



CONCORD
UNIVERSITY

SAFETY & SECURITY REPORT 2026



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2026 Annual Security and Fire Safety Report

Includes Statistics from 2023, 2024, 2025

Messages from Administration

Message from the President

Campus safety is one of my top priorities, as nothing is more important than ensuring that our students, faculty, staff, and visitors feel secure and supported while they are here at Concord University. A safe campus creates the foundation for a vibrant learning environment, where students can focus fully on their studies, engage deeply in transformational experiences, and prepare to live out our mission to Come to Learn, Go to Serve. I am deeply appreciative of the dedication and hard work of our safety personnel, faculty, staff, and students who contribute each day to fostering a secure and welcoming community. Your vigilance, care, and dedication make a tremendous difference, and together we are building the kind of environment where Concord students can truly thrive.

- Dr. Bethany Meighen, President



Message from the Dean of Students

At Concord University, we are committed to the safety and well-being of our students. As the Dean of Students, I am proud to share that the Student Affairs Team is dedicated to fostering an environment where students can both live and learn securely. We recognize that a safe campus is essential to academic success, personal growth, and community engagement.

To uphold this commitment, our staff undergoes extensive training to respond effectively to a wide range of emergencies. More importantly, we emphasize proactive strategies designed to anticipate and address potential concerns before they arise. This approach reflects our dedication not only to preparedness but also to prevention, ensuring that our students have the support, resources, and environment they need to thrive.

We work closely with Concord University Police and other campus partners to ensure that our community remains a safe and supportive place to study, grow, and succeed. Together, we strive to foster a culture of safety and care that empowers our students to focus on what matters most, their education and personal development.

-Anna Hardy, Chief Student Affairs Officer & Dean of Students



Message from the Chief of Police

Concord University has always given the highest priority to the safety and security of our students and other community members. This tradition continues with the on-going support of well-qualified personnel from various departments throughout our campus. We hope that the information in this brochure will be beneficial to you in helping us continue to provide a safe and secure environment for all who use the Concord campus.

- Mark Stella, Chief of Police and Director of Public Safety



Message from the Chief Risk Management Officer & Title IX Coordinator

At Concord University, the safety and security of our community are at the heart of everything we do. We want every student, employee, visitor, and community member to feel welcomed, valued, and supported. When concerns are raised, our office is committed to responding promptly, treating all parties with fairness and respect, and ensuring that every report is handled with care. By working together and looking out for one another, we can continue to foster a campus environment built on trust, accountability, and mutual respect.

Likewise, caring for the well-being of our community is our top priority. We are dedicated to creating a safe, secure, and welcoming environment where students, employees, visitors, and community members can thrive. Risk management is more than policies and procedures - - it's about working together to prevent harm, respond effectively when challenges arise, and support one another in maintaining a strong and resilient campus. Your awareness, participation, and commitment to safety play a vital role in helping us protect and strengthen our community.

- Chelsey M. Rowe, JD, Chief Risk Management Officer & Title IX Coordinator



Annual Security Report

What is The Clery Act?

This report is prepared in compliance with The Jeanne Clery Campus Safety Act ("The Clery Act").

The *Clery Act*, found in section 485(f) of the *Higher Education Act* of 1965, as amended (*HEA*), requires Institutions of Higher Education (IHEs) that participate in the *Title IV HEA* federal student financial assistance programs to disclose campus crime statistics and security information. The implementing regulations for the *Clery Act* are found in 34 C.F.R. Sections 668.14(c)(2)(i), 41(e), 46, and 49. In March 2013, the *Clery Act* was amended by the *Violence Against Women Reauthorization Act of 2013 (VAWA)*. *VAWA* expanded the scope of the Act and requires IHEs to take additional steps to provide information to students and employees.

On December 23, 2024, the Stop Campus Hazing Act (SCHA) was passed and enacted by the U.S. Congress. Once enacted, the SCHA had two outcomes: (i) the act requires institutions of higher education (IHEs) that participate in federal student aid programs to report hazing incidents, inter alia, and (ii) it renamed the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act as the Jeanne Clery Campus Safety Act.

In addition, IHEs must include in their annual security report, a statement of policy regarding the institution's emergency response and evacuation procedures. This requirement complements and supports the importance of clearly delineating the responsibilities of individuals involved during an emergency response, the need to develop and implement notification and communication strategies to share information with the campus community, the imperative of testing and practicing a higher ed EOP, and the importance of keeping the community informed of current policies and procedures.

Preparation of the Annual Security Report

This report is prepared by the Office of Public Safety in conjunction with the Chief Risk Management Officer, using information maintained by other University Offices such as the Office of Student Affairs, Housing and Residence Life, Title IX, the Physical Plant, and other campus resources along with information provided by the Athens Police Department, Athens Volunteer Fire Department, and other local agencies. Each of these offices or entities provides up to date crime and/or fire safety related information for reporting purposes.

This report provides statistics for the past three years (2023, 2024, 2025) concerning reported crimes that occurred on the Concord University campus, on public property within or immediately adjacent to the campus, and in or on non-campus buildings or property that the University owns or controls. The Concord University Police Department's patrol zone encompasses all of our Clery geography but also intersects with the Athens Police Department patrol zone located on Vermillion Street at the campus entrance, along East Broadway Street along the backside of campus, and Beckett Hill Road that runs behind Callaghan Stadium.

This report also includes additional information related to campus security, including sexual assault policies, alcohol and drug policies, and student conduct policies.

Concord University ("Concord" or "CU") distributes a notice of the availability of this Annual Report by October 1st of each year to every member of the campus community. Anyone, including prospective students and employees, may obtain a copy of this report by visiting the University website at <https://www.concord.edu/student-life/office-of-public-safety/right-to-know> or emailing cupd@concord.edu. You can also call the Office of Public Safety's non-emergency number at (304) 384-5357.

Equal Employment Opportunity

Concord University provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation) national origin, age (40 or older), disability or genetic information (family history) and also military or veteran status, marital status, citizenship, and protected activity (i.e., opposition to prohibited discrimination or participation in the complaint process) or other status explicitly defined as protected under applicable state and federal law.

Pursuant to the Concord University Board of Governors Policy CU-HR-47, Equal employment opportunity applies to all terms and conditions of employment, including hiring, placement, workplace accommodations for religious beliefs or disability, promotion, termination, layoff, transfer, leave of absence, compensation, and training.

The University expressly prohibits any form of unlawful employee harassment or discrimination based on any of the characteristics mentioned above. Improper interference with the ability of other employees to perform their expected job duties will not be tolerated.



Any employees with questions or concerns about equal employment opportunities at Concord are encouraged to bring these issues to the attention of the Office of Human Resources, or if sex-based questions or concerns, to the Title IX Coordinator.

The University will not permit any form of retaliation against individuals who raise issues of equal employment opportunity. If an employee feels he or she has been subjected to any such retaliation, he or she should bring it to the attention the Office of Human Resources or if sex related retaliation, to the Title IX Coordinator.

Retaliation means adverse conduct taken because an individual reported an actual or perceived violation of EEO or Nondiscrimination and Anti-Harassment policy, opposed practices prohibited by this policy, or participated in the reporting and investigation process described below. "Adverse conduct" includes but is not limited to:

- (1) shunning and avoiding an individual who reports harassment, discrimination or retaliation;
- (2) express or implied threats or intimidation intended to prevent an individual from reporting harassment, discrimination or retaliation; or

- (3) denying employment benefits because an applicant or employee reported harassment, discrimination or retaliation or participated in the reporting and investigation process.

University employees engaging in any form of illegal discrimination or harassment shall be subject to disciplinary action, up to and including termination.

The Chief Human Resources Officer (or designee) is the Equal Opportunity Officer is responsible for coordinating and overseeing all equal opportunity and affirmative action related matters.

If an employee believes that the University has failed to properly follow its equal opportunity / affirmative action policy or that discrimination has occurred, the employee is requested to present the complaint to the Office of Human Resources, which shall complete an investigation of the complaint in a timely manner and render a report, typically within 20 working days, after completing the investigation.

The employee may also file a grievance regarding the issue, which will be processed through the grievance procedures established by the [West Virginia Public Employees Grievance Board](#).

Job Accommodations

Americans with Disabilities Act (ADA) and Reasonable Accommodation

To ensure equal employment opportunities to qualified individuals with a disability, Concord University will make reasonable accommodations for the known disability of an otherwise qualified individual, unless undue hardship on the operation of the institution would result.

Reasonable accommodations are modifications or adjustments to a job, the work environment, or the way things usually are done that enables a qualified individual with a disability to enjoy an equal employment opportunity. An equal employment opportunity means an opportunity to attain the same level of performance or to enjoy equal benefits and privileges of employment as are available to an average similarly situated employee without a disability.

The American Disabilities Act (ADA) requires employers to make reasonable accommodations in three aspects of employment:

1. to ensure equal opportunity in the application process,

2. to enable a qualified individual with a disability to perform the essential functions of a job, and
3. to enable an employee with a disability to enjoy equal benefits and privileges of employment.

Examples of reasonable accommodations include making existing facilities accessible; job restructuring; part-time or modified work schedules; acquiring or modifying equipment; changing tests, training materials, or policies; providing qualified readers or interpreters; and reassignment to a vacant position.

If you believe that you have a need for a job accommodation, please contact the Office of Human Resources.

Title IX Program

The Office of Student Affairs is responsible for overseeing and administering CU's Title IX Program. Title IX of the Education Amendments of 1972 is a federal law that protects students, employees, and third parties (such as vendors, parents, etc.) from sex discrimination.

Complainants are strongly encouraged to promptly report any incidents of sexual harassment, sexual assault, or other forms of sex or gender-based discrimination to the Title IX Coordinator so that the University may take appropriate action. Concord University is committed to providing a safe and equitable educational environment and will implement timely remedies designed to stop prohibited conduct, prevent its recurrence, and address its effects. Once a formal complaint is submitted in writing, the University initiates its grievance process, which includes a fair and impartial investigation conducted by trained officials. CU strives to complete investigations within a reasonable timeframe while ensuring due process for both parties. Throughout the process, both the complainant and respondent are entitled to the presence of an advisor of their choice, access to relevant information, and equal opportunity to present evidence and witnesses. At the conclusion of the investigation and hearing, both parties will be notified simultaneously and in writing of the findings and any sanctions imposed. Possible outcomes for a respondent found responsible for a Title IX violation may include suspension, expulsion, or other appropriate disciplinary measures. Complainants may also withdraw their complaint at any point prior to the hearing by notifying the Title IX Coordinator in writing. The parties may also utilize the informal resolution process so long as both parties voluntarily elect to do so. Supportive measures are offered to both parties throughout the resolution process. Please note: the campus reserves the right to do an emergency removal of a student if the student poses an immediate threat to the safety or welfare of another student or the campus at large.

Upon a finding of a Title IX violation by an employee, that employee may be subject to termination, suspension, or other disciplinary action. Upon a finding of a Title IX violation by a third party, the university may immediately terminate any contractual relationship, access to the campus, and relationship with the third party. All of these actions for students, third parties, and employees are in addition to notifying university police for a criminal investigation if there is a violation of West Virginia law.

To the extent possible, the University will keep the complaint and investigation private. Retaliation, or engaging in an adverse action against a person who has filed a Title IX complaint or participated in the resolution process, is strictly prohibited. Any individual within the university community who engages in retaliation shall be subject to disciplinary action.

Any victims of sexual assault or sexual harassment should contact the Concord University Police Department to report the incident. If you are in immediate danger or your safety is at risk, dial 911. Local dispatch will route the call to our officers who work 24/7. Anyone calling 911 while on campus should provide the 911 Dispatcher with the following information to help our officers address the situation expeditiously: building you are located in, floor of building, room number, outdoor location such as between two buildings or in a parking lot, other information to describe the surroundings. Victims of sexual discrimination, harassment, and/or assault may also contact the Title IX Coordinator, Chelsey M. Rowe, by phone at (304) 384-5175 or by email at cmrowe@concord.edu or Deputy Title IX Coordinator, Dr. Andrea Sullivan, by phone at (304) 384-5195 or by email at asullivan@concord.edu. Ms. Rowe is located in Marsh Hall (Administration Building), 3rd Floor, Room 324. Dr. Sullivan is located in the Upward Bound House (a/k/a Marsh House) across from campus on First Avenue. The Title IX webpage can be found at: <https://www.concord.edu/student-life/title-ix>.

You may also contact the Office of Civil Rights by calling 1 (800) 421-3481 or by visiting the OCR website which provides instructions for how to file a complaint at

<https://www.ed.gov/about/ed-offices/ocr/know-your-rights?src=ft.tml>.

Professional Counseling services are offered, at no cost or need for insurance, to students through the University's Counseling Center, located on the 3rd floor of the Jean & Jerry Beasley Student Center. It is open Monday through Friday from 8:00 AM to 4:00 PM. To make an appointment, students can call (304) 384-5290 or email Counseling@concord.edu. External services and resources are available through a number of different mediums, all of which can be found on the webpage: <https://www.concord.edu/student-life/student-health-wellness/counseling-center>.

ULifeline is offered through the Counseling Center; ULifeline has many resources to assist students who may be struggling, including a self-evaluation tool, a 24-hour Hotline, Lifeline Chat, Crisis Text Line, Veterans Crisis Line, and more. 24-Hour Toll-Free Hotline 1-800-273-8255; or text Start to 741-741.



REPORTING CRIMES & OTHER EMERGENCIES

Concord University provides multiple avenues for faculty, staff, students, volunteers, campus community members, and visitors to report crimes, serious incidents, and other emergencies to the appropriate Concord University officials. Regardless of the method or location of the report, it is essential to promptly notify the University Police at (304) 384-5357, the non-emergency number. For all emergencies, please dial 911. Dispatch will promptly contact our 24/7 law enforcement officers. Timely reporting helps ensure the safety of the entire Concord community by enabling effective investigations, appropriate follow-up actions, and the issuance of crime alerts or emergency notifications when necessary.

Voluntary & Confidential Reporting

When crimes or serious incidents go unreported, the University's ability to protect the community and prevent future harm is significantly reduced. Prompt reporting to University Police allows for timely investigations, the identification of potential threats, and the implementation of measures that help safeguard others from becoming victims.

While the University does not have procedures for voluntary, anonymous reporting, should such a report come to the attention of a University official, the University will do its best to ascertain the legitimacy of the report. However, such reports often limit our

ability to gather critical details, follow up effectively, and provide direct assistance to those affected. For this reason, the campus community members are strongly encouraged to report incidents directly to University Police and to actively participate in crime prevention efforts as designated by the institution. The safety and security of the University community depends on the collective responsibility of all members to engage in these initiatives.

Confidential & Responsible Employees

In compliance with Federal requirements, the University must designate “responsible employees” or those who are mandated to report to the Title IX Coordinator or a University Official regarding sexual discrimination, harassment, and assault. As such the University designates that all employees (except those designated as *confidential employees*) must report known or suspected instances of sexual discrimination, harassment, and assault to the Title IX Coordinator.

Confidential Employees acting within the scope of their licensure are not required to report crimes for inclusion in this report. They are not required to report to the Title IX Coordinator or Police Department unless a student is threatening to harm someone or harm themselves.

Professional and Pastoral counselors acting within the scope of their professional license are not considered Campus Security Authorities (CSAs) and are not required to report crimes for inclusion in this report. However, they are encouraged to share information about the various resource, support, and reporting options on campus and within the local community.

The University does not have procedures that encourage pastoral and professional counselors, at their discretion, to inform those they counsel to report crimes on a voluntary, confidential manner for the purposes of collecting crime statistics. As previously disclosed, the University does not have procedures for voluntary, confidential reporting.

Reporting to University Police

We encourage all members of the Concord campus community to report all crimes and other emergencies to University Police in a timely manner. For emergencies, you may contact the University Police by dialing 911 that connects the caller to the Mercer County Dispatch Center. They will dispatch the appropriate officer to your location. University Police are available 24 hours a day, 7 days a week, year-round. For non-emergencies, members of the campus community should dial (304) 384-5357 for assistance. The Concord University Police Department, also known as the “Office of Public Safety,” is located on the Rahall Technology Center on East Broadway Street. Though there are many

resources available, University Police should be notified of any crime, whether or not an investigation continues, to assure the University can address any and all security concerns and inform the community if there is a significant threat to the University and / or local community.

Reporting to Other Campus Security Authorities

The University recognizes that some community members may prefer to report to other individuals or University Officials. The Clery Act recognizes certain University officials and offices as "Campus Security Authorities (CSA)."

The Act defines these individuals as an "official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution."

The Campus Security Authorities are as follows:

- **Student Conduct Officer:** Anna Hardy, Dean of Students & Chief Student Affairs Officer
- **Housing Fire Safety Officer:** Khalilah Workfield, Director of Residence Life
- **Title IX Coordinator:** Chelsey Rowe, Chief Risk Management Officer
- **Safety & Security:** Chief Mark Stella, Director of the Office of Public Safety

The University does not have any off-campus locations of student organizations officially recognized by the University. Therefore, the institution does not have a method for monitoring and recording, through local police, criminal activity by students at said locations. The University does have a sorority with an owned building (not a residential building) that sits directly adjacent to campus property. The Campus Police have jurisdiction to address matters reported at this location as well as the local Athens Police Department.

CONCORD UNIVERSITY POLICE DEPARTMENT

Staffing, Role, Authority, & Training

Concord University Police Officers protect and serve the University 365 days a year on a 24-hour basis. The Police department is comprised of:

- **6 sworn Law Enforcement Officers**

- 1 Administrative Assistant
- 2 Campus Security Officers

Concord University police officers receive training at the West Virginia State Police Academy or equivalent venue. Additional education occurs through ongoing in-service and specialized training programs, including the ability to obtain undergraduate or graduate level degrees. Our university police and security personnel are carefully selected, well trained, and committed to working with the Concord University community to provide a safe environment.

The Concord University Public Safety Department receives its authority pursuant to W. Va. Code § 18B-4-5. All campus police officers have and may exercise, all powers and authority; and shall be subject to all the requirements and responsibilities of a law enforcement officer within the state of West Virginia. Concord University police officers are authorized to make arrests for criminal offenses in or upon lands or structures owned, used, or occupied by the institution, or in places where University business is conducted. This authority extends beyond the confines of the campus as determined by local special police status or deputy sheriffs' authority or by previous court decisions (mutual aid).

The Concord University Police Department serves the campus and has authority to address instances taking place on streets, roadways, and buildings immediately adjacent to campus property. This is known as mutual aid through understandings with the Mercer County Sheriff's Office and the local Athens Police Department.

SECURITY OF AND ACCESS TO UNIVERSITY FACILITIES

Although Concord University is a public campus that allows public access to certain buildings and events, this presents unique challenges in maintaining safety and security. There are general rules in place meant to prevent unauthorized access to university buildings and property.

The University's Administrative Offices inside and across multiple buildings are open Monday through Friday from 8:00 AM to 4:00 PM and typically close promptly at 4:00 PM. Buildings that contain academic spaces are opened earlier and are closed later, depending on the need of the building due to night classes or early morning events. Access to individual classrooms is handled on a pre-scheduled basis, then a first come first service basis. Many activities and events are held in University facilities across campus and are open to the public. Other facilities such as the bookstore, library, and fitness center are likewise open to the public. Only those who have demonstrated a need are issued keys to a particular building or office.



Special Considerations for Residence Hall Access

Only Concord students and their invited guests are allowed in the living areas of the residence halls. All others are considered intruders, and residents are urged to report their presence to the Public Safety Office, on duty RA or RD, or on-duty security officer immediately. It is the resident's responsibility to ensure their guest is familiar with University rules and policies. Guests are not permitted to have access keys and must be escorted throughout the residence halls at all times. There is one male-only dorm, one female-only dorm, and one dorm that is segmented by floors specific to male and female.

Each Residence Hall Main Desk is open from 5:30 PM to 12:00 AM and is located in the main entry point of each building. The Office of Housing and Residence Life is open from Monday through Friday, 8:00 AM to 4:00 PM, and is located in the Student Center, 2nd floor, Room 201. Security Officers are on duty, from 12:00 AM to 8:00 AM, 7 days a week. While on duty, the Security Officers will walk around the interior and exterior of the buildings to ensure doors are locked and surveillance is consistent and continuous. If the Security Officer is unable to leave his desk, he is able to monitor all common areas through a security monitoring system.

The Residence halls are locked from midnight to 6:00 AM every day, exceptions made for move in days annually. If coming in the building after midnight, the student must show

their student ID for verification. If a student has an overnight guest, the guest must be checked in before midnight and will not be permitted entry if not previously signed in.

During the summer months and winter break period, the residential buildings not in use are locked 24/7, while the buildings in use follow the pre-described operating hours depending on the type of group using the facility. Guests are issued a key code for exterior entry depending on the building used.



Residence Life Staff, including one Director of Housing and Residence Life and 3 Resident Directors, who cover the entire campus and multiple RAs working in each building, are on duty and available from 4:00 pm to 8:00 am daily. The RA on duty can be found at the front desk of his or her residence hall from 5:30 pm-12:00 am each night. RD duty responsibilities include coordination and support for the RA staff. This is done, in part, by completing nightly campus-wide walking tours. The RA on duty is available to answer questions, maintain building safety, and oversee other services. To ensure student safety, the RA on duty also makes specific building rounds in the residence hall and is required to sleep/remain in the facility throughout the night in case of any emergency. All Residence Life Staff members who are on duty remain in direct communication with Public Safety personnel via their non-emergency number or be calling 911 in the event of an emergency as dispatch will connect with the Campus Law Enforcement.

Resident Hall Staff Members are responsible for checking and securing doors, when needed. Most resident hall exterior doors are equipped with locks and with crash bars to ensure a quick emergency exit. All dorm rooms are equipped with individualized locks. Student are encouraged to lock their doors and windows for security purposes.

Security Considerations in the Maintenance of Campus Facilities

Concord University is committed to campus safety and security in all aspects of campus life, including maintenance. The upkeep of university buildings and property falls to the Director of Facilities and the Physical Plant along with the Office of Housing and Residence Life.

The Concord University Office of Public Safety, in cooperation with Physical Plant employees and Housing and Residence Life staff, conduct frequent security surveys, lighting surveys, and inspections of electronic security systems in an ongoing effort to examine the need for modification and to elevate the level of campus protection. Channels of internal communications exist to facilitate the repair or improvement of security systems on campus. Members of the physical plant recognize the importance of responding promptly to requests that involve safety and/or security issues.

The Physical Plant ensures that all lights in the parking lots and across campus are illuminated for safe travel, all sidewalks are free of debris, and all parking lots are safety to traverse both during the day and during the night. Snow removal crews work diligently during the winter to ensure all walkways, roads, parking lots, and locations of ingress/egress are free and clear of snow and ice.

All motor vehicles belonging to or operated by faculty, full-time or part-time students, or staff, parked on the campus of Concord University AT ANY TIME, must be registered with the University Police. Registration normally will be accomplished at the beginning of each academic year on regular registration days and/or during the first three days of classes. All third-party contractors working for the University must also work to facilitate vehicle registration and parking passes for all their employees.

Designated Campus Maps are distributed across campus and available on the website.

TIMELY WARNINGS

In an effort to provide timely notice to the campus community in the event of a Clery Act crime that may pose a serious or ongoing threat to members of the community, the University issues a "CU Alert." The University Police will generally issue CU Alerts for the following crimes: arson; aggravated assault; criminal homicide; robbery; burglary; sexual assaults; and hate crimes. Other University officials, including the Chief Risk Management Officer or Office of the President, may issues CU Alerts for campus closures, inclement weather alerts, and other safety related alerts as needed.

Police will post these warnings through a variety of ways, including but not limited to e-mails, alert system, local news media (including radio and TV), and webpage banners along the main Website page: www.concord.edu. The University also has the ability to

send text message alerts to individuals who register their cell phone numbers into the Omnilert System. Text messaging can be a very effective way to send important information to the campus community. All students, faculty, and staff are automatically enrolled for email alerts. You may configure voice and/or SMS alerts as additional alert mechanisms. [Visit www.concord.edu/cualerts to configure your alert preferences.](http://www.concord.edu/cualerts) To register for text or voice alerts or personalize your alert options, please go to the website > Student Life > Office of Public Safety > Alert Systems.

By registering your mobile phone number, you will receive an CU ALERT text message when you need to be notified of a campus emergency, serious incident, or closure/delayed opening. Community members are encouraged to check the Concord University homepage for updates regarding serious events that affect campus.

The purpose of a CU Alert is to notify the campus community of a serious incident and to provide information that may enable community members to protect themselves from similar incidents. The University will issue CU Alerts regarding criminal activity whenever the following criteria are met: 1) a crime is committed; 2) the perpetrator has not been apprehended; and 3) there is a substantial risk to the physical safety of other members of the campus community because of this crime. Such crimes include, but are not limited to: Clery Act crimes that are reported to any campus security authority or the local police; or the University determines that the incident represents an on-going threat to the campus community.

Additionally, the University Police may, in some circumstances, issue CU Alerts when there is a pattern of crimes against persons or property. At CU, the Chief of University Police will determine, in consultation with other University offices, if an CU Alert is required. For incidents involving off-campus crimes, the University may issue an CU Alert if the crime occurred in a location used and frequented by the University population.

EMERGENCY NOTIFICATION POLICY

Significant Emergency or Dangerous Situation

The President of the University, in conjunction with local or state public safety officials, has the authority to comply with emergency situations and close the institution. Such a declaration will be transmitted to the Chancellor or to the Executive Vice Chancellor for Administration of the West Virginia Higher Education Policy Commission (WV HEPC). The President, working with public safety officials, will determine when the emergency condition no longer exists. The President will consult with any of the following University officials to determine the validity of and appropriate response to an emergency situation depending on the nature of the matter: Chief of Police, and or all Cabinet Members, Chief Risk Management Officer, Director of Facilities, any or all of the College Deans, the

Executive Director of the Concord University Research and Development Corporation, the Director of the Child Development Center, and the Board of Governors Chair.

Depending on the nature of the matter, the University will put out a timely warning to all of campus or certain groups on or off campus, including but not limited to students, employees, visitors, community members, volunteers, third party vendors or contractors, local agencies, local superintendents, local primary and secondary schools, local news and radio stations, or parents. The University will, without delay and taking into account the safety of the community, determine the content of the notification and initiation the notification system. Depending on the nature of the notification (i.e., text, email, website notice, news station, scrolling banner, etc.), the institution will determine the most appropriate way to explain the situation and provide additional guidance as necessary. Once it is determined that a notification must be disseminated, this will be initiated through either the Police Department, the President's Office, the Student Affairs Office, the Information Technology Office, or the Chief Risk Management Officer.



Methods of Disseminating an Emergency Notification

Text Messaging - Concord University Faculty, Staff, and Students may sign up via: <https://www.concord.edu/cualerts> to receive emergency notifications through text message.

E-mail - An email will be sent out to all Concord University email accounts. You can also sign up for an off-campus email via: <https://www.concord.edu/cualerts>.

Concord Home Page - The home page (<https://www.concord.edu>) is updated immediately as information is available.

Residence Life - University Residences have procedures for alerting people in individual halls via their resident assistants, phones, and signage.

Local Media - The University works with the news media, radio, TV, newspapers, and Internet to help spread the word.

The University Provides, at all times, an Emergency Procedures Quick Reference Guide & Outline pdf's to all students, employees, visitors, and community members through its Office of Public Safety webpage at <https://www.concord.edu/student-life/office-of-public-safety>. This information includes emergency response and evacuation procedures.

Emergency Drills, Testing, and Evacuation Procedures.

The Office of Housing and Residence Life ensures that regular fire drills are done periodically throughout the year both announced and unannounced. Records are maintained by the Student Affairs Office and provided for review each year in compliance with the ASR and annual fire code inspections. Fire Drills are also performed annually for all children at the Child Development Center and in all buildings across campus on an annual basis. Records for these drills are maintained by the Child Development Center and the Director of Facilities for the University. Records include a description of the drill, location, date, time, and whether it was announced or unannounced.

Fire Safety and Evacuation Procedures

The Office of Housing and Residence Life provides the following information for residential students: <https://www.concord.edu/student-life/residence-housing/policies-procedures>.

The following procedures have been developed for the health, safety, and welfare of persons residing in Concord University residence halls. Persons residing in the residence halls are required to observe these procedures and completely cooperate with staff and other personnel during all evacuation conditions. Failure to comply with any of the following procedures may result in disciplinary action.

1. It is illegal to tamper with fire hoses, fire extinguishers, standpipe, sprinkler heads, or fire alarms.
2. It is illegal to block, wedge, or otherwise prevent any fire door from closing.
3. When fire and emergency alarms sound, all persons will immediately proceed to the nearest exit in a quiet and orderly fashion.

4. If the nearest exit is blocked, proceed to an alternate exit.
5. Close all doors as you leave.
6. Upon exiting the facility, move away from the evacuated building.
7. Listen for directions.
8. Report observance of any fire or people who could be in danger to those individuals in charge.
9. Do not re-enter the building until instructed by staff to do so; silencing of the alarm is not a signal to re-enter.
10. Re-enter through the main entrance only.
11. Elevators are not to be used as a means of exiting a residence hall during an evacuation

NOTE: Upon moving into a residence hall, each person is responsible for identifying the locations of various evacuation exits available in case an emergency should occur. When the alarm sounds, assume an emergency exists and vacate the premises immediately to reduce the possibility of being trapped. The sounding of the fire alarm is the only warning that you will receive for a possible emergency.

What you will need to do when you smell smoke:

WHERE THERE IS ANY AMOUNT OF SMOKE, immediately activate the alarm system and evacuate the building.

1. Keep in mind the following guidelines when regular fire procedures are being followed:
 - Heat and most toxic gases rise. Therefore, you should crouch or crawl to avoid the most dangerous atmosphere.
 - Take short breaths, breathing through your nose only.
 - If trapped, placing any room with a closed door between you and the fire/smoke may offer refuge. Wait at a window for rescue. Open the window or break it out when breathing becomes difficult.
2. **NEVER OPEN A HOT DOOR—SMOKE CAN BE FATAL.**

- If there is enough heat in the hall to penetrate the wood panels, there is more than enough to kill you before you get to the head of the stairs or exit the door. This is what you should do:
 - Place the back of your hand on the door panel above your head. If there is heat, **DO NOT OPEN THE DOOR!** The hallway is already filled with deadly heated gases.
 - If you cannot escape through a window, then **REMAIN IN THE ROOM** with the door closed. Wait at the window for rescue. Shout for help.
- If the door does not feel hot you may open it slightly provided caution is used:
 - Brace the door with your hip or foot.
 - Place your hand across the opening to determine the temperature of the air.
 - If the air is hot, or if there is pressure against the door, **CLOSE IT HARD.** It is already too late to exit.
 - If the hallway appears safe, use a planned exit, and loudly arouse other occupants as you leave.

Fire Risks / Smoking in Buildings

Combustible materials are strictly prohibited in all residence halls. This includes, but is not limited to, items enumerated under the heading of Items You Are Required To Leave At Home. Confiscation and disposal of such items shall be permanent. Disabling smoke detectors, or any fire safety equipment, by removing batteries or covering the detector with any material, is a violation of federal fire safety code and strictly prohibited. Fines/fees shall be determined by either the State Fire Marshal or the Director of Housing and Residence Life.

Concord University is a tobacco free campus. The use of all tobacco products (Smokeless tobacco, smoking, and vaping) is prohibited in residence halls and on campus. Residents are required to observe this policy at all times. ***When a fire alarm is sounded, all students are required by law to vacate the building.***

EDUCATION & PROGRAMS FOR THE PREVENTION OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, OR STALKING

Sexual Assault Response Team (S.A.R.T.)

S.A.R.T. – A coordinated team of people who serve victims of sexual assault.

Any Concord University Community member who is seeking help with a current or past sexual assault should contact any member of our team with whom you feel comfortable. In all cases, the sooner the better. Contact information of all members is provided on the webpage at <https://www.concord.edu/student-life/office-of-public-safety/sexual-assault-response-team-s-a-r-t>.



Maizy Talbert, Chair

If you have been a victim of Sexual Assault, on campus or off campus, please contact your local police department, hospital, or S.A.R.T. member.

Each year the Sexual Assault Response Team (S.A.R.T.) partners with a local agency to sponsor sexual assault prevention and awareness education programs and activities for Sexual Assault Awareness Month in April. Organizations across campus also volunteer to host events for students and employees to raise awareness and educate the campus community.

Programs and Activities include:

- **Paint It Teal Day** - Paint one or more of your nail's teal - show support for survivors and victims of sexual assault - Student Center - State Room. Individuals who donated or supported the event received a t-shirt that was later worn in unison to show support for the cause.
- CU S.A.R.T. partnered with the Family Refuge Center to facilitate a **Sexual Assault Awareness Presentation** for students and employees in the State Room.
- **Stalking Awareness Programs** are facilitated by the University and provided through the Family Refuge Center.
- **No means No-vember Bingo** for students and employees to raise awareness about consent.
- The University scheduled multiple local agencies to come and set up information tables across campus throughout the year, including the Family Refuge Center and local women's shelter.

PROCEDURES TO FOLLOW IF A CRIME OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, OR STALKING HAVE OCCURRED

Sexual & Gender Violence Annual Security Report Policy

Intro

Concord University is committed to ensuring a safe learning and working environment. In compliance with federal requirements, the University has adopted policies and procedures to prevent and respond to incidents of sexual violence, including sexual assault, domestic violence, dating violence, and stalking. These policies apply to all faculty, staff, students, vendors/contractors, volunteers, and visitors.

Reporting an Incident

If any member of the campus community or visitor has been the victim of sexual violence, they should immediately report it to the Concord University Police Department, located in the Rahall Technology Center on East Broadway Street, at (304) 384-5357. In the event of an emergency or ongoing threat, if possible, get to a safe location and dial 911. Inform dispatch of your location on campus, including the building, floor, room, nearby offices, etc., to assist the CUPD in responding quicker. Athens Police Department is located at 202 S. State St., Athens, WV and can be contacted at (304) 384-3525; this number is not monitored 24/7. Princeton Police Department is located at 100 Courthouse Rd., Princeton, WV and can be contacted at (304) 487-5000. Mercer County Sheriff's Office is located at 1501 W. Main Street, Princeton, WV and can be contacted at (304) 487-8364. In the event of an emergency, dial 911.

Students and employees may also report to Chelsey M. Rowe, the Title IX Coordinator, located in Marsh Hall, Room 324, and at (304) 384-5175 or titleix@concord.edu. Students may also report to the Student Affairs Office, located in the Jean & Jerry Beasley Student Center in Room 201, and at (304) 384-5231 or studentaffairs@concord.edu. Concord University officials will assist any victim in notifying law enforcement, including local police, if they elect to do so. Victims are also entitled not to report to law enforcement. Any student or employee, who reports an incident of sexual violence, whether the offense occurred on or off campus, shall receive a written explanation of their rights and options. As it relates to University Policy, a sexual assault is any sexual act directed against another person, forcibly and/or against that person's will (without consent); or not forcibly or against the person's will where the victim is incapable of giving consent, as well as incest or statutory rape.

W. Va. Code § 61-8B-3: Sexual Assault in the First Degree:

(a) A person is guilty of sexual assault in the first degree when:

(1) The person engages in sexual intercourse or sexual intrusion with another person and, in so doing:

(A) Inflicts serious bodily injury upon anyone;

(ii) (B) Employs a deadly weapon in the commission of the act.

(2) The person, being 14 years old or more, engages in sexual intercourse or sexual intrusion with another person who is younger than 12 years old.

(b) Any person violating the provisions of this section is guilty of a felony and, upon conviction thereof, shall be fined not less than \$1,000 nor more than \$10,000 and imprisoned in a state correctional facility not less than 15 nor more than 35 years.

(c) Notwithstanding the provisions of subsection (b) of this section, the penalty for any person violating the provisions of subsection (a) of this section who is 18 years of age or older and whose victim is younger than 12 years of age, shall be imprisonment in a state correctional facility for not less than 25 nor more than 100 years and a fine of not less than \$5,000 nor more than \$25,000.

W. Va. Code § 61-8B-4: Sexual Assault in the Second Degree:

(a) A person is guilty of sexual assault in the second degree when:

(1) Such person engages in sexual intercourse or sexual intrusion with another person without the person's consent, and the lack of consent results from forcible compulsion; or

(2) Such person engages in sexual intercourse or sexual intrusion with another person who is physically helpless.

(b) Any person who violates the provisions of this section shall be guilty of a felony, and, upon conviction thereof, shall be imprisoned in the penitentiary not less than ten nor more than twenty-five years, or fined not less than \$1,000 nor more than \$10,000 and imprisoned in the penitentiary not less than ten nor more than twenty-five years.

W. Va. Code § 61-8B-5: Sexual Assault in the Third Degree:

a) A person is guilty of sexual assault in the third degree when:

1) The person engages in sexual intercourse or sexual intrusion with another person who is mentally defective or mentally incapacitated; or

2) The person, being 16 years old or more, engages in sexual intercourse or sexual intrusion with another person who is less than 16 years old and who is at least four years younger than the defendant.

b) Any person violating the provisions of this section is guilty of a felony and, upon conviction thereof, shall be imprisoned in a state correctional facility not less than one year nor more than five years, or fined not more than \$10,000 and imprisoned in a state correctional facility not less than one year nor more than five years.

Pursuant W. Va. Code § 48-27-202 and Institutional Policy, "Domestic violence" or "abuse" means the occurrence of one or more of the following acts between family or household members, as that term is defined in section two hundred four of article 27, chapter 48:

(1) Attempting to cause or intentionally, knowingly or recklessly causing physical harm to another with or without dangerous or deadly weapons; (2) Placing another in reasonable apprehension of physical harm; (3) Creating fear of physical harm by harassment, stalking, psychological abuse or threatening acts; (4) Committing either sexual assault or sexual abuse as those terms are defined in articles eight-b and eight-d, chapter sixty-one of this code; and (5) Holding, confining, detaining or abducting another person against that person's will.

Institutionally, Dating Violence means violence committed by a person who is or has been in a romantic or intimate relationship with the victim.

W. Va. Code § 61-2-9a: Stalking, Harassment, Penalties, Definition.

(a) Stalking. — Any person who engages in a course of conduct directed at another person with the intent to cause the other person to fear for his or her personal safety, the safety of others, or suffer substantial emotional distress, or causes a third person to so act, is guilty of a misdemeanor and, upon conviction thereof, shall be fined not more than \$1,000, confined in jail for not more than six months, or both fined and confined.

W. Va. Code § 61-8B-2: Lack of Consent

- a) Whether or not specifically stated, it is an element of every offense defined in this article that the sexual act was committed without the consent of the victim.
- b) Lack of consent results from:
 - 1) Forcible compulsion;
 - 2) Incapacity to consent; or
 - 3) If the offense charged is sexual abuse, any circumstances in addition to the forcible compulsion or incapacity to consent in which the victim does not expressly or impliedly acquiesce in the actor's conduct.
- c) A person is deemed incapable of consent when such person is:
 - 1) Less than sixteen years old;
 - 2) Mentally defective;
 - 3) Mentally incapacitated;
 - 4) Physically helpless; or
 - 5) Subject to incarceration, confinement or supervision by a state, county, or local government entity, when the actor is a person prohibited from having sexual intercourse or causing sexual intrusion or sexual contact pursuant to §61-8B-10 of this code.

Risk Reduction – Relationship Violence

Relationship violence refers to any unwanted or harmful physical, sexual, verbal, emotional, or psychological act inflicted by a casual or intimate partner with the intent—real or perceived—of causing pain, injury, or distress. Such violence is fundamentally about one partner exerting power and control over the other, often through patterns of manipulation, intimidation, or abuse. It can occur in any intimate relationship, regardless of gender identity or sexual orientation, and affects both heterosexual and LGBTQ+ relationships.

Recognizing the warning signs of abusive behavior is a critical step in reducing risk and promoting healthy, respectful relationships. Abusive behaviors may include, but are not limited to:

- **Verbal Abuse:** Swearing, insults, continuous criticism of behavior or appearance, or demeaning statements such as “nobody else would want you.”
- **Emotional and Psychological Abuse:** Withholding affection, manipulation through lies or broken promises, attempts to isolate a partner from friends and

family, monitoring or controlling a partner's activities, or causing fear through threats of abandonment or harm.

- **Physical Abuse:** Throwing objects, shoving, slapping, punching, hitting, biting, or threatening harm with or without a weapon.
- **Sexual Abuse:** Coercion, unwanted sexual contact, rape, or using jealousy and possessiveness as a means of control.

Risk Reduction Strategies

The University encourages proactive steps to reduce the risk of relationship violence, while recognizing that the responsibility for violence always rests with the perpetrator, not the victim. Risk reduction efforts include:

Building awareness of unhealthy relationship “red flags” and seeking support early when concerns arise.

Establishing and maintaining healthy boundaries, and clearly communicating expectations in relationships.

Seeking confidential support services, such as counseling or advocacy programs, when experiencing controlling or harmful behaviors.

Relying on peer networks and campus/community resources for guidance and assistance in recognizing and addressing abusive behavior.

Encouraging bystander intervention, where peers are empowered to safely and responsibly step in or seek help if they witness abusive or potentially abusive dynamics.

Through education, supportive resources, and community engagement, the University works to reduce the prevalence of dating and relationship violence and to promote a campus culture rooted in safety, dignity, and respect.

Additional support and resources can be provided through the S.A.R.T. and the Title IX Coordinator.

National Domestic Violence Hotline

1-800-799-7233, 1-800-787-3224 (TTY)

www.thehotline.org

Written Notice of Rights & Options

Any student, prospective student, employee, or prospective employee will be given written notification about the following: existing counseling and mental health options; health & wellness options; information about victims advocacy resources; information regarding obtaining legal assistance if needed; visa and immigration assistance; student financial aid information and assistance; reporting information; safety related information; other services, resources, and information available within the institution, within the local community, via telehealth options, via online options, and 24/7 hotlines; available options and assistance (including how to request changes and who to contact for such) with academic situations, living situations, transportation situations, working situations, and protective measures for safety related situations.

Following a report of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the institution will provide the student or employee a written explanation of the student's or employee's rights and options.

Procedures Victims Should Follow

Victims of sexual assault, dating violence, domestic violence, or stalking are strongly encouraged to take steps to preserve any evidence, as it may be critical in proving the offense or in obtaining protective orders. Evidence is best preserved by avoiding activities such as bathing, showering, using the restroom, changing clothes, combing hair, cleaning up the area, or discarding damaged items before a medical exam can be conducted. Clothing worn at the time of the incident should be placed in a clean paper bag (not plastic) and brought to the hospital or law enforcement. Victims should also save any text messages, emails, social media communications, call logs, voicemails, photographs, or other records that may document threatening, harassing, or abusive behavior. Promptly seeking a forensic medical exam at a hospital or designated clinic helps ensure physical evidence is collected properly and can also provide important medical care. Even if a victim chooses not to pursue criminal charges immediately, preserving evidence allows them to keep future options open. The University's Sexual Assault Response Team (S.A.R.T.) is available to assist individuals with coordinating a medical exam. Contact information for the S.A.R.T. Team can be found at: <https://www.concord.edu/student-life/office-of-public-safety/sexual-assault-response-team-s-a-r-t>.

On & Off Campus Resources

Apart from the many on-campus resources identified throughout the ASR, there are a multitude of off-campus, local, and online resources available for victims of sexual violence including, but not limited to, medical treatment, counseling, support services, and reporting assistance.

Victims do not need to report incidents to the CUPD or Concord University officials to take advantage of the following resources:

Medical Services

- **Athens Medical Center** [304-384-7325](tel:304-384-7325)
- **Princeton Community Hospital** [304-487-7000](tel:304-487-7000)
- **Student Health Center** [304-384-6355](tel:304-384-6355)

Support Services

- **Concord University Counseling Center** [304-384-5290](tel:304-384-5290)
- **Mercer County Rape Crisis Center** (Family Refuge Center),
Mercer County Victim Advocate [1-304-645-6334](tel:1-304-645-6334) (24-hour hotline)
- **S.A.F.E. Mercer County Victim Advocate:** [304-324-7820](tel:304-324-7820) , [304-320-2547](tel:304-320-2547) ,
TOLL Free [1-800-615-0122](tel:1-800-615-0122)
- **A Way Forward (A.W.A.Y.):** [1-888-825-7836](tel:1-888-825-7836) (24-Hour Hotline),
[website: https://www.awaywv.org](https://www.awaywv.org)
- **S.A.F.E.** [304.436.8163](tel:304.436.8163)

Reporting outside of University

- **For emergencies, dial 911**
- **Athens Police Department** [304-384-3525](tel:304-384-3525)
- **WV State Police** [304-425-2101](tel:304-425-2101)

Accommodations

Whether or not a student or employee reports to law enforcement and/or pursues any formal action through the University, Concord University is still committed to providing as safe a learning and/or working environment as possible. Upon request, the University will make any reasonable change to a party's academic, living, transportation, and/or working situation. Students and Employees may contact the Title IX Coordinator at (304) 384-5175, titleix@concord.edu, or in Marsh Hall, Room 324.

The Title IX Coordinator is responsible for issuing No Contact Orders should the parties require this as a supportive measure. Concord University is committed to ensuring that any such order is fully upheld on all institutionally owned and controlled property. Concord University is also committed to protecting victims from any further harm, and the University may issue a separate permanent no contact order or campus ban letter pending the outcome of any conduct proceeding.

Victim Confidentiality

Pursuant to federal requirements, confidentiality of victim information and witness information will be maintained and only shared with institutional officials with a legitimate interest or need to know to fulfill their duty as a University official. University officials will only be made aware of the identity of the victim and accused to the extent needed to fulfill the protective measures implemented or accommodations required. When reporting statistics in response to federal or state requirements, all reporting is done through anonymized methods of numerical reporting to preserve confidentiality of the information reported.

Students may report confidentially to a counselor at the Counseling Center or to a staff member of the Student Health Center. Reports made to these individuals will not be shared with University officials unless the report involves current threats of harm to oneself or others.

Programs to prevent Dating Violence, Domestic Violence, Sexual Assault, and Stalking

The University provides comprehensive educational programming designed to prevent domestic violence, dating violence, sexual assault, and stalking. These programs include both primary prevention initiatives and awareness training for students and employees.

As part of its commitment, the University conducts annual educational opportunities that features a variety of presentations and trainings. These include distributing educational materials to new students, integrating prevention programming into new student orientation and employee onboarding, contributing to faculty orientation, and delivering

presentations throughout the year to various student organizations and academic departments. Targeted training is also provided to specific groups, including all student-athletes prior to the start of their season, all University 100 students during their first year, transfer students, and other student groups such as peer mentoring programs and Bonner Scholars.

In addition, all Campus Security Authorities (CSAs)- including University Police, security personnel, and other officials with significant responsibility for campus and student activities—receive training to ensure they are prepared to fulfill their reporting and response obligations.



Conduct Proceedings

Concord University maintains a zero-tolerance policy for all acts of sexual assault, domestic violence, dating violence, and stalking. In addition to potential criminal liability, students, employees, and other University affiliates may be subject to institutional disciplinary action. Sanctions for those found responsible for such violations may include permanent expulsion, termination of employment, suspension, probation, no-contact directives, restitution, and/or other disciplinary measures deemed appropriate. Reports involving student respondents will be addressed through the Title IX process administered by the Office of Student Affairs, while reports involving employees or other affiliates will be handled collaboratively by the Title IX Office and the Office of Human Resources.

All conduct proceedings—regardless of whether the reported incident occurred on or off campus—are designed to ensure a prompt, fair, and impartial investigation and resolution. Proceedings are conducted by trained officials who receive annual instruction on the dynamics of sexual assault, domestic violence, dating violence, and stalking, as well as on conducting investigations and hearings in a manner that protects the safety of all parties and fosters accountability. Responsibility is determined by the Title IX Decision Maker using the preponderance of the evidence standard, meaning that it is more likely than not that the alleged misconduct occurred.

Throughout the process, both the complainant and respondent are afforded equal rights, including the opportunity to be accompanied at any related meeting or proceeding by an advisor of their choice, including an attorney retained at their own expense. Both parties will receive simultaneous written notification of the Decision Maker's determination, the procedures for appeal, any changes to the outcome before it becomes final, and the point at which the outcome is considered final. Notification of the outcome will be provided unconditionally to both parties, each of whom retains the right to share—or decline to share—those results with third parties.

For additional information about conduct proceedings for both students and employees, please consult the Nondiscrimination, Sexual Misconduct, and Other Forms of Harassment Policy CU-HR-37 at <https://www.concord.edu/about/administration/board-of-governors/bog-policies>.

Protective Orders

In instances in which a victim has a protective order, restraining order, or similar lawful order issued by a criminal, civil, or tribal court, or by the institution, the University will take individualized measures to develop a Safety Plan to ensure the safety of the victim, ensure their equal access to the school's education programs and activities, and provide support in times of distress or need. The Institution will work with local agencies or courts, if necessary, to ensure compliance with all such orders. The CUPD will be provided copies of all known orders to ensure compliance and address any violations should they occur. The CUPD has arresting authority to arrest individuals in violation of such orders issued through the court system. Students and prospective students should contact the Dean of Students at (304) 384-5231 or the Concord University Police Department at (304) 384-5357 to disclose active protective orders to ensure safety measures are put in place. Employees should contact the CUPD or the Office of Human Resources at (304) 384-5175 to disclose such orders to ensure safety measures are taken.

Protective Measures

Concord University offers protective measures for all victims following an allegation of sexual assault. Protective measures include, but are not limited to, residence hall relocation, facility access plan, safety plan, campus safety escort, no contact order between the parties, assistance reporting to law enforcement, on and off campus counseling, student work schedule adjustment, legal support information, academic adjustment, on-campus medical care, off campus medical resources, academic withdrawal, and visa/immigration information and assistance.

REGISTERED SEX OFFENDER POLICY STATEMENT

Pursuant to the West Virginia Sex Offender Registration Act, within 5 business days after receiving information regarding a registered sex offender, the State Police will distribute a copy of such registration to the supervisor of each county and municipal law-enforcement office and any campus police department in the city and county where the registrant resides, owns or leases habitable real property that he or she regularly visits, is employed or attends school or a training facility. The registry serves as a resource to protect the public not as a penal measure.

For information about registered sex offenders in the State of West Virginia, specifically for Athens, WV where Concord University is located, you can visit the following:

- The U.S. Department of Justice National Sex Offender Public Website:
<https://www.nsopw.gov/>

- West Virginia State Police's Sex Offender Registry Site:
<https://apps.wv.gov/StatePolice/SexOffender/Disclaimer?continueToUrl=http%3A%2F%2Fapps.wv.gov%2FStatePolice%2FSexOffender>

DISCIPLINARY PROCEDURES & UNIVERSITY RESPONSE TO REPORTS OF SEXUAL ASSAULT

Commitment to Addressing Sexual Harassment & Sexual Assault

Concord does not tolerate sexual misconduct or abuse, such as sexual assault, rape or any other forms of nonconsensual sexual activity. Sexual misconduct in any form violates the Student Code of Conduct, University Policy (CU-HR-37: Nondiscrimination, Sexual Misconduct, and Other Forms of Harassment Policy), and may violate Federal and State Laws. Violations of this policy are subject to disciplinary sanctions through the Office of Student Conduct, Title IX, and/or those outlined in applicable University policies. Please visit <https://www.concord.edu/student-life/title-ix> to review procedures, policies and protocols for reporting and addressing allegations of student sexual misconduct. The University provides the following rights to all sexual assault victims:

- Upon request, Concord University will make any reasonable change to a victim's academic, living, transportation, and/or working situation.
- The victim and the accused will receive a written explanation of their rights and options.
- Both the complainant and the respondent will have the same opportunities to have others present during the conduct proceedings.
- The University will ensure that the complainant and the respondent both receive a written notice of the final determination of the investigation.
- If desired, University officials will assist the victim in contacting either campus law enforcement or local law enforcement authorities.
- On campus counseling services are available to students through the Counseling Center.
- Students who have been subject to sexual assault, sexual violence or sexual harassment may request to withdraw from a semester or individual courses; assistance with this process will be provided upon request.

University Procedures for Responding to Reports of Sexual Assault

If you or someone you know is the victim of a sexual assault, the victim has several rights, including:

- The right to report the incident to the University Police or local authorities. The University will assist victims in notifying either the University or local police. Filing a police report does not mean the victim must pursue criminal charges. The victim maintains his or her rights throughout the process.
- The right to file a complaint with the Title IX Coordinator. Victims can file both the Title IX and the authorities, just Title IX, or just the authorities. There is no requirement that a victim file in all available places possible.
- In addition to the campus services listed below, there are also several community service organizations that can provide counseling, mental health, and other related services to sexual assault victims. Student Affairs can assist with connecting victims to these services.
- You can also contact the Office of Civil Rights by calling 1 (800) 421-3481 or by visiting the OCR website which provides instructions for how to file a complaint at <https://www2.ed.gov/about/offices/list/ocr/docs/howto.html>.

Campus Resources

Resource	Phone Number
Housing	(304) 384-5230
Counseling Center	(304) 384-5290
Student Health Services	(304) 384-6355
Student Affairs	(304) 384-5231
University Police *	(304) 384-5357
Title IX Coordinator *	(304) 384-5175
Human Resources *	(304) 384-6217
Deputy TIX Coordinator *	(304) 384-5195

** University Title IX Coordinators/Deputies/Other*

Off-Campus Resources

Resource	Phone Number
Southern Highlands (24-hour crisis line)	1-800-615-0122 (toll free) or (304) 425-0122
Southern Highlands Princeton Clinic	(304) 425-9541
Athens Police Department	(304) 384-3525
Princeton Police Department	(304) 487-5000
Mercer County Sheriff's Office	(304) 487-8364
WV State Police (Mercer County Office)	(304) 425-2101
Mercer County Rape Crisis Center/Family Refuge	(304) 825-STOP (7867) or 1-866-645-6334
Beckley Women's Center	(304) 255-2559 (24 hr.) or 1-888-825-7836
Gay, Lesbian, Bisexual & Transgender National Hotline	1-888-843-4564
ULifeline	1-800-273-8255 (24 hr.) or text "Start" to 741-741

University Disciplinary Procedures in Sexual Assault Incidents

If you have been sexually assaulted, you have options for addressing such conduct. You may wish to discuss the problem privately with a counselor or staff member of the Student Health Center. University Police are always available to assist a victim with getting the support they request. Title IX will also handle reports of sexual violence.

The University's Title IX process is designed to afford a complainant (the person who is bringing a charge) and a respondent (the person who is answering a charge) a fair, prompt, and appropriate resolution process. The process is designed to help persons who need support as they address these incidents.

The Office of Title IX manages the resolution proceeding in which a student or employee is the alleged perpetrator/respondent. The full text of the protocol for how the University responds to sexual assault complaints through the campus grievance process can be found at <https://www.concord.edu/student-life/title-ix> and CU-HR-37: the Nondiscrimination, Sexual Misconduct, and Other Forms of Harassment Policy can be found at <https://www.concord.edu/about/administration/board-of-governors/bog-policies>.

In determining whether the alleged conduct constitutes sexual harassment or assault, the full context in which the alleged incident occurred must be considered. In any case, both the accuser and the accused are entitled to the same opportunities to have others present during any disciplinary proceeding. Both the accuser and the accused will be informed of the outcome of any proceeding.

During any sexual assault complaint proceeding, the University has a range of sanctions available. Those sanctions may range from probation to expulsion from the University, depending upon the nature and circumstances of the specific incident. The range of sanctions available are as follows:

- **Written Warning:** A formal statement that the conduct was unacceptable and a warning that further violation of any Concord policy, procedure, or directive will result in more severe sanctions/responsive actions.
- **Probation:** A written reprimand for violation of institutional policy, providing for more severe disciplinary sanctions in the event that the student or organization is found in violation of any institutional policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.

- **Suspension:** Termination of student status for a definite period of time not to exceed two years and/or until specific criteria are met. Students who return from suspension, as imposed by this Policy, are automatically placed on probation through the remainder of their tenure as a student at Concord.
- **Expulsion:** Permanent termination of student status and revocation of rights to be on campus for any reason or to attend Concord-sponsored events. This sanction will be noted permanently as a Conduct Expulsion on the student's official transcript, [subject to any applicable expungement policies].
- **Withholding Diploma:** Concord may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities as a sanction if the student is found responsible for violating policy.
- **Revocation of Degree:** Concord reserves the right to revoke a degree previously awarded from Concord for fraud, misrepresentation, and/or other violation of Concord policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation.
- **Other Actions:** In addition to or in place of the above sanctions, Concord may assign any other sanctions as deemed appropriate.

Sexual Assault Prevention Education Programs

As part of the mandatory University 100 course that all freshman and transferring students must take during their first semester at Concord University, there are certain initiatives, education programs, and trainings provided by the Institution.

As part of the Orientation process, students are provided specific information related to Sexual Assault Prevention:

Concord University is committed to creating a safe environment free from discrimination, sexual harassment, and sexual misconduct. Report unwanted behavior to the Title IX Coordinator (titleix@concord.edu) or complete an online Referral Form found under the Student Life menu on the CU website.

- Get verbal consent from your partner before engaging in any type of sexual activity.
- Sexual assault includes a wide range of behaviors, including various types of unwanted sexual contact (e.g. inappropriate/nonconsensual touching, grabbing, fondling, kissing, etc.).
- Know your sexual limits and communicate them clearly and effectively.
- Use smart, basic safety precautions, such as:

- Don't go off campus, back to campus, or to someone's residence with people you don't know or trust.
- Use the "buddy system." Stay in a group or with people you know and trust.
- Tell someone where you are going, who you will be with, and when you'll return.
- Always have a plan for how to get home. Have money for emergencies.
- Keep a charged cell phone with you. Call 911 in an emergency.
- Do not leave a drink unattended and/or accept a drink that you have not poured or mixed yourself. Know your resources and emergency phone numbers.
- Be mindful of your alcohol intake. Know alcohol and drugs can impair the ability to make good decisions. Inhibitions can be lowered with alcohol/drugs.
- Be aware that 90% of sexual assault victims are familiar with the perpetrator.
- Practice Bystander Intervention. Don't be afraid to intervene, or ask others for help, if you are personally in an uncomfortable situation, or you see someone else potentially in danger (e.g. leaving a party with a stranger, drinking too much, acting unusual, etc.).

Step Up • Speak Up • Look Out For One Another

In an emergency, call 911. If you have been a victim of Sexual Assault, on campus or off campus, please contact the CU Police Department at [304-384-5357](tel:304-384-5357), Princeton Community Hospital at [304-487-7000](tel:304-487-7000), the Mercer County Rape Crisis Center at [681-282-557](tel:681-282-557) (24-hour hotline) or a CU SART member. Names of SART members, medical services, reporting agencies, and support services can be found on [our S.A.R.T. webpage](#). [To take the pledge to end sexual violence, visit \[www.itsonus.org\]\(http://www.itsonus.org\)](#).



Bystander Intervention Initiatives

As part of the Orientation process, students are provided specific information related to Bystander Intervention:

Active Bystander Intervention is acting to intervene in a potentially dangerous situation. Bystander intervention is applicable to many situations, including bullying, sexual assault, alcohol and drug abuse, and suicide prevention.

An Active Bystander helps address behaviors BEFORE violence occurs. SAFELY intervene when you see a potentially dangerous, undesirable, or pre-violent situation by doing some of the following:

- Distract the person who is acting inappropriately or aggressively.
- Make certain that the potential victim makes it home safely.
- Grab a friend—or two—to help you intervene.
- Act as if you are with the potential victim, even if you are not.
- Act as if you need to speak privately with the potential victim and lead him/her away to a public place.
- [For more information on an active bystander's role in bullying, visit au.reachout.com/articles/being-a-bystander-of-bullying.](http://au.reachout.com/articles/being-a-bystander-of-bullying)
- [For more information on an active bystander's role in sexual assault, visit rainn.org/get-information/sexual-assault-prevention/bystanders-can-help.](http://rainn.org/get-information/sexual-assault-prevention/bystanders-can-help)

These initiatives, programs, and more can be found at:

<https://www.concord.edu/admissions/admitted-students/orientation/safety-and-wellness>

SECURITY AWARENESS PROGRAMS POLICY STATEMENT

During orientation, Concord University students are informed of services-offered by the Office of Public Safety. Verbal, as well as written instructions defined in the current addition of the Concord University Student Handbook ways to maintain personal safety and residence hall security.

In addition to the many programs offered by the University Police and other University offices, the University has established a number of policies and procedures related to ensuring a reasonably safe campus community. These policies include:

Threat Assessment Team (TAT)

The University established the Threat Assessment Team (TAT) to provide a process through which University officials will review, evaluate, and manage potentially threatening situations that occur at the University. The TAT meets twice per month unless additional needs arise. The TAT is comprised of a multi-disciplinary team of campus leaders and those who work directly with students.

The TAT utilizes the National Behavioral Intervention Team Association to provide training for team members and resources to fulfill the duties required for such service. For more information about the TAT, please contact the Dean of Students at (304) 384-5231 or the Chief Risk Management Officer at (304) 384-5175.

Deadly Weapons & Dangerous Objects Policy

As of July 1, 2024, the State of West Virginia enacted the **Campus Self-Defense Act, W. Va. Code § 18B-4-5b**, allowing individuals with a current and valid concealed handgun license (CHL) to carry a concealed pistol or revolver on the campus of all public institutions of higher education in WV, including Concord University. CU-GA-78: Deadly Weapons & Dangerous Objects Policy outlines the parameters around conceal carrying on Concord Property. <https://www.concord.edu/about/administration/board-of-governors/bog-policies>.

Members of the Concord University community, including students, faculty, staff, volunteers, and guests, are advised against attempting to monitor or enforce compliance with the statute regarding individuals who carry handguns. The Office of Public Safety, through its certified law enforcement officers, is solely responsible for enforcement, engagement, and inquiry into suspected violations of the statute.

If you have any questions or concerns, please contact the Office of Public Safety at (304) 384-5357 or cupd@concord.edu. **Please call 911 if there is an emergency.**

Disclaimer: Is it ultimately the responsibility of the individual to know the current laws applied to the specific locations they visit and functions in which they participate in on campus. This webpage is not an authoritative source of law but is offered as a summation of information for our campus community to learn more about the Campus Self-Defense Act. <https://www.concord.edu/campus-carry>



Student Conduct

The Office of Student Affairs

The Office of Student Affairs, under the leadership of the Chief Student Affairs Officer and Dean of Students, is dedicated to advancing the University's commitment to the holistic development of students. Through a wide range of programs and initiatives, Student Affairs fosters personal and social growth by encouraging active engagement in community service, career exploration, health and wellness, peer mentorship, and student life activities.

The Student Code of Conduct

The Dean of Students holds primary responsibility for the administration of the Student Code of Conduct, which establishes the University's behavioral expectations and outlines the equitable procedures used to address allegations of student misconduct.

Students determined to have violated the Code of Conduct may be subject to sanctions ranging from a Disciplinary Warning or Disciplinary Probation to Suspension or permanent Expulsion from the University. Students residing in University housing may also forfeit the privilege of on-campus residency if found responsible for violations of University policies or the terms of the housing contract. In collaboration with campus partners, the Dean of Students may also assign developmental and educational interventions designed to foster greater awareness, enhance decision-making, and deter future misconduct.

In cases where there is reasonable cause to believe that a student presents an immediate threat to the safety of themselves, others, property, or the essential operations of the University, the Dean of Students, in consultation with the Chief Risk Management Officer, may impose interim measures. Such actions are intended to safeguard the health and safety of the student, the campus community, and its members.

Any individual may submit reports alleging student misconduct to the Dean of Students via email at studentaffairs@concord.edu, in person by visiting the Student Affairs Office located in the Jean & Jerry Beasley Student Center, 2nd floor, Room 201, by calling (304) 384-5231, or by completing the online complaint form found here: <https://www.concord.edu/student-life/resources-forms>.

The Student Code of Conduct, among many other helpful resources can be found on the website at [concord.edu > Student Life > Student Information > Student Handbook](https://www.concord.edu/student-life/student-information). <https://www.concord.edu/student-life/student-information>. The Procedures for Student Conduct Violations are explained in the Student Handbook along with all possible sanctions, description of proceedings, hearing board options, standard of evidence, definitions, etc.

Parental Notification

Pursuant to CU-SA-36: Parental Notification of Student Offenses Policy, the University has authority to notify parents or guardians when students under the age of 21 are found to have committed violations of University Policy related to the possession, use, or distribution of alcohol or drugs. <https://www.concord.edu/about/administration/board-of-governors/bog-policies>.

Federal legislation authorizes Concord to disclose disciplinary records concerning violations of the University's rules and regulations governing the use or possession of alcohol or controlled substances that involve students who are under the age of 21 regardless of whether the student is a dependent.

Periodically during the academic year, members of the Public Safety Office, in cooperation with other University organizations and departments, present crime prevention awareness sessions on sexual assault, domestic violence, dating violence, stalking, theft, vandalism, driving under the influence, and educational sessions on the personal safety and residence hall security, among other topics. A common theme of all the awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own safety and the security of others.

DRUG, ALCOHOL, AND SUBSTANCE ABUSE POLICY STATEMENTS

Concord Policy regarding Possession, Use, and Sale of Alcoholic Beverages

CU-GA-23: Alcoholic Beverages on the Concord University Campus Policy

The possession or use of alcoholic beverages is prohibited on public property or inside public facilities of Concord University, except as provided under the conditions outlined below.

Alcohol may only be served with the approval of the President or his/her designee on a case-by-case basis and in accordance with the following requirements:

- Wine, beer, or other alcoholic beverages may never be the primary reason for a gathering.
- The majority of attendees at the event must be of legal drinking age.
- No person under the age of twenty-one (21) may be served alcohol.
- Non-alcoholic beverages and food must also be provided.
- No individual under the age of twenty-one (21) may serve alcohol. All servers must receive appropriate training and comply with state laws and regulations regarding alcohol service.
- State funds may not be used to purchase alcohol. Pursuant to the **Student Code of Conduct**, alcohol is prohibited on campus except under these approved circumstances. Underage consumption of alcohol is strictly prohibited. Students who violate alcohol-related provisions of the Student Code of Conduct will be referred to the Student Conduct Hearing Board, unless circumstances warrant a University Hearing.

Definitions – Student Code of Conduct (Student Handbook)

- **Alcoholic Beverage** – Refers to any “non-intoxicating beverage.” A “non-intoxicating beverage” is a beverage that contains twelve percent (12%) alcohol by volume or less. Beverages with more than twelve percent (12%) alcohol (i.e., spirits) are not permitted on campus except when provided by ARAMARK via its ABC license or with special approval from the President or his/her designee.
- **Alcoholic Beverages (Administrative Note)** – The President of the University or his/her designee reserves the right to approve written procedures that supersede existing rules and policies at his/her discretion, for a specified period of time.
- **Underage Consumption of Alcohol** – Any person under the age of twenty-one (21) who possesses and/or consumes alcoholic beverages on University premises or at University-sponsored events is in violation of this policy.
- **Possession of University-Prohibited Alcoholic Beverages** – Any student found in possession of an alcoholic beverage not permitted under Article III, Section 1 shall be found in violation of this policy.
- **Volume Provision for Alcoholic Beverages** – Possession of more than six (6) cans, or seventy-two (72) fluid ounces, of beer or other alcoholic beverages as defined in Article III, Section 1, within a residence hall constitutes a violation of this policy.
- **Conveyance Provision for Alcoholic Beverages** – Alcoholic beverages brought onto University property must be transported in sealed containers that reasonably conceal their contents. Failure to comply constitutes a violation of this policy.
- **Consumption of Alcohol in Unauthorized Areas** – Individuals of legal drinking age may only consume alcoholic beverages in a residence hall room if all individuals present in the room are also at least twenty-one (21) years of age. This restriction does not apply to events or areas specifically authorized by the University for alcohol consumption.
- **Supplying Alcohol to an Underage Individual** – Providing alcohol to any person under the age of twenty-one (21) is a violation of this policy.
- **Public Intoxication** – Any person found to be intoxicated on University property or at a University-sponsored event, whether due to alcohol, narcotics, or other intoxicants, is in violation of this policy.
- **Sanction Restriction** – Students subject to full restrictions as a disciplinary sanction are prohibited from possessing or consuming alcohol on campus, even if they are twenty-one (21) years of age or older.

Applicable Law

§ 60-3A-24. Unlawful Acts by Persons (Underage Consumption or Possession)

Any person under the age of twenty-one (21) who purchases, consumes, sells, serves, or possesses alcoholic liquor is guilty of a misdemeanor and, upon conviction, may be fined up to five hundred dollars (\$500), incarcerated for up to seventy-two (72) hours, or both. In lieu of fine or incarceration, first-time offenders may be placed on probation for a period not to exceed one (1) year.

Illegal Drugs

The U.S. Drug-Free Schools and Communities Act Amendments of 1989 - Amends the Drug-Free Schools and Communities Act of 1986 (the Act) to revise funding distribution for certain programs. Authorizes appropriations for FY 1991 through 1993 for a new emergency grants program. <https://www.congress.gov/bill/101st-congress/house-bill/3614/text>.

The Drug-Free Schools and Communities Act (DFSCA) Amendments of 1989 require institutions of higher education to adopt and implement a program to prevent the illicit use of drugs and the abuse of alcohol by students and employees on university property or as a part of university activities. The DFSCA also requires institutions to establish policies that address the unlawful possession, use, or distribution of alcohol and illicit drugs. The information provided below, which is part of the Policy adopted to comply with these Acts, serves as the annual notice to all employees. See CU-HR-51: Drug and Alcohol Abuse Policy & Prevention Program at <https://www.concord.edu/about/administration/board-of-governors/bog-policies>. However, all new students and employees receive written notice of the information contained herein.

CU-HR-51 Policy

The elements of the University's policy and program include annual distribution of policy and program information to students and employees, consequences that may follow through the use of alcohol and other drugs, and sanctions that may be applied both by the University and by external authorities. The law requires that individuals be notified of possible sources of assistance for problems that may arise as a result of use.

Purpose

The University is committed to the overall health and well-being of faculty, staff, and students. The primary objective of the University is to contribute to the growth of the student and to provide a positive workplace for faculty and staff, who serve as educators and role models for the students. The University works to maintain an environment

conducive to health and free from conditions that may prove harmful or distract from or conflict with the University's mission. The behavior resulting from the use of drugs and alcohol can endanger both the individual user and others, and often limits one's full participation in and contribution to the total program of the University. As a result, the use of drugs and alcohol is incompatible with the educational process and inconsistent with the basic purpose of any academic community. Concord University is a drug-free workplace. To help ensure the safety and well-being of faculty, staff, students, and the general public, the University is committed to maintaining a campus environment that is free of illegal drugs and of drugs and alcohol that are used illegally. The main focus of the University's program is to provide both curricular and extracurricular education and prevention activities. The intent is that providing the education and prevention activities will deter illegal consumption and usage and promote the health and well-being of the campus community.

Standards of Conduct

The possession of, distribution, cultivation or use by any student or employee of any narcotic or hallucinogenic drugs in either the refined or crude form, except under the direction of a licensed physician, is prohibited on University owned or controlled properties and at functions sponsored by Concord University off campus. Alcoholic beverages are not permitted on University owned or controlled properties or at functions sponsored by Concord University off campus unless approved pursuant to Concord Board of Governor Policy No. 23, the Concord University Student Handbook, and the State of West Virginia Alcohol Beverage Control Administration.

Legal Sanctions under Local, State, and Federal Law for the Unlawful Possession or Distribution of illicit Drugs & Alcohol.

State Sanctions: West Virginia law prohibits illicit selling, cultivating, manufacturing, or otherwise trafficking in controlled substances, including, but not limited to, cocaine, heroin, amphetamines and marijuana; knowingly or recklessly furnishing them to a minor; and administering them to any person by force, threat, or deception with the intent to cause serious harm or if serious harm results. These offenses are felonies. The law prohibits knowingly obtaining, possessing or using a controlled substance and permitting drug use on one's premises or in one's vehicle. These offenses may be either felonies or misdemeanors. The law prohibits obtaining, possessing or using hypodermics and other drug paraphernalia for unlawful administration of drugs, and the sale to juveniles of paraphernalia for use with marijuana. A felony conviction may lead to imprisonment or both imprisonment and fine. A misdemeanor conviction may lead to imprisonment and/or a fine.

With regard to alcohol, West Virginia law provides that a person under twenty-one years of age who orders, pays for, attempts to purchase, possesses or consumes alcohol, or furnishes false information in order to affect a purchase, commits a misdemeanor.

Federal Sanctions: Under federal laws trafficking in drugs such as heroin or cocaine may result in sanctions up to and including 10 years for a first offense involving 100 grams or more. Fines for such an offense can reach \$10 million. First offenses involving lesser amounts of 10-99 grams may result in sanctions up to and including 5 years imprisonment and fines of up to \$5 million.

Under federal law, a first offense for trafficking in marijuana may lead to sanctions up to life imprisonment for an offense involving 1,000 kg or more or up to 5 years imprisonment for an offense involving less than 50 kg. Such an offense carries with it fines that can reach \$4 million for an individual offender. Federal and State sanctions for illegal possession of controlled substances ranges from up to one-year imprisonment and up to \$100,000 in fines to three years imprisonment and \$250,000 in fines for repeat offenders. Violations may also lead to forfeiture of personal and real property and denial of federal benefits, such as grants, contracts, and student loans.

Federal Trafficking Penalties

Drug/Schedule	Quantity	Penalties
Cocaine (Schedule II)	500–4999 grams mixture	First Offense: Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.
Cocaine (Schedule II)	5 kgs or more mixture	First Offense: Not less than 10 years, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.

Cocaine Base (Schedule II)	28–279 grams mixture	First Offense: Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.
Cocaine Base (Schedule II)	280 grams or more mixture	First Offense: Not less than 10 years, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Fentanyl (Schedule II)	40–399 grams mixture	First Offense: Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.
Fentanyl (Schedule II)	400 grams or more mixture	First Offense: Not less than 10 years, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Fentanyl Analogue (Schedule I)	10–99 grams mixture	First Offense: Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.

Fentanyl Analogue (Schedule I)	100 grams or more mixture	First Offense: Not less than 10 years, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Heroin (Schedule I)	100–999 grams mixture	First Offense: Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.
Heroin (Schedule I)	1 kg or more mixture	First Offense: Not less than 10 years, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
LSD (Schedule I)	1–9 grams mixture	First Offense: Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.
LSD (Schedule I)	10 grams or more mixture	First Offense: Not less than 10 years, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.

Methamphetamine	5–49 grams pure or	First Offense: Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.
Methamphetamine	50 grams or more pure or	First Offense: Not less than 10 years, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
(Schedule II)	50–499 grams mixture	First Offense: Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.
(Schedule II)	500 grams or more mixture	First Offense: Not less than 10 years, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture	First Offense: Not less than 5 years, and not more than 40 years. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual. Second Offense: Not less than 10 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.

PCP (Schedule II)	100 gm or more pure or 1 kg or more mixture	First Offense: Not less than 10 years, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual. Second Offense: Not less than 20 years, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual. 2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	First Offense: Not more than 20 years. If death or serious injury, not less than 20 years, or more than life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 years. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Flunitrazepam (Schedule IV)	1 gram	First Offense: Not more than 20 years. If death or serious injury, not less than 20 years, or more than life. Fine \$1 million if an individual, \$5 million if not an individual. Second Offense: Not more than 30 years. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Other Schedule III drugs	Any amount	First Offense: Not more than 10 years. If death or serious injury, not more than 15 years. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 years. If death or serious injury, not more than 30 years. Fine not more than \$1 million if an individual, \$5 million if not an individual.
All other Schedule IV drugs	Any amount	First Offense: Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 years. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Flunitrazepam (Schedule IV)	Other than 1 gram or more	First Offense: Not more than 5 years. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 years. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
All Schedule V drugs	Any amount	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 years. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

Federal Trafficking Penalties – Marijuana

Drug	Quantity	1 st Offense	2 nd Offense*
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 years. or more than life. If death or serious bodily injury, not less than 20 years., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 years. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 years. or more than 40 years. If death or serious bodily injury, not less than 20 years., or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 years. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture	Not less than 20 years. If death or serious bodily injury, not less than 20 years., or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not less than 30 years. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) marijuana plants; 1 to 49 marijuana plants;	Not less than 5 years. Fine not more than \$250,000, \$1 million if other than an individual	Not less than 10 years. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish (Schedule I)	10 kg or less	Not less than 5 years. Fine not more than \$250,000, \$1 million if other than an individual	Not less than 10 years. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish Oil (Schedule I)	1 kg or less	Not less than 5 years. Fine not more than \$250,000, \$1 million if other than an individual	Not less than 10 years. Fine \$500,000 if an individual, \$2 million if other than individual

**The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to \$20 million if an individual and \$75 million if other than an individual.*
<https://www.dea.gov/sites/default/files/2021-12/Trafficking%20Penalties.pdf>.

Description of Health Risks Associated with the Use of Illicit Drugs and the Abuse of Alcohol

Alcohol

- General Health Effects/Risks: Low doses cause euphoria, mild stimulation and relaxation; higher doses, slurred speech, nausea, drowsiness, muscular incoordination and possible aggression. Higher doses may cause alcohol poisoning, unintentional injuries, and blackouts (memory impairment) even with moderate use. Frequent use can lead to cirrhosis of liver, pancreatitis, brain disorders, vitamin deficiencies, malnutrition, and addiction. Large doses can cause unconsciousness and death.
- Symptoms: Puffiness of face, redness of eyes, depression, disorientation, shallow respiration, nausea, and dehydration.
- Duration: 1-12 hours.
- Alcohol consumption causes a number of marked changes in behavior. Even low doses 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, including partner and child abuse, and sexual assaults. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering 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 will produce the effects just described. Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than others of developing alcoholism.
- Route of Administration: Swallowed
- Common Names: Liquor, beer or wine

Cannabinoids: Marijuana and Hashish

- Health Effects: Can impair memory perception and judgment by destroying brain cells. It also raises blood pressure and contains more known carcinogens than cigarettes. Cannabinoids may cause poor reaction time, increased heart rate, impaired learning, panic attacks, psychosis, and addiction. Frequent use of cannabis may lead to respiratory problems much like those found in tobacco smokers. Because cannabinoids seriously impair judgment and motor coordination the risk of injury or death increases.
- Symptoms: Euphoria, relaxed inhibitions, disoriented behavior, staring off into space, hilarity without cause, time distortion, bloodshot eyes, and dry mouth and throat.
- Duration: 2-4 hours.
- Route of Administration: Smoked, swallowed
- Common Street Names: Ganja, grass, blunt, herb, joint, weed.

Depressants: Barbiturates, Benzodiazepines, Methaqualone, Alcohol, Tranquilizers

- Health Effects: Slows down activity in the central nervous system of the body. Depressants can cause sedation and/or drowsiness, reduced anxiety, feelings of well-being, slurred speech, staggering gait, poor judgment/concentration, and slow uncertain reflexes. Large doses can cause respiratory distress, unconsciousness and death particularly when combined with alcohol. Increased tolerance is common. Addiction is possible. Depressants are commonly prescribed to relieve stress, anxiety and anger.
- Symptoms: Slurred speech, disorientation, drunken behavior with possible no odor of alcohol, sedation.
- Duration: 1-16 hours.
- Route of Administration: Injected, swallowed, and snorted.
- Common Street Names: Barbs, reds, yellow jackets, downers, roofies, ropes.

Stimulants: Cocaine, Amphetamine, Methamphetamine

- Health Effects: Speeds up activity in the central nervous system of the body. Causes dilated pupils, increased blood pressure, heart rate, breathing rate and body temperature. Stimulants can cause seizures, heart attacks, stroke and death. Addiction is possible with the use of stimulants. Cocaine may cause nasal damage from snorting. Methamphetamine may cause tooth decay/sever dental problems
- Symptoms: Apathy, anxiety, sleeplessness, paranoia, panic attacks, hallucinations, craving for more cocaine, psychosis. Due to reduced appetite weight loss may occur. The use of stimulants may cause constant sniffing due to snorting and subsequent nasal damage.
- Duration: ½ - 2 hours.
- Route of Administration: Injected, swallowed, smoked, and snorted.

- Common Street Names: Coke, crack, rock, snow, speed, black beauties, meth, ice, crank.

Dissociative Drugs: PCP or Phencyclidine, Ketamine

- Health Effects: Increased heart rate and blood pressure, large doses can cause convulsions, comas, heart and lung failure and ruptured brain vessels. Users may show long-term effects on memory, judgment, concentration and perception.
- Symptoms: Sweating, nausea, memory loss, dizziness, numbness, hallucination, confusion, agitation, violence and aggression or silence and withdrawn state.
- Duration: variable.
- Route of Administration: Swallowed, smoked, snorted, injected.
- Common Street names: Special K, vitamin K, angel dust, cat valium, peace pill.

Opioids: Heroin and Opium

- Health Effects: Slowed breathing, lowered pulse and blood pressure, tolerance, addiction, the repeated use of opioids can lead to infections of heart lining and valves, skin abscesses and congested lungs. The use of opioids can lead to convulsions, coma and death. The risk of death is increased when combined with alcohol or other CNS Depressants.
- Symptoms: Euphoria, watery eyes, runny nose, yawning, and loss of appetite, tremors, irritability, confusion, panic, chills, sweating, cramps, and nausea.
- Duration: 12-24 hours.
- Route of Administration: Swallowed, injected, smoked and snorted.
- Common Street Names: Smack, dope, skunk, junk.

Inhalants: Gasoline & Glues, Paint, Aerosol Propellants and Other Inhalants

- Health Effects: May include liver and kidney damage. Brain damage occurs when used over a long period of time. All these chemicals carry considerable risk, particularly of cardiac arrhythmia. Inhalants can be fatal and sudden when sniffing highly concentrated amounts of the chemical.
- Symptoms: Very alert, keen senses, hallucinations, dizziness, scrambled words and disconnected sentences. Smells like the substance being used (i.e. gasoline, glue, degreasers, paint and lighter fluid).
- Duration: variable
- Route of Administration: Inhaling or "huffing" or "sniffing" the chemical from a plastic or paper bag.
- Common Street Names: Whippets, poppers.

Hallucinogens: LSD, Mescaline, Psilocybin

- Health Effects: Dilated pupils, nausea, increased body temperature, increased heart rate and blood pressure, hallucinations, stomach cramps, sleeplessness, blackouts. Flashbacks, a recurrence of the drug effects may be a problem for some.

- Symptoms: Beady eyes, nervous, panic, erratic behavior, crying, personality changes, "sees" smells, "hear" colors. Hallucinogens may cause altered perception/marked depersonalization.
- Duration: 3-12 hours.
- Route of Administration: Swallowed, smoked.
- Common Street Names: microdot, buttons, cactus, peyote, purple passion, shrooms.

Club Drugs: MDMA (ecstasy), Methamphetamine and LSD

- Health Effects: Increased heart rate and blood pressure, blurred vision, chills, sweating, and drastic increases in body temperature. The use of club drugs may cause increased wakefulness, increased physical activity and are believed to cause permanent brain damage. The use of club drugs brings with it considerable risk of addiction.
- Symptoms: confusion, depression, sleep difficulties, anxiety, paranoia, muscle tension, involuntary teeth clenching, and nausea.
- Duration: variable, up to days.
- Route of Administration: Swallowed, snorted, injected.
- Common Names: "Date rape" "drug rape."

Prescription Drugs: Central Nervous System (CNS) Depressants, Stimulants, Opioids

- Health Effects: Many prescription medications have mind altering properties that may lead someone to use a specific prescription drug in a manner different than its intended purpose. Commonly abused prescription drugs are those that belong to the categories of depressants, stimulants and opioids. Possible health consequences include: 1) Depressants slow down activity in the central nervous system of the body, cause sedation and/or drowsiness, reduced anxiety, feelings of well-being, slurred speech, staggering gait, poor judgment/concentration, slow uncertain reflexes, unconsciousness, addiction, coma, and, increased risk of death when combined with alcohol or other depressant drugs; 2) Stimulants speed up activity in the central nervous system of the body, cause dilated pupils, increased blood pressure, heart rate, breathing rate and body temperature, seizures, heart attacks, stroke, addiction, for stimulants; and, 3) Opioids can result in slowed breathing, lowered pulse and blood pressure, tolerance, and possibly addiction. Repeated use of opioids can lead to infections of heart lining and valves, skin abscesses and congested lungs. The use of opioids can lead to convulsions, coma and death. The risk of death is increased when combined with alcohol or other CNS Depressants.
- Symptoms: Depressants will likely cause slurred speech, disorientation, drunken behavior with possible no odor of alcohol, sedation. Stimulants may cause apathy, anxiety, sleeplessness, paranoia, panic attacks, hallucinations, craving, and psychosis. Due to reduced appetite weight loss may occur. The use of stimulants may cause

constant sniffing due to snorting and subsequent nasal damage. Opioids, euphoria, watery eyes, runny nose, yawning, and loss of appetite, tremors, irritability, confusion, panic, chills, sweating, cramps, and nausea.

- Duration: Variable
- Route of Administration: Swallowed, injected, smoked, snorted.
- Common Market Names: Amytal, Nembutal, Seconal, Phenobarbital, Ativan, Halcion, Librium, Valium, Xanax, Ambien, Sonata, Empirin with Codeine, Fiorinal with Codeine, Robitussin A-C, Tylenol with Codeine, Tylox, Oxycontin, Percodan, Percocet, Dexedrine, Adderall, Concerta, Ritalin.

Other: Bath Salts and Synthetic Marijuana

- Health Effects: Bath Salts produce effects similar to amphetamines and cocaine and have been reported to cause racing heart, high blood pressure, headache, and possible chest pains. Frequent use may cause increased tolerance, addiction, psychological and physical withdrawal and possible suicide. Synthetic Marijuana produces experiences similar to marijuana such as elevated mood, impaired judgment, elevated heart rate, altered perception.
- Symptoms: Bath Salts have been reported to produce euphoria, severe intoxication, increased sociability, increased sex drive, paranoia, panic attacks, agitation, possible delirium, and possible psychotic and violent behavior. Synthetic Marijuana has been reported to cause extreme anxiety, panic, paranoia and hallucinations.
- Duration: Variable
- Route of Administration: Swallowed, injected, smoked, snorted
- Common Names: Ivory Wave, Bloom, Cloud Nine, Lunar Wave, Vanilla Sky, White Lightning, and Scarface. K-2 fake weed, moon rocks, skunk.

Description of Drug or Alcohol Counseling and/or Treatment Availability

Through the university counseling services, health service, and appropriate local agencies, Concord University will assist individuals needing drug or alcohol counseling and/or treatment. High quality effort will be made to enhance the institution's capability for offering employees and students meaningful and helpful referral to treatment services when it becomes clear that neither campus prevention nor early intervention activities have met an individual's needs. The University's Counseling Services can provide other campus and community resources.

Disciplinary Measures

Unlawful possession, use, manufacture, or distribution of alcohol or illicit drugs by faculty, staff, or students on University property or as a part of any University activity may lead to sanctions within the University, the severity of which shall increase as the seriousness of the violation increases.

Sanctions include:

- A verbal or written reprimand;
- Completion of an appropriate rehabilitation program;
- A disciplinary warning, with notice that repetition of the offense or continuation of the offense may result in a more serious sanction;
- Suspension from the University (student) or from employment (employee) or from a specific University activity or facility for a fixed period of time or until completion of specified conditions, such as completion of an appropriate rehabilitation program;
- Expulsion from the University (student) or termination of employment (faculty and staff); and/or other appropriate sanctions

Please contact the Office of Student Affairs and the Student Handbook if you are a student or contact the Office of Human Resources and review Board of Governors Policy No. 49 if you are an employee.

Employee Reporting Requirement

Under the Drug-Free Workplace Act of 1988, in addition to the other requirements of this policy, a faculty or staff member who works in any capacity under a federal grant or contract must notify his or her University supervisor or department head, in writing, of his or her conviction for a violation of any criminal drug statute occurring in the workplace no later than five calendar days after such conviction.

This requirement applies regardless of whether the employee is full-time or part-time and regardless of whether the worker is an employee of the University, the Concord University Research & Development Corp., or is hired on a contract-basis. This applies to direct charge employees and to the indirect charge employees who perform any support or overhead functions related to the grant.

The supervisor or department head must then promptly report the violation to the University's Office of Human Resources.

Drug Program Evaluation

Biennially, the University shall review its "Alcohol and Drugs Prevention Program and Policy on Alcohol and Drugs" to determine the program's and policy's effectiveness and implement changes, if needed, and to ensure that the University's disciplinary sanctions are consistently enforced.

The Institution also provided information on its website under Human Resources Employment Notices, "Drug and Alcohol-Free Workplace." <https://www.concord.edu/about/important-offices-and-centers/human-resources/employment-notice>.

Prevention Education

Students are provided information in many different ways including hand-outs, posted flyers, information on the website, as part of their University 100 course, during trainings for different student employment positions, offered seminars and education programs, sponsored activities, and more.

The Counseling Center provides additional information related to Alcohol and Substance Abuse. This information can be found under www.concord.edu > Student Life > Student Health & Wellness > Counseling Center > Alcohol and Substance Abuse <https://www.concord.edu/student-life/student-health-wellness/alcohol-and-substance-abuse>.

Substance abuse is an overindulgence or dependence on an addictive substance. Substance use and abuse is a serious danger to one's health, life, and future. Not only does drug and alcohol abuse interfere greatly with school, work, and relationships, substance abuse also causes uncomfortable to severe side effects and can lead to a life of addiction. Knowing the warning signs of substance use could help save yourself or others from these dangers. For more information, [visit the National Institute on Drug Abuse](#). Your health insurance may cover substance abuse treatment services.

BetterMynd is a FREE telehealth service available 24/7 for all Concord University students. With BetterMynd, CU students have access to counseling and workshop services during traditional counseling center hours (8 a.m. to 4 p.m.) as well as evenings, weekends and during university breaks. [For more information, visit the Counseling Center page.](#)

Drug and Alcohol Prevention Resources

- Alcohol Rehab Guide, 1-844-500-2558, www.alcoholrehabguide.org
- Alcoholics Anonymous Help Line, 1-888-683-9768
- Alcoholics Anonymous local answering service, Beckley, WV, 304-291-7918
- 24-hour Crisis Hot Line, 1-888-936-7116
- WV 24/7 Drug Abuse Help Line, 844-HELP4WV
- U.S. Department of Health and Human Services helpline, [1-800-622-HELP \(4357\)](http://1-800-622-HELP (4357)).
- [Concord University Counseling Center](#), 3rd Floor, Jean & Jerry Beasley Student Center, 304-384-5290, counseling@concord.edu
- [Concord University Collegiate Recovery Program](#)

- Southern Highlands Community Mental Health Center, 200 12th Street Extension Princeton, WV 24740, [304-425-9541](tel:304-425-9541)
- Behavioral Health Pavilion 133 Southview Drive Bluefield, WV 24701, [304-325-4673](tel:304-325-4673)
- Mercer County Fellowship Home, Inc. 421 Scott Street Bluefield WV 24701, [304-327-9876](tel:304-327-9876)
- FMRS Health Systems 101 S. Eisenhower Drive Beckley, WV 25801, [304-256-7100](tel:304-256-7100)
- Beckley Appalachian Regional Hospital 306 Standard Road Beckley, WV, 25801, [304-255-3000](tel:304-255-3000)
- Treatment Centers Locator findtreatment.gov
- Beckley Treatment Center, Inc. 175 Philport Lane Beaver WV 25813, [304-254-9262](tel:304-254-9262)
- Charleston Treatment Center, Inc. 2157 Greenbrier Street Charleston WV 25311, [304-344-5924](tel:304-344-5924)
- Behavioral Health Services 4605 MacCorkle Avenue SW Charleston WV 25309, [304-766-3441](tel:304-766-3441)
- Public Employee Insurance Agency (for benefit-eligible employees) 601 57th Street, SE, Suite 2 Charleston, WV 25304-2345
 - Phone: [304-558-7850](tel:304-558-7850), [1-888-680-7342](tel:1-888-680-7342)
 - Fax: [304-558-2470](tel:304-558-2470); [1-877-233-4295](tel:1-877-233-4295)
 - Email: PEIA.Help@wv.gov
 - Website: www.wvpeia.com

MISSING STUDENT NOTIFICATION POLICY

Consistent with the University's emergency notification procedures, any time a student is believed to be missing from campus, University Police must be notified immediately so they can coordinate efforts to locate the student. University Police hold the authority and responsibility for managing the University's response, including assisting the student's family in locating the missing student. They will also coordinate with the President, Dean of Students, and Chief Risk Management Officer to determine and implement any appropriate actions once a student is confirmed missing.

Any member of the campus community who becomes aware that a student may be missing for more than 24 hours should promptly notify University Police. This ensures that a formal missing student report is filed, and an official investigation is initiated and documented. All reports received by a University official regarding a missing student will be reported to the CUPD immediately.

Each residential student has the opportunity, at any time during the year, to designate a confidential emergency contact to be notified in the event of an emergency, including if they are reported missing.



This information is accessible only to authorized University officials and will not be disclosed except to law enforcement personnel as needed to support a missing student investigation.

As we do serve students who may be under the age of 18, Concord reserves the right to contact the parents or legal guardian of a student under 18 within 24 hours of being determined missing. Concord also reserves the right, in an effort to utilize all available resources, to contact local law enforcement within 24 hours of the determination that a student is missing.

CRIME STATISTICS – GENERAL

The reporting requirements below are presented in a table format and includes statistics for the three most recent calendar years.

It is important to note that some victims prefer not to report incidents of crime to the police, but to confide in various confidential sources. Reasonable attempts have been made to identify all reported (to the Public Safety Office) crimes and to present the statistics in this report, as well as offenses known by or reported to other members of the Concord community.

The sexual assault/abuse report includes situations of acquaintance or date rape reported to and handled by the Public Safety Office. University officials may use their discretion in matters relating to liquor law violations and occasionally refer such cases to the campus judicial system.

Definitions of Reportable Crimes:

(Adapted from The Handbook for Campus Safety & Security Reporting)

Primary Crimes / Criminal Offenses

Criminal Homicide, including Murder and Non-negligent Manslaughter, and Manslaughter by Negligence; Sexual Assault, including Rape, Fondling, Incest and Statutory Rape; Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft; and Arson.

Sexual Assault (Sex Offenses)

Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent. Include attempted Sexual Assaults, but do not include in your Clery Act statistics any Sexual Assaults other than the four types of Sexual Assaults described in this chapter.

Hate Crimes

Any of the above-mentioned offenses, and any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/ Vandalism of Property that were motivated by bias.

VAWA Crimes

Any incidents of Domestic Violence, Dating Violence and Stalking. (Note that Sexual Assault is also a VAWA Offense but is included in the Criminal Offenses category for Clery Act reporting purposes)

Arrests & Referrals for Disciplinary Action

For Weapons—Carrying, Possessing, Etc. Law Violations, Drug Abuse Violations and Liquor Law Violations.

PRIMARY CLERY CRIMES REPORTING

Offense	Year	On Campus	On Campus Residential Facility	Adjacent Public Property	Non-Campus Buildings & Property
Murder & Nonnegligent Manslaughter	2023	0	0	0	0
Murder & Nonnegligent Manslaughter	2024	0	0	0	0
Murder & Nonnegligent Manslaughter	2025	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0
Rape	2023	0	0	0	0
Rape	2024	2	2	0	0
Rape	2025	0	0	0	0
Fondling	2023	0	0	0	0
Fondling	2024	0	0	0	0
Fondling	2025	0	0	0	0
Incest	2023	0	0	0	0
Incest	2024	0	0	0	0
Incest	2025	0	0	0	0
Statutory Rape	2023	0	0	0	0
Statutory Rape	2024	0	0	0	0
Statutory Rape	2025	0	0	0	0
Robbery	2023	0	0	0	0
Robbery	2024	0	0	0	0
Robbery	2025	0	0	0	0
Aggravated Assault	2023	0	0	0	0
Aggravated Assault	2024	0	0	0	0
Aggravated Assault	2025	0	0	0	0
Burglary	2023	0	0	0	0
Burglary	2024	0	0	0	0
Burglary	2025	1	1	0	0
Motor Vehicle Theft	2023	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
Arson	2023	0	0	0	0
Arson	2024	0	0	0	0
Arson	2025	0	0	0	0
Hate Crimes	2023	0	0	0	0
Hate Crimes	2024	0	0	0	0
Hate Crimes	2025	0	0	0	0

Unfounded Crimes:

There were no crimes reported unfounded for the years 2023, 2024, and 2025.

Hate Crimes:

There were no reported hate crimes for the years 2023, 2024, and 2025.

Arrests

Offenses	Year	On Campus	On Campus Residential Facility	Adjacent Public Property	Non-Campus Buildings & Property
Liquor Law Violations	2023	0	0	0	0
Liquor Law Violations	2024	0	0	0	0
Liquor Law Violations	2025	0	0	0	0
Drug Abuse Violations	2023	0	0	0	0
Drug Abuse Violations	2024	2	2	0	0
Drug Abuse Violations	2025	0	0	0	0
Illegal Weapons Possession	2023	0	0	0	0
Illegal Weapons Possession	2024	0	0	0	0
Illegal Weapons Possession	2025	0	0	0	0

Referral for Disciplinary Action

Offenses	Year	On Campus	On Campus Residential Facility	Adjacent Public Property	Non-Campus Buildings & Property
Liquor Law Violations	2023	0	0	0	0
Liquor Law Violations	2024	0	0	0	0
Liquor Law Violations	2025	0	0	0	0
Drug Abuse Violations	2023	0	0	0	0
Drug Abuse Violations	2024	2	2	0	0
Drug Abuse Violations	2025	0	0	0	0
Illegal Weapons Possession	2023	0	0	0	0
Illegal Weapons Possession	2024	0	0	0	0
Illegal Weapons Possession	2025	0	0	0	0

VAWA CRIMES REPORTING

Dating Violence, Domestic Violence, and Stalking

Dating Violence – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

- The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- For the purposes of this definition—
 1. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 2. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence – A Felony or misdemeanor crime of violence committed—

- By a current or former spouse or intimate partner of the victim;
- By a person with whom the victim shares a child in common;
- By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
- By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.
- For the purposes of this definition—
 1. Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
 2. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

3. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Offenses	Year	On Campus	On Campus Residential Facility	Adjacent Public Property	Non-Campus Buildings & Property
Domestic Violence	2023	0	0	0	0
Domestic Violence	2024	0	0	0	0
Domestic Violence	2025	0	0	0	0
Dating Violence	2023	0	0	0	0
Dating Violence	2024	4	2	0	0
Dating Violence	2025	0	0	0	0
Stalking	2023	0	0	0	0
Stalking	2024	3	0	0	0
Stalking	2025	0	0	0	0

ANNUAL FIRE SAFETY REPORTS AND STATISTICS

Description of On-Campus Housing Facilities:

Concord University sits on approximately 125 acres located in Athens, West Virginia. The University maintains 4 separate residential halls that include North Tower (female only), South Tower (male only), Wilson Hall (male/female only floors), and Mill Street Apartments.

Student Notice – Fire Safety

All Concord students, through either Orientation, Residential Assistant Programs/Meetings, the University 100 course, or the new residential student notification packet, are given information about the University's Fire Safety & Evacuation Procedures. Below is a synopsis of the guidance provided:

The following procedures have been developed for the health, safety, and welfare of persons residing in Concord University residence halls. Persons residing in the residence halls are required to observe these procedures and completely cooperate with staff and other personnel during all evacuation conditions. Failure to comply with any of the following procedures may result in disciplinary action.

1. It is illegal to tamper with fire hoses, fire extinguishers, standpipe, sprinkler heads, or fire alarms.
2. It is illegal to block, wedge, or otherwise prevent any fire door from closing.
3. When fire and emergency alarms sound, all persons will immediately proceed to the nearest exit in a quiet and orderly fashion.
4. If the nearest exit is blocked, proceed to an alternate exit.
5. Close all doors as you leave.
6. Upon exiting the facility, move away from the evacuated building.
7. Listen for directions.
8. Report observance of any fire or people who could be in danger to those individuals in charge.
9. Do not re-enter the building until instructed by staff to do so; silencing of the alarm is not a signal to re-enter.
10. Re-enter through the main entrance only.
11. Elevators are not to be used as a means of exiting a residence hall during an evacuation

NOTE: Upon moving into a residence hall, each person is responsible for identifying the locations of various evacuation exits available in case an emergency should occur. When the alarm sounds, assume an emergency exists and vacate the premises immediately to reduce the possibility of being trapped. The sounding of the fire alarm is the only warning that you will receive for a possible emergency.

What you will need to do when you smell smoke:

WHERE THERE IS ANY AMOUNT OF SMOKE, immediately activate the alarm system and evacuate the building.

1. Keep in mind the following guidelines when regular fire procedures are being followed:
 - Heat and most toxic gases rise. Therefore, you should crouch or crawl to avoid the most dangerous atmosphere.
 - Take short breaths, breathing through your nose only.
 - If trapped, placing any room with a closed door between you and the fire/smoke may offer refuge. Wait at a window for rescue. Open the window or break it out when breathing becomes difficult.
2. **NEVER OPEN A HOT DOOR—SMOKE CAN BE FATAL.**

- If there is enough heat in the hall to penetrate the wood panels, there is more than enough to kill you before you get to the head of the stairs or exit the door. This is what you should do:
 - Place the back of your hand on the door panel above your head. If there is heat, **DO NOT OPEN THE DOOR!** The hallway is already filled with deadly heated gases.
 - If you cannot escape through a window, then **REMAIN IN THE ROOM** with the door closed. Wait at the window for rescue. Shout for help.
- If the door does not feel hot you may open it slightly provided caution is used:
 - Brace the door with your hip or foot.
 - Place your hand across the opening to determine the temperature of the air.
 - If the air is hot, or if there is pressure against the door, **CLOSE IT HARD.** It is already too late to exit.
 - If the hallway appears safe, use a planned exit, and loudly arouse other occupants as you leave.

Combustible materials are strictly prohibited in all residence halls. This includes, but is not limited to, items enumerated under the heading of Items You Are Required To Leave At Home. Confiscation and disposal of such items shall be permanent.

Disabling smoke detectors, or any fire safety equipment, by removing batteries or covering the detector with any material, is a violation of federal fire safety code and strictly prohibited. Fines/fees shall be determined by either the State Fire Marshal or the Director of Housing and Residence Life.

Concord University is a tobacco free campus. The use of all tobacco products (Smokeless tobacco, smoking, and vaping) is prohibited in residence halls and on campus. Residents are required to observe this policy at all times.

When a fire alarm is sounded, all students are required by law to vacate the building.

Employee Notice – Fire Safety

Fire Evacuation Procedure

Fire alarms are located in each University building. Note: Fire alarms are NOT directly linked to the dispatcher in Public Safety, the Athens Volunteer Fire Department, nor the Princeton Fire Department. Please call 911 to report an emergency.

Any time a fire alarm sounds in a University building, all occupants must evacuate the building immediately. Any faculty, staff, or student with a disability should be assisted to the nearest clear exit. Employees should not try to carry individuals with disabilities out of the building unless it is an extreme emergency.

If employees know the source of the alarm, they should make this information known to Public Safety as soon as possible by calling (304) 384-5357 or dialing 911 for emergencies. Do not use elevators during a fire alarm. Employees should evacuate the building and remain outside until the alarm has been silenced and a public safety official or representative of the fire department has authorized re-entry.

Fire Safety Disclosures: Requirements & Definition of a Fire

The HEA fire safety regulations apply only to institutions with on-campus student housing facilities and focus exclusively on those facilities. The regulations do not apply to other buildings on your campus or to any non-campus student housing facilities your institution might own or control. See 34 CFR 668.49.

An institution with on-campus student housing facilities is required to

- Maintain a **log** of all reported fires that occur in those on-campus student housing facilities. See 34 CFR 668.49(d).
- Publish an **annual fire safety report** that contains fire safety policies and fire statistics for each of those facilities. See 34 CFR 668.49(b).
- Submit the fire statistics from the fire safety report annually to the Department. See 34 CFR 668.49(c).

Definition of a Fire

For the purposes of fire safety reporting, a “fire” is defined as any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

This definition contains two descriptions of fire. The first is “any instance of open flame or other burning in a place not intended to contain the burning.” Some examples are:

- trash-can fire
- oven or microwave fire
- burning oven mitt on a stove
- grease fire on a stovetop
- flame coming from electric extension cord
- burning wall hanging or poster
- fire in an overheated bathroom vent fan
- couch that is burning without any flame evident

The second type of fire is “any instance of open flame or other burning **in an uncontrolled manner.**” Some examples are:

- chimney fire
- gas stove fire
- fuel burner or boiler fire

Include:

- all fires that meet the definition regardless of
 - size
 - cause
 - whether the fire results in injury, death or property damage
 - your institution’s fire safety policies. Even if your institution prohibits the burning of candles in dorms, a lit candle doesn’t meet the definition of a fire. If drapes catch on fire due to brushing against a lit candle, the burning drapes meet the definition.
- fires on the roof or the outside walls of a building even if the fire doesn’t reach the inside
- an incident where there is evidence that there was burning, for example, a singed electrical cord
- fires in parking facilities and dining halls that are physically attached to and accessed directly from, on-campus student housing facilities. “Accessed directly from” means that an individual can enter the parking area or dining hall directly from the housing area without leaving the building. Note that if there is a vehicle fire (i.e., a fire that is confined to a vehicle) in a student housing facility parking garage, this is not a student housing facility fire. However, if there is a fire in the garage that spreads to a vehicle, or if a vehicle fire spreads to the garage, this is a student housing facility fire.
- fires reported to any official at your institution (e.g., to a residence life officer), not just campus fire authorities or campus security authorities.

Do not include:

- sparks or smoke where there is no open flame or other burning
- such incidents as burnt microwave popcorn that trigger fire alarms or smoke detectors but where there are no open flames or other burning
- attempted Arson in cases where there is no open flame or burning.
- fires in parking facilities and dining halls that are not physically attached to and accessed directly from on-campus student housing facilities, even if the facilities are reserved for the use of residents in those housing facilities
- incidents that violate your institution’s fire safety policies but that do not meet the definition of a fire.

Statistics Regarding Fires in Residential Facilities

Concord Residential Halls	Year	Total Fires in each Building	Cause of Fire	No. of injuries that required treatment at a medical facility	No. of fire-related deaths for each fire	Value of property damage caused by each fire
North Tower	2023	0	N/A	0	0	N/A
North Tower	2024	0	N/A	0	0	N/A
North Tower	2025	0	N/A	0	0	N/A
South Tower	2023	0	N/A	0	0	N/A
South Tower	2024	0	N/A	0	0	N/A
South Tower	2025	0	N/A	0	0	N/A
Wilson Hall	2023	0	N/A	0	0	N/A
Wilson Hall	2024	0	N/A	0	0	N/A
Wilson Hall	2025	0	N/A	0	0	N/A
Mill Street Apartments	2023	0	N/A	0	0	N/A
Mill Street Apartments	2024	0	N/A	0	0	N/A
Mill Street Apartments	2025	0	N/A	0	0	N/A

Description of On-campus Student Housing Facilities' Fire Safety Systems

2025 Residential Halls Fire Safety Systems

Concord Housing Facilities	Fire Alarm System	*Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans	**No. of Drills each year
North Tower	Yes	Yes	Yes	Yes	Yes	10
South Tower	Yes	Yes	Yes	Yes	Yes	10
Wilson Hall	Yes	Yes	Yes	Yes	Yes	10
Mill Street Apartments	***Yes	No	Yes	Yes	Yes	At least 2+

*Sprinkler System includes common areas, hallways, and individual rooms.

**This is the number of planned drills. Any time the fire alarm organically goes off, Housing Staff will complete the Emergency Evacuation Form for record.

***Mill Street Apartments have individual fire alarm and smoke detectors for each apartment space.

Fire Safety Education and Training Programs for Students, Faculty and Staff

The University periodically hosts different training and educational opportunities related to fire safety, fire extinguisher use, and evacuation procedures (fire drills).

University officials coordinate fire extinguisher training annually for anyone on campus to attend. All fire extinguishers are inspected annually and changed when needed. Each Building is provided with evacuation routes that are located on each floor of each building in multiple locations including hallways, bulletin boards, bathrooms, classrooms, etc.

Residential Directors and Assistants (RDs & RAs) are provided with training each year related to fire safety, safe evacuation tactics, fire extinguisher use, and reporting a fire.

Prohibited Items

The following items are **NOT** permitted in any residence hall:

- Air conditioning units of any kind or window air cleaners
- Barbecue Grills
- Candles, Incense, Tart Burners
- Dart Boards
- Displays made from alcohol containers and/or denoting illegal drug use
- Electric blankets
- Electric heaters
- Electric scooters and electric bikes
- Extension cords
- Halogen Lamps
- Hammer and Nails
- Heat lamps
- Holiday Lights that are not LED
- Pets
- Stoves/hot plates (including Coffee Makers with Hot Plates)
- Toaster ovens; toasters
- Weapons (Actual or Replica) Individuals who have a concealed carry permit may carry their weapon in common areas such as kitchens, lounges, lobbies, and study areas. Guns are NOT permitted inside of residence hall dorm rooms.
- Weightlifting equipment
- Wireless Routers
- Any appliance not specified above that generates heat, electricity, or has an exposed heating element and/or is deemed by the Office of Housing & Residence Life as unsafe.
- Unauthorized University property.

The Residence Life Staff will remove all prohibited items during any authorized entry of rooms, and occupants will be subject to disciplinary action.

Smoking Policy

Tobacco use, including smokeless tobacco and vaping products, is prohibited in all areas of campus. There is no designated tobacco use areas.

Pursuant to CU-HR-72: Smoking and Tobacco Use, Concord University is committed to providing a safe and healthy campus community in which to live, learn, work, and play for the students, faculty, staff and guests on campus, and therefore, has adopted a tobacco-free campus policy.

This policy is applicable to faculty, staff, students of Concord University and its visitors and guests and applies to all Concord University facilities, property, and vehicles, owned or leased, located on the main campus in Athens.

Smoking and the use of tobacco products shall not be permitted indoors nor outdoors while on campus. This policy does not cover smoking or tobacco use in an individual's personal vehicle.

"Smoking" means inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, or pipe, or any other lighted or heated tobacco or plant product intended for inhalation, including hookahs and marijuana, whether natural or synthetic, in any manner or in any form. "Smoking" also includes the use of an electronic smoking device which creates an aerosol or vapor, in any manner or in any form, or the use of any oral smoking device.

"Tobacco Product" means any substance containing tobacco leaf, including but not limited to, cigarettes, cigars, pipe tobacco, hookah tobacco, snuff, chewing tobacco, dipping tobacco, bidis, blunts, clove cigarettes, or any other preparation of tobacco.

This policy is available to all faculty and staff, included with information given to all admitted students, and posted on the University's webpage. Signs prohibiting smoking and the use of tobacco products are posted throughout the campus, particularly in common areas previously designated as smoking areas.

No ashtrays are provided at any location on campus. Smoking cessation programs are available to assist and encourage individuals who wish to quit smoking. Policy violations will be addressed through minimally necessary corrective action to obtain and maintain compliance congruent with progressive disciplinary processes (casual reminder, verbal warning, suspension, etc.) for similar minor offenses referenced in the Student Code of Conduct (students), Employee Handbooks (staff/faculty), and Board Policy.



Future Improvements in Fire Safety

Concord is committed to strengthening fire safety across our campus and residence halls by continuously monitoring trends in fire incidents and alarms. Our priority is to provide a safe living and learning environment where students understand potential hazards and know how to protect themselves and others from harm. Looking ahead, Concord will continue to identify and address potential risks before they become safety concerns, with a strong focus on prevention and education. In partnership with the Director of Facilities, we will maintain and upgrade our campus buildings to meet or exceed fire and life safety codes, ensuring that every space on campus remains safe and secure for students, staff, faculty, and visitors.

HAZING REPORT

The Stop Campus Hazing Act

On December 23, 2024, the Stop Campus Hazing Act (SCHA) was passed and enacted by the U.S. Congress. Once enacted, the SCHA had two outcomes: (i) the act requires institutions of higher education (IHEs) that participate in federal student aid programs to report hazing incidents, inter alia, and (ii) it renamed the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act as the Jeanne Clery Campus Safety Act. The SCHA includes additional, more specific, information and requirements related to Hazing, including a definition of hazing, new annual security report

requirements for IHEs, and creation of a new annual report titled "Campus Hazing Transparency Report."

Pursuant to the SCHA, Section 485(f)(6)(A) of the Higher Education Act of 1965 (20 U.S.C. 1092(f)(6)(A)) was amended by adding the following definitions for "hazing" and "student organization."

The term **HAZING**, for purposes of reporting statistics on hazing incidents under paragraph (1)(F)(iv), means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person(s) to participate, that:

- Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- Causes or creates a risk, above the reasonable risk encountered in the course of the participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
 - o Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - o Causing coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - o Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - o Causing, coercing, or otherwise inducing another person to perform sexual acts;
 - o Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - o Any activity against another person that includes criminal violation of local, State, Tribal, or Federal law; and
 - o Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

The term **STUDENT ORGANIZATION**, for purposes of reporting under paragraph (1)(F)(iv) and paragraph (9)(A), means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athlete team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members

are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

As stated, the SCHA now requires IHEs to disclose hazing incidents that were reported to campus security and/or local law enforcement as well as provide a statement of policies related to hazing, how students can report hazing incidents, the process used by the IHE to investigate hazing incidents, information on applicable local, State, and Tribal laws on hazing, and a statement of policy regarding prevention and awareness programs relating to hazing. This information is provided below in greater detail as required by the SCHA.

Hazing Policy Statement

Concord University prohibits all forms of hazing, as defined by W. Va. Code § 18-16-1 et seq., the Stop Campus Hazing Act, and the University's Student Code of Conduct. Hazing is strictly forbidden in connection with any student organization, athletic team, club, group, or individual student activity, regardless of a person's willingness to participate.

All students, employees, student organizations, and affiliated groups are responsible for preventing hazing and for reporting suspected incidents to the Chief Student Affairs Officer/Dean of Students.

Concord University will respond promptly to all reports of hazing. Reports will be reviewed, investigated, and adjudicated according to the University's Hazing Reporting Procedure and the Student Code of Conduct. Cases involving hazing are referred to the University Hearing Board for a formal hearing.

Individuals and organizations found responsible for hazing are subject to disciplinary action, which may include probation, suspension, removal of organizational recognition, or other sanctions deemed appropriate. Hazing involving recognized organizations will be included in the University's Campus Hazing Transparency Report.

Retaliation for reporting hazing or participating in an investigation is strictly prohibited.

The Concord University website and Student Handbook 2026-2028 both provide the University's Hazing Policy, Hazing Reporting Procedures that include the investigative process, and information regarding the West Virginia Anti-hazing Law, codified at W. Va. Code § 18-16-1 et seq.

Hazing Reporting Process

Below is the University's process for intake of Hazing violation reports. This process includes the purpose, identification of who can report, what should be reported, and how to report. This process can be found in the Student Handbook, starting on page 12, and on the University's website tabulated under Student Life > Hazing Prevention & Reporting: <https://www.concord.edu/student-life/hazing-prevention-reporting>.

Purpose

This procedure provides guidance for reporting, investigating, and adjudicating suspected hazing in compliance with West Virginia Code §18-16, the Stop Campus Hazing Act, and the Concord University Student Code of Conduct. It supports a safe, respectful, and inclusive campus environment.

Who May Report Hazing

Anyone may report suspected hazing, including: Students, Faculty, Staff, Advisors, Coaches, Alumni, Parents, Community Members, and/or Anonymous Reporters. Concord University employees are expected to report suspected hazing incidents to the Dean of Students immediately.

What Should Be Reported

Report any actions or situations that may:

- Endanger mental or physical health or safety
- Be required for initiation, affiliation, or continued membership in a student organization
- Include forced behaviors, humiliation, sleep deprivation, substance use, or unsafe physical tasks
- Include destruction of property as part of group activities

How to Report Hazing

All reports go directly to the Chief Student Affairs Officer / Dean of Students via:

- Online reporting form on the Hazing Preventing and Reporting webpage (this complaint form can be filed anonymously) at <https://www.concord.edu/student-life/hazing-prevention-reporting>.
- Online Complaint Form found at <https://www.concord.edu/resources>. This complaint form cannot be completed anonymously.
- Email the Dean of Students at either amhardy@concord.edu or studentaffairs@concord.edu.

- Call the Dean of Students at either (304) 384-5231 or (304) 384-5378.
- In-person meeting with the Dean of Students in the Office of Student Affairs located in the Jean & Jerry Beasley Student Center, 2nd Floor, Room 201.
- Emergency situations (immediate danger, injury, or threats) should also be reported to Campus Police / 911.

Investigative Process for Hazing Reports

Initial Response

Upon receiving a report, the Dean of Students will:

- Review the report.
- Conduct a safety assessment and implement interim measures if necessary, such as:
 - No-contact orders
 - Activity suspension for student organizations
 - Temporary housing or class adjustments
- Determine whether the allegations meet the definition of hazing under WV law and the Student Code of Conduct.

Investigation and Adjudication

1. The Dean of Students conducts a thorough investigation, including:
 - Interviews with students, witnesses, and advisors
 - Collection of messages, photos, and organizational records
 - Documentation of all evidence in a secure, confidential manner
2. If sufficient evidence of hazing is found, the Dean of Students prepares an adjudication report, which includes:
 - Summary of allegations
 - Evidence collected
 - Parties involved
3. The adjudication report is submitted to the University Steering Committee, which forwards the case to the University Hearing Board.
4. The University Hearing Board conducts the formal hearing, determines responsibility, and assigns sanctions in accordance with the Student Code of Conduct.
5. If criminal conduct is suspected, the Dean of Students coordinates with Campus Police for any parallel investigation.

Sanctions and Transparency

- The University Hearing Board determines sanctions for students and/or organizations found responsible for hazing.
- Findings against recognized student organizations are included in the Campus Hazing Transparency Report, as required by law.
- Individual-only violations (not involving a recognized organization) are tracked internally but are not publicly reported.
- Sanctions may include probation, suspension, loss of organizational recognition, or other disciplinary action as outlined in the Student Handbook.

University Hazing Definition

Following enactment of SCHA, the University adopted a similar definition of hazing and updated its policies, handbook, and website to reflect such. The definition can be found below.

Hazing: Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

1. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
2. causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State or Federal law; and
 - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State or Federal law."

Local, State, and Tribal Law related to Hazing

There are no local ordinances or tribal laws related to Hazing in Athens, WV. However, the State of West Virginia enacted the West Virginia Anti-hazing Law, codified at W. Va. Code § 18-16-1 et seq. The State Code section can be found at <https://code.wvlegislature.gov/18-16/>. The Code reads as follows:

§18-16-1. Short Title.

This article shall be known and may be cited as the West Virginia Anti-hazing Law.

§18-16-2. Definitions.

As used in this article:

1. **"Hazing"** means to cause any action or situation which recklessly or intentionally endangers the mental or physical health or safety of another person or persons or causes another person or persons to destroy or remove public or private property for the purpose of initiation or admission into or affiliation with, or as a condition for continued membership in, any organization the members of which are primarily students or alumni of an institution of higher education. The term includes, but is not limited to, acts of a physical nature, such as whipping, beating, branding, required consumption of any food, liquor, drug, or other substance, or any other required physical activity which could reasonably be deemed to adversely affect the physical health and safety of the person or persons so treated, and includes any activity which would subject the person or persons so treated to extreme mental stress, such as sleep deprivation, forced exclusion from social contact, required conduct which could result in extreme embarrassment, or any other required activity which could reasonably be deemed to adversely affect the mental health or dignity of the person or persons so treated, or any willful destruction or removal of public or private property: Provided, That the implied or expressed consent or willingness of a person or persons to hazing may not be a defense under this section.
2. "Institution of higher education" or "institution" means any public or private institution as defined in §18B-1-2 of this code.
3. "Organization" means any fraternity, sorority, association, corporation, order, society, corps, club, or similar group, or a national or international affiliate thereof, the membership of which is primarily made up students or alumni of an institution of higher education.

§18-16-3. Hazing Prohibited.

Any person who causes hazing is guilty of a misdemeanor and, upon conviction thereof, shall be fined not less than \$100 nor more than \$1,000, or confined in jail for not more than nine months, or both fined and confined.

§18-16-4. Enforcement by Institutions.

- a) Anti-hazing policy. —The governing body of each institution of higher education in this state shall promulgate and enforce anti-hazing rules consistent with this article.
- b) Enforcement and penalties. —
 - 1) Each institution shall provide a program for the enforcement of rules promulgated pursuant to subsection (a) of this section and shall adopt appropriate penalties for violations thereof.
 - 2) Penalties may include recession of permission for an organization to operate on campus property or to otherwise operate under the sanction or recognition of the institution.
 - 3) All penalties imposed under the authority of this section shall be in addition to any penalty imposed for violation of §18-16-3 of this code or of any of the criminal laws of this state.
 - 4) Rules adopted pursuant hereto apply to acts conducted on or off campus whenever such acts constitute hazing as defined in §18-16-2 of this code.

Clery Act Criminal Statistics – Hazing

Pursuant to the SCHA, Hazing incidents will now be reported as part of the Clery Crime Statistics annually reported in compliance with Federal law. The Hazing incidents will be reported when (i) it has been reported by a campus security authority or to local police agencies, (ii) the incident occurred within Clery Act geography, and (iii) the incident meets the Clery Act definition of hazing.

Crime Classification	Year	On-Campus	On-Campus Housing	Adjacent Public Property	Non-Campus Buildings/Facilities
Hazing	2025	0	0	0	0

Below are the initial timelines of the Clery Act's hazing requirements based on the Stop Campus Hazing Act's date of enactment of December 23, 2024. The University is not required to report on hazing incidents prior to July 1, 2025. Therefore, the statistics presented for the 2026 Annual Security Report will only include the data collected for the 2025 calendar year. It will not be until the 2028 Annual Security Report that the institution will have three years of reporting data as is provided in the above-mentioned Clery Crime Statistics.

- January 1, 2025: Institutions began collecting statistics on hazing incidents.
- June 23, 2025: Hazing policies (including prevention policies) were due to be in place.
- July 1, 2025: Institutions began collecting information about hazing incidents that violated campus policy/violations.
- December 23, 2025: The Campus Hazing Transparency Report first published on the institution's website and must be updated at least two times each year.
- October 1, 2026: First Annual Security Report with hazing data.

HAZING PREVENTION & AWARENESS PROGRAMS

In compliance with the SCHA requirements, the University has developed and is in the process of implementing its Hazing Prevention and Awareness Programming Policy, located on the institutional webpage at <https://www.concord.edu/student-life/hazing-prevention-reporting>.

In addition to implementation of the policy, the University partnered with Prevention Strategies to provide research-based, effective, prevention programming and training to our incoming freshmen and student-athletes. The program is called “itMatters” and provides a set of online modules for college students with behavioral strategies, tools, and customized campus resources that is proven to help students make informed and healthy choices. This program was created by researchers at the University of North Carolina - Greensboro (UNCG) and upon completion (i) reduces the most dangerous of drinking behaviors, (ii) increases perceived effectiveness of protective behavioral strategies, and (iii) increases self-efficacy to prevent sexual violence. The modules provided to the students included, among other things, hazing prevention and awareness, alcohol awareness and education, sexual violence prevention, and time management skills. itMatters is based on years of NIH-funded research and is proven effective in implementation across multiple universities in the country.

Additional hazing training and a programming schedule will be displayed on the University webpage for Hazing Prevention once finalized to ensure that students, faculty, staff, volunteers, and the community at large are notified and may attend.

Hazing Prevention & Awareness programming will provide, inter alia, education on the institutional definition of hazing and how to report it, the investigative process, applicable State laws, and the adjudication process for reported offenses. Additional prevention strategies will be utilized including skill-building bystander intervention, positive and ethical leadership skills, and promotion of strategies for group cohesion without hazing.

CAMPUS HAZING TRANSPARENCY REPORT

Pursuant to the SCHO, each institution must develop a Campus Hazing Transparency Report summarizing findings concerning any established or recognized student organization found to be in violation of an institution’s standards of conduct relating to hazing as defined by the institution in their hazing policies.

The Campus Hazing Transparency Report must include each incident involving a student organization for which a finding of responsibility is issued relating to a hazing violation, including:

- The name of such student organization
- A general description of the violation that includes:
 1. Whether the violation involved the abuse or illegal use of alcohol or drugs,
 2. The finding of the institution, and
 3. Any sanctions place on the student organization by the institution, and
- The dates on which:
 1. The incident was alleged to have occurred
 2. The investigation into the incident was initiated
 3. The investigation ended with a finding that a hazing violation occurred, and
 4. The institution provided notice to the student organization that the incident resulted in a hazing violation.

The University's report is located on the "Hazing Prevention & Reporting" webpage tabulated under Student Life > Hazing Prevention & Reporting, and it is labeled "CU Campus Hazing Transparency Report." The Dean of Students is responsible for updating this document bi-annually. Concord University is proud to report that it has not had to address any reportable hazing incidents since the initial reporting due date. Therefore, the University's report includes identification of the reporting period, an overview of the report, a summary of the hazing finding or lack thereof, and a required statement on individual student records. The link to the report can be found at <https://www.concord.edu/student-life/hazing-prevention-reporting>.

