ANNUAL SECURITY
REPORT:

Safety Awareness

Crime Prevention

Sexual Assault/Sexual Violence

Alcohol and Drug Education

Bias Crimes

Credit Card Abuse

Sexual Harassment

SCCC Crime Statistics
## TABLE OF CONTENTS

### Safety Awareness and Crime Prevention
- Reporting Emergencies and Crimes 4
- Emergency Response 4
- Fire Emergency and Evacuation 4
- Policy Statement 4
- Crime Prevention 5

### Secure/Shelter-In-Place
- 6

### Sexual Assault/Sexual Violence
- Myths and Facts about Sexual Assault and Rape 7
- Registered Sex Offender Registry 8
- Avoiding Sexual Crimes 8
- Date/Acquaintance Rape 8
- Victims: What to Do 9
- Reporting an Incident 11
- College Resources 11
- Community Resources 12

### Alcohol and Drug Education
- Alcohol and Drug Education Program 13
- Applicable Laws 13
- Common Drugs: Symptoms of Abuse (Chart) 14
- Health Risks 15
- Counseling and Drug Treatment Programs 16
- Grant Recipients 17

### Bias Crimes
- 17

### Credit Card Abuse
- 17

### Sexual Harassment – Policy and Complaint Procedures
- 18

### SCCC Crime Statistics (Charts)
- 23

### Federal Crime Definitions
- 28

### State Crime Definitions
- 29
Suffolk County Community College believes that it is essential that all members of the College community have a safe environment for learning and working. If there are disturbances and disruptions brought about by crime, everyone in the academic community suffers and the educational environment is compromised. The information in this booklet is being provided to insure that you have the necessary information to make proper decisions in matters relating to protecting your personal safety. This guide is intended to provide you with critical information on crime prevention. Throughout the academic year, information is also disseminated through programs, lectures, workshops, new student orientation, College/Campus Briefs and Freshman Seminars. We urge you to read this material thoroughly. Please feel free to contact the Office of the Campus Associate Dean of Student Services or the Office of the Vice President for Student Affairs should you have any questions.

Sincerely,

Dr. Christopher Adams
Vice President for Student Affairs
SAFETY AWARENESS AND CRIME PREVENTION

REPORTING EMERGENCIES AND CRIMES
All members of the College community are encouraged to report any and all suspicious activity they may observe while on campus. Individuals may report any activity to Public Safety officers on patrol or they can contact the Office of Public and Fire Safety at the following numbers.

Locations of Campus Public Safety:

ALL EMERGENCIES- 24/7 631-451-4242 or 311

Ammerman Campus/Sayville Center
College Road – Annex Building – Headquarters is the location for services. Public Safety operates 24 hours a day, seven days a week.

Emergency Phone number is (631) 451-4242 or 311 by any campus phone.

Eastern Campus
Public Safety is located in Peconic Building (dial phone number, wait for beep, and leave your message).

Emergency Phone number is (631) 451-4242 or 311 by any campus phone.

Michael J. Grant Campus
Public Safety is located in the North Cottage adjacent to Captree Commons.

Emergency Phone number is (631) 451-4242 or 311 by any campus phone.

In addition, Public Safety can be contacted by using any of the emergency phones located throughout the campus.

TIMELY NOTICE
It is the policy of the College to notify the campus community in a timely manner regarding the occurrence of non-imminent serious incidents. In the event that it becomes necessary to alert either the College or the Campus community to an emergency situation, a communication will be distributed from either the Office of the Executive Dean, the Associate Dean of Student Services and/or the Director of Public and Fire Safety. These notifications are in addition to the notifications made under the Emergency Response section of this document.

EMERGENCY RESPONSE
Suffolk County Community College has an Emergency Response Team (ERT) composed of senior college officials. The ERT is responsible for responding to emergency situations and for initiating appropriate communications to the affected members of the college community.

In the event of a serious emergency, when there is an imminent threat to the community, Public Safety Officers are on duty. After confirming a threat exists, Public Safety will notify 911 for a response, and then initiate communication with the Director of Public and Fire Safety or his designee, who will begin the necessary communications to the appropriate campus community. The technologies used by SCCC to communicate with the college community include NY Alert1, public address systems, administrative computer message alerts, college email, the college webpage and internal telephone messaging, both verbal and text. The above systems are tested on an annual basis. In addition, with the exception of NY Alert, these communication systems are used during the shelter and secure drills conducted every semester.

The College will also issue timely warning notifications for those incidents where there is no imminent danger, but where the determination has been made to pass along important information in order to keep the College safe.

NY Alert – ALL MEMBERS OF THE COLLEGE COMMUNITY ARE ENCOURAGED TO SIGN UP FOR NY ALERT IN ORDER TO RECEIVE EMERGENCY NOTIFICATIONS. YOU CAN SIGN UP ON THE COLLEGE WEBPAGE IN “MY SCCC.”

FIRE EMERGENCY AND EVACUATION
In the event of a fire emergency, the fire alarm system will be activated requiring the evacuation of the affected building. Fire drills are conducted every fall and spring semester. Students, faculty and staff are required to move at least 50 feet away from the affected building in order to allow emergency responders access to the building.

POLICY STATEMENT

Enforcement Authority of Campus Public Safety Officers and Relationship with State and Local Police Agencies

Campus Public Safety Officers receive their authority through the Board of Trustees of the College and are supervised by the Director of Public and Fire Safety. Campus Public Safety Officers are unarmed civilian employees and are not empowered with police or peace officer authority. If any crime is reported, Public Safety will file a report and contact the police on request. However, any arrest or complaint must be signed by the individual filing the report. Campus Public Safety Officers assist the Director of Public and Fire Safety in overseeing the three campuses. Public Safety functions 24 hours a day, seven days a week. Public Safety Officers enforce the laws of the State of New York and insure the safety of the College community. Campus Public Safety Officers, in conjunction with the Director of Public and Fire Safety, establish and maintain effective working relationships with police.

The College has in place memoranda of understanding with the Suffolk County Police Department, Southampton Police Department and the Riverhead Police Department where these agencies will be informed and respond to reports of serious criminal activity. The above agencies also provide crime statistics on an annual basis, ensuring accurate and prompt reporting of all crimes occurring on college property.
Confidential Reporting
Student victims may seek assistance and support on a confidential basis from the Campus Counseling Center. Counselors often encourage victims to report crime incidents to Public Safety or local law enforcement. There are, however, mechanisms for preserving evidence and for statistical reporting while avoiding the filing of a formal report.

Access to Campus Facilities
The Campus Director of Plant Operations, the College Safety Officer, and the College Director of Public and Fire Safety conduct an annual review of campus facilities and grounds with special emphasis on ensuring adequate lighting and eliminating landscaping hazards. Public Safety personnel also report non-working exterior lights and potential hazards observed during their regular campus patrols. Emergency telephones have been installed in several areas throughout the campuses. All academic, administrative, and athletic buildings are locked in the evenings and on weekends according to the scheduled use of the facilities. Designated administrators, faculty and staff are issued keys to their respective offices and buildings. Access to open College buildings, events and programs is granted to all Suffolk County Community College students, employees, guests and visitors. Every student and staff member must carry her/his ID card at all times while on College property. The College ID card must be presented upon request by any Public Safety Officer or College official.

Contacting Local Law Enforcement
Whenever a member of the College community reports a crime to a Public Safety Officer, the victim/complainant is informed that Public Safety will contact local law enforcement upon his/her request. Currently, state law requires that the College notify local law enforcement in order for an appropriate investigation to be conducted for certain violent felonies as described in the Criminal Procedure Law, section 70.02.

Training
All Public Safety Officers are trained to meet the NYDJCS 8-hour Security Guard Licensing Standards. They are trained in First Aid and CPR.

Weapons
No individuals on Suffolk County Community College property, except duly authorized Peace and Police Officers pursuant to authorization of the College President, shall have in their possession a rifle, shotgun, firearm, or any other dangerous instrument or material that can be used to inflict bodily harm on an individual, or damage to a building or the grounds of a campus.

CRIME PREVENTION
Your safety and well-being depend mostly on you: be alert. Just being aware of the possibility of becoming a crime victim is the first step in preventing a crime. Trust your instincts and react to any signs that make you uneasy. Reduce your risk. If you have any doubt as to what you should or should not be doing, just imagine yourself as the potential criminal. From that viewpoint, does your appearance, attitude, or presence increase your chances of being a potential victim? Think ahead. Too often it is easy to go about your routine activities without really considering possible situations that might occur and how they should be handled. Get into the habit of asking yourself if you are going about your business safely. If not, what can you change? If a confrontation should occur, are you prepared to handle it?

Remember, you can err on either side of two extremes: by neglecting prevention or by being overly cautious. Those who do not take any prevention measures are certainly vulnerable. Yet those who drastically alter their lifestyle for the sake of security become victims of fear and paranoia. Despite your best efforts or lack thereof, it is not your fault if you become a victim of crime.

Crime Prevention Tips
- Avoid working, studying or being alone in buildings or in isolated areas of the campus.
- Do not shower in a deserted or unlocked gym.
- Always use a lock to secure your gym locker.
- Be cautious about dating someone you do not know well. Obtain information from a mutual acquaintance or try to arrange a double-date or join a group activity.
- Avoid alcohol and drugs. Alcohol and drugs interfere with clear thinking and effective communication.
- Know your sexual desires and limits. Communicate them clearly.
- Use paths that are well-populated when you walk or bike.
- Do not hitchhike.
- Do not wear earphones while jogging or biking because they reduce your ability to hear as well as your awareness of your surroundings.
- Have your keys ready in your hand when going to your car.
- Do not tag keys with easy-to-decipher labels or locations.
- When you are parked, your car doors should be locked and the windows up. Valuables should be kept out of sight, in a locked trunk.
- At night, arrange to walk to your car with others.
- If you are attacked or confronted by an unarmed assailant, try to attract attention.
- Be careful of your use of the Internet.

Screaming or using a whistle is the best defense!
Fighting, talking, or pretending to be sick are judgment calls. But studies show that women who fought their attackers were less likely to be raped than women who did not.

SECURE/SHELTER-IN-PLACE/RUN (Evacuate)/FIGHT
The term, “Secure/Shelter-In Place,” means to seek immediate shelter and remain there during an emergency rather than evacuate the area. It is always preferred to evacuate. "Secure/Shelter-in-Place" should generally be used when an evacuation is not safe or it is unclear if an evacuation is
safe. In the worst case scenario you can have the option to fight/defend yourself when you are faced with a violent crime.

Remember, once this action has been initiated, it has already been determined that it is safer to remain in place and not leave your building or the campus.

Once you are notified to “Secure/Shelter-in-Place,” you should, when safety allows, take the following actions:

- **REMAIN CALM AT ALL TIMES AND FOLLOW THE DIRECTIONS OF COLLEGE OFFICIALS AND/OR UNIFORMED EMERGENCY RESPONDERS.**

- When safety allows take appropriate steps to secure the room you are located by:
  - turning off lights
  - close windows, blinds and shades
  - move away from doors and windows
  - when available secure doors by either lock or when a door opens in, secure by blocking the door with furniture.

- Once these steps have been taken notify public safety at 311, give them your location and how many occupants are in your room. When possible, try to keep a list of names of all persons at your location.

- Keep 911 or public safety informed of any activity in your building, loud noises, yelling, shots fired, etc.

**REMAIN CALM!**

- Remain in place until you are contacted by either public safety and/or the police.
- **DO NOT OPEN THE DOOR TO YOUR ROOM FOR ANYONE.** Public Safety, police or other college officials will have keys to enter your room.
- **DO NOT LEAVE UNTIL YOU ARE GIVEN AN ALL CLEAR BY A UNIFORMED OFFICER OR UNIFORMED SCCC PUBLIC SAFETY OFFICER!**
- The most important step you can take is to remain calm. Once this process has been initiated, the Suffolk County Police as well as college public safety and other agencies will take the necessary steps to ensure you are safe.

**SEXUAL ASSAULT/SEXUAL VIOLENCE**

New York State Law contains the following legal provisions defining the crimes related to sexual assault and sexual violence. Additional definitions including those for related to consent; dating violence; domestic violence; sexual assault; and stalking are also located in Appendix III:

**Section 130.20 – Sexual Misconduct.** A person is guilty of sexual misconduct when he or she engages in sexual intercourse with another person without such person’s consent; or he or she engages in oral sexual conduct or anal sexual conduct with another person without such person’s consent; or he or she engages in sexual conduct with an animal or a dead human body.

**Section 130.25/.30/.35 – Rape.** This series of offenses includes sexual intercourse with a person incapable of consent because of the use of forcible compulsion or because the person is incapable of consent due to a mental defect, mental incapacity, or physical helplessness. This series of offenses further includes sexual intercourse with a person under the age of consent. The penalties for violation of these sections range from imprisonment for a period not to exceed four years up to imprisonment for a period not to exceed 25 years.

**Section 130.40/.45/.50 – Criminal Sexual Act.** This series of offenses includes oral or anal sexual conduct with a person incapable of consent because of the use of forcible compulsion or because the person is incapable of consent due to a mental defect, mental incapacity, or physical helplessness. This series of offenses further includes oral or anal sexual conduct with a person under the age of consent. The penalties for violation of these sections range from imprisonment for a period not to exceed four years up to imprisonment for a period not to exceed 25 years.

**Section 130.52 – Forcible Touching.** This offense involves the forcible touching of the sexual or other intimate parts of another person for the purpose of degrading or abusing such person; or for the purpose of gratifying the actor’s sexual desire. Forcible touching includes the squeezing, grabbing, or pinching of such other person’s sexual or other intimate parts. The penalty for violation of this section includes imprisonment for a period of up to one year in jail.

**Section 130.55/.60/.65 – Sexual Abuse.** This series of offenses includes sexual contact with a person by forcible compulsion, or with a person who is incapable of consent due to physical helplessness, or due to the person being under the age of consent. The penalties for violation of these sections range from imprisonment for a period not to exceed three months up to imprisonment for a period not to exceed seven years.

**Section 130.65-a/.66/.67/.70 – Aggravated Sexual Abuse.** This series of offenses occurs when a person inserts a finger or a foreign object in the vagina, urethra, penis or rectum of another person by forcible compulsion, when the other person is incapable of consent by reason of being physically helpless, or when the other person is under the age of consent. The level of this offense is enhanced if the insertion of a finger or foreign object causes injury to the other person. The penalties for violation of these sections range from imprisonment for a period not to exceed seven years up to imprisonment for a period not to exceed 25 years.

It remains the policy of Suffolk County Community College that the accuser and the accused be entitled to the same process rights during Student Conduct proceedings to include, but not be limited to, opportunities to have others present during a campus disciplinary proceeding; and both the accuser and the accused shall be informed of the outcome of any campus disciplinary proceeding brought before the College administration alleging a sexual assault.
MYTHS AND FACTS ABOUT SEXUAL ASSAULT AND RAPE

Myth: Victims are to blame in some way for the incident.
FACT: The rapist is always responsible for having committed rape. Regardless of the victim’s appearance, behavior, judgment, or previous actions, the victim is not responsible for being raped or sexually abused.

Myth: Rape is an expression of sexual desire.
FACT: Rape is a hostile act of aggression with sex as the vehicle. It is a violent abuse of power in which one person acts without regard for the pain and trauma inflicted on another.

Myth: Rape is most often committed by a stranger.
FACT: A friend is more likely to commit a rape, with studies indicating that nearly 90 percent of college women who are raped knew their assailants.

Myth: If a woman is forced to have sex with a friend, date, boyfriend, spouse, or someone she knows, it isn’t really rape.
FACT: Sexual intercourse that is forced, whether by a friend or a stranger, is rape. Often it’s more traumatic because the victim’s trust in others and in her own judgment may have been shattered.

Myth: Men can’t stop themselves when sexually aroused.
FACT: Men are both capable of and responsible for controlling both their minds and bodies -- just as women are.

Myth: If the victim was drunk or drugged, he or she was asking for it.
FACT: Inability to give consent is not “asking for it.” Forcing sexual contact on another person without consent is a crime in New York State.

Myth: Sexual harassment is harmless. Those who object have no sense of humor.
FACT: Harassment is humiliating and degrading. No one should have to endure it.

Myth: Only women with “bad reputations” get raped.
FACT: Any woman, regardless of age, appearance, or social status, can be raped.

Myth: Most rapes occur in deserted areas or dark alleys.
FACT: Nationally, about half of all rapes take place in the victim’s home.

Myth: Men can’t be raped.
FACT: Any person can be the victim of rape.

Myth: Only homosexual men sexually assault other men.
FACT: The overwhelming majority of men who sexually assault other men are heterosexual. Sexual assault is not an erotic act and is unrelated to a person’s sexual orientation.

Myth: The best way to cope with rape is to forget about it.
FACT: A healthy recovery happens best when a victim uses the resources in the community. Talking about the incident and exploring feelings about the actual rape/sexual assault and the resulting consequences are important.

REGISTERED SEX OFFENDER REGISTRY

Federal law requires that the College advise the campus community where information concerning registered sex offenders can be obtained. Information for registered sex offenders can be found on the New York State Division of Criminal Justice Services website at the following address: www.criminaljustice.state.ny.us/nsor/

AVOIDING SEXUAL CRIMES

Introduction

Sexual assault is one of the most frequently committed violent crimes in the United States - and the most unreported. Acquaintance rape, sexual assault that occurs between people who know each other, is far more common on college campuses than stranger rape. Acquaintance rape is just as serious as any other form of sexual abuse.

Sex Offenses

No one wants to think about sex offenses. It can make you feel angry, sad, frightened, embarrassed or uncomfortable; but you cannot ignore the subject. You cannot assume with certainty that sexual assaults, rape or harassment will not take place, even on a college campus. At Suffolk County Community College, we believe that everyone needs to know what constitutes a sex offense, what precautions should be taken, and what
victims should do.

What is a Sex Offense?

Rape

If a person engages in nonconsensual sexual intercourse due to physical force, coercion or threat -- actual or implied -- the act is considered rape in New York State. Sexual intercourse is defined as any penetration. A person who is mentally incapacitated, a minor, asleep, impaired due to drug or alcohol consumption or unconscious is considered unable to consent. If sexual intercourse takes place without consent for any reason, it is considered rape, which is a felony in New York State. If convicted of rape in the first degree in the State of New York, the legal penalty ranges from six to 25 years.

Sexual Abuse

If a man or woman is forced to engage in any form of sexual contact other than vaginal intercourse, under the circumstances mentioned above, it is considered sexual abuse. If convicted of sexual abuse in the first degree in New York State, the legal penalty ranges up to seven years. If penetration is involved (other than vaginal), it is considered sodomy, also a felony in New York State. If someone is found guilty of sodomy in the first degree in the State of New York, the legal penalty ranges from six to 25 years.

DATE/ACQUAINTANCE RAPE

Acquaintance rape is forced, manipulated, or coerced sexual intercourse by a friend or an acquaintance. It is an act of violence, aggression, and power. A victim is forced to have sex through verbal coercion, threats, physical restraint and/or physical violence. His/her protests are ignored physically helpless or by the offender.

Acquaintance rape can happen anywhere, at any time, to anyone. Studies show that acquaintance rape occurs more frequently among college students, particularly freshmen, than in any other age group. One survey found that one in four college men admitted to having used sexual aggression with women. Because acquaintance rape is often not reported, the true scope of the problem is difficult to determine.

Do not let your guard down because a date happens to be an old acquaintance, classmate, teammate, or even a “friend.” Sometimes the offender may misread or imagine a desired “silent message” or attitude is being communicated by the victim. In over 50% of all sexual assaults, the offender is an acquaintance or relative of the victim.

There are still some individuals who believe old and false opinions:

- Even though a woman says “no,” she really means “yes.”
- If she teases, she should expect to “go all the way.” A tease deserves all she gets.
- When a woman is expensively dined or entertained, she’s obligated.
- Men simply can’t control themselves past a certain point.

Preventing Date or Acquaintance Rape

- You have the right to set sexual limits and to communicate them. Convey strongly that you expect your rights to be respected. If someone starts to offend you, be direct. Passivity may be interpreted as permission. Say no when you mean no. If your date doesn’t listen to you, leave.
- Meet new acquaintances in public places. Always arrange to have your own transportation or travel with good friends. Keep money in your pocket or purse to pay for a phone call or for transportation if you must leave a situation abruptly.
- Avoid excessive alcohol and drugs. Alcohol and drugs interfere with clear thinking and effective communication.
- If you feel that you are being pressured into unwanted sex, say something as soon as you can, before it goes any further. Sex is not a payback for a date. Forced intercourse is rape.
- Trust yourself. When you get a bad feeling about a person or a situation, stay away.
- Embarrassment should not keep you from doing what is right for you. Do not hesitate to raise your voice, stand up abruptly, or scream if the situation warrants it.
- Do not assume other people will protect you. Be responsible for your own safety.
- Be aware that your physical appearance and nonverbal actions send a message. This does not make your dress or behavior wrong, but it is important to be aware of misunderstanding.
- Pay attention to what is happening around you. Watch the nonverbal clues. Do not put yourself in vulnerable situations.
- Know your sexual desires and limits. Communicate them clearly. Be aware of social pressures.
- Being turned down when you ask for sex is not a rejection of you personally.
- Accept the other person’s decision. “No” means “no.” Do not read other meanings into the answer. Do not continue after “no.”
- Do not assume that previous permission for sexual contact applies to the current situation.

Preventing Group Rape

Sometimes people’s behavior becomes swayed by group opinion. Under these circumstances, people commit acts that they would not normally commit as an individual. This is sometimes known as “mob rule.” It happens because our behavior sometimes is affected by both internal and external stimulation, and the positive or negative behavior of a group can provide that external stimulation. Peer pressure is only part of the
explanation for this social response. Another part is that sometimes the individual becomes anonymous in a crowd and his/her behavior begins to respond to the external influences of the group.

This social phenomenon is the basis of many destructive actions by groups. Group rape may be caused by this dependence on external stimulation and feeling of individual anonymity. Although there may be an explanation, there is never a justification or excuse. Even when acting as part of a group, an individual is responsible for his/her behavior.

- Be aware that almost all cases of group rape occur along with liberal use of alcohol and/or drugs.
- Do not be influenced by peer pressure or intoxicants.
- Take responsibility for your actions and do not let anyone or anything sway you. You know that alcohol and drugs cloud your thinking. Know your limit and realize you are in dangerous territory when you go beyond that limit.
- Trust your instincts about possibly dangerous situations and do not be pushed into one.
- Many victims of group rape are passive during the assault because of alcohol impairment or fear of causing a scene. Object in a loud tone of voice. Scream, kick at and push away your attackers. Run out of the room, if you can, even if partially clad.
- If you go to a party with a group of friends, leave with them. Do not leave a friend at a party unless you are sure it is safe and transportation is available.
- If you are involved in a situation which you feel has the potential of turning violent, refer to the individual members of any group by given names, not by their group or organizational titles or affiliation. Refer to personal and individual knowledge of specific members of the group.
- Be the one to exhibit true courage by speaking up and attempting to stop the group attack.
- Remember that you’re risking your entire future by participating, facilitating or even encouraging group rape. Sexual assault is a crime!

**Statement of Victim’s Rights**

**VICTIMS OF CAMPUS SEXUAL ASSAULT: STATEMENT OF PRINCIPLES AND RIGHTS**

SCCC is committed to providing a safe and secure environment in which all members are treated with dignity and respect, and a campus free from all discrimination on the basis of sex. To that end, the College takes the strongest possible stance against sexual misconduct in all its forms, including sexual harassment, sexual assault, sexual violence or the use of coercion, intimidation or exploitation of others for sexual purposes. The College is actively engaged in educating its members about these vital issues and in providing timely support and assistance to victims of sexual assault.

Should a sexual assault be reported, the College will investigate allegations and take appropriate actions, to the fullest possible extent. The College supports the victim’s right to privacy. In the event that a victim wishes to remain anonymous, the College will respect that request while evaluating the obligation to protect the safety and well-being of the broader community. For example, in the event that the assault/crime must be reported, the request for anonymity would be weighed against other factors, such as whether the accused individual is the subject of other complaints. In such instances, every safeguard will be taken in order to ensure the victims’ anonymity. It is imperative that victims be fully supported in their efforts to heal and respond as they determine is in their own best interests. To this end the College will provide information about campus and community medical and counseling resources and support the victim’s right to make choices about these resources and options.

All members and representatives of the College community, including campus officers, administrators, faculty, professional staff, employees, and students are expected to recognize and abide by the following principles regarding victims of campus-related sexual assaults:

1) THE RIGHT TO HUMAN DIGNITY

Victims shall:

- Be treated with fairness and respect for their dignity;
- Have their privacy honored;
- Be free from any suggestions that they must report sexual assaults to be assured; recognition of any other identified principles or rights;
- Have their allegations of sexual assault treated seriously;
- Be free from any suggestion that they are responsible for the sexual assaults committed against them;
- Be free from any threat of retaliation or other attempt to prevent the reporting of sexual misconduct;
- Be free from unwanted pressure from campus personnel to:
- Report sexual assaults if they do not wish to do so,
- Report sexual assaults as less serious offenses,
- Refrain from reporting sexual assaults for any reason, including the fear of unwanted personal publicity.

2) THE RIGHT TO RESOURCES ON AND OFF CAMPUS
Victims shall:

- Receive notice describing options to pursue a criminal complaint with the appropriate law enforcement agency, to pursue the College's disciplinary process, or to pursue both processes simultaneously;
- Be notified of existing campus and community-based medical, counseling, mental health and student services for victims of sexual assault whether or not the assault is formally reported to campus or civil authorities;
- Have access to campus counseling;
- Be informed of and assisted in exercising:
  - Any rights to confidential or anonymous testing for sexually transmitted infections, HIV, and pregnancy,
  - Any rights to preventive measures such as emergency contraception or HIV prophylaxis,
  - Any rights that may be provided by law to obtain the communicable diseases test results of sexual assault suspects;
- Be informed of the possible availability of crime victim assistance compensation through the New York State Crime Victims Board;
- Additional information about resources and options to aid in recovery are available at the end of Appendix X and on page 12.

3) THE RIGHT TO CAMPUS JUDICIAL PROCEEDINGS

Victims have the right to:

- Written and advance notice about a disciplinary hearing involving the person or persons accused of sexually assaulting them;
- Have the opportunity to present witnesses and other evidence, and to receive notice of the process, information about procedures, and written notice of the outcome in a manner that is equivalent to the process of the accused;
- Have a person of their choice accompany them throughout the disciplinary hearing;
- Remain present during the entire proceeding, whenever possible; alternative arrangements may be made for those who do not want to be present in the same room as the accused during the disciplinary hearing;
- Be heard at the proceeding;
- Be assured that their irrelevant past sexual history will not be discussed during the hearing;
- Make a “victim impact statement” if the accused is found in violation of the code;
- Be informed in a timely fashion (60 days) of the outcome of the hearing;
- Have the right to appeal the outcome of the hearing.

4) THE RIGHT TO LAW ENFORCEMENT AND CAMPUS INTERVENTION

- Reports of sexual assault will be investigated and evaluated by the appropriate criminal and civil authorities of the jurisdiction in which the sexual assault is reported;
- Victims shall receive full and prompt cooperation and assistance of campus personnel in notifying the proper authorities;
- Victims shall receive full, prompt, and victim-sensitive cooperation of campus personnel with regard to obtaining, securing and maintaining evidence, including a medical examination when it is necessary to preserve evidence of the assault; “No contact” orders (e.g., Cease and Desist orders) shall be issued promptly and in writing to all parties to a reported sexual assault after the College receives notice of a complaint;
- Campus personnel shall take reasonable and necessary actions to prevent further unwanted contact by victims’ alleged assailants;
- Victims shall be notified of the options for and provided assistance in changing academic and living situations if such changes are reasonably available.

5) NOTE: STATUTORY MANDATES

- Nothing in this Statement of Principles and Rights shall be construed to preclude or in any way restrict the College from carrying out its duties under law to report suspected offenses to the appropriate law enforcement authorities. Except as required by law, the College will take care not to identify the victim.
- Nothing in this Statement of Principles and Rights shall be construed to preclude or in any way restrict the College from issuing a Timely Warning when the College is aware of a reported sexual assault incident that potentially puts the campus community at risk. The College will
take care not to identify the victim in such notices but may, in certain cases of continuing danger, identify the suspect, assailant or the address where the crime occurred.

**THE STUDENT’S BILL OF RIGHTS** is posted on the student portal and also available here:

**DEFINITION OF AFFIRMATIVE CONSENT** http://system.suny.edu/sexual-violence-prevention-workgroup/policies/affirmative-consent/

**POLICY FOR ALCOHOL AND/OR DRUG USE AMNESTY IN SEXUAL AND INTERPERSONAL VIOLENCE CASES**
http://system.suny.edu/sexual-violence-prevention-workgroup/policies/drugs-amnesty/

**REPORTING AN INCIDENT**

If you are assaulted off campus, **contact the police by calling 911**. If you are home you should call your police to start a report. If a sexual crime has been threatened or committed on campus, notify:

**CAMPUS PUBLIC SAFETY**: 631-451-4242 or 311 24 hours a day/7 days a week

**FOR STATE-WIDE SEXUAL ASSAULT & VIOLENCE RESOURCES** (Available for all SUNY campuses):
www.suny.edu/violence-response

**STATE POLICE 24-HOUR HOTLINE** to report sexual assault on a New York college campus: 1-844-845-7269

**COLLEGE RESOURCES**

The College will not tolerate sex discrimination, including sexual harassment and sexual violence. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors and other verbal, nonverbal or physical conduct of a sexual nature, or conduct directed at a person because of his or her sex. Listed below are offices on each of the campuses and community resources which provide information and support to victims of sexual violence, rape, sexual assault, and sexual harassment. For additional information see the College’s Title IX brochure: http://dephome.sunysuffolk.edu/LegalAffairs/Docs/BOTPolicies/PS_Title_IX_Brochure_2015_final_8-4-15.pdf

**Ammerman Campus/Sayville Center**
- Counseling Center – Ammerman Building, Room 209M – (631) 451-4053
- Associate Dean of Student Services/Deputy Title IX Coordinator – Ammerman Building, Room 200 – (631) 451-4043

Confidential resources – these privileged and confidential resources will not report crimes to law enforcement or college officials without your permission, except for extreme circumstances such as a health and/or safety emergency:
- Health Services – Kreiling Hall, Room 25 – (631) 451-4047
- Mental Health Services – (631) 451-4069

**Eastern Campus**
- Counseling Center – Peconic Building, Room 122 – (631) 548-2524/2527
- Associate Dean of Student Services/Deputy Title IX Coordinator – Peconic Building, Room 224 – (631) 548-2514

Confidential resources – these privileged and confidential resources will not report crimes to law enforcement or college officials without your permission, except for extreme circumstances such as a health and/or safety emergency:
- Health Services – Peconic Building, Room 115 – (631) 548-2510
- Mental Health Services – (631) 548-2650

**Michael J. Grant Campus**
- Counseling Center – Caumsett Hall, Room H20 – (631) 851-6250
- Associate Dean of Student Services/Deputy Title IX Coordinator – Caumsett Hall, Room 106A – (631) 851-6521

Confidential resources – these privileged and confidential resources will not report crimes to law enforcement or college officials without your permission, except for extreme circumstances such as a health and/or safety emergency:
- Health Services – Captree Commons, Room 105 – (631) 851-6709
- Mental Health Services – (631) 851-6709

Whenever an alleged violation of these policies is brought to the attention of the College, an investigation will be undertaken, and, if a violation is found, corrective action will be taken. All members of the college community should contact the appropriate College office, as indicated below, if they believe a violation of this policy has occurred.

Efforts to seek such help will not jeopardize any employee's position with the College and will not be noted in any personnel record. Retaliation against a person who files a complaint, serves as a witness, or assists or participates in any manner is strictly prohibited. Complaints and investigations will be kept confidential to the extent possible. Employees may contact the College’s Title IX Coordinator at (631) 451-4950 to report an incident or receive assistance.
COMMUNITY RESOURCES

External resources for assistance and counseling are available. (The College lists the following agencies, but makes no recommendation concerning them.)

Response of Suffolk County Hotline provides 24-hour crisis information services: (631) 751-7500
English:  www.responsehotline.org    Spanish:  www.responsehotline.org/rjb/conexion
- Provides 24-hour crisis information services, open every day of the year, day and night, including holidays. Crisis counselors provide referrals for support groups, clinicians, mental health clinics, other hotlines and a host of other community programs and services. Website also has an online chat option. For bilingual services, call Conexión at: (631) 751-7423 Monday - Friday from 5 p.m.-10 p.m.

Long Island Crisis Center Hotline/Middle Earth Hotline (516) 679-1111
www.longislandcrisiscenter.org/get-help-now
- A service of the Long Island Crisis Center, this service is free, anonymous, confidential and open 24 hours a day, seven days a week. Crisis intervention and suicide prevention counseling are available; counselors also provide information and referrals. Online chat and text counseling available.

Victims Information Bureau of Suffolk (VIBS) provides counseling, advocacy, and referral services   www.vibs.org
24 hour Rape and Domestic Violence Hotline (631) 360-3606 For Appointment (631) 360-3730
515 Route 111, Hauppauge, New York 11788
- Counseling: VIBS professional staff has experience and specific training in family violence, incest, and sexual assault. Short-term individual and group counseling is available for victims of family violence, for adult and adolescent male and female incest survivors and parents of incest survivors, for male and female rape and sexual assault victims, for children who witness domestic violence and children who are victims of incest and sexual assault, and persons over 60 who are victims of elder abuse.
- Client Advocacy: VIBS advocates assist victims directly with police, probation, family and criminal court, and the District Attorney's office.
- Men's Program: Participants attend sessions of highly structured, intense group process which focus on the elimination of abusive behavior.
- Emergency Room Companion Program: Emergency Room Companions (ERC) assist victims of rape, sexual assault, and domestic violence at a hospital emergency room. This service is available 24 hours a day, seven days a week. ERC volunteers offer emotional support and referrals, and can clarify medical and legal procedures which pertain to the crime.
- The Sexual Assault Nurse Examiner Program (SANE) provides medical, legal and emotional support to assist sexual assault survivors. Its approach honors victims' rights to make choices about medical and emotional care and legal prosecution. There are SANE Centers at Peconic Bay Medical Center, Stony Brook University Hospital, and Good Samaritan Hospital Medical Center. www.vibs.org/emergency-care/

Long Island Against Domestic Violence (631) 666-8833 www.liadv.org
- Provides a range of services including crisis hotlines; counseling; vocational training; emergency shelter; prevention and education resources; and legal advocacy.

The Retreat Domestic Violence Services (631) 329-2200 www.theretreatinc.org
Main Office: 13 Goodfriend Drive • East Hampton, NY 11937    Hauppauge Office: 490 Wheeler Road, Hauppauge, NY 11788
- Telephone crisis intervention is available 24 hours per day. Staff and trained volunteers link callers to the shelter, police, and emergency health services, while providing supportive listening, basic information, and referrals.
ALCOHOL AND DRUG EDUCATION

ALCOHOL AND DRUG EDUCATION PROGRAM

The Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act of 1989 require Suffolk County Community College, as an institution of higher education receiving federal funds, to certify that it has adopted and implemented an anti-drug and alcohol abuse program for its students and employees. Accordingly, the College adopts the following policy:

Suffolk County Community College prohibits the manufacture, consumption, possession, use, or distribution of illegal drugs and/or alcoholic beverages on College premises or at College-sponsored activities. If consumption of alcoholic beverages is approved by the College Board of Trustees, any excessive use of such beverages resulting in disruptive behavior is prohibited. This policy applies to all full-time and part-time students, and all full-time and part-time permanent and temporary employees, including faculty, administration, staff, and student employees and interns.

Students who violate this policy may be subject to appropriate disciplinary action, consistent with local, state, and federal law, which may include counseling, a reprimand and warning, disciplinary probation, suspension, expulsion, and referral to the proper law enforcement authorities for prosecution.

Employees who violate this policy may be subject to appropriate disciplinary action, consistent with local, state, and federal law and appropriate collective bargaining agreements, which may include counseling, participation in an appropriate rehabilitation program, a warning, probation, unpaid suspension from employment, termination of employment, and/or referral to the proper law enforcement authorities for prosecution.

All disciplinary procedures and appeals presently applicable to students and employees will continue to be available for violations of this policy.

It is the intent of the College to provide a workplace and campus environment that discourages the unauthorized or illegal use of drugs and alcohol by students and employees. The following information is important for each student and employee to read and understand regarding the legal penalties and the health risks that are associated with the use of alcohol and drugs.

APPLICABLE LAWS

The following is a brief overview of local, state, and federal laws governing the possession, use, and distribution of illicit drugs and alcohol. It is not intended to be an exhaustive or definitive statement of various laws, but rather is designed to indicate the types of conduct that are illegal and the range of legal sanctions that can be imposed for such conduct.

New York State Laws

New York Alcoholic Beverage Control Law prohibits persons from selling or giving any alcoholic beverage to a minor (under age 21) or to a person who is already intoxicated. It is also an offense punishable by a fine of up to $200 and/or imprisonment for up to five days to misrepresent the age of a minor for the purpose of inducing the sale of an alcoholic beverage. Any minor who uses false identification or the identification of another person to purchase an alcoholic beverage can be convicted and fined up to $100 and/or sentenced to probation for up to one year. In addition, a minor can be arrested and fined up to $50 for possessing an alcoholic beverage with the intent to consume it.

New York Vehicle and Traffic Law provides that it is a misdemeanor punishable by a fine of at least $350 and/or imprisonment for up to one year (as well as suspension and/or revocation of your driver's license) to operate a motor vehicle with a blood alcohol content of one-eighth of one percent or higher. Multiple convictions can result in more serious penalties. For example, a second DWI conviction in 10 years is a felony punishable by up to four years in a state penitentiary. Such penalties also apply to driving a motor vehicle while a person’s ability is impaired by the use of a drug.

New York Public Health Law states that it is a violation of the Public Health Law in New York for a person to sell or possess a hypodermic needle without a doctor's written prescription, to grow marijuana or knowingly allow it to be grown without destroying it (misdemeanor punishable by up to one year in a local penitentiary), and to manufacture, sell, or possess with intent to sell, an imitation controlled substance (misdemeanor; second offense in five years is a felony punishable by a minimum of one year and a maximum of four years in state prison). Any private vehicle, boat, or plane that has been or is being used to transport a controlled substance can be seized by the police and forfeited under the law.

New York Penal Law states that it is a crime to loiter with the intent to use drugs, appear in public under the influence of drugs, use or possess drug paraphernalia, and sell or possess actual controlled substances. Persons convicted of a drug offense may be sentenced to any one of the following: community service, probation, shock probation which is a combination of imprisonment time and probation, intermittent imprisonment which may include weekends and/or Saturdays, or imprisonment for life.

Suffolk County Local Law, Section 242.5, prohibits the distribution, display, or posting of any sign, banner, poster, or advertisement of a commercial nature (e.g., bar ads) without the authorization and approval of the College Board of Trustees. Section 3 provides for penalties of $1,000 and/or up to one year imprisonment for each violation of this law.

Federal Laws

Federal law provides that a drug offense committed within 1,000 feet of school property, including colleges, is punishable by a term of imprisonment and a fine of up to twice the amount authorized for the same offense committed away from school property. It also provides that a person age 18 or older who distributes a controlled substance to a person under 21 years of age may be sentenced to a term of imprisonment and/or a fine of up to twice the amount authorized for distribution to a person over the age of 21.

Students convicted of any drug related activities while enrolled at the College, could forfeit their eligibility for Federal aid to include grants and student loans for a period of one year. Students convicted of the distribution of a controlled substance while enrolled at the College, could forfeit their eligibility for Federal aid for up to five years.
<table>
<thead>
<tr>
<th>Type of Drug</th>
<th>Drug Name</th>
<th>Street Names</th>
<th>Methods of Use</th>
<th>Symptoms of Use</th>
<th>Hazards of Use</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marijuana</td>
<td>Hashish</td>
<td>Pot, Grass, Reefer,</td>
<td>Most often smoked, can also be</td>
<td>Impaired memory perception, interference with</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Weed, Columbian,</td>
<td>swallowed in solid form</td>
<td>psychological maturation; possible damage to lungs,</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Hash, Hash Oil,</td>
<td></td>
<td>heart, and reproduction and immune systems;</td>
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<tr>
<td></td>
<td></td>
<td>Sinsemilla, Joint,</td>
<td></td>
<td>psychological dependence</td>
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<td>Chiba, Herb, Spiff</td>
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<tr>
<td>Cocaine</td>
<td></td>
<td>Coke, Snow, Toot,</td>
<td>Most often smoked or inhaled; also</td>
<td>Restlessness, anxiety, intense, short-term high</td>
<td></td>
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<td></td>
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<td>White Lady, Blow,</td>
<td>injected or swallowed in powder; pill</td>
<td>followed by depression</td>
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<td></td>
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<td>Rock, CRACK</td>
<td>or rock form</td>
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<tr>
<td>Stimulants</td>
<td>Drugs that stimulate the</td>
<td>Amphetamines*</td>
<td>Swallowed in pill or capsule form or</td>
<td>Excess activity, irritability, nervousness, mood</td>
<td></td>
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<tr>
<td></td>
<td>central nervous system</td>
<td>Dextroamphetamine</td>
<td>injected into veins</td>
<td>swings, needle marks</td>
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<td></td>
<td></td>
<td>Methamphetamine</td>
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<tr>
<td>Nicotine</td>
<td></td>
<td>Coffin Nail, Butt,</td>
<td>Found in cigarettes, cigars, pipe and</td>
<td>Smell of tobacco, high carbon monoxide levels,</td>
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<tr>
<td></td>
<td></td>
<td>Smoke</td>
<td>chewing tobacco</td>
<td>stained teeth, yellow fingers</td>
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<tr>
<td>Depressants</td>
<td>Drugs that slow down the</td>
<td>Barbiturates:</td>
<td>Swallowed in pill form or injected</td>
<td>Drowsiness, confusion, impaired judgment, slurred</td>
<td></td>
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<tr>
<td></td>
<td>central nervous system</td>
<td>Pentobarbital</td>
<td>into veins</td>
<td>speech, needle marks, constricted pupils</td>
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<td></td>
<td></td>
<td>Secobarbital</td>
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<td></td>
<td></td>
<td>Amobarbital</td>
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<tr>
<td>Quaalude, Sopor</td>
<td></td>
<td>Ludes, Soapers</td>
<td>Swallowed in pill form</td>
<td>Impaired judgment and performance, drowsiness, slurred</td>
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<td></td>
<td>speech</td>
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<td>Death from overdose, injury or death from car accident,</td>
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<td>severe interaction with alcohol</td>
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<tr>
<td>Narcotics</td>
<td>Natural or synthetic drugs that</td>
<td>Dilaudid, Percodan,</td>
<td>Swallowed in pill or liquid form,</td>
<td>Drowsiness, lethargy</td>
<td></td>
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<tr>
<td></td>
<td>contain or resemble opium</td>
<td>Demerol, Methadone</td>
<td>injected</td>
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<td></td>
<td></td>
<td>Codeine</td>
<td>Swallowed in pill or liquid form</td>
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<td></td>
<td></td>
<td>Morphine, Heroin</td>
<td>Injected into veins, smoked</td>
<td>Needle marks</td>
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<tr>
<td>Hallucinogens</td>
<td>Drugs that alter perceptions</td>
<td>PCP (Phencyclidine)</td>
<td>Most often smoked, can also be</td>
<td>Slurred speech, blurred vision, incoordination,</td>
<td></td>
</tr>
<tr>
<td></td>
<td>of reality</td>
<td></td>
<td>inhaled, (snorted), injected or</td>
<td>confusion, agitation, aggression</td>
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<td></td>
<td></td>
<td></td>
<td>swallowed in tablets</td>
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<td></td>
<td></td>
<td>Acid, Cubes, Purple</td>
<td>Usually swallowed</td>
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<td></td>
<td></td>
<td>Haze</td>
<td></td>
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<td></td>
<td></td>
<td>mesca, Lactus, Magic</td>
<td>Usualy swallowed</td>
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<td></td>
<td></td>
<td>Mushrooms</td>
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<tr>
<td>Alcohol</td>
<td></td>
<td>Booze, Hooch, Juice,</td>
<td>Swallowed in liquid form</td>
<td>Impaired muscle coordination, judgment</td>
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<td></td>
<td></td>
<td>Brew</td>
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<tr>
<td>Inhalants</td>
<td>Substances abused by sniffing</td>
<td>Gasoline, Airplane</td>
<td>Inhaled or sniffed, often with use of</td>
<td>Poor motor coordination, impaired vision, memory and</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Glue, Hooch, Juice,</td>
<td>paper or plastic bag or rag</td>
<td>thought</td>
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<td></td>
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<td>Dry Cleaner Fluid</td>
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<td></td>
<td></td>
<td>Laughing Gas,</td>
<td>Inhaled or sniffed by mask or balloons</td>
<td>Abusive, violent behavior; lightheadedness</td>
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<td></td>
<td></td>
<td>Whippets</td>
<td></td>
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<td>Death by anoxia, neuropathy, muscle weakness</td>
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<tr>
<td>Amyl Nitrite</td>
<td>Butyl Nitrite</td>
<td>Poppers, Snappers;</td>
<td>Inhaled or sniffed from gauze or</td>
<td>Slewed thought, headache</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Rush, Locker Room</td>
<td>ampules</td>
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</tbody>
</table>

Note: Taking drugs of any type during pregnancy can be hazardous to the fetus. Adapted from “Children and Drugs,” distributed by Blue Cross and Blue Shield Plans of Vermont and New Hampshire.

*Includes look-a-like drugs that contain caffeine, phenylpropanolamine.
HEALTH RISKS

Drugs and alcohol are toxic to the human body and if abused can have catastrophic health consequences. Some drugs, such as crack, are so toxic that even one experimental use can be fatal.

The following is a summary of the various health risks associated with alcohol abuse and use of specific types of drugs; it is not intended to be an exhaustive or final statement of all possible health consequences of substance abuse.

Alcohol Use and Abuse

Low doses of alcohol significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts and dangerous risk-taking behavior. Moderate to high doses of alcohol severely alter a person’s ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol can be fatal. Approximately 50 percent of all youthful deaths from drowning, fires, suicide, and homicide are alcohol-related.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome (irreversible physical abnormalities and mental retardation).

Dependent persons who suddenly stop drinking are likely to suffer withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions.

Use of Illicit Drugs

“Designer-Drugs” are produced by underground chemists who attempt to avoid legal definitions of controlled substances by altering their molecular structure. These drugs can be several hundred times stronger than the drugs they are designed to imitate. As little as one dose can cause severe neurochemical brain damage and symptoms such as those in Parkinson’s disease (uncontrollable tremors, drooling, impaired speech, paralysis, and irreversible brain damage.) Inhalants, solvents, and aerosol sprays decrease the heart and respiratory rates and impair judgment. Amyl and butyl nitrite cause rapid pulse, headaches, and involuntary passing of urine and feces. Long-term use may result in hepatitis or brain damage. Deeply inhaling the vapors, or using large amounts over a short time, may result in disorientation, violent behavior, unconsciousness, or death. High concentrations of inhalants can cause suffocation by displacing the oxygen in the lungs or by depressing the central nervous system to the point that breathing stops.

Anabolic steroid use in males can cause withered testicles, sterility, and impotence; in females, irreversible masculine traits can develop along with breast reduction and sterility. Physical effects in both sexes include jaundice, purple, or red spots on the body, swelling of feet or lower legs, trembling, unexplained darkening of the skin, and persistent unpleasant breath odor. While some side effects appear quickly, others, such as heart attacks, liver cancer and strokes, may not show up for years. Drugs distort perception and this can lead users to harm themselves or others. For the specific health risks associated with particular types of drugs, refer to the chart “Common Drugs: Symptoms of Abuse”.

COUNSELING AND DRUG TREATMENT PROGRAMS

Suffolk County Community College’s Counseling Offices and Student Health Services provide students with professional help and referral in resolving personal problems and concerns, including those associated with alcohol and substance abuse. They can be contacted at:

Ammerman/Sayville: (631) 451-4053
Eastern: (631) 548-2524
Michael J. Grant: (631) 851-6250

Other sources for assistance and counseling are available. The College lists the following agencies, but makes no recommendation concerning these agencies.
COMMUNITY-BASED DRUG TREATMENT AND PREVENTION/EDUCATION PROGRAMS

Access/Acceso
452 Suffolk Avenue
Brentwood, NY 11717
631-436-6065

401 Main Street
Islip, NY 11751
631-224-5330

Al-Anon
PO Box 490
Farmingville, NY 11738
631-669-2827

Alcoholics Anonymous
113-8 Bay Avenue
Patchogue, NY 11772
631-669-1124

Alternatives Counseling Center
291 Hampton Road
Southampton, NY 11968
631-238-4440

Catholic Charities
Chemical Dependency Services
PO Box 758
31 East Montauk Highway
Hampton Bays, NY 11946
631-723-3362

155 Indian Head Road
Commack, NY 11725
631-543-6200

Concepts for Narcotics Prevention
324 Main Street
Northport, NY 11768
631-261-2670

Family Service League
1490 William Floyd Parkway
E. Yaphank, NY 11967
631-924-3741

Hampton Council of Churches
The Family Counseling Service
40 Main Street Beinecke Building
PO Box 1348
Westhampton Beach, NY 11978
631-288-1954

Phoenix House
2191 3rd Avenue
New York, NY 10035
1(800) COCAINE or
1(800) DRUG-HELP
(Admissions for Phoenix House)
212-831-1555 ext 7500

Town of Babylon Division of Drug and Alcohol Control
400 Broadway
Amityville, NY 11701
631-789-3700

YMCA of Long Island, Inc.
2545 Middle Country Road
Centereach, NY 11720
631-580-7777

Suffolk County Department of Health
Division of Alcohol and Substance Abuse
Hauppauge Clinic
200 Wireless Blvd.
Hauppauge, NY 11788
631-853-7373

Narcotics Anonymous
Nassau/Suffolk
700 Health Sciences Drive
Stony Brook, NY 11790
631-689-6262

Pederson-Krag Centers
Drug, Alcohol and Mental Health
11 Route 111
Smithtown, NY 11787
631-920-8300

240 Long Island Avenue
Wyandanch, NY 11798
631-920-8250

55 Horizon Drive
Huntington, NY 11743
631-920-8000

3600 Route 112
Coram, NY 11727
631-920-8500

South Brookhaven Health Center
Alcoholism Services – East
550 Montauk Highway
Shirley, NY 11967
631-852-1000

Alcoholism Services – West
365 East Main Street, Section 5
Patchogue, NY 11772
631-854-1222 (Out Patient)
631-447-3048 (Hospital)

South Oaks Hospital
400 Sunrise Highway
Amityville, NY 11701
631-608-5610

Veterans Medical Center
79 Middleville Road
Northport, NY 11768
631-261-4400 ext 5780 & 5791
GRANT RECIPIENTS

Grant-Funded Employees

In addition to the policies and information stated above, employees who are directly engaged in the performance of work pursuant to the provisions of a federal grant of any amount, or a federal contract of $25,000 or more, are required to report to Suffolk County Community College if they are convicted of a criminal alcohol and/or drug-related offense, which occurs either on or off college premises while conducting college business, no later than five days after the conviction. An employee so convicted is also subject to appropriate disciplinary action by the College. The College will notify the contracting or granting federal agency within ten days after receiving notice of such conviction.

Pell Grant Recipients

The Anti-Drug Abuse Act of 1988 requires all student applicants for Pell Grants to certify that, as a condition of the Pell Grant, they will not engage in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance during the period covered by the Pell Grant. In addition, the statute provides that if an individual is convicted of drug distribution or possession, the court may suspend his or her eligibility for federal benefits, including federal student financial aid. If an individual is convicted three or more times for drug distribution, he or she may become permanently ineligible to receive Title IV financial aid.

BIAS CRIMES/HATE CRIMES

Hate crimes, also called bias crimes or bias-related crimes, are criminal activity motivated by the perpetrator’s bias or attitude against an individual victim or group based on perceived or actual personal characteristics, such as their race, religion, ethnicity, gender, sexual orientation, or disability. Hate/bias crimes have received renewed attention in recent years, particularly since the passage of the federal Hate/Bias Crime Reporting Act of 1990 and the New York State Hate Crimes Act of 2000 (Penal Law Article 485). Copies of the New York law are available from the Office of Public and Fire Safety.

Penalties for bias-related crimes are very serious and range from fines to imprisonment for lengthy periods, depending on the nature of the underlying criminal offense, the use of violence or previous convictions of the offender. Perpetrators who are students will also be subject to College disciplinary procedures where sanctions including dismissal are possible.

In addition to preventing and prosecuting hate/bias crimes, Suffolk County Community College's Office of Public and Fire Safety also assists in addressing bias-related activities that do not rise to the level of a crime. These activities, referred to as bias incidents, are defined as acts of bigotry, harassment, or intimidation directed at a member or a group within the College community based on national origin, ethnicity, race, age, religion, gender, sexual orientation, disability, veteran status, color, creed, or marital status and could be addressed through the College Student Code of Conduct. Bias incidents should be reported to the Office of Public and Fire Safety, to the Campus Associate Deans of Student Services at each campus or to the College's Affirmative Action Officer/Title IX Coordinator at (631) 451-4950.

If you are a victim of, or witness to, a hate/bias crime on campus, report it to the Suffolk County Police by calling 911 in an emergency, using a Blue Light phone or calling the Campus Public Safety telephone numbers as is listed on page 4.

Victims of bias crime or bias incidents can avail themselves of counseling and support services from the campus counseling centers as listed on page 11.

More information about bias-related and bias crimes, including up-to-date statistics on bias crimes is available from the Office of Public and Fire Safety (631 - 451-4212).

CREDIT CARD ABUSE

NY State enacted legislation in 2005 (Article 129-A of the Education Law, Chapters 694 and 713, section 6437) which requires the College to address the issue of credit card abuse. Students need to understand the consequences and realities which are involved with the use of credit cards. Unpaid balances can cause the student to be responsible for significant interest charges, and the possibility of obtaining a poor credit rating. As such, the College prohibits the advertising, marketing, or merchandising of credit cards on our campus to students, except pursuant to an official College credit card marketing policy. The College shall inform students about good credit management practices through programs which may include workshops, seminars, discussion groups and film presentations.
**SEXUAL HARASSMENT**

**Sexual Harassment Policy and Grievance Procedure for Student Claims of Harassment by a Faculty Member, Administrator, Employee, Guest or Contractor**

**Introduction**

As an institution of higher learning, Suffolk County Community College is dedicated to providing an environment conducive to intellectual and personal growth. Members of the college community are encouraged to participate in all aspects of academic life. For the college, this means a firm institutional commitment to academic freedom as well as a commitment to the highest standards of professional and interpersonal behavior and respect among members of the community. Thus, there is zero tolerance for any form of sexual harassment.

**Sexual Harassment Policy**

Sexual harassment is a form of discrimination prohibited by both state and federal law. The College will not tolerate sex discrimination, including sexual harassment and sexual violence under any circumstances. Whenever an alleged violation of this policy is brought to the College's attention, an investigation will be undertaken and, if a violation is found, prompt corrective action will be taken. All members of the College community should contact the appropriate college office, as set forth below, if they believe a violation of this policy has occurred.

<table>
<thead>
<tr>
<th>If you are a:</th>
<th>…and the person committing the incident is a:</th>
<th>…then report your incident to:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>Student</td>
<td>Office of the Associate Dean of Student Services/Deputy Title IX Coordinators on the campus where the alleged harassment or discrimination occurred</td>
</tr>
<tr>
<td>Faculty</td>
<td></td>
<td>Ammerman Campus or Sayville Center</td>
</tr>
<tr>
<td>Employee</td>
<td></td>
<td>Charles S. Bartolotta</td>
</tr>
<tr>
<td>Administrator</td>
<td></td>
<td><a href="mailto:bartolc@sunysuffolk.edu">bartolc@sunysuffolk.edu</a></td>
</tr>
<tr>
<td>Trustee</td>
<td></td>
<td>(631) 451-4790</td>
</tr>
<tr>
<td>Visitor</td>
<td></td>
<td>Eastern Campus</td>
</tr>
<tr>
<td>Guest</td>
<td></td>
<td>Mary Reese</td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="mailto:reesem@sunysuffolk.edu">reesem@sunysuffolk.edu</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>(631) 548-2515</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Culinary Arts &amp; Hospitality Center</td>
</tr>
<tr>
<td></td>
<td></td>
<td>David Bergen</td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="mailto:bergend@sunysuffolk.edu">bergend@sunysuffolk.edu</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>(631) 548-3707</td>
</tr>
<tr>
<td></td>
<td></td>
<td>The Office of the Compliance Officer/Legal Affairs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Christina Vargas</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Affirmative Action Officer, Title IX Coordinator</td>
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<tr>
<td></td>
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<td><a href="mailto:vargasc@sunysuffolk.edu">vargasc@sunysuffolk.edu</a></td>
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<tr>
<td></td>
<td></td>
<td>(631) 451-4950</td>
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</tbody>
</table>

Student complaints against other students are governed by the Student Code of Conduct and the Student Conduct Process, which is set forth in the **Student Handbook**. Student claims of harassment by a faculty member, administrator, employee, guest, or contractor are governed by the Sexual Harassment Policy and Grievance, which is set forth on page 20.

**A. Sexual Harassment Prohibited**

The College abides by the principle that its students, faculty, staff and administrators have a right to be free from sex discrimination in the form of sexual harassment by any member of the College community. The highest standards of professional conduct pertain to all members of the college community in their dealings with one another; the relationships between and among students, faculty, administrators, and members of the staff at all levels should be governed by these standards. No member of the College community should tolerate sexual harassment from a faculty member, administrator, colleague, employee, supervisor, student or other member of the college community.

Behavior on the part of any member of the College community that inappropriately introduces any form of sexual harassment, as defined below, into a teaching, learning or working relationship, or into any other relationship arising from College activities will not be tolerated. The College also will not tolerate conduct by a non-employee who sexually harasses any member of the College community on College premises or at any other location where the non-employee and the member of the College community are together because of assigned or College-sanctioned activities.

Individuals who believe they are victims of sexual harassment are required to seek redress through the appropriate sexual harassment complaint procedure. This policy and procedure applies to any student who alleges that he or she has been sexually harassed by a faculty member, an administrator, an employee, a guest or a contractor of the College. Sexual harassment of a student by another student or sexual harassment of a College faculty member, guest, administrator or employee by a student is governed by the Student Code of Conduct. Sexual harassment of a College employee by another college/county employee, contractor, or guest is governed by the Sexual Harassment Policy and Grievance Procedure for Employee Claims of Harassment by Another Employee, Guest or Contractor.

Complaints about sexual harassment will be responded to promptly and equitably in accordance with the procedures set out under the applicable policy. The confidentiality of all members of the College community will be respected in each step of the complaint procedure, insofar as that is reasonably practicable. In addition, each policy explicitly prohibits retaliation against individuals for bringing complaints of sexual harassment or for participating in investigations of sexual harassment. Similarly, each policy prohibits retaliatory conduct against an individual simply because he or she has been accused of sexual harassment. An individual found to have engaged in sexual harassment or retaliation in violation of this policy will be
subject to disciplinary action. If the individual is a bargaining unit member, such disciplinary action will be pursuant to the appropriate collective bargaining agreement. Conversely, if a complaint of sexual harassment is made in bad faith, then the complainant may be subject to disciplinary action.

B. Definition of Sexual Harassment

Generally, sexual harassment is (“Employee” includes all full-time and part-time college employees, faculty members, administrators, and trustees). Sexual harassment a person’s use of power or authority to elicit sexual submission (quid pro quo harassment) or (2) unwelcome sexual conduct or conduct directed at a person because of his or her sex that creates an intimidating, hostile or offensive environment for working or learning (hostile environment harassment). Sexual harassment can include a wide range of behaviors, from the actual coercing of sexual relations, or the attempt thereof, to the unwelcome emphasizing of sexual identity. Repeated suggestions or comments may constitute sexual harassment if these create an intimidating, hostile or offensive working or learning environment. The definition of sexual harassment, discussed more fully below, will be interpreted and applied consistent with applicable legal standards.

- submission to such conduct is explicitly or implicitly made a term or condition of employment or status in a course, program or activity, or
- submission to or rejection of such conduct is used as a basis for an academic or employment decision affecting the individual, or for a decision regarding an individual’s status in a course, program or activity, or
- such conduct has the purpose or effect, when judged from the perspective of a reasonable person in the position of the complaining individual, of substantially interfering with an individual’s academic or work performance, or
- such conduct has the purpose or effect, when judged from the perspective of a reasonable person in the position of the complaining individual, of creating an intimidating, hostile or offensive environment for working or learning.

In determining whether sexual conduct creates an intimidating, hostile or offensive environment or substantially interferes with an individual’s academic or work performance, the College recognizes that unless the conduct is egregious, a single incident or isolated incidents of offensive sexual conduct or remarks generally do not create an intimidating, hostile or offensive environment. Further, if such conduct or remarks take place in the teaching context, to conclude that they create an intimidating, hostile or offensive environment, the individual who made the complaint must prove that the conduct or remarks are not, in any substantial and direct way, relevant or germane to the subject matter or discussion of the course or activity in which such conduct or remarks took place.

The College further recognizes that academic freedom protects the faculty’s right to teach and the student’s right to learn. The academic setting is distinct from the workplace in that academic freedom requires wide latitude for professional judgment in determining the appropriate content and presentation of academic material. Accordingly, a “hostile environment” in the classroom requires an establishment of a pattern of hostile, intimidating or offensive conduct not legitimately related to the subject matter of the course. However, a single egregious incident of harassment may be sufficient to constitute a violation of this policy; the more egregious the harassment, the less need to show a repetitive series of incidents. This is particularly so when the harassment is physical.

Examples of inappropriate conduct covered by this policy (subject to the above conditions) include, but are not limited to the following:

- unwanted flirtation, advances or propositions of a sexual nature;
- insults, humor, jokes or anecdotes that belittle or demean an individual’s or a group’s sex or sexuality;
- unwelcome comments of a sexual nature about an individual’s body or clothing;
- unwarranted displays of sexually suggestive objects or pictures;
- unwelcome touching, such as patting, pinching, hugging or brushing against an individual’s body;
- explicit or implied suggestions that submission to or rejection of sexual advances will affect decisions regarding such matters as an individual’s employment, work assignments or status, salary, academic standing, grades, participation in programs or activities, athletic opportunities, receipt of financial aid, grants, leaves of absence, letters of recommendation, or other work or study related matters; or
- sexual assault

C. Confidentiality

Generally it is the policy of the College to protect the confidentiality of members of the College community who may be involved in sexual harassment complaint procedures, insofar as that is reasonably practicable. Specifically, the identity of the individual making the complaint (complainant), the identity of the accused (respondent) and information relating to the sexual harassment complaint will be disseminated only to those individuals who have a legitimate need to know, or as reasonably necessary for the purpose of investigating or resolving the complaint. Any person who is the custodian of confidential information shall maintain a log of the dissemination and review of such information.

Complainants should understand that upon their advising the Campus Associate Dean of Student Services of a sexual harassment complaint, the college is legally required to investigate that complaint. Therefore, complainants should understand that the complaint may be disclosed, as necessary, to persons on a “need to know” basis.

Although the College will endeavor to maintain the confidentiality of sexual harassment complaints and proceedings in accordance with this policy, it cannot absolutely guarantee against the further dissemination of information by individuals to whom such information was reasonably disclosed in the course of a sexual harassment investigation. All complaints will be fully investigated and the appropriate remedial action will be taken against alleged harassers found to have violated the College’s sexual harassment policy.
Any information acquired during the investigation will be kept in a confidential file in the Employee Resources Department and retained by the college for at least the statutorily required period.

Waiver of Confidentiality

A complainant or a respondent may be deemed to have waived, directly or indirectly, the confidentiality provisions of this policy by voluntarily disclosing information about the complaint or the complaint proceedings to parties within or outside the College community who are not directly involved in the investigation or complaint process. For instance, if a complainant or a respondent makes any public statement tending to impute negligence, misconduct, unfairness or incompetence to the college in conducting a sexual harassment investigation or complaint proceeding, the College shall have the right to disclose whatever information that is reasonably required to rebut or refute the allegations.

Retaliation

No individual shall be retaliated against in any way by a member of the College community for his or her participation in this complaint procedure. No complainant or witness shall be retaliated against in any way by a member of the College community for his or her nonparticipation in this complaint procedure. Every effort should be made to protect members of the College community so that they may use or participate in the sexual harassment complaint procedure without fear of reprisal or retaliatory action. Threats, other forms of intimidation, and retaliation against the complainant, or any other individual implementing or using the College’s sexual harassment complaint procedure are violations of this policy and, thus, may be grounds for disciplinary action.

If an employee is found to have made a malicious or false statement, he or she may be subject to disciplinary action under the applicable collective bargaining agreement. If a student is found to have made a malicious or false statement, he or she may be referred to the Student Conduct Board for appropriate action. Individuals who believe they have been retaliated against in violation of this policy must follow the complaint procedures outlined herein and such complaints will be processed in accordance with these procedures.

SEXUAL HARASSMENT COMPLAINT PROCEDURE

A. Informal Stage: Reasonable Cause Determination

Whom to Contact

Students who believe that they have been subjected to sexual harassment should contact the Office of the Campus Associate Dean of Student Services for the campus at which the alleged harassment occurred. The Campus Associate Dean of Student Services is the designated official responsible for the investigation of sexual harassment complaints made by students and for determining if there is sufficient cause for an investigatory hearing to be held to determine whether sexual harassment has taken place.

The Campus Associate Dean of Student Services shall notify the Compliance Officer and the Assistant Vice President for Employee Resources that a complaint has been made. In addition, as documents are received or created by the Campus Associate Dean of Student Services during the course of the investigation, copies shall be forwarded to the Employee Resources Department, where they shall be maintained in a confidential file.

Timing of Complaint

A complaint of sexual harassment must be made within one year of the most recent occurrence of alleged sexual harassment. The Campus Associate Dean of Student Services is authorized to waive this timeliness requirement in extenuating circumstances, including but not limited to circumstances wherein the complainant was subject to duress, or otherwise coerced or threatened by the respondent from filing the complaint.

Initial Discussion; Preparation of Written Complaint; Respondent’s Answer

The initial discussion between the complainant and the Campus Associate Dean of Student Services should be kept confidential to the extent possible. The Campus Associate Dean of Student Services shall attempt to informally resolve the matter through discussion with the complainant and the respondent within five (5) days of receiving the complaint. The complainant will prepare and sign a written complaint when he or she first meets with the Campus Associate Dean of Student Services. Within his or her discretion, the Campus Associate Dean of Student Services shall deliver to the respondent by hand delivery or by certified mail, return receipt requested, either a copy of the written complaint or a summary prepared by him or her of the allegations contained in the complaint. The respondent shall also be given a copy of this Sexual Harassment Policy and Grievance Procedure.

The respondent shall have the right to submit a written response to the allegations, accompanied by any relevant documents or other materials he or she may wish to include (including a witness list) within five (5) days of receiving a copy of the allegations. The answer shall be either hand delivered to the Campus Associate Dean of Student Services or sent certified mail, return receipt requested. Within the discretion of the Campus Associate Dean of Student Services, the complainant will receive a copy of the respondent’s answer or a summary prepared by the Campus Associate Dean of Student Services of the contents of the answer.

If the complainant fails or refuses to submit a written complaint or otherwise cooperate with the investigation, or if the Campus Associate Dean of Student Services learns of alleged sexual harassment from a person other than the alleged victim, the Campus Associate Dean of Student Services shall conduct an investigation based on the information available to him or her. Despite the absence of a written complaint, the respondent is still expected to cooperate in the investigation.

If the respondent refuses to participate in an investigation, the Campus Associate Dean of Student Services will have to come to a determination based on available information. In such a case, absent any contradictory evidence, the Campus Associate Dean of Student Services will assume that the complaint is truthful.

Investigation and Sufficient Cause Determination
If the complaint is not informally resolved, the Campus Associate Dean of Student Services will have fourteen (14) days after the conclusion of the five day informal resolution period to complete an investigation of the allegations. If not previously provided, the complainant and the respondent shall receive copies of the written answer and written complaint, respectively. The investigation shall include but not limited to, review of the complaint and the answer, interviews of witnesses, examination of all pertinent personnel files and employment records and review of any other written statements.

2 In the event that Complainant believes that the Campus Associate Dean of Student Services may have a conflict of interest, or for other compelling reasons, he or she may report the complaint to the Campus Dean of his or her campus, who shall appoint a designee to conduct the informal stage of the complaint procedure.

3 Unless otherwise noted, “days” means calendar days. Any deadline falling on a Saturday, Sunday or holiday shall be due on the next business day.

documents or other evidence. The complainant, the respondent and all potential witnesses are encouraged to cooperate with the sexual harassment investigation. If the complainant or the respondent refuses to submit an answer or cooperate with the Campus Associate Dean of Student Services, the Campus Associate Dean of Student Services will have to come to a determination on the basis of available information.

Once the Campus Associate Dean of Student Services has completed the investigation, he or she will determine whether, based on a preponderance of the evidence, there is sufficient cause for an investigatory hearing to be held to determine whether sexual harassment has taken place. Complainant and respondent shall be promptly notified in writing (either personally delivered or sent certified mail, return receipt requested) of the determination of the Campus Associate Dean of Student Services. If some other form of misconduct is uncovered, the Campus Associate Dean of Student Services will notify complainant that the complaint has been forwarded to the proper forum.

If sufficient cause is found, then the Campus Associate Dean of Student Services will forward the file to the Sexual Harassment Committee for an investigatory hearing. If respondent admits to the allegations made against him or her, no investigatory hearing shall be held. Instead, the Campus Associate Dean of Student Services will forward the file to the Sexual Harassment Committee, which will make a recommendation to the Campus Dean as to appropriate sanctions. If no sufficient cause is found, then complainant shall have five (5) days from receipt of such notice in which to submit a written appeal of the finding to the College Chief Student Affairs Officer.

Appeal of a No Sufficient Cause Determination

Upon receipt of a written appeal of a determination of no sufficient cause, the College Chief Student Affairs Officer shall review the file and, within five (5) days, render a decision on the appeal. If the College Chief Student Affairs Officer affirms the no sufficient cause determination, the complaint is dismissed. If the College Chief Student Affairs Officer overturns the no sufficient cause determination, then he or she will forward the file to the Sexual Harassment Committee for an investigatory hearing.

B. Formal Stage: Investigatory Hearing

Sexual Harassment Committee Membership

The Sexual Harassment Committee is comprised of nine members: one (1) member each of the tenured faculty elected for three (3) years by governing bodies of the Ammerman, Eastern, and Michael J. Grant campuses; one (1) student member selected by the College Chief Student Affairs Officer for one (1) year; two (2) members selected by the A.M.E. unit at the College for three (3) years, one (1) from the white collar unit and one (1) from the blue collar unit; one (1) individual selected by the President for one (1) year; the Compliance Officer, who is the Chair and a voting member of the Committee; and the Assistant Vice President for Employee Resources, who is the Vice-Chair and a voting member of the Committee. College legal counsel shall be a non-voting advisory member of the Committee. The Board of Trustees shall be advised of all complaints that reach the Formal Stage.

Recusal

Any Sexual Harassment Committee member shall be recused if he or she is a party in the complaint, an immediate supervisor of complainant or respondent or a witness to the allegations in the complaint. Committee members may also be recused for other reasons, including but not limited to, personal, business or financial conflicts of interest between the Committee member and either complainant or respondent. The Compliance Officer will determine whether a conflict of interest exists. If the Compliance Officer is directly involved in the complaint, the alternate Compliance Officer will determine whether a conflict exists.

Quorum and Voting

A quorum of the Sexual Harassment Committee shall consist of five (5) or more voting members. Any member not present for the entire investigatory hearing may not vote at that hearing. All best efforts will be made to convene a quorum. However, if a quorum cannot be convened within the time limits allowed in this policy, then the Compliance Officer and the available committee members will proceed with the investigatory hearing. Findings of the Committee shall be based on a majority vote. In the event of a tie vote, the case will proceed.

Investigatory Hearing

Within fourteen (14) days of receipt of the file from the Campus Associate Dean of Student Services, the Sexual Harassment Committee shall review the file, conduct a hearing and make a written finding as to whether the Committee believes that sexual harassment has occurred or, if applicable, whether it believes some other type of misconduct has occurred. Under extenuating circumstances, the Committee may extend this time period for up to an additional Fourteen (14) days.

The hearing serves both an investigatory and an adjudicative function. Both parties shall be notified of their right to seek advice from counsel or a union representative and of their right to have their advisor present at the hearing. The power of examination and cross-examination is reserved exclusively to the Committee. However, before the hearing, the parties or their advisors may submit suggested questions or propose that particular witnesses be called. The Committee will make every effort to ask questions so submitted that go to the issue and to call proposed witnesses that have testimony relevant to the issue. The hearing shall be recorded by stenographic or other means and a transcript of the
proceedings shall be held in the Employee Resources Department. Complainant and respondent may review the transcript in that department.

The hearing shall include, to the extent possible, the following:

- Examination of complainant, respondent and any witnesses who may be of assistance in resolving the complaint; and
- Review of any documents and other information submitted by the parties or witnesses; and
- Review of any other documents or information the Committee deems relevant.

The hearing shall be closed and may only be attended by complainant (and his or her advisor), respondent (and his or her advisor), the Committee members, the alternate Compliance Officer, College legal counsel, testifying witnesses, and personnel necessary for the administration of the hearing. The parties and their advisors have the right to be present throughout the hearing. Testifying witnesses may only be present for their own testimony.

The Committee shall not be bound by technical rules of evidence, but may consider any relevant material and reliable evidence that it finds probative. The Committee shall determine the admissibility, relevance and weight of the evidence before it.

The Committee is to investigate sexual harassment complaints and is expressly authorized to investigate, consider and report findings regarding other misconduct related to the alleged sexual harassment that may be revealed during the course of the sexual harassment investigation. If the Committee finds misconduct that does not constitute sexual harassment, the Committee shall notify complainant that the Committee has forwarded the complaint to the proper forum.

**Review by the Campus Dean**

Within five (5) days after the conclusion of the investigatory hearing, the Committee will forward a copy of its written findings to the Campus Dean of the campus where the alleged harassment occurred and to the Employee Resources Department, where it shall be maintained in a confidential file. If applicable, the findings should include any recommended remedial action (which could include disciplinary action up to and including termination) to be taken. If the Campus Dean is a party to the complaint, then a designee or neutral party, appointed by the Committee, shall conduct the review. The Campus Dean or the designee shall review the record as a whole and make a decision based on the totality of the circumstances. The review shall be completed within seven (7) days of receipt of the Committee's findings.

Where the charge is sustained, the Campus Dean or designee shall make a final determination as to the action to be taken and give to complainant, respondent and the Committee written notice of it. If the charge is not sustained, the Campus Dean or designee shall render a written decision detailing the compelling reasons for the determination and send it to complainant, respondent and the Committee. If the Campus Dean or designee decides that there is need for further investigation, then the Committee shall be so notified, in writing, that it must continue its investigation, in a timely manner, until a final decision can be rendered by the Campus Dean or designee. A copy of the Campus Dean's determination shall be forwarded to the Employee Resources Department, where it shall be maintained in a confidential file.

If either complainant or respondent chooses to appeal the Campus Dean's determination, he or she shall have five (5) days from receipt of the determination in which to submit a written appeal of the determination to the President. A copy of the written appeal shall be forwarded to the Employee Resources Department, where it shall be maintained in a confidential file.

**Appeal to the President**

Upon receipt of a written appeal of the Campus Dean's determination, the President shall review the investigatory file, the written findings of the Sexual Harassment Committee and the written decision of the Campus Dean and, within ten (10) days, render a written decision on appeal. A copy of the written decision shall be forwarded to the Employee Resources Department, where it shall be maintained in a confidential file. If the President agrees with the Campus Dean’s decision, the President’s decision as to the action to be taken shall be followed. If the President disagrees with the Campus Dean’s decision, then the President shall determine the appropriate action to be taken. Such determination shall be based solely on the President’s review of the investigatory file, the written findings of the Sexual Harassment Committee and the written decision of the Campus Dean; the President shall make no independent findings of fact. The President’s decision is final. If the final decision is to discipline the respondent, the applicable contractual provisions shall be followed.

Upon completion of all stages of the Sexual Harassment Complaint Procedure, the original file and all copies will be maintained in the Employee Resources Department for at least the statutorily required time. No copies of the file will be maintained in any other office or department.
Appendix I

CRIME STATISTICS

In preparing the Suffolk County Community College Crime Statistics Summary, located at the end of this report, all reported incidents are reviewed by the Office of Public and Fire Safety. Any incident reports meeting the definition of those crimes that are required to be reported are counted. In addition, the Student Affairs office collects information concerning reported crimes and disciplinary referrals for alcohol, drug and weapons law violations. The report also includes statistics from the Suffolk County; Riverhead Police Department and Southampton Police Departments for reportable crimes on campus and on public property immediately adjacent to the College. A hard copy of the report is available upon request from the Office of Public and Fire Safety located on each campus. In addition, copies are also available to prospective employees at the Office of Human Resources on the Ammerman Campus and for prospective students at the Associate Dean of Student Services offices on each campus. Copies are also available for review on the College Web site at the following Web location:

www.sunysuffolk.edu/safety
<table>
<thead>
<tr>
<th>Crime Categories</th>
<th>(Includes attempts)</th>
<th>ON CAMPUS</th>
<th>PUBLIC PROPERTY</th>
<th>TOTAL CRIME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criminal Homicide</td>
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<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>Murder/Non-Negligent Manslaughter</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
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<td><strong>CRIMINAL OFFENSES</strong></td>
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## CRIME STATISTICS – MICHAEL J. GRANT CAMPUS

Reported in accordance with the Federal Bureau of Investigation’s Uniform Crime reporting procedures and The Jeanne Clery disclosure of Campus Security Policy and Campus Crime Statistics Act.

(Includes All Crimes Reported to the Office of Public Safety, Campus Authorities and SCPD)

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Appendix II – Federal Crime Definitions Federal

The Campus Security Act also delineates what violations need to be reported. The offense definitions are excerpted from the Uniform Crime Reporting Handbook. The definitions of sex offenses are excerpted from the national incident-based reporting edition of the Uniform Crime Reporting Handbook (FBI Uniform Crime Reporting (UCR)/National Incident-Based Reporting System (NIBRS) definitions).

**Hate Crime:** when a person is victimized intentionally because of her/his actual or perceived race, religion, gender, gender identity, sexual orientation, national origin, ethnicity or disability.

**Robbery:** taking or attempting to take anything of value from the care, custody, or control of a person(s) by force or threat of force or violence and/or by putting the victim in fear. Aggravated Assault: an unlawful attack by one person upon another to inflict severe or aggravated bodily injury. This is usually accompanied by the use of a weapon or by means likely to produce great bodily harm or death, although it is not necessary that injury result when a weapon is used.

**Aggravated Assault:** an unlawful attack by one person upon another to inflict severe or aggravated bodily injury. This is usually accompanied by the use of a weapon or by means likely to produce great bodily harm or death, although it is not necessary that injury result when a weapon is used.

**Liquor Law Violations:** violations and attempted violations of laws or ordinances prohibiting manufacturing, selling, transporting, furnishing, or possessing intoxicating liquor including, but not limited to, maintaining unlawful drinking places; furnishing liquor to minor or intoxicated person; and drinking on a common carrier.

**Arson:** willful or malicious burning or attempting to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle, personal property of another, etc.

**Criminal Homicide, Manslaughter by Negligence:** the killing of another person through gross negligence.

**Manslaughter:** the willful killing of one human being by another.

**Burglary:** unlawful entry of a structure to commit a crime including, but not limited to, larceny, arson, sexual assault, criminal mischief, and all attempts to do so.

**Motor Vehicle Theft:** the taking (or attempt) or use of a motor vehicle by persons not having full access.

**Drug Abuse Violations:** violations of state and local laws related to possession, sale, use, growing or manufacturing of narcotic drugs, marijuana, or other controlled substance.

**Weapon Law Violations:** violations of laws or ordinances dealing with weapon offenses, regulatory in nature, such as manufacture, sale or possession of deadly weapons and all attempts to commit any of the aforementioned.

**Sex Offenses (forcible):** any sexual act directed against another person, forcible and/or against that person’s will; or not forcibly against the person’s will where the victim is incapable of giving 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.

**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 (age of consent in NYS is 17) or because of his/her temporary or permanent mental incapacity.

**Sex Offenses (non-forcible):** unlawful, non-forcible sexual intercourse.

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

**Statutory Rape:** Non-forcible sexual intercourse with a person who is under the statutory age of consent (age of consent in NYS is 17).
Appendix III Crime Definitions New York State

The Violence Against Women Act and its proposed regulations require the inclusion of certain New York State definitions in a campus’s Annual Security Report and also require that those definitions be provided in campaigns, orientations, programs and trainings for employees and students. Definitions required include: consent; dating violence; domestic violence; sexual assault; and stalking.

CONSENT: Lack of consent results from: forcible compulsion; or incapacity to consent; or where the offense charged is sexual abuse or forcible touching, any circumstances, in addition to forcible compulsion or incapacity to consent, in which the victim does not expressly or impliedly acquiesce in the actor’s conduct. Where the offense charged is rape in the third degree, a criminal sexual act in the third degree, or forcible compulsion in circumstances under which, at the time of the act of intercourse, oral sexual conduct or anal sexual conduct, the victim clearly expressed that he or she did not consent to engage in such act, and a reasonable person in the actor’s situation would have understood such person’s words and acts as an expression of lack of consent to such act under all the circumstances. A person is incapable of consent when he or she is: less than 17 years old; or mentally disabled; or mentally incapacitated; or physically helpless; or committed to the care and custody of the state department of correctional services, a hospital, the office of children and family services and is in residential care, or the other person is a resident or inpatient of a residential facility operated by the office of mental health, the office for people with development disabilities, or the office of alcoholism and substance abuse services, and the actor is an employee, not married to such person, who knows or reasonably should know that such person is committed to the care and custody of such department or hospital.

CONSENT, ABBREVIATED: Clear, unambiguous, and voluntary agreement between the participating to engage in specific sexual activity.

DATING VIOLENCE: New York State does not specifically define dating violence. However, dating violence would include the crimes listed elsewhere in this document when committed by a person in a social relationship of a romantic or intimate nature with the victim. Dating violence includes, but is not limited to, sexual or physical abuse or threat of abuse. It does not include acts covered under the definition of domestic violence.

DOMESTIC VIOLENCE: An act which would constitute a violation of the penal law, including, but not limited to acts constituting disorderly conduct, harassment, aggravated harassment, sexual misconduct, forcible touching, sexual abuse, stalking, criminal mischief, menacing, reckless endangerment, kidnapping, assault, attempted murder, criminal obstruction or breaching or blood circulation, or strangulation; and such acts have created a substantial risk of physical or emotional harm to a person or a person’s child. Such acts are alleged to have been committed by a family member. The victim can be anyone over the age of sixteen, any married person or any parent accompanied by his or her minor child or children in situations in which such person or such person’s child is a victim of the act.

FAMILY OR HOUSEHOLD MEMBER: Person’s related by consanguinity or affinity; Persons legally married to one another; Person formerly married to one another regardless of whether they still reside in the same household; Persons who have a child in common regardless of whether such persons are married or have lived together at any time; Unrelated persons who are continually or at regular intervals living in the same household or who have in the past continually or at regular intervals lived in the same household; Persons who are not related by consanguinity or affinity and who are or have been in an intimate relationship regardless of whether such persons have lived together at any time. Factors that may be considered in determining whether a relationship is an “intimate relationship” include, but are not limited to: the nature or type of relationship regardless of whether the relationship is sexual in nature; the frequency of interaction between the persons; and the duration of the relationship. Neither a casual acquaintance nor ordinary fraternization between two individuals in business or social contexts shall be deemed to constitute an “intimate relationship”; Any other category of individuals deemed to be a victim of domestic violence as defined by the office of children and family services in regulation.

PARENT: means natural or adoptive parent or any individual lawfully charged with a minor child’s care or custody.

SEXUAL ASSAULT: New York State does not specifically define sexual assault. However, according to the Federal Regulations, sexual assault includes offenses that meet the definitions of rape, fondling, incest, or statutory rape as used in the FBI’s UCR program.

SEX OFFENSES; LACK OF CONSENT: Whether or not specifically stated, it is an element of every offense defined in this article that the sexual act was committed without consent of the victim.

SEXUAL MISCONDUCT: When a person (1) engages in sexual intercourse with another person without such person’s consent; or (2) engages in oral sexual conduct or anal sexual conduct without such person’s consent; or (3) engages in sexual conduct with an animal or a dead human body.

RAPE IN THE THIRD DEGREE: When a person (1) engages in sexual intercourse with another person who is incapable of consent by reason of some factor other than being less than 17 years old; (2) Being 21 years old or more, engages in sexual intercourse with another person less than 17 years old; or (3) engages in sexual intercourse with another person without such person’s consent where such lack of consent is by reason of some factor other than incapacity to consent.

RAPE IN THE SECOND DEGREE: When a person (1) being 18 years old or more, engages in sexual intercourse with another person less than 15 years old; or (2) engages in sexual intercourse with another person who is incapable of consent by reason of being mentally disabled or mentally incapacitated. It is an affirmative defense to the crime of rape in the second degree the defendant was less than four years older than the victim at the time of the act.

RAPE IN THE FIRST DEGREE: When a person engages in sexual intercourse with another person (1) by forcible compulsion; or (2) Who is incapable of consent by reason of being physically helpless; or (3) who is less than 11 years old; or (4) who is less than 13 years old and the actor is 18 years old or more.
AGGRAVATED SEXUAL ABUSE IN THE FIRST DEGREE: When a person subjects another person to sexual contact and when such person is incapable of consent by reason of some factor other than being less than 17 years old; or (2) causing physical injury to such person and such person is incapable of consent by reason of being mentally disabled or mentally incapacitated.

AGGRAVATED SEXUAL ABUSE IN THE SECOND DEGREE: When a person subjects another person to sexual contact and when such person is incapable of consent by reason of being mentally disabled or mentally incapacitated. It is an affirmative defense that the defendant was less than four years older than the victim at the time of the act.

AGGRAVATED SEXUAL ABUSE IN THE THIRD DEGREE: When a person inserts a foreign object in the vagina, urethra, penis, rectum or anus of another person (1) by forcible compulsion; (2) who is incapable of consent by reason of being physically helpless; (3) who is less than 11 years old; or (4) who is less than 13 years old and the actor is 18 years old or more.

AGGRAVATED SEXUAL ABUSE IN THE FOURTH DEGREE: When a person inserts a (1) foreign object in the vagina, urethra, penis or rectum of another person and the other person is incapable of consent by reason of some factor other than being less than 17 years old; or (2) finger in the vagina, urethra, penis, rectum or anus of another person causing physical injury to such person and such person is incapable of consent by reason of some factor other than being less than 17 years old.

AGGRAVATED SEXUAL ABUSE IN THE THIRD DEGREE: When a person inserts a foreign object in the vagina, urethra, penis, rectum or anus of another person (1) by forcible compulsion; (b) when the other person is incapable of consent by reason of being physically helpless; or (c) when the other person is less than 11 years old; or (2) causing physical injury to such person and such person is incapable of consent by reason of being mentally disabled or mentally incapacitated.

AGGRAVATED SEXUAL ABUSE IN THE SECOND DEGREE: When a person subjects another person to sexual contact: (1) By forcible compulsion; or (2) when the other person is incapable of consent by reason of being physically helpless; or (3) when the other person is less than eleven years old; or (4) when the other person is less than thirteen years old and the actor is twenty-one years old or older.

AGGRAVATED SEXUAL ABUSE IN THE FIRST DEGREE: When a person subjects another person to sexual contact: (1) By forcible compulsion; or (2) when the other person is incapable of consent by reason of being physically helpless; or (c) when the other person is incapable of consent by reason of some factor other than being less than 17 years old.

AGGRAVATED SEXUAL ABUSE IN THE SECOND DEGREE: When a person engages in oral or anal sexual conduct with another person (1) and is 18 years or more and the other person is less than 15 years old; or (2) who is incapable of consent by reason of being mentally disabled or mentally incapacitated. It is an affirmative defense that the defendant was less than four years older than the victim at the time of the act.

AGGRAVATED SEXUAL ABUSE IN THE FIRST DEGREE: When a person engages in oral or anal sexual conduct with another person (1) by forcible compulsion; (2) who is incapable of consent by reason of being physically helpless; (3) who is less than 11 years old; or (4) who is less than 13 years old and the actor is 18 years old or more.

AGGRAVATED SEXUAL ABUSE IN THE THIRD DEGREE: When a person subjects another person to sexual contact and when such person is incapable of consent by reason of being physically helpless; or (c) when the other person is incapable of consent by reason of some factor other than being less than 17 years old.

AGGRAVATED SEXUAL ABUSE IN THE SECOND DEGREE: When a person engages in oral or anal sexual conduct with another person (1) by forcible compulsion; (b) when the other person is incapable of consent by reason of being physically helpless; or (c) when the other person is less than 11 years old; or (2) causing physical injury to such person and such person is incapable of consent by reason of being mentally disabled or mentally incapacitated.

INCEST IN THE THIRD DEGREE: A person is guilty of incest
in the third degree when he or she marries or engages in sexual intercourse, oral sexual conduct or anal sexual conduct with a person whom he or she knows to be related to him or her, whether through marriage or not, as an ancestor, descendant, brother or sister of either the whole or the half blood, uncle, aunt, nephew or niece.

INCEST IN THE SECOND DEGREE: A person is guilty of incest in the second degree when he or she commits the crime of rape in the second degree, or criminal sexual act in the second degree, against a person whom he or she knows to be related to him or her, whether through marriage or not, as an ancestor, descendant, brother or sister of either the whole or the half blood, uncle, aunt, nephew or niece.

INCEST IN THE FIRST DEGREE: A person is guilty of incest in the first degree when he or she commits the crime of rape in the first degree, or criminal sexual act in the first degree, against a person whom he or she knows to be related to him or her, whether through marriage or not, as an ancestor, descendant, brother or sister of either the whole or half blood, uncle, aunt, nephew or niece.

STALKING IN THE FOURTH DEGREE: When a person intentionally, and for not legitimate purpose, engages in a course of conduct directed at a specific person, and knows or reasonably should know that such conduct (1) is likely to cause reasonable fear of material harm to the physical health, safety or property of such person, a member of such person's immediate family or a third party with whom such person is acquainted; or (2) causes material harm to the mental or emotional health of such person, where such conduct consists of following, telephoning or initiating communication or contact with such person, a member of such person's immediate family or a third party with whom such person is acquainted, and the actor was previously clearly informed to cease that conduct; or (3) is likely to cause such person to reasonably fear that his or her employment, business or career is threatened, where such conduct consists of appearing, telephoning or initiating communication or contact at such person's place of employment or business, and the actor was previously clearly informed to cease that conduct.

STALKING IN THE THIRD DEGREE: When a person (1) commits the crime of stalking in the fourth degree against any person in three or more separate transactions, for which the actor has not been previously convicted; or (2) commits the crime of stalking in the fourth degree against any person, and has previously been convicted, within the preceding five years, of a specified predicate crime, and the victim of such specified predicate crime is the victim, or an immediate family member of the victim, of the present offense; or (3) commits the crime of stalking in the fourth degree and has previously been convicted of stalking in the third degree; or (4) being 21 years of age or older, repeatedly follows a person under the age of fourteen or engages in a course of conduct or repeatedly commits acts over a period of time intentionally placing or attempting to place such person who is under the age of fourteen in reasonable fear of physical injury, serious physical injury or death; or (5) commits the crime of stalking in the third degree, against ten or more persons, in ten or more separate transactions, for which the actor has not been previously convicted.

STALKING IN THE SECOND DEGREE: When a person: (1) commits the crime of stalking in the third degree and in the course and furtherance of the commission of such offense: displays, or possesses and threatens the use of, a firearm, pistol, revolver, rifle, sword, billy, blackjack, bludgeon, plastic knuckles, metal knuckles, chuka stick, sand bag, sandclub, sligshot, slungshot, shirken, “Kung Fu Star,” dagger, dangerous knife, dirk, razor, stiletto, imitation pistol, dangerous instrument, deadly instrument or deadly weapons; or (b) displays what appears to be a pistol, revolver, rifle, shotgun, machine gun or other firearm; or (2) commits the crime of stalking in the third against any person, and has previously been convicted, within the preceding five years, of a specified predicate crime, and the victim of such specified predicate crime is the victim, or an immediate family member of the victim, of the present offense; or (3) commits the crime of stalking in the fourth degree and has previously been convicted of stalking in the third degree; or (4) being 21 years of age or older, repeatedly follows a person under the age of fourteen or engages in a course of conduct or repeatedly commits acts over a period of time intentionally placing or attempting to place such person who is under the age of fourteen in reasonable fear of physical injury, serious physical injury or death; or (5) commits the crime of stalking in the third degree, against ten or more persons, in ten or more separate transactions, for which the actor has not been previously convicted.

STALKING IN THE FIRST DEGREE: When a person commits the crime of stalking in the third degree or stalking in the second degree and, in the course and furtherance thereof, he or she intentionally or recklessly causes physical injury to the victim of such crime.