



La' James International College Annual Campus Security Report & Clery Compliance- 2024

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), Title IX Anti-Discrimination, Violence Against Women (VAWA), and the Safe and Drug-Free Schools and Communities Act (DFSCA): Policies, Reporting, Warnings, and Notifications and Sanctions

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, more commonly known as the Clery Act, is contained (along with other security-related disclosure requirements) in section 485 of the Higher Education Act, codified at 20 U.S.C. § 1092. It requires all postsecondary education institutions to keep records and report annually on the nature, date, time, and place of crimes occurring on campus, including hate crimes. It also prescribes a number of security-related protocols for emergency response procedures, timely notifications for on-campus crimes, etc.

This Annual Campus Security Report (also known as our Annual Security Report, or ASR) includes Campus Security Statistics which are included at the end of this report.

This report is made available in compliance with the Clery Act. Also included is a copy of information relating to La' James International College Drug and Alcohol Abuse Prevention, Title IX -Federal Anti-Discrimination Policy, and Violence Against Women (VAWA) Policy.

La' James International College's commitment to safety and security includes:

- Providing a secure and crime-free environment for students, faculty and staff.
- Performing regular evaluation of security programs.
- Monitoring and following up on each crime reported at La' James International College.

We believe student, faculty, and staff behavior which promotes security awareness is important in all aspects of our lives and we encourage all students, faculty and staff to accept responsibility for their own security as well as the security of other members of La' James International College.

As you read the following report, comments, questions or concerns may be addressed to:

La' James International College

Attention:

Joni Buresh

Compliance Administrator

2419 5th Avenue South

Fort Dodge, IA 50501

Email address: jburesh@ljic.edu

STATEMENT OF CURRENT POLICIES REGARDING PROCEDURES FOR STUDENTS AND OTHERS TO REPORT CRIMINAL ACTIONS AND POLICES CONCERNING THE INSTITUTION'S RESPONSE TO SUCH REPORTS

Students, faculty, or staff who wish to report criminal actions, should immediately contact the College Administrator (Campus Security Authority – (CSA)) or other responsible supervisory personnel at their campus. The criminal action should then be immediately reported to the local law enforcement authorities for assistance and /or investigation. In an emergency, dial 911. The La' James International College Incident Report Form is completed with the assistance of the person reporting the criminal action. The report should be filed as soon as possible with the College Administrator who will follow up on the report personally or assign responsibility to another appropriate designee to follow up and report on the outcome as well as any preventative or other actions taken to ensure the safety and security of all staff, faculty, and students.

A hardcopy of the La' James International College Incident Report Form may be requested from the College Administrator-CSA at each campus.



Crime Reporting

Efforts are made to inform members of the campus community on a timely basis about campus crime and crime-related issues. These efforts include the following:

- Crime Alerts – Crime Alerts are published when a crime occurs on or near campus that potentially threatens the campus community. The crime alerts are distributed in a variety of methods, depending upon the incident. (See Timely Campus Warnings below.)

How to Report Crimes on Campus

Students and employees are cautioned never to attempt to apprehend or pursue a suspected criminal. Crimes or suspected criminals should be reported to the CSA or other designated staff member and then to local law enforcement at the non-emergency number.

See non-emergency numbers by campus:

Cedar Falls (319)-273-8612 Johnston (515)-278-2345
Davenport (563)-326-7979 Fort Dodge (515)-576-1426
Cedar Rapids (319)-286-5491

In an emergency, dial 911.

Immediately report any crimes or suspicious activity on campus by:

- Calling the student line 1-(888)-289-3842.
- Reporting to the College Administrator-CSA.
- Complete the LJIC Incident Report form.

If you have any doubts about whether to report something that has occurred, report it.

Victims of, or witnesses to, crimes may disclose them on a voluntary, confidential basis to the College Administrator, which can then determine whether the event constitutes a crime that has to be collected and statistically reported. Your cooperation in timely reporting assists the La' James International College in issuing equally timely warnings to the campus community. All crimes must be reported immediately.

Always use your eyes, ears, and telephone to keep campus officials advised of what you see and hear. Contact the College Administrator when you see:

- Strangers loitering in office areas, hallways, classrooms, or breakroom areas, etc.
- Unsecured doors or windows on campus that are supposed to be locked
- Anyone tampering with a motor vehicle or loitering in a parking lot
- Persons publicly displaying a weapon
- Persons loitering in dark or secluded areas
- Suspicious persons carrying articles, equipment, luggage, or other packages from the campus

STATEMENT OF CURRENT POLICIES CONCERNING SECURITY AND ACCESS TO CAMPUS FACILITIES

The security of each campus location is a high priority at La' James International College. During normal business hours and hours in which the building is accessible, guests are required to enter the campus main entrance. Additionally, during the course of time on campus, students/staff are required to be in appropriate school-authorized attire which includes name badge. LJIC reserves the right to ask any visitor, student, staff or guest to leave the campus following any disruptive behavior.



La' James International College Annual Campus Security Report & Clery Compliance- 2024

La' James International College Campuses are open the following hours by campus:

	Cedar Falls	Cedar Rapids	Davenport	Fort Dodge	Johnston
Sunday	Closed	Closed	Closed	Closed	Closed
Monday	9 am - 5 pm	9 am - 5 pm	9 am - 5 pm	9 am - 5 pm	9 am - 5 pm
Tuesday	9 am - 5 pm	9 am - 5 pm	9 am - 5 pm	9 am - 5 pm	9 am - 5 pm
Wednesday	9 am - 5 pm	9 am - 5 pm	9 am - 5 pm	9 am - 5 pm	9 am - 5 pm
Thursday	9 am - 8 pm	9 am - 8 pm	9 am - 8 pm	9 am - 8 pm	9 am - 8 pm
Friday	9 am - 5 pm	9 am - 5 pm	9 am - 5 pm	9 am - 5 pm	9 am - 5 pm
Saturday	9 am - 2 pm	9 am - 2 pm	9 am - 2 pm	9 am - 2 pm	9 am - 2 pm

Campus Addresses & Classifications

Cedar Falls – 6322 University Cedar Falls, IA 50613

On Campus - Suite J in Holiday Plaza Strip Center

Student Break area in back of building.

Designated area in parking lot for staff and student parking per lease.

Public Property- Sidewalks, street, and opposite sidewalk, surrounding property.

Davenport – 5205 N. Brady Street Davenport, IA 52806

On Campus – Building and parking lot.

Public Property- Sidewalk, streets, and opposite sidewalks surrounding campus

Cedar Rapids – 4444 1st Avenue NE- Ste 410 &12

On Campus – Suites 12 & 410. Mall walkway, escalator and/or elevator to access both suites.

Des Moines – 8805 Chambery Blvd Johnston, IA 50131

On Campus – Suite 1000 in strip center & Student / Staff Designated Parking area

Fort Dodge – 2419 5th Avenue South Fort Dodge, IA 50501

On Campus – Front (LJIC portion) of Building and parking lot.

Public Property- Sidewalk, streets and opposite sidewalks surrounding campus

PREPARING THE ANNUAL DISCLOSURE

The College Administrator, serving as the campus security authority (CSA) for the school, has the responsibility of gathering the data for incidents reported and occurring on campus used to prepare the annual campus crime statistics report. Campus crime data is gathered the same day that it is reported. Additional data is obtained from reports made to local law enforcement. Crimes are counted in the disclosure based upon the crime having been reported, not whether there was a conviction. Annually the Compliance Administrator obtains data from local law enforcement to compare it with any data gathered at the college campus location. The resulting data is used to prepare the annual crime statistics report.

The Annual Security Report (ASR) is published by October 1 of each year to current students and employees. Access to the ASR is also provided to prospective students and employees, with a notice that a paper copy is available upon request. The report is available on the LJIC website, on the Consumer Information page and also on the LJIC student intranet for student access. Notification to current students and staff is posted and announced each year when the updated annual report is published.



REPORTABLE OFFENSES UNDER THE CLERY ACT

The Clery Act requires reporting on the following offenses:

- murder/ non-negligent manslaughter
- manslaughter by Negligence
- rape
- fondling
- incest
- Statutory rape
- robbery
- aggravated assault
- burglary
- motor vehicle theft
- arson
- arrests, or persons referred for campus disciplinary action for liquor law violations;
- arrests, or persons referred for campus disciplinary action for drug-related violations;
- domestic violence**
- dating violence**
- stalking**
- arrests, or persons referred for campus disciplinary action for weapons possession; and
- hate crimes, [which for Clery Act purposes include any crime listed in the preceding points and, as of 2008, larceny-theft; simple assault; intimidation; and destruction, damage, or vandalism of property in which the victim is intentionally selected because of his or her actual or perceived race, gender, religion, sexual orientation, ethnicity, or disability.]

**On March 7, 2013, President Obama signed the Violence Against Women Reauthorization Act of 2013 (VAWA). Among other provisions, this law amended the Clery Act to require postsecondary institutions to include in their Annual Campus Security Report all instances of domestic violence, dating violence and stalking; and instances of gender identity and national origin crimes which fall under the category of Hate Crimes. These new reportable items must be included in the ASR released by October 1, 2014, using a good faith effort to comply with the law until the final regulations are published with an effective date of July 1, 2015 for the October 1, 2015 ASR reporting deadline.

GEOGRAPHICAL AREA

The Clery Act requires each institution to disclose crime statistics that occur on three types of property: campus, non-campus buildings or property, and public property areas.

“Campus” is defined as (i) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to the institution’s educational purposes, including residence halls; and (ii) and building or property that is within or reasonably contiguous to the area identified in paragraph (i) of this definition, that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or other retail vendor).

The Department does not apply any specific or measurable distance definition to “reasonably contiguous geographic area.” Many institutions employ an approach that any property included on a campus map or designated by signage as a campus facility is considered to be included in the definition of “reasonably contiguous geographic area”. If an additional location, branch campus, school within the institution, or administrative location is not within a reasonably contiguous area, such location would be considered a separate campus for reporting purposes.

“Public property” is defined in statute as “all property that is within the same reasonably contiguous geographic areas of the institution, such as a sidewalk, street or other thoroughfare, or parking



La' James International College Annual Campus Security Report & Clery Compliance- 2024

facility. And is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution's educational purposes. that is adjacent to a facility owned or controlled by the institution for purposes related to the institution's educational purposes. In order for this definition to apply, the property in question must satisfy all three conditions: 1) public (e.g., publicly owned); 2) within or immediately adjacent to campus; and 3) accessible from campus. The Department applies no specific measurable distance definition into adjacent public property. Crimes occurring on "public property" must also be reported in the crime statistics.

A "non-campus building or property" is (i) any building or property that is owned or controlled by a student organization officially recognized by the institution; or (ii) any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. Crimes occurring on "non-campus property" must be reported. However, incidents occurring on public property adjacent to "non-campus buildings or property" do not have to be included. Our institution does not have such property in this category for which we must report.

TIMELY CAMPUS WARNINGS or ALERTS

A timely warning to the LJIC campus community is distributed regarding any of the above listed crimes (see Reportable Offenses under the Clery Act) which are deemed to represent a threat to the students and employees, and which are reported to campus officials or to local police agencies. The campus crime alert is issued in a manner that is timely and will aid in the prevention of similar crimes. The manner of dissemination to alert the campus community may include one or more of the following methods: e-mail, phone contact, and text messages. In addition, the College Administrator or designee will post relevant warnings, updates, and advisories on the appropriate college website, (www.ljic.edu) campus bulletin boards, and social media web page. College Administrators or designee may decide to issue an alert about a crime occurring off-campus but in a location frequented by students, even though such a crime would not be included in the annual report. LJIC campuses are located in small communities, and we have maintained good communication with police and fire departments to ensure the safety of our students and staff.

La' James International Colleges are essentially non-residential schools that do not employ campus police force, and do not have any agreements in place with the state and local law enforcement agencies. Therefore, all crimes are reported to the CSA. All crimes should be reported immediately to enhance the opportunity for a quick resolution.

The La' James International College Incident Report Form will be used by the CSA or Compliance Administrator to assist in the description and recording of an incident of crime or emergency.

Voluntary confidential reporting: As La' James International College is essentially a non-residential school and does not employ campus police force all crimes must be reported to local authorities. Local law enforcement will allow a victim or witness to report crime on a voluntary and confidential basis. All victims are encouraged to report all crimes to the appropriate campus CSA- College Administrator and local law enforcement. In the event the victim is unable to make such a report, the CSA- College Administrator or third-party witness is encouraged to report the crime promptly.

Crime is serious with no easy solutions. Therefore, all members of the school campus community are encouraged to assist one another by taking responsibility for personal safety and assisting with the security needs of others. While school staff may offer assistance regarding safety and security concerns, ultimately the primary responsibility for your personal safety rests with each individual when on and off campus.



Safety Tips- on and off campus-

- Stay alert of surroundings, wherever you are.
- If you feel uncomfortable in a place, leave right away.
- Keep eyes and ears open, hands free.
- Choose busy streets and avoid going through deserted areas.
- At night, walk in well-lit areas whenever possible.
- Try not to walk or jog alone. Take a friend or walk in groups.
- Avoid carrying large sums of cash.
- When in public spaces, keep valuable items including jewelry, mobile phones and wallets out of sight.
- Carry pepper or mace spray as a precautionary measure.
- When dark, walk in groups to and from the college
- Communicate suspicious behavior immediately to the College Administrator or a staff member.

A STATEMENT OF PROGRAMS AND INFORMATION AVAILABLE TO STUDENTS AND EMPLOYEE SECURITY, PERSONAL SAFETY AND CRIME PREVENTION

LJIC provides information to its students regarding personal safety and crime prevention. LJIC has a directory of services available within the community to assist students who have witnessed or suffered from a criminal act. These services are usually free and are provided by community resources. This directory of services can be obtained from the College Administrator and is posted in the college campus. The college also makes available postings with hotline services that address Domestic Violence, Dating Violence, and Stalking.

A STATEMENT ADVISING OF AVAILABILITY OF INFORMATION ON REGISTERED SEX OFFENDERS

The Federal Campus Sex Crimes Prevention Act that became effective October 27, 2002, requires eligible institutions participating in the Title IV Federal Student Aid programs to issue a statement advising the campus community where the state law enforcement agency information concerning registered sex offenders/predators may be obtained. Sex offenders are required to be registered according to the state law in the state in which they reside and are also required to notify appropriate state officials of each postsecondary school at which the offender is employed or is a student. Any such offender is also required to give notice to the appropriate state authorities of any changes in enrollment or employment status at the postsecondary school.

Pursuant to the Campus Sex Crimes Prevention Act, LJIC provides the following information regarding where information on registered sex offenders can be obtained:

In the State of **Iowa** information concerning registered sex offenders and predators may be obtained from:

Iowa Sex Offender Registry
Division of Criminal Investigation
Department of Public Safety Building
215 East 7th Street
Des Moines, Iowa 50319
Telephone: (515) 725-6050
Fax: (515)-725-6040
<http://www.iowasexoffender.com>

United States Department of Justice National Sex Offender Registry:
<https://www.nsopw.gov/>



TITLE IX POLICY STATEMENT- (VAWA- Violence Against Women Act)

Non- Discrimination Policy

Title IX of the Education Amendments of 1972 ("Title IX") prohibits sex discrimination in education programs that receive federal funding.

Sexual harassment, including sexual assault, is a type of sex discrimination that is banned by Title IX. Title IX states:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

The purpose of this policy is to ensure that the Institution's policies are applied and interpreted in ways consistent with Title IX and other applicable law. Institutions that receive federal assistance from the Department of Education must operate in a nondiscriminatory manner.

La' James International College recognizes the inherent dignity of all people and is committed to providing an educational and work environment that is free from sexual misconduct and harassment in any form including, but not limited to, sex or gender discrimination, including sexual misconduct such as sexual harassment and sexual assault, stalking, and domestic and dating violence. These behaviors are harmful to the well-being of our community members, the learning/working environment, and relationships among our students, faculty, and staff. All forms of prohibited conduct under this policy are regarded as serious offenses, and violations will result in discipline, including the possibility of termination from school/employment.

Title IX- Violence Against Women Act Policy-

La' James International College is committed to providing a work and educational environment free of sexual harassment, including sexual violence, and to full compliance with Title IX of the Education Amendments Act of 1972 and other federal and state laws governing such conduct. LJIC's policy prohibits harassment or discrimination based on race, religion, creed, color, national origin, ancestry, sex (including pregnancy, childbirth, or related medical conditions), military or veteran status, physical or mental disability, medical condition, marital status, age, sexual orientation, gender, gender identity or expression, genetic information, or any other basis protected by the federal, state, or local law.

The following individuals have been designated as the Title IX Coordinator, Investigators, and Decision Makers by La' James International College to receive and respond to information related to this Title IX policy.

Title IX Coordinator-All Campuses

Joni Buresh – Compliance Administrator

2419 5th Ave South

Fort Dodge, IA 50501

515-576-4046 x5405

jburesh@ljic.edu



La' James International College Annual Campus Security Report & Clery Compliance- 2024

Title IX Investigator- Cedar Falls Campus

Wendy Dierks- College Administrator
6322 University Ave
Cedar Falls, IA 50613
515-576-4046 x 5403
wdierks@ljic.edu

Title IX Investigator- Cedar Rapids Campus

Tracy Ladage- College Administrator
4444 1st Ave NE / Suite 410 & 12
Cedar Rapids, IA 52402
515-576-4046 x 5701
tladage@ljic.edu

Title IX Investigator- Davenport Campus

Melanie Farmer- College Administrator
5205 North Brady St.
Davenport, IA 52806
515-576-4046 x 5310
mfarmer@ljic.edu

Title IX Investigator- Fort Dodge Campus

Jenn Ferrell- College Business Administrator
2419 5th Ave South
Fort Dodge, IA 50501
515-576-4046 x 5078
jferrell@ljic.edu

Title IX Investigator- Fort Dodge Campus

Kelsey Severson- College Administrator
8805 Chambery Blvd
Johnston, IA 50131
515-576-4046 x 5109
kseverson@ljic.edu

Title IX Decision Maker- All Campuses

Cynthia Becher-Owner
2419 5th Ave South
Fort Dodge, IA 50501
515-576-4046
cbecher@ljic.edu

Travis Becher-Owner
2419 5th Ave South
Fort Dodge, IA 50501
515-576-4046
tbecher@ljic.edu

The Title IX Coordinator is responsible for implementing the Institute's Title IX policy, receiving and coordinating investigation information and providing supportive measures along with maintaining accurate Clery Act crime statistics.

Any person can report sex discrimination, including sexual harassment (whether or not the person reporting is the alleged victim) in person, by mail, telephone, or e-mail, using the contact information listed above for the Title IX Coordinator. A report can be made at any time, including during non- business hours. However, responses to reports made outside of business hours, including during weekends and holidays, may be delayed.

Key Definitions:

Sexual Harassment: Conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct: (i.e. quid pro quo);



2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
3. "Sexual Assault", "Dating Violence", "Domestic Violence" or "Stalking" as defined in the Violence Against Women Act (VAWA) collectively referred to as sexual misconduct.

Equal Access to Program or Activity-

- a) Does not require showing that a complainant dropped out of school, failed a class, had a panic attack, or otherwise reached a "breaking point" in order to report and receive a recipient's supportive response to sexual harassment.
- b) Evaluating whether a reasonable person in the complainant's position would deem the alleged harassment to deny a person "equal access" to education protects complainants against school officials inappropriately judging how a complainant has reacted to the sexual harassment.
- c) Final regulations do not require complete exclusion from an education, but rather denial of "equal" access.

Signs of enduring unequal education access due to severe, pervasive, and objectively offensive sexual harassment may include:

- Skipping class to avoid a harasser,
- A decline in a student's grade point average, or
- Having difficulty concentrating in class;

No concrete injury is required to conclude that serious harassment would deprive a reasonable person in the complainant's position of the ability to access the recipient's education program or activity on an equal basis with persons who are not suffering such harassment.

- **Sexual Assault:** As defined in 34 U.S.C. 12291(a)(35; 34 CFR 668.46) means Any nonconsensual sexual act proscribed by federal, tribal or state law, including when the victim lacks capacity to consent.

Rape- The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, **without the consent of the victim.**

Sex Offenses- any sexual act directed against another person, **without the consent of the victim**, including instances where the victim is incapable of giving consent.

- A. **Fondling-** the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- B. **Incest-** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- C. **Statutory Rape-** Sexual intercourse with a person who is under the statutory age of consent.

Consent- *In both VAWA & Title IX final regulations, the Department of Education considered and chose not to define consent.*

I.C.A § 709.1- 1A

Consent is not specifically defined in Iowa Law, however Iowa Law defines "sexual abuse" as any sex act between persons where: 1) the sexual act is Done by force or against the will of the other (if the consent or acquiescence of the victim is procured by threats of violence toward any person or if the act is



under the influence of a drug inducing sleep or is otherwise is a state of unconsciousness, the act is done against the will of the other); or 2) the victim is suffering from a mental defect or incapacity which precludes giving consent, or lacks the mental capacity to know the right and wrong of conduct in sexual matters.

At a minimum LJIC recognizes that:

- i. Consent is a voluntary agreement to engage in sexual activity;
 - ii. Someone who is incapacitated cannot consent;
 - iii. Past consent does not imply future consent;
- Silence or an absence of resistance does not imply consent;
 - Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another;
 - Consent can be withdrawn at any time; and
 - Coercion, force, or threat, or invalidates consent.

Affirmative Consent- is defined as an affirmative, conscious, and voluntary Agreement to engage in sexual activity.

- Neither the lack of protest or resistance nor silence constitutes consent, and consent may be withdrawn at any time.
 - Often referred to as "Yes Means Yes"
- **Dating Violence:** As defined in 34 U.S.C. 12291(a)(11), means violence committed by a person
 - A. who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - B. where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - i. the length of the relationship
 - ii. the type of relationship
 - iii. the frequency of interaction between the persons involved in the relationship.
- **Domestic Violence:** As defined in 34 U.S.C. 12291(a)(12), includes felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction receiving grant funding and, in the case of victim services, includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who---
 - A. is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim;
 - B. is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
 - C. shares a child in common with the victim; or
 - D. commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.
- **Stalking:** As defined in 34 U.S.C. § 12291(a)(36), 34 CFR 668.46 means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - A. fear for his or her safety or the safety of others; or
 - B. suffer substantial emotional distress.

Course of Conduct- means two or more acts, including but not limited to, acts



La' James International College Annual Campus Security Report & Clery Compliance- 2024

in which the stalking directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person's property.

Reasonable person- means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial Emotional Distress- means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

34 CFR 668.46 (c) (6) Recording reports of stalking that include activities in more than one calendar year are recorded as a crime statistic for each and every year in which the course of conduct is reported to a local police agency or to a CSA.

* Please note: In accordance with the Violence Against Women Reauthorization Act of 2013 ("VAWA"), state definitions for Sexual Assault, Dating Violence, Domestic Violence, Stalking and Consent are contained later in this policy and in the Institute's Annual Safety and Security Report ("ASR"). VAWA crimes are reported in the ASR based on the definitions above.

Gender-Based Harassment: Gender-based harassment is verbal, nonverbal, graphic, or physical aggression, intimidation, or hostile conduct based on sex, sex-stereotyping, sexual orientation, or gender identity, but not involving conduct of a sexual nature, when such conduct is sufficiently severe, persistent, or pervasive that it interferes with or limits a person's ability to participate in or benefit from the College's education work programs or activities. For example, persistent disparagement of a person based on a perceived lack of stereotypical masculinity or femininity or exclusion from an activity based on sexual orientation or gender identity also may violate this policy.

Complainant: An individual who is alleged to be the victim of conduct that could constitute Sexual Harassment, regardless of whether a Formal Complaint has been filed. A Complainant must be the alleged victim unless a parent or legal guardian has a legal right to act on the alleged victim's behalf.

Respondent: An individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment.

Parties: include the Complainant(s) and Respondents(s) collectively.

Advisor: An individual chosen by a party to accompany the party to meetings related to the resolution process, to advise the party on that process and to conduct cross-examination for the party at any hearing, if any. If a party does not have an Advisor at the hearing portion of the Grievance Process, the Institute will appoint an advisor.

Formal Complaint: A document (hardcopy or electronic) filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that the Institute investigate. A Formal Complaint must be signed (physical or digital) by the Complainant, the Title IX Coordinator, or otherwise indicate that the Complainant is the person filing the Formal Complaint. At the time of filing a Formal Complaint, the Complainant must be participating in or attempting to participate in the Institute's education Program or Activity with which the Formal Complaint is filed.

Program or Activity: On or off campus locations, events, or circumstances over which the College exercises substantial control over both the Respondent and the context in which the Sexual Harassment occurred.



La' James International College Annual Campus Security Report & Clery Compliance- 2024

Clery Act: Meaning the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. In accordance with the Clery Act, La' James International College

- Collects, classifies, and counts crime reports & crime statistics.
- Issues a timely warning for any Clery Act crime that represents an ongoing threat to the safety of students or employees.
- Publishes an annual security report containing safety and security related policy statements and crime statistics on or before Oct 1 and makes available to all current students and employees. Prospective students and employees are also informed of the availability of the report.
- Submits crime statistics each year in the fall by participating in the Department of Education Web-based data collection to disclose crime statistics by type, location, and year.

(Due to the COVID 19 Pandemic, and additional regulatory flexibilities 2020 ASR was published and distributed on or before 12/31/2020.) The Institute's most recent ASR is located on our website on our consumer information page at the following link:

[Clery Act Disclosure- Annual Safety Report](#)

Prohibited Conduct

La' James International College enforcing this policy strictly prohibits sexual or other unlawful harassment or discrimination including sexual violence, or violence of any nature as described and defined in its policies.

Procedure for Reporting

Any person may report sex discrimination, including sexual harassment, in person, by mail, by telephone, or by email, using the contact information for the Title IX Coordinator.

Victims of sexual assault, domestic violence, or dating violence should consider seeking medical attention as soon as possible.

- It is important that the victim of sexual assault not bathe, douche, smoke, change clothing, or clean the bed/linen where they were assaulted so that evidence necessary to prove criminal activity may be preserved.
- In circumstances where the victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address health concerns.
- Victims of sexual misconduct are encouraged to also preserve evidence by saving text messages, social networking pages, other communications, and keeping pictures, logs, or other copies of documents, if they have any, that would be useful in connection with a college or police investigation.

If you believe that you have experienced or witnessed Sexual Harassment, discrimination, or retaliation, LJIC encourages you to notify your College Administrator (Title IX Investigator) or the Title IX Coordinator as soon as possible after the incident. A report may be made to either or both the police and the Title IX Coordinator. The criminal process is separate from the college's Title IX Grievance Process.

LJIC will act in a meaningful way to support survivors of sexual misconduct, without sacrificing important safeguards to ensure a fair and transparent process.

The Title IX Coordinator will promptly contact the complainant to:



La' James International College Annual Campus Security Report & Clery Compliance- 2024

- Discuss the availability of supportive measures.
- Consider the complainant's wishes with respect to supportive measures.
- Inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and
- Explain to the complainant the process for filing a formal complaint.

In order to make informed choices, it is important to be aware of confidentiality and reporting requirements when consulting college resources.

College Administrators have been designated by LJIC as Title IX Investigators who may gather facts, interview parties or witnesses, share knowledge, notice, and/or reports of Sexual Harassment, discrimination and/or retaliation with the Title IX Coordinator and assist with further investigation.

An individual who seeks completely confidential assistance may do so by speaking with professionals who have legally protected confidentiality. The college does not have confidential reporting resources, such as pastoral or professional counselors on campus. Crisis, mental health, and victim resource hotline information is available from the College Administrators and also posted in the college.

LJIC will keep confidential the identity of the complainant, respondent, and witnesses, except as may be permitted by FERPA, as required by law, or as necessary to carry out the Title IX Investigative and Grievance Process.

There is no time limit on providing notice/complaints to the Title IX Investigator or Title IX Coordinator. However, if significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or impossible.

Notice of Allegations upon receipt of formal complaint.

- A. Notice of LJIC's grievance process.
- B. Notice of the allegation of sexual harassment, including:
 1. Sufficient details with sufficient time to prepare a response before any initial interview.
 2. A statement that the respondent is presumed not responsible and that a determination regarding responsibility is made at the conclusion of the grievance process.
 3. Notice will inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence.
 4. Notice will inform the parties of any provision in LJIC's code of conduct that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

Dismissal of a Formal Complaint

LJIC **must** dismiss a formal complaint if:

- the conduct alleged in the formal complaint would not constitute sexual harassment under Title IX even if proved,
- did not occur in LJIC's education program or activity, or
- did not occur against a person in the United States, then LJIC must dismiss the formal complaint:
- such a dismissal does not preclude action under another provision of LJIC's code of conduct.



La' James International College Annual Campus Security Report & Clery Compliance- 2024

LJIC **may** dismiss the formal complaint if:

- a complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint.
- the respondent is no longer enrolled or employed by LJIC; or
- specific circumstances prevent LJIC from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

If the Title IX coordinator receives multiple informal complaints of harassment against a single (same) respondent, they will not be required to begin a formal complaint process.

If a Formal Complaint is dismissed, the Parties will be provided written notice of the dismissal outlining the explanation for dismissal.

Grievance Process

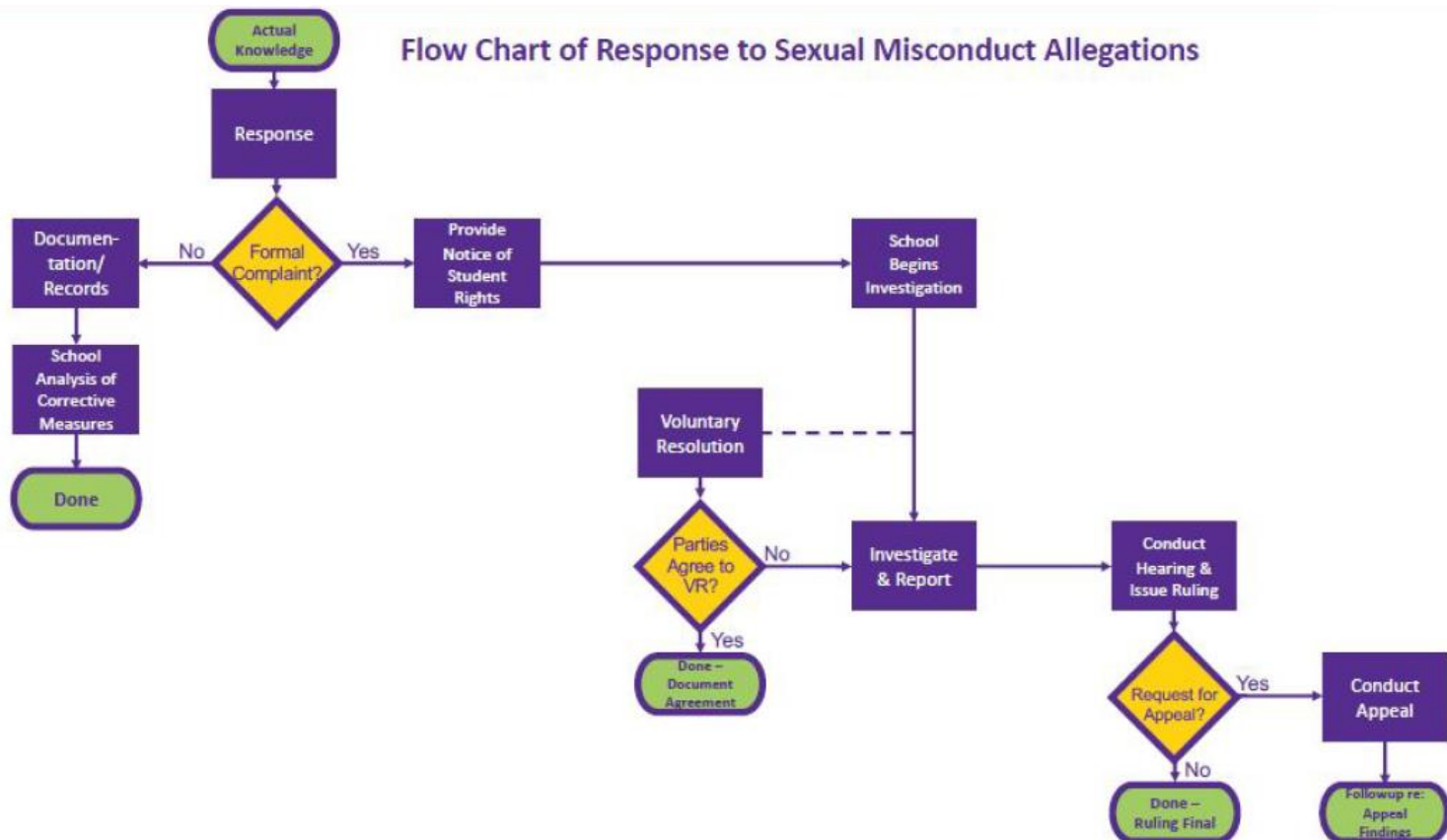
Generally, the Grievance Process consists of a Formal Complaint, Investigation, Hearing, Ruling, and Appeal (if applicable). The Grievance Process, without extenuating circumstances, will likely conclude within 90 days from the date the Formal Complaint is filed. In exceptional circumstances, (including but not limited to especially complex cases or when the college is not in session), it may be necessary to extend the conclusion timeline. If that occurs, both parties will be informed of the extended time for conclusion.

LJIC utilizes a prompt, equitable and impartial Grievance Process to evaluate Formal Complaints. Title IX personnel (Title IX Coordinator, Investigators, Decision-Makers) will be free from conflicts of interest or bias for or against Complainants or Respondents.

The college will make every effort to handle complaints and investigations with sensitivity to both the rights of the person who complains and the rights of the accused.



Investigation of Formal Complaints- Resolutions- Hearings



1. Actual Knowledge of Misconduct Allegation.
 - a. Response to Complainant by Title IX Coordinator
2. Formal Complaint-
 - a. **NO**
 1. Documentation/ Records
 2. College Analysis of Corrective Measures
 - b. **YES**
 1. Provide Notice of Student Rights
3. College Begins Investigation
 - a. Could be Voluntary Resolution
 1. Parties agree to Voluntary Resolution
 2. **Done** – Document Agreement
 - b. Investigate & Report
4. Conduct Hearing & Issue Ruling
 - a. Request for Appeal
 1. **No- Done Ruling Final**
 2. **YES** – Conduct Appeal
 - i. Follow up re: Appeal Findings



La' James International College Annual Campus Security Report & Clery Compliance- 2024

The college will conduct an investigation of Sexual Harassment allegations by a Formal Complaint filed by a Complainant, as appropriate under circumstances. Respect will be made to the Complainant's wishes as to whether the college investigates an allegation of Sexual Harassment unless the Title IX Coordinator determines that not investigating would be deliberately indifferent or harmful to the college campus community.

The investigative process involves interviewing the parties involved and any witnesses while gathering documentary or other evidence. In cases involving alleged criminal conduct, the complainant may file a criminal complaint with the local police department.

Based on the outcome of the investigation, the Title IX Coordinator will determine if there is sufficient cause to proceed with the complaint. If so, the Title IX Coordinator will arrange for a possible voluntary resolution that both parties agree to. If parties do not agree to a voluntary resolution, the investigation and report will be prepared for a hearing either live or virtually that will be recorded. The investigative report will fairly summarize relevant evidence and, at least 10 days prior to a hearing or other time of determination regarding responsibility, sent to each party and the party's advisor, if any, the investigative report, for their review and written response. Both parties may have an advisor present at the hearing. Cross-examination of the complaining and responding parties as well as any witnesses, may take place during the hearing. Cross examination will be conducted by advisors of parties, including legal counsel, but not by the parties themselves. If a party does not have an advisor present at the hearing, LJIC will provide an advisor with the party's agreement of choice. Prior to answering cross-examination questions, the decision maker will first determine if a question is relevant and if not, reason for exclusion.

The exact nature of the responsive action depends on the circumstances and may include discipline up to and including suspension or dismissal from the Institution for a student, staff or faculty who is found to have violated college policies.

La' James International College handles complaints discreetly and attempts to maintain privacy throughout the investigative process, to the extent practicable and appropriate under the circumstances. However, in order to conduct an investigation, it is generally necessary to discuss the allegations with the accused and other potential witnesses. Additionally, the institution may have legal obligations to disclose information to law enforcement or in the context of legal proceedings.

Complaints may be made anonymously. While the college endeavors to investigate all complaints, including anonymous complaints, the nature of anonymous complaints makes investigation, determination, and remediation more difficult and, at times, impossible. Further, while the Institution attempts to protect the identity of complainants who do not wish to be identified, this may not always be possible.

In appropriate cases as determined by the college, conflict resolution may be possible. This is permitted only where both the complainant and accused voluntarily agree to participate, and either party may terminate informal resolution attempts and commence formal grievance procedures at any time prior to reaching a mutually acceptable resolution. Depending on the circumstances, a mediated resolution may not necessarily involve face-to-face discussions between the complainant and the accused. Certain cases are not appropriate for conflict resolution, such as complaints of particularly egregious sexual harassment or cases involving sexual assault or violence.

Occasionally, an individual makes a complaint and later wishes to revoke or discontinue the investigation or grievance process. Similarly, it may occur that someone other than the victim reports an incident, and the victim declines to participate in the investigation or adjudication process. In other instances, complaints may be received anonymously and/or



the victim may not wish to be personally identified. The Institution endeavors to respect the wishes of a victim to either not be identified and/or not participate in the process. In these situations, the college attempts to investigate and address complaints in accordance with the victim's wishes.

For all Formal Complaints of Sexual Harassment (including where employees are Respondents), LJIC utilizes the preponderance of the evidence standard, meaning the Institute will evaluate whether it is "more likely than not" that the alleged conduct occurred.

Disciplinary Actions and Remedies

Disciplinary Actions against Respondents may or may not be imposed before completion of the LJIC's Grievance Process. Following a determination of responsibility, appropriate corrective action will be taken, and the Institute will take steps to prevent recurrence. Disciplinary Actions taken will be determined on a case-by-case basis. Factors considered when determining Disciplinary Action may include but are not limited to: Nature, severity of, and circumstances surrounding the violation(s); Respondent's disciplinary history; Previous allegations or allegations involving similar conduct; Need for disciplinary action to bring an end/prevent future reoccurrence of the violation; Need for disciplinary action to remedy the effects on the Complainant and LJIC and the safety for all; Impact on the parties; Any other information deemed relevant by the Decision-Maker.

Disciplinary Action for student-related claims may include, but are not limited to, additional training, a restriction on contact, warning, suspension, or termination. Failure to abide by imposed Disciplinary Actions (whether by refusal, neglect, or any other reason), may result in additional Disciplinary Action, including suspension or termination. Employees are also subject to processes and discipline determined by the Human Resources Department for acts of Sexual Harassment. The HR process is separate and apart from the Title IX process and not constrained by the outcome of the Title IX process. Individuals who make a materially and intentional false statements during a Title IX Grievance Process will be subject to disciplinary action.

The Decision-Maker will issue a written determination of the regarding responsibility to both parties. The written determination will include-

- Identification of the allegations potentially constituting sexual harassment;
- A description of the procedural steps taken from the receipt of the formal complaint through the determination;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the recipient's code of conduct to the facts;
- A statement of, and rationale for, the result as to each allegation; and
- The recipient's procedures and permissible bases for the complaint and respondent to appeal.

Both Parties have the right to appeal a determination. An appeal must be submitted in writing to the Title IX Coordinator within 10 days of the delivery of the Written Determination.

Supportive Measures

Non-disciplinary, non-punitive individualized services may be offered as appropriate 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 the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the recipient's educational environment, or deter sexual harassment.



La' James International College Annual Campus Security Report & Clery Compliance- 2024

- extensions of deadlines or other course-related adjustments
- mutual restrictions on contact between the parties
- leave of absence
- increased security and monitoring of certain areas of the campus.

The recipient must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the recipient to provide supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

Retaliation Prohibited

The college prohibits retaliation against any individual who in good faith makes a complaint of sex discrimination, sexual harassment, or sexual misconduct or participates as a witness in a proceeding under this or any other college policy. No recipient or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in a Title IX investigation, proceeding, or hearing. If anyone feels they have been retaliated against, they should notify the Title IX Coordinator.

Sexual Assault Prevention

Campus Sexual Violence Elimination Act of 2013 (SaVE Act) requires schools to educate students and staff on the prevention of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking. As part of La' James International College's compliance with the SaVE Act requirements for prevention and awareness programs that address the specified areas above, the institution has contact resource information available for students. These resources are posted in the student lab and/or breakroom and students can also reach out to the College Administrator for additional resources. These services are from nationally recognized organizations and include awareness and preventive information and may include help hotlines related to these specific topics.

La' James International College attempts to protect members of its campus community, including visitors, from sexual assaults. LJIC strongly encourages the following actions to prevent or protect against sexual assault:

Students are encouraged to use a "Buddy System" when walking to parked cars at night and to leave the campus in a group when classes are dismissed.

As part of the effort to provide an environment conducive to the school's mission, the following services relating to sexual assault are provided at La' James International College. The college hosts organizational speakers to enhance awareness of sexual assault and the condition that fosters this offense on school campuses. The school undertakes efforts to safeguard the rights and interest of the survivor and pursues sanctions against the perpetrator(s) of sexual assault. A college official will, upon request:

- arrange transportation to a hospital for treatment and evidence collection;
- provide notification to an off-campus support and counseling service;
- provide assistance in contacting the appropriate law enforcement agency as applicable.

La' James International College does not tolerate sexual assault of any form against any gender, whether committed by a stranger or by an acquaintance. The college attempts to protect members of the college community, including visitors, from sexual assaults and offers any student, faculty or staff member who survives a sexual assault that occurs within



the context of the college community, the support necessary to enable them to continue to pursue their academic or career goals.

Iowa Codes

Pursuant to Iowa Code Section 261.9(1)(h), any La' James International College employee located in Iowa who in the scope of the person's employment responsibilities examines, attends, counsels or treats a child must report suspected physical or sexual abuse to LJIC's College Administrator (Campus Security Authority- (CSA)), or other responsible supervisory personnel at their campus and to law enforcement. Any report of suspected child physical or sexual abuse should be made as soon as possible, but within 48 hours, to the above designated school officials, who in turn shall immediately make a report to the law enforcement. Nothing in the policy shall prohibit an employee from reporting suspected child abuse in good faith to law enforcement.

Additional Definitions- Iowa Codes

Consent is defined as "intelligent, knowing, and voluntary consent and does not include coerced submission. Consent shall not be deemed or construed to mean the failure by the alleged victim to offer physical resistance to the offender."

The **Iowa** Age of Consent is 16 years old. In the United States, the age of consent is the minimum age at which an individual is considered legally old enough to consent to participation in sexual activity. Individuals aged 15 or younger in Iowa are not legally able to consent to sexual activity, and such activity may result in prosecution for statutory rape.

Iowa statutory rape law is violated when a person has consensual sexual intercourse with an individual under age 16. A close in age exemption allows teens aged 14 and 15 to consent to partners less than 4 years older. Regardless of age, it is also illegal for a school employee to engage in sexual intercourse with a current student or even a student who attended school within 30 days of such a violation.

Iowa Code § 710.10- enticing a minor

<https://www.legis.iowa.gov/docs/ico/section/710.10.pdf>

1. A person commits a class "C" felony when, without authority and with the intent to commit sexual abuse or sexual exploitation upon a minor under the age of thirteen, the person entices or attempts to entice a person reasonably believed to be under the age of thirteen.
2. A person commits a class "D" felony when, without authority and with the intent to commit an illegal sex act upon or sexual exploitation of a minor under the age of sixteen, the person entices or attempts to entice a person reasonably believed to be under the age of sixteen.
3. A person commits a class "D" felony when, without authority and with the intent to commit an illegal act upon a minor under the age of sixteen, the person entices a person reasonably believed to be under the age of sixteen.
4. A person commits an aggravated misdemeanor when, without authority and with the intent to commit an illegal act upon a minor under the age of sixteen, the person attempts to entice a person reasonably believed to be under the age of sixteen. A person convicted under this subsection shall not be subject to the registration requirements under chapter 692A unless the finder of fact determines that the illegal act was sexually motivated.
5. A person shall not be convicted of a violation of this section unless the person commits an overt act evidencing a purpose to entice.
6. For purposes of determining jurisdiction under section 803.1, an offense is considered committed in this state if the communication to entice or attempt to entice a person believed to be a minor who is present in this state originates from another state, or the communication to entice or attempt to entice a person believed to be a minor is sent from this state.



Iowa Code § 728.12 -Sexual Exploitation of a Minor

<https://www.legis.iowa.gov/docs/ico/section/728.12.pdf>

1. It shall be unlawful to employ, use, persuade, induce, entice, coerce, solicit, knowingly permit, or otherwise cause or attempt to cause a minor to engage in a prohibited sexual act or in the simulation of a prohibited sexual act. A person must know, or have reason to know, or intend that the act or simulated act may be photographed, filmed, or otherwise preserved in a visual depiction. A person who commits a violation of this subsection commits a class "C" felony. Notwithstanding section 902.9, the court may assess a fine of not more than fifty thousand dollars for each offense under this subsection in addition to imposing any other authorized sentence.

2. It shall be unlawful to knowingly promote any material visually depicting a live performance of a minor engaging in a prohibited sexual act or in the simulation of a prohibited sexual act. A person who commits a violation of this subsection commits a class "D" felony. Notwithstanding section 902.9, the court may assess a fine of not more than twenty-five thousand dollars for each offense under this subsection in addition to imposing any other authorized sentence.

3. It shall be unlawful to knowingly purchase or possess a visual depiction of a minor engaging in a prohibited sexual act or the simulation of a prohibited sexual act. A visual depiction containing pictorial representations of different minors shall be prosecuted and punished as separate offenses for each pictorial representation of a different minor in the visual depiction. However, violations of this subsection involving multiple visual depictions of the same minor shall be prosecuted and punished as one offense. A person who commits a violation of this subsection commits an aggravated misdemeanor for a first offense and a class "D" felony for a second or subsequent offense. For purposes of this subsection, an offense is considered a second or subsequent offense if, prior to the person's having been convicted under this subsection, any of the following apply:

a. The person has a prior conviction or deferred judgment under this subsection.
b. The person has a prior conviction, deferred judgment, or the equivalent of a deferred judgment in another jurisdiction for an offense substantially similar to the offense defined in this subsection. The court shall judicially notice the statutes of other states that define offenses substantially similar to the offense defined in this subsection and that therefore can be considered corresponding statutes.

4. This section does not apply to law enforcement officers, court personnel, licensed physicians, licensed psychologists, or attorneys in the performance of their official duties.

Iowa Code § 709.1 Sexual abuse defined.

<https://www.legis.iowa.gov/docs/ico/chapter/709.pdf>

Any sex act between persons is sexual abuse by either of the persons when the act is performed with the other person in any of the following circumstances:

1. The act is done by force or against the will of the other. If the consent or acquiescence of the other is procured by threats of violence toward any person or if the act is done while the other is under the influence of a drug inducing sleep or is otherwise in a state of unconsciousness, the act is done against the will of the other.

2. Such other person is suffering from a mental defect or incapacity which precludes giving consent or lacks the mental capacity to know the right and wrong of conduct in sexual matters.

3. The other person is a child.

Under **Iowa's Code**, sexual assault or rape is referred to as sexual abuse. It can incorporate both inappropriate sexual contact as well as actual penetration or contact between sexual organs. The charge can be enhanced if certain facts are true and can lead to life altering penalties.



Iowa Sex Crimes: Definitions and Penalties

Iowa Code § 708.2A- Domestic Abuse

<https://www.legis.iowa.gov/docs/ico/chapter/708.pdf>

Domestic Violence- abuse assault as an assaultive offense committed *against a family or household member*

In **Iowa**, domestic abuse offenses are considered serious crimes. As such, if you're convicted, the court can impose a mandatory minimum sentence. The length of the mandatory minimum depends on whether or not you have been convicted of any prior offenses.

The following meet Iowa's definition of assault:

- Engaging in conduct that's intended to cause pain or injury to another person
- An act meant to put an individual in reasonable fear of imminent physical harm
- Pointing a gun or displaying a dangerous weapon at someone else

An assaultive offense becomes **domestic abuse** when it's committed against a:

- Spouse
- Former spouse
- Person with whom you have a child
- Intimate dating partner

Iowa Code §708.11 -Stalking <https://www.legis.iowa.gov/docs/ico/chapter/708.pdf>

1. As used in this section, unless the context otherwise requires:

- a. "Accompanying offense" means any public offense committed as part of the course of conduct engaged in while committing the offense of stalking.
- b. "Course of conduct" means repeatedly maintaining a visual or physical proximity to a person without legitimate purpose, repeatedly utilizing a technological device to locate, listen to, or watch a person without legitimate purpose, or repeatedly conveying oral or written threats, threats implied by conduct, or a combination thereof, directed at or toward a person.
- c. "Immediate family member" means a spouse, parent, child, sibling, or any other person who regularly resides in the household of a specific person, or who within the prior six months regularly resided in the household of a specific person.
- d. "Repeatedly" means on two or more occasions.

2. A person commits stalking when all of the following occur:

- a. The person purposefully engages in a course of conduct directed at a specific person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened or to fear that the person intends to cause bodily injury to, or the death of, that specific person or a member of the specific person's immediate family.
- b. The person has knowledge or should have knowledge that a reasonable person would feel terrorized, frightened, intimidated, or threatened or fear that the person intends to cause bodily injury to, or the death of, that specific person or a member of the specific person's immediate family by the course of conduct.

3. a. A person who commits stalking in violation of this section commits a class "C" felony for a third or subsequent offense. A person commits stalking when all of the following occur:

b. A person who commits stalking in violation of this section commits a class "D" felony if any of the following apply:

(1) The person commits stalking while subject to restrictions contained in a criminal or civil protective order or injunction, or any other court order which prohibits contact between the



La' James International College Annual Campus Security Report & Clery Compliance- 2024

person and the victim, or while subject to restrictions contained in a criminal or civil protective order or injunction or other court order which prohibits contact between the person and another person against whom the person has committed a public offense.

(2) The person commits stalking while in possession of a dangerous weapon, as defined in section 702.7.

(3) The person commits stalking by directing a course of conduct at a specific person who is under eighteen years of age.

(4) The offense is a second offense

c. A person who commits stalking in violation of this section commits an aggravated misdemeanor if the offense is a first offense which is not included in paragraph "b"

4. Violations of this section and accompanying offenses shall be considered prior offenses for the purpose of determining whether an offense is a second or subsequent offense. A conviction for, deferred judgment for, or plea of guilty to a violation of this section or an accompanying offense which occurred at any time prior to the date of the violation charged shall be considered in determining that the violation charged is a second or subsequent offense. Deferred judgments pursuant to section 907.3 for violations of this section or accompanying offenses and convictions or the equivalent of deferred judgments for violations in any other states under statutes substantially corresponding to this section or accompanying offenses shall be counted as previous offenses. The courts shall judicially notice the statutes of other states which define offenses substantially equivalent to the offenses defined in this section and its accompanying offenses and can therefore be considered corresponding statutes. Each previous violation of this section or an accompanying offense on which conviction or deferral of judgment was entered prior to the date of the violation charged shall be considered and counted as a separate previous offense. In addition, however, accompanying offenses committed as part of the course of conduct engaged in while committing the violation of stalking charged shall be considered prior offenses for the purpose of that violation, even though the accompanying offenses occurred at approximately the same time. An offense shall be considered a second or subsequent offense regardless of whether it was committed upon the same person who was the victim of any other previous offense.

5. Notwithstanding section 804.1, rule of criminal procedure 2.7, Iowa court rules, or any other provision of law to the contrary, upon the filing of a complaint and a finding of probable cause to believe an offense has been committed in violation of this section, or after the filing of an indictment or information alleging a violation of this section, the court shall issue an arrest warrant, rather than a citation or summons. A peace officer shall not issue a citation in lieu of arrest for a violation of this section. Notwithstanding section 804.21 or any other provision of law to the contrary, a person arrested for stalking shall be immediately taken into custody and shall not be released pursuant to pretrial release guidelines, a bond schedule, or any similar device, until after the initial appearance before a magistrate. In establishing the conditions of release, the magistrate may consider the defendant's prior criminal history, in addition to the other factors provided in section 811.2.

6. For purposes of determining whether or not the person should register as a sex offender pursuant to the provisions of chapter 692A, the fact finder shall make a determination as provided in section 692A.126.

"Credible threat" means a verbal or nonverbal threat, or a combination of the two, including threats delivered by electronic communication or implied by a pattern of conduct, which places the person who is the target of the threat in reasonable fear for his or her safety, or the safety of his or her family members or individuals closely associated with the person, and which is made with the apparent ability to carry out the threat to cause such harm. It is not necessary to prove that the person making the threat had the intent to actually carry out the threat. The present incarceration of the person making the threat is not a bar to prosecution under this section.



“**Cyber stalk**” means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose. A person, who willfully, maliciously, and repeatedly follows, harasses, or cyber stalks another person commits the offense of stalking, a misdemeanor of the first degree, punishable as provided in:

Iowa Code §708.7 Harassment <https://www.legis.iowa.gov/docs/code/708.7.pdf>

1. a. A person commits harassment when, with intent to intimidate, annoy, or alarm another person, the person does any of the following:

- (1) Communicates with another by telephone, telegraph, writing, or via electronic communication without legitimate purpose and in a manner likely to cause the other person annoyance or harm.
- (2) Places a simulated explosive or simulated incendiary device in or near a building, vehicle, airplane, railroad engine or railroad car, or boat occupied by another person.
- (3) Orders merchandise or services in the name of another, or to be delivered to another, without the other person’s knowledge or consent.
- (4) Reports or causes to be reported false information to a law enforcement authority implicating another in some criminal activity, knowing that the information is false, or reports the alleged occurrence of a criminal act, knowing the act did not occur.
- (5) Disseminates, publishes, distributes, posts, or causes to be disseminated, published, distributed, or posted a photograph or film showing another person in a state of full or partial nudity or engaged in a sex act, knowing that the other person has not consented to the dissemination, publication, distribution, or posting.

b. A person commits harassment when the person, purposefully and without legitimate purpose, has personal contact with another person, with the intent to threaten, intimidate, or alarm that other person.

2. a. A person commits harassment in the first degree when the person commits harassment involving any of the following:

- (1) A threat to commit a forcible felony.
- (2) A violation of subsection 1, paragraph “a”, subparagraph (5).
- (3) Commits harassment and has previously been convicted of harassment three or more times under this section or any similar statute during the preceding ten years.
- (4) Harassment that occurs against another person who is lawfully in a place of public accommodation as defined in section 216.2. b. Harassment in the first degree is an aggravated misdemeanor.

3. a. A person commits harassment in the second degree when the person commits harassment involving a threat to commit bodily injury or commits harassment and has previously been convicted of harassment two times under this section or any similar statute during the preceding ten years.

b. Harassment in the second degree is a serious misdemeanor.

4. a. Any other act of harassment is harassment in the third degree. b. Harassment in the third degree is a simple misdemeanor.

5. For purposes of determining whether or not the person should register as a sex offender pursuant to the provisions of chapter 692A, the fact finder shall make a determination as provided in section 692A.126. However, the fact finder shall not make a determination as provided in section 692A.126 regarding a juvenile convicted of a violation of subsection 1, paragraph “a”, subparagraph (5), and the juvenile shall not be required to register as a sex offender with regard to the violation.

6. The following do not constitute harassment under subsection 1, paragraph “a”, subparagraph (5):

a. A photograph or film involving voluntary exposure by a person in public or commercial settings.



La' James International College Annual Campus Security Report & Clery Compliance- 2024

b. Disclosures made in the public interest, including but not limited to the reporting of unlawful conduct, disclosures by law enforcement, news reporting, legal proceeding disclosures, or medical treatment disclosures.

c. Disclosures by an interactive computer service of information provided by another information content provider, as those terms are defined in 47 U.S.C. §230.

7. A person injured by a violation of subsection 1, paragraph "a", subparagraph (4), may bring a civil action against the person whose conduct violated subsection 1, paragraph "a", subparagraph (4).

8. As used in this section, unless the context otherwise requires:

a. "Full or partial nudity" means the showing of any part of the human genitals or pubic area or buttocks, or any part of the nipple of the breast of a female, with less than fully opaque covering.

b. "Personal contact" means an encounter in which two or more people are in visual or physical proximity to each other. "Personal contact" does not require physical touching or oral communication, although it may include these types of contacts.

c. "Photographs or films" means the making of any photograph, motion picture film, videotape, or any other recording or transmission of the image of a person.

d. "Sex act" means the same as defined in section 702.17.

Bystander Intervention: A bystander is someone other than the victim who is present when an act of dating violence, domestic violence, stalking, or sexual assault is occurring or when a situation is occurring in which a reasonable person feels as though some protective action is required to prevent sexual assault, dating violence, domestic violence, or stalking. Bystanders, if active, can prevent harm or intervene before a situation gets worse.

Reporting sexual assault, dating violence, domestic violence, or stalking

After an incident of sexual assault or domestic violence, the victim should consider seeking medical attention as soon as possible at a local hospital that will supply a physical evidence recovery collection kit. **In Iowa**, you have the right to: A free medical examination (Sexual Assault Evidence Exam) whether or not you choose to report the crime to the police that is paid for by the **State of Iowa**. Apply for financial assistance from the [Crime Victim Compensation Program](#).

A victim's name and identifying information will be withheld from the public and press in accordance with the Public Records Law. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence as may be necessary to the proof of criminal activity may be preserved. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease.

Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to the Institution's hearing boards/investigators or police. Although the institution strongly encourages all members of its community to report violations to law enforcement, it is the victim's choice whether or not to make such a report, and victims have the right to decline involvement with the police.

The purpose and authority of the institution staff is limited to the enforcement of campus rules and regulations and Campus Security and Safety. Incidents that go beyond this scope are referred to and investigated by the Local Police Department.



A victim of domestic violence, dating violence, sexual assault or stalking has the following rights:

1. A law enforcement officer who investigates an alleged sexual battery shall:
 - (a) Assist the victim in obtaining medical treatment, if medical treatment is necessary as a result of the alleged incident, a forensic examination, and advocacy and crisis-intervention services from a certified rape crisis center and provide or arrange for transportation to the appropriate facility.
 - (b) Advise the victim that he or she may contact a certified rape crisis center from which the victim may receive services.
 - (c) Prior to submitting a final report, permit the victim to review the final report and provide a statement as to the accuracy of the final report.
2. The law enforcement officer shall give the victim immediate notice of the legal rights and remedies available to a victim on a standard form developed and distributed in conjunction with the Department of Law Enforcement. The notice will include the resource listing, including telephone number, for the area certified rape crisis center as designated by the State.

A person who is the victim of sexual violence or the parent or legal guardian of a minor child who is living at home who is the victim of sexual violence has a standing in the circuit court to file a sworn petition for an injunction for protection against sexual violence on his or her own behalf, or on behalf of the minor child if:

1. The person has reported the sexual violence to a law enforcement agency and is cooperating in any criminal proceeding against the respondent, regardless of whether criminal charges based on the sexual violence have been filed, reduced, or dismissed by the state attorney; or
2. The respondent who committed the sexual violence against the victim or minor child was sentenced to a term of imprisonment in state prison for the sexual violence and the respondent's term of imprisonment has expired or is due to expire within 90 days following the date the petition is filed.

Further, La' James International College complies with State law in recognizing orders of protection for dating violence, domestic violence, repeat violence, and sexual violence. Any person who obtains an order of protection from the State or any reciprocal state should provide a copy to the Title IX Coordinator and / or College Administrator. A petitioner should then meet with Title IX Coordinator and/ or College Administrator to develop a Safety Action Plan, which is a plan to reduce risk of harm while on campus or coming and going from campus.

A victim has the option of filing a restraining order and should follow the directives from their local Iowa Law Enforcement for details.

To the extent of the victim's cooperation and consent, all Institutional offices will work cooperatively to ensure that the petitioner's health; physical safety, work and academic status are protected, pending the outcome of a formal Institution investigation of the complaint. Additionally, personal identifiable information about the victim will be treated as confidential and only shared with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the complainant. The Institution does not publish the name of crime victims nor publish any identifiable information regarding victims in ASR reports.

LJIC Awareness Programs & Prevention Campaigns

La' James International College engages in educational programming to prevent domestic violence, dating violence, sexual assault and stalking. Educational programming consists of



La' James International College Annual Campus Security Report & Clery Compliance- 2024

primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and faculty that:

1. Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
2. Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
3. Defines what behavior and actions constitute consent to sexual activity in:

Iowa

Sexual intimacy requires that all participants consent to the activity. Consent between two or more people is defined as an affirmative agreement--through clear actions or words--to engage in sexual activity. The person giving the consent must act freely, voluntarily, and with an understanding of their actions when giving the consent. Lack of protest or resistance does not constitute consent, nor does silence mean consent has been given. Relying solely on non-verbal communication can lead to misunderstanding. Persons who want to engage in sexual activity are responsible for obtaining consent--it should never be assumed. A prior relationship or prior sexual activity is not sufficient to demonstrate consent.

Consent must be present throughout the sexual activity--at any time, a participant can communicate that they no longer consent to continuing the activity. If there is confusion as to whether anyone has consented or continues to consent to sexual activity, it is essential that the participants stop the activity until the confusion can be clearly resolved.

In addition, under Iowa law the following people are unable to give consent:

- Persons who are asleep or unconscious
 - Persons who are incapacitated due to the influence of drugs, alcohol, or medication (see Iowa Code§ 709.1A Incapacitation)
<https://www.legis.iowa.gov/docs/ico/chapter/709.pdf>
 - Persons who are unable to communicate consent due to a mental or physical condition
 - Generally, minors under the age of 16.
4. Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander.

When & How to Intervene

Every situation is different and there is no universal response when intervening to prevent sexual violence. Safety is key in deciding when and how to respond to sexual violence. Every person must decide for themselves the safest and most meaningful way to become an engaged bystander. Some ideas on how to maintain safety while being an engaged bystander:

- If you witness sexual violence, get support from people around you. You do not have to act alone. If you do not feel safe, contact the police.
 - When intervening, be respectful, direct and honest.
 - Group setting and sexual gestures made to a person in the group. Person becomes upset. An engaged bystander could tell the group to stop harassing the person or ask the person if they want to leave and tell an appropriate authority (Ex: Instructor or Supervisor.)
 - Group setting and a friend starts flirting with someone. The other person is not interested, but the friend will not leave them alone. An engaged bystander could approach the friend and start a conversation to distract them from the uninterested person.
5. Provides information on risk reduction so that students and employees may recognize



La' James International College Annual Campus Security Report & Clery Compliance- 2024

warning signs of abusive behavior and how to avoid potential attacks. – See below Risk Reduction/Warning Signs of Abusive Behavior

6. Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

This educational campaign will consist of but not be limited to the distribution of educational materials to new students, participating in and presenting information and materials during student/employee orientation among other means of distribution through the year. The college also has a directory of services that are available to victims within the community to assist those who have suffered from a criminal act.

Risk Reduction/Warning Signs of Abusive Behavior

No victim is ever to blame for being assaulted or abused. Unfortunately, a person who is the victim of sexual or dating violence is more likely to be re-victimized. Below are some tips to help reduce your risk, to recognize warnings signs of abusive behavior and how to avoid potential attacks.

Warning Signs of Abusive Behavior

Domestic and dating abuse often escalates from threats and verbal abuse to violence. And, while physical injury may be the most obvious danger, the emotional and psychological consequences of domestic and dating violence are also severe. Warning signs of dating and domestic violence include:

1. Being afraid of your partner.
2. Constantly watching what you say to avoid a “blow up.”
3. Feelings of low self-worth and helplessness about your relationship.
4. Feeling isolated from family or friends because of your relationship.
5. Hiding bruises or other injuries from family or friends.
6. Being prevented from working, studying, going home, and/or using technology (including your cell phone.)
7. Being monitored by your partner at home, work, or school.
8. Being forced to do things you don't want to do.

Help Reduce Your Risk and Avoid Potential Attacks

If you are being abused or suspect that someone you know is being abused, speak up or intervene.

1. Learn how to look for “red flags” in relationships so you can learn to avoid some of those characteristics in future partners.
2. Consider making a report with the College Administrator and ask for a “no contact” directive from the college to prevent future contact.
3. Consider getting a protective order or stay away order.
4. Learn more about what behaviors constitute dating and domestic violence, understand it is not your fault, and talk with friends and family members about ways you can be supported.
5. Trust your instincts—if something doesn't feel right in a relationship, speak up or end it.

Sexual Assault Prevention (From Rape, Abuse and Incest National Network - RAINN)

- Try not to leave your drink unattended.
- Only drink from un-opened containers, or from drinks you have watched being



La' James International College Annual Campus Security Report & Clery Compliance- 2024

made and poured.

- Cover your drink. It is easy to slip in a small pill even while you are holding your drink. Hold a cup with your hand over the top or choose drinks that are contained in a bottle and keep your thumb over the nozzle.
- If you feel extremely tired or drunk for no apparent reason, you may have been drugged. Find your friends and ask them to leave with you as soon as possible.
- If you suspect you have been drugged, go to a hospital and ask to be tested.
- Keep track of how many drinks you have had.
- Try to come and leave with a group of people you trust.
- Avoid giving out your personal information (phone number, where you live, etc.). If someone asks for your number, take his/her number instead of giving out yours.

Traveling to and from campus and outside the campus building

- Make sure your cell phone is easily accessible and fully charged.
- Take major, public paths rather than less populated shortcuts if walking to and from the college.
- Avoid dimly lit places
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- Carry a noisemaker on your keychain.
- Carry a small flashlight on your keychain.

La' James International College has a sexual assault prevention program that includes, but is not limited to the following:

- If an assault occurs, notify the College Administrator immediately
- Do not disturb the crime scene
- Notify local law enforcement officials
- Secure counseling for the victim as applicable.
- Alter the academic schedule if applicable.
- Disciplinary actions on the assaulter includes dismissal from the college.

The nature of sexual assault, particularly when perpetrated by an acquaintance, makes it difficult for many survivors to report their experience. For this reason, the local Shelters and Women's Service Centers are primary places where individuals may seek assistance in complete confidentiality.



Important Crisis Contact Information:

- **Battered Women's Services**
Crisis & Intake Line (855)-687-1868
<https://www.bwss.org/>
Email: intake@bwss.org
- **RAINN Rape, Abuse & Incest National Network**
800-656-4673
<https://www.rainn.org/resources>
- **Domestic, Sexual Assault Outreach Center Fort Dodge, IA**
515-955-2273
Hotline (888)-356-2006
<https://www.dsaoc.com>
- **National Domestic Violence Hotline**
800-799-7233
www.ndvh.org
- **Love is Respect - Dating Hotline**
866-331-9474
www.loveisrespect.org
- **Child Help National Child Abuse**
800-422-4453
www.childhelp.org
- **988 Suicide & Crisis Lifeline**
988
<https://988lifeline.org/>
- **Center for Community Resolutions- Rape/Domestic Violence**
Hot Line 888-385-4657
<https://www.ccssd.org/counseling#>
- **Stalking Victim Connect Resource Center**
855-484-2846
<https://victimconnect.org/learn/types-of-crime/stalking/>
- **Iowa Coalition Against Sexual Assault**
(800) 770-1650
Text- IOWAHELP to 20221
www.iowacasa.org
- **Iowa Coalition against Domestic Violence**
(800)-770-1650
<https://www.icadv.org/>
Text IOWAHELP to 20121



Homeless Shelters:

Emergency Residence Project Ames, IA	(515)-232-8075
Central Iowa Shelter & Services Des Moines, IA	(515)-284-5719
Foundation for Children and Families of Iowa Des Moines, IA	(515)-288-1981
Hope Ministries Des Moines, IA	(515)-265-7272
Beacon-Hope Men's Homeless Fort Dodge, IA	(515)-955-3366
Shelter House Iowa City, IA 52240	(319)-351-0326
Madge Phillips Center-Waypoint Cedar Rapids, IA	(319)-366-7999
Waypoint Shelter Cedar Rapids, IA (24 hour support line)	(319)-363-2093
	or
	(800)-208-0388
Humility of Mary Housing, Inc. Davenport, IA 52807	(563)-326-1330
YWCA 826 1 st Ave North Fort Dodge, IA 50501	(515)-573-3931
Y.W.C.A. (24 hr. hotline for all domestic violence services)	(877)-718-1868
Story County Victim/Witness Assistance Program	(515)-239-5101
National Women's Law Center	(202)-588-5180
House of Hope-homeless mothers & children-Waterloo, IA	(319) 232-3823
Friends of the Family- Waterloo, IA- Victim Services	(319) 352-0037

Suggestions to Reduce Risk:

- There is strength in numbers or group dates. Go to parties or clubs with a friend and be responsible for each other. Don't split up. Have a preplanned signal to let your friend know that you want to leave or need help.
- Control your alcohol; don't let it control you. Drink responsibly or not at all, especially on first dates.
- No substance abuse.
- Know your limits. It's never too late to say "no." Don't be embarrassed or ashamed to say "no" or ask someone to stop. It is your body.
- Verbalize your expectations. Be up front. Talk about sexual boundaries. A potentially embarrassing conversation could save you from a traumatic situation.
- Trust your gut instinct. Guard your personal space. If someone makes you uncomfortable, remove yourself from the situation.
- Believe in yourself. Know your rights. Women do not ask to be raped any more than a man with money in his pocket is asking to be robbed. You are in charge of your body and you can say "NO".
- End the night early if your date becomes drunk or abusive. No one deserves physical or emotional abuse.

If you are Sexually Assaulted

- Get to a safe place.
- Call the police as soon as it is safe to do so by dialing 9-1-1.

Reporting the Assault

Students who believe that they are victims of a sexual assault should contact their College Administrator.

School faculty, staff members or campus visitors who believe they are victims of a sexual assault should contact at least one of the following College officials:

- Title IX Coordinator
- College Administrator/ Investigator
- Human Resources



A STATEMENT OF PROGRAMS AVAILABLE TO STUDENTS AND EMPLOYEES RELATED TO CAMPUS SECURITY, PERSONAL SAFETY, AND CRIME PREVENTION

Nothing herein precludes any student, staff or faculty from contacting the appropriate authorities directly in the event they feel in threat of physical harm or imminent danger.

The College has access to a directory of services that are available, within the community, to assist those who have suffered from a criminal act. These services are usually free and are provided by the community. During the orientation of students, faculty and staff, procedures are outlined to cover the reporting of all criminal acts. Crisis resources are included in this report and also posted in the campuses.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES – STATEMENT OF POLICY

La' James International College has in place at each campus facility a campus response protocol. In an emergency or a dangerous situation, upon confirmation with the College Administrator, or designee, of the need for mass notification, the College Administrator, or designee, will without delay, taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. Emergency or dangerous situations may include, but are not limited to, gas leaks, tornadoes, contagious viruses, etc.

EMERGENCY NOTIFICATIONS

In the event of an emergency or a dangerous situation that poses an immediate threat to the campus community, La' James International College may utilize some or all of its mass notification capabilities to notify its campus community. These capabilities may include e-mail, voice mail and text messages to alert the campus community. In addition, members of the administration will post relevant updates and advisories on the appropriate school website www.ljic.edu and bulletin boards, as well as social media. The College Administrator, or designee, will simultaneously use the local means at her disposal to notify the campus students, staff and faculty of the situation, as well as disseminate pertinent information to relevant public entities. This emergency notification requirement does not replace the timely warning requirement described earlier. They differ in that the timely warning applies only to Clery reportable crimes while the emergency notification requirement addresses a much wider range of threats (i.e., gas leaks, tornadoes, contagious viruses, etc.). However, an institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances but must provide adequate follow-up information to the community as needed. Members of the community at large who are interested in receiving updates during an emergency can call the La' James International College student line 1-(888) 289-3842, check La' James Facebook for postings, or visit the website at www.ljic.edu.

Student Must Know – Emergency Information

The campus takes various precautionary measures to protect the students, staff, faculty, and campus visitors. LJIC campuses are located in small communities, and we have maintained good communication with police and fire departments to ensure the safety of our students and staff. Fire extinguishers are checked annually and tagged for proper working condition. Nevertheless, unavoidable emergencies may occur in extreme situations. Nothing herein precludes any student, staff or faculty from contacting the appropriate authorities directly in the event they feel in threat of physical harm or imminent danger.

*** In case of emergency - dial 911***



Student Emergency Responses

There is potential for students to be involved in a variety of emergency situations for which appropriate actions must be taken. These possible situations include incidences that may require emergency evacuation, emergency lockdown, external lockdown, or to shelter in place.

Emergency Evacuation

Evacuation is the movement of campus occupants from a dangerous or potentially dangerous location to a safe location. There are two types of evacuation: fire evacuation and non-fire evacuation.

Emergency response and evacuation procedures are covered at orientation and posted within the college. Evacuation procedures are tested annually at each college. The annual tests are documented on the fire log and all students and staff sign verifying their participation.

Fire evacuation:

- Evacuation is mandatory when a fire alarm is activated.
- Follow authorized personnel's (e.g., faculty, staff, or fire department personnel, etc.) instructions if given.
- Assist people with disabilities, if possible.
- Ensure all doors and windows are closed as a room and building are evacuated. (Do not lock doors.)
- Do not attempt to reenter the facility unless and until directed to do so by authorized personnel.
- Evacuate to a safe distance and location from the building affected, away from fire hydrants, fire lanes, and not under power lines.

Non-fire evacuation

- A non-fire evacuation will be initiated by campus staff member.
- Follow campus staff member instructions if given.
- Assist people with disabilities if possible.
- Do not attempt to reenter the facility unless directed to do so

Emergency Lockdown

Emergency Lockdown is used to dramatically and rapidly enhance the level of security of the campus. By locking all exterior, interior and classroom doors, staff can make it more difficult for dangerous person(s) in the vicinity of the campus and in the campus to gain access to staff and students;

- Lock or barricade doors of classroom and internal student areas of congregation.
- Close blinds, turn off lights.
- Remain quiet and out of sight.
- If gunshots are heard, lie on the floor and try to use available resources for additional cover and concealment.
- If you are outside when a lockdown is declared, seek shelter away from danger.
- If a fire alarm is activated during a lockdown, proceed with extreme caution.
- Do not open the door for people claiming to be public safety personnel unless you have an opportunity to view photo identification or are instructed to do so by a staff member whom you recognize.

External Lockdown

External lockdown creates a physical layer of security between the internal and external dimensions of the campus. In addition to locked entrances, this may also include a supervised entry and exit to campus facilities, and/or barricade to campus property (e.g., barricades or chains restricting access to campus parking and grounds). This lockdown allows staff and students to



La' James International College Annual Campus Security Report & Clery Compliance- 2024

continue activities while maintaining access control to the campus and remain in an elevated state of security.

- Remain in classroom.
- Follow faculty and staff instructions
- Remain attentive to any change in status.

Shelter in place

Sheltering in place procedures are traditionally utilized when:

1. A tornado has been spotted.

2. There has been a chemical or biological incident outside of, but in proximity to a campus and available information indicates that there is no adequate time to evacuate building occupants to another safe location before the dangerous contaminants reach the facility.

- Follow staff and faculty instructions.
- Assist people with disabilities if possible
- If you are outside when a shelter in place is declared, immediately seek an interior room or hallway with no windows.
- Close windows and doors – do not lock doors.
- Remain in shelter until an all clear is given.

Nothing herein precludes any student, staff or faculty from contacting the appropriate authorities directly in the event they feel in threat of physical harm or imminent danger.

Staff and Faculty Emergency Responses

Staff and Faculty Must Know – Emergency Information

The campus takes various precautionary measures to protect the students, staff, faculty, and campus visitors. Nevertheless, unavoidable emergencies may occur in extreme situations.

*** In case of emergency: dial 911 ***

There are a number of different potential situations that may occur that have capability to impact students or staff and faculty. The following possible scenarios are described below with steps to be taken.

- Emergency evacuation for a fire incident
- Emergency evacuation for bomb threat or other non-fire situation
- Emergency lockdown
- External lockdown
- Shelter in place

Emergency Evacuation for a Fire Incident

Definition

A fire emergency evacuation is initiated when a fire incident occurs. Depending upon the campus size, it may require an evacuation of a single particular building affected by the fire incident, rather than the entire campus.

The objective: all building occupants are safely evacuated to a safe distance and location from the building affected, away from fire hydrants, fire lanes, and not under power lines.



Staff Response

Staff/faculty responsible for the affected areas should conduct a sweep of the building(s) to ensure all students are aware of and appropriately responding to the fire alarm and safely evacuated.

Fire evacuation procedures:

- Evacuation is mandatory when a fire alarm is activated.
- Designated staff or faculty check the affected building(s) to ensure all personnel are appropriately evacuating.
- Do not use the elevators as applicable.
- Assist people with disabilities if possible.
- Ensure all doors and windows are closed as a room and building are evacuated.
- Do not attempt to reenter the facility unless and until directed to do so by authorized personnel.
- Evacuated persons are directed to a safe distance and location from the building affected, away from fire hydrants, fire lanes, and not under power lines.

Emergency Evacuation for Bomb Threat or Other Non-Fire Situation

Definition

Non-fire emergency evacuation is used for any emergency evacuation not related to a fire incident. It is important to remember that evacuation distances significantly expand, up to hundreds of yards, for suspicious object evacuations. Nevertheless, not all bomb threats will necessarily result in evacuation, depending upon the individual event circumstances.

The objective: move all campus occupants to a remote, predefined and controlled location.

Staff members who are designated to sweep evacuation routes and sites should locate a staff member to take responsibility for students under their supervision and should then sweep the evacuation route and evacuation site for secondary hazards. They should immediately report their findings to the college administrator.

Note: The College Administrator or his/her designee will typically direct that this step be completed before making the general announcement for evacuation of the building.

Other staff:

1. Gather all students and visitors in your area of responsibility and evacuate using the route and site designated.
2. Ensure that all special needs persons are provided assistance.
3. Remain alert to your surroundings. Be particularly alert to any people or conditions that might pose a danger to evacuees. If you encounter a significant hazard, quickly evaluate the situation; adjust your evacuation route and attempt to notify the College Administrator, his/her designee, or the appropriate public safety officials.
4. Once you reach the designated evacuation site, search the site for suspicious objects and adjust accordingly.
5. On evacuation site - develop a written list of all evacuees and provide the list to the College Administrator, or his/her designee. Also indicate the presence or lack of any suspicious objects in your room/work area.
6. Supervise students under your care.
7. Do not attempt to reenter the facility unless the College Administrator or his/her designee directs you to do so.

Emergency Lockdown

Definition Emergency Lockdown is used to dramatically and rapidly enhance the level of security in the facility. By locking all exterior, interior and class doors, staff can make it more difficult for dangerous person(s) in the vicinity or in the facility to gain access to staff and students.



Note – locking doors should not eliminate immediate egress possibilities from the facility.

The objective: create as many physical layers of separation between you and the potential aggression.

Staff Response:

1. Make sure entrance points to the building near your location are locked immediately.
2. If you are located in an area with a door that can be locked, gather all students in the vicinity into the room and lock the door.
3. Improvise additional door blocking if possible.
4. Close blinds and cover additional windows, e.g., with a shirt, up-turned table, paper, etc.
5. Turn off lights in the room.
6. If possible, report your status to the College Administrator or designee by telephone or intercom.
7. Do not open the door for people claiming to be public safety personnel unless you have an opportunity to view photo identification or are instructed to do so by a staff member whom you recognize.

Department of Homeland Security:

“Active shooter awareness - options for consideration”

<https://www.cisa.gov/options-consideration-active-shooter-preparedness-video>

External Lockdown

Definition

External lockdown creates a physical layer of security between the internal and external dimensions of the campus. By locking all exterior doors and supervising these doors, staff can make it more difficult for a possible external intruder or a potentially dangerous person in the vicinity of the facility to gain access to staff and students. In addition to locked entrances and supervised entry and exit to campus facilities, this step may include barricades to campus property (e.g., barricades or chains restricting access to campus parking lots and grounds). This lockdown allows staff and students to continue with productive activities while maintaining access control to the facility.

Objective: create a physical layer of security between the external environment and internal campus operation while elevating the overall level of security.

Staff Response:

1. Make sure the designated entrance points to the building near your location are locked immediately.
2. If you are in an external classroom to the main building move students to alternative internal classrooms.
3. If possible, report your status to the College Administrator or designee by telephone or intercom.
4. Continue with normal activities as much as the situation allows.
5. If students or staff have a need to move about in the building, obtain permission first from the College Administrator or designee.
6. Be prepared to rapidly implement an emergency evacuation or emergency lockdown – if directed to do so or if circumstances indicate you should do so.

Shelter in Place

Definition

Sheltering in place procedures are traditionally utilized when:

1. A tornado has been spotted.
2. There has been a chemical or biological incident outside of, but in proximity to, a facility and available information indicates that there is no adequate time to evacuate building occupants to another safe location before the dangerous contaminants reach the facility.



La' James International College Annual Campus Security Report & Clery Compliance- 2024

Objective: seek immediate shelter away from doors and windows and remain there during an emergency

Staff Response:

1. All staff that are outdoors should quickly gather all students and adults in the area and instruct them to go inside the facility immediately. Once inside, if possible, instruct everyone to move to an interior area without windows and doors.
2. Close all windows and doors.
3. In chemical spills / biological incident - if available, use tape to cover all windows and doors with sheets of plastic to help reduce airflow into the area. Wet towels can be used to reduce airflow under doors. Close all outside air vents. Turn off all heating or ventilation systems. Use damp towels or cloths to cover any openings in walls or doors. Tape can also be used to cover any cracks, crevices, electrical outlets, cable television connections or other openings that might allow air to flow into the shelter area.
4. Listen to local radio or television news for instructions from emergency management and public safety officials.
5. Review emergency evacuation protocols

Missing Student Policy and Procedures

La' James International College does not have on-campus student housing; however, each student has the option to identify an individual to be contacted by LJIC officials or law enforcement personnel no later than 24 hours after the student is determined missing. If a student is under 18 years of age and not emancipated, federal law requires LJIC to notify a custodial parent or guardian no later than 24 hours after the student is determined missing, in addition to notifying any additional contact person designated by the student. Regardless of a student's age, LJIC will notify the appropriate law enforcement agency no later than 24 hours after the student is determined missing, unless the local law enforcement agency was the entity that made the determination that the student is missing. Any missing student report must be referred immediately to the local police department that has jurisdiction in the area.

If LJIC is notified of a potential missing student and determines that the student has been missing, LJIC will immediately initiate the emergency contact procedures notifying the contact person within 24 hours after the student is determined missing. Emergency contact information is designated on the LJIC enrollment application for each student and is kept confidential in their permanent file.

If a student believes that a person is missing, he/she should immediately notify the CSA - College Administrator, or other designated staff member and then to local law enforcement at the non-emergency number.

See non-emergency numbers by campus:

Cedar Falls (319)-273-8612 Johnston (515)-278-2345
Davenport (563)-326-7979 Fort Dodge (515)-576-1426
Cedar Rapids (319)-286-5491

In an emergency, dial 911.

Another LJIC phone line is:

- Calling the student line 1-(888)-289-3842.

All Institutional offices will work cooperatively to ensure that the missing student's contact information will be registered confidentiality. Additionally, personal identifiable information about the missing student will be treated as confidential and will be accessible only to authorized campus officials, and that it may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation. The Institution does not publish the name of crime victims nor publish any identifiable information regarding victims in ASR reports.



Drug and Alcohol Policy

La' James International College Drug & Alcohol-Free Policy

La' James International College (LJIC) standards of conduct, prohibits the unlawful possession, use or distribution of drugs, and alcohol by students and employees on the campus's property, or as any part of the college activities. In the event of an accident, a drug or alcohol test may be required. Anyone possessing, using or distributing drugs or alcohol at La' James International College will be terminated and referred for prosecution for violations.

Re-enrollment or re-employment may only occur after the college has received written documentation, stating proof of treatment and release from an appropriate agency. The final decision for re-enrollment or re-employment is left up to the owners of the college. As a condition of employment, employees will notify the institution of any criminal drug statue conviction for a violation in the workplace no later than five days after such conviction. Any student or employee that needs assistance for chemical dependency or rehabilitation should contact their College Administrator for assistance.

The **Safe and Drug-Free Schools and Communities Act** requires this policy statement to be provided annually to students and staff.

SUMMARY OF DRUG & ALCOHOL PREVENTION PROGRAM (DAAPP)

La' James International College has a drug & alcohol prevention program.

La' James International College makes available a listing of agencies and phone numbers for assistance in drug & alcoholic abuse.

La' James International College provides drug & alcohol prevention presentations on the student access intranet for students to have access at their convenience:

- Alcohol, Tobacco & Caffeine: Daily Pleasures, Daily Challenges
- Prevention – Saving Lives & Money
- Substance Abuse Awareness

La' James International College covers drug & alcohol prevention in the Student Presentation during orientation.

Periodic outside speakers are invited into the campus to promote alcohol & substance abuse prevention.

A Biennial review is performed on the annual outcomes for quality assurance of the program.

All staff sign a drug-free school policy in their new employee paperwork prior to starting employment with La' James International College.

A DESCRIPTION OF DRUG AND ALCOHOL ABUSE PREVENTION PROGRAMS

La' James International College distributes to all current students and employees a copy of the Drug Free & Alcohol Policy. Below are the details related to this topic:

Drug and Alcohol Abuse Prevention

Drug abuse affects all aspects of American life. It threatens the workplace, our homes, our schools and our community. The U.S. Department of Education requires institutions of higher education to



La' James International College Annual Campus Security Report & Clery Compliance- 2024

implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. All students are expected to conduct themselves as mature adults and as members of an academic community. The consumption of alcohol or drugs while on college property or participation in any of its activities is prohibited and may be subject to disciplinary action.

Standards of Conduct

The college staff and students must adhere to a code of conduct that recognizes that the unlawful manufacture, sale, delivery, unauthorized possession or use of any illicit drug or alcohol is prohibited on property owned or otherwise controlled by La' James International College (LJIC). If an individual associated with the College is apprehended for violating any drug-or alcohol-related law when on college property, or participating in a college activity, LJIC will fully cooperate with all law enforcement agencies.

Consumption of alcohol and/or drugs is a matter of concern to LJIC, because LJIC is committed to maintaining an academic and social environment conducive to the professional and personal development of students and to the safety and welfare of all students, staff and guests.

Health Risks associated with use of illegal Drugs and Alcohol

There are significant risks associated with drug and alcohol use. Risks include impaired academic and work performance. There are many other health risks associated with the use of illicit drugs and alcohol, which vary with the nature of the substance and pattern of abuse. Risks may include, but are not limited to, depression, mood swings, dependency, organ damage, mental problems, hallucination, confusion, accidents and/or violent reactions.

The college maintains the DAAPP and drug and alcohol information on the student intranet for students to access at their convenience. Different drugs pose different dangers. Drug use can lead to dependence and addiction, injury and accidents, health problems, sleep issues, and more. Drug use affects you and those close to you.

Drugs: Center for Disease Control and Prevention

[Drug Overdose Prevention](#)

Alcohol: Centers for Disease Control and Prevention-

[Alcohol Use](#)

Drug-Free Workplace Regulatory Requirements:

- **La' James International College standards of conduct prohibit the unlawful possession, use or distribution of drugs and alcohol by students and employees on the institution's property or as any part of the institution's activities.**
- **In the event of an accident, a drug or alcohol test may be required.**
- **Anyone possessing, using or distributing drugs or alcohol at La' James International College will be terminated and referred for prosecution for violations.**
- **Re-enrollment or re-employment may only occur after the college has received written documentation stating proof of treatment and release from an appropriate agency. The final decision for re-enrollment or re-employment is left up to the owners of the college.**
- **As a condition of employment, employees will notify the institution of any criminal drug statute conviction for a violation in the workplace no later than five days after such conviction.**
- **Any student or employee that needs assistance for chemical dependency or rehabilitation should contact the manager of their college for assistance.**



La' James International College Annual Campus Security Report & Clery Compliance- 2024

* All employees sign this statement upon employment and have ongoing access.

Title IV Eligibility related to Drug Convictions:

The FAFSA Simplification Act- Having a drug conviction while receiving federal Title IV financial aid no longer impacts a student's eligibility.

Sanctions: Local, State & Federal:

- Local, State & Federal laws forbid the possession of alcoholic beverages by anyone under the age of 21. No person can sell, give, or serve alcoholic beverages to anyone under age 21. It is also unlawful for any person under age 21 to be untruthful about their age to purchase alcohol.
- It is against the law for possession or distribution of a controlled substance.

Iowa Alcohol Sanctions:

Consumption or intoxication in public places

IA 123.46 <https://www.legis.iowa.gov/docs/code/123.46.pdf>

A person shall not use or consume alcoholic liquor, wine, or beer on the public streets or highways. A person shall not use or consume alcoholic liquor in any public place except premises covered by a retail alcohol license. A person shall not possess or consume alcoholic liquors, wine, or beer on public school property or while attending a public or private school-related function. A person shall not be intoxicated in a public place. A person violating this subsection is guilty of a simple misdemeanor.

Public alcohol consumption & intoxication- carries a \$105 - \$855 fine, 15% surcharge on that fine, \$60 court costs, and up to 30 days in jail.

Driving While under the influence of Alcohol -OWI

<https://dui.drivinglaws.org/iowa.php>

IA 321J.2 <https://www.legis.iowa.gov/docs/code/321J.2.pdf>

Iowa's OWI law states that it is unlawful to operate a motor vehicle in Iowa: While under the influence of an alcoholic beverage or other drug or a combination of such substances. While having an alcohol concentration of .08 or more.

First Offense 48 hours to one year in jail, \$1,250 fine, 180-day license revocation

Second Offense 7 days to two years in jail, \$1,875 to \$6,250 fine, 1 year license revocation

Third Offense 30 days to five years in jail, \$3,125 to \$9,375 in fines, 6-year license revocation

* All offenders convicted of OWI must complete a substance abuse evaluation and recommended treatment. Iowa's OWI law also requires offenders to complete a course for drinking drivers, and in some cases. A reality education substance abuse prevention program. The offender is usually responsible for all fees associated with treatment. After completing the required treatment program, OWI offenders are typically placed on probation.



Manufacture, delivery, possession- counterfeit substances, simulated controlled substances, imitation controlled substances. Click on link below for penalties.

IA 124.401 <https://www.legis.iowa.gov/docs/code/124.401.pdf>

it is unlawful for any person to manufacture, deliver, or possess with the intent to manufacture or deliver, a controlled substance, a counterfeit substance, a simulated controlled substance, or an imitation controlled substance, or to act with, enter into a common scheme or design with, or conspire with one or more other persons to manufacture, deliver, or possess with the intent to manufacture or deliver a controlled substance, a counterfeit substance, a simulated controlled substance, or an imitation controlled substance.

[Illegal Drug Penalties under Iowa Law- Table](#)

Drug and Alcohol Counseling Any student or employee that needs assistance for chemical dependency or rehabilitation should contact their College Administrator for assistance with resources.

LJIC encourages students who think they have a problem to utilize one or more of the following resources available to get help:

- The Administrator at your Campus
- Alcoholics Anonymous: www.aa.org
- Narcotics Anonymous: www.na.org;
- Alcohol and Drug Helpline: 1-800-923-HELP (4357) or www.adhl.org
- National Drug and Treatment Referral Routing Service: 1-800-662-HELP (4357)
- Substance Abuse Treatment Facility Locator: <http://findtreatment.samhsa.gov>
- Waterloo Substance Abuse Center: 319-235-6571 www.pathwaysb.org
- In the Rooms-Global Recovery Community: 319-272-2873 www.intherooms.com
- Center for Alcohol & Drug Services-Davenport: 563-326-1150 <https://cads-ia.com/>
- Area Substance Abuse Council- Cedar Rapids: 319-390-4611 www.asac.us/
- Your Life Iowa: 855-581-8111 <https://yourlifeiowa.org/en>

Distribution & Notification of LJIC DAAPP to Students and Employees

All LJIC staff and students are made aware and sign the LJIC Drug-Free Policy at their time of starting with LJIC. Students sign the LJIC Drug Free Policy as part of their financial assistance appointment and staff sign as part of their new employee paperwork.

To ensure the LJIC DAAPP disclosures are distributed to students and employees it is published on LJIC website – www.ljic.edu – Disclosures (bottom of home page) – Download Drug & Alcohol Abuse Education & Prevention Program and/or Download Clery Disclosure (DAAPP is also included the ASR).

It is also published on LJIC college Intranet from campus student lab computers. Students and staff can click on links for Pre-Enrollment Documents, Drug Prevention Program or Clery Disclosures.



Student Notifications

Students will be informed at the time of the annual DAAPP and ASR program disclosure updates in a weekly Huddles and Rallies Class Session that is attended by all students.

There is also a post in the Student Computer Lab to make them aware of the update on the intranet by October 1 annually.

We also post a separate notice to the students in the student breakroom and by the time clock when updates take place.

Staff Notifications

Staff will be informed at the time of the annual DAAP and ASR program disclosure updates at their weekly staff meeting.

There is also a post in the campus staff office and in the corporate staff breakroom.

Biennial Review of the Drug and Alcohol Policy

LJIC will review this Drug and Alcohol Policy biennially. This review includes a determination of the number of drug and alcohol related violations that occur on LJIC's campus or as part of LJIC's activities and the number of types of sanctions imposed by LJIC as a result of violations of this Policy. The term "campus" is defined in the same manner as it is defined for campus safety reporting required by the Clery Act. In general, the term "campus" includes any building or property owned or controlled by LJIC within a reasonably contiguous geographic area used in direct support of LJIC's educational purposes or used by students in support of LJIC's institutional purposes.

In the biennial review, LJIC will assess the effectiveness of this Policy. The effectiveness of the policy is measured by tracking the information described in the previous paragraph. In addition, LJIC will consider – if it is made aware of such information – the number of students or staff attending self-help or other counseling groups relating to alcohol or drug abuse.

The biennial review helps LJIC determine whether this Policy is effective or must be modified. LJIC maintains a copy of the biennial review, which is kept (along with any related documents) The biennial review is only given to the United States Department of Education if requested.

Hate Crimes- Public Property

	2023 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2023								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

Hate Crimes- Public Property

	2022 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2022								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

Hate Crimes- Public Property

	2021 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2021								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

VAWA Offenses

	On Campus			Public Property		
	2021	2022	2023	2021	2022	2023
Domestic violence	0	0	0	0	0	0
Dating violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0

Arrests

	On Campus			Public Property		
	2021	2022	2023	2021	2022	2023
Weapons: carrying, possessing, etc.	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0

*does not include drunkenness or driving under the influence in Liquor law violations

Disciplinary Actions

	On Campus			Public Property		
	2021	2022	2023	2021	2022	2023
Weapons: carrying, possessing, etc.	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0

*does not include drunkenness or driving under the influence in Liquor law violations

*does not include disciplinary actions that were strictly for school policy violations

Unfounded Crimes

	Total on Campus & Public Property		
	2021	2022	2023
	0	0	0

Hate Crimes- Public Property

Occurrences of Hate crimes Category of Bias for crimes reported in 2023

	2023 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2023								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

Hate Crimes- Public Property

Occurrences of Hate crimes Category of Bias for crimes reported in 2022

	2022 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2022								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

Hate Crimes- Public Property

Occurrences of Hate crimes Category of Bias for crimes reported in 2021

	2021 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2021								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

VAWA Offenses

On Campus

Public Property

	2021	2022	2023	2021	2022	2023
Domestic violence	0	0	0	0	0	0
Dating violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0

Arrests

On Campus

Public Property

	2021	2022	2023	2021	2022	2023
Weapons: carrying, possessing, etc.	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0

*does not include drunkenness or driving under the influence in Liquor law violations

Disciplinary Actions

On Campus

Public Property

	2021	2022	2023	2021	2022	2023
Weapons: carrying, possessing, etc.	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0

*does not include drunkenness or driving under the influence in Liquor law violations

*does not include disciplinary actions that were strictly for school policy violations

Unfounded Crimes

Total on Campus & Public Property

	2021	2022	2023
	0	0	0

Hate Crimes- Public Property

	2023 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2023								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

Hate Crimes- Public Property

	2022 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2022								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

Hate Crimes- Public Property

	2021 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2021								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

VAWA Offenses

	On Campus			Public Property		
	2021	2022	2023	2021	2022	2023
Domestic violence	0	0	0	0	0	0
Dating violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0

Arrests

	On Campus			Public Property		
	2021	2022	2023	2021	2022	2023
Weapons: carrying, possessing, etc.	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0

*does not include drunkenness or driving under the influence in Liquor law violations

Disciplinary Actions

	On Campus			Public Property		
	2021	2022	2023	2021	2022	2023
Weapons: carrying, possessing, etc.	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0

*does not include drunkenness or driving under the influence in Liquor law violations

*does not include disciplinary actions that were strictly for school policy violations

Unfounded Crimes

Total on Campus & Public Property		
2021	2022	2023
0	0	0

Hate Crimes- Public Property

	2023 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2023								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

Hate Crimes- Public Property

	2022 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2022								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

Hate Crimes- Public Property

	2021 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2021								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

VAWA Offenses

	On Campus			Public Property		
	2021	2022	2023	2021	2022	2023
Domestic violence	0	0	0	0	0	0
Dating violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0

Arrests

	On Campus			Public Property		
	2021	2022	2023	2021	2022	2023
Weapons: carrying, possessing, etc.	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0

*does not include drunkenness or driving under the influence in Liquor law violations

Disciplinary Actions

	On Campus			Public Property		
	2021	2022	2023	2021	2022	2023
Weapons: carrying, possessing, etc.	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0

*does not include drunkenness or driving under the influence in Liquor law violations

*does not include disciplinary actions that were strictly for school policy violations

Unfounded Crimes

Total on Campus & Public Property		
2021	2022	2023
0	0	0

Hate Crimes- Public Property

	2023 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2023								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

Hate Crimes- Public Property

	2022 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2022								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

Hate Crimes- Public Property

	2021 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2021								National Origin
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity		
Murder/ Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft (not theft from motor vehicle)	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny -theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

VAWA Offenses

	On Campus			Public Property		
	2020	2021	2022	2020	2021	2022
Domestic violence	0	0	0	0	0	0
Dating violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0

Arrests

	On Campus			Public Property		
	2021	2022	2023	2021	2022	2023
Weapons: carrying, possessing, etc.	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0

*does not include drunkenness or driving under the influence in Liquor law violations

Disciplinary Actions

	On Campus			Public Property		
	2021	2022	2023	2021	2022	2023
Weapons: carrying, possessing, etc.	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0

*does not include drunkenness or driving under the influence in Liquor law violations

*does not include disciplinary actions that were strictly for school policy violations

Unfounded Crimes

Total on Campus & Public Property		
2021	2022	2023
0	0	0