Howard Community College
Annual Security Report



Clery Crime Statistics and Campus Policies
For Calendar Year 2025

Howard Community College
Columbia, MD 21044

Department of Campus Safety
Corrected November 3, 2026

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Executive Summary

Howard Community College (HCC) is committed to providing a safe campus for its students, employees and visitors. The HCC Department of Campus Safety provides 24-hour surveillance to protect its community. Surveillance occurs on foot, by bikes and vehicles, and through use of camera and security systems. Emergency policies and procedures are reviewed and updated on an ongoing basis. The Department of Campus Safety and emergency response teams collaborate with state and local law enforcement agencies to effectively respond to situations that impact the safety of the campus community. The mission of the Howard Community College's Department of Campus Safety is to create and maintain a safe and secure environment in which effective learning can take place consistent with the mission of the college.

In 1990, Congress passed the Crime Awareness and Campus Security Act (CACSA) amendments to the Higher Education Act of 1965 (HEA). Amendments to CACSA in 1998 renamed the law the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the Clery Act) in memory of a student who was murdered in her dorm room. In 2013, Congress passed the Violence Against Women Reauthorization Act (VAWA), which included additional amendments to the Clery Act.

Pursuant to 20 United States Code section 1092(f), the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the college produces and distributes an annual report containing crime statistics and statements of security policies.

The Violence Against Women Reauthorization Act of 2013 (VAWA) (Pub. Law 113-4), amends section 485(f) of the Higher Education Act of 1965, 20 U.S.C. § 1092(f), known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). The U.S. Department of Education initiated regulations to implement the amendments to the Clery Act made by VAWA and published final regulations on October 20, 2014. Those final regulations, which appear in 34 CFR 668.46, went into effect July 1, 2015.

The changes made to the Clery Act by VAWA did not affect in any way Title IX of the Education Amendments of 1972 (Title IX), its implementing regulations, or associated guidance issued by the Department's Office for Civil Rights (OCR). Nothing in the Clery Act, as amended by VAWA, alters or changes an institution's obligations or duties under Title IX as interpreted by OCR.

The Clery Act requires that all postsecondary institutions participating in Title IV student financial assistance programs disclose campus crime statistics and other security information to students and the public. The VAWA amendments added requirements that institutions disclose statistics, policies and programs related to dating violence, domestic violence, sexual assault, and stalking, among other changes. The Clery Act also requires institutions to develop and implement specific campus safety and crime prevention policies and procedures.

The information provided in this document meets the requirements of the Act and was prepared using the information obtained by the HCC Department of Campus Safety, as well as combined statistics supplied by local law enforcement offices.

Annual Disclosure of Crime Statistics

The college prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. **The full text of this report is available on the college's website at www.howardcc.edu/services-support/public-safety/reports-forms.** This report is prepared in collaboration with the college's senior administration offices, Department of Campus Safety, local law enforcement agencies surrounding our main campus and alternate sites. Each entity provides updated information on their educational efforts and programs to comply with the Act.

Campus crimes, arrests and disciplinary statistics include those reported to the Department of Campus Safety, designated campus officials, and local law enforcement agencies. The college encourages the campus community to report incidents to the Department of Campus Safety on a voluntary and confidential basis. Mechanisms for reporting are highlighted within this document.

Each year, an e-mail notification is sent to all enrolled students, faculty, and staff and provides the website link to access the full report. **Paper copies of the report may also be obtained by calling the campus Department of Campus Safety at 443-518-5500**.

Department of Campus Safety

Howard Community College works to ensure a safe environment for students, faculty, staff, and visitors. The college's Department of Campus Safety has primary responsibility for campus security and safety. The department consists of the director, assistant director, office manager, and uniformed campus officers who are trained in basic first aid, CPR, and AED and can provide medical assistance if they are the first to arrive at the scene of an accident or injury. The Director of Campus Safety, Assistant Director of Campus Safety, and three certified officers maintain a State of Maryland Special Police Commission, which allow them to exercise full powers of a police officer including arrests on college property. The other officers within the Department of Campus Safety have arrest powers available to the general public to make a citizen's arrest.

Policies and procedures were established to encourage accurate and prompt reporting of all incidents to the Department of Campus Safety and, if necessary, local law enforcement agencies. The Department of Campus Safety works closely with several internal departments and teams including emergency operations, risk management, facilities, information technology, student success, and teaching and learning to ensure a safe environment. In addition, the Department of Campus Safety collaborates with the Howard County Police Department and the Maryland State Police to effectively respond to situations that impact the campus community as well as to promote campus safety. The college is updating its memorandum of understanding with local law enforcement agencies for the investigation of alleged criminal offenses.

The Department of Campus Safety officers patrol the campus and answer calls 24 hours a day, seven days a week. Only faculty and staff are permitted entry to college buildings after hours and those entries are documented. The department's dispatch center is open and provides assistance 24 hours a day for emergencies including medical emergencies.

The Department of Campus Safety can be reached anytime by calling the **emergency number 443-518-5555** from an exterior phone or **extension 5555** from any interior phone or use any **RED** interior emergency phones located throughout the campus or any **BLUE** exterior emergency phone located on the parking lots. Students, faculty, and staff are encouraged to use a security phone to request an escort to or from an on-campus location.

Emergency Operations

The Director of Campus Safety and the Crisis Communication Manager have the overall responsibility for emergency notification for the preservation of life and property. They are the initial contacts during an incident.

The college's Emergency Operations Plan (EOP) identifies the most common threats to the campus and contains step-by-step procedures to address each identified emergency. Information on emergency response, notifications and mobile alerts can be found on the Campus Safety webpage at: www.howardcc.edu/services-support/public-safety. An at-a-glance version of emergency response procedures and evacuations routes is contained in the college's Emergency Quick Reference Guide and is found at: www.howardcc.edu/services-support/public-safety/emergency-information.

Emergency Response and Notification

The college follows the National Incident Management System (NIMS) and Incident Command System (ICS) so that they act as the incident commander and/or unified command.

Howard Community College developed a three protocol system so that with any emergency or campus threat, the college will either:

1) evacuate (fire or bomb threat);
2) shelter-in-place (environmental hazard or weather incident); or
3) lockdown (shooter, hostage, violent or criminal act).

The campus community receives immediate emergency notification through a redundant system of communication channels. The college issues an immediate emergency notification to the campus community upon confirmation of a significant event involving the immediate threat to the health or safety of students and employees, unless issuing a notification will compromise the efforts to contain the emergency.

Training on emergency policies and procedures is offered to the college community in-person through scheduled group and individual training and electronically through on-line web-based modules as well as an emergency training video. In addition, college officials present materials to the students, faculty and staff through orientation, faculty development, and professional development sessions. Emergency tests and drills are conducted each semester and policies and procedures are reviewed and updated annually.

Communications and Key Personnel

The college community is instructed that for any incident, **call the Department of Campus Safety first at extension 5555**, or if the situation warrants call 911 and then the Department of Campus Safety. The flow of information is as follows:

- Student or employee alerts the Department of Campus Safety
- Campus Safety is first responder and alerts Crisis Communication Manager
- Crisis Communication Manager alerts Emergency Response Team
- Crisis Communication Manager facilitates communications campuswide

The decision for **"emergency notification"** or **"timely warning"** is determined in coordination with the Department of Campus Safety and the Crisis Communication Manager. The Crisis Communication Manager will consult with member(s) of the Emergency Response Team as deemed necessary. If required, the Emergency Response Team will be notified to report to the command post or the emergency operations center (EOC) to determine appropriate actions. The college's key personnel identified to assist in an emergency situation include:

- Department of Campus Safety – first responder; initial contact during emergency; notifies Crisis Communication Manager
- Crisis Communication Manager – alerted by Campus Safety; notifies Emergency Response Team; communicates with campus community and stakeholders; point of contact with news media
- Emergency Response Team – supervises actions of college, its students and employees; assumes responsibility of decisions; works cooperatively with local emergency personnel
- Building monitors – trained employees who assist with following emergency protocol; main point of contact to Department of Campus Safety, Crisis Communication Manager, and Emergency Response Team
- Critical college areas – departments with special roles and essential functions

Campus Security Authorities (CSA)

The Clery Act requires all institutions to collect crime reports from various individuals and organizations identified as Campus Security Authorities (CSAs) or Campus Safety. Their function is to collect and report "in good faith" all identified crimes. The Clery Act also mandates that institutions disclose statistics for crimes reported to local police agencies and crimes reported to CSAs. The intent of including non-law enforcement personnel as CSAs is to acknowledge that many individuals and students in particular, are hesitant about reporting crimes to the police, but may be more inclined to report incidents to other campus affiliated individuals.

Regulations provide that CSAs include: campus police, security, or Campus Safety department personnel; individuals or organizations identified in institutional security policies; and individuals with security-related responsibilities. The definition states that a CSA also includes an official "who has significant responsibility for student and campus activities." Campus Security Authority is a Clery Act specific term that encompasses four groups of individuals and organizations associated with the college:

- A campus police department or a campus Campus Safety department of an institution;
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus Campus Safety department, such as an individual who is responsible for monitoring the entrance into institutional property;
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses; and
- An official of an institution who has significant responsibility for student and campus activities including, but not limited to, student discipline and campus judicial proceedings.

HCC encourages the reporting of campus criminal activity that occurs within the geographic area as defined by the Clery Act directly to the Department of Campus Safety, however in some instances members of the campus community may choose to file a report with other campus security authorities. CSAs should immediately report the criminal activity to the Department of Campus Safety who will prepare an Incident Report. Frequently, the Office of Campus Safety solicits information on alleged crimes that were reported in good faith.

All college employees are considered "responsible employees" and as such, are required to report crimes or any knowledge of criminal activity as Campus Security Authorities. A crime is reported when it is brought to the attention of a campus security authority. The function of a campus security authority is to report any allegations of Clery Act crimes that he or she receives. The following Title IX officers have been identified as resources for reporting crimes or any knowledge of criminal activity:

Title IX Co-Coordinator (Students)
Associate Vice President of Student Development
RCF Student Services Hall, RCF320
443-518-4079 // zjohnson@howardcc.edu

Campus Safety Office
RCF Student Services Hall, First Floor
Emergency 443-518-5555
Non-Emergency 443-518-5500

Title IX Co-Coordinator (Employees)
Human Resources Consultant
Howard Hall, HW100
443-518-1100 // mprochaska@howardcc.edu

Title IX Deputy Coordinator (Students)
Director of Student Rights and Responsibilities
RCF Student Services Hall, RCF331
443-518-3182 // ckoontz@howardcc.edu

Timely Warning and Emergency Notification

In the event that a situation arises that, in the judgment of the Director of Campus Safety and Crisis Communication Manager, constitutes an ongoing or continuing threat and is a Clery crime, a **timely warning** will be issued campuswide. The warning can be issued through the redundant system of communication channels. Depending on the particular circumstances of the crime, email will be used first as it encompasses 100 percent of the campus population. Based on the severity of the threat, other appropriate communication channel(s) will be implemented as necessary including use of the Mobile Alert System and/or others.

Communication channels are identified as first alert, updates, and all-clear.

First Alert
- Fire alarm
- Mobile alert system
- E-mail
- Public address (PA) system
- Two-way radios
- Alert wall beacons
- Alertus desktop alert
- Public display monitors
- Blue emergency phones
- Social media – webpage, Facebook, Twitter

Updates
- Emergency hotline x5050
- Mobile alert system
- Two-way radios
- Walk arounds
- Social media

All-Clear
- Bullhorns and whistles
- Mobile alert system
- Alert beacons
- Walk arounds

The college issues an **emergency notification** to the campus community upon confirmation of a significant event involving the immediate threat to the health or safety of students and employees, unless issuing a notification will compromise the efforts to contain the emergency. Immediate emergency notification to the campus community can be done through a redundant system of communication channels. Depending on the particular circumstances of the crime, the appropriate communication channel is implemented including use of Mobile Alert System.

The timely warning or emergency notification is issued as soon as the information is available, unless issuing a notification will compromise the efforts to contain the emergency. Anyone with information warranting a timely warning should report the circumstances to the Department of Campus Safety.

Guidelines for Emergency Communications

EMERGENCY NOTIFICATION	TIMELY WARNING
Scope: Wide focus on any significant emergency or dangerous situation (includes Clery and non-Clery crimes).	Scope: Narrow focus on Clery crimes only.
What: Emergency notification is triggered by an incident that is currently occurring or there is imminent threat to the campus. Initiate emergency notification procedures for any significant emergency or dangerous situation involving an immediate threat to the health and safety of the campus community.	What: Timely warning is triggered by a crime that has already occurred and represents an on-going threat. Issue a timely warning for any Clery crime committed that is reported to campus Campus Safety or local law enforcement and is considered to be a serious or continuing threat to the campus community.
Where: Applies to situations that occur on campus.	Where: Applies to crimes that occur anywhere within college's Clery geography.
When: Initiate procedures immediately upon confirmation that dangerous situation or emergency exists or threatens.	When: Issue a warning as soon as the pertinent information is available.
Note: The law specifies that "an institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed." Clery crimes: Murder, negligent manslaughter, forcible sex offense, non-forcible sex offense, robbery, aggravated assault, burglary, motor vehicle theft, arson, hate crimes; and in accordance with VAWA – domestic violence, dating violence, sexual assault, stalking.	

Campus Programs and Policies

Throughout the year, the college offers programs and training for students and employees. The programs are coordinated with Campus Safety, Student Life, the Wellness Center, and Human Resources. The programs offer crime prevention information on topics such as abduction, self-defense, sexual assault, sexual harassment, domestic violence, dating violence, stalking, cyberstalking, cyberbullying, gang awareness, and other subject matter related to campus and community safety. The programs promote an awareness of sexual assault, sexual harassment, rape, and acquaintance rape issues. The training is designed to make students and employees cognizant of community safety issues and help keep them informed on recent crime situations and prevention techniques.

The college also conducts programs on the effects of drug and alcohol abuse. It discusses the consequences of abusing these substances and offers resources to help with these problems. It is the intent and obligation of the college to provide a drug-free, healthy, safe, and secure educational environment. Employees are expected and required to be in appropriate mental and physical condition for work. Students are expected to contribute to the desired environment by conducting themselves within the guidelines of the student code of conduct as detailed in the student handbook.

The unlawful manufacture, distribution, sale, possession, or use of illicit drugs and the illegal use of alcohol as a part of any Howard Community College activity whether on or off college premises is absolutely prohibited, in accordance with all applicable federal, state, and local laws.

Violations of this policy by employees or students will result in disciplinary action consistent with college policies and procedures. In addition, any violations may have legal consequences consistent with local, state, and federal law. The college cooperates with appropriate health and law enforcement agencies.

The college recognizes drug or alcohol abuse as an illness and a major health problem. The college also understands that drug or alcohol abuse is a potential safety and security problem. Students and employees needing help in dealing with such problems are encouraged to use their health insurance plans; the college's academic support, counseling and career services office; and other appropriate community or campus assistance programs. A list of other county agencies and descriptions of various health risks associated with the use of illicit drug or alcohol abuse is available in the offices of the academic support, counseling and career services, student life, the Wellness Center, human resources, and the athletic department.

Voluntary participation in an assistance program will not jeopardize continued employment or enrollment at the college and will not be noted in any personnel or student record provided that behavior is consistent with established standards. However, voluntary participation in an assistance program will not prevent disciplinary action for violation of the policy described here.

Employees, as a condition of employment, must abide by the terms of this policy. A college employee who is arrested, charges, or convicted of a crime involving legal or illegal drugs, driving under the influence of drugs or alcohol, or driving while impaired by drugs or alcohol must report the action to the vice president of talent, inclusion and workplace culture and chief human resources officer within 72 hours.

For further information, the drug-free campus brochures can be obtained in the student life office. The brochure includes the effects and corresponding names of a variety of drugs and lists local service agencies that provide assistance and support to those seeking help.

The Wellness Center offers a variety of educational materials, hosts workshops, plans awareness activities, and provides student services and referrals. The Wellness Center offers programs to promote campus safety and encourages students to participate in self-defense demonstrations and domestic violence awareness. The center also features programs addressing suicide, depression, blood pressure screenings, and support groups.

Assessment and Intervention for Students Team (ASSIST)

The college developed the Assessment and Intervention for Students Team (ASSIST) to implement best practices in behavioral intervention, pool resources to provide training on behavioral intervention and threat assessment, and maintain a reporting and tracking system for students of concern. A Student Intervention Icon was launched at the college as a one-stop resource for faculty and staff with emergency protocol, reporting student code of conduct violations, reporting ASSIST students of concern and for resources on how to work with disruptive, distressed and disturbed students.

Concern, Assessment, and Response for Employees (CARE)

Similarly, the Concern, Assessment, and Response for Employees (CARE) Team was established with two purposes: to prevent workplace violence and to get help for employees with emotional or psychological issues. Examples include threatening or angry behavior or statements, an obsession with guns, drug/alcohol abuse, sudden withdrawal, or depression. The CARE Team developed materials that help identify types of behavior, statements, or appearance that could be areas of concern and should be reported. The CARE Team immediately investigates any reports of concerning behavior and takes appropriate action to maintain the safety of the workplace.

Safe Campus Initiative

While many institutions have several components associated with campus safety, HCC is unique because all of its programs and activities area fully integrated under one umbrella – the college's Safe Campus Initiative. The areas include Health and Safety, Emergency Operations, Campus Safety, Emergency Communications, ASSIST, CARE, Student Conduct, and Title IX. Staff from these areas are cross-trained and the college teams work together collaboratively to communicate effectively and ensure HCC is a leader in campus safety.

Sex Offenders

The Campus Sex Crimes Prevention Act is a federal law enacted on October 28, 2000 that provides for the tracking of convicted, registered sex offenders enrolled as students at institutions of higher education, or working or volunteering on campus.

The Act amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act to require sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, or is a student. It requires that state procedures ensure that this registration information is promptly made available to law enforcement agencies with jurisdiction where the institutions of higher education are located and that it is entered into appropriate State records or data systems.

It also amends the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act to require institutions of higher education to issue a statement, in addition to other disclosures required under that Act, advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. This change was a requirement beginning with the annual security report due October 1, 2003.

In accordance with the Campus Sex Crimes Prevention Act, the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, colleges and universities are required to disclose certain timely and annual information about campus crime, security policies and procedures, and registered sex offenders. Schools must publish an annual report by October 1 that contains three years of campus crime statistics and certain security policy statements. The information is available to the public and is also reported to the U.S. Department of Education. This report is made available to all students and employees at: www.howardcc.edu/students/department_of_public_safety.

The Act amends the Family Educational Rights and Privacy Act of 1974 to clarify that nothing in that Act may be construed to prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders; and requires the secretary of education to take appropriate steps to notify educational institutions that disclosure of this information is permitted.

The sex offender registry provides information on registered sex offenders enrolled and/or employed at all Maryland institutions of higher education and is available at www.dpscs.state.md.us/sorSearch or the link listed above.

Howard Community College does not employ any convicted sex offender. The Department of Campus Safety, emergency operations, or human resources designee reviews the sex offender registry and receives automatic notifications from the Maryland Department of Campus Safety and Correctional Services. Every applicant is required to complete an application for employment which requires reporting criminal convictions. A sex offense conviction will make the applicant ineligible for employment or an employment interview. Failure to report a sex offense conviction during the application process or during his or her term of employment will result in immediate job termination. Disclosure of information provided to the Department of Campus Safety will be reported to the vice president of administration and finance and the vice president of student success accordingly. Additional campus notifications will be initiated as deemed necessary.

Sex offenders are required to register at the college's Department of Campus Safety prior to registering for any course or program at HCC and disclosure of information provided to the Department of Campus Safety will be forwarded to the vice president of administration and finance and the vice president of student success accordingly. Additional campus notifications will be initiated as deemed necessary. Failure to register with the college's Department of Campus Safety will result in disciplinary action including expulsion, as outlined in the Student Code of Conduct. The college works diligently to ensure a safe environment for all current and prospective students, employees and visitors.

Sexual Misconduct

Howard Community College prohibits and does not tolerate sexual misconduct. Sexual misconduct is a form of sex discrimination prohibited by state and federal laws, including Title IX of the Education Amendments of 1972 as amended and Title VII of the Civil Rights Act of 1964 as amended, and may constitute criminal activity.

Sexual misconduct is an umbrella term that includes sexual and gender-based harassment or discrimination, sexual assault, dating violence, sexual exploitation, and stalking. The college recognizes that sexual misconduct damages the integrity of the educational institution, destroys the institution's positive work and educational atmosphere, and causes psychological and physiological damage to those involved. The college condemns such illegal activity and is committed to providing a learning and working environment free from any form of sexual misconduct.

Howard Community College promotes a climate that is free from sexual misconduct through training, education and prevention programs. The college promotes prompt reporting, prohibits retaliation, and ensures timely, fair, and impartial investigation and resolution of reported sexual misconduct. Any employee, student, vendor, or affiliated person who engages in sexual misconduct in violation of this policy is subject to disciplinary action including but not limited to dismissal from a class, suspension from the college, termination of a contract or debarment in the case of vendors, or termination in the case of employees.

All members of the college community are subject to this policy, regardless of sex, sexual orientation, gender identity, and gender expression. This includes all college students, faculty, and staff, as well as third parties and contractors under the college's control. Violations of the policy may occur between individuals or groups of individuals of any sexual orientation or actual or perceived gender identity. This policy applies to sexual

misconduct in connection with any college program or activity, including sexual misconduct: (1) in any college facility or on college owned or controlled property; (2) in connection with any college sponsored, recognized or approved program, visit or activity, regardless of location; (3) that impedes equal access to any college education program or activity or adversely impacts the employment of a member of the college community; or (4) that otherwise threatens the health or safety of a member of the college community.

Any type of retaliatory or intimidating behavior against a person participating in a protected activity because of their participation in that protected activity is expressly prohibited by this policy. HCC takes disciplinary action against any individual or group of individuals found responsible for retaliating or intimidating, or attempting to retaliate or intimidate, another person for making a report , opposing in a reasonable manner an act or policy believed to constitute discrimination or harassment, or testifying, assisting, or participating in any manner in an investigation, proceeding, or hearing related to a protected activity. Any concern of retaliation should be reported immediately; the college will promptly investigate.

Participation of Advisors and Attorneys in the Sexual Assault Resolution Process

Both student parties (complainant and the respondent) are entitled to no more than two advisors, one of whom can be an attorney of their choosing. The purpose of advisors is to guide and accompany students throughout the campus sexual assault resolution process. The advisor may be a friend, mentor, family member, attorney or any other supporter the students choose. People who will be called as witnesses may not serve as advisors. The parties may choose advisors outside the campus community.

The student parties are entitled to be accompanied by their advisor(s) in all meetings and interviews at which the party is entitled to be present, including intake and interview(s). Advisors should help their advisees prepare for each meeting, and are expected to advise ethically, with integrity, and in good faith. All advisors are subject to the same campus rules, whether they are attorneys or not. Advisors may not present information on behalf of their advisee in a meeting or interview and should request or wait for a break in the proceeding if they wish to interact with campus officials. Advisors may confer quietly with their advisees as necessary, as long as they do not disrupt the process. For longer or more involved discussions, the student parties and their advisors should ask for breaks or step out of meetings to allow for a private conversation. Advisors will typically be given a timely opportunity to meet, in advance of any interview or meeting with the administrative officials conducting that interview or meeting. This pre-meeting will allow advisors to clarify any questions they have and allows the college an opportunity to clarify the role the advisor is expected to take.

Advisors are expected to refrain from interference with the college investigation and resolution. Any advisor who steps out of their role in any meeting under the campus resolution process will be warned once and only once. If the advisor continues to disrupt or otherwise fails to respect the limits of the advisor role, the advisor will be asked to leave the meeting. When an advisor is removed from a meeting, that meeting will typically continue without the advisor present. Subsequently, the Title IX Coordinator will determine whether the advisor may be reinstated or replaced by a different advisor, of the students choosing.

The parties must advise the Title IX Coordinator of the identity of their advisor at least two (2) business days before the date of their first meeting. The parties must provide subsequent timely notice to the investigators if they change advisors at any time. No audio or video recording of any kind other than as required by institutional procedures is permitted during meetings with campus officials.

The state of Maryland has charged the Maryland Higher Education Commission (MHEC) with the task of providing and paying for attorneys for students (respondent and reporting party) involved in sexual assault disciplinary proceedings. MHEC has developed a list of attorneys and legal services programs willing to represent students on a pro bono basis or at fees equivalent to those paid to attorneys under civil legal services established under Title 11 of the Human Services Article. That list can be accessed through MHEC's website: https://mhec.state.md.us. It is the student's responsibility to arrange for these services in advance of their meetings/interview(s).

HCC community members who have questions about Title IX or who want to make a complaint regarding sexual misconduct are encouraged to contact one of the Title IX co-coordinators: the Provost and Executive Vice President, or the Executive Vice President for Finance and Administration. The Title IX deputies are Ms. Zakia Johnson, Associate Vice President of Student Development and Social Support, and Ms. Christy Koontz, Director of Student Rights and Responsibilities. The most up to date contact information for these individuals can be found on the college website in the staff directory.

HCC community members may also direct questions to the Department of Education's Office of Civil Rights. Additionally, HCC community members may report incidents to any HCC non-confidential college employee. All HCC non-confidential college employees are designated as responsible employees and are required to report any information they receive regarding sexual misconduct to their supervisor and to HCC's Title IX co-coordinators or the HCC deputy Title IX coordinators. College employees who are designated as confidential include: employees of HCC Counseling Services licensed for and acting as personal counselors and employees licensed for and acting in a medical capacity for a patient.

A student who reports an incident of sexual misconduct, either as a complainant or a third party witness, will not be held responsible for violating the Student Code of Conduct if the student was under the influence of alcohol or drugs at the time of the incident. An employee under similar circumstances would not be disciplined under college procedures if the report was in good faith. HCC does not want the fear of disciplinary charges or disciplinary sanction to prevent a student or employee from reporting an incident of sexual misconduct.

Sexual Misconduct Procedure

Howard Community College (HCC) has established the following definitions and procedures regarding sexual misconduct under Sexual Misconduct Procedure 63.01D.01.

I. Definitions

The term "student" as defined for the sexual misconduct procedure includes all individuals accepted for admission to any credit or noncredit course or degree granting program sponsored by the college. Student status continues until a student has not enrolled in a course or program for two consecutive academic years.

The term "complainant" usually means a person who filed the complaint against the respondent or has been affected by the alleged sexual misconduct. In matters of serious misconduct requiring a hearing by the student conduct committee, the complainant may be the vice president of student success or designee. In cases involving employees, the complainant could be an employee, a student, or a representative from the human resources office.

The term "respondent" is defined as the individual, either student or employee, accused of violating the sexual misconduct policy.

Definitions of Prohibited Forms of Sexual Misconduct:

Sexual Harassment is any unwelcome sexual advance, unwelcome request for sexual favors, or other unwelcome verbal, written, online, or physical conduct of a sexual, sex-based, and/or gender-based nature when: (1) Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of an individual's basis for or evaluation of academic work, employment, or participation in any aspect of a college program or activity (2) Such conduct has the purpose or effect of creating a hostile environment. A hostile environment is created when harassment is severe, or pervasive or persistent, and objectively offensive such that it unreasonably interferes with, denies or limits someone's ability to participate in or benefit from the college's educational program, employment, or activities. Sexual harassment may include, but is not limited to the following: (1) verbal harassment or abuse; (2) pressure for sexual activity; (3) unwelcome touching; (4)

suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning one's grades, job, etc.; (5) displaying pornographic or sexually suggestive images in a place or manner where others could view such images and be offended; (6) using sexually suggestive language in a place or manner where others could hear such language and be offended; or (7) threatening to commit a violation of sexual misconduct against another person.

Sexual Assault is any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Sexual assault can include incest, non-consensual sexual contact, and non-consensual sexual intercourse as defined by this policy. A) Incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law. B) Non-consensual sexual contact is any intentional sexual touching, however slight and with any object or body part, by a person upon another person, or exposure or disrobing of another, that is without consent (as defined in Sexual Misconduct Procedure 63.01D.01) or by force or coercion. This includes intentional contact with breasts, buttocks, groin, or genitals, touching another with any of these body parts, making another touch the respondent or themselves with or on any of these body parts, as well as any other intentional bodily contact that occurs in a sexual manner. C) Non-consensual sexual intercourse is any sexual penetration or copulation, however slight and with any object or body part, by a person upon another person, that is without consent (as defined in Sexual Misconduct Procedure 63.01D.01) or by force or coercion. Intercourse includes anal or vaginal penetration by a penis, object, tongue, or finger, and oral copulation (mouth and genital/anal contact), no matter how slight the penetration or contact.

Sex Offense is any act or behavior which fails to comply with or violates sexual offenses as defined by Maryland law.

Sexual Exploitation means taking non-consensual or abusive sexual advantage of another to benefit anyone other than the person being exploited. Examples include: Sexual voyeurism (such as watching a person undressing, using the bathroom or engaged in sexual acts without the consent of the person observed), invading privacy, prostituting another person, going beyond the boundaries of consent (such as letting someone hide in a closet to observe consensual sex or disseminating sexual pictures without the photographed person's consent), taking pictures or video or audio recording another in a sexual act, or in any other private activity without the consent of all involved in the activity, engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV), a sexually transmitted disease (STD) or infection (STI) without informing the other person of the infection, administering alcohol or drugs (such as date rape drugs) to another person without their knowledge or consent, sexually-based stalking or bullying, or exposing one's genitals in non-consensual circumstances.

Dating Violence means violence or threat of violence between individuals who have been or are currently in a personal and private social relationship of a romantic or intimate nature. The existence of such a relationship will be determined based on a consideration of the length of the relationship, the type of the relationship, and the frequency of interaction between the persons involved in the relationship.

Domestic Violence means violence committed by a current or former spouse or intimate partner, by a person with whom a child is shared in common, by a person cohabitating with or who has cohabitated with the individual as a spouse or intimate partner, by any other person similarly situated to a spouse, or any other person against an adult or youth protected from those acts by domestic or family violence laws of Maryland. Domestic violence includes threats or a pattern of abusive behavior of a physical or sexual nature by one partner intended to control, intimidate, manipulate, humiliate, frighten, coerce or injure the other.

Stalking means a course of conduct directed at or the intentional, repetitive or menacing pursuit, following, harassment of another person, or other interference with the peace or safety of another person or their immediate family members that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress; including cyber-stalking. The definition of stalking also includes intentionally following another person in or about a public place without their consent. Stalking, harassment, and cyber-stalking behaviors may include, but are not limited to: (1) repeated, unwanted/unsolicited contact that includes face-to-face contact, telephone calls, voice messages, text messages, electronic mail, instant

messages, written letters, or unwanted gifts; (2) repeated, unwanted/unsolicited communication on public and college community internet sites; (3) disturbing online messages; (4) persistent physical approaches or requests for dates, meetings, etc.; (5) threats that create fear for one's life or safety, or fear for the safety of one's family, friends, roommates, or others; (6) unwanted touching; (7) pursuing or following another person, repeatedly showing up or waiting outside a person's home, classroom, place of employment, or vehicle; (8) using surveillance or other types of observation, either in person or through the use of electronic devices or software to track or obtain private information; (9) harassing another person, either in person or through a third party; (10) using threatening gestures; (11) trespassing or breaking into a person's vehicle or residence; or (12) vandalism or destruction of a person's personal property.

Definition of Consent:

Consent is defined as permission to act. It may be given by words or actions, so long as those words or actions create clear, voluntary, mutually understood permission to engage in (and the conditions of) sexual activity. Consent must meet all of the following standards:

- Active, not passive. Silence, in and of itself, cannot be interpreted as consent. There is no requirement that an individual resist a sexual act or advance, but resistance is a clear demonstration of non-consent.
- Given freely. A person cannot give consent under force, threats, or unreasonable pressure (coercion). Coercion includes continued pressure after an individual has made it clear that they do not want to engage in the behavior, they want to stop the behavior, or that they do not want to go beyond a certain point of sexual interaction.
- Provided knowingly. Legally valid consent to sexual activity cannot be given by:

(1) A person under the legal age to consent (16 years old in Maryland) or

(2) An individual who is known to be or, based on the circumstances, should reasonably be known to be mentally or physically incapacitated. The question of what the respondent should have known is objectively based on what a reasonable person in the place of the responding party, sober and exercising good judgment, would have known about the condition of the complainant. An incapacitated individual is someone who cannot freely make rational, reasonable decisions because the individual lacks the capacity to understand the "who, what, when, where, why, or how" of a sexual interaction. This includes a person whose incapacity results from: being mentally disabled, asleep or passed out, involuntarily physically restrained, physically forced, unconscious or having a blackout, or beaten; feeling scared, physically forced, intimidated, coerced, threatened, or isolated; or having ingested, inhaled, or been injected with date rape drugs, or using alcohol or other drugs. Possession, use, or distribution of any drugs, alcohol, or similar substances without the consent of the person consuming them is prohibited, and administering a date rape drug to another individual is a violation of this policy. A respondent's level of incapacitation will not diminish the respondent's responsibility for needing to obtain consent.

- Specific. Permission to engage in one form of sexual activity does not imply permission for another activity. In addition, previous relationships or prior consent do not imply consent to future sexual acts. It is the responsibility of the initiator of the act to receive permission for the specific act. As a result, consent may be requested and given several times by multiple parties during a sexual encounter involving multiple acts.
- Consent can be withdrawn once given, as long as that withdrawal is clearly communicated.

Definitions Related to Implementation of Policy:

Advisor(s) are support persons that help their advisees prepare for each meeting, and are expected to advise ethically, with integrity, and in good faith. The advisor may be a friend, mentor, family member, attorney or any other supporter a student party chooses to advise them who is both eligible and available.

Retaliation is any adverse action, absent legitimate nondiscriminatory purposes, taken against a person participating in a protected activity because of their participation in that protected activity. Participation can include making a report, opposing in a reasonable manner an act or policy believed to constitute discrimination or harassment, or testifying, assisting, or participating in any manner in an investigation, proceeding, or hearing related to a protected activity. Retaliation includes retaliatory discrimination or harassment.

Interim Measures means reasonably available steps the college may take to protect the parties while a sexual misconduct investigation is pending.

Responsible Employee includes any college employee who (1) has the authority to take action regarding sexual misconduct; (2) is an employee who has been given the duty of reporting sexual misconduct; or (3) is someone another individual could reasonably believe has this authority or duty. HCC has designated all HCC non-confidential college employees as responsible employees. This includes: the Title IX coordinators and all Title IX team members, all non-confidential administrators, all professional and technical staff, all support staff, all faculty, all athletic coaches, and all college Campus Safety staff members. The college employees who are designated as confidential include: employees of HCC Counseling Services licensed for and acting as personal counselors and employees licensed for and acting in a medical capacity for a patient.

II. Reporting Sexual Misconduct and Requesting Interim Measures

The college encourages individuals who have experienced sexual misconduct to report those incidents to the college's Title IX Co-coordinators, or any responsible employee with whom the person who experienced the sexual misconduct feels comfortable. The college will address incidents that take place on college owned or controlled property, and all college departments, programs and college sponsored activities, including off-campus when the vice president of student services, associate vice president of human resources or their designees determine that the off-campus conduct affects a substantial college interest. A substantial college interest is defined to include any situation where it appears the student's or employee's conduct may present a danger or threat to the health or safety of self or others; and/or any situation that significantly impinges upon the rights, property or achievements of self or others or significantly breaches the peace and/or causes social disorder; and/or any situation that is detrimental to the educational mission and/or interests of the college.

Complainant Reporting

The college will offer complainants options for reporting the misconduct and requesting interim measures. The Title IX Co-coordinators and Title IX deputies are responsible for ensuring the implementation of appropriate interim measures and coordinating the college's response with the appropriate offices on campus. The options for reporting sexual misconduct and requesting interim measures include:

- The complainant reports the misconduct to the Title IX coordinator or another college employee whom the college has designated as responsible for receiving or responding to reports of sexual misconduct. The complainant should be notified of the interim measures available and requests for interim measures can be made by the complainant to the Title IX coordinator or responsible employee. Reports of sexual misconduct to responsible employees will be forwarded to the Title IX Co-coordinator who will determine what steps need to be taken. Generally, the college will investigate the report to determine what occurred and the college will provide interim measures during the investigative process and any disciplinary or student conduct process.
- The complainant discloses the misconduct to an advocate through the office of the vice president of student success, the office of human resources, or the office of counseling and career services, who in turn can request interim measures from the college on the complainant's behalf. Under the second option, complainants should be aware that when an advocate obtained through one of the above offices requests interim measures on their behalf from a responsible employee of the college and discloses that the reason for the request is sexual misconduct, the request may trigger the college's Title IX obligation to investigate. To the extent the advocate through the office of the vice president of

student success, office of human resources, or the office of counseling and career services makes such a disclosure, but, consistent with the complainant's wishes, asks that the college not investigate or otherwise notify the respondent of the report, the Title IX coordinator or designee will consider whether it can honor the request while still providing a safe and nondiscriminatory environment for all students, and take interim measures to protect the complainant as necessary.

- The complainant, or the complainant's advocate, requests supportive measures from the college without reporting the sexual misconduct to the college. While the college strongly encourages all complainants of sexual misconduct to report the incident to the college directly, the college wants complainants to have access to supportive measures regardless of when or whether they decide to report the conduct to the college.
- A student or employee who reports an incident of sexual misconduct will be informed of the right to file criminal charges with the appropriate law enforcement officials; provided with prompt assistance of campus authorities, at the request of the complainant, in notifying the appropriate law enforcement officials and disciplinary authorities of an incident of sexual assault, and the right to decline to notify such authorities; be given information regarding the importance of preserving evidence as may be necessary to the proof of criminal cases. This includes information that Howard County General Hospital, located at 5755 Cedar Lane, Columbia, MD 21044, is equipped with the Department of State Police Sexual Assault Evidence Collection Kit, which can be helpful in preserving evidence; receive full and prompt cooperation from campus personnel in obtaining appropriate medical attention, including transportation to the nearest designated hospital; offered counseling from mental health services from the institution, other sexual violence support services entities, or the nearest State designated rape crisis program; and after a sexual misconduct case has been reported, and upon request of the complainant, the transfer of the complainant to alternative classes will be made if such alternatives are available and feasible. Additionally, a student or employee who reports an incident of sexual misconduct will be informed of all relevant legal options including the right to file for a peace or protective order. To file for a peace or protective order, complainants should go to their local court house. Additional information about peace or protective orders can be found at www.mdcourts.gov.

A student who reports an incident of sexual misconduct, either as a complainant or a third party witness, will not be held responsible for violating the HCC student code of conduct if the student was under the influence of alcohol or drugs at the time of the incident. An employee under similar circumstances would not be disciplined under college procedures if the report was in good faith. HCC does not want the fear of receiving disciplinary charges or disciplinary sanction to prevent a student or employee from reporting an incident of sexual misconduct.

Contact information for on and off campus resources

On campus resources:

Title IX Co-Coordinator (Students)
Associate Vice President of Student Development
RCF Student Services Hall, RCF320
443-518-4079 // zjohnson@howardcc.edu

Title IX Co-Coordinator (Employees)
Human Resources Consultant
Howard Hall, HW100
443-518-1100 // mprochaska@howardcc.edu

Title IX Deputy Coordinator (Students)
Director of Student Rights and Responsibilities
RCF Student Services Hall, RCF331
443-518-3182 // ckoontz@howardcc.edu

Campus Safety Office
RCF Student Services Hall, First Floor
Emergency 443-518-5555
Non-Emergency 443-518-5500

Employee Assistance Program
1-800-EAPS (3277)
(Contact Human Resources for additional information)

Counseling and Career Services
RCF Student Services Hall, RCF302
443-518-1340

Off campus resources:

Howard County Police Department
3410 Court House Drive
Ellicott City, MD 21043
Emergency number 911
Non-emergency number 410-313-2200
www.howardcountymd.gov/police

HopeWorks of Howard County
9770 Patuxent Woods Drive, Suite 300
Columbia, MD 21046
24-hour Helpline 410-997-2272
Non-emergency number 410-997-0304
www.hopeworksofhc.org

Third Party and Anonymous Reporting

Individuals who become aware of a violation of this sexual misconduct policy that does not involve the individual directly should report the misconduct to a college Title IX Co-coordinator or deputy. If an individual wishes to report a violation of the sexual misconduct policy anonymously, the report should also be made to a Title IX Co-coordinator or deputy. Anonymous reporting may limit the college's actions.

Notification of the Means of Reporting Sexual Misconduct and Requesting Interim Measures

The college will provide notification to the college community of the means of reporting sexual misconduct and requesting interim measures.

III. Interim Measures

Interim measures are those services, accommodations, or other assistance that the college puts in place for complainants or respondents after receiving notice of alleged sexual misconduct but before any final outcomes - investigatory, disciplinary, or remedial - have been determined. Some interim measures may become remedies for the involved parties after a final outcome of a sexual misconduct investigation. The college wants its students and employees to be safe, to receive appropriate medical attention, and to get the help they need to heal and to continue to access their educational and employment opportunities. Upon receiving a report of sexual misconduct, the college will provide the complainant, or the complainant's advocate, with a written explanation of the interim measures available on campus or through local community resources and will ask complainants, or their advocates, what measures are sought. The college will determine which measures are appropriate for a particular complainant or respondent on a case-by-case basis. If the complainant, the complainant's advocate, or the respondent identifies an interim measure that is not already provided by the college, the college will consider whether the request can be granted. In those instances where interim measures affect both a complainant and the respondent, the college will minimize the burden on the complainant wherever appropriate.

A complainant, the complainant's advocate, or the respondent may request the interim measures listed below. The college, after consulting with the complainant, the complainant's advocate, or the respondent will determine which measures are appropriate to ensure the individual's safety and equal access to educational programs and activities:

- Academic accommodations such as change in class schedule and extended deadlines for assignments
- Assistance in arranging for alternative college employment arrangements, physical office space alterations, or changing work schedules
- A "no contact" directive. Such a directive serves as notice to both parties that they must not have verbal, electronic, written, or third party communication with one another.
- Providing an escort to enhance safety for the parties involved in a process as they move safely between educational programs, employment, and activities

- Assistance in identifying an advocate to help secure additional resources or assistance including on and off campus and community advocacy, support, and services.
- Other interim measures deemed appropriate by the institution

The college will work with complainants or their advocates to identify what interim measures are appropriate in the short-term (e.g., during the pendency of an investigation or other college response), and will continue to work collaboratively throughout the college's processes and as needed thereafter to assess whether the instituted measures are effective, and if not, what additional or different measures are necessary to keep the complainant safe.

If a complainant or a complainant's advocate requests any of the above measures on the complainant's behalf without disclosing that sexual misconduct is the basis for the request, the college will consider these requests for supportive measures consistent with its general policy of allowing advocates to seek such measures for those who have experienced sexual misconduct without requiring that the nature of the misconduct be disclosed.

IV. Investigation Procedure and Protocol

The college's Title IX Co-coordinators, or their designees, are responsible for receiving, investigating, and coordinating the response to reports of sexual misconduct policy violations at HCC. Once the college knows or reasonably should know of possible sexual misconduct, it must take immediate and appropriate action, in accordance with its internal procedures, to investigate or otherwise determine what occurred through a prompt, fair, and impartial investigation and resolution. This obligation applies to sexual misconduct covered by this policy regardless of where the sexual misconduct allegedly occurred, regardless of whether a concurrent law enforcement investigation or action is pending, and regardless of whether a formal complaint is filed.

The college aims to complete investigations in a timely manner. Investigations can typically take between 30 and 50 days. The length of the investigation may be influenced by the complexity, severity and extent of the alleged conduct, whether there is a parallel criminal process, the academic calendar such as school closings, and the availability and responsiveness of participants in the process.

A number of college employees will be trained in conducting a formal investigation and may be designated by the Title IX Co-coordinator to assist as appropriate and if needed. As part of the investigation, the investigator(s) will meet with the reporting party to gather as much information as available about the alleged violation. The investigator(s) should additionally interview anyone involved with the alleged violation in order to collect evidence and information. The investigator(s) will make a determination about how to address the alleged behavior.

Both the complainant and the respondent in an investigation have equitable rights to review evidence and participate in meetings specific to the investigation. Participation of advisors and attorneys in the Sexual Assault Resolution Process are permitted. Both student parties (complainant and the respondent) are entitled to no more than two advisors, one of whom can be an attorney of their choosing. The purpose of advisors is to guide and accompany students throughout the campus sexual assault resolution process. The advisor may be a friend, mentor, family member, attorney or any other supporter the students chooses. People who will be called as witnesses may not serve as advisors. The parties may choose advisors outside the campus community.

Student parties are entitled to be accompanied by their advisor(s) in all meetings and interviews at which the party is entitled to be present, including intake and interview(s). Advisors should help their advisees prepare for each meeting, and are expected to advise ethically, with integrity, and in good faith. All advisors are subject to the same campus rules, whether they are attorneys or not. Advisors may not present information on behalf of their advisee in a meeting or interview and should request or wait for a break in the proceeding if they wish to interact with campus officials. Advisors may confer quietly with their advisees as necessary, as long as they do not disrupt the process. For longer or more involved discussions, the student parties and their advisors should ask for breaks or step out of meetings to allow for a private conversation. Advisors will typically be given a

timely opportunity to meet, in advance of any interview or meeting with the administrative officials conducting that interview or meeting. This pre-meeting will allow advisors to clarify any questions they may have, and allows the college an opportunity to clarify the role the advisor is expected to take.

Advisors refrain from interference with the college investigation and resolution. Any advisor who steps out of their role in any meeting under the campus resolution process will be warned once and only once. If the advisor continues to disrupt or otherwise fails to respect the limits of the advisor role, the advisor will be asked to leave the meeting. When an advisor is removed from a meeting, that meeting will typically continue without the advisor present. Subsequently, the Title IX Coordinator will determine whether the advisor may be reinstated or replaced by a different advisor, of the students choosing.

The parties must advise the Title IX Coordinator of the identity of their advisor at least two (2) business days before the date of their first meeting. The parties must provide subsequent timely notice to the investigators if they change advisors at any time. No audio or video recording of any kind other than as required by institutional procedures is permitted during meetings with campus officials.

The state of Maryland has charged the Maryland Higher Education Commission (MHEC) with the task of providing and paying for attorneys for students (respondent and reporting party) involved in sexual assault disciplinary proceedings. MHEC has developed a list of attorneys and legal services programs willing to represent students on a pro bono basis or at fees equivalent to those paid to attorneys under civil legal services established under Title 11 of the Human Services Article. That list can be accessed through MHEC's website: https://mhec.state.md.us. It is the students responsibility to arrange for these services in advance of their meetings/interview(s).

A request for confidentiality by the individual reporting alleged sexual misconduct may limit, but not prohibit, the college's ability to limit the effects or prevent recurrence of alleged sexual misconduct. The college reserves the right to proceed with any aspect of the sexual misconduct process, including but not limited to an investigation, interim measures, or student conduct hearing, when the complainant does not choose to proceed. When making this decision, the college will consider whether there is a risk to the greater college community, the risk that the respondent will commit additional acts of sexual misconduct, whether there has been other sexual misconduct complaints against the respondent, whether the respondent threatened further sexual misconduct against the complainant or others, and whether the sexual misconduct was committed by multiple respondents. The college also reserves the right to delay, for the respondent, conferring of degree, certification, or letter of recognition and access to official transcripts until completion of the sexual misconduct process.

V. Resolution Procedures

Informal Resolution Procedures

An informal resolution is a process whereby remedies and interventions may serve to address the alleged conduct without proceeding to an investigation and adjudication. An informal resolution, including mediation, is not appropriate in sexual violence cases and will not be used at the college. Sexual violence includes sexual assault, dating violence, and domestic violence. Neither party is required to accept responsibility for the alleged conduct in order to proceed with an informal resolution. Either party may decide not to proceed with informal resolution and may request an investigation and adjudication at any time. The Title IX Co-coordinator or designee has the discretion to determine whether a complaint is appropriate for an informal resolution and retains discretion to terminate an ongoing informal resolution process at any time. The purpose of an informal resolution is to take appropriate action by imposing individual and community interventions and remedies designed to maximize the complainant's access to educational, extra-curricular, and/or employment activities at the college; and/or to address the effects of the conduct on the larger college community. Any combination of interventions and remedies may be utilized, including but not limited to:

- Increased monitoring, supervision, and/or security at locations or activities where the alleged conduct occurred or is likely to recur;
- Targeted or broad-based educational programming or training for relevant individuals or groups;
- Academic modifications for complainants;
- Workplace modifications for complainants;
- Completion of projects, programs, or requirements designed to help the respondent manage behavior, refrain from engaging in prohibited conduct, and understand why the prohibited conduct is prohibited; and
- Compliance with orders of no contact that limit access to specific college buildings or areas or forms of contact with particular persons.

The imposition of remedies or interventions obtained through an informal resolution may be achieved by an agreement acceptable to the parties and college. The Title IX Co-coordinator or designee will facilitate the development of this agreement. In such cases where an agreement is reached, the terms of the agreement are implemented and the matter is resolved and closed. In cases where an agreement is not reached and the Title IX Co-coordinator or designee determines that further action is necessary, or if a respondent fails to comply with the terms of the informal resolution, the matter may be referred for investigation and adjudication. Where the complainant, respondent, and the college have reached an informal resolution agreement, the parties will be provided with a written copy of the agreement. Accepting an informal resolution does not mean that the respondent admits responsibility; nor does it mean that there has been a finding of a policy violation. The Title IX Co-coordinator or designee will maintain all records of matters referred for informal resolution.

Grievance and Adjudication Procedures for Complaints Against Students

Any alleged violation of this sexual misconduct policy may be adjudicated under the procedures outlined by the HCC student code of conduct in the case of an alleged violation by a student at HCC. These procedures may also be used to address collateral misconduct occurring in conjunction with harassing or discriminatory conduct (e.g., vandalism, physical abuse of another, etc.). The procedures, participants, sanctions and appellate process all apply to these proceedings related to alleged violations of this policy. However, to the extent such procedures are not otherwise specified or are in conflict with any procedures outlined by the HCC student code of conduct, the following procedures specific to the adjudication of violations of this sexual misconduct policy will apply:

- The parties to the proceeding will have equitable rights including: notice of allegations and hearings to both parties; an opportunity for both parties to present witnesses and other evidence, such as information about the specific alleged violation but not about the complainant's prior sexual conduct with anyone other than the respondent.
- The investigator(s) for the incident will serve as a non-voting member(s) of the student conduct committee panel.
- For hearings related to an alleged violation of the sexual misconduct policy, neither the complainant nor the respondent are required to be present in the same room. Accommodations, including but not limited to listening to and participating in the hearing over the phone, may be made to allow either party to participate in the process without being present at the hearing location. Further, neither the complainant nor the respondent need to participate in the hearing as a prerequisite to proceed with the hearing. Failure of the complainant or respondent to appear at the hearing, after proper notice, will result in the committee making a decision through the hearing process in their absence.
- The respondent cannot cross examine or personally question the complainant, and the complainant cannot cross examine or personally question the respondent. If the respondent or the complainant has questions for the other party, they may submit those questions to the hearing chairperson during the hearing. The hearing chairperson may use the submitted questions to inform which questions the hearing panel asks.
- The parties will be afforded similar and timely access to information to be used during the proceeding.

- Medical and counseling records are privileged and confidential documents, which students will not be required to disclose as evidence for the discipline process.
- The parties are entitled to the same opportunities to have others present during the proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an adviser of their choice. For proceedings related to an alleged violation of the sexual misconduct policy, the adviser of choice can include legal representation. The adviser's role is to provide personal counsel and support to the respondent or complainant, but not to present the case or address the hearing panel, hearing Chairperson or other participants in the process. The adviser may not serve as a witness in the conduct proceeding. Disruptive advisers will be removed from the process at the discretion of the hearing Chairperson or investigator, and the process will continue. If the adviser does not appear at the hearing or related meetings, after proper notice to the complainant or respondent, the process will continue in the adviser's absence.
- The preponderance-of-the-evidence (i.e., more likely than not) standard will be applied as the standard of review for determining findings of fact and used in any Title IX fact-finding and related proceedings, including any hearing.
- Evidence of a prior consensual dating or sexual relationship between the parties by itself does not imply consent or preclude a finding of sexual misconduct.
- The appeal process will be equally available to both parties.
- Either party has the right to appeal the outcome of the complaint if not satisfied with the result. The appeal must be filed in writing within seven business days of the outcome or resolution. Appeals involving a complaint of sexual misconduct made against a student should be filed with the vice president of academic affairs. The appeal should state the reason(s) for the appellant's belief that the outcome is unsatisfactory and provide evidence to support those reasons.
- Appeals will only be granted (1) when sanctions are substantially disproportionate to the offense, where mitigating factors warrant a reduced sanction or aggravating factors warrant a greater sanction; (2) if procedural errors or conduct of the investigation were so substantial as to effectively deny fundamental fairness; or (3) if new and significant evidence became available that could not have been discovered by a properly diligent party before or during the original investigation. If an appeal is granted based upon new and significant evidence, either party will have the opportunity to respond to the evidence. If one or more of the above criteria are met, the vice president will review the appeal and issue a written decision within 30 days after its receipt. The decision of the vice president is final.
- The vice president will act on appeals based upon the report filed by the hearing committee chairperson or designee, the student's written brief, and any written response or memorandum prepared by college officials. All written materials considered by the vice president will be subject to inspection, in accordance with the Family Educational Rights and Privacy Act. New evidentiary hearings will not be conducted in appeals.

Any party participating in a proceeding may raise issues related to potential conflicts of interest of investigators or other individuals participating in the adjudication process by contacting the Title IX Co-coordinator or designee.

As permitted by law, the college will notify the parties concurrently, in writing, about the outcome of the complaint and whether or not sexual misconduct was found to have occurred. The college will also concurrently inform the parties of any change to the results or outcome that occurs before the results or outcome become final, and the institution must inform the parties when the results or outcome become final. In addition, HCC will not require either participant to abide by a nondisclosure agreement in writing or otherwise that would prevent the re-disclosure of information related to the outcome of the proceeding.

Institutional sanctions as outlined in the HCC student code of conduct include:

- Letter of warning.
- Fines: Previously established and published fines may be imposed.

- Restitution of property or personal relationships with others, denial of certain privileges, or restriction of activities.
- Loss of privileges – Denial of specified privileges for a designated period of time.
- Discretionary sanctions: Including, but not limited to, work assignments, essays, service to the college, mandated assessment and/or counseling, workshop attendance, behavioral contracts, and monitoring or related activities.
- Student conduct probation: Prohibits the student from representing the college or participating in student activities without prior permission from the office of student conduct. Probation also subjects the student to immediate suspension if found in violation of another offense during the period of probation.
- Administrative withdrawal from course(s): Student is withdrawn from the course(s) where the violation occurred for the remainder of the academic term.
- Suspension: Exclusion from college premises, and other privileges or activities, as set forth in the suspension notice.
- Expulsion: Permanent termination of student status, and exclusion from college premises, privileges and activities.
- Revocation of admission and/or degree: Admission to or a degree awarded by the college may be revoked for fraud, misrepresentation, providing other false information, or other violation of college standards in obtaining the degree or admission to the college

Adjudication Procedures for Complaints Against Employees

Charges of sexual misconduct against employees will be investigated by a trained investigator either from within the Human Resources Office or in another campus department, under one of two models:

- An investigation will be conducted and its findings will be reported to the Title IX Co-coordinator in the Human Resources Office. The Title IX Co-coordinator in the Human Resources Office will make a decision regarding the outcome of the investigation.
- The Title IX Co-coordinator in the Human Resources Office will conduct the investigation independently and make a decision regarding the outcome of the investigation.

The investigatory model used will be chosen by the Title IX co-coordinator and will depend on the resources available at the time of the complaint and the nature of the complaint. In either model of investigation, the following will apply:

- The preponderance-of-the-evidence (i.e. more likely than not) standard will be applied as the standard of review for determining findings of fact and used in any Title IX fact-finding and related proceedings.
- The parties to the proceeding will have equitable rights including: notice of investigative meetings; an opportunity for both parties to present witnesses and other evidence, such as information about the specific alleged violation but not about the complainant's prior sexual conduct with anyone other than the respondent; the opportunity to suggest questions to be asked of the other parties in the proceeding; similar and timely access to information to be used in making a decision.
- The parties are entitled to the same opportunities to have others present during the proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an adviser of their choice. For proceedings related to an alleged violation of the sexual misconduct policy, the adviser of choice can include legal representation. The adviser's role is to provide personal counsel and support to the respondent or complainant, but not to present the case or address the investigator. Disruptive advisers will be removed from the process at the discretion of the investigator, and the process will continue. If the adviser does not appear at the meeting, after proper notice to the complainant or respondent, the process will continue in the adviser's absence.
- Both parties will be notified of the outcome of the investigation concurrently, to the extent possible.

- Outcomes of investigations that result in recommendations for suspension or dismissal of employees will follow HCC policy and procedures described under 63.12 (Suspension and Dismissal Policy).
- Either party may appeal the decision of the Title IX Co-coordinator in writing to the vice president of administration and finance (VPAF). The written appeal must be submitted to the VPAF within 15 calendar days of the date the original written decision is issued. The VPAF will determine the steps in the appeal review, and will issue a decision in a timely fashion. The decision of the VPAF is the final decision of the college's internal process. For cases involving the VPAF, the President will manage the appeal. In cases where the suspension or dismissal of an employee is recommended, the appeal process outlined under policy 63.12 will supersede the appeal process outlined above.

Possible sanctions for outcomes of this process are:

- Discretionary sanctions
- Suspension
- Termination

VI. Prompt Resolution

If there is a determination that sexual misconduct has occurred, prompt and effective steps to eliminate the sexual misconduct, prevent its recurrence, and address its effects will be taken.

- Prompt generally means within 60 calendar days from the time a report is brought to the college's attention until an initial decision is rendered.
- There may be circumstances that prevent the college from meeting the 60-day timeline. In such circumstances, the college will document the reasons why it was unable to meet the 60-day timeline.

VII. Training

Prevention and Awareness Education

The college develops and implements preventive education directed toward both employees and students. These educational initiatives contain information regarding what constitutes sexual misconduct, definitions of consent and prohibited conduct, the college's procedures, bystander intervention, risk reduction, and the consequences of engaging in sexual misconduct. These educational initiatives are for all incoming students and new employees. The college also develops ongoing prevention and awareness campaigns for its students and employees addressing the same information.

HCC provides education and awareness information about sexual misconduct policies and procedures through student orientation, workshops, handouts, letters, poster campaigns, and other outreach activity targeted at the general student population, including athletes and other campus leaders, and employees.

Annual Training Related to Implementation of Policy

HCC employees receive biennial training on how to report incidents of sexual misconduct as well as how to effectively support complainants. In addition, Campus Safety personnel, the Title IX coordinator, Title IX deputies, campus investigators, and participants in the adjudication process will participate in appropriate annual training to assist them in meeting their responsibilities related to implementation of this policy.

Title IX Compliance Oversight

Title IX Coordinator

The president appoints a Title IX coordinator or co-coordinators responsible for coordinating the institution's efforts to comply with and carry out its responsibilities under Title IX.

The Title IX coordinator must have adequate training on the requirements of Title IX, including what constitutes sexual misconduct, consent, credibility assessments, and counter-intuitive behaviors resulting from sexual misconduct. The coordinator must understand how relevant institution procedures operate and must receive notice of all reports raising Title IX issues at the college.

Title IX Team

The Title IX coordinator or designee may identify a Title IX team, which may include the Title IX coordinator, Deputy Title IX coordinator, Title IX investigators, and representatives from campus Campus Safety and the office of human resources. The Title IX coordinator or designee will be responsible for coordinating the activities of the Title IX team.

Notice of Nondiscrimination

Content

The college publishes a notice of nondiscrimination that contains the following content:

- Title IX prohibits the college from discriminating on the basis of sex in its education program and activities;
- Inquiries concerning the application of Title IX may be referred to the college's Title IX coordinator or designee or the Office for Civil Rights; and
- The Title IX coordinator and any Title IX team member's title, office address, telephone number and email address.

Dissemination of Notice

The notice is widely distributed to all students, employees, applicants for admission and employment, and other relevant persons. The notice is prominently displayed on the college's website and at various locations throughout the campus, and is included in publications of general distribution that provide information to students and employees about the college's services and policies. The notice is available and easily accessible on an ongoing basis.

VIII. Record Keeping

The college maintains records of actions taken under this policy, including, but not limited to, records of any reports of sexual misconduct, records of any proceedings or resolutions, and records of any sexual misconduct trainings, and will maintain such records in accordance with the college's records retention schedule.

Updates to the Title IX policy and procedures can be found at https://www.howardcc.edu/about-us/consumer-information/title-ix/index.html.

Hazing Awareness, Education and Response

Howard Community College is committed to providing a safe and respectful learning environment. As part of this commitment, the college strictly prohibits hazing in all forms. This resource serves to educate our campus community, fulfill compliance with the Stop Hazing Act https://www.congress.gov/bill/118th-congress/house-bill/5646, and provide resources and reporting channels for hazing-related incidents.

Hazing Definition

Hazing is defined as conduct when engaged in for the purposes of admission, initiation or continued association with an organization or group of two or more individuals which subjects another person to physical harm or pain, emotional distress, humiliation, personal degradation, or harm from unreasonable requirements not relevant to the group's legitimate activities.

Anti-Hazing Procedure

HCC has established the Anti-Hazing Procedure– 50.02.05 (https://www.howardcc.edu/about-us/policies-procedures/chapter-50/500205-anti-hazing-procedure/) to outline campus requirements and expectations around hazing prevention and response protocols.

Hazing is strictly prohibited at Howard Community College whether it is occurring on or off campus. The implied or expressed consent of another person to hazing is not a defense to violation of the student conduct policy or the terms and conditions of this procedure.

Hazing is prohibited under Maryland law. A person may not recklessly or intentionally do an act or create a situation that subjects a student to the risk of serious bodily injury for the purpose of an initiation into a student organization.

Hazing is defined as conduct when engaged in for the purposes of admission, initiation or continued association with an organization or group of two or more individuals which subjects another person to physical harm or pain, emotional distress, humiliation, personal degradation, or harm from unreasonable requirements not relevant to the group's legitimate activities.

Incidents of hazing are reported to the Office of Student Rights & Responsibilities and reports are submitted through the reporting form (https://cm.maxient.com/reportingform.php?HowardCC&layout_id=3). Reports of hazing will be promptly investigated and adjudicated through HCC's student disciplinary procedures. Individual students and student groups may also be subject to interim disciplinary actions including, but not limited to: no contact notice; campus restrictions; and interim suspension while a disciplinary review is pending. Students who violate anti-hazing laws may also be subject to criminal charges, and the college will cooperate with law enforcement on such investigations.

The college collects and reports statistical information regarding hazing incidents as required by law. The college provides hazing awareness and prevention resources to all students, faculty, and staff on an annual basis. HCC is committed to ensuring all campus community members have the knowledge and skills to build campus experiences free from acts of hazing. Hazing awareness, prevention and reporting training is made available to all students, faculty, and staff on an ongoing basis. Advisors, coaches, student athletes, registered student organization leadership, and student organization members are expected to complete this training annually.

Reporting

All HCC community members share the responsibility of fostering healthy and safe campus experiences. Concerns involving incidents of hazing should be reported to the Office of Student Rights and Responsibilities, the Office of Campus Safety and/or local law enforcement immediately. Apathy in the presence of, and acquiescence to, hazing are not neutral acts. Individuals who voluntarily participate in acts of hazing as perpetrators will be held personally accountable under this policy and the Code of Student Conduct. Reports of hazing will be promptly investigated and adjudicated through HCC's student disciplinary procedures.

Pursuant to the Jeanne Clery Campus Safety Act, Campus Security Authorities are required to report incidents of hazing, in accordance with reporting protocols.

To make a report contact:

- Office of Student Rights and Responsibilities
  Submit a report here: https://cm.maxient.com/reportingform.php?HowardCC&layout_id=3
  RCF Student Services Hall, RCF 331
  443-518-3182
  Email: rightsandresponsibilities@howardcc.edu
- Campus Safety Office
  RCF Student Services Hall, First Floor
  Emergency: 443-518-5555 // Mobile Phone: #3333
  Non-Emergency: 443-518-5500
- Local Police in ANY location – Emergency: 911

Confidential Resources

HCC Counselors from Mental Health Counseling Services will keep information about alleged hazing as private and confidential as allowed by applicable law. Reporting incidents of hazing to counselors does not constitute a report to the college and no additional action will be taken unless there is an imminent threat to health or safety or other basis for disclosure as required by law.

Stop Hazing: https://stophazing.org/ provides resources about the prevention and response.

Mental Health Counseling Services
RCF Student Services Hall, RCF302
443-518-1340

Howard County Police Department
3410 Court House Drive
Ellicott City, MD 21043
911 or 410-313-2200

Acts of hazing often involve actions that raise concerns about the immediate health, safety and welfare of the individuals involved. These acts may also be in violation of locals, state and/or federal law.

Grassroots Crisis Intervention
6700 Freetown Road
Columbia, MD 21044
410-531-6677 or 410-531-6006 or 410-531-6677
www.grassrootscrisis.org
Provides telephone counseling, free walk-in counseling, 24-hour suicide hotline, and Mobile Crisis Team 7 days/week. Free services.

Mobile Crisis Team
410-531-6677
The Howard County Mobile Crisis Team (MCT) is available free of charge to any Howard County resident or individual present in Howard County at the time of a mental health crisis.

Campus Hazing Transparency Report (CHTR)

The college publishes the Campus Hazing Transparency Report (CHTR) bi-annually if required to provide information regarding findings concerning any Student Organization found responsible for hazing under the college's policy.

Organization Name	Incident Descriptn	Drugs/ Alcohol Use	Incident Location	Report Date	Investgtn Date	Notify Investgtn Date	Conclude Investgtn Date	Findings	Sanctions
No violations reported									

Crime Statistics

The college encourages immediate and accurate reporting of crimes and incidents at all times. Students, employees, and visitors to campus should immediately report all incidents to the Department of Campus Safety. Individuals can report an incident by calling the **emergency number 443-518-5555** from an exterior phone or **extension 5555** from any interior phone located on campus. In addition, any **RED** interior emergency phones or any **BLUE** exterior emergency phone located in the parking lots can be used.

Campus Crime Reporting

Incidents can also be reported anonymously through an incident report that can be accessed via the Campus Safety web site at: www.howardcc.edu/services-support/public-safety. A daily log is located on the Campus Safety web site where all campus crimes are reported. The log lists the nature, date, time, and disposition. The log can be accessed 24 hours a day seven days a week and is located at: www.howardcc.edu/services-support/public-safety/reports-forms.

The Department of Campus Safety responds immediately to a call, take a report and if necessary, initiate an investigation and/or notify the local police to investigate. Police also monitor crimes occurring at off-campus locations. Reports of off-campus incidents are also reported to the campus community.

Campus Crime Statistics

The college prepares an annual report of campus crime activity. This report contains categories of crime statistics for the main campus and certain non-campus properties, which have been reported to campus Department of Campus Safety and the local law enforcement agencies for the most recent three calendar years. It includes statistics from the college's Department of Campus Safety and the local law enforcement agencies and includes on-campus (main Columbia campus), non-campus sites (Charles Ecker Business Training Center and Laurel College Center), and public properties adjacent to the college's facilities, as defined below:

- **On-Campus Property:** offense statistics reported for any building or property owned, leased or under the control of Howard Community College.

- **Non-Campus Property:** offense statistics reported for non-campus property of any building owned, leased or controlled by Howard Community College that is frequently used by students and is not within the same reasonably contiguous geographic area of the institution.

- **Public Property:** offense statistics reported for public property located immediately adjacent to and easily accessible from campus including thoroughfares, sidewalks, streets, lands, and parks. This is property not owned or controlled by Howard Community College and are not private businesses or residences.

Summary of Crime Statistics

This report including the Summary of Crime Statistics listed below is distributed to all current students and employees by a direct e-mail message stating where the report is posted on the college's website. Individuals may also request a paper copy of this report by calling the Department of Campus Safety at the **non-emergency number 443-518-5500**.

SUMMARY OF CAMPUS CRIME STATISTICS

2023 - 2025

	On-Campus Property				Non-Campus Property				Public Property			
OFFENSES	**2023**	**2024**	**2025**	**Subtotal**	**2023**	**2024**	**2025**	**Subtotal**	**2023**	**2024**	**2025**	**Subtotal**
CRIMINAL OFFENSES												
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	1	0	1	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	1	1	0	0	0	0	0	0	0	0
Aggravated Assault	1	0	0	1	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	1	1	1	3	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL CRIMINAL OFFENSES	2	2	2	6	0	0	0	0	0	0	0	0
VAWA OFFENSES												
Domestic Violence	0	0	0	0	0	0	1	0	0	0	0	0
Dating Violence	0	1	0	1	0	0	0	0	0	0	0	0
Stalking	2	0	2	4	0	0	0	0	0	0	0	0
SUBTOTAL VAWA OFFENSES	2	1	2	5	0	0	1	0	0	0	0	0
ARRESTS												
Illegal weapons possession	0	0	0	0	0	0	0	0	0	0	0	0
Drug abuse violations	0	0	0	0	0	0	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL ARRESTS	0	0	0	0	0	0	0	0	0	0	0	0
DISCIPLINARY ACTIONS												
Illegal weapons possession	0	0	1	1	0	0	0	0	0	0	0	0
Drug abuse violations	0	6	0	6	0	0	0	0	0	0	0	0
Liquor law violations	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL DISCIPLINARY ACTIONS	0	6	1	7	0	0	0	0	0	0	0	0
UNFOUNDED CRIMES												
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statuory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	1	0	0	1	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	1	0	2	3	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0
Arrests - Illegal weapons possession	0	0	0	0	0	0	0	0	0	0	0	0
Arrests - Drug abuse violations	0	0	0	0	0	0	0	0	0	0	0	0
Arrests - Liquor law violations	0	0	0	0	0	0	0	0	0	0	0	0
Discp. Action - Illegal weapons possession	0	0	0	0	0	0	0	0	0	0	0	0
Discp. Action - Drug abuse violations	0	0	0	0	0	0	0	0	0	0	0	0
Discp. Action - Liquor law violations	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL UNFOUNDED CRIMES	2	0	2	4	0	0	0	0	0	0	0	0
TOTALS ALL OFFENSES	4	9	5	18	0	0	1	0	0	0	0	0

FOR THE RECORD:

2025: Robbery (on-campus) - Student in former relationship had backpack taken from ex-partner and was physically assaulted in garage, investigated and resources provided

Motor Vehicle Theft (on-campus) - Student discovered vehicle missing from the West Garage, vehicle found by authorities located off campus, HCPD investigated

Domestic Violence (non-campus property) - Howard County Police report of domestic violence incident at Maryland Innovation Center located at the Gateway Building, Columbia Gateway Drive

Stalking (on-campus) - domestic issue with ex-partner who followed student onto campus, reported fear and being unsafe, protective measures and resources provided

Stalking (on-campus) - stalking behavior from student, followed to residence, investigated, access restricted, contact ceased, protective measures and resources provided

Illegal Weapons Possession (on-campus) - student reported with weapon on campus claims to not know college policy, took weapon and left campus, disciplinary action

Unfounded Stalking (on-campus) - Two (2) different cases of unwanted attention with no threat; investigated, contact ceased, no further action

CAVEAT:

For 2024, original case was classified under VAWA Offenses as Dating Violence (on-campus) with dating students having intercourse in vehicle, both reporting consensual; weeks later, female student reported coercion to "give in", therefore, the case was reclassified under CRIMINAL Offenses as Rape (on-campus); investigated and resources provided. The case was then removed under VAWA Offenses as Dating Violence (on-campus) and recorded as -0- on the October 1, 2026 report. Subsequently, the college was informed to restore this case under VAWA Offenses as Dating Violence in addition to the reclassification under CRIMINAL Offenses. The corrected report dated November 3, 2026 includes the case being recorded in both categories under CRIMINAL Offenses as Rape and under VAWA Offenses as Dating Violence.

HATE CRIME STATISTICS

	2023									2024									2025								
ON-CAMPUS PROPERTY	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin	Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin	Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin	Total
HATE CRIMES																											
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses - Forcible	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses - Non-Forcible	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Destruction, damage or vandalism of property	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other crime involving bodily injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL HATE CRIMES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	2023									2024									2025								
NON-CAMPUS PROPERTY	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin	Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin	Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin	Total
HATE CRIMES																											
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses - Forcible	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses - Non-Forcible	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Destruction, damage or vandalism of property	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other crime involving bodily injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL HATE CRIMES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	2023									2024									2025								
PUBLIC PROPERTY	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin	Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin	Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin	Total
HATE CRIMES																											
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses - Forcible	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses - Non-Forcible	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Destruction, damage or vandalism of property	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other crime involving bodily injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL HATE CRIMES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0