factors that may

be considered in determining the appropriateness of supportive measures may include but are not limited to: the specific need expressed by the requesting individual; the age and position of the individuals involved; the severity or pervasiveness of the alleged conduct; any continuing effects of the alleged violation on the requesting individual; whether the individuals involved share the same classes, transportation, parking, or job location; and, whether any judicial measures, such as court orders, have been taken to protect the requesting individual.

Supportive measures may be offered as appropriate to the respondent, as well as to the complainant. Assessment of a party's need to receive a supportive measure will generally be made on an individualized basis, as appropriate, based on the information gathered by the Title IX coordinator. The measures needed by each party may change over time and the Title IX coordinator will communicate with the parties to evaluate whether the measures provided are necessary and effective based on the parties' evolving needs.

The imposition of any of these measures does not indicate a presumption of guilt, nor does it preclude subsequent disciplinary action. A no contact order in and of itself does not constitute discipline and will not appear in an employee's personnel file or on a student's disciplinary record, but refusal to comply with a no contact order (or other supportive measure) is a violation of policy and may result in disciplinary action. A no trespass notice prohibits the presence of an individual in a designated area. Such notices are legally enforceable and, if violated, may lead to arrest.

### **Interim Suspension of Students in Non-Title IX Sexual Misconduct Cases**

If CCV has reasonable cause to believe that a student accused of violating Non- Title IX Misconduct in Policy 311-A poses a substantial threat to him or herself, the alleged victim, other people, property, or the continuance of normal CCV operations, CCV may suspend the student for an interim period, pending the outcome of the disciplinary process. Careful consideration should be given to alternative interim measures, such as changing class schedules and issuing no contact orders or building access restrictions, before imposing an interim suspension, to avoid depriving a student of his or her education where possible.

An interim suspension will not be imposed without prior notice to the student (either written or oral) of the contemplated suspension and the factual basis for it. The student shall have forty-eight hours in which to submit a letter to or appear personally before the dean of students (or the dean's designee) to contest the interim suspension. The dean of students (or the dean's designee) shall consider: (1) the reliability of the identification of the student; and (2) whether the alleged conduct, if true, based on the surrounding circumstances, reasonably indicates that the continued presence of the student on campus poses a substantial threat to him or herself, the alleged victim, other people, property, or the normal operations of CCV. The dean (or the dean's designee) may require the student to meet certain conditions in lieu of an interim suspension. Unless the dean of students (or the dean's designee) determines that it would be unreasonably difficult or dangerous to delay the interim suspension, the student shall have the opportunity to be heard in person, virtually or in writing before the interim suspension takes effect.

### **Emergency Removal of Students or Employees in Title IX Sexual Harassment Cases**

When CCV determines that there is an immediate threat to the physical health or safety of any student or other individual arising from reported conduct that falls within the definition of Title IX Sexual Harassment in Policy 311-A, CCV can remove a respondent from the education program or activity (which may include removing an employee respondent from their employment at CCV per the applicable terms of any pertinent bargaining unit agreement or personnel handbook) and issue any necessary related no-trespass and no-contact orders. CCV will make the decision to remove a respondent from the education program or activity based on an individualized assessment and risk analysis. If CCV makes such a decision, the respondent will be provided with notice and an opportunity to challenge the decision immediately following the removal. Specifically, the respondent shall have forty-eight hours in which to submit a letter to or appear personally or

virtually before the dean of students (or the dean's designee), if a student-respondent, or before the president (or the president's designee) if an employee-respondent, to contest the interim suspension (though a meeting could be scheduled sooner if requested by the respondent, if practicable or required per the terms of the applicable bargaining unit agreement or personnel handbook).

### **Non-student Administrative Leave in Title IX Sexual Harassment Cases**

CCV always maintains the discretion to place non-student employee respondents on paid administrative leave during the pendency of an investigation and resolution process as outlined below, consistent with the terms of the applicable bargaining unit agreement or personnel handbook. CCV may also place a non-student employee respondent on unpaid administrative leave during the pendency of an investigation and resolution process, consistent with the terms of the applicable bargaining unit agreement or personnel handbook. In those instances in which CCV determines that an administrative leave will be unpaid and the respondent was not offered the opportunity to challenge the suspension without pay before it was imposed through some other process, the respondent may present a written challenge regarding the need for or the adequacy of the unpaid administrative leave to the president or their designee, if the respondent is employed at a CCV institution, or the chancellor or their designee if the respondent is a president or employee at the Chancellor's Office.

### **Overview of Disciplinary Procedures**

The following is an overview of the disciplinary process. A copy of the Chancellor's Implementing Procedures for Policy 311-A can be found on the VSC website [here](#). These are the procedures that will be followed in cases of sexual harassment, sexual exploitation, domestic violence, dating violence, sexual assault and stalking. Additional information is also available on the VSC's RESOLVE/Title IX website [here](#), which contains helpful handouts.

CCV may investigate and pursue disciplinary action against a person accused of violating Policy 311-A once a formal complainant has been filed.

The complainant will be asked to prepare a written statement describing the alleged conduct. The complainant may incorporate by reference a previously prepared statement. The Title IX coordinator may alternatively draft a statement, based upon the complainant's verbal description of the alleged conduct, for the complainant's review and approval. To be considered a formal complaint, this document must be filed by a complainant, signed personally or electronically by the complainant (or signed by the Title IX coordinator under circumstances outlined below), and request that CCV investigate the reported prohibited conduct.

If a formal complaint of conduct that would, if proved, satisfy all four of these elements and constitute Title IX Sexual Harassment (meet Title IX Sexual Harassment definition, conduct allegedly occurred in CCV's education program or activity, occurred in the United States and the complainant was participating or attempting to participate in a CCV program or activity) is received, it will be investigated and resolved through the procedures applicable to Title IX Sexual Harassment matters.

If some but not all of the conduct alleged in the formal complaint satisfies all four of these elements CCV will, in its discretion, address the entire matter through the procedures applicable to Title IX Sexual Harassment to promote efficiency, so that all related misconduct may be addressed through one investigation and resolution process.

If it appears based upon initial review or upon information gathered during an investigation that the matter does not satisfy and/or no longer satisfies all four of these elements, CCV will, as required by May 2020 Title IX regulations, dismiss the matter for purposes of the Title IX Sexual Harassment process, and will transfer it for handling under the Non-Title IX Sexual Misconduct procedures, as deemed appropriate by CCV.

Even if the allegations of a matter fall within the definition of Title IX Sexual Harassment, CCV may (but is not required to) dismiss a formal complaint or any allegations therein if at any time during the investigation or resolution process a complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations; the respondent is no longer enrolled or employed by CCV; or specific circumstances prevent CCV from gathering evidence sufficient to reach a determination as to the formal complaint or allegations.

If a formal complaint is dismissed by CCV under the circumstances described, CCV will simultaneously provide to the parties written notice (by electronic or other means) of the dismissal and the reasons for the dismissal, and notice of the parties' opportunity to appeal such dismissal through the Title IX Sexual Harassment appeal procedures.

If the respondent is both a student and an employee, the Title IX Coordinator will determine which procedures apply based upon the facts and circumstances, such as whether the respondent's status as a student or an employee predominates in the context of the prohibited conduct. If a student-employee is found to have engaged in prohibited conduct, the student-employee may be subject to sanctions both in connection with their employment, and in connection with their student status, as appropriate under these and other applicable procedures.

## **Notice**

If CCV initiates an investigation of Title IX Sexual Harassment or Non-Title IX Sexual Misconduct it will provide to the parties a written notice (by electronic or other means) that includes information about CCV's formal and informal resolution processes; a statement of the allegations of behavior potentially constituting prohibited conduct, including sufficient details known at the time and with sufficient time to prepare a response before any initial post-intake interview; a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process; information regarding CCV's presumption of good faith reporting and a summary of the false information policy outlined in Policy 311-A; notification that parties may have an advisor of their choice, who may be, but is not required to be, an attorney; notification of existing counseling, health and mental health services available on campus and/or in the community; and notification that taking any retaliatory action (directly or through others) against any person involved in the investigation is prohibited and will be considered a separate violation of CCV policy.

In Title IX Sexual Harassment cases, the notice will also notify parties that they may inspect and review evidence during the investigation and resolution process. If, in the course of an investigation, CCV decides to investigate allegations about any party that are not included in the notice described above, it will provide notice of the additional allegations to the parties whose identities are known.

CCV may consolidate formal complaints as to allegations of Title IX Sexual Harassment and/or Non-Title IX Sexual Misconduct against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of such prohibited conduct arise out of the same facts or circumstances.

If at any point during an investigation, a respondent chooses to accept responsibility under this policy and the Title IX Coordinator has concluded that the respondent is doing so with full knowledge of their rights to participate in the investigation and resolution procedures described below, the Responsible College Administrator (RCA) may issue a determination and impose disciplinary sanctions upon the. The RCA may also take other action that is reasonably calculated to address the conduct and prevent its recurrence, including further investigation of the allegations. By accepting responsibility and the imposition of any assigned disciplinary sanction, the respondent waives the right to appeal.

## **The Investigation**

The Title IX Coordinator will appoint at its discretion an investigator or investigators who is/are impartial, qualified, and trained, to investigate complaints alleging violations of Policy 311-A. Investigators may be employees of the member institution, other CCV employees, or outside investigators.

In selecting the investigator for a particular matter, the Title IX coordinator will take care to select an individual who does not have a conflict of interest or bias against complainants or respondents generally or an individual complainant or respondent. The complainant or respondent may raise an objection to the selection of a particular investigator if either believes there is a conflict of interest or demonstrable or reasonably perceived bias on the part of the investigator. Any such objections must be raised upon receipt of notice of the appointments. The RCA shall have final authority in the appointment of investigators.

## **Conducting the investigation**

The investigator will conduct an investigation that is prompt, fair, impartial, and appropriate under the circumstances. The nature and scope of the investigation is within the discretion of the investigator.

The investigation will be conducted as promptly as possible, without compromising thoroughness. The investigator will endeavor to prepare their report within 45 calendar days from their appointment to serve as investigator, excluding scheduled breaks during the fall and spring semesters and other CCV Holidays or closures. This timeframe may be extended for good cause with written notice to the parties of the delay and the reason(s) for the delay.

## **Witnesses and Evidence**

The investigator will interview the complainant, respondent, and any witnesses separately. The complainant and respondent will be asked to identify: (a) relevant evidence they would like the investigator to review; (b) witnesses they would like the investigator to interview; and (c) questions they would like the investigator to ask the witnesses. The investigator has discretion as to what evidence to pursue, which witnesses to interview, and which questions to ask, depending on their determination of what they reasonably believe to be related to the issues in dispute.

The investigator is authorized to contact any and all individuals who may have relevant information. CCV recognizes, however, that individuals who are bound by legal privileges may not be able to disclose privileged information, unless an exception applies. The investigator is authorized to access relevant records, except those legally protected as confidential or privileged, and may collect any additional evidence relevant to the complaint. The investigator will not access, consider, disclose or otherwise use a party's privileged records without the party's voluntary, written consent to do so.

## **Advisors**

Complainants and respondents are entitled to the same opportunity to have an advisor of their choosing present at any interview or meeting they have with an investigator. Any such advisor may advise the complainant or respondent privately but cannot act as a speaking advocate. An investigator may terminate the meeting and proceed with the investigation based on otherwise-available information if an advisor refuses to comply with these requirements. Because a Policy 311-A investigation may lead to discipline, a respondent who is a bargaining unit member has the right to be accompanied to the interview by a union representative.

## **Additional Policy Violations**

If, in the course of the investigation, other allegations against the respondent surface which could result in discipline under this policy, other CCV policies, policies of the Member Institution, any collective bargaining agreement, or personnel handbook, the investigator will inform the respondent, in writing, of such allegations and the respondent will be given an opportunity to respond to the additional allegations before the

investigators submit their report. If the alleged additional violations are related to the allegations contained in the complaint, they will be handled through the procedures otherwise applicable to allegations in the formal complaint, as provided below. If the alleged additional violations are unrelated to the allegations contained in the complaint, the CCV may choose to address these separately and not as part of the ongoing investigatory and adjudicatory process.

### **General Investigation Provisions Applicable Only to Title IX Sexual Harassment Matters**

The following general investigation-related provisions are applicable only to the investigation of matters that fall within the definition of Title IX Sexual Harassment, as required by May 2020 Title IX regulations. In such matters, the following provisions will apply: parties' equal opportunity to present witnesses may include evidence from fact and expert witnesses; and parties are not restricted in their ability to discuss the allegations under investigation or to gather and present relevant evidence; and parties whose participation is invited or expected will receive written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.

### **Preliminary Investigative Reports**

In both Title IX Sexual Harassment matters and Non-Title IX Sexual Misconduct matters, when the investigator has completed witness interviews and the gathering of evidence as deemed appropriate by the investigator, the investigator will prepare a preliminary investigative report. The preliminary investigative report will summarize relevant evidence but will not contain any recommendations regarding whether the respondent violated Policy 311-A or any other CCV policy at issue.

### **Preliminary Report Provisions Applicable only to Title IX Sexual Harassment Matters**

In Title IX Sexual Harassment cases, the following additional provisions will apply during the preliminary investigative report stage of the investigation: CCV will provide each party with an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised, including the evidence upon which CCV does not intend to rely in reaching a determination regarding responsibility and/or which the investigator does not deem relevant, and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. Such evidence will not include un-redacted privileged records or information that may have been gathered or received during the investigation, absent written consent from the party holding the privilege. CCV will send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy.

Parties and advisors are not permitted to download, print or copy such evidence subject to inspection and review, and are not permitted to re-disclose such evidence without CCV's permission. Parties and advisors will be required to sign an acknowledgment form indicating that they understand these prohibitions. Violations of these prohibitions may subject parties to CCV discipline under applicable conduct codes.

### **Review and Response to Preliminary Investigative Report**

In both Title IX Sexual Harassment and Non-Title IX Sexual Misconduct matters, the complainant and the respondent will have an opportunity to review the preliminary report and provide written responses to the report. The parties to Non-Title IX Sexual Misconduct matters will receive adequate notice of meetings and hearings, but such notice may not include all of these elements. The complainant and the respondent must submit any comments, feedback, additional documents, evidence, suggested questions for individuals interviewed, requests for additional investigation, names of additional witnesses, or any other information they deem relevant to the investigator, additional documents or other evidence, within 10 calendar days after the preliminary report is sent to them for review. The parties' written responses will be considered by the investigator prior to completion of the final investigative report, and some or all of the responses may be attached or otherwise incorporated into the final investigative report.

In the event that new, relevant information is provided or identified at this stage, the information will be incorporated into the preliminary report as deemed appropriate by the investigator, and, if the investigator, in consultation with the Title IX Coordinator, determine the new information is sufficiently material to the investigation, the complainant and the respondent will be provided a second opportunity to review and provide a written response regarding the new information within five calendar days, which the investigator will consider prior to completion of the final investigation report. Identification of new and relevant information after the parties' review of the preliminary report is likely to extend the time frame of the investigation.

## **Final Investigative Reports**

### **Final Investigative Report Generally**

In both Title IX Sexual Harassment matters and Non-Title IX Sexual Misconduct matters, after considering any written response submitted by either party, or after the 10 calendar day comment period has lapsed without receiving a written response or responses, the investigator will address any relevant issues identified by the complainant and/or the respondent, and as appropriate, pursue any additional investigative steps as needed. The final investigative report may include the investigator's recommendation as to whether the respondent should be found responsible for violating the policy provisions at issue. The investigator's recommendation, if any, will be reached by applying the preponderance of evidence standard, i.e., whether it is more likely than not that the policy was violated. The final investigative report will be reviewed by the Title IX Coordinator before it is issued. Final investigative reports will be provided simultaneously to the parties and their advisors, if any, and a copy will also be provided to the CCV's general counsel.

### **Final Investigative Report Provisions Applicable Only to Title IX Sexual Harassment Matters**

The following provisions regarding the final investigative report will apply in Title IX Sexual Harassment matters: the final investigative report created by the investigator will fairly summarize relevant evidence and include as exhibits evidentiary materials as deemed appropriate by the investigator. At least 10 calendar days prior to the hearing referenced below, CCV will send to each party and the party's advisor, if any, the final investigative report and exhibits in an electronic format or a hard copy, for their review and written response. Any written response a party wishes to provide must be submitted to the Title IX Coordinator or designee within 10 calendar days of receiving the final investigative report and exhibits. The final investigative report and the parties' written responses, if any, will be provided to the hearing officer in advance of the hearing.

### **Hearing and Resolution Provisions Applicable Only to Title IX Sexual Harassment Matters**

#### **Hearings**

Live hearings will be provided in Title IX Sexual Harassment matters, as required by May 2020 Title IX regulations.

#### **Hearing Officers**

Hearings will be presided over by a hearing officer, who will make the decision by a preponderance of the evidence as to whether or not the respondent violated the policy provisions at issue. The hearing officer has broad authority to determine the process, timing and conduct of a hearing. For example, the hearing officer will determine the order of presentation, timing and overall duration of the hearing, what information and evidence will be heard, what information and questions are relevant to the determination of the matter, and what cross-examination questions will or will not be permitted. Hearing officers will be appointed by the Title IX coordinator. In selecting a hearing officer for a particular matter, the Title IX coordinator will take care to select an individual who does not have a conflict of interest or bias against complainants or respondents generally or an individual complainant or respondent. CCV will notify the parties of the identity of the hearing officer in advance of the hearing, and parties may, within three calendar days of sending such notice, object to the service of the hearing officer by providing a written statement (which may be transmitted electronically) as to why the party believes that the hearing officer has a conflict of interest or bias. The Title IX coordinator or

designee will make decisions regarding such objections and the appointment of an alternate hearing officer, as necessary.

### **Advisors**

Each party may have an advisor of their choice present at a hearing for the limited purpose of conducting cross-examination on behalf of that party. Advisors may be, but are not required to be, attorneys. If a party does not have an advisor of their choice present at a hearing, CCV will without fee or charge to the party provide an advisor of CCV's choice, again for the limited purpose of conducting cross-examination on behalf of that party. No later than 10 calendar days before the hearing, parties should inform the Title IX coordinator of the identity of any advisor of choice who will accompany them to the hearing, so that CCV will know whether or not it needs to arrange for the presence of a CCV-provided advisor.

At a time and manner deemed appropriate by the hearing officer, the advisor for each party will be permitted to ask the other party and any witnesses all relevant cross-examination questions and follow-up questions, including those challenging credibility. Except for that limited role, advisors may not participate actively in the hearing and may not speak or otherwise communicate on the part of the party that the advisor is advising. However, the advisor may consult privately in a non-disruptive manner with their advisee during and/or at a recess in the hearing. Scheduling accommodations generally will not be made for advisors if they unduly delay the process. CCV reserves the right to take appropriate action regarding any advisor who disrupts the process, or who does not abide by the restrictions on their participation as determined in the sole discretion of the hearing officer, which may include exclusion of the advisor from the hearing and the appointment of an alternate CCV-provided advisor and, in extreme cases, exclusion of the advisor from future hearings.

### **Requests for Appearance of Witnesses**

If a Party wishes to have an individual appear at the hearing as a witness, they must provide notice of the identity of the proposed witness and a brief description of the subject matter of the witnesses' testimony to the Title IX coordinator or designee at least 10 calendar days before the date of the hearing. The Title IX coordinator or designee, in consultation with the hearing officer as necessary, will determine whether the witness is likely to have information that is relevant to the hearing, and if it is determined that the witness is likely to have relevant information, the Title IX coordinator or designee will inform the witness that their presence at the hearing is required (to the extent that CCV has jurisdiction to require the presence of the witness) or requested.

### **Conduct of Hearings and Relevance**

At or before the hearing, the hearing officer will receive a copy of the final investigative report, any attachments thereto, and copies of the parties' written responses to the final investigative report, if any, which will be part of the information of record to be considered by the hearing officer.

Subject to the discretion of the hearing officer, hearings will ordinarily begin with introductory remarks by the hearing officer, followed by opening statements from any party who wishes to provide one, followed by the hearing officer's asking relevant initial questions of the parties as deemed appropriate by the hearing officer. During this portion of the hearing, advisors may confer privately and in a non-disruptive manner with their advisee, but they are not allowed to make opening statements or otherwise address the hearing officer or anyone else present at the hearing.

After the hearing officer has asked their initial questions of the parties, the hearing officer will permit each party's advisor to ask the other party all relevant questions and follow-up questions, including those challenging credibility.

Subject to the discretion of the hearing officer, questioning of witnesses will generally follow a similar process, whereby the hearing officer will pose relevant questions to each witness, then the parties' advisors will be permitted to ask relevant questions of witnesses.



In accordance with May 2020 Title IX regulations, such cross-examination by advisors will be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally.

Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the hearing officer will first determine whether the question is relevant and explain any decision to exclude a question as not relevant. Advisors are not permitted to object to hearing officer decisions regarding relevance during a hearing.

Regarding the evidence subject to inspection and review that was provided to the parties and their advisors under the Title IX Sexual Harassment matter-specific investigation procedures outlined above, a copy of such evidence will be made available at the hearing, and each party and/or their advisor (as applicable) will have an equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

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

Information protected under a legally recognized privilege (such as, for example, privileged communications between a party and their physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in a treatment capacity, or privileged communications between a party and their attorney), is not relevant unless the person holding the privilege has waived the privilege.

At the request of either party, CCV will provide for the hearing to occur with the parties located in separate rooms with technology enabling the hearing officer and parties to simultaneously see and hear the party or the witness answering questions. Live hearings may be conducted with all parties physically present in the same geographic location or, at CCV's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other.

If a party or witness does not submit to cross-examination at the live hearing, the hearing officer has discretion, upon evaluation consistent with applicable legal principles, to rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the hearing officer will not draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

At the discretion of the hearing officer, parties (but not their advisors) will usually be given an opportunity to make a closing statement at the conclusion of the hearing.

### **Record of Hearings**

CCV will create an audio or audiovisual recording and/or transcript (at its discretion), of any live hearing, and will make it available to the parties for inspection and review.

### **Determinations Regarding Responsibility**

Within 30 calendar days after the hearing, the hearing officer (and, if necessary, the sanctioning officer, as provided below) will prepare and issue a written determination regarding responsibility and sanctions. In determining responsibility, the hearing officer will apply the preponderance of the evidence standard. The written determination will include: identification of the section(s) of CCV's Policy 311-A alleged to have been violated; a description of the procedural steps taken from the receipt of the complaint through the determination, including but not limited to, as applicable, any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held; findings of fact

supporting the determination; conclusions regarding the application of definitions of sexual harassment in CCV's Policy 311-A to the facts; a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility and, where necessary and in collaboration with the sanctioning officer, a statement regarding any sanctions and the rationale therefor; and identification of CCV's procedures and permissible bases for the Complainant and Respondent to appeal.

The determination regarding responsibility becomes final either on the date that CCV provides the parties with the written determination of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which the appeal would no longer be considered timely.

The determination will also notify the parties whether remedies designed to restore or preserve equal access to the CCV's education program or activity will be provided by the CCV to the complainant but will not provide details about any such remedies.

If sanctions are necessary, they will be assigned in accordance with the Sanctions section below. The parties will receive notice simultaneously of the written determination regarding responsibility and, if necessary, any sanctions as determined through the procedures outlined below.

## **Resolution and Other Provisions Applicable Only to Non-Title IX Sexual Misconduct Matters**

### **Hearings**

Live hearings will be provided in Non-Title IX Sexual Misconduct matters.

### **Hearing Officers**

Hearings will be presided over by a hearing officer, who will make the decision by a preponderance of the evidence as to whether or not the respondent violated the policy provisions at issue. The hearing officer has broad authority to determine the process, timing and conduct of a hearing. For example, the hearing officer will determine the order of presentation, timing and overall duration of the hearing, what information and evidence will be heard, what information and questions are relevant to the determination of the matter, and the nature and substance of any questions asked of parties and/or witnesses.

Hearing officers will be appointed by the Title IX Coordinator. In selecting a hearing officer for a particular matter, the Title IX Coordinator will take care to select an individual who does not have a conflict of interest or bias against complainants or respondents generally or an individual complainant or respondent. CCV will notify the parties of the identity of the hearing officer in advance of the hearing, and parties may, within 3 calendar days of such notice, object to the service of the hearing officer by providing a written statement (which may be transmitted electronically) as to why the party believes that the hearing officer has a conflict of interest or bias. The Title IX Coordinator or designee will make decisions regarding such objections and the appointment of an alternate hearing officer, as necessary.

### **Advisors**

Each party may have an advisor of their choice present at a hearing. Advisors may not participate actively in the hearing and may not speak or otherwise communicate on the part of the party that the advisor is advising. However, the advisor may consult privately in a non-disruptive manner with their advisee during and/or at a recess in the hearing. Scheduling accommodations generally will not be made for advisors if they unduly delay the process. CCV reserves the right to take appropriate action regarding any advisor who disrupts the process, or who does not abide by the restrictions on their participation as determined in the sole discretion of the hearing officer, which may include exclusion of the advisor from the hearing and the alternate appointment of a CCV-provided advisor and, in extreme cases, exclusion of the advisor from future hearings

## **Requests for Appearance of Witnesses**

If a party wishes to have an individual appear at the hearing as a witness, they must provide notice of the identity of the proposed witness and a brief description of the subject matter of the witnesses' testimony to the Title IX Coordinator or designee at least 10 calendar days before the date of the hearing. The Title IX Coordinator or designee, in consultation with the hearing officer as necessary, will determine whether the witness is likely to have information that is relevant to the hearing, and if it is determined that the witness is likely to have relevant information, the Title IX Coordinator or designee will inform the witness that their presence at the hearing is required (to the extent that CCV has jurisdiction to require the presence of the witness) or requested.

## **Conduct of Hearings**

At or before the hearing, the hearing officer will receive a copy of the final investigative report, any attachments thereto, and copies of the parties' written responses to the final investigative report, if any, which will be part of the information of record to be considered by the hearing officer.

Subject to the discretion of the hearing officer, hearings will ordinarily begin with introductory remarks by the hearing officer, followed by opening statements from any party who wishes to provide one, followed by the hearing officer's asking relevant initial questions of the parties as deemed appropriate by the hearing officer. During this portion of the hearing, advisors may confer privately and in a non-disruptive manner with their advisee, but they are not allowed to make opening statements or otherwise address the hearing officer or anyone else present at the hearing.

After the hearing officer has asked their initial questions of the parties, the hearing officer will permit each party to submit to the hearing officer proposed questions that they would like the hearing officer to pose to the other party. The hearing officer may at their discretion pose, rephrase, or decline to pose any and all such proposed questions. Subject to the discretion of the hearing officer, questioning of witnesses will generally follow a similar process, whereby the hearing officer will pose relevant questions to each witness, then the parties may submit to the hearing officer proposed questions that they would like the hearing officer to pose to each witness. The hearing officer may at their discretion pose, rephrase, or decline to pose any and all such proposed questions. No direct cross-examination of parties or witnesses by parties or their advisors will be permitted.

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

Information protected under a legally recognized privilege (such as, for example, privileged communications between a party and their physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in a treatment capacity, or privileged communications between a party and their attorney), is not relevant unless the person holding the privilege has waived the privilege. At the request of either party, CCV will provide for the hearing to occur with the parties located in separate rooms with technology enabling the hearing officer and parties to simultaneously see and hear the party or the witness answering questions. Live hearings may be conducted with all parties physically present in the same geographic location or, at CCV's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other.

Formal rules of evidence do not apply to hearings under these procedures. The hearing officer will accept, consider and give weight to information as deemed appropriate at the discretion of the hearing officer.

At the discretion of the hearing officer, parties (but not their advisors) will usually be given an opportunity to make a closing statement at the conclusion of the hearing.

### **Record of Hearings**

CCV will create an audio or audiovisual recording, and/or transcript (at its discretion), of any live hearing and make it available to the parties for inspection and review.

### **Determinations Regarding Responsibility**

Within 30 calendar days after the hearing, the hearing officer (and, if necessary, the sanctioning officer, as provided below) will prepare and issue a written determination regarding responsibility and sanctions. In determining responsibility, the hearing officer will apply the preponderance of the evidence standard. The written determination will include:

identification of the section(s) of VSC's Policy 311-A alleged to have been violated; a description of the procedural steps taken from the receipt of the complaint through the determination, including but not limited to, as applicable, any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held; findings of fact supporting the determination; conclusions regarding the application of definitions of sexual harassment in VSC's Policy 311-A to the facts; a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility and, where necessary and in collaboration with the sanctioning officer, a statement regarding any sanctions and the rationale therefor; and identification of CCV's procedures, timelines and permissible bases for the complainant and respondent to appeal (as outlined below).

The determination regarding responsibility becomes final either on the date that CCV provides the parties with the written determination of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which the appeal would no longer be considered timely.

### **Determination and Sanctions**

The parties will receive notice simultaneously of the written determination and, if necessary, any sanctions.

### **Student Respondents**

The RCA is not bound by the investigators' report and may accept or reject the investigators' recommended conclusion, in whole or in part, or may request additional relevant information before making a final determination. The complainant and respondent may request to meet individually with the RCA before a final determination is made and may be accompanied by an advisor of their choosing. The advisor may confer privately with the individual but cannot act as a speaking advocate. The RCA may request to meet with either party or any other person(s) the RCA considers appropriate before making a final determination. The parties have seven (7) calendar days from the date the report is sent to the RCA to request a meeting with the RCA.

After conducting any such meetings and considering the investigators' report, any supplements to the report, and any additional relevant information, the RCA will issue a determination as to whether a violation of Policy 311-A (or a violation of other CCV or VSC policies, if applicable) occurred. The determination will be based on the preponderance of the evidence standard.

If the RCA determines that a student has engaged in conduct that violates this policy (or other CCV or VSC policies, if applicable), the RCA shall impose disciplinary sanctions on the student. The RCA shall consider what sanctions are: (1) fair and appropriate given the facts of the particular case, including whether the respondent has accepted responsibility for his or her actions, and the impact of separating a student from his or her education; (2) consistent with the sanctions imposed in similar cases; and (3) adequate to protect the safety of the complainant and the CCV community.

Possible disciplinary sanctions include verbal and written warnings, written reprimands, education, counseling, loss of privileges, probationary status, suspension, dismissal/expulsion, revocation of degree, and/or withholding of transcript or other action determined to be appropriate under the circumstances. The sanctions of probation and suspension will be for a particular period of time, ranging from a number of days to a number of semesters, as determined on a case-by-case basis.

Regardless of the finding, other non-disciplinary action may be taken as appropriate under the circumstances, including but not limited to room changes, class changes, building restrictions, extracurricular activity restrictions, modification of no contact orders, and other actions to preserve the right of the complainant to a safe environment.

To the extent permitted by law, the complainant and respondent will be notified, simultaneously and in writing, of: (1) the RCA's determination; (2) the disciplinary sanctions, if any, to be imposed; and (3) CCV's procedures for complainants and respondents to appeal the determination and disciplinary sanctions. The notification will include the rationale for the determination and for any sanctions. A copy of the RCA's determination shall be sent to the Title IX Coordinator and to VSC's general counsel.

Absent extenuating circumstances, the RCA will endeavor to issue a determination as to whether a violation of VSC's policies has occurred and the imposition of any sanctions (or other action) within fourteen (14) calendar days after receiving the investigators' report or within seven (7) calendar days of obtaining additional information or meeting with the parties, whichever is later. This period may be extended for good cause, with written notification to the parties, if, for example, the RCA determines that further information or investigation is needed.

### **Disciplinary Action**

If the hearing officer determines that a student has engaged in conduct that violates Policy 311-A (or other VSC policies, if applicable), information about the matter will be provided to the RCA, and the RCA will impose disciplinary sanctions on the student. The RCA shall consider what sanctions are: (1) fair and appropriate given the facts of the particular case, including whether the respondent has accepted responsibility for their actions, and the impact of separating a student from their education; (2) necessary to restore or preserve the complainant's equal access to the education programs or activities of the CCV; and (3) adequate to protect the safety of the complainant and the CCV community.

Possible disciplinary sanctions include verbal and written warnings, written reprimands, education, counseling, loss of privileges, probationary status, suspension, dismissal/expulsion, revocation of degree, and/or withholding of transcript or other action determined to be appropriate under the circumstances. The sanctions of probation and suspension will be for a particular period of time, ranging from a number of days to a number of semesters, as determined on a case-by-case basis.

Regardless of the finding, other non-disciplinary action may be taken as appropriate under the circumstances, including but not limited to room changes, class changes, building restrictions, extracurricular activity restrictions, modification of no contact orders, and other actions to restore or preserve the complainant's equal access to the education programs or activities of the CCV.

To the extent permitted by law, the complainant and respondent will be notified, simultaneously and in writing, of: (1) the hearing officer's determination (as described above); (2) the disciplinary sanctions, if any, to be imposed by the RCA; and (3) CCV's procedures for complainants and respondents to appeal the determination and disciplinary sanctions. Again, the notification will include the rationale for the determination and for any sanctions. A copy of the hearing officer's and RCA's determination will be sent to the Title IX Coordinator and to VSC's general counsel.

## **Timeframe**

Absent extenuating circumstances, the RCA will endeavor to issue a determination as to any sanctions (or other action) within fourteen (14) calendar days after receiving notice of the hearing officer's decision regarding responsibility. This period is included within the 30-day period for the hearing officer to issue a final determination, detailed above, and may be extended for good cause, with written notification to the parties.

## **2. Employee Respondents**

The RCA is not bound by the investigators' report and may accept or reject the investigators' recommended conclusion in whole or in part, or may request additional relevant information before making a final determination.

Within seven (7) calendar days of receiving the investigators' report or any additional relevant information, whichever is later, the RCA shall notify the complainant and respondent, simultaneously and in writing, of the RCA's initial determination as to whether a violation of Policy 311-A (or a violation of any other policy, agreement or handbook, if applicable) occurred and shall outline the discipline, if any, being contemplated, to the extent permitted by law. The determination will be based on whether the RCA finds, by a preponderance of the evidence, that the respondent violated Policy 311-A (or other applicable CCV or VSC policies). The RCA shall consider what sanctions are: (1) fair and appropriate given the facts of the particular case, including whether the respondent has accepted responsibility for his or her actions; (2) consistent with the sanctions imposed in similar cases; and (3) adequate to protect the safety of the complainant and the CCV community.

The complainant and respondent may request to meet individually with the RCA, before a final determination is made, and may be accompanied by an advisor of their choosing. If the respondent is an employee who is covered by a collective bargaining agreement, the procedures and mutual obligations of CCV and the employee regarding disciplinary action delineated in those agreements will apply.

Within seven (7) calendar days of issuing the initial determination or meeting with the parties, whichever is later, the RCA shall notify the complainant and respondent, simultaneously and in writing, of the RCA's final determination as to whether a violation of Policy 311-A (or a violation of any other policy, agreement or handbook, if applicable) occurred and the disciplinary sanction(s) to be imposed, to the extent permitted by law. The RCA shall also notify the complainant and respondent, in writing, as to any right that the parties may have to appeal the determination and disciplinary action, pursuant to the relevant employee collective bargaining agreement or the CCV or VSC personnel handbook for those employees not covered by a collective bargaining agreement. A copy of the RCA's determination shall be sent to the Title IX Coordinator and to VSC's general counsel.

Disciplinary action under existing policies and/or contracts may include verbal warnings, written warnings, written reprimands, probation, suspension, termination of employment, non-renewal of a contract, or other action determined to be appropriate under the circumstances. The sanctions of probation and suspension will be for a particular period of time, ranging from a number of days to a number of semesters, as determined on a case-by-case basis.

Regardless of the finding, other non-disciplinary action may be taken as appropriate under the circumstances, including but not limited to, extending and modifying no contact orders, room changes, class changes, work schedule changes, building restrictions, and other actions to preserve the rights of the complainant to a safe environment.

Absent extenuating circumstances, the RCA will endeavor to issue a final determination as to whether a violation of the VSC's or CCV's policies has occurred and the imposition of any discipline (or other action) within the time frame set forth above, however this time period may be shorter or longer depending on the circumstances, including any contractual rights of the parties. The parties will be notified if changes are made

to the timeframe. A copy of the RCA's determination shall be sent to the Title IX coordinator and to VSC's general counsel.

## **Disciplinary Action**

If the hearing officer determines that an employee has engaged in conduct that violates Policy 311-A (or other CCV policies, if applicable), information about the matter will be provided to the RCA, and the RCA will impose disciplinary sanctions on the employee, consistent with the applicable terms of any collective bargaining agreement.

Disciplinary action under existing policies and/or contracts may include verbal warnings, written warnings, written reprimands, probation, suspension, termination of employment, non-renewal of a contract, referral to a separate process (for determination of employment-status sanctions only) as defined by or provided in the applicable collective bargaining agreement, or other action determined to be appropriate under the circumstances. The sanctions of probation and suspension will be for a particular period of time, ranging from a number of days to a number of semesters, as determined on a case-by-case basis.

Regardless of the finding, other non-disciplinary action may be taken as appropriate under the circumstances, including but not limited to, extending and modifying no contact orders, room changes, class changes, work schedule changes, building restrictions, and other actions to preserve the rights of the complainant to a safe environment.

## **Timeframe**

Absent extenuating circumstances, the RCA will endeavor to issue a determination regarding sanctions within fourteen (14) days of receiving notice of the hearing officer's decision regarding responsibility. This period is included within the 30-day period for the hearing officer to issue a final determination, detailed above, and may be shorter or longer depending on the circumstances, including any contractual rights of the parties. The parties will be notified if changes are made to the timeframe. A copy of the written determination will be sent to the Title IX coordinator and to VSC's general counsel.

## **Appeal**

### ***Student Respondents***

In cases in which the respondent is a student, both the complainant and respondent have the right to appeal the Title IX coordinator's dismissal of a formal complaint for Title IX purposes based on the Title IX coordinator's determination that it did not fall within the definition of Title IX Sexual Harassment or the result of a hearing and/or sanctioning process, on the following grounds: procedural irregularity that affected the outcome of the matter; new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; the Title IX coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter; and/or the sanction is substantially disproportionate to the findings.

Within seven (7) calendar days of receiving notice of the Title IX coordinator's dismissal for Title IX purposes or the final determination and notification of any discipline or sanctions to be imposed, the parties may appeal to the president of the College (or the president's designee) by delivering a written statement of appeal to the president and to the Title IX coordinator. The Title IX coordinator will notify the other party of the appeal and the other party will be given seven (7) calendar days in which to submit a written response to the appeal to the president (or the president's designee), with a copy to the Title IX coordinator. Both parties will be informed simultaneously and in writing, of (1) any change to the discipline and/or sanctions imposed while the appeal is pending, and (2) the final decision, to the extent permitted by law. The decision of the president (or the president's designee) is final. A copy of the president's decision will be sent to the Title IX coordinator and to VSC's general counsel.

## ***Employee Respondents***

### **Appeals From Initial Determinations**

In cases in which the respondent is an employee, both the complainant and respondent have the right to appeal the Title IX coordinator's dismissal of a formal complaint for Title IX purposes based on the Title IX coordinator's determination that it did not fall within the definition of Title IX Sexual Harassment. Within seven (7) calendar days of receiving the notification of such a decision by the Title IX coordinator, the parties may appeal to the president of the College (or the president's designee), or to the chancellor (or the chancellor's designee) as appropriate, by delivering a written statement of appeal to the president or chancellor and to the Title IX coordinator. The Title IX coordinator will notify the other party of the appeal and the other party will be given seven (7) calendar days in which to submit a written response to the appeal to the president (or the president's designee) or to the chancellor (or the chancellor's designee) as appropriate, with a copy to the Title IX coordinator. Both parties will be informed simultaneously and in writing, of the president's or chancellor's decision. The decision of the president (or the president's designee) or the chancellor (or the chancellor's designee) as appropriate, is final.

### **Appeals in Title IX Sexual Harassment Cases**

In Title IX Sexual Harassment cases where the respondent is an employee, both the complainant and respondent have the right to appeal the result of a hearing and/or sanctioning process, on the following grounds: procedural irregularity that affected the outcome of the matter; new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome of the matter; and/or the Title IX coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

Within seven (7) calendar days of receiving the final determination and notification of any discipline or sanctions to be imposed, the parties may appeal to the president of the College (or the president's designee), or to the chancellor (or the chancellor's designee) as appropriate, by delivering a written statement of appeal to the president or the chancellor and to the Title IX coordinator. The Title IX coordinator will notify the other party of the appeal and the other party will be given seven (7) calendar days in which to submit a written response to the appeal to the president (or the president's designee), or to the chancellor (or the chancellor's designee) as appropriate, with a copy to the Title IX coordinator. Both parties will be informed simultaneously and in writing, of (1) any change to the discipline and/or sanctions imposed while the appeal is pending, and (2) the final decision, to the extent permitted by law. The decision of the president (or the president's designee) or the chancellor (or the chancellor's designee) as appropriate, is final. A copy of the president's or chancellor's decision will be sent to the Title IX coordinator and to VSC's general counsel.

### **Appeals in Non-Title IX Sexual Misconduct Cases**

In Non-Title IX Sexual Misconduct cases where the respondent is an employee, the respondent's right to appeal shall be governed by the relevant employee collective bargaining agreement or the CCV or VSC personnel handbook for those employees not covered by a collective bargaining agreement. Both parties will be informed simultaneously and in writing, of (1) any change to the discipline and/or sanctions imposed while the appeal is pending, and (2) the final decision, to the extent permitted by law. A copy of the decision shall be sent to the Title IX coordinator and to VSC's general counsel.

### **Informal Resolution**

The parties may voluntarily agree to participate in an informal resolution that does not involve a formal hearing-based resolution procedures, if all parties consent in writing after receiving a full disclosure of the allegations and their options for formal resolution, and if CCV determines that the particular complaint is



appropriate for informal resolution. Informal resolution may be used in Title IX Sexual Harassment matters in which a formal complaint has been filed by a Complainant or signed by the Title IX coordinator, and in Non-Title IX Sexual Misconduct matters when deemed appropriate by the Title IX coordinator. CCV will not offer to facilitate an informal resolution process in any matter that involves allegations that an employee sexually harassed a student. At any time prior to reaching a determination regarding responsibility, CCV may facilitate an informal resolution process (e.g., mediation or restorative justice) where requested by a party and agreed to by both parties.

## **Notices**

For purposes of this policy, written notifications to the parties and written responses from the parties may be hand-delivered, mailed, and/or sent to or from the parties' official CCV e-mail addresses and/or other e-mail addresses if known to CCV, and/or sent via CCV's secure file-sharing service. The same method of communication will be used where practicable for both the complainant and the respondent.

## **Training**

Investigators and Responsible College Administrators receive annual training. The training typically covers issues related to sexual harassment, sexual exploitation, dating violence, domestic violence, sexual assault, and stalking and, as appropriate, on how to conduct an investigation and an adjudicatory process, free from conflicts of interest or bias, that seeks to protect the safety of a complainant, respects the due process rights of a respondent, and promotes accountability.

## **Sex Offender Registry**

**Information regarding registered sex offenders may be obtained from the State of Vermont Criminal Justice Services:**

Vermont Sex Offender Registry

Vermont Criminal Information Center (VCIC)

103 South Main St.

Waterbury, VT 05671

802-244-8727

<http://vcic.vermont.gov/sor>

## **Education and Prevention Programs**

CCV has educational programs to promote awareness of sexual harassment, sexual exploitation, domestic violence, dating violence, sexual assault and stalking. These education programs include primary prevention and awareness programs for all incoming students and new employees. These programs include: a statement that these crimes are prohibited at CCV; definitions of consent, domestic violence, dating violence, sexual assault, and stalking under Vermont state law; safe and positive bystander intervention; information on reducing risk by recognizing warning signs of abusive behavior and avoiding potential attacks; and information about CCV's institutional disciplinary procedures.

All new students and employees are made aware of VSC Policy 311: *Non-discrimination and Prevention of Harassment and Related Unprofessional Conduct*, and VSC Policy 311-A, *Sexual Harassment, Sexual Exploitation, Domestic Violence, Dating Violence, Sexual Assault and Stalking*. These policies educate students and employees and promote awareness. Additionally, all students and employees are regularly provided with the policies and are encouraged to review them at least annually.

Community College of Vermont provides information by asking students to complete online training modules offered by EverFi. See <https://cultureofrespect.org/program/sexual-assault-prevention-suite-everfi/>

CCV students also receive information about sexual misconduct policies during New Student Orientation and through programming about domestic and dating violence and bystander awareness training in February.

## **Warning Signs of Abuse**

Because relationships exist on a spectrum, it can be hard to tell when a behavior crosses the line from healthy to unhealthy or even abusive. The following examples of abusive behavior by an intimate partner are warning signs of abuse and may indicate that your relationship is going in the wrong direction:

- Checking your cell phone or email without permission
- Constantly putting you down
- Extreme jealousy or insecurity
- Explosive temper
- Isolating you from family or friends
- Making false accusations
- Mood swings
- Physically hurting you in any way
- Possessiveness
- Telling you what to do
- Pressuring or forcing you to have sex

(Author Unknown. "Is this abuse?" Love is respect.org at <http://www.loveisrespect.org/is-this-abuse/is-this-abuse>)

## **Bystander Intervention**

### **If you see someone in danger of being assaulted:**

- Step in and offer assistance. Ask if the person needs help. NOTE: Before stepping in, however, make sure to evaluate the risk. If it means putting yourself in danger, call 911 instead.
- Don't leave. By remaining at the scene, you are a witness and your presence may deter a potential perpetrator from taking further action.
- If you know the perpetrator, tell the person you do not approve of their actions. Ask the person to leave the potential victim alone.
- Be an ally:
  - When you go to a party, go with a group of friends. Arrive together, check in with each other frequently and leave together.
  - Have a buddy system. Don't be afraid to let a friend know if you are worried about her/his safety.
  - If you see someone who is intoxicated, offer to call a cab.

(Sebold, Alice. "What Can Bystanders Do?" RAINN

<https://rainn.org/get-information/sexual-assault-prevention/bystanders-can-help>)

## **Crime Prevention Tips and What You Can Do to Help**

- Report all emergencies and possible criminal activities to CCV and to local police.

- Keep your car locked at all times.
- Do not prop open any locked doors in your academic center. If you find a door propped open, close it.
- Be aware of anyone that might be trying to follow you to your car when you exit your academic center.
- Avoid walking alone after dark.
- Walk with friends.
- Do not leave property unattended in lounges, hallways, classrooms, or elsewhere at your academic center.
- Do not bring valuables such as jewelry with you to your academic center - leave valuables at home.
- Empty your vehicle of all valuables, including skis, boots, camping gear and electronics.
- Record all serial numbers from computers, electronics and other equipment.
- Engrave or otherwise label your belongings such as computers, electronics and camping gear.

## Resources

EMERGENCY RESPONSE	HEALTH AND SAFETY	COUNSELING
911	<a href="#">Vermont Hospital Directory</a>	<a href="#">Vermont Center for Crime Victim Services: Sexual Assault</a>
Vermont State Police <a href="#">Online Directory of Stations</a>	<a href="#">Vermont Center for Crime Victim Services: Sexual Assault</a>	VT Sexual Violence Hotline 800-489-7273
VT Law Enforcement Agencies <a href="#">Online Directory of Local Police</a>	VT Sexual Violence Hotline 800-489-7273	VT Domestic Violence Hotline 800-228-7395
	VT Domestic Violence Hotline 800-228-7395	<a href="#">VT Network Against Domestic &amp; Sexual Violence</a>
	<a href="#">VT Network Against Domestic &amp; Sexual Violence</a>	

## Weapons

CCV prohibits the possession and use of weapons, explosives, and/or other dangerous devices or substances on college grounds or at any college related event. A weapon is defined as any object or substance that is designed for, has the potential for, or is used to inflict harm to persons or cause damage to property. Replicas and facsimiles of weapons are also prohibited. A copy of the policy can be found [here](#).

# Community College of Vermont Crime Statistics

## Report for Years 2019, 2020 and 2021

Hate Crimes: There were no reported hate crimes at any CCV academic center for the years 2019, 2020 or 2021.

Crimes Reported at CCV Category	2019			2020			2021		
	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	1
Aggravated Assault	0	0	2	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	1	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	1	0	0
*Larceny/Theft	0	0	0	0	0	0	0	0	0
*Simple Assault	0	0	0	0	0	0	0	0	0
*Intimidation	0	0	0	0	0	0	0	0	0
*Property Destruction/ Damage/Vandalism (except those caused by Arson)	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	1
Liquor Law Disciplinary Referrals	1	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	1	0	0	0	0	0	0
Drug Abuse Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Illegal Weapons Disciplinary Referrals	1	0	0	0	0	0	0	0	0
*Reported only if a hate crime									

# CCV-Bennington Crime Statistics

## Report for Years 2019, 2020 and 2021

Hate Crimes: There were no reported hate crimes for the years 2019, 2020 or 2021

Crimes Reported at CCV	2019			2020			2021		
Category	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
*Larceny/Theft	0	0	0	0	0	0	0	0	0
*Simple Assault	0	0	0	0	0	0	0	0	0
*Intimidation	0	0	0	0	0	0	0	0	0
*Property Destruction/ Damage/Vandalism (except those caused by Arson)	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Abuse Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Illegal Weapons Disciplinary Referrals	0	0	0	0	0	0	0	0	0
*Reported only if a hate crime									

# CCV-Brattleboro Crime Statistics

## Report for Years 2019, 2020 and 2021

**Hate Crimes:** There were no reported hate crimes for the years 2019, 2020 or 2021

Crimes Reported at CCV	2019			2020			2021		
	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	1	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence			1	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
*Larceny/Theft	0	0	0	0	0	0	0	0	0
*Simple Assault	0	0	0	0	0	0	0	0	0
*Intimidation	0	0	0	0	0	0	0	0	0
*Property Destruction/ Damage/Vandalism (except those caused by Arson)	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Abuse Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Illegal Weapons Disciplinary Referrals	0	0	0	0	0	0	0	0	0

\*Reported only if a hate crime

# CCV-Middlebury Crime Statistics

## Report for Years 2019, 2020 and 2021

Hate Crimes: There were no reported hate crimes for the years 2019, 2020 or 2021

Crimes Reported at CCV	2019			2020			2021		
Category	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
*Larceny/Theft	0	0	0	0	0	0	0	0	0
*Simple Assault	0	0	0	0	0	0	0	0	0
*Intimidation	0	0	0	0	0	0	0	0	0
*Property Destruction/ Damage/Vandalism (except those caused by Arson)	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Abuse Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Illegal Weapons Disciplinary Referrals	0	0	0	0	0	0	0	0	0
*Reported only if a hate crime									

# CCV-Montpelier Crime Statistics

## Report for Years 2019, 2020 and 2021

**Hate Crimes:** There were no reported hate crimes for the years 2019, 2020 or 2021

Crimes Reported at CCV	2019			2020			2021		
Category	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
*Larceny/Theft	0	0	0	0	0	0	0	0	0
*Simple Assault	0	0	0	0	0	0	0	0	0
*Intimidation	0	0	0	0	0	0	0	0	0
*Property Destruction/ Damage/Vandalism (except those caused by Arson)	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Abuse Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Illegal Weapons Disciplinary Referrals	0	0	0	0	0	0	0	0	0
*Reported only if a hate crime									



# CCV-Morrisville Crime Statistics

## Report for Years 2019, 2020 and 2021

**Hate Crimes:** There were no reported hate crimes for the years 2019, 2020 or 2021

Crimes Reported at CCV Category	2019			2020			2021		
	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
*Larceny/Theft	0	0	0	0	0	0	0	0	0
*Simple Assault	0	0	0	0	0	0	0	0	0
*Intimidation	0	0	0	0	0	0	0	0	0
*Property Destruction/ Damage/Vandalism (except those caused by Arson)	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Abuse Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Illegal Weapons Disciplinary Referrals	0	0	0	0	0	0	0	0	0
*Reported only if a hate crime									

# CCV-Newport Crime Statistics

## Report for Years 2019, 2020 and 2021

**Hate Crimes:** There were no reported hate crimes for the years 2019, 2020 or 2021

Crimes Reported at CCV	2019			2020			2021		
Category	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	1
Aggravated Assault	0	0	1	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
*Larceny/Theft	0	0	0	0	0	0	0	0	0
*Simple Assault	0	0	0	0	0	0	0	0	0
*Intimidation	0	0	0	0	0	0	0	0	0
*Property Destruction/ Damage/Vandalism (except those caused by Arson)	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	1
Liquor Law Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	1	0	0	0	0	0	0
Drug Abuse Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Illegal Weapons Disciplinary Referrals	0	0	0	0	0	0	0	0	0
*Reported only if a hate crime									

# CCV-Rutland Crime Statistics

## Report for Years 2019, 2020 and 2021

**Hate Crimes:** There were no reported hate crimes for the years 2019, 2020 or 2021

Crimes Reported at CCV Category	2019			2020			2021		
	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
*Larceny/Theft	0	0	0	0	0	0	0	0	0
*Simple Assault	0	0	0	0	0	0	0	0	0
*Intimidation	0	0	0	0	0	0	0	0	0
*Property Destruction/ Damage/Vandalism (except those caused by Arson)	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Disciplinary Referrals	1	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Abuse Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Illegal Weapons Disciplinary Referrals	0	0	0	0	0	0	0	0	0
*Reported only if a hate crime									

# CCV-Springfield Crime Statistics

## Report for Years 2019, 2020 and 2021

Hate Crimes: There were no reported hate crimes for the years 2019, 2020 or 2021

Crimes Reported at CCV	2019			2020			2021		
Category	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
*Larceny/Theft	0	0	0	0	0	0	0	0	0
*Simple Assault	0	0	0	0	0	0	0	0	0
*Intimidation	0	0	0	0	0	0	0	0	0
*Property Destruction/ Damage/Vandalism (except those caused by Arson)	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Abuse Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Illegal Weapons Disciplinary Referrals	0	0	0	0	0	0	0	0	0
*Reported only if a hate crime									

# CCV-St. Albans Crime Statistics

## Report for Years 2019, 2020 and 2021

**Hate Crimes:** There were no reported hate crimes for the years 2019, 2020 or 2021

Crimes Reported at CCV	2019			2020			2021		
Category	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
*Larceny/Theft	0	0	0	0	0	0	0	0	0
*Simple Assault	0	0	0	0	0	0	0	0	0
*Intimidation	0	0	0	0	0	0	0	0	0
*Property Destruction/ Damage/Vandalism (except those caused by Arson)	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Abuse Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Illegal Weapons Disciplinary Referrals	0	0	0	0	0	0	0	0	0
*Reported only if a hate crime									

# CCV-St. Johnsbury Crime Statistics

## Report for Years 2019, 2020 and 2021

**Hate Crimes:** There were no reported hate crimes for the years 2019, 2020 or 2021

Crimes Reported at CCV	2019			2020			2021		
Category	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
*Larceny/Theft	0	0	0	0	0	0	0	0	0
*Simple Assault	0	0	0	0	0	0	0	0	0
*Intimidation	0	0	0	0	0	0	0	0	0
*Property Destruction/ Damage/Vandalism (except those caused by Arson)	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Abuse Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Illegal Weapons Disciplinary Referrals	0	0	0	0	0	0	0	0	0
*Reported only if a hate crime									

# CCV-Upper Valley Crime Statistics

## Report for Years 2019, 2020 and 2021

Hate Crimes: There were no reported hate crimes for the years 2019, 2020 or 2021

Crimes Reported at CCV	2019			2020			2021		
Category	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
*Larceny/Theft	0	0	0	0	0	0	0	0	0
*Simple Assault	0	0	0	0	0	0	0	0	0
*Intimidation	0	0	0	0	0	0	0	0	0
*Property Destruction/ Damage/Vandalism (except those caused by Arson)	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Abuse Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Illegal Weapons Disciplinary Referrals	0	0	0	0	0	0	0	0	0
*Reported only if a hate crime									

# CCV-Winooski Crime Statistics

## Report for Years 2019, 2020 and 2021

Hate Crimes: There were no reported hate crimes for the years 2019, 2020 or 2021

Crimes Reported at CCV Category	2019			2020			2021		
	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property	Campus	Non-Campus	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	1	0	0
*Larceny/Theft	0	0	0	0	0	0	0	0	0
*Simple Assault	0	0	0	0	0	0	0	0	0
*Intimidation	0	0	0	0	0	0	0	0	0
*Property Destruction/ Damage/Vandalism (except those caused by Arson)	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Abuse Disciplinary Referrals	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Illegal Weapons Disciplinary Referrals	1	0	0	0	0	0	0	0	0
*Reported only if a hate crime									